

HARLEY – DAVIDSON®

Political Engagement and Contributions

Governments around the world take actions that can significantly affect Harley-Davidson and our employees, customers, and shareholders. Harley-Davidson believes it is important to advocate on issues that affect Harley-Davidson's business when it is constructive to do so under the applicable political system. The form of advocacy that we use may differ depending on political systems and local laws. Consistent with company values, Harley-Davidson is committed to full compliance with all federal, state, local, and international political laws and to maintaining the highest ethical standards in the way we conduct our business.

The Harley-Davidson advisory committee, which is comprised of members of the Company's senior leadership, oversees political engagement policies and reviews, on an annual basis, all political contributions made by the company. The Company's advisory committee and senior management are responsible for developing the strategies and the day-to-day decisions and activities involving Harley-Davidson's political engagement. The Company did not make any contributions in 2024 to participate or intervene in any political campaign on behalf of or in opposition to any candidate for public office or to influence the general public with respect to a political election or ballot referendum.

Political contributions are made by nonpartisan state and federal political action committees established by the company but funded solely by voluntary contributions that each committee receives from employees eligible to make contributions under applicable laws. All contributions made by Harley-Davidson political action committees are reviewed and approved by the advisory committee. In 2024, company political action committees made the following contribution in 2024 to participate or intervene in a political campaign on behalf of or in opposition to any candidate for public office or to influence the general public with respect to a political election or ballot referendum:

Political Action Committee Contributions

Harley-Davidson, Inc. PAC

Name of Recipient	Amount
January – December 2024	
Senator Tammy Baldwin (WI)	\$2,500

Harley-Davidson also participates in various trade and industry organizations that can affect the motorcycle industry and the business environment in which Harley-Davidson operates. We are committed to supporting organizations that help advocate public policies that contribute to the success and growth of our industries and the business community. While we may not always agree with the positions taken by these organizations or their members, our participation as a member enables us to engage with other business and industry stakeholders, to express our views and positions on key public policy issues and, when possible, to arrive at a consensus that advances the interests of our company, our shareholders, our customers, and our employees.

Non-Deductible Trade Association Fees*

Name of Recipient	Portion of Dues That Were Non-Deductible
January – December 2024	
Metro Milwaukee Association of Commerce	\$750
Wisconsin Manufacturers & Commerce	\$4,276.93
American Financial Services Association	\$54,168

** A number of trade and industry associations utilize a portion of membership dues for non-deductible state and federal lobbying expenditures. Per the requirements of Section 162(e)(1) of the Internal Revenue Code, the trade associations must provide Harley-Davidson with the percentage of our annual dues that is attributable to lobbying expenses. The list above includes trade associations to which Harley-Davidson paid annual membership dues in excess of \$50,000 and the portion of the dues for each organization that was not deductible under Section 162(e)(1) of the Internal Revenue Code.*