HUSQVARNA RETIREMENT SAVINGS 401(k) PLAN

2020 IRS SAFE HARBOR NOTICE

INTRODUCTION

Husqvarna Consumer Outdoor Products N.A., Inc. ("HCOP") sponsors the Husqvarna Retirement Savings 401(k) Plan (the "Plan"). The Plan qualifies as a "safe harbor" plan under Internal Revenue Service (IRS) guidelines. This means that for 2020, we will not have to perform annual discrimination tests with respect to your employee contributions and matching contributions (other tests and limits do apply). One of the requirements of a safe harbor plan is to provide you with this Notice before the 2020 calendar year begins.

The Plan is a safe harbor plan because it provides a required matching contribution and vesting schedule. HCOP reserves the right to reduce or eliminate the safe harbor matching contribution. If HCOP decides to modify or cease making the safe harbor matching contribution during the 2020 plan year, you will be notified at least 30 days prior to the effective date of the change, and the change will be on a prospective basis only. If a change is made, you will receive the safe harbor matching contribution for the portion of the plan year prior to the effective date of the change. This Notice describes the matching contribution, vesting provisions and other important information.

ELIGIBILITY REQUIREMENTS

- In general, you are eligible to participate in the Plan if you are employed by any of the following employers (see bullet item below for some exceptions):
    - Husqvarna Consumer Outdoor Products N.A., Inc.
    - Husqvarna U.S. Holding, Inc.
    - Husqvarna Construction Products North America, Inc.
    - Husqvarna Professional Products, Inc.
    - Husqvarna Forestry Products N.A., Inc.
    - Husqvarna Plastics Nashville LLC

  For purposes of this Notice, all of the employers identified above are collectively referred to in this Notice as the "Employer."

- The following employees and individuals are not eligible to participate in the Plan:
    - Any employee who is a nonresident alien and who does not receive earned income from an Employer which is taxed in the United States.
    - Any Employee who is part of a collective bargaining unit – unless both the Employer and the collective bargaining unit have agreed otherwise.
    - Any "leased employee." In general, a leased employee is an individual who is not a common law employee but who works under the direction of an Employer and performs services to the Employer on a full-time basis for at least one full year.
    - Any individual who is classified by the Employer as an independent contractor for purposes of withholding and payment of employment taxes.

- U.S. inbound expatriates who have a service contract date of September 1, 2001 or later under the Employer's Global Expatriate Policy.
- Any Employee whose primary job duties are either (i) the demonstration of or conducting classes in the operation of the Employer's products or (ii) training others to make such demonstrations or to conduct such classes.
- Any Employee employed at the Prescott, Arizona location.

If you are eligible to participate in the Plan, you are allowed to commence your employee contributions to the) Plan on the first day of the payroll period that is as soon as administratively feasible following the later of (i) your date of hire or rehire or (ii) the date the plan administrator is notified of your election to make an employee contribution.

CONTRIBUTIONS TO THE PLAN

Pre-Tax 401(k) Contributions. You can contribute from 1% to 75% of your "eligible compensation" (defined below) as a pre-tax contribution to the Plan (known as a "401(k) Contribution"). However, your 401(k) Contributions cannot exceed an IRS limit. In 2020, the IRS contribution limit is $19,500.

Your 401(k) Contribution election in effect under the Plan as of December 31, 2019 will automatically apply to the Plan on the first payroll period of 2020. Of course, you can increase or decrease your 401(k) Contribution election.

If you are eligible to participate in the Plan for the first time, you may select a percentage of your eligible compensation (from 1% to 75%) that you would like to contribute to the Plan as a 401(k) Contribution. Your election will be effective on the first day of the pay period that is as soon as administratively feasible after your election is communicated to the plan administrator.

Roth Contributions. You may also make Roth Contributions to the Plan. A Roth Contribution is an after-tax contribution. Earnings on Roth Contributions are typically withdrawn tax free as long as the distribution is made at least five years after the first Roth Contribution and after you reach age 59½ (unless an exception applies).

As with 401(k) Contributions, you can contribute as a Roth Contribution an amount from 1% to 75% of your eligible compensation up to the IRS limit which in 2020 is $19,500. Your election will be effective on the first day of the pay period that is as soon as administratively feasible after your election is communicated to the plan administrator.

Your Roth Contribution election in effect under the Plan as of December 31, 2019 will automatically apply to the Plan on the first payroll period of 2020. Of course, you can increase or decrease your Roth Contribution election.

If you are eligible to participate in the Plan for the first time, you may select a percentage of your eligible compensation (from 1% to 75%) that you would like to contribute to the Plan as a Roth Contribution. Your election will be effective on the first day of the pay period that is as soon as administratively feasible after your election is communicated to the plan administrator.

You can also combine 401(k) Contributions and Roth Contributions. Your combined 401(k) Contribution and Roth Contributions cannot exceed the lesser of 75% of your eligible compensation or the IRS limit of $19,500.

Catch-Up Contributions. If you will be 50 years old or older by the end of the plan year (December 31, 2020), you may be eligible to make catch-up contributions under the Plan. To be eligible, your 401(k) Contributions and/or Roth Contributions must have reached or will reach the maximum permissible amount (either 75% of your eligible compensation or the maximum permitted contribution amount in a calendar year). If so, you are entitled to make an additional 401(k) Contribution or Roth Contribution. In 2020, the additional Catch-Up Contribution limit is $6,500.

Rollover Contributions. Finally, if you have money in a tax qualified retirement plan of another employer or in certain types of IRAs or other retirement plans, you may be able to rollover those moneys to the Plan (called a rollover contribution). Please contact the plan administrator to the Plan if you have any questions about rollovers.

For information on making or adjusting a 401(k) Contribution election or Roth Contribution election, see the section below entitled "How to Make a 401(k), Roth or Catch-Up Contribution."

MATCHING CONTRIBUTIONS TO THE PLAN

As of each payroll period, for every dollar you contribute to the Plan up to 4% of your eligible compensation, your Employer will add a one-dollar company matching contribution as described in the following chart. The match is made on either 401(k) Contributions or Roth Contributions or a combination of both (but not to exceed 4% of eligible compensation). No matching contribution will be made on your Rollover Contributions. You will only receive the match contribution if you choose to contribute to the Plan.

HOW THE MATCHING CONTRIBUTION WORKS

When you contribute this amount …	Your Employer makes a matching contribution of …	For a total contribution of …
1%	1%	2%
2%	2%	4%
3%	3%	6%
4% or more	4%	8% or more (employee contribution + 4%)

HOW TO MAKE A 401(k), ROTH or CATCH-UP CONTRIBUTION

You can make a 401(k) Contribution election, Roth Contribution election or Catch-Up Contribution election online or over the phone. Your election will be effective on the first day of the payroll period that begins as soon as administratively feasible after you make your election (or when you become eligible to participate, if later).

You may make your elections online by visiting Fidelity NetBenefits at www.401(k).com. If you are a new user, you will be prompted by easy step-by-step instructions on how to access your account.

You can also make your election by calling the Fidelity Retirement Benefits Line at 1-800-835-5091 Monday through Friday between 8:30 am and 8:00 p.m. in your local time zone to speak with a Service Center Representative.

You can change your 401(k) Contribution election, Roth Contribution election or Catch-Up Contribution election at any time. Any such change will be effective on the first day of the payroll period that is as soon as administratively feasible after the plan administrator receives your request. If you suspend your 401(k) Contributions, Roth Contributions or Catch-Up Contributions, you may resume making contributions to the

Plan at any time. Your re-enrollment will be effective as of the first payroll period that is as soon as administratively feasible after informing the plan administrator.

You can also elect to automatically increase your contribution each year. You simply elect the amount and date for your annual increase and on the designated date, your 401(k) Contributions or Roth Contributions will automatically increase. You can start or stop the automatic election or chose to increase or decrease the automatic election at any time. You make this election online at www.401(k).com or by calling Fidelity at 1-800-835-5091.

ELIGIBLE COMPENSATION

Eligible compensation is generally your gross annual earnings reported on IRS Form W-2 (Box 1 – Wages, Tips and Compensation, or its comparable location as provided on IRS Form W-2 in future years). Included in eligible compensation are your pre-tax contributions under the Plan and pre-tax contributions to your Section 125 cafeteria plan, qualified transportation fringe benefits under Code Section 132(f) and deemed Section 125 compensation. Your eligible compensation also includes any differential wage payments made to you while you are deployed on active military service.

Eligible compensation DOES NOT include the following:

- Reimbursements or other expense allowances
- Fringe benefits (cash and non-cash)
- Moving expenses
- Deferred compensation
- Welfare benefits (including workers compensation and severance pay).

Eligible compensation DOES include the following:

- Vacation cash payments (including a lump sum cash payment of unused vacation, if any, paid while employed)
- Sick leave cash payments

Eligible compensation earned before you become eligible to participate in the Plan is ignored. Eligible compensation in excess of the limits of Code Section 401(a)(17) is also ignored ($285,000 in 2020).

VESTING PROVISIONS

You are always 100% vested in your 401(k) Contributions, Roth Contributions and Catch-Up Contributions. You are also 100% vested in your matching contributions made to the Plan in 2009 or later.

Employer contributions made prior to 2009 remain subject to the vesting schedules under which such contributions were originally made. Please refer to the summary plan description for details regarding vesting schedules for pre-2009 employer contributions.

WITHDRAWAL PROVISIONS

You are entitled to a distribution of your vested Account when you terminate employment with your Employer (including termination of employment due to voluntary resignation, involuntary discharge, retirement, disability or death).

Distributions are made in a single lump sum cash payment.

The rules regarding hardship withdrawals will change effective for hardship withdrawals taken on or after January 1, 2020. You will be able to withdraw net investment earnings on your 401(k) Contributions, Roth Contributions and Catch-Up Contributions as part of a hardship withdrawal, and 401(k) Contributions, Roth Contributions and Catch-Up Contributions will no longer be suspended following a hardship withdrawal.

For 2020, if you incur an approved financial hardship, you may request a distribution of your 401(k) Contributions, Roth Contributions and Catch-Up Contributions, all as adjusted by investment returns. You cannot receive a hardship withdrawal from your matching contributions. A penalty for early withdrawal may apply to a financial hardship withdrawal.

In general, a financial hardship means (1) expenses for certain medical care; (2) costs directly related to the purchase of your principal residence; (3) payment of tuition, related educational fees and room and board expenses for the next 12 months of post-secondary education; (4) payments necessary to prevent eviction from your principal residence; (5) payments for burial or funeral expenses; and (6) expenses for the repair of damage to your principal residence as a result of certain casualties.

Additional rules applicable to hardship withdrawals are included in the summary plan description.

You can withdraw all or part of your vested account balance after you attain age 59½. You can also withdraw all or part of your rollover contributions and earnings on such contributions.

Some individuals made employee after-tax contributions to a predecessor plan. Such employee after-tax contributions are now held in the Plan. Those employees can withdraw the after tax contributions and earnings on those contributions.

If you had assets transferred to the Plan from the prior HTC, Inc. 401(k) Plan (the "HTC Plan") and you become Disabled but remain employed by the Employer, you will be entitled to receive a withdrawal of the portion of your account that was transferred to the Plan from the HTC Plan. For this purpose, you will be deemed Disabled if you become entitled to receive federal Social Security disability benefits.

Finally, in certain cases, military reservists can request a distribution from their 401(k) Contributions, Roth Contributions and Catch-Up Contributions (including earnings).

You are permitted to receive one non-hardship in-service distribution from each type (i.e., 59½, rollover, after-tax and military reservists) once every six months.

New loans are not permitted under the Plan. However, if you were a participant in a predecessor plan and you had an outstanding loan as of December 31, 2008, you are permitted to continue repaying your loan under the Plan.

OTHER IMPORTANT INFORMATION

If you have any questions regarding this Notice or would like to obtain a summary plan description of the Plan, please contact the Plan Administrator for the Husqvarna 401(k) Plan at Husqvarna Consumer Outdoor Products N.A., Inc., 9335 Harris Corners Parkway, Suite 500, Charlotte, NC 28269; telephone (866) 875-8735.

Please remember that the information contained in this Notice is intended only to summarize the benefits provided under the Plan. A more detailed description about the Plan and your eligibility to participate in it can be found in the official plan documents and your SPD. If there is any discrepancy between the information included here and the plan documents, the plan documents will govern. HCOP reserves the right to amend, modify, suspend, or discontinue these benefits at any time.