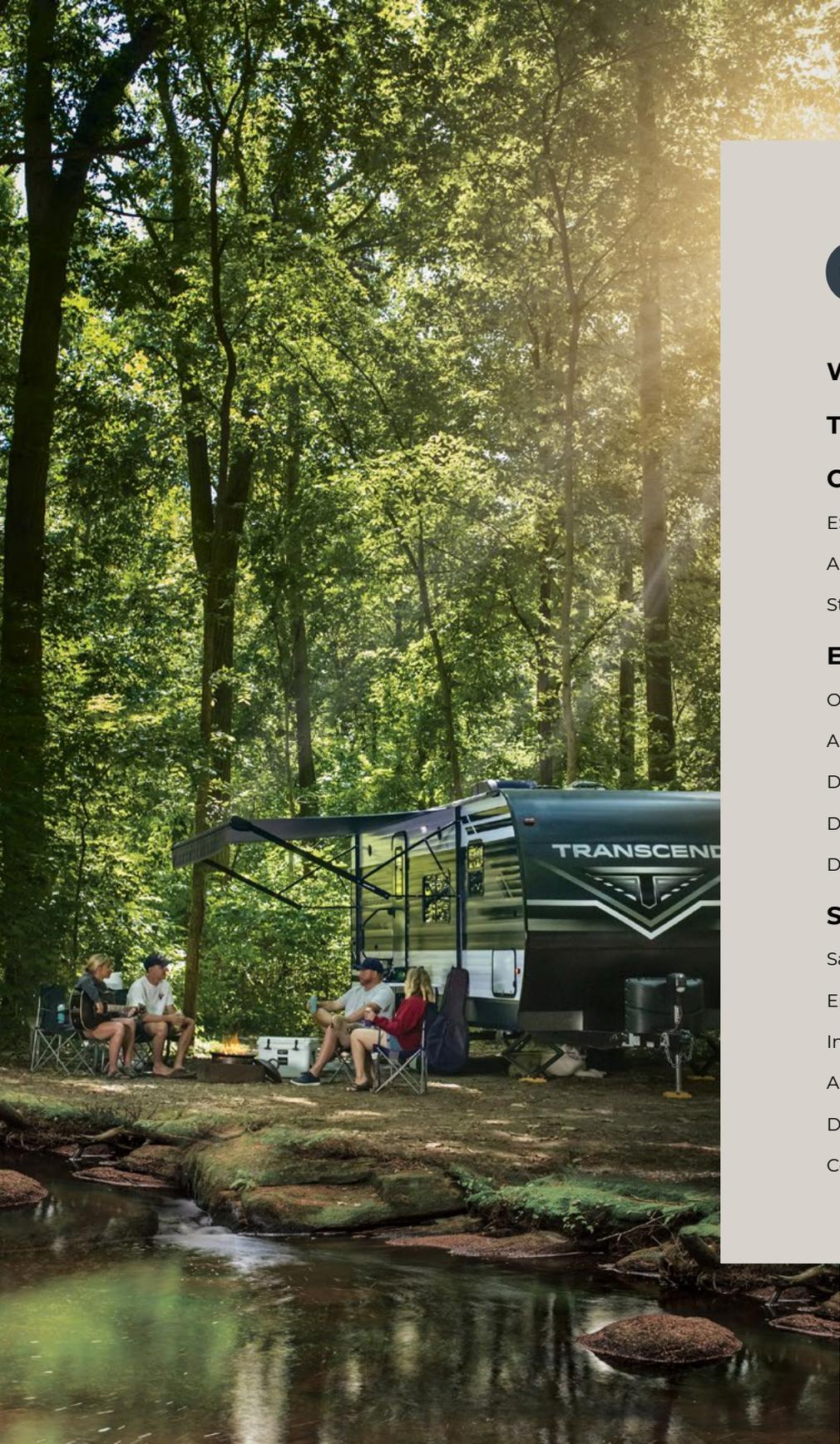


# 2023 CORPORATE RESPONSIBILITY REPORT



**WINNEBAGO**  
INDUSTRIES

Be great, outdoors.



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# WINNEBAGO INDUSTRIES AT A GLANCE



## PURPOSE

We help our customers explore the outdoors, enabling extraordinary mobile experiences as they travel, live, work and play.

## PRODUCTS

Motorhomes, Travel Trailers, Fifth Wheels, Luxury Boats, Specialty Vehicles, Pontoons, Lithium-Ion Batteries

## LOCATIONS

Forest City, IA  
Charles City, IA  
Lake Mills, IA  
Waverly, IA

Bristol, IN  
Middlebury, IN  
Nappanee, IN  
Sarasota, FL

Clearwater, FL  
Eden Prairie, MN

# \$3.5B

FY 2023 revenue

# ~6,250

highly skilled employees

Established

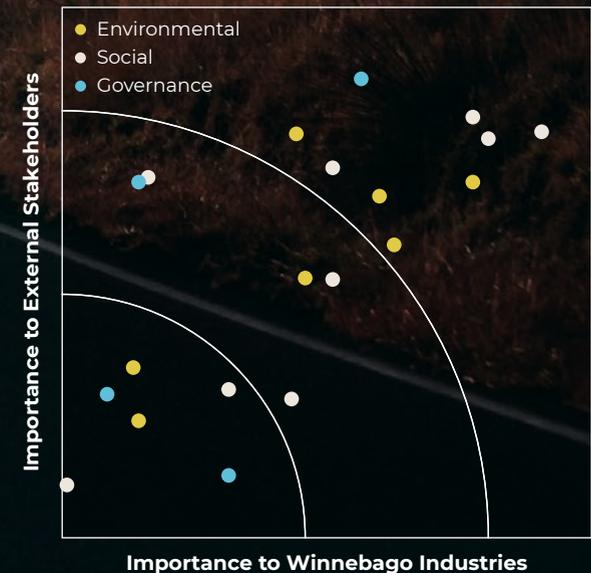
# 1958

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE PRIORITIES

Winnebago Industries prioritizes the following environmental, social and governance (ESG) topics, based on an ESG materiality assessment conducted in 2018: Ethics and Integrity; Safety; People; Diversity, Equity and Inclusion; Community; Waste; Water; GHG Emissions; Product Stewardship.

Our company will undertake a materiality assessment in 2024 to continue to align with our shareholder and stakeholder interests.

## BRAND FAMILY



# TO OUR STAKEHOLDERS

Winnebago Industries is a family of premium brands—Winnebago, Grand Design, Chris-Craft, Newmar, Barletta and Lithionics—each unique in its own rich legacy but united in a calling to Be Great, Outdoors. Our pursuit of that calling is deeply ingrained in our company’s DNA, influencing our culture and our relationships with our environment, our customers and our communities.

We want the outdoors to continue being a place to find health, happiness and connection, so we hold close the imperative to protect and preserve our environment for future generations. We continue to make meaningful progress toward our ambitious goals for reductions in water usage, waste and greenhouse gas emissions. Our submission of our first CDP Climate Change Questionnaire in 2023 underscores our dedication to transparency in our progress toward addressing climate-related challenges. And we continue to seek out programs and partnerships that promote conservation of our forests and oceans, like our new partnership with the Nature Conservancy announced this year.

Our journey to a more sustainable outdoors also calls us to a continued focus on product innovation. Building on the momentum of our pioneering introduction of all-electric specialty vehicles and the eRV2 concept vehicle, our Chris-Craft brand introduced its first zero-emission, all-electric concept boat in 2023. And our acquisition of premier lithium-ion battery solutions provider Lithionics affirms our commitment to more diverse battery solutions that enhance energy efficiency in our products.

We are advancing our product stewardship efforts, working toward more environmentally friendly upgrade options on all new products. We have begun to conduct alternative materials audits during the new product design phase to identify possible circular and sustainable materials. We are also exploring the use of innovative, smart appliances that maximize the efficiency of resources for our product owners. Our target is to assess our products’ environmental impacts through life cycle assessments by 2030. As we develop new products and improve our existing portfolio, we will continue to assess ways to address our products’ upstream and downstream environmental impacts.

To Be Great, Outdoors also means a commitment to making the outdoors a welcoming place for everyone. Inclusion, diversity, equity and action are guiding us toward a more inclusive culture and greater diversity within our leadership and workforce. Our employee resource groups, diversity training and ongoing engagement in the CEO Action for Diversity & Inclusion initiative are helping our people to lead with greater inclusivity, sensitivity and allyship.

This commitment extends to our customers and the communities where we live and operate too. We believe in investing in programs that eliminate barriers, promote access, and connect all people with the social, mental and physical health benefits of the outdoors. This year, we extended many of our partnerships to advance outdoor

equity and exploration programming and invested more than \$3 million in financial, product and volunteer contributions back into the communities we serve.

Our corporate responsibility efforts are the cornerstone of our sustainable business growth and long-term profitability, and they fuel our ultimate purpose to help people explore the outdoors, enabling extraordinary experiences as they travel, live, work and play.

On behalf of our Board of Directors and executive leadership, we are pleased to present Winnebago Industries Corporate Responsibility Report for 2023.



*Michael J. Happe*

**Michael J. Happe**  
President and Chief Executive Officer



*Stacy L. Bogart*

**Stacy L. Bogart**  
SVP, General Counsel, Secretary and Corporate Responsibility

# Executive Leadership Team



**Michael J. Happe**  
President and Chief  
Executive Officer



**Ashis Bhattacharya**  
Senior Vice President,  
Business Development,  
Advanced Technology &  
Strategic Planning



**Stacy Bogart**  
Senior Vice President,  
General Counsel,  
Secretary and Corporate  
Responsibility



**Huw Bower**  
President,  
Winnebago Outdoors



**Don Clark**  
President,  
Grand Design RV



**Amber Holm**  
Senior Vice President,  
Chief Marketing Officer



**Stephen Heese**  
President, Chris-Craft



**Bryan Hughes**  
Chief Financial Officer,  
Senior Vice President,  
Finance, Investor  
Relations & Information  
Technology



**Sri Koneru**  
Senior Vice President,  
Chief Information Officer



**Casey Tubman**  
President, Newmar



**Chris West**  
Senior Vice President,  
Enterprise Operations  
and Barletta Boats



**Bret Woodson**  
Senior Vice President,  
Human Resources and  
Corporate Relations

# CORPORATE RESPONSIBILITY APPROACH

Corporate responsibility lays the groundwork for Winnebago Industries' sustainable business growth and long-term profitability. Our commitment to Be Great, Outdoors runs through our company and is integral to how we live our culture and create extraordinary experiences for our customers. Since publishing our first Corporate Responsibility Report five years ago, we have integrated ESG into our enterprise business strategy, embraced our responsibility as a company and demonstrated progress across our ESG priorities. Our cross-functional, enterprise-wide Corporate Responsibility Advisory Team drives our ESG strategy, goals and performance, while helping our organization engage with stakeholders, foster an inclusive culture, manage risk and anticipate change.

The Winnebago Industries Board of Directors' Nominating and Governance Committee oversees corporate responsibility. Stacy Bogart, SVP, General Counsel, Secretary and Corporate Responsibility, leads the Corporate Responsibility Advisory Team, which includes leaders throughout our Winnebago, Grand Design, Chris-Craft, Newmar and Barletta businesses. Functions represented include environment, health, safety and sustainability (EHSS), product management, supply chain and enterprise operations, human resources, legal, public affairs, marketing, finance and investor relations. As the company grows, acquired businesses join the advisory team through the business integration process.

## ESG MATERIALITY ASSESSMENT

Winnebago Industries conducted an ESG materiality assessment in 2018. Our process identified relevant ESG topics, based on stakeholder interviews and leading ESG management frameworks, such as the Global Reporting Initiative (GRI), the Climate Disclosure Project (CDP), the United Nations (UN) Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-Related Financial Disclosures (TCFD).

Through a process that included stakeholder engagement, alignment with our business strategy and an analysis of the external landscape, we identified eight initial ESG priorities: ethics and integrity; safety; people; diversity, equity and inclusion; community; waste; emissions; and product stewardship. Water was added as our ninth ESG priority in 2021, based on the evolving footprint of our operations. While these priorities remain relevant to our business, we plan to refresh our materiality assessment before the end of 2024.



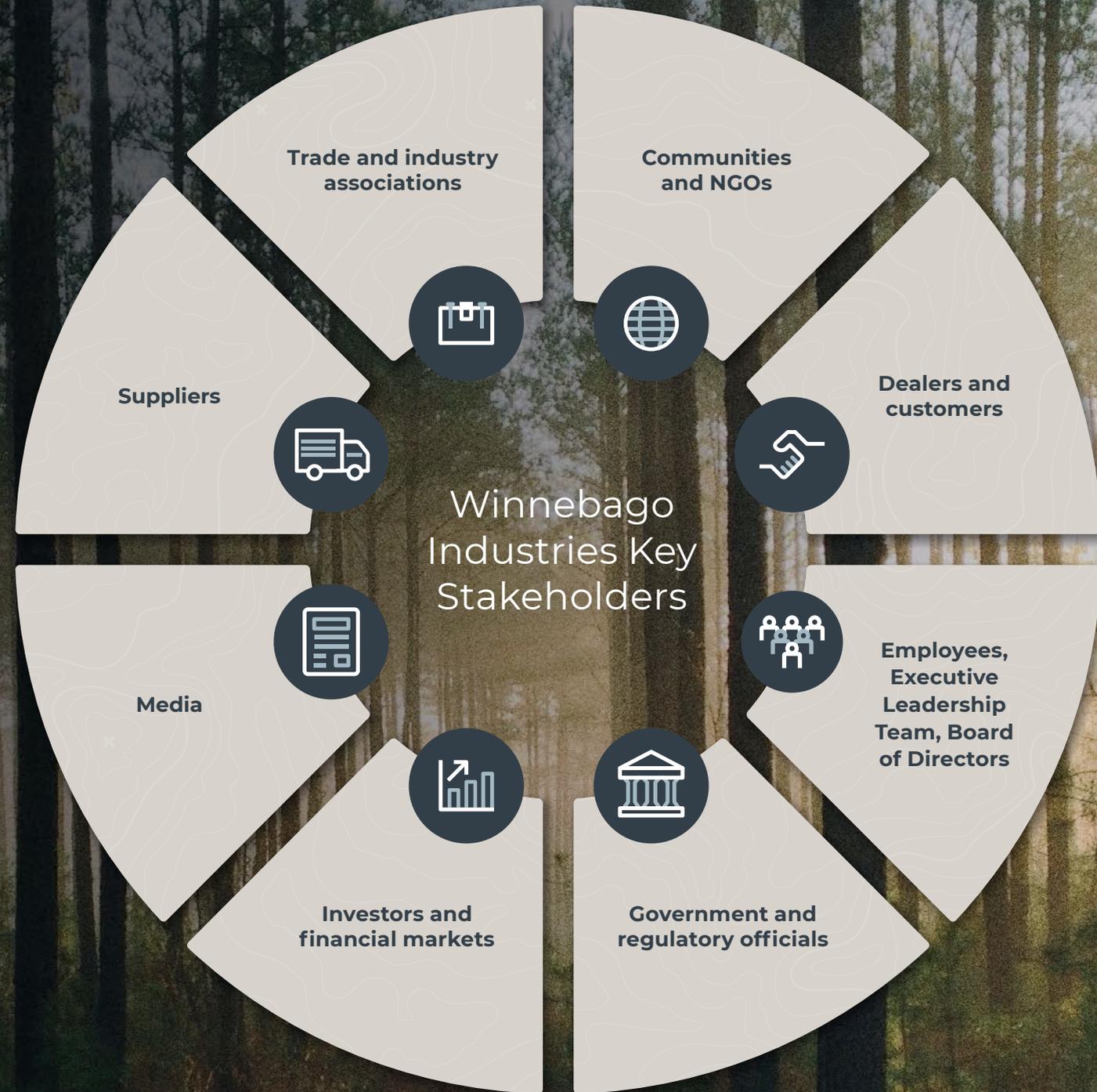
## ALIGNMENT WITH ACCEPTED ESG REPORTING FRAMEWORKS

Winnebago Industries acknowledges the importance of aligning with established ESG reporting frameworks as we continue along our corporate responsibility journey. This report aligns with the GRI Universal Standards and features an index aligned with the recommendations of the TCFD. We have also published our first SASB Index in this year's report. We are a signatory of the UN Global Compact and have aligned our ESG priority topics with the UN SDGs. The following graphic maps our prioritized material issues to the most relevant SDGs.



## STAKEHOLDER ENGAGEMENT

At Winnebago Industries, we value maintaining authentic connections with stakeholders who are affected by our activities or whose actions have the potential to affect our business. We frequently engage with our key stakeholder groups throughout the year using a variety of passive and active engagement methods. We strive to incorporate the outcomes of these engagements to inform our long-term business strategy and ESG priorities.



The Chris-Craft Launch 25 GT is part of our never-ending pursuit of beauty in design.



# ENVIRONMENT

Every day, we strive to Be Great, Outdoors. Winnebago Industries cares deeply about the health and vitality of our planet, as do the customers and communities we serve. Their passion inspires us to be stewards of our shared outdoor spaces and do our part to preserve them for the next generation of outdoor enthusiasts.

# Our Environmental Sustainability Goals

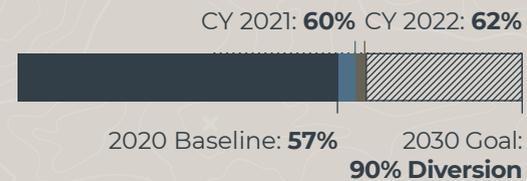


## WASTE REDUCTION

**Goal:** Reduce the amount of waste we send to landfills

**Target:** Achieve a Zero Waste to Landfill target of 90% diversion of waste from landfills by 2030

**Progress:**

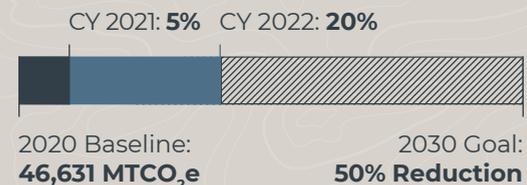


## GHG EMISSIONS REDUCTION

**Goal:** Align our businesses to do our part to limit the global average temperature increase to 1.5°C above pre-industrial levels

**Target:** Reduce absolute greenhouse gas (GHG) emissions by at least 50% by 2030

**Progress:**



## WATER REDUCTION

**Goal:** Reclaim and reuse water in all operating locations experiencing high water stress

**Target:** Reduce freshwater use by 30% by 2030

**Progress:**



<sup>1</sup> Due to an adjustment in our calculation methodology and the addition of Barletta Boats, we have restated our 2020 water baseline, as compared to its previous reporting in our 2021 Corporate Responsibility Report.



## PRODUCT STEWARDSHIP

**Goal:** Provide eco-friendly upgrade options on all new products

**Target:** Build a Lifecycle Assessment process to address upstream and downstream environmental impacts for our product lines by 2030

**In Progress** ✓

Developments include the evolution of our eRV2, our acquisition of Lithionics Battery, the debut of Chris-Craft's all-electric concept boat and an alternative materials audit.

# A Global Commitment to Environmental Sustainability

Environmental sustainability and climate resilience are crucial to the long-term success of our business. To support our ambition to make meaningful progress by 2030, we have set company-wide goals for water, waste and GHG reductions using 2020 baseline data, as well as a product stewardship goal. In FY 2023, we submitted our first CDP Climate Change Questionnaire, representing another large step toward enhancing our climate-related disclosures.

We are taking action across our enterprise to combat climate change and its impacts. In 2021, we became a signatory to the UN Global Compact. As a UNGC signatory, we are committed to integrating its environmental principles into our culture, strategy, management and daily operations. We also continue our membership with the Business Ambition for 1.5°C campaign, a group of businesses committed to achieving Net Zero Carbon by 2050 and setting climate targets aligned with the Science Based Targets Initiative (SBTi). We are currently developing our own science-based targets and milestones aligned with SBTi and remain on track to submit them for validation in our FY 2024.

## MANAGING ENVIRONMENTAL SUSTAINABILITY

Winnebago Industries' enterprise and business operations leaders, led by our Director, Environmental and Sustainability, drive progress on our sustainability goals. Environmental sustainability leaders play a key role on our cross-functional [Corporate Responsibility Advisory Team](#). We are evolving our culture and mindsets so that every employee applies an ESG lens to decision-making and fulfills their duty to uphold our company's commitment to environmental stewardship. We are continually improving our enterprise Environmental Management System (EMS) alignment to ISO-14001:2015 and are developing and executing specific sustainability roadmaps for our enterprise and each of our businesses.

Our management approach to environmental affairs is guided by our employee [Code of Conduct](#), [Environmental Affairs, Employee Health and Safety Policy](#) and our [Environmental Sustainability Policy](#). These policies, along with our [Conflict Mineral Policy](#), are available on our [investor relations site](#) and at [winnebagoind.com/responsibility](http://winnebagoind.com/responsibility).



## STRATEGIC PARTNERSHIP WITH THE NATURE CONSERVANCY

This year, Winnebago Industries began a [strategic partnership](#) with The Nature Conservancy to promote conservation and protect the outdoors. Our partnership will focus on reforestation and wetlands restoration to accelerate carbon sequestration. The reforestation initiative aims to plant trees on previously forested acres throughout Winnebago Industries' headquarters state of Minnesota. The [Blue Carbon Initiative](#), part of The Nature Conservancy's Ocean and Coast Network, will restore wetland ecosystems to increase carbon sequestration in Florida, where Chris-Craft and Lithionics Battery have manufacturing operations.

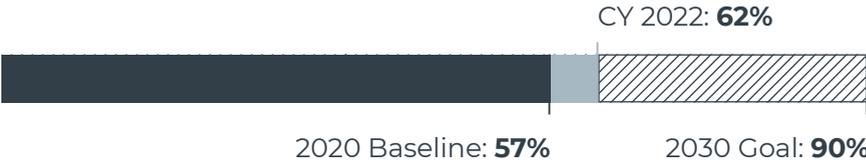
# Driving Sustainability Progress: Waste and Water

## WASTE REDUCTION

As a manufacturer, minimizing waste is important to our company and our stakeholders. We are on a path to achieving Zero Waste to Landfill, with a target of 90 percent diversion of waste from landfills by 2030 from a 2020 baseline year.

In CY 2022, we made progress on our waste reduction goal, improving to 62 percent diversion from landfills across the enterprise. Following the success of our Lake Mills, Iowa, manufacturing plant in 2022, Waverly became our second facility to achieve Zero Waste to Landfill in July 2023, diverting more than 90 percent of waste to recycling or repurposing over a 12-month period. Employees and leaders continue to implement waste reduction plans, innovating with new technology and operational efficiency in conjunction with our vendor partners.

### CY 2022 ENTERPRISE WASTE DIVERSION



“We are looking for opportunities to certify [our Zero Waste to Landfill] efforts with a third party and create a blueprint to expand best waste management practices across all of Winnebago Industries.”

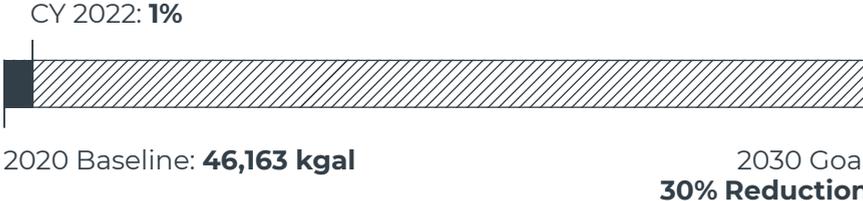
**MITCH STORBY // SUPERVISOR OF OPERATIONAL SUSTAINABILITY**

## WATER REDUCTION

We are committed to minimizing our reliance on freshwater, particularly in areas experiencing high water stress. We are currently performing a water stress analysis of regions in which we have operations, using the World Resource Institute (WRI) Aqueduct tool to help inform and understand current state and future state risk and availability. By 2030, our goal is to reduce freshwater use by 30 percent, compared to a 2020 baseline. Due to an adjustment in our calculation methodology and the addition of Barletta Boats, we have restated our 2020 water baseline, as compared to its previous reporting in our 2021 Corporate Responsibility Report. Our water use is driven primarily by number of employees, so while we have reduced use in certain areas, such as recycling wash bay water, the gains have been offset by growth in our employee population.

Moving forward, we will leverage the results of our WRI Aqueduct assessment to prioritize our water reduction efforts in stressed regions.

### CY 2022 FRESHWATER USE REDUCTION



We are making progress in establishing a utility bill pay process with a strategic partner which will provide real time environmental data and performance to goals. This will enable each of our brands to adjust and prioritize to ensure we achieve or exceed our environmental commitments.



## EARTH MONTH

This year, Winnebago Industries challenged employees from across our business units to come together during Earth Month and “complete green acts for a better planet.” Guided by a “Challenge Passport,” employees organized park and beach trash clean-ups, planted trees with local youth organizations, practiced sustainable habits, watched conservation documentaries and learned about Foundation partners doing conservation work within our operating communities. Throughout Earth Month, employees had the opportunity to learn, act and be inspired, three core pillars of our community philosophy.



In addition to employee-led efforts, the Winnebago Industries Foundation helped support non-profit partner Neighborhood Forest, which partnered with 600+ schools, libraries and youth groups to plant 42,000+ trees for Earth Day, sequestering an estimated 250,000 tons of CO<sub>2</sub>.



# Driving Sustainability Progress: GHG Emissions

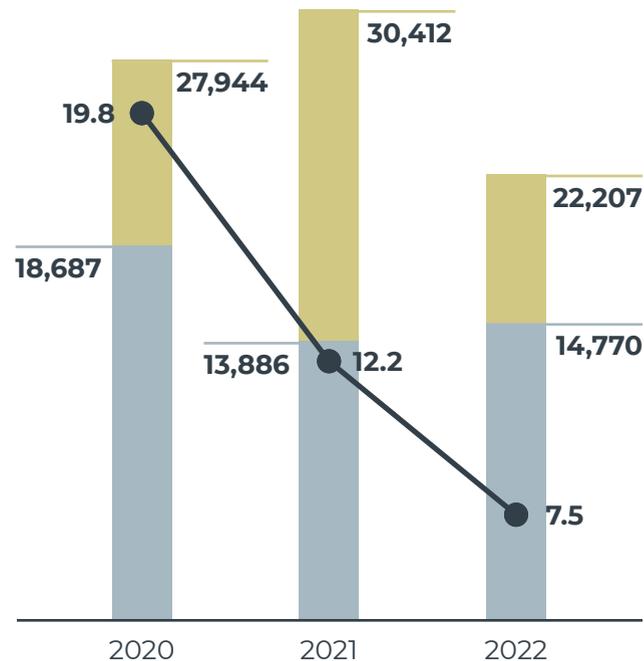
## GHG EMISSIONS REDUCTION

The Intergovernmental Panel on Climate Change (IPCC) warns that global warming must not exceed 1.5°C above preindustrial levels to avoid the catastrophic impacts of climate change. To do our part in combating this threat, Winnebago Industries is committed to reducing our absolute emissions by at least 50 percent by 2030 from a baseline year of 2020. This science-based target aligns with the SBTi criteria for limiting global warming to well below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C. Since 2020, we have reduced absolute Scope 1 and 2 emissions by 20 percent.

In 2022, we received independent [limited assurance](#) of our CY 2020 Scope 1, Scope 2 (location- and market-based), and selected Scope 3 GHG emissions data from Bureau Veritas. Our CY 2021 and CY 2022 Scope 1 and Scope 2 (location- and market-based) GHG emissions are currently undergoing verification with ERM CVS. When completed, our report will be retroactively updated to include the ERM CVS assurance statement and any updated emissions figures.

## SCOPE 1 AND 2 GHG EMISSIONS

■ Scope 1 (MTCO<sub>2</sub>e)    ■ Scope 2 Market-Based (MTCO<sub>2</sub>e)  
● Scope 1 and 2 Emissions Intensity (MTCO<sub>2</sub>e/USD million revenue)



## CONTINUED INVESTMENTS IN SOLAR ENERGY

Winnebago Industries continues to invest in solar installations, providing renewable energy to power our operations and help us meet our GHG emission reduction target. Barletta Boats recently added a third installation atop its new facility. Combined, the three Barletta solar arrays are producing nearly 1,500,000 kWh and, in turn, reducing CO<sub>2</sub> emissions by around 1,300 metric tonnes each year.



“In addition to being cost effective, our investment in solar at Barletta Boats also helps Winnebago Industries as a whole remain on track to meet our long-term climate goals.”

MIKE KLOSKA // CFO BARLETTA BOATS

In FY 2024, we will report our SBTi milestones and submit our targets for reducing Scope 1, 2 and 3 GHG emissions for validation by SBTi. Through a Scope 3 emissions assessment conducted in 2021, we identified the Scope 3 categories that present the largest reduction opportunities for our company, including Category 1: Purchased goods and services and Category 11: Use of sold products. Our SBTi goals and milestones, as well as our other strategic activities, will be focused on making an impact within these categories. We aim to refresh our calculation of Scope 3 emissions by early FY 2024.



“Winnebago Industries has made great steps forward in our sustainability journey, and we are excited about the positive impact we can make on the planet through innovative operational sustainability strategies and product stewardship efforts.”

**NATHAN POMMIER // ENTERPRISE  
DIRECTOR OF ENVIRONMENTAL  
SUSTAINABILITY**

# 20%

Since 2020, we have reduced absolute Scope 1 and 2 emissions by 20 percent.



# Driving Sustainability Progress: Product

## PRODUCT INNOVATION

Product innovation and sustainability are integral to the continued success of our business. Our customers are traveling farther and deeper into nature, and more and more, they desire higher performing outdoor vehicles with a lower environmental impact. Winnebago Industries was the first RV manufacturer to introduce an all-electric specialty vehicle, bringing emission-free services to communities through mobile lung screens, preschools, hospital services and more. Last year, we continued this tradition with the debut of our e-RV concept. Then, in 2023, Winnebago Industries unveiled the eRV2 concept vehicle, the most advanced all-electric, zero-emission RV in development.

We are taking new steps to electrify more of our product portfolio, headlined this year by our acquisition of a premier lithium-ion battery solutions provider, Lithionics Battery. Our brand Chris-Craft also introduced its first zero-emission, [all-electric concept boat](#) at the 2023 Miami International Boat Show.

## PRODUCT STEWARDSHIP

We are also advancing toward our product stewardship goal by working toward more environmentally friendly upgrade options—including circular and sustainable materials and innovative smart appliances to maximize resource efficiency across all products, with a plan to assess life cycle environmental impacts for all our product lines by 2030.

Equipped with baseline data and business-specific targets, we look forward to advancing progress toward these environmental sustainability commitments in FY 2024 with leadership engagement and climate-related scenario planning.



## PRODUCT STEWARDSHIP

**Goal:** Provide eco-friendly upgrade options on all new products

**Target:** Build a Lifecycle Assessment process to address upstream and downstream environmental impacts for our product lines by 2030

### In Progress

Developments include the evolution of our eRV2, our acquisition of Lithionics Battery, the debut of Chris-Craft’s all-electric concept boat and an alternative materials audit.



## ADVANCED TECHNOLOGY INNOVATION CENTER

In Fall 2023, Winnebago Industries will celebrate the grand opening of its Advanced Technology Innovation Center in Minnesota. The facility will focus on incubating and prototyping new technology applications across a wide range of technical and product-feature categories, including alternative energy management and autonomy.



“Winnebago Industries is customer-obsessed, and part of that means we are constantly seeking new ways to elevate our customers’ time outside through innovation. Our new Advanced Technology Innovation Center is a hub for collaboration across our business units, as we work together to bring meaningful product advancements to market.”

**ASHIS BHATTACHARYA // SENIOR VICE PRESIDENT OF BUSINESS DEVELOPMENT, STRATEGY AND ADVANCED TECHNOLOGY**



# Innovation at Winnebago Industries

## 1. EVOLUTION OF THE WINNEBAGO eRV2

Winnebago showcased the [eRV2](#), a new, all-electric, zero-emission RV prototype at the 2023 Florida RV SuperShow, which features a variety of environmental and user-friendly features. The vehicle emphasizes the modern user experience through its comfortable and multifunctional design.

The sustainability-conscious design of the eRV2 reduces environmental impacts through the use of recycled, biodegradable and renewable plant-based materials. This model employs broad color-spectrum lighting that ranges from white to red to decrease light pollution. Users can also utilize electrical and energy management systems inside of the RV or through a mobile app to decrease emissions.

## 2. ACQUISITION OF LITHIONICS BATTERY

In May 2023, Winnebago Industries acquired [Lithionics Battery](#), a premier lithium-ion battery solutions provider that delivers “house power” to support internal electrical features and appliances in outdoor products. This acquisition will create new opportunities to add energy efficient solutions to our RV and marine products and allow customers to have a more immersive, off-the-grid experience.

## 3. CHRIS-CRAFT ALL-ELECTRIC CONCEPT BOAT

Our Advanced Technology Group partnered with the Chris-Craft team to unveil a zero emission, all-electric concept boat—[Launch 25 GTe](#)—at the 2023 Miami International Boat Show. This model relies on an electric motor and batteries instead of traditional fuel and engine systems, which eliminates emission and noise pollution. With a battery capacity of 133 kWh, the electric concept boat can achieve a top speed of 50 mph with an estimated run time of approximately two hours.

## 4. PATENT RECOGNITION PROGRAM

Innovation is key to our success and is one of the golden threads that differentiates us from our competitors. This program seeks to maximize the competitive and commercial value of our intellectual property and capitalize on the time and effort invested by team members in developing patentable inventions.

To recognize the ingenuity of our employees, named inventors who contribute patentable inventions under this program may be eligible for a cash award of \$250 to up to \$2,000, depending on the milestone achieved towards an issued patent.



1.



2.



3.



4.

The Winnebago Travato comes equipped with multiple features to extend camping season into the colder weather months, including the Eco-Hot water system which cuts water waste and waiting time for hot water.



# SOCIAL

At Winnebago Industries, people are our greatest strength. We are committed to keeping our employees and customers safe, building an inclusive, high-performance culture where people feel a sense of belonging and have opportunities to grow, and investing in our hometown communities.

# Safety

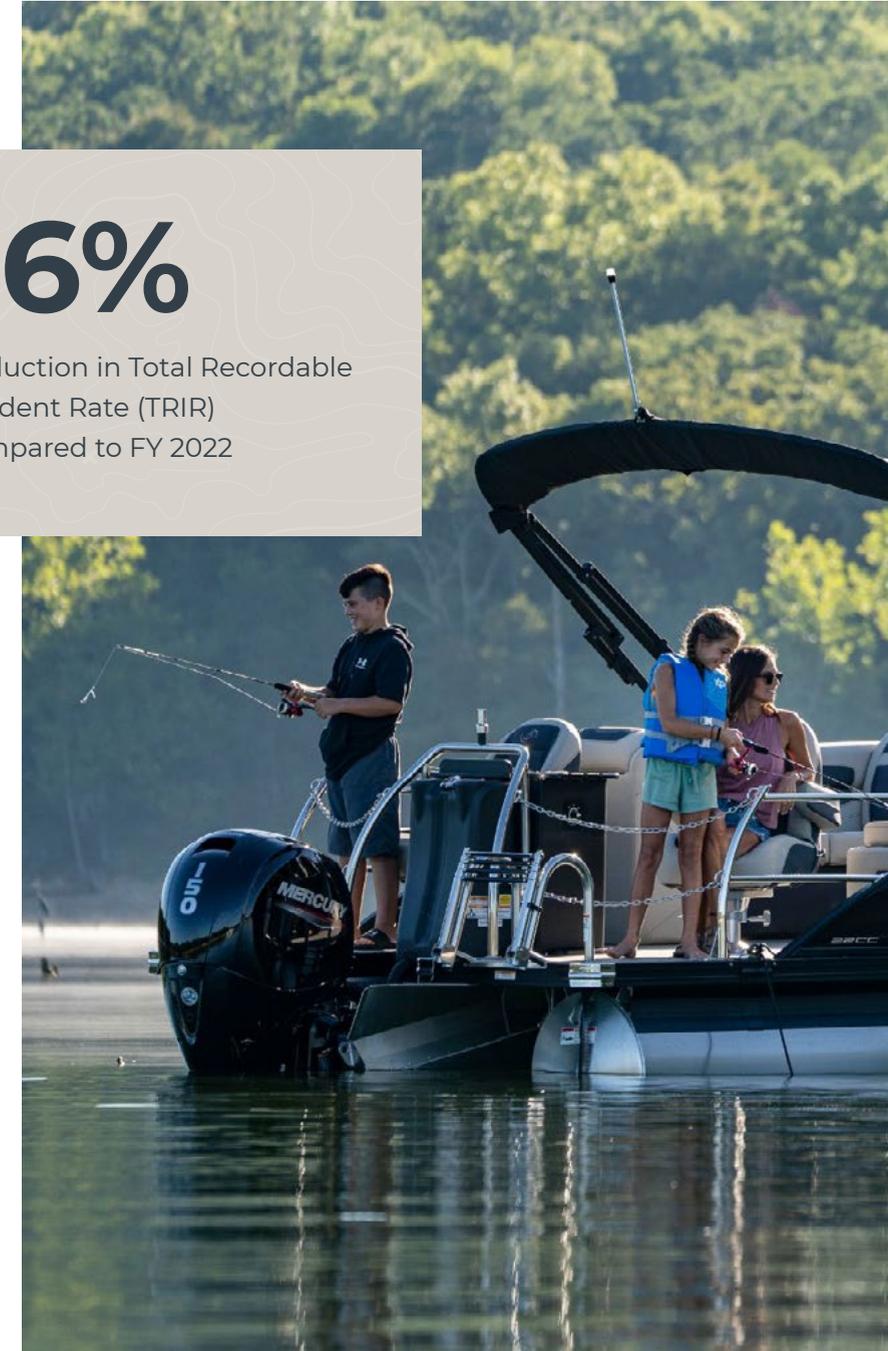
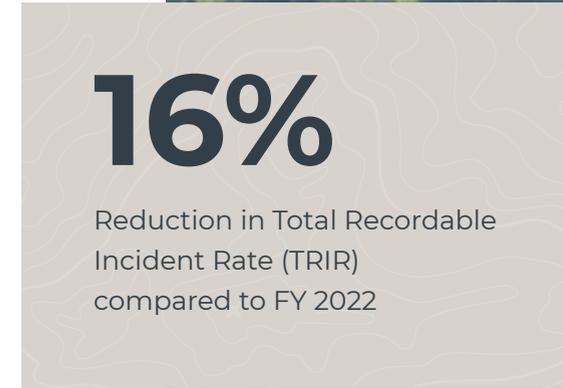
From safe product features to building a “zero-harm” safety culture, Winnebago Industries upholds the highest standards of safety in our products and workplace. We partner with dealers, industry associations and our owner communities to provide safety training and product education.

## PRODUCT AND CUSTOMER SAFETY

Our experienced product quality, safety and compliance leaders have adopted industry best practices to remain compliant with a variety of mandatory and voluntary codes and standards. Our products, for example, are manufactured in compliance with National Highway Traffic Safety Administration (NHTSA) and United States Coast Guard requirements, as applicable, as well as voluntary standards implemented by the Recreational Vehicle Industry Association (RVIA) and National Marine Manufacturer’s Association (NMMA).

Winnebago Industries is committed to producing products that our customers can enjoy safely. From time to time, the company may become aware of an issue that is best addressed through a Product Safety Recall. In those instances, per the Winnebago Industries Recall Policy, the company strives to act in a timely manner, in the best interest of our customers and in compliance with applicable laws and regulations.

Our leadership engages with standards committees with both the RVIA and NMMA, participating in industry-led safety audits and proactively communicating safety recalls to our product owners. We also provide in-person and video informational resources to Winnebago Industries product owners so that they have access to safety information prior to their travels on land or water.



## ZERO HARM SAFETY CULTURE

We are committed to designing, operating and maintaining safe, controlled working conditions and attaining a “zero-harm” safety culture. The impact of workplace injuries can extend to employees, families and communities. Thus, our goal is to keep employees safe by controlling all workplace exposures to safety risk. Our [Environmental Affairs, Employee Health and Safety Policy](#) outlines our commitment to protect the health and safety of our employees and other stakeholders. We are continually improving the alignment of our enterprise-wide safety management system to ISO 45001, which is used to identify and manage risk, track our safety performance, report incidents and inform improvement plans across our operations.

We have extensive management practices to control safety risks. For example, operational leaders in each of our businesses collaborate with enterprise operations leadership to track improvement plan progress and reduce injury incident rates by focusing on areas identified through regular injury data trend analyses. This enhanced leadership engagement has helped us strengthen our safety culture. We have also implemented health-related programs related to hearing conservation, respiratory protection and hand safety.

All sites have established targets to achieve improved risk reduction and injury rates. When compared to FY 2022, we have:

- Reduced our Total Recordable Incident Rate (TRIR) by 16% to 4.93
- Reduced our Days Away, Restricted or Transferred (DART) Rate by 33% to 2.14



## 1. SAFETY DAY

In preparation for our first company-wide Safety Day, our brands created “safety slogans” to capture their individual pledges to practicing safe habits. From “Barletta Safe” to “Newmar: Where You Know You’re Safe,” these slogans reinforce each brand’s commitment to upholding our safety culture.

## 2. GRAND DESIGN TEAM SERVICES CLINIC

In partnership with Beacon Health System, Grand Design opened a new onsite [Team Services Clinic](#) at its Middlebury, Indiana campus. The facility provides employees with a comprehensive clinical care team that focuses on injury prevention and other health services, including an onsite Occupational Nurse Practitioner and a physical therapist.



“We place a heavy emphasis on our commitment to safety here at Grand Design. Our partnership with Beacon demonstrates our dedication to true, compassionate care for our colleagues and their well-being. We are proud to provide outstanding medical treatment to our Grand Design team.”

DON CLARK // PRESIDENT AND CEO, GRAND DESIGN RV



# 84%

Our most recent Experience Survey had an overall company-wide engagement score of 84 percent, exceeding the average score reported for the U.S. manufacturing industry overall.

## Employee Experience

At Winnebago Industries, *Greatness is in your Nature.*

We aim to provide our employees with an unmatched experience that fosters passion and a commitment to our purpose, vision and values. We offer competitive pay and benefits to promote well-being, develop diverse teams of talented leaders and provide everyone with opportunities to learn and grow.

### EMPLOYEE ENGAGEMENT

We welcome opportunities to receive feedback from our teams to improve our employee experience. We use company-wide Experience Surveys, listening sessions, and recently launched life cycle surveys to gather input at key milestones, such as onboarding.

In our last Experience Survey conducted in September 2022, we broadened the scope of our questions beyond engagement to include perceptions of overall experience, well-being and inclusive culture. We heard from 90 percent of our employees and had an overall company-wide engagement score of 84 percent, exceeding the average score reported for the U.S. manufacturing industry overall. Using feedback from the survey, our leaders worked with employees to identify opportunities to enhance experience and create action plans to help employees feel more engaged, valued and supported. Our next Experience Survey will take place in 2024, where we will continue to seek feedback on strengthening engagement and experience.

### COMPENSATION AND BENEFITS PROGRAMS

Winnebago Industries offers competitive and comprehensive [compensation and benefits programs](#), which serve to attract, retain and motivate our high-performing teams while supporting employee well-being. This year, we strengthened our support for employee mental health by offering access to Total Mental Health, a platform that provides continuous, personalized mental health care. We have also enhanced our Employee Assistance Program to increase its focus on employee and family mental well-being. As a signature employee benefit, we offer a 401(k)-retirement savings plan with a company match, which is dependent upon employee 401(k) contributions, and the 401(k) Plan includes a profit-sharing component which provides an additional company contribution based upon company performance. In addition, we offer an Employee Stock Purchase Plan (ESPP), which is designed to give employees an opportunity to hold an ownership stake in our company. More than 13 percent of employees elected to participate in our ESPP program in FY 2023.

We strive to provide flexibility and predictability to our employees' work schedules, when feasible, and also offer the option of hybrid work arrangements to eligible employees. We offer a variety of leave options to employees to support their individual and family needs, including paid parental leave in some locations. Additionally, we provide year-round hardship relief to employees in need through our GO Together Fund. In 2022, we raised more than \$63,000 to support the fund.

## HUMAN CAPITAL DEVELOPMENT

We believe everyone at Winnebago Industries can achieve excellence. We value our teams and strive to provide everyone with opportunities to explore, learn and develop, along with the right tools and support for the job. Our Leadership Expectations are designed to help guide individual development and success for every level of leadership, growing our people into stronger leaders.

The ability of our workforce to develop skills and grow as leaders is essential to our future success. This year, we provided opportunities both company-wide and within each business to support the learning and development of our current and future leaders. For example, Grand Design and Newmar hosted live leadership training and individual coaching sessions tied to our Leadership Expectations.

We also launched an enterprise-wide Tuition Reimbursement program in April 2023 to assist our employees in pursuing higher education degrees from an accredited post-secondary institution or completing a certificate program from an accredited institution. Eligible full-time employees can be reimbursed up to \$5,250 annually for completing coursework related to current or future job duties within Winnebago Industries.





# Employee Experience and Development

## 1. WOMEN'S PROFESSIONAL DEVELOPMENT

The Winnebago Industries Women's Inclusion Network (WIN) supports the professional development of women and aims to increase the percentage of women in leadership roles within our business while strengthening women's sense of belonging. Members have access to a variety of learning opportunities with partners including WiM (Women in Manufacturing), SWE (Society of Women Engineers) and RVWA (RV Women's Alliance). These partners offer opportunities to attend conferences, workshops and programs focused on growing industry and leadership skills.

As a Corporate Partnership Council member of the Society of Women Engineers (SWE), Winnebago Industries actively participates in the annual conference's career fair and regional conferences, providing a platform to connect with talented individuals. We take pride in hosting educational sessions that empower attendees with insights into the outdoor industry and RV and Marine career opportunities.

In addition, through our corporate membership in WiM, Winnebago Industries enables WIN members to engage in virtual learning opportunities and to attend local and

national WiM events. Over the past year, Winnebago Industries has supported local conferences through event sponsorship and by leading learning sessions.

## 2. WELLNESS CHALLENGES

We continue to focus on wellness topics driven by feedback from our employees. This year, Winnebago Industries employees participated in two challenges aimed at improving overall health and wellness. As part of a Hydration Challenge, over 200 employees drank eight glasses of water every day for a month. Additionally, during a four-week Step Challenge, nearly 300 employees combined to take over 80 million steps, approximately 36,000 miles in total. The winning team walked 1,024 miles and the winning individual walked 353 miles over the course of the challenge.

## 3. RV TECHNICAL INSTITUTE

The RV Technical Institute is designed to develop the skills of service technicians in the RV industry. Grand Design is an authorized learning partner, allowing our employees to earn their RV technician's certification through the training and hands-on learning they receive at Grand Design.





# Inclusion, Diversity, Equity and Action

We believe in the value of building a company and community where every person feels welcome, is treated fairly and has an equal opportunity to succeed while bringing their authentic self to work. While our goal is to achieve long-term, sustained progress toward equity, we recognize the urgency for change through our daily actions.

## ALL IN, OUTDOORS

In 2020, Winnebago Industries President and CEO Michael Happe signed the CEO Action for Diversity & Inclusion pledge, and last year, Winnebago Industries launched “All In, Outdoors,” a strategic framework to guide us forward on our Inclusion, Diversity, Equity and Action (IDEA) journey. Created through an inclusive design process with input from our employees, “All In, Outdoors” is a deliberate approach to how we act and treat each other at Winnebago Industries. It serves as a roadmap for creating a better sense of belonging in our workplace, our communities and the outdoors.

Winnebago Industries’ Vice President of Corporate Responsibility and Inclusion is a senior leadership position responsible for providing strong, dedicated resources and thought leadership to inspire collective action to advance IDEA. Our enterprise-wide Inclusion Council, comprising cross-functional employees and executives from our various business units, also plays an important role in shaping and advancing our IDEA strategy.



“All In, Outdoors has started to take root in our culture. As an organization we have embraced this journey, nurturing growth and weaving its ideals into the DNA of our company. The expanding talent pipeline and our commitment to early talent development illuminate the path ahead with more than a 33 percent increase of summer interns from last year. Our partnership with our employees to drive inclusion, diversity, equity, with action ignites sparks of innovation, casting a light that guides us toward a brighter future.”

**JIL LITTLEJOHN BOSTICK // VICE PRESIDENT,  
CORPORATE RESPONSIBILITY & INCLUSION  
AND EXECUTIVE DIRECTOR, FOUNDATION**

# Advancing All In, Outdoors

## WE'RE BUILDING A CULTURE WHERE ALL PEOPLE BELONG

Together with our brand families, Winnebago Industries is committed to building a culture that embraces inclusion, diversity and equity—a culture where all people feel a sense of belonging.

## HERE ARE THE VALUES WE EMBRACE

**WE ARE**  
**Inclusive**  
—  
We embrace our differences and value each others' unique contributions.

**WE ARE**  
**Open**  
—  
We create safe spaces and seek other perspectives to solve problems and drive innovation.

**WE ARE**  
**Advocates**  
—  
We champion growth and build teams where everyone can succeed.

**WE ARE**  
**Accountable**  
—  
We are responsible for working to ensure fair treatment and equal opportunities for all.

We are investing in four key areas to drive greater inclusion, diversity, equity and action at Winnebago Industries and beyond.



**EXPAND**  
Expand the talent pipeline.

**Progress:** Our business units have expanded their intern programs, focusing on growing our early talent pipeline while developing the professional skills of diverse youth.



**ADVANCE**  
Advance, develop and retain talent.

**Progress:** Business leaders participated in Expanding Equity, a three-month program offering tools, knowledge and human-centered approaches for cultivating a workplace that attracts, develops, retains and promotes diverse talent.



**ENRICH**  
Enrich the employee experience.

**Progress:** We have formed two Employee Resource Groups (ERGs)—our Women's Inclusion Network, WIN, which now comprises over 300 members, and VetNet, our new veterans ERG.



**INFLUENCE**  
Influence inclusion across our industry.

**Progress:** We continue to engage with industry associations like the RVIA, RVWA and NMMA to push conversations around inclusion. Winnebago Industries served as the title sponsor for the NAARVA and Melanated Campout for the second straight year, and two of our leaders, including our CEO, served as panelists at the RVIA leadership summit.

## AWARDS



**Winner:** RVWA's inaugural Champion of Women Award



**Winner:** 2023 Automotive D.R.I.V.E. Honour for DEI Commitment



# Investing in Skill Building and Early Talent Development

Winnebago Industries is strengthening our focus on developing our current and future workforce and upskilling communities. By offering internships, scholarships, mentorships and other resources, we are investing more in opportunities that can help people gain new skills that improve their lives.

## 1. STUDENT INTERNSHIPS

Winnebago Industries is opening the door for college students to gain exposure to our business. This year, we welcomed 38 interns to participate in leadership training and hands-on learning opportunities, and we aim to grow that number in the future.

## 2. WINNEBAGO INDUSTRIES SCHOLARSHIPS

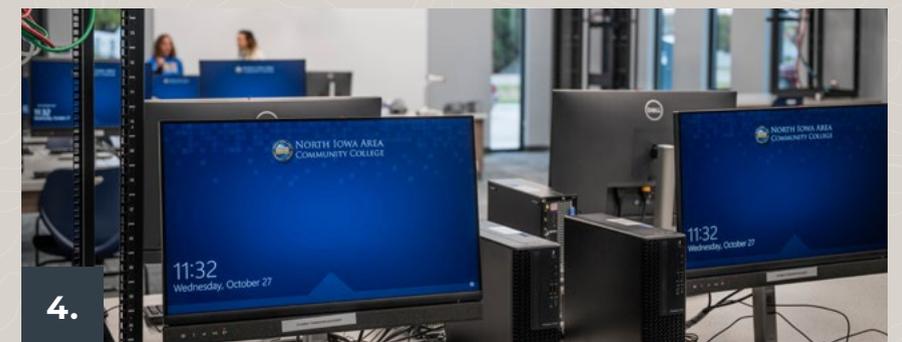
Winnebago Industries Scholarships is a program designed to support the post-secondary education for employees' dependent children. After a successful first year, in 2023, 57 students were awarded Winnebago Industries Scholarships.

## 3. BEST PREP PARTNERSHIP

Minnesota-based enterprise employees supported local youth mentoring organization Best Prep for the third year in a row, hosting 20 students in their English as a Second Language program. Best Prep is a nonprofit partner based in Minnesota that provides educational programs to students in grades 4–12.

## 4. CHRIS-CRAFT IMMERSIVE TRAINING

Chris-Craft has partnered with [Jobs For the Future](#) (JFF), a nonprofit that focuses on driving transformation of the U.S. education system to achieve equitable economic advancement for all. This pilot will introduce the concept of immersive training using virtual reality (VR) technology. The training focuses on “soft skills” for leaders. Chris-Craft will be training their team leads and some new supervisors using VR technology.



# Driving Inclusion

Strengthening our inclusive culture, increasing inclusive leadership skills and offering new resources are important first steps on the path to ensuring our workplace both reflects our customers' changing demographics and realizes the innovation advantage diverse teams create.

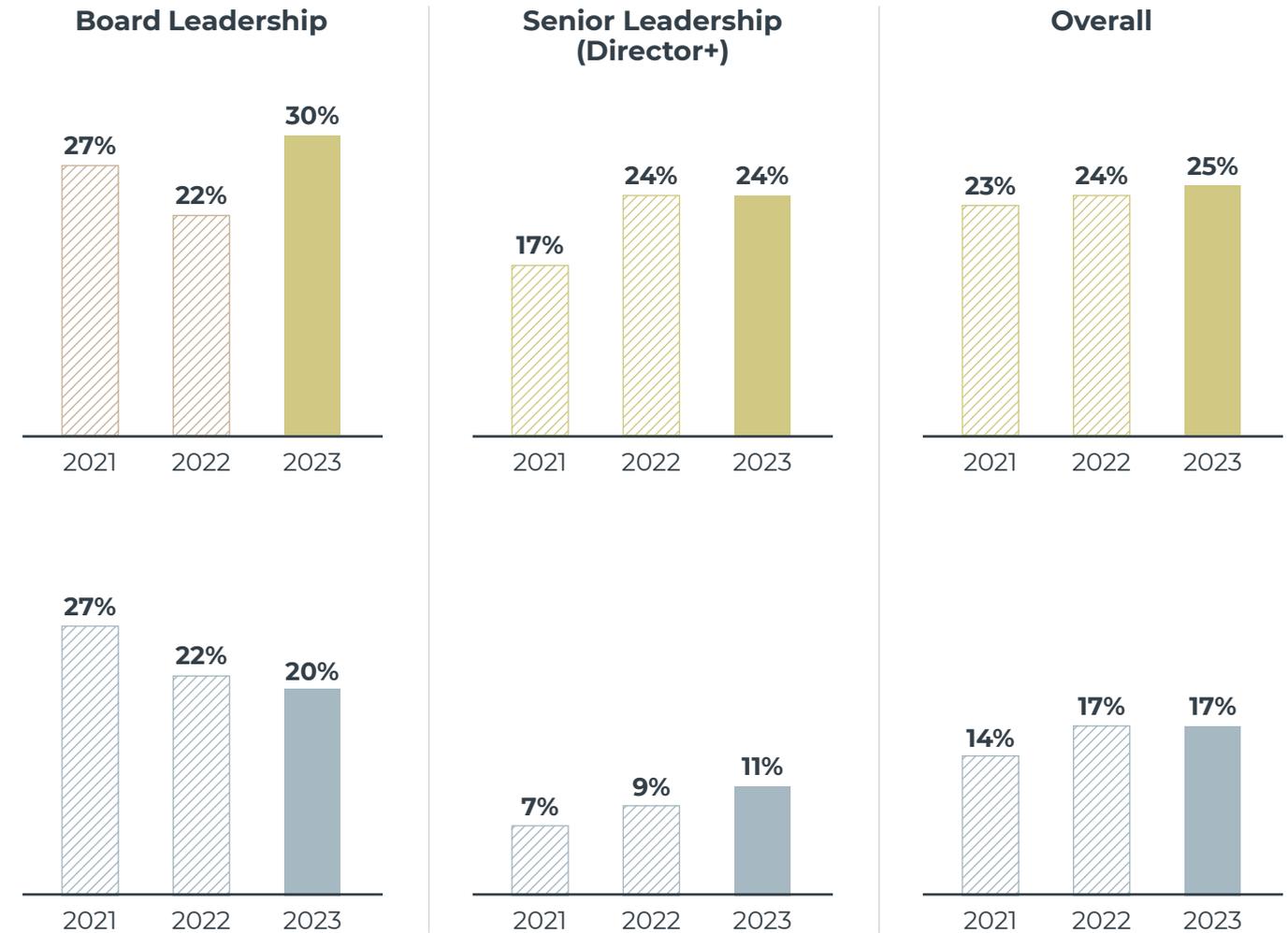
Our ERGs provide members of our workforce with communities of affinity and support. Each of our ERGs is sponsored by a member of our executive team. In FY 2023, we also introduced an ERG portal and an employee-facing IDEA website to serve as a hub for tools, videos and other resources. The website, which is accessible to all business units, includes information on our ERGs as well as a catalog of our social impact partnerships.

We offer diversity leadership training to all people leaders and host an IDEA speaker series to provide our employees with fresh perspectives on IDEA-related topics. We also remain active in the CEO Action for Diversity & Inclusion initiative, including our involvement in its mentorship program. Members of our Women's Inclusion Network ERG participate as mentees while members of our executive leadership team serve as mentors.

Along with employee development and engagement, we are committed to interviewing diverse candidates for leadership roles and continue to expand community partnerships to improve equity in the outdoors. We monitor the demographics of our workforce in a dedicated human resources and diversity, equity and inclusion dashboard. Since 2021, we have increased the gender diversity of the Winnebago Industries Board, senior leadership, and overall. We have also seen an increase in racial and ethnic diversity in senior leadership and overall.

## EMPLOYEE DIVERSITY AT WINNEBAGO INDUSTRIES

■ Women   ■ Racially and Ethnically Diverse





# IDEA Highlight Stories

## 1. NATIONAL PARK FOUNDATION

To continue advancing outdoor equity, we have extended our partnership with the National Park Foundation (NPF) through 2025. Our three-year, renewed investment will help expand outdoor exploration programs in parks across the country. This core pillar program will focus on making the outdoors a more inviting space for Black, Indigenous, and people of color (BIPOC) communities and empowering the next generation of park stewards.

## 2. MELANATED CAMPOUT

For the second straight year, Winnebago Industries was the title sponsor of the Melanated Cares Foundation's [Melanated Campout](#) event, which encourages people of color to connect with nature. Campers enjoyed an upscale camping experience, with outdoor activities, scenery and access to an exclusive RV campground complete with electricity, cable TV, premium and primitive tents and cabins.

## 3. CHAMPIONING WOMEN'S ADVANCEMENT

Winnebago Industries is proud to be a place where women can thrive. In 2022, we were recognized with the RV Women's Alliance's inaugural Champion of Women Award for the company's commitment to elevating, educating and promoting women in the RV industry.

## 4. WIN GIVES BACK

Members of our Women's Inclusion Network (WIN) participated in multiple women's events over the past year. Four WIN members volunteered at RVWA Campout to teach Girl Scouts about RVs. In addition, Newmar hosted a WIN event that offered RV driving lessons to novices.

## 5. EXPANDING EQUITY

[Expanding Equity](#) is a transformational program that helps organizations advance racial equity, diversity and inclusion (REDI) in their workplaces. Business leaders across Winnebago Industries participated in a three-month program that offered tools, knowledge and human-centered approaches for cultivating a workplace that attracts, develops, retains and promotes diverse talent.



# Community

Winnebago Industries and the Winnebago Industries Foundation inspire new generations of outdoor enthusiasts in the places where we live, work and play. With the support of our teams, we mobilize resources to reach people in times of need, inspire new generations of outdoor enthusiasts, and work to build strong, equitable communities.

## COMMUNITY IMPACT STRATEGY

We focus our social impact efforts on three priority areas: outdoors, access and community. Since 2018, we have had an increased focus on supporting nonprofit partners led by or serving historically excluded communities, such as BIPOC and people with disabilities and will continue to carry this pledge into future partnership expansion. Through financial and volunteer investment, we support community-based organizations in an integrated approach. We trust community builders; thus, we seek opportunities to invest in our partners' organizational health and wealth, offer programmatic support and, when possible, fund multi-year commitments.

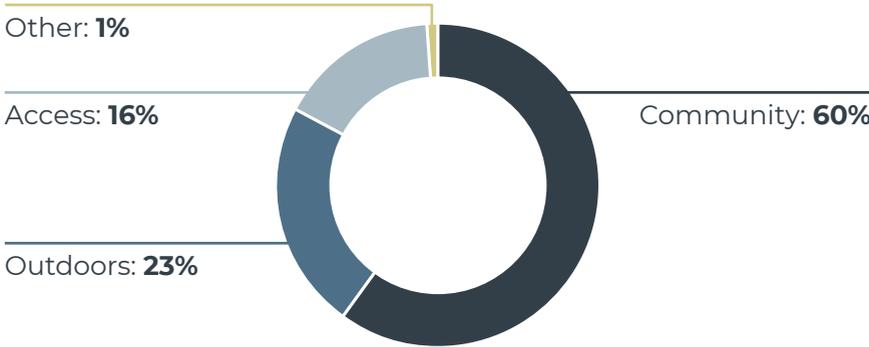
Throughout the year, we centrally track community involvement activities from across our company and this year, introduced a new social impact tool that comprehensively captures total Foundation, corporate and employee community investment. In FY 2023, company and employee financial contributions, product donations and volunteer time totaled nearly \$3.1 million in community investment.

Employee volunteer teams from across our family of brands bring to life our culture of caring for each other and our communities through CommunityGO. Through this program, our employees support community-led initiatives by volunteering their time and talent or offering charitable donations, while also inspiring colleagues, family and friends to learn more about local community issues. Volunteers engage in skill-based and hands-on volunteer projects, developing leadership skills and building team chemistry through immersive service experiences. Since we began tracking volunteer hours in 2019, employees across our company have contributed more than 15,000 hours of volunteer time.



Our commitment to building strong, inclusive communities not only thrives internally but also permeates the Foundation's investment strategy. Our membership in the Minnesota Business Coalition for Racial Equity (MBCRE) and support for the Black Collective Foundation MN, Minnesota's first Black Foundation, signifies our pledge to community well-being and a thriving ecosystem of fellow corporate partners, movement organizers and community leaders.

## 2023 COMMUNITY INVESTMENT BY IMPACT AREA





Every year, Winnebago Industries engages employees in its CommunityGO campaign, an employee-choice giving effort. The record-setting FY 2022 campaign raised over \$1.2 million through employee gifts, a Foundation match and special event funds to support 270 nonprofit organizations in our local and global communities.



“Community involvement is an opportunity not only for our organization to gain new skills, but also for our people to make friends and better their mental and physical well-being. It reflects our commitment to making a meaningful impact to the communities where we live, work and play beyond just our products. By engaging with and supporting the communities we serve, we foster a sense of belonging and create a positive cycle of collaboration and growth that benefits everyone involved.”

**CASEY TUBMAN // PRESIDENT, NEWMAR**



## **WOMEN'S BUILD WITH HABITAT FOR HUMANITY**

Winnebago Towables employees hosted their fourth annual panel build to support Habitat for Humanity of Elkhart County. Newmar and Grand Design team members celebrated their second annual Women's Build and were joined by Barletta teams for their first Habitat build. Since 2019, the Winnebago Industries Foundation has invested more than \$425,000 in Habitat's local and national mission to expand affordable housing.



# Community Highlight Stories

## 1. WOMEN'S EQUALITY COLLECTION DRIVE X NEWMAR

Newmar organized a collection drive in celebration of Women's Equality Day. The brand partnered with the YWCA North Central Indiana and donated over 5,800 items across 22 departments, including used and new clothing, canned and dry food, toiletries, feminine hygiene products, pillows and childcare products.

## 2. GO FOR GOOD X GRAND DESIGN

Grand Design participated in the GO for Good program, a customer-led, dollar-matching donation campaign that took place during Grand Design's national owner rally. Owners made donations to a charitable partner, and received a match from the Winnebago Industries Foundation. The program was a success and has since been extended across our family of brands.

## 3. GREATER TWIN CITIES UNITED WAY X ENTERPRISE FUNCTIONS

Minnesota-based enterprise employees supported Greater Twin Cities United Way's Home for Good campaign by packing household and hygiene kits for 850 displaced families. Volunteers also loaded Welcome Home Bins provided to families transitioning from homelessness to stable housing.

## 4. ONE VISION X WINNEBAGO MOTORHOME

Winnebago Motorhome hosted a two-day donation drive for One Vision and collected 3,200 articles of clothing. One Vision provides services to individuals with disabilities so they may achieve greater independence through personal choice and community involvement.





# Community Highlight Stories

## 5. CULTIVATE FOOD RESCUE

Indiana-based employees across Newmar and Grand Design packed over 5,800 meals in service of Cultivate Food Resue, a northern Indiana non-profit partner committed to sustainability, reducing hunger and food waste, and distributing quality food to school children, food pantries and shelters.

## 6. BOYS & GIRLS CLUBS X GRAND DESIGN

Grand Design employees helped construct raised garden beds at their local Boys & Girls Clubs, planting flowers and vegetables while teaching the children about gardening and sustainability. Employees return monthly to help tend to the beds so that the grown foods can be used in meals at the Club's kitchen.

## 7. SECOND CHANCE LAST OPPORTUNITY X CHRIS-CRAFT

Chris-Craft employees gathered baby supplies for Second Chance Last Opportunity, volunteered at their gala and were honored with the "Everyone Deserves a Second Chance" Award in recognition of their outstanding dedication to programs and services. Second Chance Last Opportunity is a Florida-based nonprofit partner that empowers individuals in crisis by providing them with essential skills and tools so they can manage their lives more productively.



5.



6.



7.

The Barletta Corsa is built for entertaining, in a boat built with the highest grade materials and strongest frame in the industry.

# GOVERNANCE

Winnebago Industries strives to be the trusted leader in outdoor lifestyle solutions, seeking to act with the highest degree of integrity, trust and respect.

# Ethics and Integrity

## WINNEBAGO INDUSTRIES CODE OF CONDUCT

The Winnebago Industries [Employee Code of Conduct](#) describes our core ethics-related policies and grounds our team in shared values and expectations for ethical conduct. It is a reminder of how we do business and reflects our commitment to act in accordance with the law and highest ethical standards. The Code of Conduct covers important topics such as anti-corruption, bribery, harassment and political contributions, among others. These standards of ethical conduct apply to every person in the Winnebago Industries family of companies, regardless of position. Third parties representing us or performing work on our behalf, including consultants, agents and contractors, are also expected to follow the Code of Conduct. We require our employees to confirm in writing that they have read and understood the Code of Conduct, and each year, we strive to achieve 100 percent of employees certifying this. In 2023, 99 percent<sup>1</sup> of employees completed online or in-person training on our Code of Conduct, which placed a special focus on workplace harassment and safety.

Our [Code of Conduct](#), [Supplier Code of Conduct](#) and [Human Rights Policy](#) outline shared values and guide relationships with our people and other stakeholders. As stated in our [Position on Political Giving](#), Winnebago Industries does not provide funding to political candidates and does not have or fund a political action committee.

<sup>1</sup> <100% is due to the acquisition of Lithionics.

Our other governance documents can be viewed at our [investor relations site](#).

## WINNEBAGO INDUSTRIES SUPPLIER CODE OF CONDUCT

Winnebago Industries' suppliers are important partners in our commitment delivering ethically produced, high-quality and safe products. Our Supplier Code of Conduct is in alignment with our support for human rights principles embodied in the International Bill of Human Rights and the United Nations Guiding Principles on Business and Human Rights, specifically highlighting ethical standards our suppliers are expected to uphold. Winnebago Industries defines its expectations for ethical supplier behavior in its standard agreements and obtains stated affirmation of these ethical standards from key suppliers.

## ETHICS HOTLINE

Our Winnebago Industries Ethics Hotline provides a way for employees and suppliers to report instances of misconduct anonymously and without fear of retaliation. All reports are investigated fully, reviewed by our CEO and Audit Committee of the Board, processed and handled in accordance with our Whistleblower Policy. We have a strict policy that no director, officer or employee who in good faith reports a concern or complaint shall suffer harassment, retaliation or adverse employment consequence for reports that are made in good faith.





## Cyber Security

The Audit Committee of our Board of Directors oversees cyber security. Winnebago Industries prioritizes data privacy and security and complies with all information security regulations. We perform cybersecurity audits with an external consultant, evaluating our alignment with security controls and the National Institute of Standards and Technology (NIST) Cybersecurity Framework. Winnebago Industries Board of Directors are briefed on information security quarterly, which includes topics such as overall security posture, roadmap items and control effectiveness. We have expanded our cyber security team and training to respond to evolving cybersecurity concerns. We also have a Security Champions Program comprising a cross-functional team of employees who amplify security messages, stay vigilant of security risks and serve as security leaders by raising awareness of security training to members of their departments.

Winnebago Industries Information Security Policy requires all employees, contractors and contingent workers with email access to complete mandatory information security training on an annual basis. In addition, Winnebago Industries conducts daily phishing simulations and provides ad-hoc communications based on the current events and threats that present a risk to the enterprise.

## Supply Chain

Across its industries and businesses, Winnebago Industries has relationships with thousands of suppliers. Enterprise supply chain management is led by our Vice President of Enterprise Supply Chain. Since 2019, we have audited our supply chain for both efficiencies and gaps and are in the process of implementing a more cohesive supplier management system. Since we began rolling out our Supplier Code of Conduct to our suppliers in 2021, we have received affirmation from suppliers representing more than 75 percent of our annual purchases. We continue to explore opportunities to increase and expand our supplier diversity. Winnebago Industries is a member of the National Minority Supplier Development Council, on which we learn and share best practices concerning supplier diversity.

## Governing Compliance

Through our Compliance Program, Winnebago Industries takes a thoughtful, consistent and risk-based approach to compliance risk management across all compliance areas. These efforts help us to ensure we are acting in accordance with stakeholder expectations for legal and ethical conduct at all times. As part of our Compliance Program, we have established a cross-functional Compliance Committee to provide independent governance and oversight of compliance risk at Winnebago Industries. We have also conducted the first annual compliance risk assessment of our operations. Compliance risk assessments help guide the maturity of our compliance program and assess our strengths and opportunities across our operations.

# Governing Corporate Responsibility

Winnebago Industries SVP, General Counsel, Corporate Secretary and Corporate Responsibility Stacy Bogart is responsible for the oversight and governance of Winnebago Industries Corporate Responsibility efforts, in partnership with the Board's Nominating and Governance Committee, chaired by William Fisher, an independent director. The Winnebago Industries Corporate Responsibility Advisory Team comprises business and enterprise functional leaders and provides strategic guidance to the company's ESG priorities. ESG goal owners, a subset of the advisory team, develop and drive specific strategies and goals for the priorities we identified through our ESG materiality assessment. Visit our [investor relations site](#) to view the Corporate Responsibility Advisory Team charter.

# Board Diversity

We recognize the importance and value of having diverse perspectives on our Winnebago Industries Board of Directors and aim to promote diversity as we build and refresh our Board. Our diversity, equity and inclusion framework informs Board and leadership development. Since 2015, we have increased Board gender and racial diversity, from 14 percent women and zero directors of color in 2015 to 30 percent women and 20 percent directors of color in 2023.

## BOARD TENURE AND REFRESHMENT<sup>1)</sup>



**10 of 10** Directors have joined since 2015



**1 of 10** Directors have joined in the last year

Average Age:  
**59**

Average Tenure:  
**Less than 5 years**

## BOARD INDEPENDENCE



**9 of 10** Directors are Independent

**Chair** is Independent

## BOARD DIVERSITY

**3 of 9** Independent directors are women

**2 of 9** Independent directors are racially and ethnically diverse

<sup>1)</sup> Board data as of October 15, 2023.



# ESG Data Table

## ENVIRONMENT<sup>[1]</sup>

Metric	Unit	CY 2020	CY 2021	CY 2022	GRI Disclosure (if applicable)
<b>GHG Emissions</b>					
Total Scope 1 and 2 GHG emissions	metric tons CO <sub>2</sub> e	46,631	44,299	36,977	305-1; 305-2
Scope 1 GHG emissions	metric tons CO <sub>2</sub> e	18,687	13,886	14,770	305-1
Scope 2 GHG emissions	metric tons CO <sub>2</sub> e	27,944	30,412	22,207	305-2
Scope 1 and 2 emissions intensity <sup>[2]</sup>	metric tons CO <sub>2</sub> e/ USD million revenue	19.8	12.2	7.5	305-4
GHG emissions reduced from baseline year as a direct result of reduction initiatives	metric tons CO <sub>2</sub> e	Baseline	2,332	2,683	305-5
Scope 3 GHG emissions <sup>[3]</sup>	metric tons CO <sub>2</sub> e	4,230,679	—	—	302-3
Category 1: Purchased goods/services	metric tons CO <sub>2</sub> e	498,930	—	—	302-3
Category 2: Capital goods	metric tons CO <sub>2</sub> e	75,449	—	—	302-3
Category 3: Fuel/energy related	metric tons CO <sub>2</sub> e	6,271	—	—	302-3
Category 4: Upstream transport/distribution	metric tons CO <sub>2</sub> e	178,429	—	—	302-3
Category 5: Waste generated	metric tons CO <sub>2</sub> e	34,984	—	—	302-3
Category 7: Employee commuting	metric tons CO <sub>2</sub> e	3,857	—	—	302-3
Category 9: Downstream transportation and distribution	metric tons CO <sub>2</sub> e	49,841	—	—	302-3
Category 11: Use of sold products	metric tons CO <sub>2</sub> e	3,382,918	—	—	302-3

1 All environmental sustainability data is reported on a calendar year (CY) basis and receives validation in September of the following fiscal year. Winnebago Industries is currently working to align our collection of environmental data with our fiscal year.

2 As Winnebago Industries currently tracks its environmental data on a calendar year (CY) basis, our emissions intensity reflects CY emissions totals and fiscal year (FY) revenue.

3 Winnebago Industries aims to refresh our calculation of Scope 3 emissions by early FY 2024 for CY 2022.

Metric	Unit	CY 2020	CY 2021	CY 2022	GRI Disclosure (if applicable)
<b>Energy<sup>[4]</sup></b>					
Total energy consumption (use)	gigajoules	—	—	467,316	302-1
Total fuel consumption	gigajoules	—	—	292,745	302-1
Total electricity consumption	MWh	—	—	48,492	302-1
Gross total electricity consumption from renewable sources	kWh	—	—	3,785,382	
Energy intensity <sup>[5]</sup>	MWh/USD million revenue	—	—	26.17	302-3
<b>Water</b>					
Total freshwater consumption <sup>[6]</sup>	kilogallons	46,163	—	46,895	303-5
<b>Waste</b>					
Percent waste diverted from landfill	percent	57%	60%	62%	306-4

4 Additional metrics on energy consumption are disclosed in Winnebago Industries' 2023 CDP Climate Change Disclosure.

5 As Winnebago Industries currently tracks its environmental data on a calendar year (CY) basis, our energy intensity reflects CY energy totals and fiscal year (FY) revenue.

6 Due to an adjustment in our calculation methodology and the addition of Barletta Boats, we have restated our 2020 water baseline, as compared to its previous reporting in our 2021 Corporate Responsibility Report.

## SOCIAL

Metric	Unit	FY 2020 <sup>[1]</sup>	FY 2021	FY 2022	FY 2023	GRI Disclosure (if applicable)
<b>Workforce Composition and Diversity</b>						
Total number of employees <sup>[2]</sup>	number	—	7,200+	7,400+	6,261	2-7
Percent women—total workforce	percent	—	23%	24%	25%	405-1
Percent men—total workforce	percent	—	77%	76%	75%	405-1
Percent racially and ethnically diverse—total workforce	percent	—	14%	17%	17%	405-1
Percent women—leadership <sup>[3]</sup>	percent	—	17%	24%	24%	405-1
Percent men—leadership <sup>[3]</sup>	percent	—	83%	76%	76%	405-1
Percent racially and ethnically diverse—leadership <sup>[3]</sup>	percent	—	7%	9%	11%	405-1
Percent < 30 years of age	percent	—	—	—	26%	405-1
Percent 30–50 years of age	percent	—	—	—	27%	405-1
Percent > 50 years of age	percent	—	—	—	47%	405-1
<b>Hiring</b>						
Total number of new employee hires	number	—	—	—	1,022	401-1
Percent women	percent	—	—	—	31%	401-1
Percent men	percent	—	—	—	69%	401-1
Percent racially and ethnically diverse	percent	—	—	—	38%	401-1

1 Winnebago Industries began efforts to collect ESG data in FY 2021. To the extent possible, we have provided historical data for FY 2020, acknowledging the absence of data for many of the metrics we currently report.

2 As of end of FY 2023.

3 Director or higher.

Metric	Unit	FY 2020 <sup>[1]</sup>	FY 2021	FY 2022	FY 2023	GRI Disclosure (if applicable)
<b>Labor Practices</b>						
Percent active workforce covered by collective bargaining agreements	percent	—	0%	0%	0%	2-30; TR-AU-310a.1
<b>Employee Engagement</b>						
Engagement survey participation rate <sup>[4]</sup>	percent	85%	—	90%	—	
Employee engagement index	percent	—	—	84%	—	
<b>Safety</b>						
Total recordable incident rate (TRIR) <sup>[5][6]</sup>	rate per 200,000 hours worked	4.9	5.5	5.85	4.93	403-9
Number of recordable work-related incidents	number	231	330	376	263	403-9
Rate of days away, restricted or transferred (DART) <sup>[5][6]</sup>	rate per 200,000 hours worked	3.3	3.3	3.2	2.14	
Number of work-related fatalities	number	0	0	0	0	403-9
Total number of hours worked	number	9,406,589	11,869,087	12,795,867	10,566,197	403-9
Percentage of workers covered by an occupational health and safety management system	percent	100%	100%	100%	100%	
<b>Communities</b>						
Total financial contributions, product donations and volunteer time donated	dollars	\$1,500,000	\$1,400,000	\$1,900,000	\$3,100,000 <sup>[7]</sup>	

4 Winnebago Industries' Experience Survey is conducted every two years.

5 Covers both full-time and contract employees.

6 The Total Recordable Incident Rate (TRIR) and Days Away, Restricted or Transferred (DART) figures presented in this corporate responsibility report may vary from previous reports due to delayed changes in reporting classification, or additional Business Units historical data additions. These changes are made to ensure the most accurate and meaningful representation of our safety performance. For historical TRIR/DART data and detailed information on calculation methods, please refer to previous annual reports or contact our corporate responsibility team for clarification.

7 Previous years do not include employee contributions as Winnebago Industries made a significant jump in 2023 over previous years.

## GOVERNANCE

Metric	Unit	FY 2020 <sup>1</sup>	FY 2021	FY 2022	FY 2023	GRI Disclosure (if applicable)
<b>Board Composition and Diversity</b>						
Total number of Board members	number	9	11	10	9	
Percent women	percent	22%	27%	22%	30%	2-9; 405-1
Percent men	percent	78%	73%	78%	78%	2-9; 405-1
Percent racially and ethnically diverse	percent	—	27%	22%	20%	2-9; 405-1
Average age of Board Directors	years	59	59	61	59	2-9
Average tenure of Board Directors	years	< 5	< 5	< 5	< 5	2-9
Number of non-executive directors on Board	number	8	10	9	8	2-9
Number of independent directors on Board	number	8	10	9	8	2-9
Independent chairman	Yes/No	Yes	Yes	Yes	Yes	
<b>Ethics and Anti-Corruption</b>						
Percent employees that completed Code of Conduct training	percent	100%	100%	100%	99% <sup>[2]</sup>	205-2
Percent employees certifying they have read and understand Code of Conduct	percent	100%	100%	100%	99% <sup>[2]</sup>	205-2
<b>Tax</b>						
Income taxes paid, net <sup>[3]</sup>	USD thousand	3,667	88,698	139,652	57,755	

1 Winnebago Industries began efforts to collect ESG data in FY 2021. To the extent possible, we have provided historical data for FY 2020, acknowledging the absence of data for many of the metrics we currently report.

2 <100% is due to the acquisition of Lithionics.

3 Winnebago Industries solely operates and pays income taxes in the United States. Data is as reported in the Consolidated Statements of Cash Flows in Winnebago Industries Form 10-K.



## POLICIES AND CHARTERS

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### ESG Policies

[Code of Conduct](#)

[Human Rights Policy](#)

[Supplier Code of Conduct](#)

[Whistleblower Policy](#)

[Environmental Sustainability Policy](#)

[Environmental Affairs, Employee Health & Safety Policy](#)

[Regulation FD Disclosure Policy](#)

[Corporate Governance Policy](#)

[Related Person Transaction Policy & Procedures](#)

[Conflict Minerals Policy](#)

### Committee Charters

[Corporate Responsibility Advisory Team Charter](#)

[Nominating & Governance Committee Charter](#)

[Finance Committee Charter](#)

[Audit Committee Charter](#)

[Human Resources Committee Charter](#)

# SASB Data Table

Metric	Code	Category	Unit	Description
<b>Product Safety</b>				
Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region	TR-AU-250a.1	Quantitative	Percentage (%)	NCAP safety ratings do not apply to our vehicles. There are, however, industry safety standards that do apply to our products. For example, our products are manufactured in compliance with applicable National Highway Traffic Safety Administration (NHTSA) and United States Coast Guard requirements, as well as voluntary standards implemented by the Recreational Vehicle Industry Association (RVIA) and National Marine Manufacturer's Association (NMMA).
Number of safety-related defect complaints, percentage investigated	TR-AU-250a.2	Quantitative	Number	142 Vehicle Owner Questionnaires (VOQs) were submitted to The National Highway Traffic Safety Administration (NHTSA) regarding Winnebago Industries branded products.
			Percentage (%)	Winnebago Industries reviews 100% of NHTSA Vehicle Owner Questionnaires filed for Winnebago Industries vehicles. Winnebago Industries also investigates 100% of Product Safety-related hotline complaints; there were 0 complaints in FY 2023.
Number of vehicles recalled	TR-AU-250a.3	Quantitative	Number	Winnebago Industries has decided not to report on this metric at this time. Generally, metrics are not reported on because of incomplete or limited data. Winnebago Industries will continue to revisit which metrics to disclose as it matures its data processes.
<b>Labor Practices</b>				
Percentage of active workforce covered under collective bargaining agreements	TR-AU-310a.1	Quantitative	Percentage (%)	FY 2023: 0%
(1) Number of work stoppages and (2) total days idle	TR-AU-310a.2	Quantitative	(1) Number (2) Number of days idle	Winnebago Industries has decided not to report on this metric at this time. Generally, metrics are not reported on because of incomplete or limited data. Winnebago Industries will continue to revisit which metrics to disclose as it matures its data processes.
<b>Fuel Economy and Use-Phase Emissions</b>				
Sales-weighted average passenger fleet fuel economy, by region	TR-AU-410a.1	Quantitative	Mpg, L/km, gCO <sub>2</sub> /km, km/L	Tracking will be started for FY 2024.

Metric	Code	Category	Unit	Description
Number of (1) zero emission vehicles (ZEV), (2) hybrid vehicles, and (3) plug-in hybrid vehicles sold	TR-AU-410a.2	Quantitative	(1) Number	FY 2023: 2
			(2) Number	FY 2023: 0
			(3) Number	FY 2023: 0
Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities	TR-AU-410a.3	Discussion and Analysis	n/a	Winnebago Industries relies on the automotive Original Equipment Manufacturers (OEMs) and their requirements for fleet fuel economy and emissions.
<b>Materials Sourcing</b>				
Description of the management of risks associated with the use of critical materials	TR-AU-440a.1	Discussion and Analysis	n/a	This information is currently unavailable/incomplete.
<b>Materials Efficiency and Recycling</b>				
Total amount of waste from manufacturing, percentage recycled	TR-AU-440b.1	Quantitative	Metric tons (t) Percentage (%)	Winnebago Industries has decided not to report on this metric at this time. Generally, metrics are not reported on because of incomplete or limited data. Winnebago Industries will continue to revisit which metrics to disclose as it matures its data processes.
Weight of end-of-life material recovered, percentage recycled	TR-AU-440b.2	Quantitative	Metric tons (t) Percentage (%)	Winnebago Industries currently does not track this data.
<b>Activity Metrics</b>				
Number of vehicles manufactured	TR-AU-000.A	Quantitative	Number	Winnebago Industries has decided not to report on this metric at this time. Generally, metrics are not reported on because of incomplete or limited data. Winnebago Industries will continue to revisit which metrics to disclose as it matures its data processes.
Number of vehicles sold	TR-AU-000.B	Quantitative	Number	Winnebago Industries has decided not to report on this metric at this time. Generally, metrics are not reported on because of incomplete or limited data. Winnebago Industries will continue to revisit which metrics to disclose as it matures its data processes.

# GRI Content Index

## GRI 102: GENERAL DISCLOSURES

Disclosure	Description	Location or Direct Response
<b>The organization and its reporting practices</b>		
2-1	Legal name	Winnebago Industries, Inc.
	Nature or ownership and legal form	Winnebago Industries is a publicly traded company incorporated in the state of Minnesota.
	Location of headquarters	Eden Prairie, Minnesota
	Location of operations	<a href="#">Winnebago Industries at a Glance 2023 Form 10-K</a> , pp. 5–7
2-2	Entities included in sustainability reporting	Winnebago, Grand Design RV, Chris-Craft, Newmar, Barletta Boats
2-3	Sustainability reporting period	Fiscal year: August 28, 2022 through August 26, 2023
	Sustainability reporting cycle	Annual
	Sustainability report publication date	December 14, 2023
	Financial reporting period	<a href="#">2023 Form 10-K</a> , p. 39
	Contact point for questions regarding the report	Corporate Responsibility <a href="mailto:ir@winnebagoind.com">ir@winnebagoind.com</a>
2-4	Restatements of information	<ol style="list-style-type: none"> <li>1. Due to an adjustment in our calculation methodology and the addition of Barletta Boats, we have restated our 2020 water baseline, as compared to its previous reporting in our 2021 Corporate Responsibility Report.</li> <li>2. The Total Recordable Incident Rate (TRIR) and Days Away, Restricted or Transferred (DART) figures presented in this corporate responsibility report may vary from previous reports due to delayed changes in reporting classification, or additional Business Units historical data additions. These changes are made to ensure the most accurate and meaningful representation of our safety performance. For historical TRIR/DART data and detailed information on calculation methods, please refer to previous annual reports or contact our corporate responsibility team for clarification.</li> </ol>
2-5	External assurance	<a href="#">Driving Sustainability Progress: Emissions and Product Stewardship—GHG Emissions Reduction</a>

Disclosure	Description	Location or Direct Response
<b>Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	<a href="#">Winnebago Industries at a Glance</a> <a href="#">Ethics and Integrity</a> <a href="#">2023 Form 10-K</a> , pp. 5–8
2-7	Information on employees and other workers	<a href="#">ESG Data Table</a> <a href="#">2023 Form 10-K</a> , pp. 8–9
<b>Governance</b>		
2-9	Governance structure and composition	<a href="#">Governing Corporate Responsibility</a> <a href="#">ESG Data Table</a> <a href="#">2023 Proxy Statement</a> , pp. 9, 11–16 <a href="#">Corporate Governance Policy</a>
2-10	Nomination and selection of the highest governance body	<a href="#">Board Diversity</a> <a href="#">Nominating and Governance Committee Charter</a> <a href="#">Corporate Governance Policy</a>
2-11	Chair of the highest governance body	David W. Miles, Independent Chair <a href="#">2023 Proxy Statement</a> —Board Leadership Structure, p. 11 <a href="#">Corporate Governance Policy</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Corporate Responsibility Approach</a> <a href="#">Stakeholder Engagement</a> <a href="#">2023 Proxy Statement</a> , pp. 14–18 <a href="#">Corporate Responsibility Advisory Team Charter</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Corporate Responsibility Approach</a> <a href="#">Governing Corporate Responsibility</a> <a href="#">Corporate Responsibility Advisory Team Charter</a>

Disclosure	Description	Location or Direct Response
2-14	Role of the highest governance body in sustainability reporting	Winnebago Industries' Board of Directors has reviewed the information disclosed in the 2023 Corporate Responsibility Report. Company executive leaders and Corporate Responsibility Advisory Team members have reviewed and approved the information disclosed in the 2023 Corporate Responsibility Report.
2-15	Conflicts of interest	<a href="#">Winnebago Industries Code of Conduct</a>
2-16	Communication of critical concerns	<a href="#">Supply Chain</a> <a href="#">Whistleblower Policy</a>
2-17	Collective knowledge of the highest governance body	<a href="#">Nominating and Governance Committee Charter</a> <a href="#">2023 Proxy Statement</a> —Board Refreshment, pp. 17, 20–24
2-18	Evaluation of the performance of the highest governance body	<a href="#">Nominating and Governance Committee Charter</a> <a href="#">2023 Proxy Statement</a> —Board Refreshment, p. 17
2-19	Remuneration policies	<a href="#">2023 Proxy Statement</a> , pp. 25–28, 30–60
2-20	Process to determine remuneration	<a href="#">2023 Proxy Statement</a> , pp. 25–28, 30–60
2-21	Annual total compensation ratio	<a href="#">2023 Proxy Statement</a> , p. 61
<b>Strategy, Policies and Practices</b>		
2-22	Statement on sustainable development strategy	<a href="#">To Our Stakeholders</a>
2-23	Policy commitments	<a href="#">ESG Data Table—ESG Policies</a>
2-24	Embedding policy commitments	<a href="#">Ethics and Integrity—Winnebago Industries Code of Conduct</a> <a href="#">Governing Corporate Responsibility</a> <a href="#">Winnebago Industries Code of Conduct</a>
2-25	Processes to remediate negative impacts	<a href="#">Ethics and Integrity—Winnebago Industries Code of Conduct</a> <a href="#">Ethics and Integrity—Ethics Hotline</a> <a href="#">Winnebago Industries Code of Conduct</a> <a href="#">Whistleblower Policy</a>

Disclosure	Description	Location or Direct Response
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Ethics and Integrity—Winnebago Industries Code of Conduct</a> <a href="#">Ethics and Integrity—Ethics Hotline</a> <a href="#">Winnebago Industries Code of Conduct</a> <a href="#">Whistleblower Policy</a>
2-28	Membership associations	RV Industry Association (RVIA) Recreation Vehicle Dealers Association (RVDA) RV Women's Alliance (RVWA) Canadian RV Dealers Association (CRVA) National Association of Manufacturers (NAM) National Association of Marine Manufacturers (NMMA) American Boating and Yacht Council (ABYC) Florida Chamber of Commerce Indiana Manufacturers Association (IMA) Iowa Association of Business and Industry (ABI) Minnesota Chamber of Commerce Minnesota Business Alliance Women in Manufacturing MNTech
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a>
2-30	Collective bargaining agreements	<a href="#">2023 Form 10-K, p. 9</a> <a href="#">ESG Data Table</a>
<b>Material Topics</b>		
3-1	Process to determine material topics	<a href="#">ESG Materiality Assessment</a>
3-2	List of material topics	<a href="#">ESG Materiality Assessment</a>

## TOPIC-SPECIFIC STANDARDS

Standard	Disclosure	Description	Location or Direct Response
<b>Economic</b>			
<b>Anti-Corruption</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Ethics and Integrity—Winnebago Industries Code of Conduct</a> <a href="#">Winnebago Industries Code of Conduct</a>
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and Integrity—Winnebago Industries Code of Conduct</a> <a href="#">ESG Data Table</a>
<b>Environmental</b>			
<b>Materials</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Driving Sustainability Progress: Emissions and Product Stewardship—Product Stewardship</a> <a href="#">Environmental Sustainability Policy</a>
<b>Energy</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Driving Sustainability Progress: Emissions and Product Stewardship—GHG Emissions Reduction</a> <a href="#">Environmental Sustainability Policy</a>
GRI 302: Energy 2016	302-1	Energy consumption within the organization	<a href="#">ESG Data Table</a>
	302-3	Energy intensity	<a href="#">ESG Data Table</a>
	302-4	Reduction of energy consumption	<a href="#">ESG Data Table</a>
<b>Water and Effluents</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Driving Sustainability Progress: Waste and Water—Water Reduction</a> <a href="#">Environmental Sustainability Policy</a>
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	<a href="#">ESG Data Table</a>
	303-5	Water consumption	<a href="#">ESG Data Table</a>

Standard	Disclosure	Description	Location or Direct Response
<b>Emissions</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">A Global Commitment to Environmental Sustainability</a> <a href="#">Driving Sustainability Progress: Emissions and Product Stewardship—GHG Emissions Reduction</a> <a href="#">Environmental Sustainability Policy</a>
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<a href="#">ESG Data Table</a>
	305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">ESG Data Table</a>
	305-3	Other indirect (Scope 3) GHG Emissions	<a href="#">ESG Data Table</a>
	305-4	GHG emissions intensity	<a href="#">ESG Data Table</a>
	305-5	Reduction of GHG emissions	<a href="#">ESG Data Table</a>
<b>Waste</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Driving Sustainability Progress: Waste and Water—Water Reduction</a> <a href="#">Environmental Sustainability Policy</a>
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	<a href="#">Driving Sustainability Progress: Waste and Water—Water Reduction</a> <a href="#">Environmental Sustainability Policy</a>
	306-2	Management of significant waste-related impacts	<a href="#">Driving Sustainability Progress: Waste and Water—Water Reduction</a> <a href="#">Environmental Sustainability Policy</a>
	306-3	Waste generated	<a href="#">ESG Data Table</a>
	306-4	Waste diverted from disposal	<a href="#">ESG Data Table</a>
<b>Social</b>			
<b>Employment</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Employee Experience</a>
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	<a href="#">ESG Data Table</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Employee Experience</a>

Standard	Disclosure	Description	Location or Direct Response
<b>Occupational Health and Safety</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Safety—Zero Harm Safety Culture</a> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	<a href="#">Safety—Zero Harm Safety Culture</a> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Safety—Zero Harm Safety Culture</a> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-3	Occupational health services	<a href="#">Safety—Zero Harm Safety Culture</a> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Safety—Zero Harm Safety Culture</a> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-5	Worker training on occupational health and safety	<a href="#">Safety—Zero Harm Safety Culture</a> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-6	Promotion of worker health	<a href="#">Safety—Zero Harm Safety Culture</a> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Safety—Zero Harm Safety Culture</a> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-8	Workers covered by an occupational health and safety management system	<a href="#">ESG Data Table</a>
	403-9	Work-related injuries	<a href="#">ESG Data Table</a>
<b>Training and Education</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Employee Experience</a>
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Employee Experience</a>

Standard	Disclosure	Description	Location or Direct Response
<b>Diversity and Equal Opportunity</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Inclusion, Diversity, Equity and Action</a>
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<a href="#">Inclusion, Diversity, Equity and Action</a> <a href="#">Board Diversity</a> <a href="#">ESG Data Table</a>
<b>Freedom of Association and Collective Bargaining</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Human Rights Policy</a>
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Human Rights Policy</a>
<b>Public Policy</b>			
GRI 3: Material Topics	3-3	Management of material topics	<a href="#">Position on Political Giving</a>
GRI 415: Public Policy	415-1	Political contributions	<a href="#">Position on Political Giving</a>

# TCFD Index

Recommended Disclosure	Location or Response
<b>Governance:</b> Disclose the organization’s governance around climate-related risks and opportunities.	
a) Describe the board’s oversight of climate-related risks and opportunities.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C1.1a, C1.1b
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C1.2
<b>Strategy:</b> Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C2.3, C2.3a, C2.4, C2.4a
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C2.3a, C2.4a, C3.1, C3.3, C3.4
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C3.2
<b>Risk Management:</b> Disclose how the organization identifies, assesses, and manages climate-related risks.	
a) Describe the organization’s processes for identifying and assessing climate-related risks.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C2.1, C2.1a, C2.2, C2.2a
b) Describe the organization’s processes for managing climate-related risks.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C2.1, C2.2
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C2.1, C2.2
<b>Metrics and Targets:</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C4.2, C9.1
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C6.1, C6.3, C6.5, C6.5a
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Winnebago Industries CDP Climate Change Questionnaire 2023</a> : C4.1, C4.1a, C4.2, C4.2c

## MATERIALITY

For purposes of this report, we report against our material ESG topics, identified through our ESG materiality assessment described in this report and our stakeholder engagement. For purposes of this report, we use the definition of materiality in the Global Reporting Initiatives Standard, which is different from the definition used for filings with the Securities and Exchange Commission. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information for Securities and Exchange Commission reporting purposes.

## FORWARD-LOOKING INFORMATION

Certain of the matters discussed in this report are “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, which involve risks and uncertainties. With the exception of historical information, the matters discussed in this report are forward-looking statements and may be identified by the use of words such as “aim,” “anticipate,” “believe,” “commit,” “drive,” “estimate,” “ensure,” “expect,” “aspire,” “goal,” “intend,” “may,” “mission,” “plan,” “project,” “seek,” “strategy,” “strive,” “target,” “will,” and “would” or similar expressions to identify forward-looking statements. These statements are subject to certain risks and uncertainties that could cause actual results, including the achievement of our targets, goals, or commitments, to differ materially from the potential results discussed in such forward-looking statements. Readers should review Item 1A, Risk Factors, in our Annual Report on Form 10-K for the fiscal year ended August 26, 2023, for a description of important factors that could cause our actual results to differ materially from those contemplated by the forward-looking statements made in this report. Undue reliance should not be placed on these “forward-looking statements,” which speak only as of the date of this report. We undertake no obligation to publicly update or revise any “forward-looking statements,” whether as a result of new information, future events, or otherwise, except as required by law.

## DISCLAIMER

This report represents our current policy and intent and is not designed to create legal rights or obligations. The standards of measurement and performance contained within are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved. We urge you to consider all the risks, uncertainties and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements made here. No part of this report or our website constitutes, or shall be taken to constitute, an invitation or inducement to invest in us or any other entity and shall not be relied upon in any way in connection with any investment decisions.

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# WINNEBAGO INDUSTRIES

13200 Pioneer Trail,  
Eden Prairie, MN 55347  
[winnebagoind.com](http://winnebagoind.com)



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WINNEBAGO

GRAND DESIGN  
RECREATIONAL VEHICLES

NEWMAR

Chris-Craft

Barletta  
BOATS

Li<sup>3</sup> Lithionics Battery