

Winnebago Industries Team Members,

Over the past week, we have all watched videos portraying multiple cases of blatant racism and a disregard for human dignity here in the United States. These incidents are despicable and unacceptable and have no place in our communities, now or ever. In the case of Minneapolis resident George Floyd, a police officer continued to restrain him despite pleading for breath, while bystanders begged the officer to stop. Mr. Floyd unnecessarily lost his life that day. The last several evenings have seen protests ignite in many cities around our nation, demonstrating the outrage all are feeling about these injustices. This is a painful reminder to all of us as to why many minorities are fearful in our society.

This tragedy and other recent discriminatory acts across the country are reflection points for each of us. What can we do and how do we deal with our feelings? We can start by reflecting on steps we as individuals can take to value one another, regardless of the color of our skin or our beliefs. We all have the responsibility to listen to the concerns of others, to be open to different points of view, and think deeply about how this and related events impact what we do and how we interact with one another. Each of us leading by example.

Your Executive Leadership Team is committed to ensuring Winnebago Industries and our respective brands (Winnebago, Grand Design, Newmar, and Chris-Craft) lives up to our values, promotes a culture of inclusion, and has a zero-tolerance stance against discrimination of any kind. Our organization must represent the best of human nature and be a role model within the communities our employees live, work, and play. With the support of our Board, and the guidance of our senior leadership, we will increase our focus on building more inclusive workplaces within our Company by introducing our Diversity, Equity and Inclusion (DEI) framework and ultimately asking all of our employees to play a key role in our journey to improve. This is not only the right thing to do for each other, but it is simply good business as well, ensuring our brands appeal to customers of all demographics. A diverse, inclusive workforce here at Winnebago Industries will shape our future, creating a culture that values all individuals and their unique perspectives.

We recognize that these urgent social issues impact us all. If you need to speak with anyone about how you feel, please utilize the Employee Assistance Program resources your Human Resource department can offer. In moments like this, we believe each of us should take a moment to reflect on these important issues and respectfully encourage you to do this as well. We will engage you to help build a stronger future for our fellow teammates and neighbors.

We are grateful for you and ask that you continue to stay safe during these times.

Michael Happe  
President and Chief Executive Officer, Winnebago Industries

Stacy Bogart  
General Counsel and Vice President, Corporate Responsibility

Ashis Bhattacharya  
Vice President, Specialty Vehicles, Business Development,  
and Advanced Technology

Don Clark  
President, Grand Design RV

Scott Degnan  
Vice President and General Manager, Winnebago Towables

Brian Hazelton  
Vice President and General Manager, Winnebago Motorhomes

Steve Heese  
President, Chris-Craft

Bryan Hughes  
Chief Financial Officer and Vice President, Information  
Technology and Strategic Planning

Matt Miller  
President, Newmar

Bret Woodson  
Vice President, Human Resources and Corporate Relations

Chris West  
Vice President, Enterprise Operations