



## Corporate Responsibility Advisory Team Charter

The Corporate Responsibility Advisory Team Charter governs the role of the Winnebago Industries Corporate Responsibility Advisory Team.

### I. Purpose and role

The Winnebago Industries Corporate Responsibility Advisory Team advises the company on environmental, social and governance (ESG) topics of significance to the company and its stakeholders. The team assists the company's board of directors and executive leadership team in addressing the impact of ESG topics, as related to business strategy, operations, performance and reputation.

### II. Duties and responsibilities

- a. Inform and oversee ESG materiality assessment to prioritize ESG topics for goal setting.
- b. Consult and advise a sub-team of company ESG goal-owners who possess subject-matter expertise to develop meaningful ESG goals and timelines.
- c. Develop strategies for the company to engage and communicate with stakeholders on ESG topics.
- d. Review and approve annual ESG report.
- e. Monitor and analyze external ESG trends and to ensure compliance with ESG best practices and timely response to relevant third-party raters.
- f. Report to company board of directors at least once per year, with relevant board committee updates taking place throughout the calendar year.

### III. Organization

The Corporate Responsibility Advisory Team is a management-based committee created for the purposes set forth in this charter. The cross-functional, enterprise spanning team is comprised of internal leaders and stakeholders representing functions such as environment, health, and safety (EHS), supply chain and enterprise operations, human resources, legal, public affairs, marketing, and investor relations. Initial members include those listed in Exhibit A. These members may be removed or replaced, or new members added, at any time by the CEO and VP, General Counsel and Corporate Secretary.

The team is chaired and governed by the VP, General Counsel and Corporate Secretary, and facilitated by the company's corporate responsibility lead. The corporate responsibility lead is responsible for convening, presiding over meetings, and preparing agendas. The committee shall convene, virtually or in person, at least quarterly and at other times, as deemed necessary, by the chair.

The team has the authority to create sub-teams and working groups, as appropriate. The responsibilities of sub-teams will be designated by the Corporate Responsibility Advisory Team.

EXHIBIT A

Corporate Responsibility Advisory Team, established September 2018

<b>Name</b>	<b>Function</b>
Stacy Bogart, chair	VP, General Counsel and Corporate Secretary
Chris West	VP, Operations
Ashis Bhattacharya	VP, Business Development, Advanced Technology and Specialty Vehicles
Jen Armogan	Human Resources
Cam Boyer	CFO, Grand Design RV
Rod Christensen	Quality
Russ Garfin	Product Manager, Winnebago brand
Matt McGinnis	VP Operations, Chris-Craft
Rick Puckett	Environment, Health and Safety (EHS)
Noah Reed	Operations, Winnebago brand
Chad Reece	Corporate Relations
Matt Smith	Marketing, Winnebago brand
Steve Stuber	Investor Relations
Katy Friesz, team lead	Corporate Responsibility

