

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549

FORM 8-K

CURRENT REPORT  
Pursuant to Section 13 or 15(d) of The Securities Exchange Act of 1934

Date of report (Date of earliest event reported) January 8, 2025



**Winnebago Industries, Inc.**

(Exact Name of Registrant as Specified in its Charter)

<u>Minnesota</u> (State or Other Jurisdiction of Incorporation)	<u>001-06403</u> (Commission File Number)	<u>42-0802678</u> (IRS Employer Identification No.)
<u>13200 Pioneer Trail    Eden Prairie    Minnesota</u> (Address of Principal Executive Offices)		<u>55347</u> (Zip Code)

Registrant's telephone number, including area code **952-829-8600**

(Former Name or Former Address, if Changed Since Last Report.)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$0.50 par value per share	WGO	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

**Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On January 8, 2025, Winnebago Industries, Inc. (the "Company") announced the appointment of Michael E. Pack to its Board of Directors ("Board") effective January 8, 2025.

Mr. Pack is Executive Vice President, Chief Financial Officer and President, Vocational of Oshkosh Corporation ("Oshkosh"), a global manufacturer of industrial vehicles and equipment, a position he has held since June 2024. Prior to this role, Mr. Pack held finance roles of increasing responsibility since joining Oshkosh in 2006. Before joining Oshkosh, Mr. Pack was a senior audit manager at Grant Thornton LLP.

Mr. Pack will be a Class II director and will serve on the Audit Committee and the Technology and Innovation Committee.

Mr. Pack will be compensated in accordance with the Company's standard compensation policies and practices for the Board, the components of which were disclosed in the Company's proxy statement for its 2024 annual meeting of shareholders filed with the Securities and Exchange Commission on November 5, 2024, in the section titled "Director Compensation."

There are no transactions or relationships between the Company and Mr. Pack that are reportable under Item 404(a) of Regulation S-K.

Mr. Pack is expected to stand for election to the Board at the 2025 annual meeting of shareholders.

**Item 7.01 Regulation FD Disclosure.**

On January 8, 2025, the Company issued a press release announcing the appointment of Mr. Pack to the Board as described above under Item 5.02. A copy of the news release is furnished as Exhibit 99.1 and incorporated herein by reference.

**Item 9.01 Financial Statements and Exhibits.**

(d) Exhibits

<b>Exhibit Number</b>	<b>Description</b>
<a href="#">99.1</a>	<a href="#">Press Release of Winnebago Industries, Inc. dated January 8, 2025</a>
104	Cover Page Interactive Data File (formatted as Inline XBRL)

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## SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

WINNEBAGO INDUSTRIES, INC.

Date: January 8, 2025

By: /s/ Stacy L. Bogart  
Name: Stacy L. Bogart  
Title: Senior Vice President, General Counsel, Secretary and Corporate Responsibility

**FOR IMMEDIATE RELEASE:**

## **Winnebago Industries Appoints Mike Pack to Board of Directors**

*Pack's appointment follows retirement of Richard Moss after seven years of service to Winnebago Industries' Board of Directors*

**Eden Prairie, Minn., January 8, 2025** – Winnebago Industries, Inc. (NYSE: WGO), a leading manufacturer of outdoor recreation products, today announced the appointment of Mike Pack, a senior executive for Oshkosh Corporation, to its board of directors, effective January 8, 2025.

“Winnebago Industries is committed to continuing to be the trusted leader in outdoor recreation and Mike’s financial and management skill sets, as well as his manufacturing industry expertise, will be invaluable in helping the company achieve its goals,” said David Miles, Winnebago Industries’ board chair. “We welcome Mike to the board and look forward to his guidance and strategic insights in the years to come.”

Pack is an executive vice president at Oshkosh, a global industrial technology company focused on innovating purpose-built vehicles and equipment, where he serves as president of the company’s Vocational segment. In this role, he is responsible for leading all aspects of the segment, which includes Pierce fire trucks, McNeilus refuse and recycling vehicles, and Oshkosh AeroTech airport ground support equipment and jet bridges among other vocational business lines.

Pack has been with Oshkosh Corporation since 2006. During his tenure, he has served as Executive Vice President and Chief Financial Officer and held various domestic and international assignments of increasing responsibility across the organization. Prior to joining Oshkosh Corporation, he was a senior audit manager at Grant Thornton LLP. Pack earned a bachelor’s degree in business administration from the University of Wisconsin-Madison and is a certified public accountant.

“I am thrilled to join the Winnebago Industries board of directors,” said Pack. “Winnebago Industries includes some of the most iconic brands in the outdoor recreation industry, and I am excited to play a part in advancing the company’s short- and long-term objectives.”

Pack will serve on the Audit Committee and Technology and Innovation Committee of the Winnebago Industries board.

“Mike is a tremendous addition to the board, bringing strong executive leadership and experience to bear,” said Michael Happe, Winnebago Industries’ president and

chief executive officer. “I know he embraces our purpose of elevating every moment outdoors and will help bring that ideal to our many customers and stakeholders.”

Pack’s appointment follows the retirement of Richard Moss in December 2024. Moss served on the Winnebago Industries’ board of director for seven years. Kevin Bryant, who has served on the company’s board since 2021, has been appointed to succeed Moss as chair of the Audit Committee.

“On behalf of the board of directors and all of us at Winnebago Industries, we offer our thanks to Rick for his many contributions to our business,” said Happe. “We have benefited tremendously from the rich business perspectives he has brought to the board.”

### **About Winnebago Industries**

Winnebago Industries, Inc. is a leading North American manufacturer of outdoor recreation products under the Winnebago, Grand Design, Chris-Craft, Newmar and Barletta brands, which are used primarily in leisure travel and outdoor recreation activities. The Company builds high-quality motorhomes, travel trailers, fifth-wheel products, outboard and sterndrive powerboats, pontoons, and commercial community outreach vehicles. Committed to advancing sustainable innovation and leveraging vertical integration in key component areas, Winnebago Industries has multiple facilities in Iowa, Indiana, Minnesota, and Florida. The Company’s common stock is listed on the New York Stock Exchange and traded under the symbol WGO. For access to Winnebago Industries’ investor relations material or to add your name to an automatic email list for Company news releases, visit <http://investor.wgo.net>.

### **Contacts**

Investors: Ray Posadas [ir@winnebagoind.com](mailto:ir@winnebagoind.com)

Media: Daniel Sullivan [media@winnebagoind.com](mailto:media@winnebagoind.com)

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