

2022

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

## Locations

- |                  |                |                  |
|------------------|----------------|------------------|
| Forest City, IA  | Waverly, IA    | Nappanee, IN     |
| Charles City, IA | Bristol, IN    | Sarasota, FL     |
| Lake Mills, IA   | Middlebury, IN | Eden Prairie, MN |

# \$5B

FY22 revenue

# 7,400+

highly skilled employees

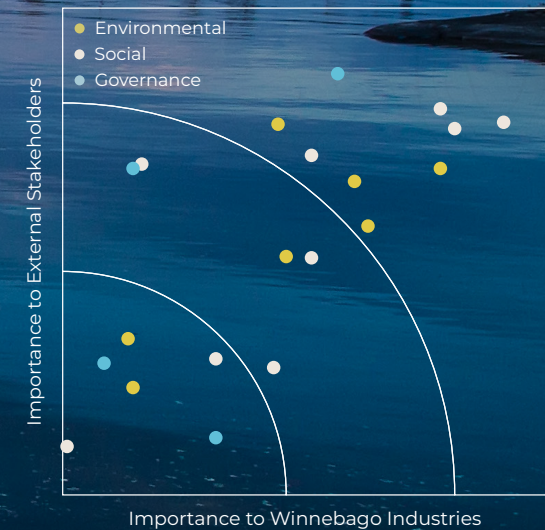
Established

# 1958

## Environmental, Social and Governance Priorities

Winnebago Industries prioritizes the following ESG topics, based on an ESG materiality assessment:

Ethics and Integrity; Safety; People; Diversity, Equity and Inclusion; Community; Waste; Water; Emissions; Product Stewardship



## Brand Family



# TO OUR STAKEHOLDERS

At Winnebago Industries, we help our customers explore the outdoors, enabling extraordinary mobile experiences as they travel, live, work and play. Across our businesses, our Winnebago, Grand Design RV, Chris-Craft, Newmar and Barletta teams work every day to deliver quality, innovation and service. Our relentless focus on customer experience extends to all our stakeholders—from employees to community partners. Together, we strive to Be Great, Outdoors.

Corporate responsibility and our ESG priorities guide how we do business. Since setting our course in 2019 and navigating uncertainty in 2020 and 2021, we are pleased to report progress on our corporate responsibility journey. With record numbers of Americans enjoying the outdoors and the flexibility of remote work, we have the opportunity to ensure the outdoor spaces we love are inclusive to all and preserved for generations. We continue to engage employees and community partners to ensure all people feel belonging in our workplace, in our communities and in outdoor destinations across America. The urgency of our work is clear.

Innovation and sustainability are linked at Winnebago Industries. In 2022, we introduced our first e-RV concept vehicle. This all-electric, zero-emission RV features advanced technology designed to deliver an unsurpassed customer experience while reducing environmental impact. Our advanced technology group is committed to researching and applying alternative power solutions and sustainable innovation.

We continued our environmental sustainability journey, receiving third-party assurance of our baseline emissions data. We also secured our path forward to setting science-based targets, led by our commitment to net-zero greenhouse gas emissions by 2050 as part of the Business Ambition for 1.5°C. Additionally, we made progress to advance our zero-waste, water reduction and product stewardship targets as we plan for a low-carbon future and an expanding circular economy.

This year, Winnebago Industries introduced All In, Outdoors, our approach to expanding inclusion, diversity, equity and action. Within our workplace, communities and industries, we strive to remove barriers and increase access for all. We are making progress in multiple areas, from improving workplace policies and practices to supporting initiatives such as the National Park Foundation's Service Corps, an innovative program designed to expand and diversify the outdoor conservation talent pipeline through cohort-based paid work experiences in national parks.

Advancing outdoor equity and supporting new generations of outdoor enthusiasts who reflect our customers and communities are essential to the long-term sustainability of our business. We are committed to attracting and developing inclusive, high-performing teams within our workplace and to building partnerships that contribute to equitable communities.

Thank you to you, our stakeholders, for your continuing partnership on our corporate responsibility journey.



**Michael J. Happe**  
President and CEO



**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

**BRET WOODSON**  
Senior Vice President, Human Resources and Corporate Relations



# CORPORATE RESPONSIBILITY APPROACH

Corporate responsibility is integrated with our enterprise strategy and our commitment to Be Great, Outdoors. An important part of how we live our purpose, corporate responsibility is the foundation of sustainable, profitable business for the long term. A cross-functional, enterprise-wide Corporate Responsibility Advisory Team drives strategy, goals and performance across our ESG priorities to engage stakeholders, grow 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 RV, 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. Barletta joined the advisory team in 2022.

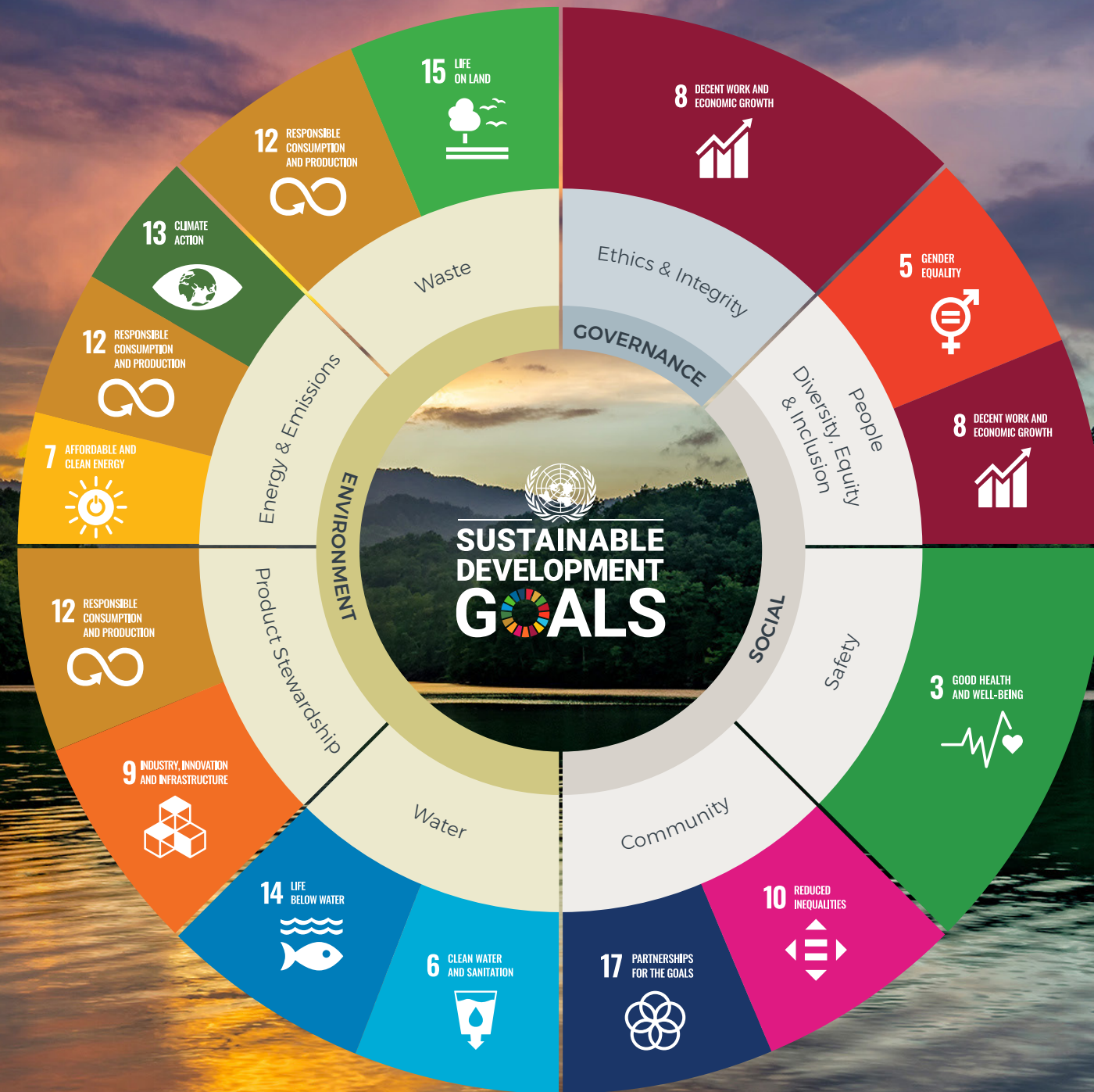
## ESG Materiality Assessment

Winnebago Industries conducted an ESG materiality assessment in 2018. Our process identified relevant ESG topics, based on stakeholder interviews and ESG management frameworks, such as the Global Reporting Initiative, the Climate Disclosure Project, the United Nations Sustainable Development Goals, and the Sustainability Accounting Standards Board. While these priorities remain relevant to our business, we plan to refresh our materiality assessment within two years, before the end of 2024.

Through stakeholder engagement, business strategy alignment and external landscape scanning, we identified eight initial ESG priorities: ethics and integrity; safety; people; diversity, equity and inclusion; community; waste; emissions; and product stewardship. Water reduction became our ninth ESG priority, based on the evolving footprint of our operations.


## Alignment With Accepted ESG Reporting Frameworks and UN Sustainable Development Goals

As Winnebago Industries continues to advance on our corporate responsibility journey, we recognize the importance of aligning with established ESG reporting frameworks. This report aligns with the Global Reporting Initiative, and for the first time, features an index aligned with the recommendations of the Task Force on Climate-Related Financial Disclosures. We signed the UN Global Compact in 2021 and have identified alignment between our material topics and the UN Sustainable Development Goals (SDGs). The following graphic maps our prioritized material issues to the most relevant SDGs.



## Stakeholder Engagement

Authentic connection is how we do business. At Winnebago Industries, we strive to engage a wide variety of stakeholders to inform our long-term business strategy and ESG priorities. We define stakeholders as those affected by our activities and those whose actions have the potential to affect the outcome of our business activities. The following table provides examples of our key stakeholders and how we engage.

WINNEBAGO INDUSTRIES STAKEHOLDER	WAYS WE ENGAGE	HOW OFTEN	TOPICS OF IMPORTANCE
 <b>Communities and NGOs</b>	Website, social media, plant tours and open houses, media, meetings, civic and charitable partnerships, volunteer and community projects, alumni events	Weekly	Corporate responsibility, partnerships and community relations; charitable support; local jobs; economic impact; outdoor access and sustainability
 <b>Dealers and customers</b>	Sales/account relationships, website, social media, meetings, surveys and focus groups, training and education, owners clubs and events, quality awards, membership in industry associations, plant tours, service, community partnerships and volunteerism	Daily	Product innovation; product training, education and safety; impacts of our industry; company purpose and values; community engagement
 <b>Employees, Executive Leadership Team, Board of Directors</b>	Website, social media, meetings, internal communication, engagement surveys and focus groups, committee meetings, volunteer and community projects	Daily	Company and business performance; culture, purpose and values; business and industry news; business conduct and ethics; diversity and inclusion; environment, health, safety and security; training and development; compensation and rewards; well-being and benefits; community engagement
 <b>Government and regulatory officials</b>	Website, social media, meetings, conferences and speaking engagements, board leadership, engage in industry and trade association activities	Quarterly	Compliance; environment, health, safety and security practices; voluntary programs
 <b>Investors and financial markets</b>	Website, webcasts and presentations, Securities and Exchange Commission (SEC) filings, analyst and shareholder meetings, news releases	Weekly	Investments, financial results, market data, operational excellence, risks and opportunities, company and shareholder priorities
 <b>Media</b>	News releases, interviews, website, SEC filings, plant tours, open houses	Monthly	Company priorities, performance and products; outdoor access and sustainability; local economic impact and partnerships; corporate and charitable community investment
 <b>Suppliers</b>	Website, meetings, site visits, membership in industry associations, Supplier Code of Conduct	Daily	Cost reduction, productivity, quality and innovation opportunities; new technologies; products and services provided; ethics and integrity
 <b>Trade and industry associations</b>	Website, social media, meetings, conferences and speaking engagements, board leadership	Quarterly	Company priorities; industry risks and opportunities; industry economic impact; corporate responsibility



# ENVIRONMENT

Be Great, Outdoors. Our company, our customers and our communities care deeply about the planet. We are committed to doing our part to ensure outdoor spaces—from backcountry to backyard—are sustained for the next generation of outdoor enthusiasts.

## Our Environmental Sustainability Goals

**WASTE REDUCTION**  
 Reduce the amount of waste we send to landfills

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

**Progress:**

CY 2021: **60%**

2020 Baseline: **57%**      2030 Goal: **90%**

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

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

**Progress:**

CY 2021: **5% Reduction**

2020 Baseline: **46,631 MTCO<sub>2</sub>e**      2030 Goal: **50% Reduction**

**WATER REDUCTION**  
 Reclaim and reuse water in all operating locations experiencing high water stress

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

**In Progress** ✓

Winnebago Industries is obtaining third-party assurance of our 2020 baseline water data and will share progress toward our water reduction goal in the next fiscal year

**PRODUCT STEWARDSHIP**  
 Provide eco-friendly upgrade options on all new products

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

**In Progress** ✓

Developments include e-RV, alternative materials audit, product stewardship team (planned)



## A Global Commitment to Environmental Sustainability

Environmental sustainability and climate resilience are critical to the long-term sustainability of our business. In 2021, using baseline data from 2020, we introduced goals for water, waste and greenhouse gas emissions reductions, as well as product stewardship.

In alignment with the [United Nations \(UN\) Sustainable Development Goal 13](#), 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 (UNGC). As a UNGC signatory, we are committed to integrating its environmental principles into the culture, strategy, management and daily operations of our company. We also maintain 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 in the process of developing science-based targets and milestones aligned with sustainability standards and in conjunction with SBTi and expect to validate and communicate these targets in 2023. In addition, we received [third-party assurance](#) from Bureau Veritas of our 2020 Scope 1, 2 and 3 baseline emissions data, a critical step in establishing meaningful targets and goals.

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).



### Cross-functional, enterprise leadership guides sustainability progress.

Winnebago Industries enterprise and business operations leaders, led by our VP of Environmental, Health, Safety and Sustainability and Director of Environmental & Sustainability, drive progress on our sustainability goals. Environmental sustainability leaders play a key role on the [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 maintain an enterprise Environmental Management System (EMS) based on ISO-14001:2015 and are developing specific sustainability roadmaps for our enterprise and each of our businesses.

# 5%

One year after establishing our baseline in 2020, Winnebago Industries achieved our target to reduce absolute GHG emissions by five percent.





In addition to our water reduction efforts internally, Winnebago Industries and the Winnebago Industries Foundation proudly partner with nonprofit organizations committed to preserving outdoor water destinations. In 2022, Chris-Craft volunteers participated in the annual Keep Manatee Beautiful beach cleanup event, collecting debris in Bradenton's Riverwalk Park.

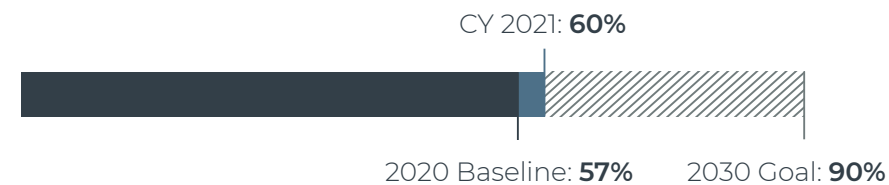
## Driving Sustainability Progress: Waste and Water

### WASTE REDUCTION

As a manufacturer, minimizing waste is important to our company and our communities. On a path to achieving Zero Waste to Landfill, we set a target of 90 percent diversion of waste from landfills by 2030, using 2020 as our baseline year.

In 2021, we made progress on our waste reduction goal, improving to 60 percent diversion from landfills across the enterprise. Our Lake Mills manufacturing plant moved to zero waste to landfill in July 2022, diverting more than 90 percent of waste to recycling or repurposing. Employees and leaders continue to implement waste reduction plans, innovating with new technology and operational efficiency in conjunction with our vendor partners.

#### CY 2021 Enterprise Waste Diversion



### WATER REDUCTION

We are committed to minimizing our reliance on freshwater, particularly in areas experiencing high water stress. By 2030, our goal is to reduce freshwater use by 30 percent, compared to a 2020 baseline. In our next fiscal year, we intend to gain third-party assurance of our 2020 baseline water data and include more precise sub-metering to identify additional water consumption savings opportunities.



Huw Bower, Winnebago Outdoors President, celebrates our Lake Mills, Iowa, facility on achieving their zero-waste reduction target, diverting 90 percent of waste.

### LAKE MILLS, IOWA

In 2022, employees and leaders at the Winnebago production facility in Lake Mills, Iowa, challenged themselves to make significant strides in reducing waste. A team analyzed waste streams, then implemented a plan to repurpose or recycle more than 90 percent of waste produced. In July, within six months of setting their goal, the team celebrated achieving its zero-waste target.

“Once the team had a clear idea of our waste impact and what we wanted to change, finding alternative solutions became a challenge that motivated us. As we got closer to achieving our goal, the team’s momentum and creativity accelerated.”

— Noah Reed, Winnebago Facilities Operations



Grand Design RV recently installed 3 MW solar panels. These panels generated 1,500,000 kWh in calendar year 2021, translating to 1,048 MT reduction in GHG emissions and a 2 percent improvement in our Scope 2 footprint.

## Driving Sustainability Progress: Emissions and Product Stewardship

### GHG EMISSIONS REDUCTION

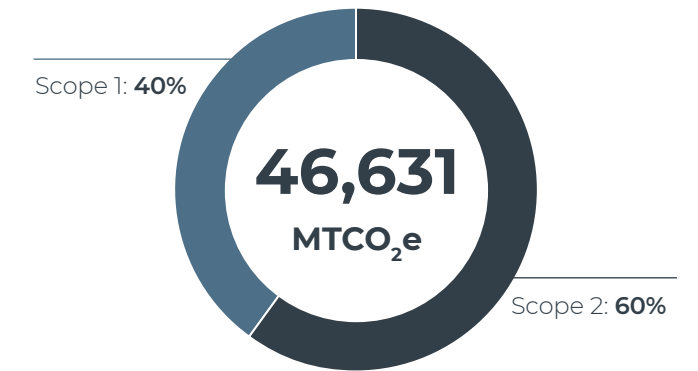
The Intergovernmental Panel on Climate Change warns that global warming must not exceed 1.5°C above preindustrial levels to avoid the catastrophic impacts of climate change. To do our part in combating this threat, Winnebago Industries is committed to reducing our absolute emissions by at least 50 percent over the next decade, against our 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 establishing our Scope 1 and 2 greenhouse gas emissions baseline in 2020, we have reduced absolute Scope 1 and 2 emissions by 5 percent.

### SCOPE 1, 2 AND 3 GHG EMISSIONS: 2020 BASELINE

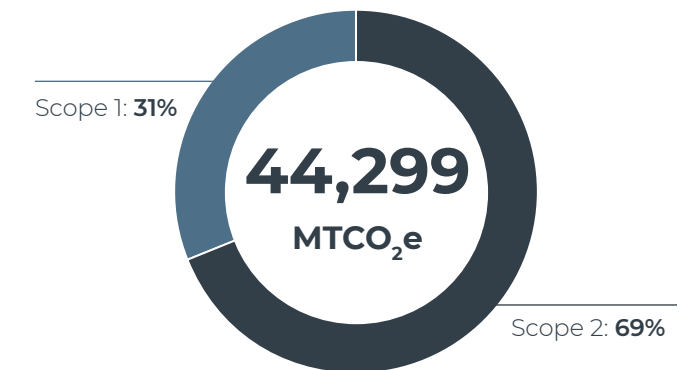
METRIC	EMISSIONS (MTCO <sub>2</sub> e)
Scope 1	18,687
Scope 2 (Location-based)	20,910
Scope 2 (Market-based)	27,944

METRIC	EMISSIONS (MTCO <sub>2</sub> e)
Scope 3 (Category):	
1) Purchased goods/services	498,930
2) Capital goods	75,449
3) Fuel/energy related	6,271
4) Upstream transport/distribution	178,429
5) Waste generated	34,984
7) Employee commuting	3,857
9) Downstream transportation and distribution	49,841
11) Use of sold products	3,382,918

### 2020 Scope 1 and 2 Emissions



### 2021 Scope 1 and 2 Emissions



In 2023, we will report our SBTi milestones and submit our targets for reducing Scope 1, 2 and 3 GHG emissions for validation by SBTi. Within our Scope 3 assessment, we have identified the highest-priority opportunities to make the biggest impact, including within Scope 3 Category 1: Purchased goods and services and Category 11: Use of sold products. SBTi goals and milestones, as well as our other strategic activities, will be focused on these categories.

## Product Stewardship

Product innovation and stewardship are integral to the ongoing success of our business. In 2018, Winnebago Industries became 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. In 2022, Winnebago Industries introduced the e-RV concept vehicle.

In addition to e-RV innovation, we have set a product stewardship target to provide eco-aware product upgrade options on all new products by 2025. During the design phase of operations, our goal is to assess life cycle environmental impacts for our product lines by 2030. As new products are developed and improvements are made to existing products, we will continue to address their associated upstream and downstream environmental impacts.

Equipped with baseline data and business-specific targets, we look forward to advancing progress toward these environmental sustainability commitments in 2023 with leadership engagement and climate-related scenario planning.

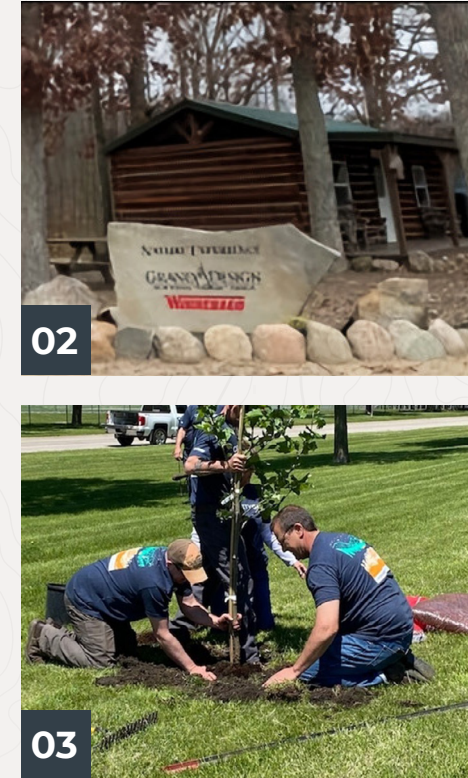
Employees and community partners advance our commitment to environmental sustainability by volunteering and engaging the next generation of outdoor enthusiasts.



### 01 E-RV CONCEPT: 2022 E-RV ROADTRIP

Developed by Winnebago Industries' Advanced Technology Group, the e-RV is a fully functional, all-electric concept vehicle that redefines efficiency, comfort and functionality for an RV. The e-RV concept vehicle is an entirely new approach to RVing. It combines all-electric operation with sustainable and innovative materials, brings the comforts and conveniences of home wherever you go and keeps people connected with advanced systems and technologies. The e-RV is meant to be our first offering in this space and is the manifestation of Winnebago Industries' innovative work across our enterprise.

The e-RV concept vehicle expands Winnebago Industries' leadership in innovative, eco-aware product offerings. Winnebago's all-electric, zero-emission specialty vehicle platform continues to power mobile medical units, mobile preschools, bookmobiles and more, across local and global communities.



### 02 FIVE STAR LIFE

Five Star Life increases academic success and connects youth to nature at Summit's Nature Classroom, constructed by Grand Design RV volunteers, near Elkhart County, Indiana. Winnebago Industries Foundation has supported Five Star Life since 2019.



### 03 EARTH DAY CHALLENGE

Employees embraced the 2022 Winnebago Industries Earth Day Challenge, planting trees in Indiana and collecting 130 lbs of plastic lids and aluminum pop tabs, recycling 26,340 lbs of eWaste in Iowa, cleaning trails in Minnesota and participating in the Keep Manatee Beautiful annual beach clean-up in Florida.

### 04 NATIONAL PARK FOUNDATION

Members of the National Park Foundation Service Corps participate in cohort-based paid work experiences, providing the next generation of women and Black, Indigenous and people of color park employees with a pathway to careers in the outdoor economy. Winnebago and the Winnebago Industries Foundation have invested \$1 million to support national parks since 2019.



# SOCIAL

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

## Safety

From product features to building a “zero-harm” workplace culture, safety is paramount. We strive to create a safe and productive workplace with high-quality standards and consumer safety in mind. We partner with dealers, industry associations and our owner communities to provide safety training and product education.

Winnebago Industries provides leadership engagement on 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 resources to ensure Winnebago Industries product owners have access to safety information for their travels on land and on the water.

## PRODUCT AND CUSTOMER SAFETY

In 2022, we created a leadership role dedicated to enterprise product safety and compliance to accelerate and enhance the safety of our products. Our experienced product quality, safety and compliance leaders contribute to industry best practices and ensure compliance with a variety of mandatory and voluntary codes and standards. Our products, for example, are manufactured in compliance with National Highway Traffic Safety Administration and United States Coast Guard guidelines, as applicable, as well as voluntary standards implemented by the Recreational Vehicle Industry Association (RVIA) and National Marine Manufacturer’s Association (NMMA).





**70%**  
reduction in Total Recordable Incident Rate (TRIR)

**ZERO HARM SAFETY CULTURE**

Employee interaction with uncontrolled risks leads to workplace injuries. The impact of workplace injuries extends to employees, families and communities. Our goal is to control risk, keeping employees safe. In 2020, we revised our [Environmental Affairs, Employee Health and Safety Policy](#) and have made progress towards implementing an ISO 45001-compliant safety management system to support our zero-harm aspiration. We have extensive management practices to control safety risks. For example, safety leaders in each of our businesses collaborate with enterprise operations leadership to track progress and reduce injury incident rates, conduct point-of-operation assessments and implement enhanced machine guarding.

All sites have established targets to achieve at least 95 percent sustainable level risk control by 2025, and there were no work-related fatalities during fiscal year 2022. Since 2016, we have:

- » **Reduced our Total Recordable Incident Rate (TRIR) by 70%**
- » **Reduced our Days Away, Restricted or Transferred (DART) by 60%**

We continue to monitor the COVID-19 pandemic as an evolving situation, following protocols across our enterprise that are in line with Centers for Disease Control and Prevention guidelines. In fiscal year 2022, we experienced no significant work-related transmission. Our reported rate of COVID-19 illness at the workplace was very low, with under 10 percent of our employees reporting infections.



Employees participated in fall protection training, led by our safety-certified EHSS team, to build skills and embed best practices into our management systems.

Since 2018, Winnebago Industries has moved from employee compliance to employee ownership and engagement in safety. A key example of this shift is the mindset shift on fall protection. Workplace falls contribute to 12% of workplace injuries. While we host regular safety trainings, including on the topic of falls, in 2022, Winnebago Industries safety leaders committed to thinking differently. We certified eight employees through a endorsed train-the-trainer workshop. Since the training, we have seen an increase in resource-sharing across our businesses. For example, in Indiana, training and knowledge exchanges happen regularly between our Grand Design RV, Winnebago, Barletta and Newmar businesses.

//////  
**“Building this safety expertise in-house demonstrates the true leadership commitment throughout Winnebago Industries. Employees can feel that commitment. They know we are walking the talk when they see that type of investment in their safety.”**

– Namrata Joshi, EHSS Manager

## Employee Experience

We strive to build diverse high performing teams and are committed to providing our people with an unmatched experience, competitive pay and benefits and opportunities to learn and grow.

We welcome opportunities to receive feedback from our teams to improve our employee experience. Our most recent enterprise-wide Experience Survey took place in September 2022. We broadened the scope of our questions beyond engagement to include perceptions of overall experience, well-being, and inclusive culture. This year, 90 percent of employees shared their input with us. Throughout 2023, we will work with employees and leaders to identify opportunities and action plans to enhance employee experience and ensure employees feel engaged, valued and supported.

Winnebago Industries offers competitive and comprehensive compensation and benefits programs, which serve to attract, retain and motivate our high-performing teams while enhancing employee well-being. We have enhanced our Employee Assistance Program to increase its focus on employee and family mental health. As a signature employee benefit, we offer a 401(k) retirement savings plan with a company match, dependent on employee 401(k) contributions and company performance. In 2021, we introduced a 401(k) profit-sharing program, with a record payout in 2022. We also offer an Employee Stock Purchase Plan (ESPP), which is designed to create a sense of employee ownership in our company. More than 12 percent of employees elected to participate in our ESPP program in fiscal year 2022.

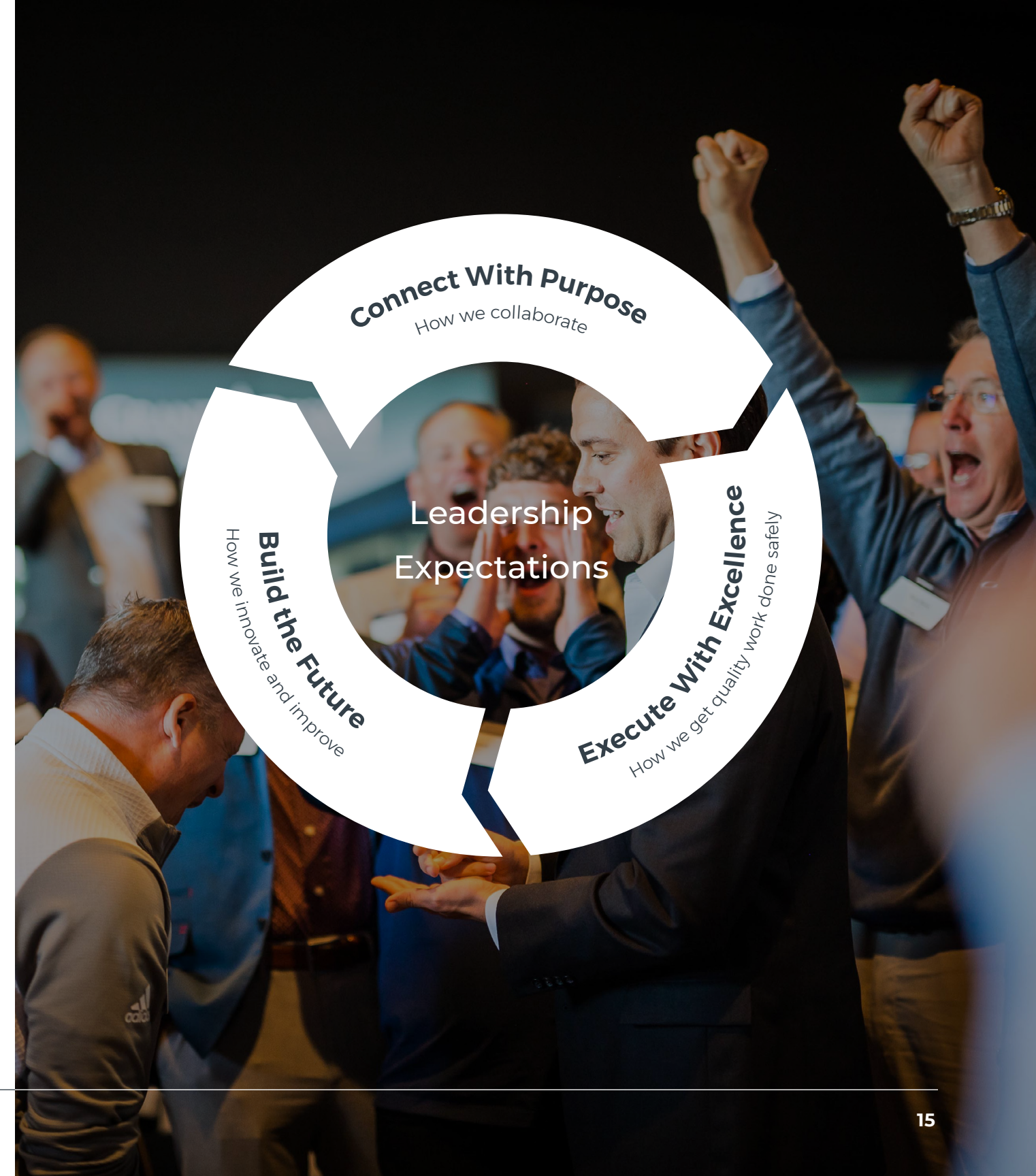
Providing opportunities for our team to develop skills and grow as leaders is essential to our strategy and our future as a company. This year, we provided opportunities both company-wide and within each business to support our employees' learning and development. We introduced our own Leadership Expectations across the company to bring our culture to life and articulate who we are and how we show up with our customers and with each other.



**In 2022, we introduced our own Leadership Expectations across the company to bring our culture to life and articulate who we are and how we show up with our customers and with each other.**

We believe that everyone at Winnebago Industries is a leader regardless of their role and can set a positive example for others. Our Leadership Expectations are designed to help guide individual development and success for every level of leadership and grow our team into stronger leaders.

In 2022, 57 students were awarded inaugural Winnebago Industries Scholarships. The program is designed to support the post-secondary education for employees' dependent children.





01

**01 SKILL DEVELOPMENT**

At Chris-Craft, hourly employees are offered opportunities to participate in night classes to learn skills for rigging engines or finishing fiberglass, receiving an industry certification at the end of the course and increasing their ability to move into a position using those skills and earn a higher wage. Similarly, the North Iowa Area Community College provides a manufacturing academy for local students and businesses through the John V. Hanson Career Center.

**02 LEADER ACCELERATION PROGRAM**

We launched a Leader Acceleration Program in partnership with the Carlson School of Management at the University of Minnesota that included senior leaders from across Winnebago Industries. This program is designed to enhance inclusive leadership and coaching skills while building relationships and teamwork across businesses and functional teams.



02

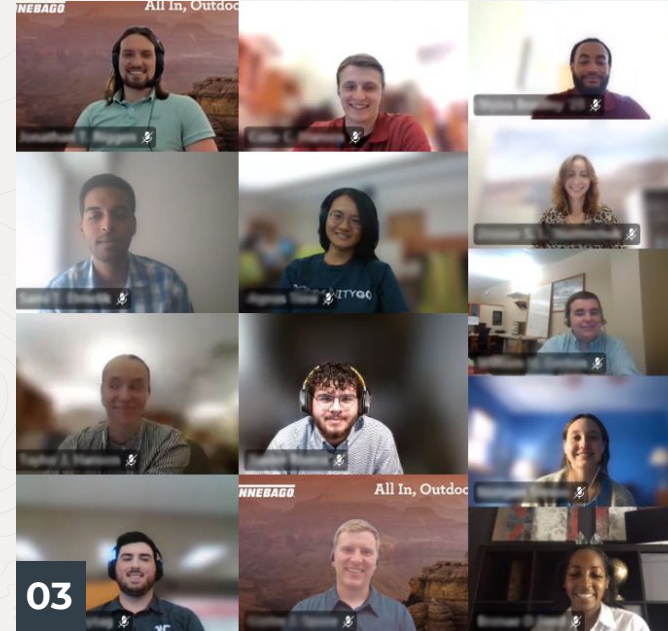
**03 CAMBER OUTDOORS**

Winnebago Industries and the Foundation announced a multi-year partnership with Camber Outdoors. Camber's [Future of Work](#) internship program connects companies with Black, Indigenous and people of color students through a summer experience that provides resources and training to both students and employers. Camber placed 15 interns at five companies during its pilot year.



**“Outdoor recreation career opportunities are vast and growing. Camber’s Future of Work internship program is designed to attract and develop students from traditionally excluded communities. We anticipate this early, positive employment experience will strengthen talent pathways, leading to more inclusive and diverse workplaces.”**

– Tiffany Smith, Camber Outdoors CEO



03

**04 GO TOGETHER FUND**

In the aftermath of Hurricane Ian, the GO Together Fund, a year-round hardship fund supporting employees during natural and personal disasters, provided needed support to impacted employees in Florida.

04





## Inclusion, Diversity, Equity and Action

While our goal is to achieve long-term, sustained progress toward equity, we recognize the urgency for change. In 2020, Winnebago Industries President and CEO Michael Happe signed the CEO Action for Diversity & Inclusion pledge, and our company formed enterprise-spanning and cross-functional Inclusion, Diversity, Equity and Action (IDEA) Steering and Advisory Teams to shape and advance our strategy. We remain involved with the CEO Action for Diversity & Inclusion initiative, including supporting its inaugural mentoring program with mentors from our executive leadership team and mentees from our Women's Inclusion Network (WIN).

As part of an inclusive design process, several employees provided survey, focus group and listening session input to co-create a strategic framework and roadmap to guide us forward on our IDEA journey. 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. "All In, Outdoors", launched to employees in 2022, 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.



**"All In, Outdoors captures the vision for what we're building at Winnebago Industries. We want everyone to know, and to feel, that when you team up with Winnebago Industries, you belong. Whether in our workplaces or in the outdoor spaces we love—we are All In."**

*– Jil Littlejohn Bostick, Head of Inclusion, Diversity, Equity and Action*

# Introducing 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.



**ADVANCE**

Advance, develop and retain talent.



**ENRICH**

Enrich the employee experience.



**INFLUENCE**

Influence inclusion across our industry.

## Driving Inclusion

Winnebago Industries hired the company's first Head of Inclusion, Diversity, Equity and Action in 2021. This senior leadership role provides thought leadership and strong, dedicated resources to inspire collective, strategic action and advance IDEA.

We believe that inclusion starts internally. Strengthening our inclusive culture and increasing inclusive leadership skills 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. In 2022, we expanded inclusive leadership training to include all people leaders and introduced our first employee resource

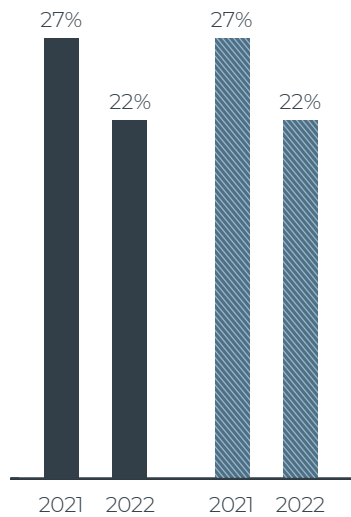
group, Women's Inclusion Network. Along with employee development and engagement, we are committed to interviewing diverse candidates for leadership roles and continue to expand community partnerships to advance outdoor equity.

In addition to striving for racial equity, we have an opportunity within the RV and marine manufacturing industries to advance gender equity. In 2022, Winnebago Industries was 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. Since 2021, we have increased the gender, racial and ethnic diversity of Winnebago Industries Board and senior leadership.

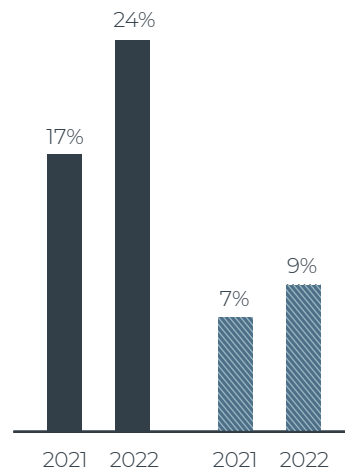
## Employee Diversity at Winnebago Industries

- Women
- Racially & Ethnically Diverse

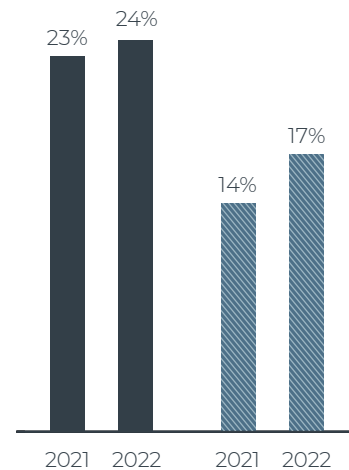
BOARD LEADERSHIP<sup>1</sup>



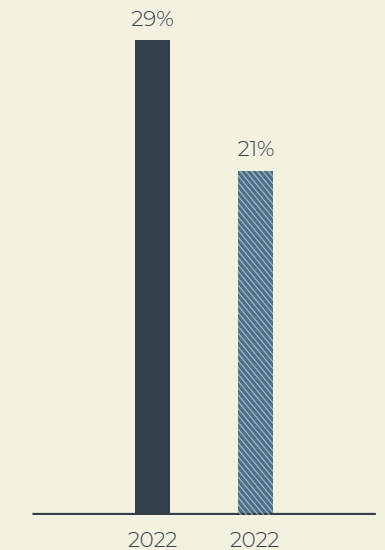
SENIOR LEADERSHIP (DIRECTOR+)



OVERALL



MANUFACTURING INDUSTRY BENCHMARK



1 2021-2022 change due to Board member death

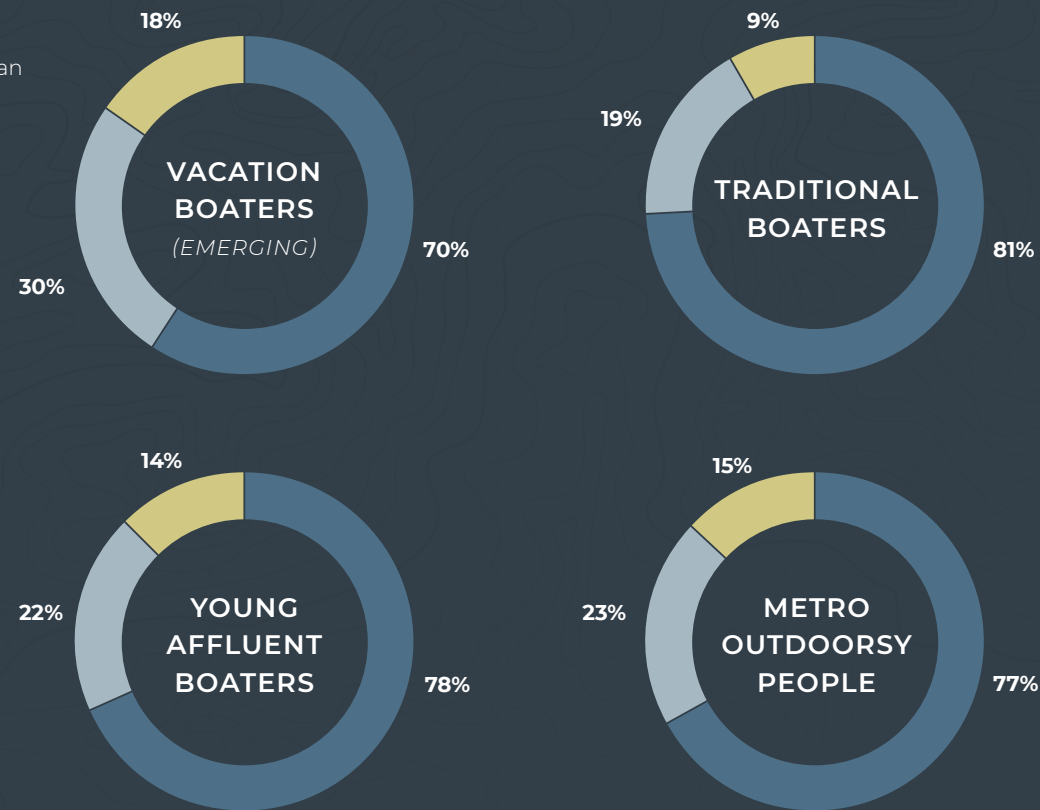
Source: [U.S. Bureau of Labor Statistics](https://www.bls.gov/)



Outdoor enthusiasts are increasingly diverse. In 2021, for example, more than 60 percent of new RVers were people of color, up from just 12 percent in 2012.

### Diversity in Boating<sup>[1]</sup>

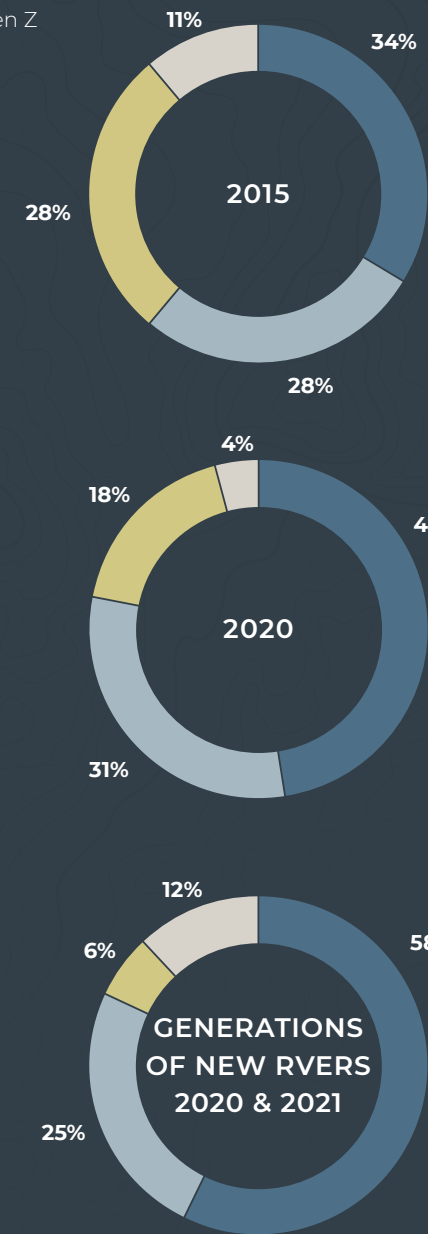
- Caucasian
- African American / Asian
- Hispanic / Latinx



<sup>1</sup> Data source: 2021 Cutwater Segmentation Analysis. Totals exceed 100% as some boaters may be included in more than one segment.

### Generations of RVers<sup>[2]</sup>

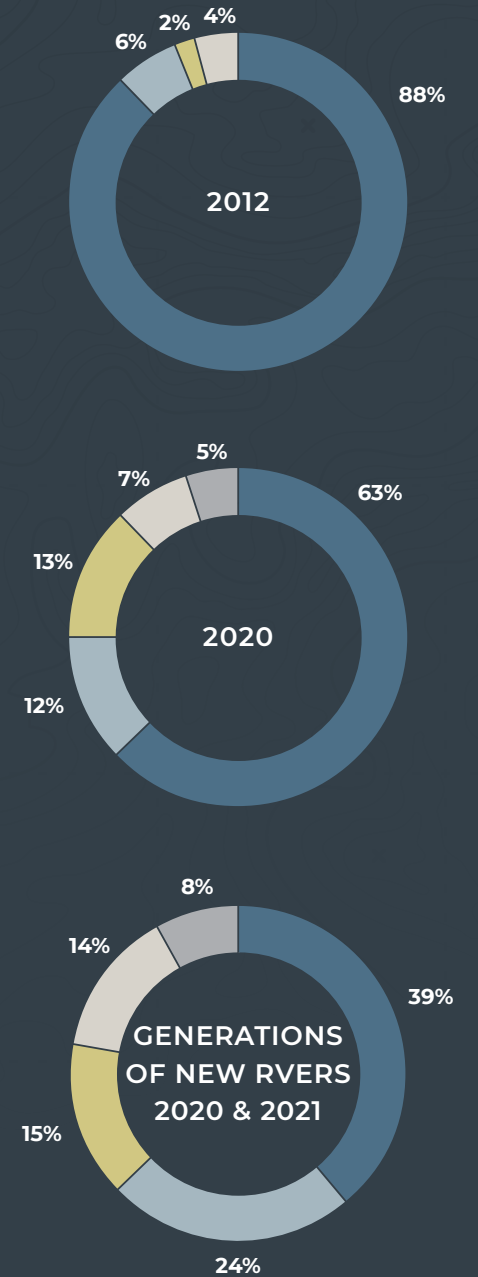
- Millennial & Gen Z
- Gen X
- Boomer
- Mature



<sup>2</sup> Data source: KOA 2021 North American Camping Report. Some results may not equal to 100% due to methodology and rounding.

### Diversity in RVing<sup>[2]</sup>

- Caucasian
- African American
- Hispanic
- Asian





01

**01 THE ROAM AT NO BARRIERS**

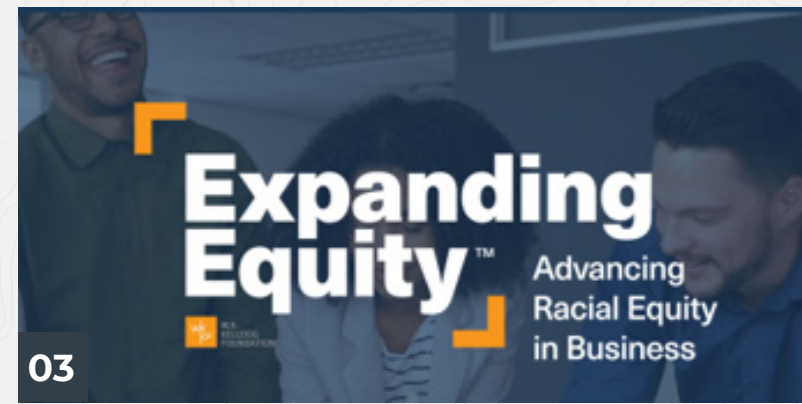
The Roam, Winnebago's accessibility-enhanced camper van, made an appearance at the 2022 No Barriers Summit in Estes Park, Colorado. No Barriers, a Foundation partner since 2019, provides opportunities for outdoor enthusiasts of all abilities and backgrounds to experience the healing power of nature and teamwork.



02

**02 ALL IN, OUTDOORS PARTNERSHIPS**

From LGBT+ Outdoors to Melanated Campout, Winnebago Industries expanded partnerships with organizations led by people who have been historically excluded from organized outdoor activities groups. Winnebago Industries, through leadership at Newmar, enhanced our partnership with the National African American RV Association (NAARVA). We also hosted an All In, Outdoors learning session at Winnebago's annual RV ownership event in Iowa.



03

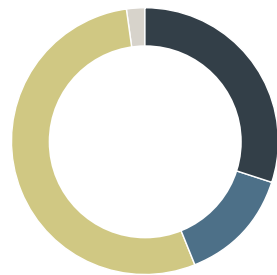
**03 EXPANDING EQUITY**

Winnebago Industries joined the 50+ companies who have participated in Expanding Equity, a W.K. Kellogg Foundation and McKinsey cohort-based learning program designed to help workplaces transform into racially equitable places of opportunity.

## Community

Winnebago Industries and the Winnebago Industries Foundation strive to inspire new generations of outdoor enthusiasts, mobilize resources to reach people in times of need and support our teams to build strong, equitable communities where we work, live and play. We focus our social impact efforts on three priority areas: outdoors, access and community. Expanding outdoor equity has been a priority since launching our community investment strategy in 2018. Through financial and volunteer investment, we strive to support community-based organizations led by and for the people they serve. We trust the expertise of our nonprofit partners; when possible, we provide general operating funds and consider multi-year commitments.

In fiscal year 2022, financial contributions, product donations and volunteer time totaled more than \$1.9 million in community investment, a 20-fold increase since 2016. Since 2018, the percentage of our total funding supporting nonprofit partners led by or serving historically excluded communities, such as Black, Indigenous and people of color and people with disabilities, has increased by more than 50 percent.



### 2022 COMMUNITY INVESTMENT BY IMPACT AREA

- Outdoors: **30%**
- Access: **14%**
- Community: **54%**
- Other: **2%**

CommunityGO employee volunteer teams throughout our enterprise, Winnebago, Grand Design RV, Chris-Craft, Newmar and Barletta teams bring to life our culture of giving and community engagement. These teams inspire colleagues, family and friends to learn about local community issues and to act to support community-led solutions by volunteering their time and talent or giving financial contributions. Volunteers engage in skill-based and hands-on volunteer projects—developing leadership skills and building teamwork through experiential learning. While it is a simple measure of the deep community and employee engagement impact, we have begun tracking the community engagement metric of volunteer hours contributed. Since we began tracking volunteerism in 2019, employees across our company have contributed more than 10,000 volunteer hours, which accounts for the reduction of in-person company-wide volunteer events since the onset of the COVID-19 pandemic. Every year, Winnebago Industries engages employees in its CommunityGO employee-choice giving campaign. The 2021 campaign raised nearly \$740,000 through employee gifts, a Foundation match and special event funds to support 250 nonprofit organizations in our local and global communities.



[Together Outdoors](#) is an Outdoor Recreation Roundtable initiative committed to advancing equity and inclusion in all aspects of the outdoor recreation experience. Building on our multi-year support of the Outdoor Foundation's [Thrive Outside](#) initiative, in 2022 the Winnebago Industries Foundation supported the Together Outdoors pilot grant program, which was designed to support organizations on the front lines of the effort to build a more accessible, welcoming outdoor ecosystem.



# 20x

Since 2016, Winnebago Industries and the Winnebago Industries Foundation have invested in a 20x increase in strategic social impact. In 2022, we partnered with Make-A-Wish and RV dealers to begin a pilot program to grant camping wishes to children and families



**01 CROSSROADS UNITED WAY X BARLETTA**

Barletta and Grand Design hit the water with 6 teams in the Crossroads United Way Cardboard Boat Race, in addition to providing key sponsorships.

**02 EMBRACING OUR DIFFERENCES X CHRIS-CRAFT**

Embracing Our Differences, an outdoor art display promoting inclusion and equity, engaged Chris-Craft volunteers who welcomed and guided visitors.

**03 LEAVE NO TRACE X GRAND DESIGN**

Grand Design RV accepted Earth Month Challenge by giving a \$1 for every tree planted in support of Leave No Trace.



**04 BOYS & GIRLS CLUBS X NEWMAR**

More than 1,700 employees attended Newmar's annual employee lunch, packing 150 snack bags to support the Nappanee Boys & Girls Club.

**05 HABITAT FOR HUMANITY X WINNEBAGO**

Winnebago employees hosted their third annual panel build to support Habitat for Humanity of Elkhart County. They were joined this year by Newmar and Barletta team members for the Winnebago Industries Women's Build. Since 2019, the Winnebago Industries Foundation has invested more than \$250,000 in Habitat's local and national mission to expand affordable housing.



**06 WILDERNESS INQUIRY X WINNEBAGO INDUSTRIES**

Minnesota-based enterprise employees paddled for a purpose at the 2022 Wilderness Inquiry Great River Race. The event raised \$140,000 to support youth outdoor education.





# 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. Each year, we strive to achieve 100 percent of employees certifying they have read and understand the Code of Conduct. After pausing in-person training due to COVID-19, 100 percent of employees completed online or in-person training on our Code of Conduct in 2022.

Our [Code of Conduct](#), [Supplier Code of Conduct](#) and [Human Rights Policy](#) outline shared values and guide relationships with our people and other stakeholders. View our other governance documents at our [investor relations site](#).

### **WINNEBAGO INDUSTRIES SUPPLIER CODE OF CONDUCT**

Winnebago Industries' suppliers are important partners in delivering high-quality and safe products. 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, Winnebago Industries introduced our Supplier Code of Conduct in 2021, specifically highlighting ethical standards our suppliers are expected to uphold. In 2022, Winnebago Industries further defined its expectations for ethical supplier behavior in its standard agreements and began obtaining express affirmation of these ethical standards from key suppliers.

## ETHICS HOTLINE

Our Winnebago Industries Ethics Hotline provides an avenue for employees and suppliers to report instances of misconduct anonymously and without fear of retaliation. All reports are investigated fully and are reviewed by our CEO and Audit Committee of the Board and handled in accordance with our [Whistleblower Policy](#).

## Supply Chain

Across its industries and businesses, Winnebago Industries has relationships with thousands of suppliers, with a subset identified as strategic suppliers that comprise the majority of our purchases. Enterprise supply chain management is led by our Vice President of Enterprise Supply Chain. Since 2019, we have audited our supply chain for efficiencies and gaps, and are in the process of implementing a more cohesive supplier management system. In 2021, we began rolling out our Supplier Code of Conduct to our strategic suppliers. As of fiscal year 2022, more than 50 percent of strategic suppliers have affirmed our Supplier Code of Conduct. We continue to explore possibilities to increase supplier diversity. In 2022, Winnebago Industries joined the National Minority Supplier Development Council to learn and share best practices.

## Cyber Security

The Audit Committee of the Winnebago Industries Board of Directors oversees cyber security. Winnebago Industries prioritizes data privacy and security and complies with all information security regulations. In 2022, the company expanded its cyber security team.

## Board Diversity

We recognize the importance of having diverse perspectives on our Winnebago Industries Board of Directors and aspire to promote diversity as we build and refresh our Board. Our forthcoming diversity, equity and inclusion framework will inform Board and leadership development. Since 2015, we have increased Board gender and racial diversity, from 17 percent women and zero directors of color, to 22 percent women and directors of color in 2022.

## 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, comprising business and enterprise functional leaders, 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 TENURE AND REFRESHMENT



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

Average Age: **61**      Average Tenure: **Less than 5 years**

## BOARD INDEPENDENCE



**9 of 10** Directors are Independent

**Chair** is Independent

## BOARD DIVERSITY

**2 of 9** independent directors are women

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





# ESG DATA TABLE

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

Metric	Unit	CY 2020	CY 2021	GRI Disclosure (if applicable)
<b>Emissions</b>				
Total Scope 1 and 2 GHG emissions	metric tons CO <sub>2</sub> e	46,631	<b>44,299</b>	305-1; 305-2
Scope 1 GHG emissions	metric tons CO <sub>2</sub> e	18,687	<b>13,886</b>	305-1
Scope 2 GHG emissions	metric tons CO <sub>2</sub> e	27,944	<b>30,412</b>	305-2
Scope 1 and 2 emissions intensity	metric tons CO <sub>2</sub> e/million \$ revenue	19.8	<b>12.2</b>	305-4
GHG emissions reduced from baseline year as a direct result of reduction initiatives	metric tons CO <sub>2</sub> e	Baseline	<b>2,332</b>	305-5
<b>Waste</b>				
Percent waste diverted from landfill	percent	57%	<b>60%</b>	306-4

<sup>1</sup> All environmental sustainability data is reported on a calendar year (CY) basis and receives validation in September of the following fiscal year. CY 2020 data received third-party assurance in September 2022.

## Social

Metric	Unit	FY 2020 <sup>[1]</sup>	FY 2021	FY 2022	GRI Disclosure (if applicable)
<b>Workforce Composition and Diversity</b>					
Total number of employees	number	–	7,200+	<b>7,400+</b>	2-7
Percent women — total workforce	percent	–	23%	<b>24%</b>	405-1
Percent men — total workforce	percent	–	77%	<b>76%</b>	
Percent racially and ethnically diverse — total workforce	percent	–	14%	<b>17%</b>	
Percent women — leadership <sup>[2]</sup>	percent	–	17%	<b>24%</b>	
Percent men — leadership <sup>[2]</sup>	percent	–	83%	<b>76%</b>	
Percent racially and ethnically diverse — leadership <sup>[2]</sup>	percent	–	7%	<b>9%</b>	
<b>Labor Relations</b>					
Percent active workforce covered by collective bargaining agreements	percent	–	0%	<b>0%</b>	2-30
<b>Employee Engagement</b>					
Engagement survey participation rate <sup>[3]</sup>	percent	85%	–	<b>90%</b>	
<b>Safety</b>					
Total recordable incident rate (TRIR)	rate per 200,000 hours worked	5.2	5.3	<b>5.4</b>	403-9
Rate of days away, restricted or transferred (DART)	rate per 200,000 hours worked	3.3	3.0	<b>2.9</b>	
Number of work-related fatalities	number	0	0	<b>0</b>	403-9
Percentage of workers covered by an occupational health and safety management system	percent	100%	100%	<b>100%</b>	403-8
<b>Communities</b>					
Total financial contributions, product donations and volunteer time donated	dollars	\$1,500,000	\$1,400,000	<b>\$1,900,000</b>	

<sup>1</sup> 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. We strive for continuous improvement and aim to report three years of complete performance data in next year's report.

<sup>2</sup> Director or higher

<sup>3</sup> Winnebago Industries' Experience Survey is conducted every two years.

## Governance

Metric	Unit	FY 2020	FY 2021	FY 2022	GRI Disclosure (if applicable)
<b>Board Composition and Diversity</b>					
Total number of Board members	number	9	11	10	
Percent women	percent	22%	27%	22%	2-9; 405-1
Percent men	percent	78%	73%	78%	2-9; 405-1
Percent racially and ethnically diverse	percent	–	27%	22%	2-9; 405-1
Average tenure of Board Directors	years	–	4.9	4.5	2-9
Number of non-executive directors on Board	number	8	10	9	2-9
Number of independent directors on Board	number	8	10	9	2-9
Independent chairman	Yes / No	Yes	Yes	Yes	
<b>Ethics and Anti-Corruption</b>					
Percent employees that completed online Code of Conduct training	percent	100%	100%	100%	205-2
Percent employees certifying they have read and understand Code of Conduct	percent	100%	100%	100%	205-2

## Governance Documents

### 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](#)

# 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	<i>Winnebago Industries at a Glance</i> ; <a href="#">2022 Form 10-K</a> , pp. 5–7
2-2	Entities included in sustainability reporting	Winnebago, Grand Design RV, Chris-Craft, Newmar, Barletta Boats <a href="#">2022 Form 10-K</a> , p. 38
2-3	Sustainability reporting period	August 29, 2021 through August 27, 2022
	Sustainability reporting cycle	Annual
	Sustainability report publication date	December 12, 2022
	Financial reporting period	Same as sustainability reporting
	Contact point for questions regarding the report	Corporate Responsibility <a href="mailto:ir@winnebagoind.com">ir@winnebagoind.com</a>
2-4	Restatements of information	In FY 2022, Winnebago Industries received <a href="#">third-party assurance</a> of our 2020 Scope 1, 2 and 3 baseline emissions data from Bureau Veritas. To reflect verified updates to our data, we have restated our Scope 1 and 2 emissions baseline figure from our 2021 Corporate Responsibility Report, which was previously reported as 47,943 MTCO <sub>2</sub> e. The restated, verified Scope 1 and 2 baseline figure is 46,631 MTCO <sub>2</sub> e.
2-5	External assurance	In FY 2022, Winnebago Industries received <a href="#">third-party assurance</a> of our 2020 Scope 1, 2 and 3 baseline emissions data from Bureau Veritas.

DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	<i>Winnebago Industries at a Glance; Ethics and Integrity</i> ; <a href="#">2022 Form 10-K</a> , pp. 5–8
2-7	Information on employees and other workers	<i>ESG Data Table</i> ; <a href="#">2022 Form 10-K</a> , pp. 8–9
<b>Governance</b>		
2-9	Governance structure and composition	<i>Ethics and Integrity—Governing Corporate Responsibility</i> <i>ESG Data Table</i> <a href="#">2022 Proxy Statement</a> pp. 8, 11–16 <a href="#">Corporate Governance Policy</a>
2-10	Nomination and selection of the highest governance body	<i>Ethics and Integrity—Board Diversity</i> <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 Board Leadership Structure, <a href="#">2022 Proxy Statement</a> p. 11 <a href="#">Corporate Governance Policy</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<i>Corporate Responsibility Approach</i> <i>Corporate Responsibility Approach—Stakeholder Engagement</i> <a href="#">2022 Proxy Statement</a> , pp. 7–8, 14–18 <a href="#">Corporate Responsibility Advisory Team Charter</a>
2-13	Delegation of responsibility for managing impacts	<i>Corporate Responsibility Approach</i> <i>Ethics and Integrity—Governing Corporate Responsibility</i> <a href="#">Corporate Responsibility Advisory Team Charter</a>
2-14	Role of the highest governance body in sustainability reporting	Winnebago Industries' Board of Directors has reviewed the information disclosed in our 2022 Corporate Responsibility Report. Company executive leaders and Corporate Responsibility Advisory Team members have reviewed and approved information disclosed in our 2022 Corporate Responsibility Report.
2-15	Conflicts of interest	<a href="#">Code of Conduct</a>

DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
2-16	Communication of critical concerns	<i>Ethics and Integrity—Supply Chain</i> <a href="#">Whistleblower Policy</a>
2-17	Collective knowledge of the highest governance body	<a href="#">Nominating and Governance Committee Charter</a> Board Refreshment, <a href="#">2022 Proxy Statement</a> p. 17
2-18	Evaluation of the performance of the highest governance body	<a href="#">Nominating and Governance Committee Charter</a> Board Refreshment, <a href="#">2022 Proxy Statement</a> p. 17
2-19	Remuneration policies	<a href="#">2022 Proxy Statement</a> , pp. 26–29, 33–62
2-20	Process to determine remuneration	<a href="#">2022 Proxy Statement</a> , pp. 26–29, 33–62
2-21	Annual total compensation ratio	<a href="#">2022 Proxy Statement</a> , p. 63
<b>Strategy, policies and practices</b>		
2-22	Statement on sustainable development strategy	<i>To Our Stakeholders</i>
2-23	Policy commitments	<i>ESG Data Table—ESG Policies</i>
2-24	Embedding policy commitments	<i>Ethics and Integrity—Winnebago Industries Code of Conduct</i> <i>Ethics and Integrity—Governing Corporate Responsibility</i> <a href="#">Code of Conduct</a>
2-25	Processes to remediate negative impacts	<i>Ethics and Integrity—Winnebago Industries Code of Conduct</i>
2-26	Mechanisms for seeking advice and raising concerns	<i>Ethics and Integrity—Winnebago Industries Code of Conduct</i> <a href="#">Code of Conduct</a> <a href="#">Whistleblower Policy</a>
<b>Stakeholder engagement</b>		
2-29	Approach to stakeholder engagement	<i>Corporate Responsibility Approach—Stakeholder Engagement</i>
2-30	Collective bargaining agreements	<a href="#">2022 Form 10-K</a> , p. 9 <i>ESG Data Table</i>
<b>Material Topics</b>		
3-1	Process to determine material topics	<i>ESG Materiality Assessment</i>
3-2	List of material topics	<i>ESG Materiality Assessment</i>

## Specific Standard Disclosures

STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
<b>Economic</b>			
<b>Anti-Corruption</b>			
GRI 3: Material Topics	3-3	Management of material topics	<i>Ethics and Integrity—Winnebago Industries Code of Conduct</i> <a href="#">Code of Conduct</a>
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	<i>Ethics and Integrity—Winnebago Industries Code of Conduct</i> <i>ESG Data Table</i>
<b>Environmental</b>			
<b>Materials</b>			
GRI 3: Material Topics	3-3	Management of material topics	<i>Environment—A Global Commitment to Environmental Sustainability</i> <a href="#">Environmental Sustainability Policy</a>
<b>Energy</b>			
GRI 3: Material Topics	3-3	Management of material topics	<i>Driving Sustainability Progress: Emissions and Product Stewardship</i> <a href="#">Environmental Sustainability Policy</a>
<b>Water and Effluents</b>			
GRI 3: Material Topics	3-3	Management of material topics	<i>Driving Sustainability Progress: Waste and Water</i> <a href="#">Environmental Sustainability Policy</a>
<b>Emissions</b>			
GRI 3: Material Topics	3-3	Management of material topics	<i>A Global Commitment to Environmental Sustainability</i> <i>Driving Sustainability Progress: Emissions and Product Stewardship</i> <a href="#">Environmental Sustainability Policy</a>

STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<i>ESG Data Table</i>
	305-2	Energy indirect (Scope 2) GHG emissions	<i>ESG Data Table</i>
	305-4	GHG emissions intensity	<i>ESG Data Table</i>
	305-5	Reduction of GHG emissions	<i>ESG Data Table</i>
<b>Waste</b>			
GRI 3: Material Topics	3-3	Management of material topics	<i>Driving Sustainability Progress: Waste and Water</i> <a href="#">Environmental Sustainability Policy</a>
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	<i>Driving Sustainability Progress: Waste and Water</i> <a href="#">Environmental Sustainability Policy</a>
	306-2	Management of significant waste-related impacts	<i>Driving Sustainability Progress: Waste and Water</i> <a href="#">Environmental Sustainability Policy</a>
	306-4	Waste diverted from disposal	<i>ESG Data Table</i>
<b>Social</b>			
<b>Employment</b>			
GRI 3: Material Topics	3-3	Management of material topics	<i>Employee Experience</i>
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<i>Employee Experience</i>
<b>Occupational Health &amp; Safety</b>			
GRI 3: Material Topics	3-3	Management of material topics	<i>Safety—Zero Harm Safety Culture</i> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>



STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	<i>Safety—Zero Harm Safety Culture</i> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-2	Hazard identification, risk assessment, and incident investigation	<i>Safety—Zero Harm Safety Culture</i> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-3	Occupational health services	<i>Safety—Zero Harm Safety Culture</i> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-4	Worker participation, consultation, and communication on occupational health and safety	<i>Safety—Zero Harm Safety Culture</i> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-5	Worker training on occupational health and safety	<i>Safety—Zero Harm Safety Culture</i> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-6	Promotion of worker health	<i>Safety—Zero Harm Safety Culture</i> <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	<i>Safety—Zero Harm Safety Culture</i> <a href="#">Environmental Affairs, Employee Health &amp; Safety Policy</a>
	403-8	Workers covered by an occupational health and safety management system	<i>ESG Data Table</i>
	403-9	Work-related injuries	<i>ESG Data Table</i>
<b>Training and Education</b>			
GRI 3: Material Topics	3-3	Management of material topics	<i>Employee Experience</i>
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	<i>Employee Experience</i>

STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT RESPONSE
<b>Diversity and Equal Opportunity</b>			
GRI 3: Material Topics	3-3	Management of material topics	<i>Inclusion, Diversity, Equity and Action</i>
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<i>Inclusion, Diversity, Equity and Action</i> <i>Governance</i> <i>ESG Data Table</i>
<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

### Governance

a) Describe the board's oversight of climate-related risks and opportunities.

The Nominating and Governance Committee of the Winnebago Industries Board of Directors has oversight of corporate responsibility (ESG), including climate-related issues, and engages on the subject at least twice per year. The Board's Audit Committee monitors evolving SEC-related climate disclosure considerations. The full Board is informed about climate-related issues at least once per year and uses ESG and climate-related updates to inform strategy and risk management policies.

The Board's approach to strategy and risk management is guided by our [Environmental Sustainability Policy](#). In addition to receiving progress reports on internal metrics, the Board will have visibility to progress data reported to the Science Based Targets initiative (SBTi) when we submit our climate targets for validation in 2023.

b) Describe management's role in assessing and managing climate-related risks and opportunities.

Winnebago Industries' Vice President of Environment, Health, Safety and Sustainability leads our climate-related responsibilities, with oversight from the Senior Vice President Corporate Responsibility and Senior Vice President Operations. Guided by our [Environmental Sustainability Policy](#), these leaders monitor climate-related issues and participate in an enterprise-spanning, cross-functional corporate responsibility advisory team, which meets monthly. The Winnebago Industries Nominating and Governance Committee of the Board of Directors oversees ESG, including climate-related issues.

### Strategy

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

As stated in our most recent [10-K Filing](#) (p. 16), filed October 2022: "In addition, foreign, federal, state, and local regulatory and legislative bodies have proposed various legislative and regulatory measures relating to climate change, regulating GHG emissions, and energy policies. If such legislation is enacted, we could incur increased energy, environmental, and other costs and capital expenditures to comply with the limitations. Climate change regulation combined with public sentiment could result in reduced demand for our products, higher fuel prices, or carbon taxes, all of which could materially adversely affect our business."

When determining climate-related opportunities, Winnebago Industries is guided by our [Environmental Sustainability Policy](#). Climate-related opportunities we are currently pursuing include solar investments at multiple sites across our businesses and Advanced Technology product enhancements, including the introduction of the eRV concept.

More in-depth scenario-planning for climate-related risks and opportunities is planned in 2023.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Current climate-related opportunities, including alternative energy (solar) installation and product concept innovation (eRV) have been the result of market analysis and actions identified to progress our long-term environmental sustainability goals to reduce waste, water use, and GHG emissions and to advance product stewardship.

More in-depth scenario-planning for climate-related risks and opportunities is planned in 2023.

### Risk Management

a) Describe the organization's processes for identifying and assessing climate-related risks.

Winnebago Industries regularly convenes a cross-functional risk management team. Research and issues-monitoring from this team, in addition to input from the cross-functional, enterprise-spanning corporate responsibility advisory team enables the enterprise to identify and manage risk, including climate-related risks. Our risk management processes are informed by our [Environmental Sustainability Policy](#).

## RECOMMENDED DISCLOSURE

b) Describe the organization's processes for managing climate-related risks. Climate-related risks are identified and monitored by Winnebago Industries' risk management and corporate responsibility cross-functional teams, with the oversight and support of the Executive Leadership Team. The company has conducted an ESG materiality assessment to identify and prioritize climate-related risk, among other ESG issues. More in-depth scenario-planning for climate-related risks and opportunities is planned in 2023.

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. Winnebago Industries' environmental sustainability leader is a member of the enterprise risk management team. Integration and planning of climate-related risks into overall risk management is ongoing.

### Metrics and Targets

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. Winnebago Industries set environmental sustainability goals to reduce water, waste and GHG emissions and advance product stewardship by 2050. Currently reported metrics are included in the ESG Data Table within this report.

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. GHG emissions baseline data from 2020 and annual progress are provided in the ESG Data Table within this report.  
In 2022, Winnebago Industries received third-party validation of its 2020 baseline Scopes 1, 2 and 3 GHG emissions data from Bureau Veritas.

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. Winnebago Industries is working within the Science Based Targets initiative timeline to validate our GHG emissions goals and milestones in 2023.  
Current climate-related targets include:

- » Reduce absolute GHG by 50% by 2030
- » Achieve net-zero GHG emissions by 2050
- » Reduce fresh water use by 30% by 2030
- » Attain zero waste by 2030
- » Advance product innovation and stewardship

## 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 27, 2022, 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.

**WINNEBAGO**  
INDUSTRIES

**WINNEBAGO**

**GRAND DESIGN**  
RECREATIONAL VEHICLES

*Chris Craft*

**NEWMAR**

**Barletta**  
BOATS

## ABOUT THIS REPORT

Throughout our company's history, Winnebago Industries has implemented responsible business practices. We are pleased to share this public report, reflecting the evolution of our ESG practices.

Frameworks such as the Global Reporting Initiative, the United Nations Sustainable Development Goals, Sustainability Accounting Standards Board, and Task Force on Climate-Related Financial Disclosures informed the content of this report. Winnebago Industries did not seek, nor was there, external assurance from third parties with respect to most of the information in this report; exceptions are noted. This report covers the activities of Winnebago Industries as of August 27, 2022 and for the fiscal year then ended, unless otherwise noted. This report was published on December 12, 2022.

## VIEW ONLINE

<https://www.winnebagoind.com/responsibility>

## LEARN MORE

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