

TO OUR STAKEHOLDERS

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

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

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

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

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

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

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

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

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



Michael J. Happe

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President and Chief Executive Officer



Stacy L. Bogart

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SVP, General Counsel, Secretary and Corporate Responsibility