



2021

Corporate Responsibility Report

WINNEBAGOINDUSTRIES

Be great, outdoors.

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Winnebago Industries at a Glance



PURPOSE

We help our customers explore the outdoor lifestyle, enabling extraordinary mobile experiences as they travel, live, work and play.

PRODUCTS

Motorhomes, Travel Trailers, Fifth Wheels, Luxury Boats, Specialty Vehicles, Pontoons, Accessibility-enhanced RVs

LOCATIONS

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

\$3.6B

revenue

7,200+

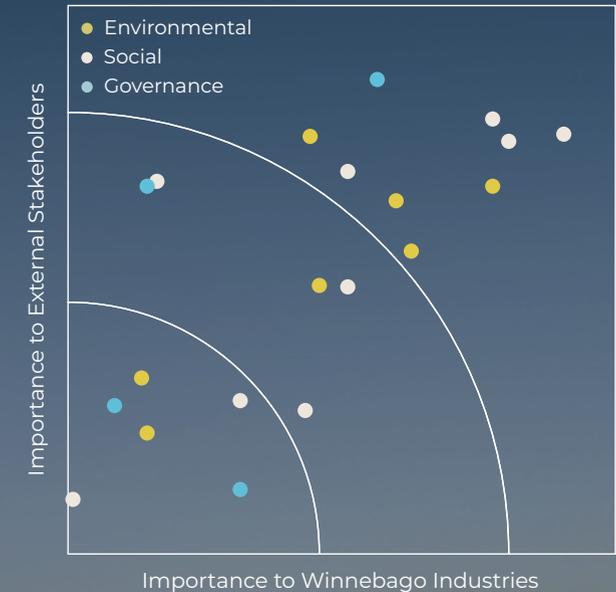
highly skilled employees

Established

1958

ENVIRONMENTAL, SOCIAL AND GOVERNANCE PRIORITIES

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



BRAND FAMILY



To Our Stakeholders

Winnebago Industries is a dynamic outdoor lifestyle enterprise, with exceptional people leading our Winnebago, Grand Design RV, Chris-Craft, Newmar and Barletta businesses. While our businesses drive results with their unique capabilities, we are united by a shared purpose and a commitment to Be Great, Outdoors.

Corporate responsibility and our environmental, social and governance priorities guide how we do business. Since setting our course in 2019 and navigating the uncharted in 2020, we are pleased to report our corporate responsibility journey is poised to accelerate.

Throughout the COVID-19 pandemic, our neighbors and customers have discovered awe, renewal and adventure outdoors, in record numbers. We continue to center employees and community partners to ensure that all people feel belonging in our workplace, communities and the outdoor destinations we love. As more Americans seek the outdoors and embrace a mobile approach to work, school and home, the urgency of our work becomes increasingly clear.

Preserving places to explore requires deep care for our planet. This year, Winnebago Industries proudly joined the United Nations Global Compact and committed to net-zero greenhouse gas emissions by 2050 as part of the Business Ambition for 1.5°C. Additionally, we set zero-waste, water reduction and product stewardship targets as we plan for a low-carbon future and an expanding circular economy.

Advancing outdoor equity and supporting new generations of outdoor enthusiasts who reflect our communities and customers also are essential to the long-term sustainability of our business. With the hire of our company's first head of diversity, equity and inclusion, we are committed to attracting and developing inclusive, high-performing teams within our workplace and to building partnerships that contribute to equitable communities.

This year, Winnebago Industries proudly joined the United Nations Global Compact and committed to net-zero greenhouse gas emissions by 2050 as part of the Business Ambition for 1.5°C.

With change the only constant, we go forward with focus, humility and agility. Thank you to you, our stakeholders, for your continuing partnership on this corporate responsibility journey.



Michael J. Happe

Michael J. Happe
President and CEO



Stacy L. Bogart

Stacy L. Bogart
SVP, General Counsel, Secretary and Corporate Responsibility

EXECUTIVE LEADERSHIP TEAM

Michael J. Happe
President and Chief Executive Officer

Stephen Heese
President, Chris-Craft

Ashis Bhattacharya,
Senior Vice President, Business Development, Advanced Technology and Enterprise Marketing

Bryan Hughes
Chief Financial Officer, Senior Vice President, Finance, IT and Strategic Planning

Stacy Bogart
Senior Vice President, General Counsel, Secretary and Corporate Responsibility

Sri Koneru
Vice President, Information Technology

Huw Bower
President, Winnebago Outdoors

Matthew L. Miller
President, Newmar Corporation (retired)

Don Clark
President, Grand Design RV

Chris West
Senior Vice President, Enterprise Operations

Bill Fenech
President, Barletta Boats

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 plans for sustainable, profitable business for the long term. A cross-functional, enterprise-wide Corporate Responsibility Advisory Team drives strategy, goals and performance across 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, and Newmar businesses who represent functions such as environment, health, safety and security (EHSS), product management, supply chain and enterprise operations, human resources, legal, public affairs, marketing, finance and investor relations. Barletta will have representation on the Advisory Team, as business integration progresses in 2022.

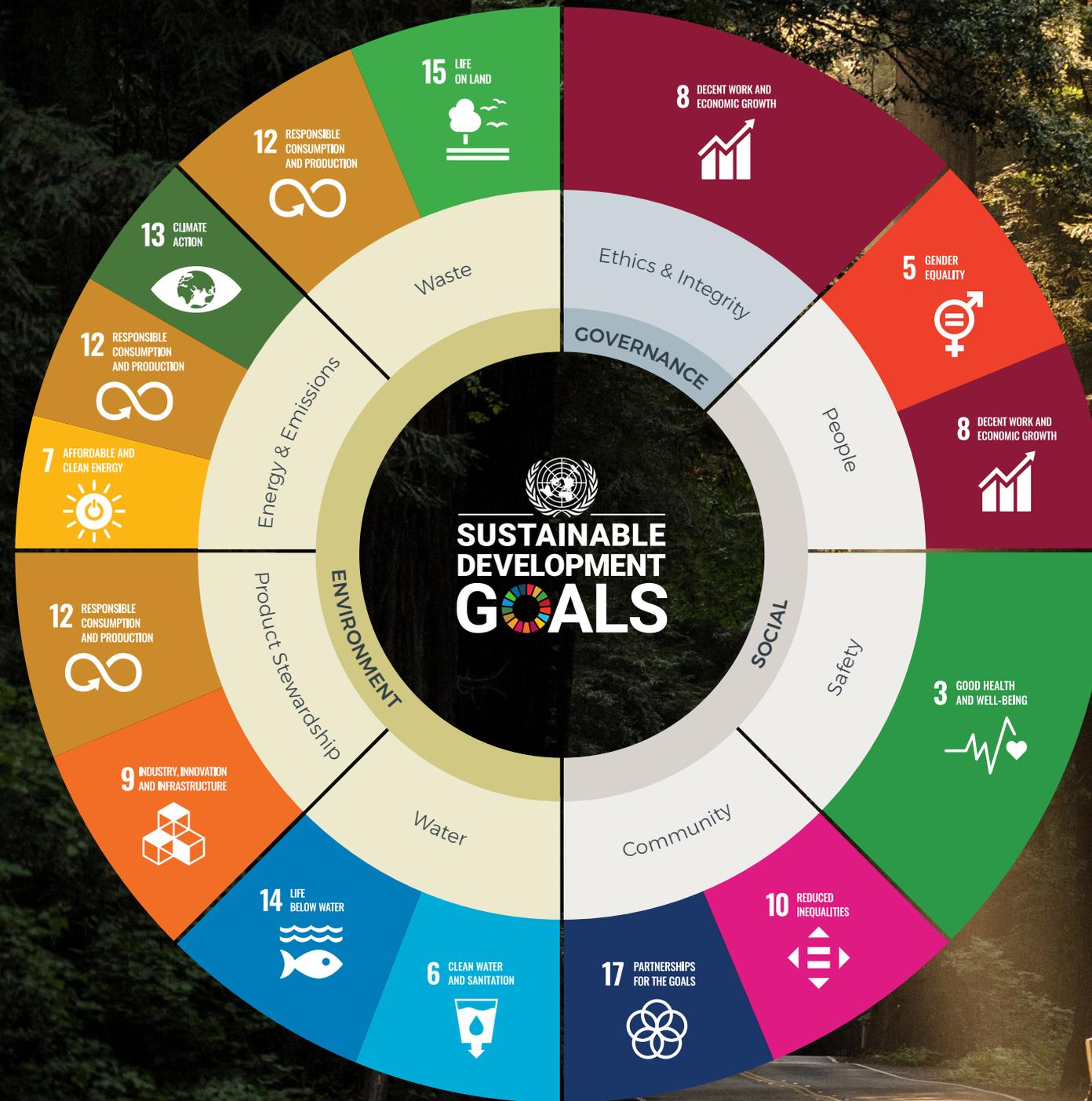
ESG MATERIALITY ASSESSMENT

Winnebago Industries conducted our environmental, social and governance (ESG) materiality assessment in 2018. Our process identified relevant ESG topics, drawn from reporting standards and sources, such as the Global Reporting Initiative Standards, the Climate Disclosure Project, the United Nations Sustainable Development Goals, and the Sustainability Accounting Standards Board.

Through stakeholder engagement, business strategy alignment and external landscape scanning, we identified initial ESG priorities: ethics and integrity; people, including talent development and diversity, equity and inclusion; safety; community; waste; energy and emissions; and product stewardship. Water was added in 2021, based on our evolving operations footprint.

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 (GRI). In 2021, we joined the UN Global Compact and have identified areas of alignment between our material topics and the UN Sustainable Development Goals (SDGs). This 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.

Communities and NGOs

Ways we engage: Website, social media, plant tours and open houses, media, meetings, civic and charitable partnerships, volunteer and community projects, alumni events

How often: Weekly

Topics of importance: Corporate responsibility, partnerships and community relations; charitable support; local jobs; economic impact; outdoor access and sustainability

Dealers and customers

Ways we engage: Sales/account relationships, website, social media, meetings, surveys and focus groups, training and education, owners clubs, rallies and events, quality awards, membership in industry associations, plant tours, service

How often: Daily

Topics of importance: Product innovation; product training, education and safety; impacts of our industry; company purpose and values; community engagement

Employees, Executive Leadership Team, Board of Directors

Ways we engage: Website, social media, meetings, internal communication, engagement surveys and focus groups, committee meetings, volunteer and community projects

How often: Daily

Topics of importance: 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

Government and regulatory officials

Ways we engage: Website, social media, meetings, conferences and speaking engagements, board leadership, engage in industry and trade association activities

How often: Quarterly

Topics of importance: Compliance; environment, health, safety and security practices; voluntary programs

Suppliers

Ways we engage: Website, meetings, site visits, membership in industry associations, Supplier Code of Conduct

How often: Daily

Topics of importance: Cost reduction, productivity, quality and innovation opportunities; new technologies; products and services provided; ethics and integrity

Trade and industry associations

Ways we engage: Website, social media, meetings, conferences and speaking engagements, board leadership

How often: Quarterly

Topics of importance: Company priorities; industry risks and opportunities; industry economic impact; corporate responsibility

Investors and financial markets

Ways we engage: Website, webcasts and presentations, Securities and Exchange Commission (SEC) filings, analyst meetings, annual shareholder's meeting, news releases

How often: Weekly

Topics of importance: Investments, financial results, market data, operational excellence, risks and opportunities, company and shareholder priorities

Media

Ways we engage: News releases, interviews, website, SEC filings, plant tours, open houses

How often: Monthly

Topics of importance: Company priorities, performance and products; outdoor access and sustainability; local economic impact and partnerships; corporate and charitable community investment



Environment

We care deeply about our planet. As an outdoor lifestyle company, we are committed to doing our part to ensure that our employees enjoy livable communities and that outdoor destinations are sustained for the next generation of outdoor enthusiasts.

INTRODUCING OUR ENVIRONMENTAL SUSTAINABILITY GOALS

Our environmental sustainability targets for 2030 focus on four key priorities: preventing waste, preserving freshwater, reducing greenhouse gas emissions and product stewardship.

Waste Reduction

Reduce the amount of waste we send to landfills

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

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

- » Reduce absolute greenhouse gas (GHG) emissions by at least **50%** by 2030



Water Reduction

Reclaim and reuse water in all operating locations experiencing high water stress

- » Reduce fresh water use by **30%** by 2030

Product Stewardship

Provide eco-friendly upgrade options on all new products

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

Equipped with baseline data and business-specific targets, we look forward to advancing progress toward these environmental sustainability commitments in 2022. For progress updates, visit winnebagoind.com/responsibility.

A GLOBAL COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY

Climate change is a global issue that impacts everyone. We create stronger, more impactful solutions when we work together with other like-minded organizations. We are pleased to announce we joined the United Nations Global Compact (UNGC) in 2021. As a UNGC signatory, we are committed to integrating the UNGC and its environmental [principles](#) into the culture, strategy, management and daily operations of our company.

Winnebago Industries has committed to the [Business Ambition for 1.5°C](#) and setting science-based targets to achieve net-zero greenhouse gas emissions by 2050. Through this campaign, we are aligned with the Science Based Targets Initiative, the UN Global Compact and the We Mean Business Coalition.

THE FOUNDATION OF OUR SUSTAINABILITY TARGETS

This year was pivotal to our sustainability journey. We are committed to building aspirational sustainability targets based on data and science. We engaged with respected vendor partners to establish data-driven baseline assessments for greenhouse gas (GHG) emissions, water, and waste. This work allowed us to confidently set 2020 as our baseline year for all four of our focus areas.

We performed a comprehensive GHG inventory of our Scope 1 & 2 emissions across our operations at all manufacturing locations. We engaged a third party to perform waste mapping across our entire business to ensure that our target of diverting 90 percent of material from landfills across the country is achievable by 2030.

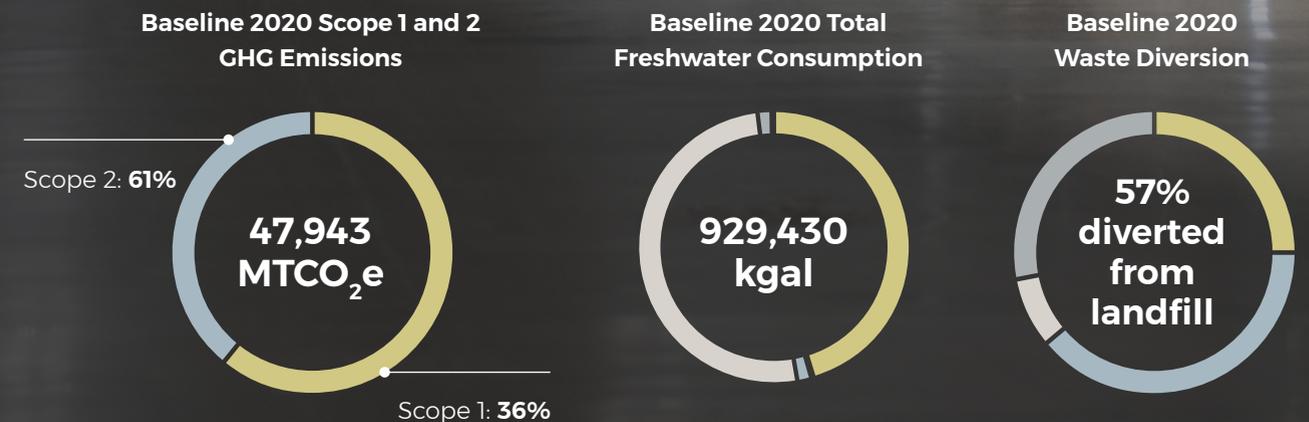
Product sustainability is important to our customers, employees, and stakeholders. For example, in 2018, Winnebago introduced an all-electric, zero-emission specialty vehicle platform—powering mobile medical units, mobile preschools, bookmobiles and more. In order to ensure that we continue offering products and services that truly reduce impact to the environment, we are targeting the use of the life cycle assessment process. This process will be used in our new product offerings by 2025 and all product lines by 2030.

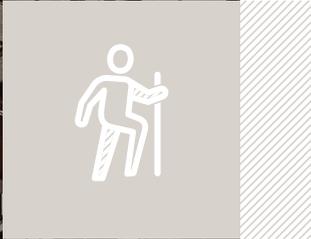
In addition to setting sustainability goals and targets, we promoted our Environmental, Health, Safety and Sustainability (EHS&S) leader to Vice President and added an enterprise Director of Environmental & Sustainability to the team. Our enterprise and business operations leaders will drive progress on our sustainability goals, and we are evolving our culture and mindsets so every employee applies an ESG lens to decision-making. We created new structures and governance in EHS&S by publishing a comprehensive [Environmental Sustainability Policy](#) and implementing an Enterprise Environmental Management System based on ISO 14001:2015. Our management approach to environmental affairs is guided by our Code of Conduct and our [Environmental Affairs, Employee Health and Safety Policy](#). These policies are available on our [investor relations site](#) and at [winnebagoind.com/responsibility](#).

Our Indiana-based businesses began transitioning their energy source to solar renewable energy self-generation. Grand Design RV has begun installing a solar farm, anticipated to power 90% of operations within its two initial plants and reduce Scope 2 GHG emissions.



Now that our course is set, we are continuing to move boldly ahead into the future.





Social

At Winnebago Industries, people are our greatest strength. We are committed to safety, building a high-performing and inclusive culture where people feel a sense of belonging, and investing in our hometown communities.

People come first at Winnebago Industries. The COVID-19 pandemic and the equity imperative sparked in 2020 have reinforced our company's commitment to safety, building an inclusive, high-performance culture where people feel a sense of belonging, and investing time, talent and resources in our 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. Through leadership engagement on standards committees with both RV Industry Association (RVIA) and National Marine Manufacturers Association (NMMA), Winnebago Industries product quality, safety and compliance leaders contribute to industry best practices and ensure compliance with all applicable codes and standards, including National Highway Traffic Safety Administration and the United States Coast Guard guidelines. We participate in industry-led [safety audits](#) and proactively communicate safety recalls to our product owners. In 2022, we will hire a leader dedicated to enterprise product safety and compliance.

Employee interaction with uncontrolled risks lead to workplace injuries. The impact of these injuries extends to our employees, their families, our communities, and ultimately our shareholders.

We partner with dealers, industry associations, and our owner communities to provide safety training and product education.

In 2020, we revised our [Environmental Affairs, Health and Safety Policy](#) and have made progress to implement an ISO 45001-compliant safety management system to support our zero-harm aspiration. We have extensive management practices to control risk. For example, with enterprise operations leadership, safety leaders in each of our businesses collaborate to track progress and reduce injury incidence rates.



Reduced Total Recordable Incident Rate by

70%

Striving for Zero Harm

All sites have established targets to achieve at least 95 percent sustainable level risk control within five years, and there have been no work-related fatalities throughout fiscal year 2021. Since 2016, we:

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

The COVID-19 pandemic remains an active and evolving situation. We follow The Center for Disease Control guidelines strictly across our enterprise. In fiscal 2021, we experienced no significant work-related transmission. Our rate of COVID illness at the workplace was very low, with under 10 percent of our employee base contracting COVID-19.

Our engaged employees continue to build a safety culture, generating and implementing hundreds of “quick win” safety suggestions each year.

In 2021, our CEO and enterprise safety leaders conducted “safety walks” and employee listening sessions throughout our businesses to share on-site safety practices, understand the employee experience and inform continuous improvement. More than 500 employees across all businesses participated.

EMPLOYEE EXPERIENCE

We strive to grow and develop our teams by attracting and retaining diverse talent. Our [Code of Conduct](#), as well as a newly formalized [human rights policy](#), outline shared values and guide relationships with our people and other stakeholders.

As a significant employer in the communities where we operate, Winnebago Industries offers competitive compensation and total rewards, including medical and dental plan options, paid time off, medical premium wellness discounts, 401k and retirement plans, flexible-spending accounts, access to an employee assistance program, product discounts and more. We also offer an employee stock purchase plan to inspire a sense of ownership for our employees. Since the program’s inception in 2018 participation has more than doubled to 12 percent of employees.

Employees drive our high-performance, inclusive culture. Nearly 85 percent of employees provided crucial input through our 2020 Engagement Survey, which measures employee engagement based on factors such as recognition, commitment to quality work, and opportunities for growth. Our engagement index reflected an eight percentage point increase in engaged employees since 2018.

From learning and development opportunities, to team building and volunteer projects, our team engages with each other and our communities. In 2021, we enhanced employee communication channels with the introduction of an enterprise newsletter, video screens in many production facilities, and a pilot employee communication app.

DIVERSITY, EQUITY AND INCLUSION

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](#). Our company formed enterprise-spanning and cross-functional DEI Steering and Advisory Teams to shape and advance our strategy. As part of an inclusive design process, several employees provided survey, focus group and listening session input to co-create a DEI strategic framework and roadmap to guide us forward on our journey.

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

Strengthening our inclusive culture and increasing inclusive leadership skills are important first steps on the path to ensuring our workplace reflects our customers' changing demographics and realizes the innovation advantage diverse teams create. In 2021 key leaders invested time in inclusive leadership training and discussion. Throughout the next year, we plan to provide additional training and engagement opportunities for employees, increase diverse representation in hiring, and expand community partnerships to advance outdoor equity.

In addition to striving for racial equity, within the RV and marine manufacturing industries, we have an opportunity to advance gender equity and will place additional focus on advancing women within our company and industries, at all levels of leadership. Since 2020, we have increased board and senior leadership diversity by gender, race and ethnicity.



Through our ongoing partnership with the [National Park Foundation](#), we support outdoor equity by providing first-time park employment opportunities for the next generation outdoor enthusiasts of color and women. Our partnership supported service corps in the southwest and at Canaveral National Seashore.



PHILANTHROPIC COLLECTIVE TO
COMBAT ANTI-BLACKNESS &
REALIZE RACIAL JUSTICE

Winnebago Industries supports the [Minnesota Philanthropic Collective to Combat Anti-Blackness and Realize Racial Justice](#), a community-led movement to center Black dignity and strengthen the sector, organizations, and leaders working to achieve the promise of racial justice. We also are a member of the [Minnesota Business Coalition for Racial Equity](#).



Multi-year support for advanced manufacturing career academies in partnership with [North Iowa Area Community College](#) and local school districts provide experiential learning and dual credit, introducing a diverse group of rural students to local career pathways.



Diversity, Equity and Inclusion Workforce Data

Winnebago Industries Board of Directors

27% *women*

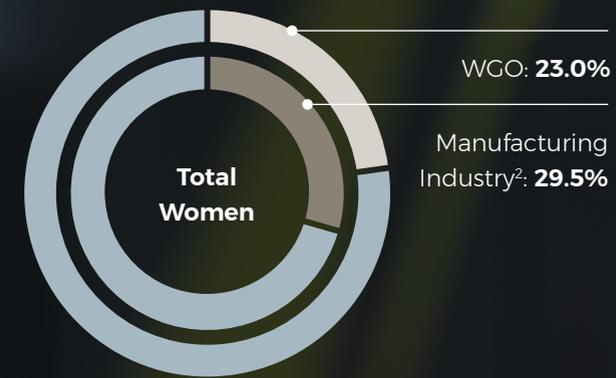
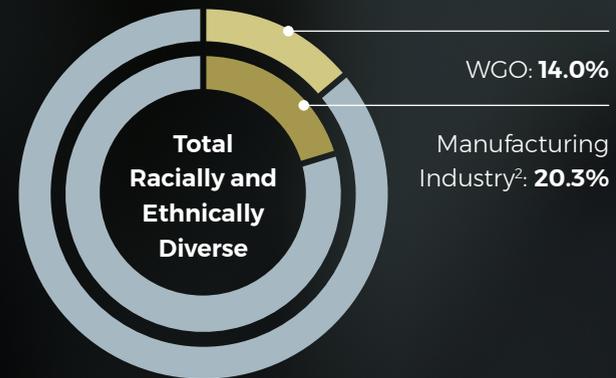
27% *racially and ethnically diverse*

Winnebago Industries Leadership¹

17% *women*

7% *racially and ethnically diverse*

Winnebago Industries Total Workforce



¹ Director+

² U.S. Bureau of Labor Statistics





BUILDING STRONG, EQUITABLE COMMUNITIES

Through community investment and employee volunteerism, 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 in three priority areas: outdoors, access and community. Since launching our community investment strategy in 2018, we have evaluated nonprofit partnerships to emphasize addressing equity gaps across our focus areas, primarily by directing funding to organizations and programs serving people in under-invested communities, people of color, people with disabilities and women. We strive to trust the expertise of our nonprofit partners by providing general operating funds, in many cases, and considering multi-year partnerships with key partners in this work. In fiscal year 2021, financial contributions, product donations and volunteer time totaled more than \$1.4 million in community investment, a 14x increase since 2016.



\$1.4M

*in financial contributions,
product donations and
volunteer time donated
in 2021.*



COMMUNITYGO CAMPAIGN



Contributing to our culture of giving and employee engagement, Community GO employee volunteer teams across the company continue to inspire our colleagues to learn about local community issues and act to support community-led solutions by volunteering their time and talent or giving financial contributions. Community GO team members engage in skill-based and hands-on volunteerism, developing and sharing their leadership skills, while also facilitating the unique experiential learning that volunteerism provides, all in service to community organizations that strengthen our communities. Since we began tracking volunteerism in 2019, employees across our company have contributed more than 10,000 volunteer hours, a number impacted by the reduction of in-person company-wide volunteer events, due to COVID-19.

Annually, Winnebago Industries invites employees to participate in its CommunityGO giving campaign to amplify and provide support to causes most important to them with the help of the Winnebago Industries Foundation dollar-for-dollar match, up to \$5,000 per employee. The 2020 campaign raised more than \$360,000 in employee gifts, a Foundation match and special event funds to support 117 nonprofit organizations in our local and global communities.

→
Haiti disaster relief: In the aftermath of the 7.2 magnitude earthquake that impacted Haiti in 2021, Winnebago Industries Foundation provided disaster relief and recovery funding, including an employee gift match, in solidarity with our Chris-Craft employees of Haitian descent.

GO TOGETHER FUND

↑
GO Together Fund: In 2021 we launched the year-round GO Together Fund designed to assist employees and employee families facing natural disasters or unforeseen personal hardship. First established as temporary COVID-19 immediate response fund, the fund supported more than 850 employee families with \$425,000 from April to July 2020.



→
Summer Hunger relief efforts: Newmar's newly formed CommunityGO team hosted its first food drive, Grand Design RV contributed 22,000+ pounds of food to the Middlebury Food Pantry, our Winnebago team partnered with the Minnesota Vikings Table food truck to distribute meals, and employees across the company packed 700+ snack packs to support local afterschool programs.



↑
Juneteenth: Employees were encouraged to participate in Outdoor Afro's annual Juneteenth commemoration by spending time outdoors to reflect on freedom.





Governance

Winnebago Industries strives to be the trusted leader in outdoor lifestyle solutions, conducting ourselves with the highest degree of integrity, trust and respect.

ETHICS AND INTEGRITY

Winnebago Industries Code of Conduct

The Winnebago Industries 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, also must 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. In 2021, we completed 100% of online training for employees with digital access and paused in-person training for manufacturing employees due to COVID-19. In 2022, we plan to resume in-person Code of Conduct training following safety guidance.

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.

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, with over 50 percent affirmed and a goal of 100 percent in 2022. We also began collecting baseline data to improve supplier diversity metrics.

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](#).

View the Winnebago Industries [Code of Conduct](#) and the Winnebago Industries [Supplier Code of Conduct](#) at winnebagoind.com.

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 developing diversity, equity and inclusion framework will inform board and leadership development. Since 2015, we have more than doubled board gender and racial diversity, with three women and three racially and ethnically diverse directors on our board of eleven members.

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 at winnebagoind.com to view the [corporate responsibility advisory team charter](#).

BOARD TENURE AND REFRESHMENT



7 of 11 Directors have joined since 2015

Average Age: **59**

BOARD INDEPENDENCE



10 of 11 Directors are Independent

Chair is Independent

BOARD DIVERSITY

27% directors are women

27% directors are racially and ethnically diverse



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Forest City, Iowa transitioning to Eden Prairie, Minnesota as of Dec. 1, 2021

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Winnebago Industries is a publicly traded company incorporated in the state of Iowa.

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David W. Miles, Independent Chair

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102-43 Approach to stakeholder engagement

[Corporate Responsibility Approach—Stakeholder Engagement](#)

102-44 Key topics and concerns raised

[Corporate Responsibility Approach—Stakeholder Engagement](#)

Reporting Practice

102-45 Entities included in the consolidated financial statements

2021 Form [10-K](#), p. 38

102-46 Defining report content and topic boundaries

[About This Report](#)

102-47 List of material topics

[Corporate Responsibility Approach—Materiality Assessment](#)

102-48 Restatements of information

We have no restatements of information relative to our 2020 Corporate Responsibility Report.

102-49 Changes in reporting

There are no changes in data relative to our 2020 Corporate Responsibility Report

102-50 Reporting period

September 1, 2020 through August 28, 2021

GRI 102: GENERAL DISCLOSURES

102-51 Date of most recent report

December 2020

102-52 Reporting cycle

Annual

102-53 Contact point for questions regarding the report

Corporate Responsibility

ir@winnebagoind.com

102-54 Claims of reporting in accordance with the GRI standards

About This Report

102-55 GRI Content Index

This document represents the Company's GRI content index

102-56 External assurance

None

Specific Standard Disclosures

STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
GRI 200 Series: Economic			
Anti-Corruption			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Ethics and Integrity—Winnebago Industries Code of Conduct ; Winnebago Industries Code of Conduct Boundary—internal, all operations
	103-2	The management approach and its components	Ethics and Integrity—Winnebago Industries Code of Conduct
	103-3	Evaluation of the management approach	Ethics and Integrity—Winnebago Industries Code of Conduct
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Ethics and Integrity—Winnebago Industries Code of Conduct
GRI 300 Series: Environmental			
Materials			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Environment—The Foundation of our Sustainability Targets and Introducing our Environmental Sustainability Goals Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility Boundary—internal, all operations
	103-2	The management approach and its components	Environment—The Foundation of our Sustainability Targets and Introducing our Environmental Sustainability Goals Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility
	103-3	Evaluation of the management approach	Environment—The Foundation of our Sustainability Targets and Introducing our Environmental Sustainability Goals Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility

STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
Energy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Environment—The Foundation of our Sustainability Targets, Introducing our Environmental Sustainability Goals and A Global Commitment to Environmental Sustainability Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility Boundary—internal, all operations
	103-2	The management approach and its components	Environment—The Foundation of our Sustainability Targets, Introducing our Environmental Sustainability Goals and A Global Commitment to Environmental Sustainability Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility
	103-3	Evaluation of the management approach	Environment—The Foundation of our Sustainability Targets, Introducing our Environmental Sustainability Goals and A Global Commitment to Environmental Sustainability Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility
Emissions			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Environment—The Foundation of our Sustainability Targets, Introducing our Environmental Sustainability Goals and A Global Commitment to Environmental Sustainability Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility Boundary—internal, all operations
	103-2	The management approach and its components	Environment—The Foundation of our Sustainability Targets, Introducing our Environmental Sustainability Goals and A Global Commitment to Environmental Sustainability Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility

STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Environment—The Foundation of our Sustainability Targets, Introducing our Environmental Sustainability Goals and A Global Commitment to Environmental Sustainability Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility
GRI 305: Emissions 2016	305-5	Reduction of GHG emissions	Environment—The Foundation of our Sustainability Targets, Introducing our Environmental Sustainability Goals and A Global Commitment to Environmental Sustainability Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility
Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Environment—The Foundation of our Sustainability Targets and Introducing our Environmental Sustainability Goals Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility Boundary—internal, all operations
	103-2	The management approach and its components	Environment—The Foundation of our Sustainability Targets and Introducing our Environmental Sustainability Goals Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility
	103-3	Evaluation of the management approach	Environment—The Foundation of our Sustainability Targets and Introducing our Environmental Sustainability Goals Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility
GRI 306: Waste 2016	306-1	Waste generation and specific waste-related impacts	Environment—The Foundation of our Sustainability Targets and Introducing our Environmental Sustainability Goals Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility

STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
GRI 306: Waste 2016	306-2	Management of specific waste-related impacts	Environment—The Foundation of our Sustainability Targets and Introducing our Environmental Sustainability Goals Winnebago Environmental Sustainability Policy Winnebago Industries—Responsibility
GRI 400 Series: Social			
Employment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Social—Employee Experience ; Boundary—internal, all operations
	103-2	The management approach and its components	Social—Employee Experience
	103-3	Evaluation of the management approach	Social—Employee Experience
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that aren't provided to temporary or part-time employees	Social—Employee Experience
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Social—Safety ; Boundary—internal, all operations; external, contractors
	103-2	The management approach and its components	Social—Safety
	103-3	Evaluation of the management approach	Social—Safety
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Social—Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Social—Safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Social—Safety
	403-5	Worker training on occupational health and safety	Social—Safety
	403-6	Promotion of worker health	Social—Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Social—Safety
	403-9	Work-related injuries	Social—Safety

STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
Training and Education			
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Social—Employee Experience ; Boundary—internal, all operations
	103-2	The management approach and its components	Social—Employee Experience
	103-3	Evaluation of the management approach	Social—Employee Experience
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Social—Employee Experience
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Social—Diversity, Equity, and Inclusion ; Boundary—internal, all operations
	103-2	The management approach and its components	Social—Diversity, Equity, and Inclusion
	103-3	Evaluation of the management approach	Social—Diversity, Equity, and Inclusion
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Social—Diversity, Equity, and Inclusion
Freedom of Association and Collective Bargaining			
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Human Rights Policy ; Boundary—internal, all operations
	103-2	The management approach and its components	Human Rights Policy ; 2021 Form 10-K , p. 9 UN Global Compact 10 Principles
	103-3	Evaluation of the management approach	Human Rights Policy
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights Policy
Political Contributions			
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Position on Political Giving ; Boundary—internal, all operations
	103-2	The management approach and its components	Position on Political Giving
	103-3	Evaluation of the management approach	Position on Political Giving

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 Standards, the United Nations Sustainable Development Goals, and the Sustainability Accounting Standards Board 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 for the fiscal year ending August 28, 2021 (FY21) unless otherwise noted.

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