

WINNEBAGO
INDUSTRIES

GRAND DESIGN
RECREATIONAL VEHICLES

NEWMAR

WINNEBAGO

Barletta
BOATS

Chris + Craft

Li^e lithionics[®]

2024

CORPORATE RESPONSIBILITY REPORT

CONTENTS

WHO WE ARE 3

Winnebago Industries at a Glance	4
To Our Stakeholders.....	5
Executive Leadership Team	6
Highlights and Achievements	7
About This Report.....	9

CORPORATE RESPONSIBILITY APPROACH 10

Be Great, Outdoors	11
Corporate Responsibility and Inclusion Strategy.....	12
Materiality Prioritization Assessment.....	13

PRODUCT INNOVATION AND STEWARDSHIP 15

Advanced Technology	16
Product Sustainability.....	17
Product Quality and Safety	18

PEOPLE 19

Safety.....	20
Employee Experience and Development	21
Inclusion.....	26
Community	29

PLANET 31

Environmental Management and Compliance.....	32
Energy and Emissions	33
Waste.....	35
Water	36

GOVERNANCE 37

Governance Overview.....	38
Winnebago Industries Ethics Program	39
Responsible Supply Chain	40
Cybersecurity and Data Privacy	41
Public Policy	41

DATA AND INDICES 42

ESG Data Table	43
SASB Data Table	46
GRI Content Index.....	47
TCFD Index	54





WHO WE ARE

Winnebago Industries is a family of brands, each unique in its own rich legacy, but united in the pursuit to Be Great, Outdoors. This shared desire shapes our company culture and drives us to create extraordinary experiences for our customers.

- Winnebago Industries at a Glance
- To Our Stakeholders
- Executive Leadership Team
- Highlights and Achievements
- About This Report

WHO WE ARE

APPROACH

PRODUCT

PEOPLE

PLANET

GOVERNANCE

DATA AND INDICES

WINNEBAGO INDUSTRIES AT A GLANCE

PURPOSE

At Winnebago Industries, we believe time together outdoors is priceless. Our passion for the outdoors drives us forward and inspires us to be the trusted leader in premium outdoor recreation. We create differentiated products through strong brands with the purpose of elevating every moment outdoors and enabling extraordinary experiences for our customers as they travel, live, work and play.

PRODUCTS

We build high-quality motorhomes, travel trailers, fifth-wheel products, outboard and sterndrive luxury powerboats, pontoons, commercial community outreach vehicles and power management solutions.

LOCATIONS



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

5,700

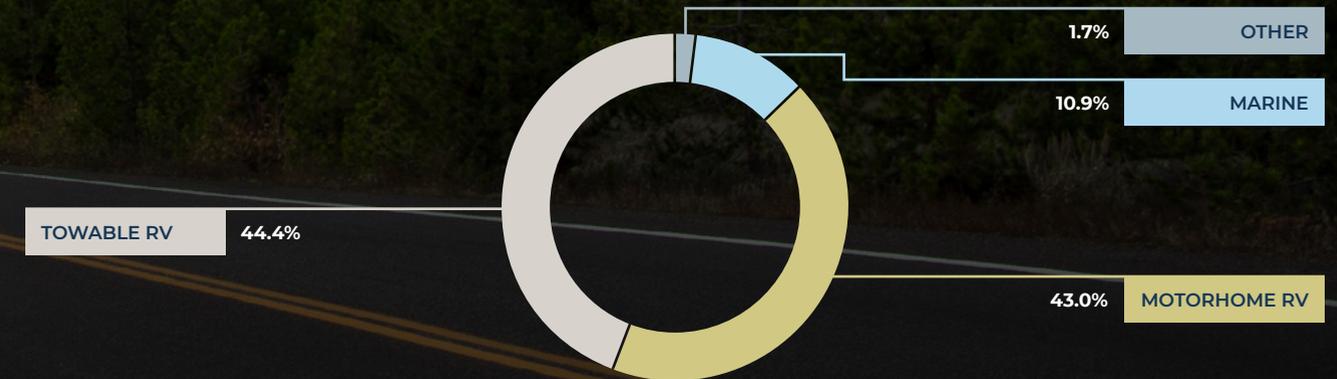
Employees

Established
1958

OUR BRAND FAMILY



NET SALES BY SEGMENT (FY 2024)



TO OUR STAKEHOLDERS

Our family of premium brands—from Grand Design RV, Newmar and Winnebago, to Barletta and Chris-Craft, to Lithionics—is united by a purpose: to elevate every moment outdoors. Our journey is guided by a set of our core values: do the right thing, put people first and be the best.

These values are the foundation of our corporate responsibility efforts. Just as we aim to elevate outdoor experiences, we are committed to fostering a culture of corporate and individual responsibility that inspires our people to embrace inclusion and belonging, protect and preserve the outdoors and elevate our communities by contributing meaningfully to places close to home.

We believe time together outdoors is priceless. We strive to be responsible environmental stewards, protecting and preserving the outdoors. Our efforts start at the heart of our business—our premium products. We design with purposeful innovation to build products that elevate our customers' outdoor experiences with lower environmental impact. As the first RV manufacturer to introduce an all-electric specialty vehicle, we continue to pursue new opportunities to advance sustainability and customer-centric design at our Winnebago Industries Innovation Center.

Our purpose to elevate every moment outdoors extends beyond our product portfolio to further initiatives and partnerships that help protect and preserve our planet. This year, we launched new initiatives to collect real-time environmental data and stay alert to environmental, health and safety risks, and opportunities.

We continue to make significant progress toward reducing greenhouse gas (GHG) emissions, reducing waste and water usage and continuing to improve our facilities to increase energy savings. In 2024, we were pleased to be recognized for our efforts as one of America's Climate Leaders by USA TODAY.

Our people are our greatest strength. We continue to foster inclusion to empower our teammates and create a sense of belonging for all. Our 2024 employee experience survey was completed this past year, and we look forward to learning from the results to continue our work toward creating a better workplace. This year, we launched Mosaic—a new employee resource group (ERG) for our multicultural and BIPOC employees and their allies, joining our Women's Inclusion Network (WIN) and Veterans Network ERGs.

The safety of our employees and our customers is part of who we are. We continue to work toward a zero-harm workplace and continually seek ways to improve product safety. This year, we held our second annual enterprise-wide Safety Day, focusing on being safer together, and achieved a 29% year-over-year improvement in our Total Recordable Incident Rate.

Our core value of putting people first extends beyond our own teams to our commitment to expanding access to the outdoors for everyone. We are proud to continue partnerships with organizations that provide programs that help underserved communities experience the benefits of the outdoors.

We care about the communities we call home and continue to seek ways to do well and do good in the places we live, work and play. This year, we launched a new social impact tool to track the investments our organization and the Winnebago Industries Foundation make in our communities and saw increases in both volunteer hours and donations to drive positive change.

As we strive to become the trusted leader in premium outdoor recreation, caring for our people, our planet and our communities remains at the core of fulfilling our purpose.

On behalf of our board of directors and executive leadership, we are pleased to present Winnebago Industries' Corporate Responsibility Report for 2024.



Michael J. Happe

Michael J. Happe
President and Chief Executive Officer



Stacy L. Bogart

Stacy L. Bogart
SVP, Chief Legal Officer, Corporate Secretary, Corporate Responsibility; President, Winnebago Industries Foundation

2024 AWARDS



"One of America's Climate Leaders, 2024."

USA TODAY



"One of America's Most Responsible Companies, 2023 and 2024."

NEWSWEEK



"One of America's Most Trustworthy Companies, 2024."

NEWSWEEK

EXECUTIVE LEADERSHIP TEAM



Michael J. Happe
President and Chief
Executive Officer



Ashis Bhattacharya
SVP, Advanced Technology,
Corporate Ventures &
Engineering Services



Stacy Bogart
SVP, Chief Legal Officer,
Corporate Secretary, Corporate
Responsibility; President,
Winnebago Industries
Foundation



Don Clark
Group President,
Towable RVs; President,
Grand Design



Jeff Haradine
President, Barletta Boats



Stephen Heese
President, Chris-Craft;
SVP, Power Systems



Amber Holm
SVP, Chief
Marketing Officer



Bryan Hughes
Chief Financial Officer,
SVP, Finance, Investor
Relations & Business
Development



Sri Koneru
SVP, Chief
Information Officer



Casey Tubman
President, Newmar



Chris West
President, Winnebago
Motorhomes &
Specialty Vehicles



Bret Woodson
SVP, Chief Human
Resources Officer,
Chief of Staff & Corporate
Administration

HIGHLIGHTS AND ACHIEVEMENTS

2019



First Corporate Responsibility Report



First time aligning to the United Nations Sustainable Development Goals

Working on advancing the material topics of our first ever materiality assessment completed in 2018

2020

First GRI index released
Signed CEO Action for Diversity & Inclusion
Created the Corporate Responsibility Advisory Team Charter and Nominating and Governance Committee



Go for Good Launched—an employee-choice giving campaign, which raised nearly \$300,000 in employee gifts, a foundation match and special event funds to support 121 nonprofit organizations in our local and global communities

2021

Signed the United Nations Global Compact and the SBTi Business Ambition for 1.5C

Hired our first VP of Corporate Responsibility & DEI and Director of Environmental & Sustainability

Collected Scope 1 and 2 GHG emissions

Introduced our first four environmental sustainability goals and added an [Environmental Sustainability Policy](#)



Community—In 2021 we launched the year-round GO Together Fund designed to assist employees and their families facing natural disasters or unforeseen personal hardship

2022

First TCFD Index released
Creation of the Inclusion, Diversity, Equity and Action (IDEA) framework

Launched Women's Inclusion Network (WIN) ERG



Reported Scope 1 and 2 GHG emissions

First time using 3rd party validation of our GHG emissions



Winnebago Industries and the foundation announced a multi-year partnership with Camber Outdoors. Camber's Future of Work internship program connects companies with students through a summer experience that provides resources and training to both students and employers

2023

First SASB index released

First CDP disclosure released

Expanded our emissions to include collecting and reporting Scope 3 GHG



We began a strategic partnership with The Nature Conservancy to promote conservation and protect the outdoors, focusing on reforestation and wetland restoration to accelerate carbon sequestration

2024

Re-baseline Scope 1 and 2 emissions to include other fuels and recent acquisitions

Launched Mosaic ERG



Completed a full single materiality assessment refresh

First Corporate Responsibility Report in accordance with GRI

The foundation launched new future strategic priority areas

Launched a year-round, employee-driven community program with an interactive app including tracking employee volunteer hours, donation matching and volunteer rewards

For the first time USA TODAY Recognizes Winnebago Industries as one of America's Climate Leaders, 2024. For the first time, Newsweek recognizes Winnebago Industries as a Most Trustworthy Company 2024

Winnebago Industries acquires Lithionics

Voted one of America's Most Responsible Companies by Newsweek Magazine

Launched Veteran's Network ERG



Winnebago launches a fully electric eRV concept vehicle and Chris-Craft follows suit with a first ever electric concept boat

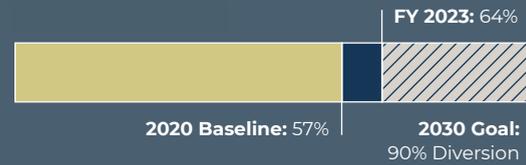
OUR ENVIRONMENTAL SUSTAINABILITY GOALS



WASTE REDUCTION

Reduce the amount of waste we send to landfills

FY 2023 ENTERPRISE WASTE DIVERSION



GOAL: Achieve a zero waste to landfill target of 90% diversion of waste from landfills by 2030

UPDATE: Our second facility in Waverly, IA achieved their zero waste to landfill target, diverting more than 90% of the waste to recycling or repurposing over a 12-month period.

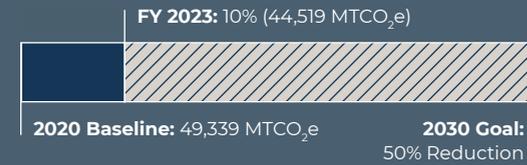
- SDG 3** GOOD HEALTH AND WELL-BEING
- SDG 12** RESPONSIBLE CONSUMPTION AND PRODUCTION



GHG EMISSIONS REDUCTION

Align our business to do our part to limit the global average temperature increase to 1.5°C above pre-industrial levels

FY 2023 GHG EMISSIONS REDUCTION



GOAL: Reduce absolute GHG emissions by at least 50% by 2030

UPDATE: Barletta Boats added a third solar installation atop its new facility. Combined, the three Barletta solar arrays produce nearly 1,500,000 kWh, reducing CO₂ emissions by approximately 1,300 metric tonnes each year. In addition, solar expansion is underway at Newmar, GDRV and Chris-Craft.

- SDG 7** AFFORDABLE AND CLEAN ENERGY
- SDG 12** RESPONSIBLE CONSUMPTION AND PRODUCTION



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

UPDATE: Winnebago has completed its most recent materiality assessment in May 2024. This study confirmed the importance of product sustainability and innovation. To go along with electrification, we are building a robust process to also look at materials used in our products and end-of-life options for circularity.

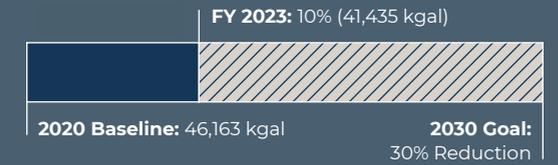
- SDG 9** INDUSTRY, INNOVATION AND INFRASTRUCTURE
- SDG 12** RESPONSIBLE CONSUMPTION AND PRODUCTION



WATER REDUCTION

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

FY 2023 FRESHWATER REDUCTION



GOAL: Reduce freshwater use by 30% by 2030

UPDATE: We continue making progress toward establishing a utility bill pay process across all businesses that will provide real-time environmental data, helping us prioritize and adjust as needed to meet or exceed our goals.

- SDG 6** CLEAN WATER AND SANITATION
- SDG 12** RESPONSIBLE CONSUMPTION AND PRODUCTION

ABOUT THIS REPORT

Winnebago Industries prioritizes reporting in alignment with established ESG reporting frameworks as we advance our corporate responsibility efforts. This is our first Corporate Responsibility Report prepared in accordance with the GRI Universal Standards. We also include report indices to show alignment with SASB and TCFD, and we align our material ESG topics with the United Nations Sustainable Development Goals (UN SDGs). In 2024, we fully refreshed our material topics, as discussed below. Also in 2024, we submitted our second CDP climate disclosure. We have been a signatory of the UN Global Compact and the Science Based Targets Initiative's (SBTi) Business Ambition for 1.5°C since 2021 but paused our relationship in

2024 to wait for clarity on the new transport sector guidelines. Winnebago Industries believes in the work and importance of the SBTi and will decide on how we can best participate based on the sector guidelines that will be applicable to us. We continually monitor the regulatory landscape for new ESG rulings and regulations, including those by the U.S. Securities and Exchange Commission (SEC).

Unless otherwise noted, this report covers information, data and figures for fiscal year 2024, from August 27, 2023 to August 31, 2024. Environmental sustainability data in this report reflects fiscal year 2023.





CORPORATE RESPONSIBILITY APPROACH

Since the publication of our first Corporate Sustainability Report in 2019, we have continued our longstanding commitment to ESG by integrating Corporate Responsibility & Inclusion (CR&I) into our enterprise business strategy, embracing our corporate responsibilities and demonstrating progress across our CR&I and environmental priorities.

- Be Great, Outdoors
- Corporate Responsibility and Inclusion Strategy
- Materiality Prioritization Assessment

WHO WE ARE

APPROACH

PRODUCT

PEOPLE

PLANET

GOVERNANCE

DATA AND INDICES

APPROACH

BE GREAT, OUTDOORS

BELIEF We believe time together outdoors is priceless

PURPOSE Elevating every moment outdoors

VISION To be the trusted leader in premium outdoor recreation

PRINCIPLES

<p>Relentless Excellence</p> <p>Our unyielding pursuit of greatness and unwavering commitment to quality drive everything we do.</p>	<p>Unparalleled Collaboration</p> <p>Our empowered employees and unique team culture create superior value and accelerate growth.</p>	<p>Purposeful Innovation</p> <p>Our consumer-centric design and thoughtful technology delight customers as they travel, live, work and play.</p>	<p>Exceptional Experience</p> <p>Our care for our customers and the outdoors enables the most seamless, joyful experiences.</p>
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VALUES

<p>Do the Right Thing</p> <ul style="list-style-type: none"> Operate with integrity and trust Live the Code of Conduct Take ownership and be accountable 	<p>Put People First</p> <ul style="list-style-type: none"> Focus on safety—always Be inclusive with respect for all Support our communities and our environment 	<p>Be the Best</p> <ul style="list-style-type: none"> Deliver winning results Focus on our customers and stakeholders Continuously innovate and improve
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We are a family of brands, each unique in its own rich legacy, but united in the pursuit to Be Great, Outdoors. This shared desire shapes our company culture and drives us to create extraordinary experiences for our customers. Through our longstanding commitment to ESG and the publication of our first Corporate Sustainability Report six years ago, we have integrated Corporate Responsibility and Inclusion (CR&I) into our enterprise business strategy, embraced our corporate responsibilities and demonstrated progress across our CR&I and environmental priorities.

Our cross-functional, enterprise-wide corporate responsibility advisory team drives our ESG strategy, goals and performance through helping our organization engage with stakeholders, foster an inclusive culture, manage risk and anticipate change. The Winnebago Industries Board of Directors' nominating and governance committee oversees corporate responsibility across the business. Our vice president, corporate responsibility & inclusion provides a full report-out to our board annually and to the Nominating and Governance committee twice per year. Our corporate responsibility advisory team, comprised of leaders from Grand Design RV, Newmar, Winnebago, Barletta, Chris-Craft and Lithionics, is led by Stacy Bogart, SVP, Chief Legal Officer, Corporate Secretary, Corporate Responsibility and represents functions such as environment, health, safety and sustainability (EHSS), product management, supply chain and enterprise operations, human resources, legal, public affairs, marketing, finance and investor relations. As we grow as a company, acquired businesses join the advisory team through the business integration process.



APPROACH

CORPORATE RESPONSIBILITY AND INCLUSION STRATEGY

Our CR&I strategy is foundational to the sustainable growth and long-term profitability of our company, reflecting our belief in doing well by doing good. Through this strategy, we strengthen our reputation, grow an inclusive culture and engage with our stakeholders and community partners. Our CR&I strategy is built upon three pillars: people, planet and community.

Stakeholder Engagement

We prioritize maintaining regular, authentic connections throughout the year with stakeholders impacted by our activities or whose actions can influence our business. We use the insights learned from these engagements to shape our long-term business strategy and ESG priorities. This year, we directly engaged with our stakeholders through interviews and surveys to inform us of the results of our corporate responsibility materiality prioritization assessment.



People

Build a shared sense of inclusion to empower our teammates and create a sense of belonging



Planet

Act as responsible stewards to protect and preserve the outdoors



Community

Commit to doing well and doing good in the places we travel, live, work and play

STAKEHOLDER INTERVIEWS

To support our corporate responsibility topic prioritization, we interviewed internal and external stakeholders with knowledge of our impacts on people and the environment, including:



Executives



Functional leaders



Brand leaders



Nonprofit organizations



Customers



Suppliers



Community partners

SURVEYS

We also requested input from a larger set of internal and external stakeholders to validate and prioritize the relevant corporate responsibility topics, including:



Employees



Customers



Suppliers



Consulting partners



NGOs



MATERIALITY PRIORITIZATION ASSESSMENT

Caring for our customers and the outdoors is one of our key principles and is a prime reason for completing our second corporate responsibility and inclusion materiality prioritization assessment in FY 2024. This exercise enabled us to refresh and prioritize our understanding of the corporate responsibility topics where we have the greatest impact on people and the environment.

We identified a list of corporate responsibility topics using our 2018 materiality topics as a baseline and inputs such as internal company sources, ESG standards and a benchmark of peers and leaders within our industry. We prioritized these topics by scoring inputs from various internal and external stakeholders, including interviews, surveys, documents and social media. As a result of scoring, topics were categorized as either a priority topic or a topic to monitor and maintain performance.

Sustainability-Related Risks

Our board is responsible for overseeing Winnebago Industries' overall approach to risk management and is actively engaged in addressing our most significant material risks, including financial, technological, operational, strategic and competitive risks. The board oversees risk both as a full board and through delegation to board committees, which meet regularly and report back. While the board and its committees oversee risk management, our upper management is responsible for the day-to-day management of risks and regularly reports to the board on the challenges and risks facing our business. Please refer to our most recent [Proxy Statement](#) for more information on our overall risk management approach and our most recent [CDP disclosure](#) of our management of climate-related risk.



Product Sustainability



People Sustainability



Operational Sustainability

PRIORITY TOPICS

Customer Experience

Product Safety and Quality

Product Sustainability and Innovation

Inclusion and Belonging

Ethics and Integrity

Occupational Health, Safety and Wellness

Responsible Supply Chain

Social Impact

Talent Attraction and Retention

Energy and Emissions

Waste and Hazardous Materials

TOPICS TO MONITOR AND IMPROVE PERFORMANCE

Biodiversity and Preservation

Infrastructure

Product Access and Affordability

Cybersecurity and Privacy

Human Rights and Compliance

Labor Relations

Public Policy and Lobbying

Talent Training and Development

Air Pollution

Water and Marine Resources

Resilience and Adaptation



Supporting the United Nations Sustainable Development Goals

The 17 UN SDGs are a set of actionable, intersecting goals created by the United Nations as a “universal call to action to end poverty, protect the planet and ensure that by 2030 all people enjoy peace and prosperity.”^[1] They are designed to improve the earth’s living conditions, biodiversity and balance resource consumption.

As a signatory of the UN Global Compact, Winnebago Industries joins thousands of companies around the world to support

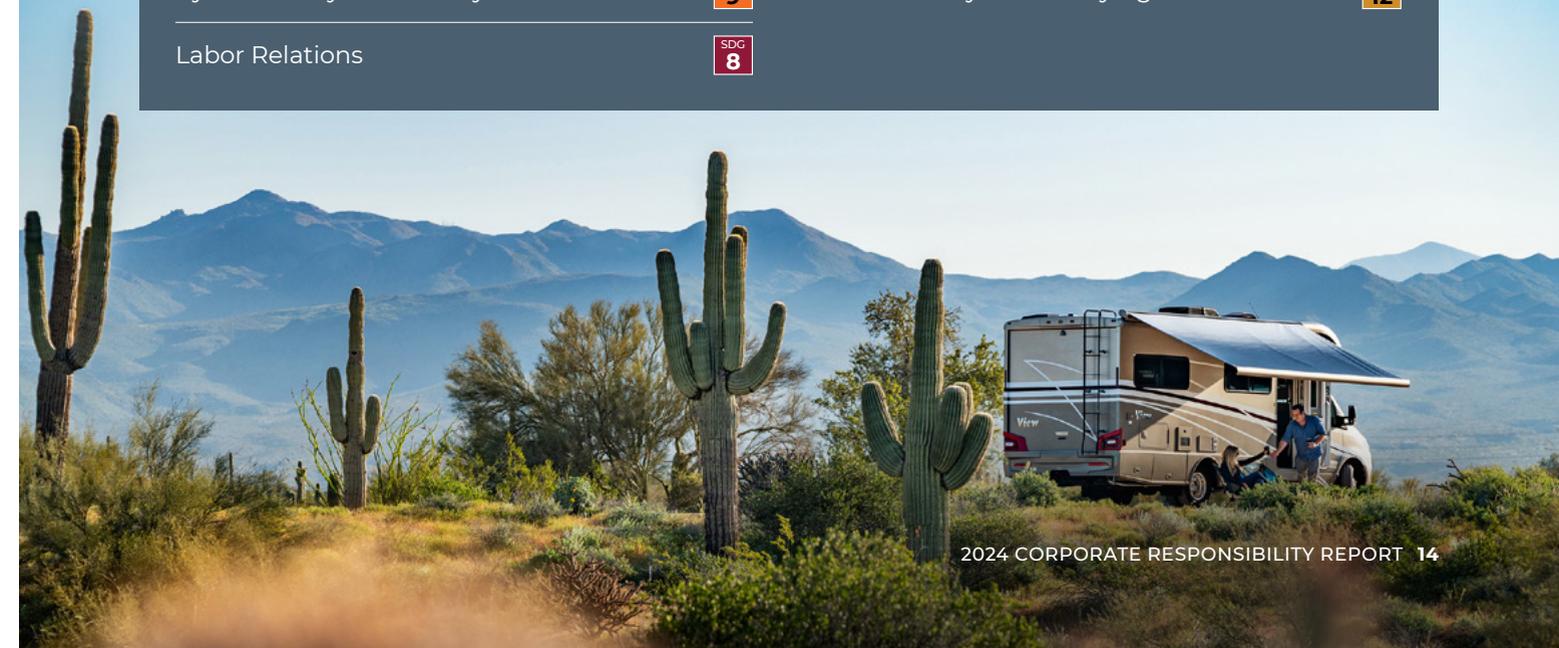
¹ <https://www.undp.org/sustainable-development-goals>

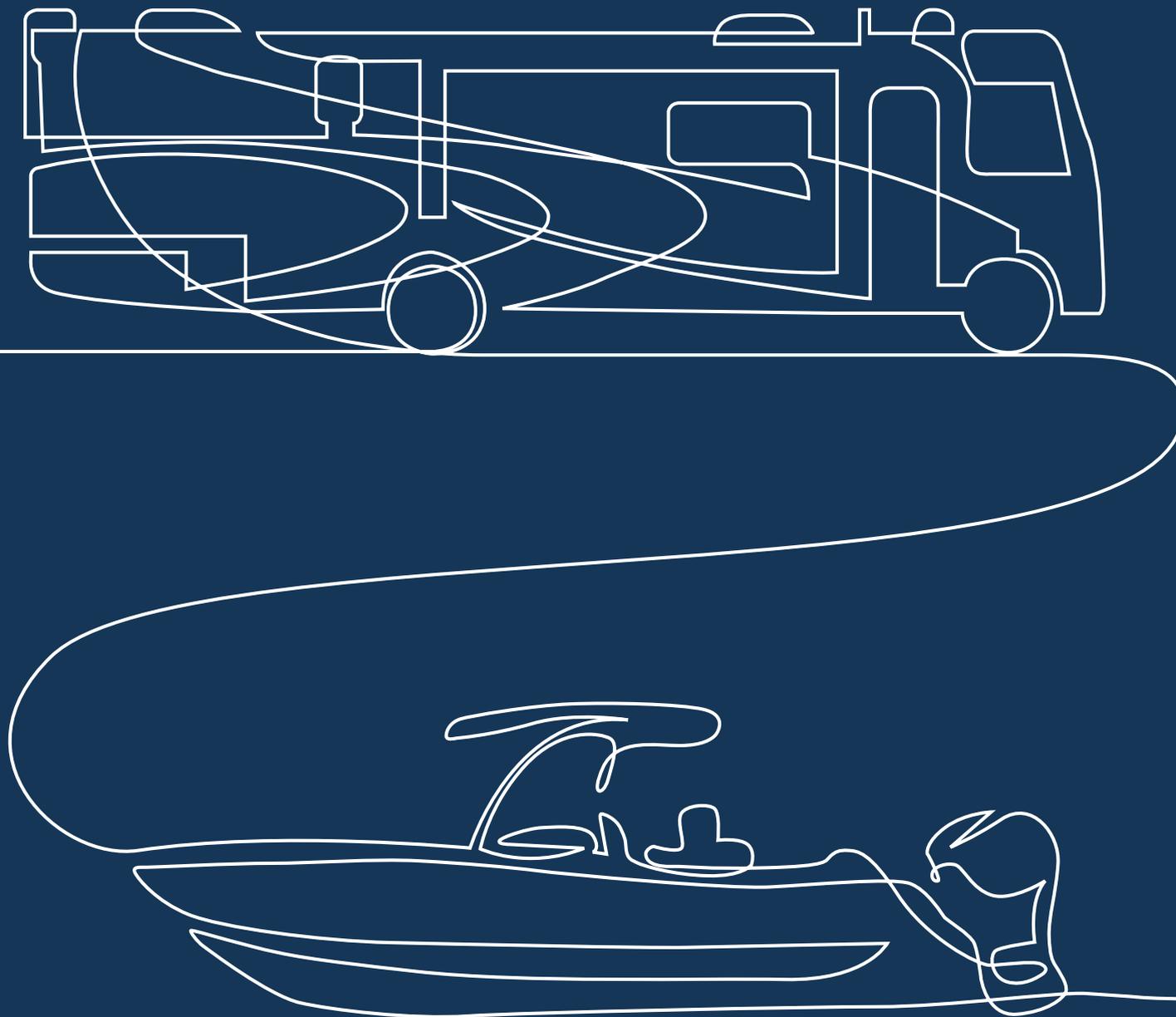
responsible business practices and the advancement of the SDGs. We align our corporate responsibility topics to the SDGs and use them to guide our corporate responsibility efforts, measure our impact and view our contributions to a sustainable world through a global lens.

Our priority topics and topics to monitor and improve align with the 13 SDGs on the right, and cover a broad range of important issues. Whether we are empowering our employees, uplifting our communities, protecting the environment or innovating for our customers, we reinforce our contributions to these SDGs across our value chain.

PRIORITY TOPICS		
Product Safety and Quality	SDG 3	Product Sustainability and Innovation
Ethics and Integrity	SDG 16	Talent Attraction and Retention
Energy and Emissions	SDG 7, SDG 12	Customer Experience
Waste and Hazardous Materials	SDG 3, SDG 12	Responsible Supply Chain
Occup. Health, Safety and Wellness	SDG 8	Social Impact
Inclusion and Belonging	SDG 5, SDG 8, SDG 10	

TOPICS TO MONITOR AND IMPROVE PERFORMANCE		
Talent Training and Development	SDG 4, SDG 8	Resilience and Adaptation
Water and Marine Resources	SDG 3, SDG 6, SDG 12, SDG 14	Infrastructure
Human Rights and Compliance	SDG 8	Biodiversity and Preservation
Product Access and Affordability	SDG 12	Air Pollution
Cybersecurity and Privacy	SDG 9	Public Policy and Lobbying
Labor Relations	SDG 8	





PRODUCT INNOVATION AND STEWARDSHIP

Product innovation and stewardship are integral to the continued success of our business. We strive to innovate with intention, focusing on solutions that make a meaningful impact on our customers' lives while creating technologies that deliver a lower environmental footprint.

- Advanced Technology
- Product Sustainability
- Product Quality and Safety

WHO WE ARE

APPROACH

PRODUCT

PEOPLE

PLANET

GOVERNANCE

DATA AND INDICES

ADVANCED TECHNOLOGY

We approach innovation with purpose, creating consumer-centric designs while continually finding new methods to integrate sustainability into our products. As our customers travel farther and deeper into nature, we recognize their desire for higher-performing outdoor vehicles with a lower environmental impact. Our Advanced



Technology Group is a critical part of innovation at Winnebago Industries, incubating and prototyping new technology applications across a wide range of technical and product-feature categories. In Fall 2023, we opened a 45,000 sq.ft. innovation center to serve the Winnebago Industries business units and functions, which serves as a hub for technology research, innovation and testing. Our investment in Advanced Technology Group allows us to accelerate technology exploration and adoption as well as allowing us to build prototypes and concept vehicles.

This past year, we introduced Winnebago Connect™, a cutting-edge platform designed to enhance the RV experience by integrating smart technology with sustainability. This system allows users to monitor and control various aspects of their RV, such as energy usage, climate, HVAC and security, directly from their mobile devices. It also utilizes smart energy management technology, tracking energy consumption and increasing efficiency by automatically turning off power to energy draining systems when not in use. By optimizing resource efficiency, Winnebago Connect™ supports a more sustainable lifestyle on the road.



SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

SDG 11 SUSTAINABLE CITIES AND COMMUNITIES

SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Partnership With Xos, Inc. to Develop Fully Electric Chassis



“We partnered with Xos, Inc., a leading technology company, electric truck manufacturer and fleet services provider for battery-electric fleets, to develop a fully electric chassis tailored for our Specialty Vehicles division. The electric chassis not only eliminates tailpipe emissions but also supports our goals to enhance product sustainability and reduce overall operating costs. This partnership reinforces our position as a leader in the specialty vehicle market and commitment to innovation that benefits both our customers and the environment.”

ROBERT KIM, DIRECTOR, SPECIALTY VEHICLES

PRODUCT SUSTAINABILITY

Winnebago Industries is committed to advancing product stewardship by integrating environmentally friendly practices and innovative technologies across our product lines. Through partnerships and portfolio synergies, we are fostering innovation across our business units, strengthening our engineering disciplines and ensuring proactive quality in all products. Our focus remains on delivering quality, innovation and service to expand our market share and meet the evolving needs of diverse customers.

Corporate Product Sustainability Strategy & Program	Promote the right mindset: "Product sustainability is part of our business."
Executive Commitment/Accountability	Establish and activate a product sustainability steering committee
Life Cycle Assessment (LCA) Practice	<ul style="list-style-type: none"> ▪ Define priority needs for LCA data ▪ Conduct LCA and LCA quantifying related activities
Educated Community	<ul style="list-style-type: none"> ▪ Educate the product sustainability steering committee ▪ Establish approach and lead through education
Product Design for Sustainability (DfS) Practice	<ul style="list-style-type: none"> ▪ Understand business processes ▪ Establish leader commitment ▪ Implement DfS pilots, test tools and integrate into business processes
Transparency Process	<ul style="list-style-type: none"> ▪ Establish transparency needs ▪ Implement transparency program



SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

SDG 11 SUSTAINABLE CITIES AND COMMUNITIES

SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Cardboard Cares

Cardboard Cares in Alexandria, MN is a nonprofit organization dedicated to environmental sustainability and community well-being, aiming to reduce waste through the recycling of cardboard and other materials and offering educational outreach programs to promote eco-friendly practices within local communities. The Winnebago Industries Advanced Technology Group engaged with them to manage their cardboard waste, repurposing it for classroom use before recycling.

PRODUCT QUALITY AND SAFETY

Our independent, centralized product safety and compliance team supports the enterprise by promoting a customer-focused culture. The team leads processes that enable efficient and effective identification, investigation, assessment and resolution of potential safety and compliance issues. Through these common processes, we improve consistency, transparency and collaboration, ultimately delivering a better experience for our customers. We expect our suppliers and partners to have the same customer-centric approach to safety and quality.



Our products, for example, are manufactured in compliance with National Highway Traffic Safety Administration (NHTSA) and United States Coast Guard requirements, as applicable, as well as voluntary standards implemented by the Recreational Vehicle Industry Association (RVIA) and National Marine Manufacturer's Association (NMMA).



We provide in-person and video informational resources to Winnebago Industries product owners so they have access to safety information prior to their outdoor travels. However, when we identify an issue best addressed through a product safety recall, we act in a timely manner according to our company recall policy. Our leadership engages with standards committees with both the RVIA and NMMA, participating in industry-led safety audits and proactively communicating safety recalls to our product owners.

Our brands continue to be recognized for their excellence in product quality and received the following recent industry awards:



- Grand Design RV, Newmar and Winnebago received 2024 Readers' Choice Awards from Wildsam Magazine. Grand Design earned gold in the Fifth Wheel, Toy Hauler and Best 2025 RV categories, along with bronze in the Travel Trailer category. Newmar received silver in the Class A category, while Winnebago was awarded silver in the Class B, Class C and 4x4 Motorhome categories, as well as bronze in the Class A category.
- Grand Design RV and Winnebago received the 2024 Quality Circle Award from the National RV Dealers Association (RVDA), recognizing them as top-rated manufacturers for RV dealer satisfaction.
- Barletta Boats was honored with the 2024 Discover Boating® Minneapolis Boat Show® Innovation Award by the NMMA and BWI for its center-mounted twin-engine pontoon boat, an industry-first and significant innovation in the marine industry.
- Barletta and Chris-Craft received the National Marine Manufacturers Association (NMMA) annual Customer Satisfaction Index (CSI) Award, recognizing manufacturers that achieve and maintain the highest level of customer satisfaction.



PEOPLE

Put People First is one of our core values and a foundational pillar of our corporate responsibility & inclusion strategy. Every day, we focus on keeping our employees and customers safe, building an inclusive, collaborative, high-performance culture where all employees thrive and elevating our hometown communities.

- Safety
- Employee Experience and Development
- Inclusion
- Community



CORPORATE RESPONSIBILITY AND INCLUSION STRATEGIC PILLAR
Build a shared sense of inclusion to empower our teammates and create a sense of belonging

SAFETY

From incorporating safe product features to cultivating a “zero-harm” safety culture, we bring a deep focus on safety to everything we do. Our employees are key to our business, and we believe it is everyone’s responsibility to uphold the highest standards to protect the health and safety of our workforce.

Zero-Harm Safety Culture

The consequences of an unsafe workplace impact employees, their families and communities. Our “zero-harm” approach to safety supports our longstanding commitment to designing, operating and maintaining a safe work environment for all. Our commitment to protect the health and safety of our people is codified in our [Environmental Affairs, Employee Health and Safety Policy](#).

Our goal is to keep employees safe by controlling all workplace exposure to safety risk. Our enterprise-wide safety management system, which aligns with ISO 45001, helps us identify and manage risk, track our safety performance, report incidents and inform improvement plans across our operations. Additionally, all our sites have established targets to achieve improved risk reduction and injury rates.

We have extensive management practices in place to mitigate safety risks. For example, operational leaders in our business units partner with enterprise operations leadership to track improvement plan progress and reduce injury incident rates. We achieve this by focusing on key areas identified through regular injury data trend analyses. This enhanced leadership engagement has helped us strengthen our safety culture. We have also implemented health-related programs related to hearing conservation, respiratory protection and hand safety.

We have continued our improvement efforts to mitigate our injuries and illnesses through contracted local health care providers. These providers perform physical (on-site) or virtual clinics for convenient access to health care for all employees. Serious injury and fatality risk reduction activities are also a core focus, driven by advancing the hierarchy of control levels across our core risks.

Our year-over-year improvement is 29% for Total Recordable Incident Rate (TRIR) and 21% for Days Away, Restricted or Transferred (DART).

Engaging Employees in Our Safety Culture

This year, we celebrated our second annual Safety Month, aligning with National Safety Month, focusing on the theme “Safer Together” across all our locations. Throughout the month, businesses took time out to identify hazards and improvements, explore better ways to work together and celebrate wins over the past year. Safety guides our purpose to elevate every moment outdoors and impacts how we do what we do—from design and engineering to manufacturing and servicing the products our customers enjoy. Doing the right thing, putting people first and being the best at what we do includes always focusing on safety—not only for ourselves but for others—our loved ones, our teammates and our customers.

HEALTH AND SAFETY PERFORMANCE, FY 2019–FY 2024^[1]

Year	TRIR	DART
2019	4.11	2.87
2020 ^[2]	4.88	3.32
2021 ^[2]	5.52	3.25
2022	5.85	3.20
2023 ^{[2][3]}	4.93	2.22
2024 ^[4]	3.51	1.75

1 The Total Recordable Incident Rate (TRIR) and Days Away, Restricted or Transferred (DART) figures presented in this Corporate Responsibility Report may vary from previous reports due to delayed changes in reporting classification, or additional Business Units historical data additions. These changes are made to ensure the most accurate and meaningful representation of our safety performance.

2 In 2020, 2021, and 2023 we acquired Newmar, Barletta and Lithionics, respectively, and these acquisitions have affected our numbers. For historical TRIR/DART data and detailed information on calculation methods, please refer to previous annual reports or contact our corporate responsibility team for clarification.

3 Calendar year 2023 NAICS data for TRIR is 4.7 and DART is 1.54. NAISC data is taken from the Bureau of Labor Statistics using codes from similar industries.

4 NAICS data for 2024 will be available in 2025.



“At Winnebago Industries, the safety of our employees starts with strong leadership. Our leaders are committed to fostering a culture where safety is everyone’s responsibility, encouraging proactive continuous improvement.”

JAMES MURRAY, VP, EMPLOYEE HEALTH SAFETY & SECURITY



SDG 3 GOOD HEALTH AND WELL-BEING

SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

The Chris-Craft Cut and Grind Team With the New Vacuum System

Like all our business units, Chris-Craft is always looking for ways to make their work environment safer and more efficient. Last year, the team needed to find an innovative solution to reduce levels of respirable dust and particulate in their cut and grind area.

Although filtration and ventilation systems and personal protective equipment to protect our employees were already in place, facility leaders and the cut and grind team had to identify what was generating additional dust.

They discovered that the tools used to cut and sand materials created visible dust that lingered in the air and wasn't removed by the ventilation and filtration systems.

The team asked 3M to evaluate the situation. Their solution was simple: vacuuming. 3M recommended a variety of vacuum-assisted tools, which the cut and grind team used for three months, which prompted other departments to observe the team and the tools in action. If the cut and grind team could solve their dust problem with a vacuum cleaner, how could the same tools help other Chris-Craft teams?

After trying and comparing tools, the team was impressed. The vacuum tools removed visible dust and particulate at the point of generation, creating a safer and more efficient environment.

One simple tool made cleanup quick and easy, used 30% less sandpaper, produced fewer environmental dust emissions, fewer steps in the cut and grind process and employees no longer needed respiratory protection in an improved environment.

PEOPLE

EMPLOYEE EXPERIENCE AND DEVELOPMENT

Our collaborative and inclusive culture sets us apart as a leader in outdoor recreation. We cultivate passion and pride inspired by the outdoors, emphasizing to all employees, "*Greatness is in Your Nature.*" Through harnessing and inspiring this cultural mindset, we help our customers create memorable experiences together.

We provide our employees with unique work experiences that reflect our purpose, vision, principles and values. We develop diverse teams of talented leaders and provide everyone opportunities to learn and grow. By fostering this cultural mindset, we help our customers create memorable experiences together. We also offer our people competitive pay and benefits to promote well-being.

Compensation, Benefits and Wellness

We offer competitive and comprehensive compensation and benefits programs and look for ways to minimize costs while enhancing coverage, staying current with trends as well as the specific needs of our employees. We have successfully kept the cost of medical premiums nearly flat for the past three years, while strategically adding coverage to standard health plans to provide valuable services

to employees who work in a manufacturing environment. These enhancements cover vision exams, hearing exams and hearing aids, and reduced copays for chiropractic care. And in 2024, we introduced Hinge Health, a musculoskeletal program for virtual physical therapy that is available to all employees and dependents at no cost.

We've added full coverage to remove financial barriers for mental health visits without limits and skin cancer screenings. We also included specialty benefits such as fertility coverage and ABA therapy for autism, and we continue to offer a variety of leave options to employees to support their individual and family needs, including paid parental leave in select locations.





FINANCIAL HEALTH

We are proud of our industry-leading 401(k) retirement savings plan that includes a company match, dependent upon employee 401(k) contributions. Participation in the 401(k) plan is 92%, above the benchmark and near the top 10% of our peer group for plans of similar size.

- Our 401(k) plan also includes a profit-sharing component which provides an additional company contribution based upon company performance.
- In addition, we offer an Employee Stock Purchase Plan (ESPP) designed to give employees an opportunity to hold an ownership stake in our company.
- More than 13% of employees elected to participate in our ESPP program in fiscal year 2024.
- In 2024, we hosted a series of brown bag webinars across the company to discuss and support financial health topics for our employees.

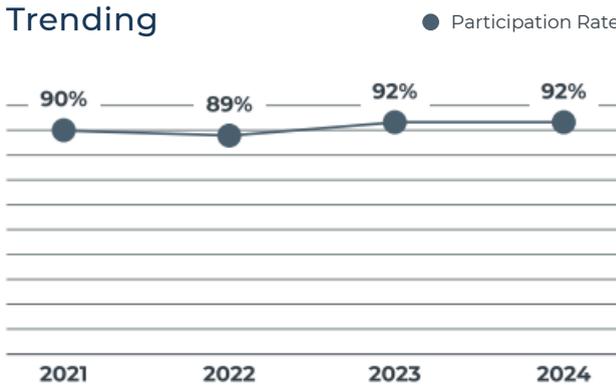
Employee Participation

401(K) PARTICIPATION RATE

92%

of eligible participants have a contribution election on file that is greater than 0% or \$0. This is above the benchmark and near the top 10% of peers with similar plans.

BENCHMARK 89% TOP 10% 95%



WELLNESS INITIATIVES

We continue to focus on wellness topics that are important to our employees. In addition to continuing our annual step challenge, we introduced other wellness activities, including a three-month personal wellness challenge to encourage people to set customized individual goals in any area of wellness.

We offer all employees access to an Employee Assistance Program that offers support including legal services, financial services, crisis support and enhanced mental health resources.

We also conducted a webinar on women’s health this past year, to help educate employees on health risks that are specific to women, as well as preventative steps that can be taken, signs and symptoms and alternative solutions available today.

Human Capital Development

We believe that leadership and growth are key ingredients for building a high-performance culture. We prioritize people and strive to provide with opportunities and resources to explore, learn and develop. By igniting growth for our teams, we open new paths for the future.

LEADERSHIP EXPECTATIONS

Our Leadership Expectations are the foundation for individual development and the definition of success for every level of leadership. Our monthly Leadership Speaker Series is a forum open to all employees where we invite guest speakers to cover

topics such as development, diversity, inclusion, and more. Series titles have included “How to Set Goals to Advance Your Career and Your Life”, “Pioneering Paths—Women Shaping the Outdoor Industry” and “Why Wellbeing Matters and How to Increase It.” Each session connects to one or more of our nine Leadership Expectations and promotes development for all leaders. New this past year, participants were able to track their time spent attending the Leadership Speaker Series as volunteer hours and redeem a \$15 reward to be given to a nonprofit of their choice.





CONNECT WITH PURPOSE

How we collaborate:

I am inclusive, I focus on the customer, and I communicate clearly.



EXECUTE WITH EXCELLENCE

How we get quality work

done safely: I explore possibilities, I set direction, and I drive results.



BUILD THE FUTURE

How we innovate and

improve: I transform the read ahead, I navigate change, and I inspire growth.

INVESTING IN SKILL BUILDING AND EARLY TALENT DEVELOPMENT

We take a multifaceted approach to developing our current and future workforce that also focuses on upskilling talent in our communities. We invest in internships, scholarships, mentorships and other resources that strengthen our talent pipeline and enable our community members to gain new skills.

Apprenticeship programs are one way to provide opportunities for the skilled technicians of the future to earn money while gaining skills and experience through both technical instruction

and hands-on training. In 2024, Grand Design RV and Ivy Tech Community College announced the pilot of an apprenticeship program with the Grand Design RV quality assurance team.

We also continue to expand our internship program to offer opportunities to college students while strengthening our talent pipeline. In 2024, we welcomed 36 student interns across Winnebago Industries. The interns were invited to participate in leadership training, hands-on development opportunities and group lunch and learns with senior leaders.



“I am incredibly grateful for the opportunity to intern at Winnebago Industries. The experiences and lessons I’ve gained have been invaluable.”

NOLAN , COMMUNICATIONS INTERN AT WINNEBAGO INDUSTRIES

“I served as the manufacturing engineering intern, and learned more about myself and the RV industry. Most of my time was spent conducting time studies and compiling the data for later use...These opportunities allowed me to grow so much as a person and understand my future goals.”

ZANIAH, MANUFACTURING ENGINEERING INTERN AT NEWMAR

“Grand Design provided me with a unique opportunity to develop my skills in a supportive and knowledge-rich environment. My internship at Grand Design will remain the most pivotal experience of my career, and I am profoundly grateful to the GDRV family for their invaluable support.”

GARRETT, IT INTERN AT GRAND DESIGN

Garrett is now a full-time employee and valuable member of the GDRV IT Team.



SDG 5 GENDER EQUALITY **SDG 10** REDUCED INEQUALITIES

National Association of Manufacturers (NAM)

Winnebago Industries supports the National Association of Manufacturers (NAM) commitment to increase women in leadership in the manufacturing industry to 35% by 2030. As part of our commitment to the advancement of women in leadership, we will be hosting a nine-month mentoring program in partnership with NAM to foster women leaders. We will continue to look for new and creative ways to pursue this commitment and expand diversity in our industry.

In addition to the mentor program, our inclusion team will be creating resources for mentees and managers that fosters women to thrive. This will be the beginning of a library of resources available to leaders at all levels centered on creating and fostering an inclusive culture.

WOMEN'S PROFESSIONAL DEVELOPMENT

Our Women's Inclusion Network (WIN) supports the professional development of women and aims to increase the percentage of women in leadership roles within our business while strengthening women's sense of belonging. Members have access to a variety of learning opportunities with partners including WiM (Women in Manufacturing), SWE (Society of Women Engineers) and RVWA (RV Women's Alliance).

As a Corporate Partnership Council member of SWE, we actively participate in the annual conference's career fair and regional conferences, providing a platform to connect with talented individuals and take pride in hosting educational sessions.

Our corporate membership in WiM enables WIN members to engage in virtual learning opportunities and to attend local and national WiM events. Over the past year, we have supported local conferences through event sponsorship and by leading learning sessions.



“As a 2024 Women MAKE Awards Honoree, I was honored to represent manufacturing women from Winnebago Industries and proud to support our current and future female workforce. Thank you to The Manufacturing Institute—MI and Women MAKE America for highlighting and empowering women through this program. And thank you to Winnebago Industries Women's Inclusion Network for supporting the professional development of women by encouraging access to learning, mentoring and networking opportunities with the goals of increasing women's sense of belonging and the percentage of women in leadership roles within our business.”

MELISSA KAY BOOM, VICE PRESIDENT, BUSINESS EXCELLENCE SYSTEMS



SDG 4 QUALITY EDUCATION
 SDG 8 DECENT WORK AND ECONOMIC GROWTH
 SDG 10 REDUCED INEQUALITIES

Career Panel for Boys and Girls Club

During Women’s History Month, Newmar CommunityGO and Women’s Inclusion Network teams collaborated to host a professional development workshop for kids and teens at the Boys & Girls Club of Nappanee. Children from kindergarten through fifth grade participated in team-building activities and “My First Resume” workshops while high school students participated in career panel discussions. The teams also provided site tours to see a Newmar facility.

SDG 4 QUALITY EDUCATION
 SDG 8 DECENT WORK AND ECONOMIC GROWTH
 SDG 10 REDUCED INEQUALITIES

Elkhart County Career Quest Day

Grand Design participated in the Elkhart County Career Quest Day for local 7th grade students. Students had the opportunity to explore careers in manufacturing, construction, healthcare, and business operations. Students had the freedom to tour products and look for features that stood out to them.

TUITION REIMBURSEMENT PROGRAM

We will continue to support education for employees with our Tuition Reimbursement Program. The program was launched in 2023 and empowers our people to pursue higher education degrees from accredited post-secondary institutions or completing certificate programs from accredited institutions. Eligible full-time employees can be reimbursed up to \$5,250 annually for completing coursework related to current or future job duties. In the first year, the program supported 14 team members across the company in pursuing career-related training and development opportunities.

WINNEBAGO INDUSTRIES SCHOLARSHIP PROGRAM

The Winnebago Industries scholarship provides \$3,500 to dependents of full-time employees looking to continue their undergraduate studies at a college or vocational school of their choice. The scholarship helps cover tuition, fees, books and required supplies. In 2024, 70 scholarships amounting to \$245,000 were awarded across all business units, up from 57 the previous year.



Employee Engagement

We fully embrace and encourage employee feedback to improve our employee experience. We use company-wide Experience Surveys, listening sessions and life cycle surveys to gather input at key milestones, such as new employee onboarding.



In 2024, we conducted our biannual Experience Survey, which included questions about employee engagement, overall experience, well-being and the inclusiveness of our culture. While we are still processing our 2024 survey results, we will use the feedback to further enhance our employee experience and ensure employees feel engaged, valued and supported.

Human Rights

Every day, we conduct business with the highest standards of integrity, trust and respect and this includes upholding and promoting fundamental human rights. Our commitment to maintaining a positive work environment and fair labor practices are described in our [Human Rights Policy](#) and our [Employee Code of Conduct](#), which apply to every person in the Winnebago Industries family.

We foster a world-class relationship with our employees by upholding a safe, healthy and respectful workplace and an inclusive culture. We expect all employees and third-party business partners to promptly report any suspected Human Rights violations or misconduct. As explained in our Code of Conduct, reports can be submitted anonymously in a variety of ways, via online reports or a 24/7 hotline. For more information on ethics reporting, please see the [Winnebago Industries Ethics Program](#) section of this report.



Chris-Craft Employee Experience Survey

Chris-Craft is proud of the results of the last Employee Experience Survey. Our entire leadership team strives to improve our culture continuously and listen to our employees and what they need to be successful. We work hard to be inclusive and respectful of all employees and have meetings in English, Spanish and Haitian Creole with the help of our leaders.



“Having worked at several different companies in the marine industry, Chris-Craft is by far the best place to work. It has the structure you would find at a large company but is run and feels like a family-owned business.”

ALEX FREAS, ENGINEER, CHRIS-CRAFT



Winnebago Employee Recognition

As a way to encourage meaningful recognition at Winnebago, we introduced a software called Recognize. This software allows employees to create, like and comment on posts that recognize one another for good work. It's been a great tool to acknowledge the hard work of our team!

INCLUSION

We believe in the value of building a company and community where every person feels a shared sense of inclusion, is treated fairly and has an equal opportunity to succeed while bringing their authentic self to work. Together, our family of brands supports a culture that embraces inclusion where all people feel a sense of belonging.

We follow a strategic framework, "All In, Outdoors," to guide us forward on our journey. Created through an inclusive design process with input from our employees, this framework is a deliberate

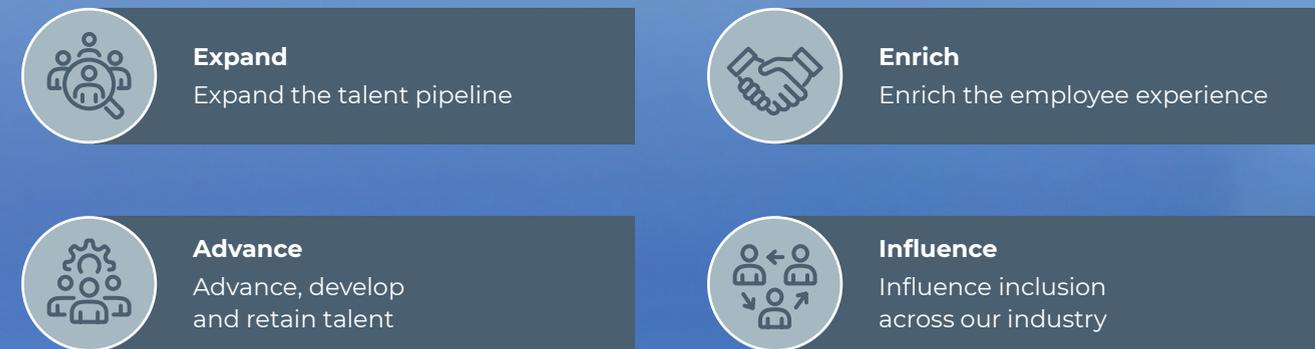
approach to how we act and treat each other. It serves as a roadmap for creating a better sense of belonging in our workplace, our communities and the outdoors. Our vice president of corporate responsibility & inclusion is responsible for providing dedicated resources and thought leadership to inspire collective action for initiatives, while our inclusion council, comprised of cross-functional employees and executives from various business units, assists in shaping and advancing our inclusion strategy.

2024 Inclusion Partners



OUR INCLUSION FRAMEWORK

At Winnebago Industries, we invest in four strategic areas to drive greater inclusion and belonging within our company and beyond.



Employee Resource Groups

We seek to build an inclusive, collaborative, high-performance culture where all employees thrive. Doing so not only drives purposeful innovation, but also helps us understand and care for our increasingly diverse customers.

Our Employee Resource Groups (ERGs) support our employees by providing communities of affinity and support, each sponsored by a member of our executive team. Through our ERG portal and employee-facing inclusion website, employees can access tools, videos, a catalog of our social impact partnerships and other resources focused on inclusion, diversity, equity and action (IDEA).

Along with employee development and engagement, we are committed to interviewing diverse candidates for leadership roles and continuing to expand community partnerships to improve equity in the outdoors. To monitor the demographics of our workforce, we use a dedicated human resources and diversity, equity and inclusion dashboard. Since 2021, gender diversity has increased within our board, senior leadership and our overall workforce. We have also seen an increase in racial and ethnic diversity in our senior leadership and overall workforce.

Women's Inclusion Network (WIN)



Encourages access to learning, mentoring and networking opportunities to increase women's sense of belonging and the percentage of women in leadership roles within our business.

Veterans Network (Vet Net)



Supports the professional development of the Winnebago Industries veteran community by providing a space and place for employees who are veterans, active military and family & friends (also known as allies) to discuss their experiences, address issues through learning, assistance and guidance, and conduct activities to support the growth and development of our veteran community members in their professional careers.

Mosaic Multicultural Network (Mosaic)

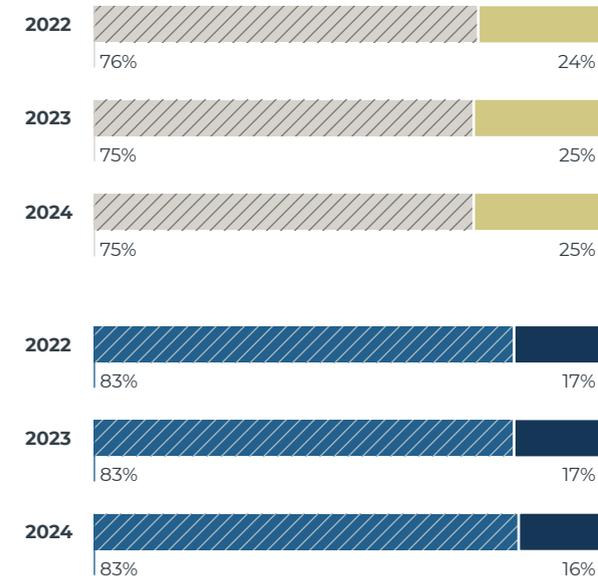


The mission of the Mosaic Multicultural Network is to engage and connect our multicultural and BIPOC (Black, Indigenous, and persons of color) team members and allies. Mosaic promotes connection, while helping to bolster an inclusive workplace for all employees, career mobility, visibility, recruitment and retention.

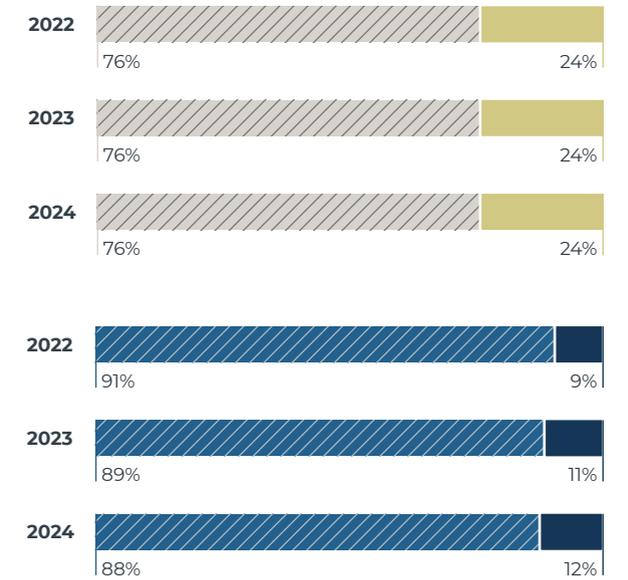
EMPLOYEE DEMOGRAPHICS AT WINNEBAGO INDUSTRIES

■ Women
 ■ Racially and ethnically diverse
 ■ <30 Years
 ■ 30-50 Years
 ■ >50 Years

Overall



Senior Leadership



Employees by Age



COMMUNITY



CORPORATE RESPONSIBILITY AND INCLUSION STRATEGIC PILLAR

Commit to doing well and doing good in the places we travel, live, work and play

Winnebago Industries along with the Winnebago Industries Foundation are committed to advancing preservation and exploration of natural environments, driving access to nature and the outdoor industry and supporting our neighborhoods to grow inclusive communities to thrive. We prioritize our efforts in two social impact areas of outdoors and community with a focus on access, sustainability, education and development.



Community Impact Strategy

We support community-based organizations by following an integrated approach for financial and volunteer investment. We trust community builders; thus, we seek opportunities to invest in our partners' organizational health and wealth, offer programmatic support and, when possible, fund multi-year commitments. In 2024, we launched a new strategy for the Winnebago Industries Foundation designed to advance the foundation's purpose, support the foundation's outdoors and community pillars and drive impactful positive outcomes.

This year, we introduced a new social impact tool that comprehensively captures total foundation, corporate and employee community investment. Our commitment to building strong, inclusive communities not only thrives internally but also permeates the foundation's investment strategy.

\$3.8M

invested in our communities through company and employee financial contributions, product donations and volunteer time in 2024

WINNEBAGO INDUSTRIES FOUNDATION

PURPOSE

Advance preservation and exploration of natural environments, drive access to nature and the outdoor industry, and support our neighborhoods to grow inclusive communities to thrive.

PILLARS

Outdoors		Community
Access Inclusive, safe and vibrant outdoors for all	Sustainability Environmental protection, restoration & stewardship	Education & Workforce Development Talent & skills development for innovation & inclusion in the outdoor industry

OUTCOMES

Increased participation and feelings of safety for underrepresented populations in outdoor activities and spaces	Strengthened partnerships to advance environmental preservation and stewardship of land and water for increased enjoyment of outdoor spaces	Increased representation in outdoor industry careers and manufacturing in our hometown neighborhoods
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SDG 8 DECENT WORK AND ECONOMIC GROWTH
SDG 11 SUSTAINABLE CITIES AND COMMUNITIES
SDG 14 LIFE BELOW WATER
SDG 15 LIFE ON LAND





- SDG 8** DECENT WORK AND ECONOMIC GROWTH
- SDG 10** REDUCED INEQUALITIES
- SDG 11** SUSTAINABLE CITIES AND COMMUNITIES

Building Together With Habitat for Humanity

Our approach to partnerships is deeply rooted in who we are. We come together as team members across all our operating communities and alongside our owner community to support historic partners like Habitat for Humanity. Since 2020, the Winnebago Industries Foundation has invested more than \$550,000 in their local and national mission to expand affordable housing.

- SDG 3** GOOD HEALTH AND WELL-BEING
- SDG 4** QUALITY EDUCATION

United Way Cardboard Boat Race

For the second year, we sponsored the United Way Crossroads, Indiana Cardboard Boat Race. This event brings together many local businesses and our brands to make a greater impact on the community. Funds from this event were given to local programs supporting early childhood education, mental health and other critical services. This event raised over \$160,000 from participants, sponsors and the local community in 2024.

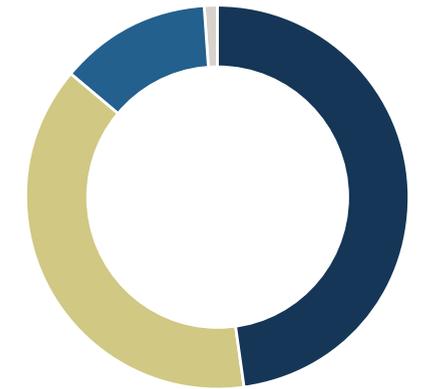
CommunityGO

This year the CommunityGO program expanded into an all-year round program with a new social impact measurement tool and the One Good Thing campaign. This program, led by local CommunityGO leaders, brings employees from our family of brands together to support community-led initiatives by volunteering their time and talent or offering charitable donations aiding local community issues. While inspiring colleagues, family and friends, volunteers engage in various projects, develop leadership skills and build team chemistry through immersive service opportunities. With these new social impact measurement tools we plan to continue to elevate local causes, partner with our employee resource groups and drive the good we can create in the places we call home.

The One Good Thing Campaign is based on the idea that we all want to do good in the world, but sometimes it's hard to know where to begin. It starts with just One Good Thing. *Every act of kindness—no matter how small—makes a difference.*

As part of this campaign, in November 2023, we launched a new employee-facing portal and interactive dashboard to help us track the good we were doing in our community.

With the support of the Winnebago Industries Foundation, we donated over \$1 million, logged 13,000 volunteer hours and supported over 800 community partners in FY 2024.



2024 FOUNDATION INVESTMENT BY IMPACT AREA

COMMUNITY	47%
OUTDOORS	39%
ACCESS	13%
OTHER	1%



PLANET

Living our purpose of elevating every moment outdoors involves sharing responsibility for preserving the world's outdoor spaces so they can be enjoyed by future generations. The planet pillar of our corporate responsibility & inclusion strategy guides us toward fulfilling this purpose—to serve as responsible environmental stewards to protect and preserve the outdoors and our planet.

- Environmental Management and Compliance
- Energy and Emissions
- Waste
- Water



CORPORATE RESPONSIBILITY AND INCLUSION STRATEGIC PILLAR

Act as responsible environmental stewards to protect and preserve the outdoors

WHO WE ARE

APPROACH

PRODUCT

PEOPLE

PLANET

GOVERNANCE

DATA AND INDICES

ENVIRONMENTAL MANAGEMENT AND COMPLIANCE

Good stewardship starts with maintaining effective environmental management and compliance. Our environmental management approach is guided by our [Environmental Affairs, Employee Health and Safety Policy](#), [Environmental Sustainability Policy](#) and [Employee Code of Conduct](#), which are available on our investor relations website. We use

an enterprise-wide Environmental Management System (EMS), aligned with ISO-14001:2015, that enables us to measure, track and communicate our environmental performance and progress across our business.

Our enterprise and business operations leaders, led by our director, environmental & sustainability, oversee progress on our environmental goals, with support from our cross-functional corporate responsibility advisory team. Our culture empowers every employee to make decisions using an ESG mindset and embrace their responsibility to care for the environment.

EHS Audit Program

In FY 2024, we launched a comprehensive environmental, health and safety audit program to identify all applicable EHS regulatory requirements and monitor rule changes. We plan to conduct compliance assessments with an audit team on a regular basis to determine EHS risks and opportunities, beginning with an initial baseline assessment next year. We will review assessment results with appropriate personnel via a real-time dashboard and formulate a response plan for prioritized risks.



Our Environmental Targets

Based on the results of our Materiality Prioritization Assessment, we consider energy, emissions and waste among our higher-tier environmental priorities, while water is among our medium-tier priorities. We recognize the importance of managing the emissions and waste we generate and the energy and water we use. To reduce our impacts in these areas, we are pursuing enterprise-wide targets to reduce our GHG emissions, waste and water use by 2030, as well as an environmentally focused product stewardship goal. Each of these targets are aligned with one or more UN SDGs.

Winnebago Industries has expanded considerably through acquisitions over the past few years. In FY 2024, we completed a re-baselining exercise of

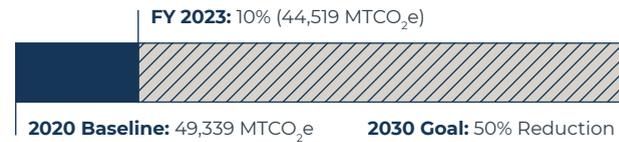
our environmental data dating back to FY 2020 so that our environmental targets account for this growth. This effort also enabled us to realign the reporting period for our environmental data to the fiscal year, matching our social and governance data. Accordingly, we are restating the FY 2020 baselines for our environmental targets to our fiscal year.

As part of our effort to continuously improve and demonstrate leadership, we also updated our data collection systems from a backwards gathering process to a more proactive approach. By implementing an Expense Data Management (EDM) system and new carbon software, we can now gather our environmental data in real time.

ENERGY AND EMISSIONS

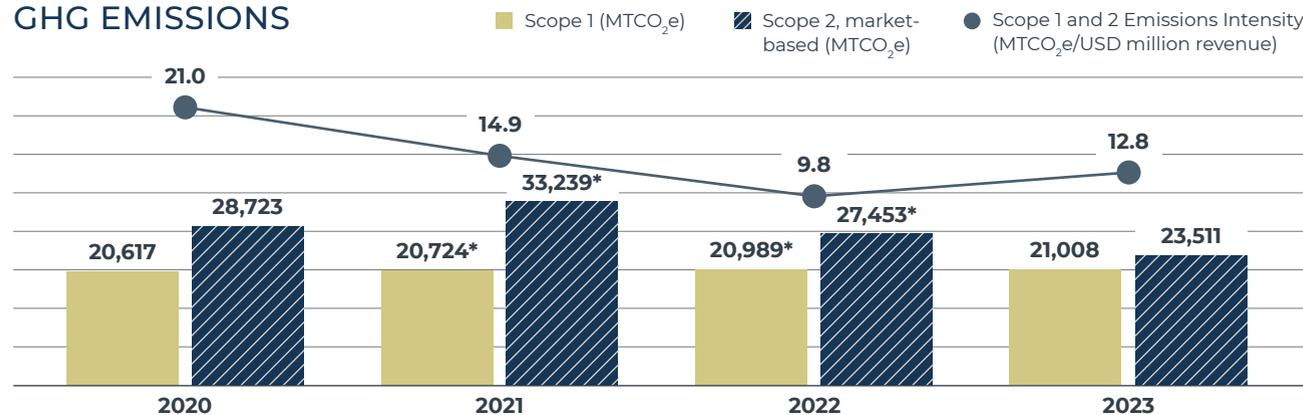
We recognize that the planet is increasingly threatened by climate change. We are committed to doing our part to limit the rise of the global average temperature in line with the position of the Intergovernmental Panel on Climate Change (IPCC), which warns that the global rise in temperature must not exceed 1.5°C above preindustrial levels to avoid the catastrophic impacts of climate change. To support our commitment, we are pursuing a science-based target to reduce our absolute Scope 1 and 2 emissions by at least 50% by 2030 from a 2020 baseline. As a result of the emissions reduction initiatives we have executed to date, we have already reduced absolute Scope 1 and 2 emissions by 10% since 2020.

2023 GHG EMISSIONS REDUCTION



In 2024, Winnebago Industries was recognized as one of America’s Climate Leaders by USA TODAY and Statista, a data-driven list of U.S. companies that have significantly decreased their revenue-adjusted carbon dioxide emissions between 2020 and 2022.

GHG EMISSIONS



* Asterisk denotes data that received limited assurance from ERM CVS.



Solar Powered Hand Tools at Grand Design

In FY 2024, Grand Design completed an ambitious new 72-panel solar installation that powers all the facility’s hand tools with solar energy. The system is off-grid and completely self-sustaining, designed to provide over 80% of power needs for the facility’s hand tools, depending on the time of year. The hand tool system also received an upgrade to cordless, battery-operated equipment, which is significantly quieter and more efficient than compressed air tools, reduces trip hazards and eliminates potential damage to product in the workplace.

Society of Women Engineers (SWE) Event

When two passions come together great things can happen. At the SWE event this October, we were able to power our booth using a Lithionics-provided power wall. This red device shown in the lower right corner of the photo allowed us to power our booth all day and support the SWE event.



“With the installation of this new system at Grand Design, we achieved our goal of generating nearly all of the electricity we need to power our hand tools from solar, while also creating a safer, cleaner and quieter work environment.”

QUINN WEGENER, FACILITIES MANAGER, GRAND DESIGN RV

Scope 2 Emissions Reductions

We continue to invest in solar installations across our business units to reduce our Scope 2 emissions. In FY 2024, we took another significant step toward our emissions reduction target by installing rooftop solar at our Grand Design, Newmar and soon to be Chris-Craft facilities. These new installations reduce our Scope 2 emissions by approximately 2,000 metric tonnes CO₂e annually. These additions supplement three existing solar arrays at our Barletta Boats facility in Bristol, Indiana, which reduce our Scope 2 emissions by around 1,300 metric tonnes each year.

In addition to our new solar installations, we are conducting energy assessments to evaluate other renewable energy sources, such as fuel

cells. We also completed several infrastructure improvements at our facilities to increase energy savings. For example, at our Lake Mills, Iowa facility we have steadily reduced energy consumption by 8.5% since FY 2021 by optimizing our lighting layouts and right sizing our compressed air equipment to better fit our current operational needs, among other strategies.

~6,000

Metric tonnes of CO₂e eliminated annually by solar arrays installed across five different Winnebago Industries' business units.



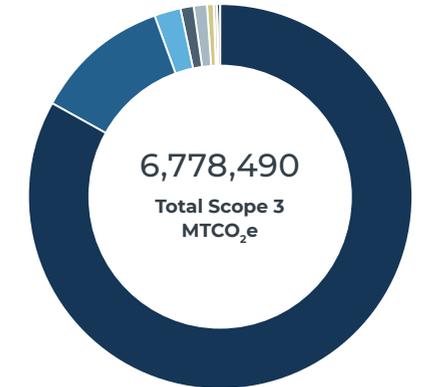
Scope 3 Emissions

Through a Scope 3 emissions assessment conducted in 2021, we identified the Scope 3 categories that offer us the largest reduction opportunities, which include Category 1: Purchased goods and services and Category 11: Use of sold products. In FY 2024, we completed a refresh of our Scope 3 emissions calculation covering FY 2022.

Reporting and Verification

The accuracy of the emissions data we measure and report matters to us. In 2024, we received limited assurance of our FY 2021–2022 Scope 1 and 2 (location- and market-based) emissions data from [ERM CVS](#).

In FY 2023, we took another large step toward enhancing our climate-related disclosures by submitting our first [CDP Climate Change Questionnaire](#). While we have reported climate-related information through our TCFD Index for several years, we recognized disclosing to CDP as an opportunity for even greater climate transparency. This year will be our second year responding to the CDP questionnaire, as we continue to work to provide our stakeholders with the most complete information on our climate change strategy, risk management and emissions performance.



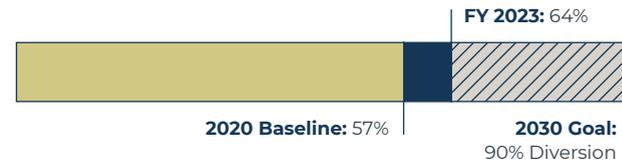
FY 2022 SCOPE 3 EMISSIONS (MTCO₂e)

USE OF SOLD PRODUCTS	5,628,844	83.0%
PURCHASED GOODS/SERVICES	786,393	11.6%
UPSTREAM TRANSPORT/DISTRIBUTION	141,487	2.1%
DOWNSTREAM TRANSPORTATION AND DISTRIBUTION	82,413	1.2%
CAPITAL GOODS	77,004	1.1%
END-OF-LIFE TREATMENT OF SOLD PRODUCTS	30,273	0.4%
WASTE GENERATED	15,776	0.2%
EMPLOYEE COMMUTING	6,587	0.1%
FUEL/ENERGY RELATED (NOT SCOPE 1 AND 2)	8,832	0.1%
BUSINESS TRAVEL	881	0.0%

WASTE

We continue to make strides toward our zero waste to landfill goal thanks to the dedicated efforts of our employees. Two of our plants have achieved Zero Waste to Landfill status: Waverly, Iowa in 2023 and Lake Mills, Iowa in 2022. Both plants continue to divert over 90% of waste from landfills to recycling or repurposing. Across our operations, we have improved to 64% diversion from landfills. Employees and leaders continue to explore new technologies and operational efficiencies aimed at reducing waste in partnership with our vendors.

FY 2023 ENTERPRISE WASTE DIVERSION



SDG 8 DECENT WORK AND ECONOMIC GROWTH

SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Forest City, Iowa Cuts Natural Resource Usage

Our business units are all challenged to find waste and eliminate it. Many of our sites do that through preventative maintenance programs and continuous improvement opportunities found on safety and waste walks. These tried-and-true operational excellence tools come in very handy to our environmental sustainability performance.

At our Winnebago Motorhome facility in Forest City, Iowa, factory teams repaired a water main and multiple faulty valves in September saving roughly 700 gallons per month. In October 2023, they fixed a hydrant with no isolation valve. While fixing it they noticed a leak, estimating a savings of roughly 500 gallons per month. Through continued preventative maintenance work, Forest City was able to save nearly 1,300 gallons of water per month.

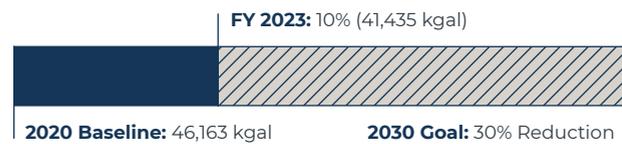
WATER

While our freshwater consumption is limited, primarily driven by employee water usage in our offices, we are committed to minimizing our water consumption, particularly in areas of projected high water stress.

By 2030, our goal is to reduce freshwater use by 30%, compared to a 2020 baseline. Our annual water use is influenced by the number of people we employ. Growth in our employee population can slow our rate of decreasing water usage. Nevertheless, our continued efforts to use less water, such as recycling wash bay water, have decreased our overall water consumption by 10% compared to our 2020 baseline.

In addition to pursuing operational water reductions in our facilities, we also see an opportunity to provide water stewardship training to our employees and key suppliers. This training will focus on how to be more conscious of water consumption, especially when operating in a water stressed area.

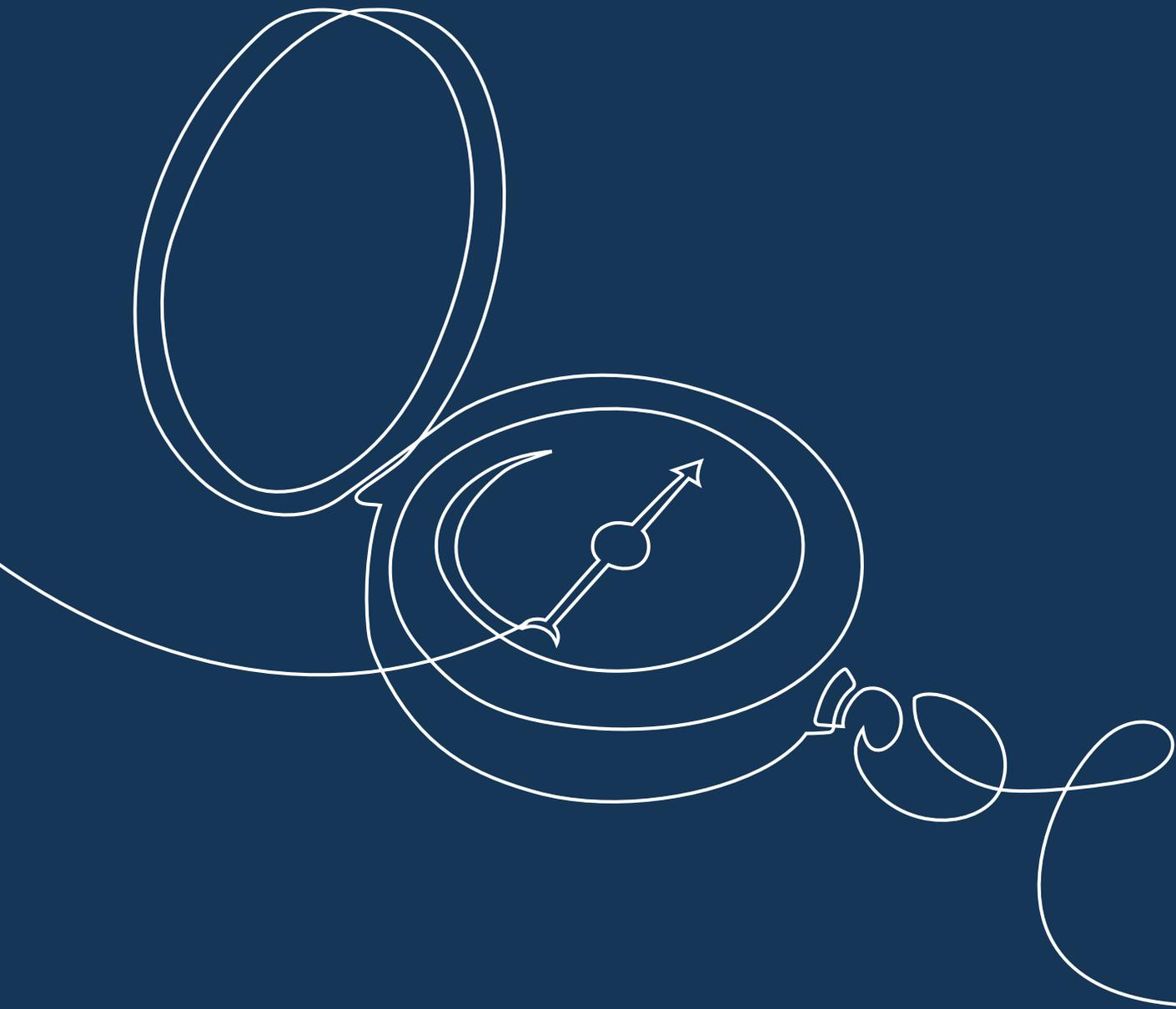
FY 2023 FRESHWATER USE REDUCTION



WATER USAGE

INDIANA	49%
IOWA	46%
FLORIDA	4%
MINNESOTA	1%





GOVERNANCE

Winnebago Industries is committed to being a top provider of premium outdoor recreation, prioritizing integrity, trust and respect in our actions.

- [Governance Overview](#)
- [Winnebago Industries Ethics Program](#)
- [Responsible Supply Chain](#)
- [Cybersecurity and Data Privacy](#)
- [Public Policy](#)

[WHO WE ARE](#)

[APPROACH](#)

[PRODUCT](#)

[PEOPLE](#)

[PLANET](#)

[GOVERNANCE](#)

[DATA AND INDICES](#)

GOVERNANCE OVERVIEW

We believe in taking ownership and being accountable for our actions, ensuring that every decision aligns with our core values. Our [Code of Conduct](#) is foundational to our efforts, and we live by its standards of integrity, trust and respect every day. Our promise has and will always be to deliver exceptional products while upholding the longstanding values that define us and our brand family. We strive to uphold strong governance through maintaining best practices that ensure integrity and accountability at all levels. The board of directors is dedicated to acting with the highest standards of corporate governance and ensuring that the company's values are aligned with the best interests of our stakeholders.



GOVERNANCE BEST PRACTICES

- Executive sessions of independent directors before and/or after each regular board meeting
- Age limit for directors (72)
- Annual board and committee self-evaluations
- Single class of outstanding shares with equal voting rights
- Code of Conduct applicable to all directors, officers and employees
- Non-employee director and executive stock ownership guidelines
- All employees and directors prohibited from hedging and pledging company stock
- Maintain clawback policies applicable to our executive officers' incentive awards
- Routine engagement with shareholders from executive or senior leadership
- Excellent director meeting attendance
- Engage with independent compensation consultant to design director and executive compensation programs

Board of Directors

Our board of directors is committed to strong corporate governance and delivering long-term value to our shareholders. The board has established four subcommittees: the Audit Committee, Nominating and Governance Committee, Finance Committee and Human Resources Committee. Each committee operates under a written charter that is published on our Investor [website](#). The current membership of each committee, its primary responsibilities and the number of meetings it held during FY 2024, can be read in our [Proxy Statement](#).

Corporate Responsibility Governance

Our multi-tiered approach to governing our corporate responsibility efforts promotes greater accountability and empowers our leaders to take ownership of our ESG priorities. Our efforts are overseen by Winnebago Industries' SVP, Chief Legal Officer, Corporate Secretary, Corporate Responsibility in collaboration with the board's nominating and governance committee. Our corporate responsibility advisory team, consisting of business and functional leaders, supports them by providing strategic guidance on our ESG priorities. ESG goal owners, a subset of this team, develop and implement strategies based on priorities identified through the ESG materiality assessment.

BOARD TENURE AND REFRESHMENT



10 of 10 directors have joined since 2015



3 of 10 directors have joined since 2021

6 YEARS

Average tenure

BOARD INDEPENDENCE



9 of 10 directors are independent

Chair is independent

100%

of committee members are independent

BOARD DIVERSITY



3 of 9 independent directors are women



2 of 9 independent directors are racially and ethnically diverse

60

Average director age

WINNEBAGO INDUSTRIES ETHICS PROGRAM

We communicate our shared values through our [Employee Code of Conduct](#), [Supplier Code of Conduct](#) and [Human Rights Policy](#). These policies establish the standards we uphold in all our relationships with our employees and stakeholders.



In FY 2024, we awarded our inaugural Winnebago Industries award for Excellence in Ethics Training to the business that first achieved 100% completion of our annual Code of Conduct training. Newmar was the first recipient of this award.

Our Employee Code of Conduct outlines our core policies and expectations for ethical conduct, serving as a reminder of our business practices and underscoring our commitment to maintaining the highest ethical standards. The Code covers key topics including anti-corruption, bribery, harassment and political contributions and extends to every person in the Winnebago Industries family of companies, including third parties representing or working on our behalf. We require every employee to complete training on our Code of Conduct annually and confirm in writing they read and understand the code. Every board member participates in our annual Code of Conduct training and certification process. Additionally, this year we established an annual award for excellence in ethics training, awarded to the first business unit that reaches 100 percent completion of our annual Code of Conduct training.

100%

Ethics Program Training completion in CY 2024



Reporting Concerns

We offer a confidential and anonymous method of reporting unlawful or unethical conduct through the Winnebago Industries Ethics Hotline. All reports to our hotline are thoroughly investigated, reviewed by our CEO and Audit Committee of the board, and handled in accordance with our Whistleblower Policy. If it is determined that a violation has occurred, we take appropriate action, up to and including termination of employment or business relationship. We have a strict policy that no director, officer or employee who makes a report in good faith will suffer harassment, retaliation or any adverse employment consequences.

Managing Compliance Risk

Our compliance program, overseen by our Chief Compliance Officer, adopts a thoughtful, consistent and risk-based approach to managing compliance risks across all areas to ensure that we meet stakeholder expectations for legal and ethical conduct. As part of this program, we have established a cross-functional Compliance Committee dedicated to providing independent governance and oversight of compliance risks. We also conduct annual compliance risk assessments of our operations to guide our program's maturity through helping us identify strengths and opportunities for improvement.

RESPONSIBLE SUPPLY CHAIN

Our brand family procures from thousands of suppliers to produce exceptional products for our customers. Our suppliers are critical partners in our commitment to delivering ethically produced, high-quality and safe products. Our [Supplier Code of Conduct](#) outlines ethical standards that we expect our suppliers to uphold, aligning with our support for the human rights principles outlined in the International Bill of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Our expectations for ethical supplier behavior are defined in standard agreements, and we seek stated affirmation of these standards from key suppliers. Since implementing our Supplier Code of Conduct in 2021, we have received affirmation from suppliers representing ~75% of our annual purchases.

Winnebago Industries is committed to respecting and upholding human rights, as outlined in our [Human Rights Policy](#). We expect our suppliers to adhere to these standards and avoid forced labor, human trafficking and underage labor while also ensuring fair labor practices. Suppliers are required to support safe and healthy workplaces, maintain respectful and inclusive environments and comply with all relevant labor laws. Additionally, we expect our suppliers to report promptly any suspected

human rights violations through our structured mechanisms that include making reports in person, contacting the Winnebago Ethics Hotline or submitting an online report.

Winnebago Industries' vice president of enterprise supply chain leads our enterprise supply chain management efforts. Since 2019, we have audited our supply chain to identify efficiencies and gaps, and we are implementing a more cohesive supplier management system. Additionally, as a member of the National Minority Supplier Development Council, we engage in learning and sharing best practices for supplier diversity. We are continually exploring opportunities to enhance and expand supplier diversity within our company.

Conflict Minerals

Our [Conflict Mineral Reporting Policy](#) states our intent to annually disclose whether our products contain conflict minerals or deem our products as "conflict free." With the aim of ending conflict and human rights abuses in our supply chain, we require that suppliers support this effort by identifying and reporting the presence and origin of conflict minerals in products supplied to Winnebago Industries.



CYBERSECURITY AND DATA PRIVACY

Our Audit Committee oversees cybersecurity with support from management. The board of directors receives quarterly briefings from senior leadership on information security that include overall security posture, roadmap items and control effectiveness. We also have an enterprise data and cyber security council to steer and approve policy and process changes. In the coming months, we will also identify data owners across our business who will formally assign data classification and create data retention standards.

Our Information Security Policy requires all employees, contractors and contingent workers to complete annual information security training. Additionally, we conduct daily phishing

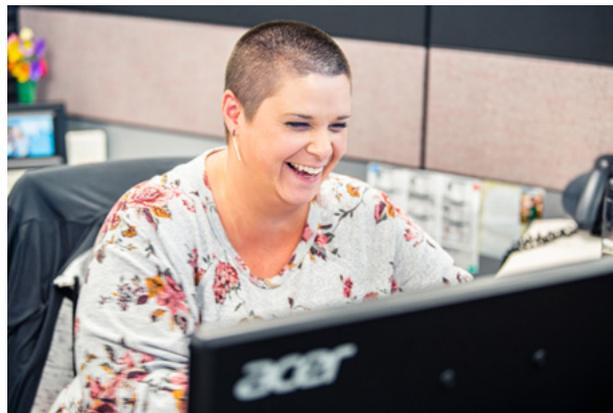
simulations and provide ad-hoc communications based on current events and emerging threats to keep our systems secure and resilient.

We prioritize data privacy and security and comply with all applicable information security regulations. We conduct cybersecurity audits to assess our conformance to security controls and the National Institute of Standards and Technology (NIST) Cybersecurity Framework. Our dedicated cybersecurity team is equipped to respond to evolving cybersecurity challenges. To support them, we have a security champions program that consists of a cross-functional team of employees across various departments dedicated to amplifying security messages, remaining vigilant of security risks and raising awareness of security training.

Winnebago Industries is reviewing and updating all public facing privacy policies in partnership with our legal team. We are also partnering with individual business units to build a data privacy request response process that will ensure that we remain compliant.

100%

of salaried employees who have completed data privacy and cybersecurity training in FY 2024



PUBLIC POLICY

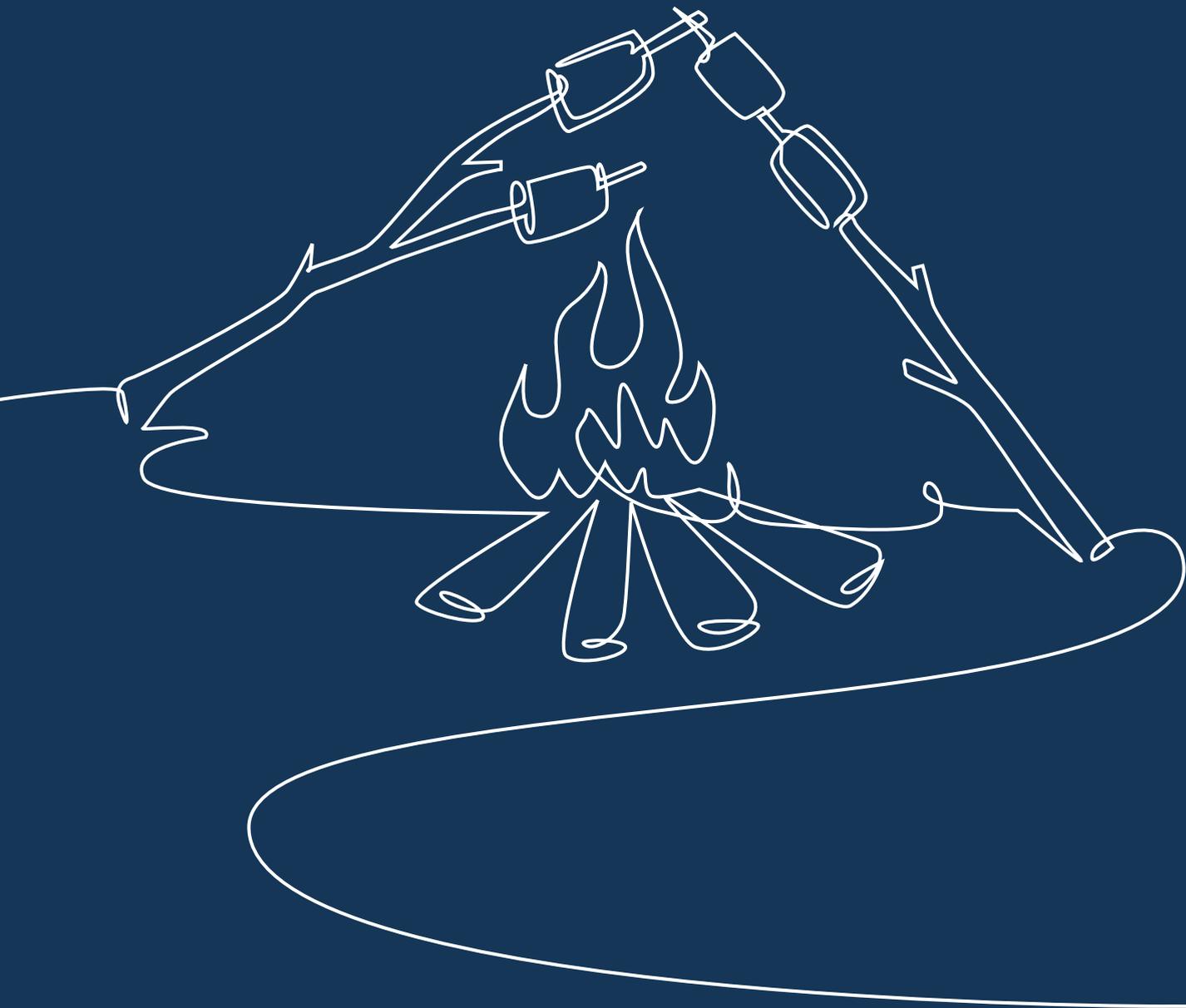
We proactively monitor legislative and regulatory developments that could affect our business and keep our business units informed about relevant matters as they emerge. Winnebago Industries does not fund political candidates nor support a political action committee. However, we do support the right of employees to utilize their own resources to support political positions and campaigns as they see fit. While we do not encourage or allow political candidates to visit our company facilities, we welcome visits from sitting elected officials representing the locality of our operations to meet with management and tour our facilities.

We are leading members of many trade associations, councils and state chambers of commerce, which we actively engage with to

exchange industry best practices and advocate for action addressing our shared interests and priorities. A complete list of all our member organizations can be found in our [GRI Index](#).

We believe that we have an authentic voice on topics aligned with our core cultural values and business alignments, including outdoor equity and access and stewardship of the environment and outdoor spaces. We have actively supported of the America's Outdoor Recreation Act in the Senate as well as the Expanding Public Lands Outdoor Recreation Experiences Act in the House, as these initiatives reflect our values and beliefs by meeting the increasing demand for outdoor access while protecting public lands and waters and advancing conservation efforts.





DATA AND INDICES

This report has been prepared in accordance with the GRI Universal Standards, is aligned with the SASB Sector Standards for the Automotive Industry and with the recommendations of the TCFD. Unless otherwise noted, the information and data included in our Data Table and Indices covers our fiscal year 2024, from August 27, 2023 to August 31, 2024, and our environmental sustainability data in this report is from FY 2023.

- ESG Data Table
- SASB Data Table
- GRI Content Index
- TCFD Index

ESG DATA TABLE

Environment^[1]

Metric	Unit	FY 2020	FY 2021	FY 2022	FY 2023	IF APPLICABLE GRI Disclosure
GHG Emissions^[2]						
Total Scope 1 and 2 GHG emissions	metric tons CO ₂ e	49,339	53,964	48,442	44,519	305-1; 305-2
Scope 1 GHG emissions	metric tons CO ₂ e	20,617	20,724*	20,989*	21,008	305-1
Scope 2 GHG emissions (market-based)	metric tons CO ₂ e	28,723	33,239*	27,453*	23,511	305-2
Scope 2 GHG emissions (location-based)	metric tons CO ₂ e	21,454	24,222*	21,845*	19,684	305-2
Scope 1 and 2 emissions intensity	metric tons CO ₂ e/ USD million revenue	21.0	14.9	9.8	12.8	305-4
GHG emissions reduced from baseline year as a direct result of reduction initiatives	metric tons CO ₂ e	Baseline	2,332	2,683	2,100	305-5
Scope 3 GHG emissions ^[3]	metric tons CO ₂ e	4,230,679	—	6,778,490	—	305-3
<i>Category 1: Purchased goods/services</i>	metric tons CO ₂ e	498,930	—	786,393	—	305-3
<i>Category 2: Capital goods</i>	metric tons CO ₂ e	75,449	—	77,004	—	305-3
<i>Category 3: Fuel/energy related</i>	metric tons CO ₂ e	6,271	—	8,832	—	305-3
<i>Category 4: Upstream transport/distribution</i>	metric tons CO ₂ e	178,429	—	141,487	—	305-3
<i>Category 5: Waste generated</i>	metric tons CO ₂ e	34,984	—	15,776	—	305-3

1 All environmental sustainability data, except for our Scope 3 emissions data, are reported on a fiscal year (FY) basis. In FY 2024, Winnebago Industries completed the realignment of our environmental data to a fiscal year reporting period. In previous Corporate Responsibility reports, our environmental data was reported on a calendar year (CY) basis. Accordingly, the 2020 baselines for our environmental targets were also restated to align to our fiscal year.

2 The statement of assurance provided by ERM CVS and basis of reporting for our Scope 1 and 2 emissions data can be found on our [website](#).

3 Winnebago Industries' Scope 3 emissions data reported in this table aligns to the calendar year (CY), CY 2020 and CY 2022, respectively. We are in the process of realigning our Scope 3 data to the fiscal year (FY).

* Asterisk denotes data that received limited assurance from ERM CVS.

Metric	Unit	FY 2020	FY 2021	FY 2022	FY 2023	IF APPLICABLE GRI Disclosure
<i>Category 6: Business Travel</i>	metric tons CO ₂ e	—	—	881	—	305-3
<i>Category 7: Employee commuting</i>	metric tons CO ₂ e	3,857	—	6,587	—	305-3
<i>Category 8: Upstream leased assets</i>	metric tons CO ₂ e	—	—	0	—	305-3
<i>Category 9: Downstream transportation and distribution</i>	metric tons CO ₂ e	49,841	—	82,413	—	305-3
<i>Category 10: Processing of sold products</i>	metric tons CO ₂ e	—	—	0	—	305-3
<i>Category 11: Use of sold products</i>	metric tons CO ₂ e	3,382,918	—	5,628,844	—	305-3
<i>Category 12: End-of-life treatment of products</i>	metric tons CO ₂ e	—	—	30,273	—	305-3
<i>Category 13: Downstream leased assets</i>	metric tons CO ₂ e	—	—	0	—	305-3
<i>Category 14: Franchises</i>	metric tons CO ₂ e	—	—	0	—	305-3
<i>Category 15: Investments</i>	metric tons CO ₂ e	—	—	0	—	305-3

Energy^[4]

Total energy consumption (use)	gigajoules	—	—	554,990	544,453	302-1
Total electricity consumption	MWh	—	—	48,492	42,792	302-1
<i>Gross total electricity consumption from renewable sources</i>	kWh	—	—	3,785,382	13,404,000	
Total fuel consumption	gigajoules	—	—	382,651	390,402	302-1
Energy intensity	MWh/USD million revenue	—	—	26.17	—	302-3

Water

Total freshwater consumption	kilogallons	46,163	—	46,895	41,435	303-5
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Waste

Percent waste diverted from landfill	percent	57%	60%	62%	64%	
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4 Additional metrics on energy consumption are disclosed in Winnebago Industries' 2023 CDP Climate Change Disclosure.

Social

Metric	Unit	FY 2020 ¹	FY 2021	FY 2022	FY 2023	FY 2024	IF APPLICABLE GRI/SASB Disclosure
Workforce Composition and Diversity							
Total number of employees ²	number	—	7,200+	7,400+	6,261	5,707	2-7
Percent women—total workforce	percent	—	23%	24%	25%	25%	405-1
Percent men—total workforce	percent	—	77%	76%	75%	75%	405-1
Percent racially and ethnically diverse—total workforce	percent	—	14%	17%	17%	16%	405-1
Percent women—leadership ³	percent	—	17%	24%	24%	24%	405-1
Percent men—leadership ³	percent	—	83%	76%	76%	76%	405-1
Percent racially and ethnically diverse—leadership ³	percent	—	7%	9%	11%	12%	405-1
Percent < 30 years of age	percent	—	—	—	25%	24%	405-1
Percent 30–50 years of age	percent	—	—	—	47%	48%	405-1
Percent > 50 years of age	percent	—	—	—	28%	29%	405-1
Employment							
Ratio of permanent to temporary contracts	ratio	—	—	—	25 to 1	14 to 1	2-7
Ratio of directly employed to externally/ not directly employed workforce	ratio	—	—	—	25 to 1	14 to 1	2-8

1 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.

2 As of end of FY 2024

3 Director or higher

Metric	Unit	FY 2020 ¹	FY 2021	FY 2022	FY 2023	FY 2024	IF APPLICABLE GRI/SASB Disclosure
Hiring							
Total number of new employee hires	number	—	—	—	1,022	680	401-1
Percent women	percent	—	—	—	31%	27%	401-1
Percent men	percent	—	—	—	69%	73%	401-1
Percent racially and ethnically diverse	percent	—	—	—	38%	26%	401-1
Labor Practices							
Percent active workforce covered by collective bargaining agreements	percent	—	0%	0%	0%	0%	2-30 TR-AU-310a.1
Health and Safety							
Employees—Total recordable incident rate (TRIR) ^{4,5}	rate per 200,000 hours worked	4.88	5.52	5.85	4.93	3.51	403-9
Employees—Number of recordable work-related incidents	number	231	330	376	263	177	403-9
Employees—Total number of hours worked	number	9,406,589	11,869,087	12,795,867	10,566,197	10,072,025	403-9
Employees—Number of work-related fatalities	number	0	0	0	0	0	403-9
Rate of days away, restricted or transferred (DART) ⁵	rate per 200,000 hours worked	3.32	3.25	3.20	2.22	1.75	403-9
Percentage of employees covered by an occupational health and safety management system	percent	100%	100%	100%	100%	100%	403-8

4 Covers both full-time and contract employees.

5 The Total Recordable Incident Rate (TRIR) and Days Away, Restricted or Transferred (DART) figures presented in this corporate responsibility report may vary from previous reports due to delayed changes in reporting classification, or additional Business Units historical data additions. These changes are made to ensure the most accurate and meaningful representation of our safety performance. For historical TRIR/DART data and detailed information on calculation methods, please refer to previous annual reports or contact our corporate responsibility team for clarification.

Metric	Unit	FY 2020 ⁽¹⁾	FY 2021	FY 2022	FY 2023	FY 2024	IF APPLICABLE GRI/SASB Disclosure
Product Recalls							
Number of product recalls	number	—	—	—	25 recalls impacting 71,562 Winnebago Products	27 recalls impacting 71,581 Winnebago Products (does not include chassis supplier recalls for motorhomes)	TR-AU-250a.3
Communities							
Total financial contributions, product donations and volunteer time donated	dollars	\$1,500,000	\$1,400,000	\$1,900,000	\$2,200,000	\$3,800,000	
Percentage of operations with implemented local community engagement, impact assessments, and/or development programs	percent	—	—	—	—	100%	413-1



Governance

Metric	Unit	FY 2020 ⁽¹⁾	FY 2021	FY 2022	FY 2023	FY 2024	IF APPLICABLE GRI/SASB Disclosure
Board Composition and Diversity							
Total number of Board members	number	9	11	10	9	10	
Percent women	percent	22%	27%	22%	22%	30%	2-9; 405-1
Percent men	percent	78%	73%	78%	78%	70%	2-9; 405-1
Percent racially and ethnically diverse	percent	—	27%	22%	22%	20%	2-9; 405-1
Average age of Board Directors	years	59	59	61	59	60	2-9
Average tenure of Board Directors	years	<5	<5	<5	<5	6	2-9
Number of non-executive directors on Board	number	8	10	9	8	9	2-9
Number of independent directors on Board	number	8	10	9	8	9	2-9
Independent chairman	Yes / No	Yes	Yes	Yes	Yes	Yes	
Ethics and Anti-Corruption							
Percent employees that completed online Code of Conduct training	percent	100%	100%	100%	100%	100%	205-2
Percent employees certifying they have read and understand Code of Conduct	percent	100%	100%	100%	100%	100%	205-2
Percent of Board members that the Company's anticorruption policies and procedures have been communicated to	percent	—	—	—	—	100%	205-2
Income Taxes							
Income taxes paid, net ⁽²⁾	USD millions	3.7	88.7	139.7	57.8	14.4	

1 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.

2 Winnebago Industries solely operates and pays income taxes in the United States. Data is as reported in the Consolidated Statements of Cash Flows in Winnebago Industries Form 10-K.

SASB DATA TABLE

Accounting Metric	Code	Category	Unit	Description
Product Safety				
Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region	TR-AU-250a.1	Quantitative	Percentage (%)	NCAP safety ratings do not apply to our vehicles. There are, however, industry safety standards that do apply to our products. For example, our products are manufactured in compliance with applicable National Highway Traffic Safety Administration (NHTSA) and United States Coast Guard requirements, as well as voluntary standards implemented by the Recreational Vehicle Industry Association (RVIA) and National Marine Manufacturer's Association (NMMA).
Number of safety-related defect complaints, percentage investigated	TR-AU-250a.2	Quantitative	Number	199 Vehicle Owner Questionnaires (VOQs) were submitted to The National Highway Traffic Safety Administration (NHTSA) regarding Winnebago Industries branded products.
			Percentage (%)	Winnebago Industries reviews 100% of NHTSA Vehicle Owner Questionnaires filed for Winnebago Industries vehicles. Winnebago Industries also investigates 100% of Product Safety-related hotline complaints; there were 0 complaints in FY 2024.
Number of vehicles recalled	TR-AU-250a.3	Quantitative	Number	71,581 vehicles were impacted by recalls in FY 2024.
Percentage of active workforce covered under collective bargaining agreements	TR-AU-310a.1	Quantitative	Percentage (%)	FY 2024: 0%
(1) Number of work stoppages and (2) total days idle	TR-AU-310a.2	Quantitative	(1) Number	Winnebago Industries has decided not to report on this metric at this time. Generally, metrics are not reported on because of incomplete or limited data. Winnebago Industries will continue to revisit which metrics to disclose as it matures its data processes.
			(2) Number of days idle	Winnebago Industries does not have collective bargaining agreements, therefore we do not track work stoppages and total idle days. What we do track is planned shutdowns from training and maintenance. We will take it under advisement to disclose that information in future reports.
Fuel Economy and Use-Phase Emissions				
Sales-weighted average passenger fleet fuel economy, by region	TR-AU-410a.1	Quantitative	Mpg, L/km, gCO ₂ /km, km/L	Winnebago Industries has decided not to report on this metric at this time.

Accounting Metric	Code	Category	Unit	Description
Number of (1) zero emission vehicles (ZEV), (2) hybrid vehicles, and (3) plug-in hybrid vehicles sold	TR-AU-410a.2	Quantitative	(1) Number	FY 2024: 2
			(2) Number	FY 2024: 0
			(3) Number	FY 2024: 0
Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities	TR-AU-410a.3	Discussion and Analysis	n/a	Winnebago Industries relies on the automotive Original Equipment Manufacturers (OEMs) and their requirements for fleet fuel economy and emissions.
Materials Sourcing				
Description of the management of risks associated with the use of critical materials	TR-AU-440a.1	Discussion and Analysis	n/a	This information is currently unavailable/incomplete.
Materials Efficiency and Recycling				
Total amount of waste from manufacturing, percentage recycled	TR-AU-440b.1	Quantitative	Metric tons (t)	Winnebago Industries has decided not to report on this metric at this time. Generally, metrics are not reported on because of incomplete or limited data. Winnebago Industries will continue to revisit which metrics to disclose as it matures its data processes.
			Percentage (%)	Winnebago Industries has decided not to report on this metric at this time. Generally, metrics are not reported on because of incomplete or limited data. Winnebago Industries will continue to revisit which metrics to disclose as it matures its data processes.
Weight of end-of-life material recovered, percentage recycled	TR-AU-440b.2	Quantitative	Metric tons (t)	Winnebago Industries currently does not track this data.
			Percentage (%)	
Average recyclability of vehicles sold	TR-AU-440b.3	Quantitative	Percentage (%) by sales-weighted metric tons (t)	Winnebago Industries currently does not track this data.
Activity Metrics				
Number of vehicles manufactured	TR-AU-000.A	Quantitative	Number	Winnebago Industries has decided not to report on this metric at this time. Generally, metrics are not reported on because of incomplete or limited data. Winnebago Industries will continue to revisit which metrics to disclose as it matures its data processes.
Number of vehicles sold	TR-AU-000.B	Quantitative	Number	Winnebago Industries has decided not to report on this metric at this time. Generally, metrics are not reported on because of incomplete or limited data. Winnebago Industries will continue to revisit which metrics to disclose as it matures its data processes.

GRI CONTENT INDEX

GRI 102: General Disclosures

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
The organization and its reporting practices				
2-1 Organizational details	a. Winnebago Industries, Inc. b. Winnebago Industries is a publicly traded company incorporated in the state of Minnesota. c. Headquarters: Eden Prairie, Minnesota d. Countries of operation: United States			
2-2 Entities included in sustainability reporting	a. Winnebago, Grand Design RV, Chris-Craft, Newmar, Barletta Boats, Lithionics b. The information reported in our 2024 Corporate Responsibility Report covers the same group of entities as covered in our 2024 Form 10-K . c. 2024 Form 10-K pp. 5–6, 42 . The approach to consolidating information used in our financial statements is the same as in our sustainability disclosures, unless where otherwise indicated.			
2-3 Reporting period, frequency, and contact point	a. The 2024 Corporate Responsibility Report covers Winnebago Industries' operations from August 27, 2023 through August 31, 2024, unless where otherwise indicated. Our sustainability reporting occurs on an annual basis. b. The reporting periods for Winnebago Industries' sustainability reporting and financial reporting are the same. c. Publication date: January 14, 2025 d. Questions about this report can be directed to ir@winnebagoind.com .			

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
2-4 Restatements of information	a. All environmental sustainability data, except for our Scope 3 emissions data, are reported on a fiscal year (FY) basis. In FY 2024, Winnebago Industries completed the realignment of our environmental data to a fiscal year reporting period. In previous Corporate Responsibility reports, our environmental data was reported on a calendar year (CY) basis. Accordingly, the 2020 baselines for our environmental targets were also restated to align to our fiscal year.			
2-5 External assurance	a. Winnebago Industries currently receives external assurance on its Scope 1 and 2 GHG emissions. b. Energy & Emissions—Reporting & Verification			
Activities and workers				
2-6 Activities, value chain and other business relationships	a. GICS Sector: Consumer Discretionary. Sub-Industry: Automobile Manufacturers b. 2024 Form 10-K p. 5–8 c. 2024 Form 10-K p. 5–8 d. 2024 Form 10-K p. 5–8			
2-7 Information on employees and other workers	ESG Data Table 2024 Form 10-K p. 8–9			
2-8 Workers who are not employees	ESG Data Table			
Governance				
2-9 Governance structure and composition	a. 2024 Proxy Statement, pp. 8, 11–16 b. Corporate Responsibility Approach c. ESG Data Table; 2024 Proxy Statement, pp. 20–24			
2-10 Nomination and selection of the highest governance body	a. 2024 Proxy Statement, p. 16–17 b. 2024 Proxy Statement, p. 16–17			
2-11 Chair of the highest governance body	a. David W. Miles, Independent Chair			

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
2-12 Role of the highest governance body in overseeing the management of impacts	a, b, c. Corporate Responsibility Approach Stakeholder Engagement 2024 Proxy Statement, pp. 6, 8, 14-18 Corporate Responsibility Advisory Team Charter			
2-13 Delegation of responsibility for managing impacts	a, b. Corporate Responsibility Approach Corporate Responsibility Governance Corporate Responsibility Advisory Team Charter			
2-14 Role of the highest governance body in sustainability reporting	a. Winnebago Industries' Board of Directors has reviewed the information disclosed in the 2024 Corporate Responsibility Report and approved the company's material topics. Company executive leaders and corporate responsibility advisory team members have also reviewed and approved the information disclosed in the 2024 Corporate Responsibility Report.			
2-15 Conflicts of interest	a. Winnebago Industries Code of Conduct	2-15 (b)	Confidentiality Constraints	Winnebago Industries does not publicly disclose this data at this time.
2-16 Communication of critical concerns	a. Whistleblower Policy ; Employee Code of Conduct, p. 20	2-16 (b)	Confidentiality Constraints	Winnebago Industries does not publicly disclose this data at this time.
2-17 Collective knowledge of the highest governance body	a. Nominating and Governance Committee Charter ; 2024 Proxy Statement, pp. 16-18			
2-18 Evaluation of the performance of the highest governance body	a. Nominating and Governance Committee Charter ; 2024 Proxy Statement, p. 17 b. 2024 Proxy Statement, p. 17 c. Nominating and Governance Committee Charter			
2-19 Remuneration policies	a, b. 2024 Proxy Statement, pp. 25-64			

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
2-20 Process to determine remuneration	a, b. 2024 Proxy Statement, pp. 25-64			
2-21 Annual total compensation ratio	a. 2024 Proxy Statement, p. 59 b. 61.68%, 2024 Proxy Statement, p. 59 ; 2023 Proxy Statement, p. 61 c. 2024 Proxy Statement, p. 59			
Strategy, Policies and Practices				
2-22 Statement on sustainable development strategy	a. Supporting the UN Sustainable Development Goals			
2-23 Policy commitments	a. Governance Documents ; Winnebago Industries does not formally follow the precautionary principle. b. Human Rights Policy c. Governance Documents e. Human Rights Policy f. Winnebago Industries Ethics Program	2-23 (d)	Information unavailable/incomplete	Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.
2-24 Embedding policy commitments	a. Corporate Responsibility Governance; Winnebago Industries Ethics Program; Winnebago Industries Code of Conduct			
2-25 Processes to remediate negative impacts		2-25	Information unavailable/incomplete	Winnebago Industries does not publicly disclose this information at this time.
2-26 Mechanisms for seeking advice and raising concerns	a. Reporting Concerns; Winnebago Industries Code of Conduct ; Whistleblower Policy			
2-27 Compliance with laws and regulations		2-27	Information unavailable/incomplete	Winnebago Industries does not publicly disclose this information at this time.

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
2-28 Membership associations	RV Industry Association (RVIA)			
	Recreation Vehicle Dealers Association (RVDA)			
	RV Women's Alliance (RVWA)			
	Canadian RV Dealers Association (CRVA)			
	National Association of Manufacturers (NAM)			
	National Association of Marine Manufacturers (NMMA)			
	American Boating and Yacht Council (ABYC)			
	Florida Chamber of Commerce			
	Indiana Manufacturers Association (IMA)			
	Iowa Association of Business and Industry (ABI)			
	Minnesota Chamber of Commerce			
	Minnesota Business Partnership			
Women in Manufacturing				
MNTech				
Stakeholder Engagement				
2-29 Approach to stakeholder engagement	a. Stakeholder Engagement			
2-30 Collective bargaining agreements	a. ESG Data Table	2-30 (b)	Information unavailable/incomplete	Winnebago Industries does not publicly disclose this information at this time.

Material Topics

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
GRI 3 Material Topics 2021				
3-1 Process to determine material topics	Materiality Prioritization Assessment			
3-2 List of material topics	Materiality Prioritization Assessment			
Customer Experience				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Product Innovation & Stewardship			
Diversity, Equity and Inclusion				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Inclusion			
GRI 405 Diversity and Equal Opportunity				
405-1 Diversity of governance bodies and employees	a. ESG Data Table b. ESG Data Table			
405-2 Ratio of basic salary and remuneration of women to men		405-2	Information unavailable/incomplete	Winnebago Industries has not yet defined a process to collect this data.
GRI 406 Non-Discrimination				
406-1 Incidents of discrimination and corrective actions taken		406-1	Information unavailable/incomplete	Winnebago Industries does not publicly disclose this information at this time.
Energy and Emissions				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Energy & Emissions			

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
GRI 302 Energy				
302-1 Energy consumption within the organization	a. ESG Data Table b. ESG Data Table c. ESG Data Table e. ESG Data Table	302-1 (d) 302-1 (f); 302-1 (g)	Not Applicable Information incomplete/unavailable	Winnebago Industries does not sell electricity, heating, cooling or steam. Winnebago Industries does not publicly disclose this information at this time.
302-2 Energy consumption outside of the organization		302-2	Information incomplete/unavailable	Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.
302-3 Energy intensity	a. ESG Data Table b. ESG Data Table	302-3 (c); 302-3 (d)	Information incomplete/unavailable	Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.
302-4 Reduction of energy consumption		302-4	Information incomplete/unavailable	Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.
302-5 Reductions in energy requirements of products and services		302-5	Information incomplete/unavailable	Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.
GRI 305 Emissions				
305-1 Direct (Scope 1) GHG Emissions	a. ESG Data Table b. CO ₂ , CH ₄ , N ₂ O. There are no known sources of PFCs, SF ₆ , or NF ₃ in the portfolio of Winnebago Industries. d. Base year: 2020 e. Greenhouse Gas Protocol f. The consolidation approach for emissions is operational control. g. 2024 CDP Response	305-1 (c)	Not Applicable	Winnebago Industries does not generate Scope 1 biogenic CO ₂ emissions.

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
305-2 Energy indirect (Scope 2) GHG Emissions	a. ESG Data Table b. ESG Data Table c. CO ₂ , CH ₄ , N ₂ O. There are no known sources of PFCs, SF ₆ , or NF ₃ in the portfolio of Winnebago Industries. d. Base year: 2020 e. Greenhouse Gas Protocol f. The consolidation approach for emissions is operational control. g. 2024 CDP Response		Information incomplete/unavailable	Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.
305-3 Other indirect (Scope 3) GHG Emissions	a. ESG Data Table b. CO ₂ , CH ₄ , N ₂ O. There are no known sources of PFCs, SF ₆ , or NF ₃ in the portfolio of Winnebago Industries. d. ESG Data Table	305-1 (c) 305-3 (e); 305-3 (f); 305-3 (g)	Not Applicable Information incomplete/unavailable	Winnebago Industries does not generate Scope 3 biogenic CO ₂ emissions. Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.
305-4 GHG Emission Intensity	a. ESG Data Table b. ESG Data Table c. ESG Data Table d. CO ₂ , CH ₄ , N ₂ O. There are no known sources of PFCs, SF ₆ , or NF ₃ in the portfolio of Winnebago Industries.			
305-5 Reduction of GHG Emissions	a. ESG Data Table b. CO ₂ , CH ₄ , N ₂ O. There are no known sources of PFCs, SF ₆ , or NF ₃ in the portfolio of Winnebago Industries. c. 2020	305-5 (d); (e)	Information incomplete/unavailable	Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.
305-6 Emissions of ozone-depleting substances (ODS)		305-6	Information incomplete/unavailable	Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.
305-7 Nitrogen oxides (NO _x), Sulfur oxides (SO _x) and other significant air emissions		305-7	Information incomplete/unavailable	Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
Ethics and Integrity				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Winnebago Industries Ethics Program			
GRI 205 Anti-Corruption				
205-1 Operations assessed for risks related to corruption		205-1	Information incomplete/unavailable	Winnebago Industries does not publicly disclose this information at this time.
205-2 Communication and training about anti-corruption policies and procedures	a. ESG Data Table b. ESG Data Table e. ESG Data Table	205-2 (c); 205-2 (d)	Information incomplete/unavailable	Winnebago Industries does not publicly disclose this information at this time.
205-3 Confirmed incidents of corruption and actions taken		205-3	Information incomplete/unavailable	Winnebago Industries does not publicly disclose this information at this time.
GRI 206 Anti-Competitive Behavior				
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		206-1	Information incomplete/unavailable	Winnebago Industries does not publicly disclose this information at this time.
Occupational Health, Safety and Wellness				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Safety			
GRI 403 Occupational Health and Safety				
403-1 Occupational health and safety management system	a. Safety b. Environmental Affairs, Employee Health & Safety Policy			

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
403-2 Hazard identification, risk assessment, and incident investigation	a. Safety d. Safety	403-2 (b); 403-2 (c)	Information incomplete/unavailable	Winnebago Industries does not have a policy or process to disclose this information at this time.
403-3 Occupational health services		403-3	Information incomplete/unavailable	Winnebago Industries does not have a policy or process to disclose this information at this time.
403-4 Worker participation, consultation, and communication on occupational health and safety		403-4	Information incomplete/unavailable	Winnebago Industries does not have a policy or process to disclose this information at this time.
403-5 Worker training on occupational health and safety		403-5	Information incomplete/unavailable	Winnebago Industries does not have a policy or process to disclose this information at this time.
403-6 Promotion of worker health	a. Safety b. Wellness Initiatives			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. Safety			
403-8 Workers covered by an occupational health and safety management system	a. ESG Data Table	403-8 (b); 403-8 (c)	Information incomplete/unavailable	Winnebago Industries does not have a policy or process to disclose this information at this time.
403-9 Work-related injuries	a. ESG Data Table d. Safety e. ESG Data Table	403-9 (b); 403-9 (c); 403-9 (f); 403-9 (g)	Information incomplete/unavailable	Winnebago Industries does not have a policy or process to disclose this information at this time.
403-10 Work-related ill health		403-10	Information incomplete/unavailable	Winnebago Industries does not have a policy or process to disclose this information at this time.

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
Product Safety and Quality				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Product Quality & Safety			
GRI 416 Customer Health and Safety				
416-1 Assessment of the health and safety impacts of product and service categories		416-1	Information unavailable/incomplete	Winnebago Industries does not currently track this information.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		416-2	Information unavailable/incomplete	Winnebago Industries does not currently track this information or have a policy on how to disclose at this time.
Product Sustainability and Innovation				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Product Innovation & Stewardship			
GRI 301 Materials				
301-1 Materials used by weight or volume		301-1	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
301-2 Recycled input materials used		301-2	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
301-3 Reclaimed products and their packaging materials		301-3	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
Responsible Supply Chain				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Responsible Supply Chain			
GRI 204 Procurement Practices				
204-1 Proportion of spending on local suppliers		204-1	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
GRI 308 Supplier Environmental Assessments				
308-1 New suppliers that were screened using environmental criteria		308-1	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
308-2 New suppliers that were screened using environmental criteria		308-2	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
GRI 414 Supplier Social Assessment				
414-1 New suppliers that were screened using social criteria		414-1	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
414-2 Negative social impacts in the supply chain and actions taken		414-2	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
Responsible Supply Chain				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Community			

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
GRI 202 Market Presence				
202-1 Ratios of standard entry level wage by gender compared to local minimum wage		202-1	Information unavailable/incomplete	Winnebago Industries does not publicly disclose this information at this time.
202-2 Proportion of senior management hired from the local community		202-2	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
GRI 413 Local Communities				
413-1 Operations with local community engagement, impact assessments, and development programs	a. ESG Data Table			
413-2 Operations with significant actual and potential negative impacts on local communities		413-2	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
Talent Attraction and Retention				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Employee Experience & Development			
GRI 401 Employment 2016				
401-1 New employee hires and employee turnover	a. ESG Data Table b. ESG Data Table			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Winnebago Industries website— Total Rewards			
401-3 Parental leave		401-3	Information unavailable/incomplete	Winnebago Industries does not publicly disclose this data at this time.

Description	Location or Direct Response	Requirement(s) Omitted	Reason	Explanation
Waste and Hazardous Materials				
GRI 3 Material Topics 2021				
3-3 Management of material topics	Waste			
GRI 306 Waste				
306-1 Waste generation and significant waste-related impacts		306-1	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
306-2 Management of significant waste-related impacts	a. Waste	306-2 (b); 306-2 (c)	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
306-3 Waste Generated		306-3	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
306-4 Waste diverted from disposal	a. ESG Data Table; Waste	306-4 (b); 306-4 (c); 306-4 (d); 306-4 (e)	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.
306-5 Waste directed to disposal	a. Waste	306-5 (b); 306-5 (c); 306-5 (d); 306-5 (e)	Information unavailable/incomplete	Winnebago Industries is currently not set up to collect this information across all our business locations.

TCFD INDEX

Recommended Disclosure	Location or Response
Governance: Disclose the organization’s governance around climate-related risks and opportunities.	
a) Describe the board’s oversight of climate-related risks and opportunities.	Winnebago Industries CDP Climate Change Questionnaire 2024: 4.1.2
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Winnebago Industries’ CDP Climate Change Questionnaire 2024: 4.3
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Winnebago Industries CDP Climate Change Questionnaire 2024: 2.1, 3.1, 3.3.1, 3.6, 3.6.1
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Winnebago Industries CDP Climate Change Questionnaire 2024: 3.3.1, 3.6.1, 5.1.2, 5.2, 5.3.1, 5.3.2, 5.14, 5.14.1
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Winnebago Industries CDP Climate Change Questionnaire 2024: 5.1, 5.1.1, 5.1.2
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.	
a) Describe the organization’s processes for identifying and assessing climate-related risks.	Winnebago Industries CDP Climate Change Questionnaire 2024: 2.1, 2.2.1, 2.2.2, 2.2.5, 2.2.6, 2.2.8, 2.2.9
b) Describe the organization’s processes for managing climate-related risks.	Winnebago Industries CDP Climate Change Questionnaire 2024: 2.1, 2.2.1, 2.2.8, 2.2.9
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Winnebago Industries CDP Climate Change Questionnaire 2024: 2.1, 2.2.1
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
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 CDP Climate Change Questionnaire 2024: 7.52, 7.54, 7.54.1
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Winnebago Industries CDP Climate Change Questionnaire 2024: 7.6, 7.7, 7.8, 12.1, 12.3
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Winnebago Industries CDP Climate Change Questionnaire 2024: 7.53, 7.53.1, 7.54, 7.54.1





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 31, 2024, 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.

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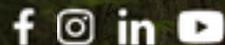
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