



Together with our employees and communities, we are on a journey to improve. Winnebago Industries and our brand families are committed to embracing Inclusion, Diversity, Equity and Action in the workplace. We strive to practice the same ideals with our customers, dealer partners, suppliers, and within our industry.



### We Believe

We believe in the value of building a company and community where every person feels welcome, is treated fairly, and has an equal opportunity to succeed while bringing their authentic self to work. All In, Outdoors is a deliberate approach to how we act and treat each other at Winnebago Industries, and a roadmap for creating a better sense of belonging in our workplace, our communities and the outdoors.

### The Values That Support All In, Outdoors

We are investing in 4 key areas to drive greater inclusion, diversity, equity and action at Winnebago Industries and beyond. We are committed to building a stronger, inclusive culture in our company and communities. Together, we are All In, Outdoors.



#### Expand

Expand the talent pipeline.



#### Advance

Advance, develop and retain talent.



#### Enrich

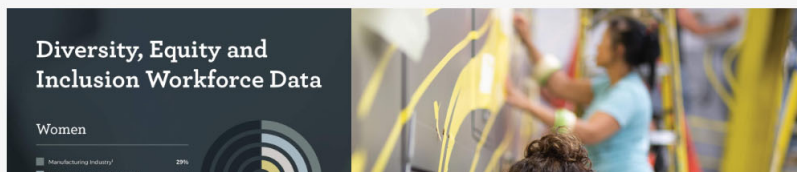
Enrich the employee experience.

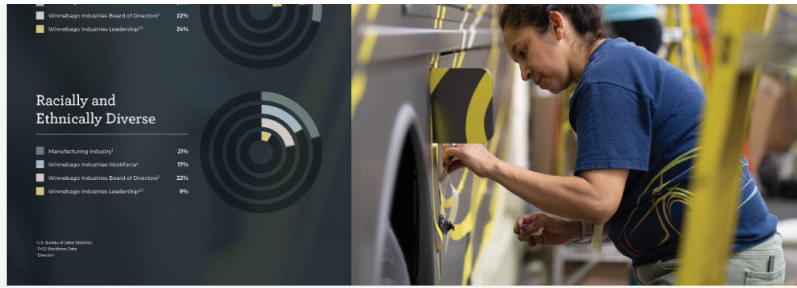


#### Influence

Influence inclusion across our industry.

The following chart reflects our current Diversity, Equity, and Inclusion status.





**Chart summary:** The Winnebago Industries Board of Directors is 22 percent women and 22 percent racially and ethnically diverse, while company leadership is 24 percent women and 9 percent racially and ethnically diverse. The total workforce of Winnebago Industries is 24 percent women and 17 percent racially and ethnically diverse, compared to 29 percent women and 21 percent racially and ethnically diverse in the manufacturing industry as a whole.



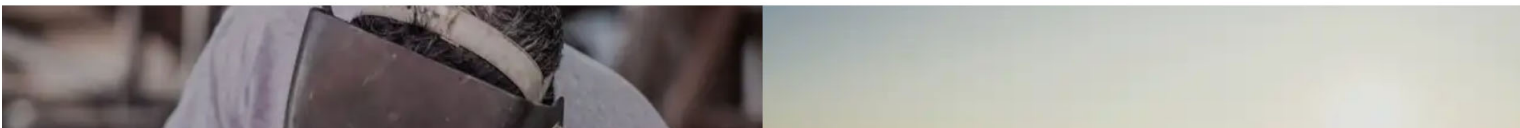
## Join Our Team

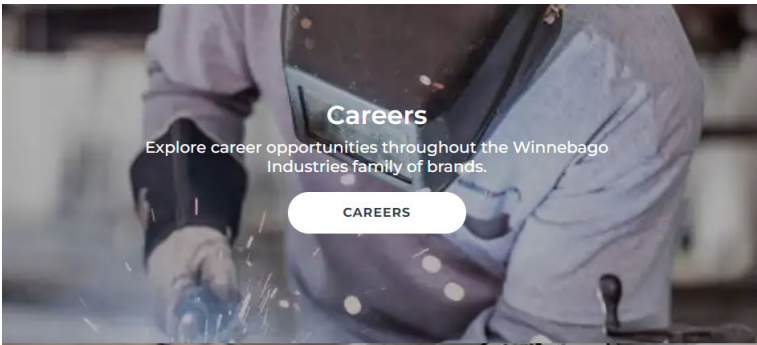
We are committed to creating a diverse and inclusive culture where all are welcome, and would love to speak with you about opportunities within our family of brands.

CAREERS

## Partners

We are proud to partner with these leading industry and outdoor-oriented organizations that share our values and ideals.

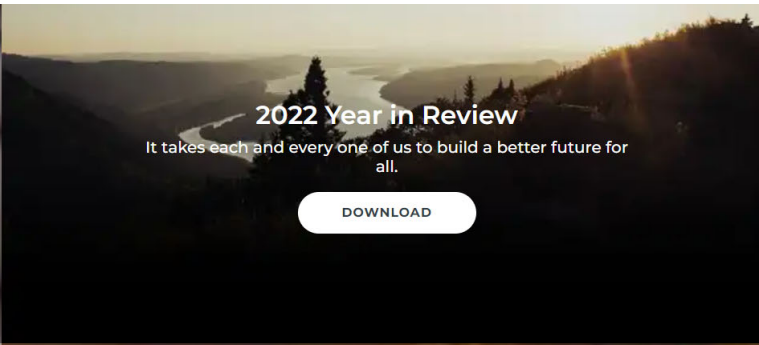




### Careers

Explore career opportunities throughout the Winnebago Industries family of brands.

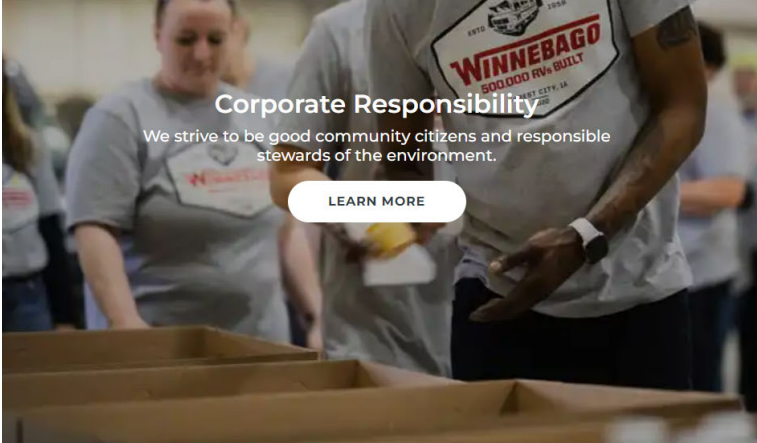
[CAREERS](#)



### 2022 Year in Review

It takes each and every one of us to build a better future for all.

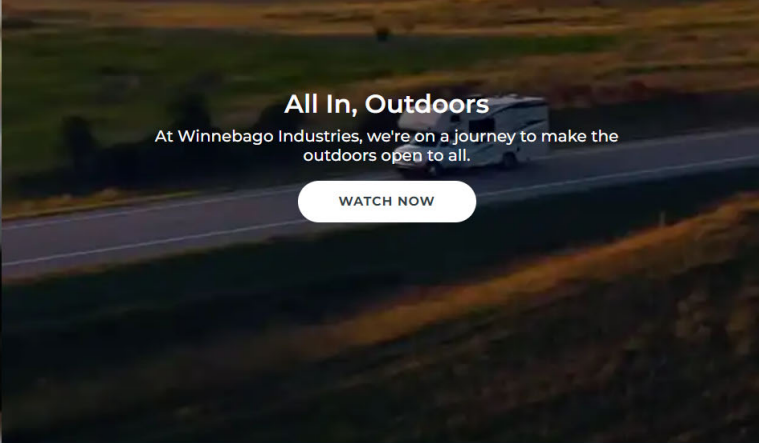
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### Corporate Responsibility

We strive to be good community citizens and responsible stewards of the environment.

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### All In, Outdoors

At Winnebago Industries, we're on a journey to make the outdoors open to all.

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