



LCI INDUSTRIES

CORPORATE SOCIAL RESPONSIBILITY REPORT

Environment • Social • Governance



NYSE: LCII



2021 CSR REPORT

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A MESSAGE FROM OUR CEO

LIPPERT STAKEHOLDERS,

Welcome to our inaugural corporate social responsibility report, a milestone for Lippert. Since our inception in 1956, we have strived to be not only a strong manufacturing partner to our customers, but a good corporate partner to our team members, our community, environment, and customers. This report serves as our first formal, comprehensive reporting of these efforts.

Lippert products enable millions of outdoor enthusiasts and consumers to experience and connect with adventure and with nature. Innovation remains at the center of everything we do. As a result, we are evolving products to provide the control, connectivity, and comfort customers want in their exploration. Every technological and design improvement is rooted in bettering the lives of people inside and outside of our walls.

Keeping the environment top of mind in our outdoor recreation industry is a key business imperative. We recognize and embrace the increasing importance of environmental, social, and governance (ESG) considerations to both communities in which we operate, and to all our stakeholders. The data in this report begins a transition to look more closely and completely at our business and impact in these areas. In recent years, we have made progress expanding board oversight, increasing board diversity, creating initiatives bolstering team member health and well-being, and adding community service objectives to our strategic plan. We are in the early stages of adopting standardized disclosures to ensure we communicate our efforts and remain accountable to these goals. To date, the implementation of these efforts is beginning to deliver results.

At Lippert, we adopted a culture tag line in 2016 that “Everyone Matters”. Our leadership programs have revolutionized team member retention, improving retention by over 75 percentage points, creating a Lippert culture that is nimble and adaptable to the rapidly changing times and business environments. As we joined our team members, business partners, and communities in response to the global COVID-19 pandemic, these cultural initiatives proved valuable. We cared for the physical and mental health of our team members and their family members while adjusting to accommodate an unprecedented consumer shift to the outdoors. Our Lippert teams lived out our values and a culture of caring while registering record growth. Lippert has been more successful than many other peers in the cultural and workforce transformation because we have put real resources behind culture, leadership, and philanthropy.

Lippert is a rapidly expanding business. Our increasing ESG focus supports more responsible growth and underscores our commitment to being the corporate partner of choice.



Jason D. Lippert
President & Chief Executive Officer

BOARD MESSAGE

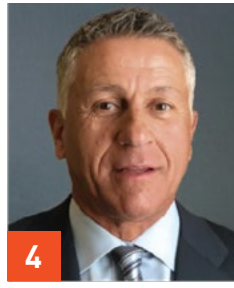
INTRODUCTION

ENVIRONMENT

SOCIAL

GOVERNANCE

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1. Tracy D. Graham
Chairman, Lippert Board of Directors and CEO and Managing Principal of: Graham-Allen Partners

2. Frank J. Crespo
Former Senior VP and Chief Supply Chain Officer of Indigo Agriculture; Retired VP and Chief Procurement Officer of Caterpillar, Inc.

3. Brendan J. Deely
President and Chief Executive Officer of Banner Solutions

4. Ronald J. Fenech
Founding Partner, Grand Design Recreational Vehicle Co.

5. James F. Gero
Private Investor

6. Virginia L. Henkels
Chief Financial Officer and Secretary of Empowerment & Inclusion Capital 1 Corp.; Retired Chief Financial Officer of Swift Transportation Company

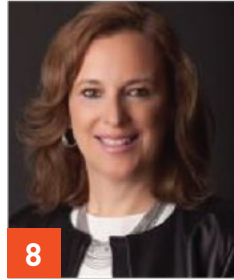
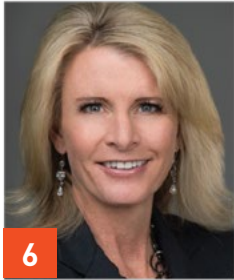
7. Jason D. Lippert
President and Chief Executive Officer of LCI Industries

8. Stephanie Mains
Consultant at SK Mains Consulting, LLC and CEO of LSC Communications, MCL, LLC; Former GE Executive

9. Kieran M O'Sullivan
President, Chief Executive Officer and Chairman of the Board of CTS Corporation

10. David A. Reed
President of a privately-held family investment management company

11. John A. Sirpilla
Founder and Chief Executive Officer of Encourage LLC



LIPPERT STAKEHOLDERS,

On behalf of Lippert's Board of Directors, we are proud of the judicious steps Lippert has taken toward enhancing the Company's environmental, social, and governance practices. We believe our developing ESG plans will build a strong future for Lippert, our team members, and our communities.

Lippert's inaugural corporate social responsibility report marks a critical inflection point in our journey to not only enhance our efforts but be held accountable for them. As a Board, we are committed to oversight through our Corporate Governance, Nominating, and Sustainability Committee, one of our five standing committees.

We pledge to continue regular touchpoints with the investment community to inform on our Company's practices, while at the same time, seeking input on ESG matters at hand. Most recently, these productive exchanges have resulted in changes including updated policies, a comprehensive new executive compensation package, and an additional Board member with a diverse perspective.

We look forward to continued ESG reporting and an active engagement with Lippert executives and investors.

Tracy D. Graham
Chairman, Lippert Board of Directors

Lippert® is a leading, global manufacturer and supplier of highly engineered products and customized solutions dedicated to shaping, growing, and bettering the RV, marine, automotive, commercial vehicle, and building products industries, and their adjacent markets. Lippert also serves a broad array of aftermarket segments, supplying best-in-class products designed to enhance recreational pursuits, both on the road and on the water.



\$2.8
BILLION
IN ANNUAL
SALES*

*Trailing Twelve Months (12/31/20)

140+
FACILITIES*

In 17 states, Canada, the United Kingdom, Ireland, Italy, Germany, the Netherlands, Tunisia, India, Mexico, Germany, Hong Kong, and China

*As of 11/30/2021

13,500+
Team Members Strong*

*As of 11/30/2021

HISTORY OF LIPPERT COMPONENTS

Founded in 1956 by Larry Lippert, the company began as a galvanized and aluminum roofing business for the manufactured housing industry. Today, Lippert has evolved into an industry leader of premium components to the recreational vehicle, marine, automotive, commercial vehicle and building products industries.

1956



Larry Lippert
CEO & Founder
1959 - 1978

1978



Doug Lippert
CEO
1978 - 2003

2003



Jason Lippert
CEO
2003 - Present

*Jason Lippert was appointed the CEO of LCI Industries in May 2013.

Markets Served



RV & UTILITY TRAILER PRODUCTS



MARINE



AFTERMARKET



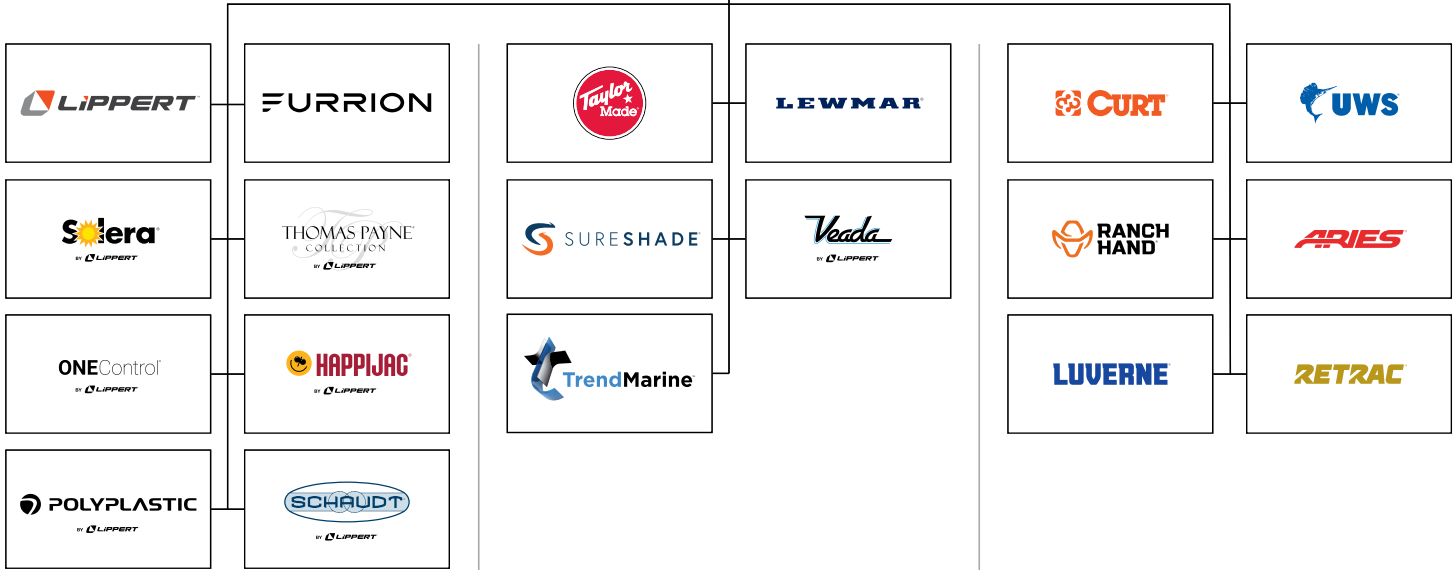
TRANSPORTATION



BUILDING PRODUCTS



EUROPEAN MARKETPLACE



RV

MARINE

AUTOMOTIVE

Manufacturing Capabilities



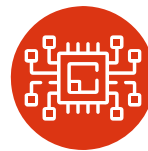
FURNITURE



GLASS PROCESSING



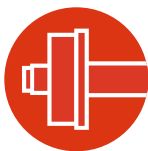
COATINGS



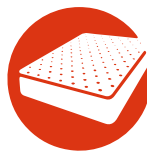
ELECTRONICS



LAMINATIONS



AXLES



MATTRESSES



METAL FABRICATION & WELDING



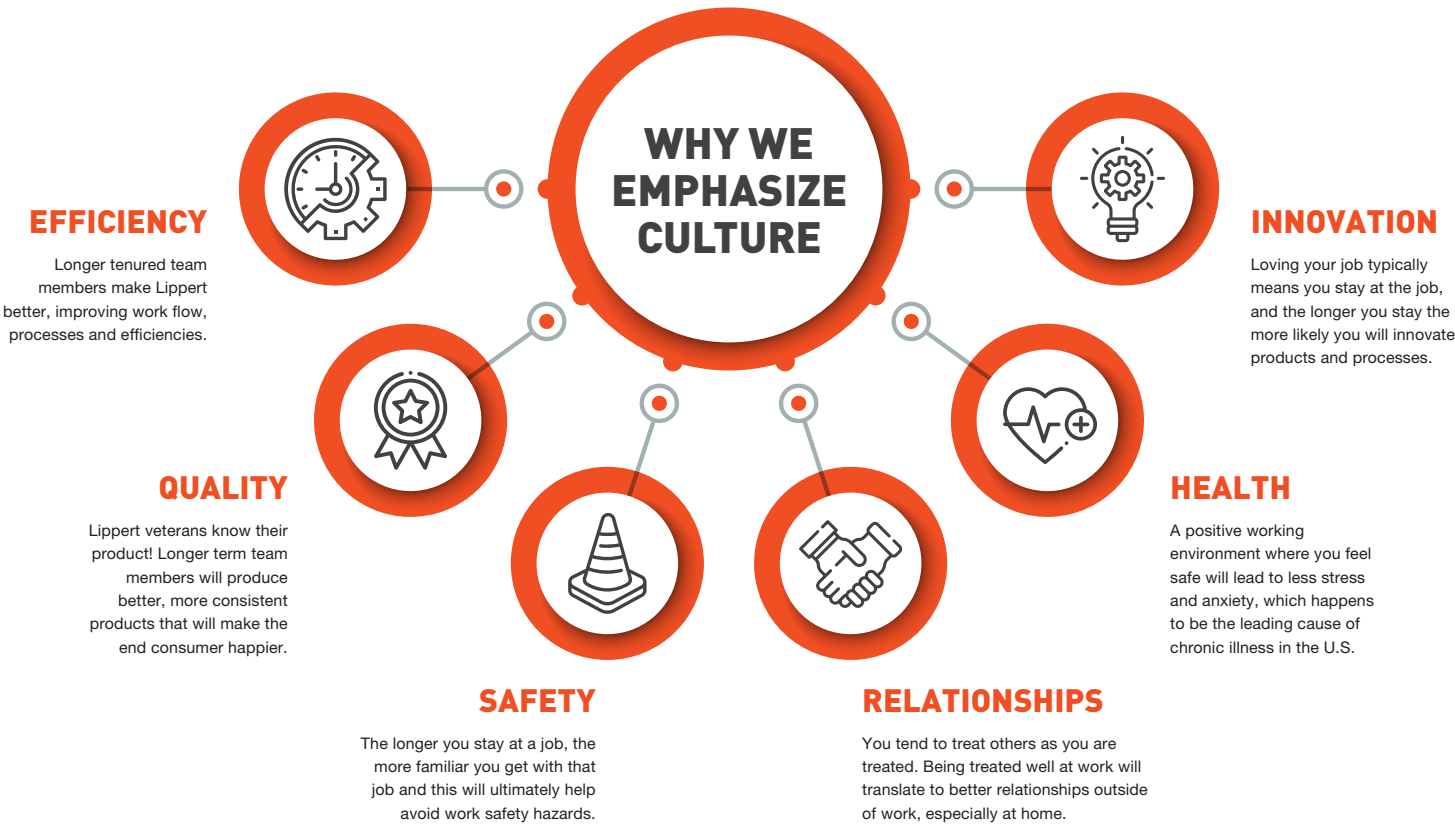
PLASTIC MOLDING



POWER & MOTION SYSTEMS

Our vision is to be “A Force for Good in the World.” Since 2016, Lippert has focused on designing a cultural foundation from which our success is based, and it stems from one simple driving force: At Lippert, Everyone Matters. From the shop floor to the C-suite, we simply care about people. Our culture is grounded in our five core values that we practice in our business every day.

EVERYONE MATTERS



Lippert has found the right combination of alignment between innovative engineering and the power of a winning culture. Our workforce is our largest engine for growth, and we are focused on empowering our leadership and equipping our next generation of leaders within Lippert to drive innovation and performance over the long term. Our success is shared with team members, customers, and shareholders.

OUR ESG JOURNEY

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The Lippert approach to sustainability is guided by our passion to protect and invest in the communities that we call home. We are preparing a comprehensive inventory of material information related to environmental, social, and governance (ESG) practices. This report is simply the beginning of that process. Our leadership team will continually improve ESG reporting, collecting more relevant data, and providing even more insights to our valued stakeholders in the next versions of this CSR Report.

We are beginning to build a structure that will properly reflect how ESG is integrated into Lippert's strategy. For example, you will find data on environmental and social topics reported for the first time under the Sustainability Accounting Standards Board (SASB) framework, newly built policies, and improvements regarding sustainability oversight at the Board of Directors.

Lippert also has a long-standing commitment to listening and engaging with our stakeholders on a regular basis, including surveys to collect feedback from our team members, support of the communities where we live and work, innovative activities for listening and learning from our consumers and during in- and off-season engagements with our top shareholders.



COVID-19 RESPONSE

In the face of extraordinary circumstances, the executive leadership team led Lippert through a tremendous period of uncertainty in 2020. The global COVID-19 pandemic disrupted our operations in March of 2020, with temporary plant suspension on a case-by-case basis in compliance with government mandates or due to customer closures. Lippert's leadership team moved quickly to be sure medical premiums were covered for furloughed team members and designed a playbook to guide the reopening of production. Top executives took a temporary reduction in base salaries. When it was time to return to production beginning in May 2020, the playbook led a focused opening that protected the health and safety of team members, continued pay for team members who did get the virus, introduced a mobile COVID-19 testing site for production team members, and offered team members the opportunity to be part of a vaccine trial group.

Lippert culture really shined when, in 2020, our team member monetary donations transitioned into an emergency fund to support Lippert families suffering the most during

the pandemic. The fund supported those in the Lippert community facing financial difficulty or dealing with the medical challenges presented during such a tough moment of history. Team members helping one another resonated so thoroughly at Lippert, that the emergency fund was transformed into a formal foundation, the Lippert Cares Foundation. Looking forward, the Lippert Cares Foundation will continue to lift our team members.





REDUCING OUR TRACE



The outdoor recreation industry relies on enjoyment of a healthy natural environment. Lippert approaches environmental sustainability guided by our passion to protect and support the communities that we call home. Our team members embrace initiatives that reduce our impact. As a company, we invest in process efficiency, advanced machinery, and increasingly eco-friendly energy resources to provide a healthier environment.

Lippert aims to normalize our data collection aligned with industry standards that better communicate our ESG activities to our stakeholders. Lippert is amid developing a more robust environmental consideration. Data relayed in this report will reflect that we are in the preliminary stages of this process. Where appropriate, data has been stated in our first Sustainability Accounting Standards Board (SASB) data table in the Resources section later in this report.

Lippert started with a look at our business operations. In building our tracking system, pilots experienced varied times and therefore periods of data reporting also vary. Please note the scope of data in footnotes. Moving forward, our goal is to present our environmental data in a more uniform scope.

Lippert supports the health of our team members, the community and the environment that hosts our facilities. When looking at our operations, it is beyond the walls of the facilities to include the same appreciation our customers have for the outdoors.

Our environmental tracking currently falls under the Environmental Health & Safety team. The Lippert EHS Team is composed of approximately 40 EHS team members that work hand-in-hand with site-level leadership to assure goals and objectives are defined and achieved. The overarching objective is a dedication to maintaining a safe working environment and reducing the environmental impact in our local and global communities. Lippert maintains an environmental management system (EMS) that is largely congruent with internationally recognized standards. Lippert has one facility that is currently third-party certified in alignment with ISO 14001 EMS with plans to add facilities in the future.

Lippert began targeting the 63 manufacturing facilities in the U.S. with a focus on electricity and natural gas consumption. To date, Lippert has collected against 70% of this target.

ENERGY CONSUMPTION¹

Electricity: 493,181.50 GJ

Natural Gas: 739,300.76 GJ

Total: 1,232,482.26 GJ²

¹July 2020 - June 2021

Reducing our Trace references a drive to lessen our impact on the environment, a direct benefit to the local communities surrounding our facilities. Outside of typical Phase 1 Environmental Site Assessments conducted at all leased and purchased real property, we currently translate that into two primary categories: trash to landfill and materials recycling. At Lippert, we are tracking our waste in a contained facility set with an intention to expand more broadly. Data presented below is from our facilities in Indiana and will provide guidance to tracking systems as reporting expands.

WASTE²

Trash to Landfill: 12,434.59 tons

¹Calendar Year 2020

²45 facilities located in Elkhart, LaGrange, and Saint Joseph counties, Indiana

MATERIALS RECYCLING³

Aluminum: 6,650 tons

Cardboard: 1,787 tons

Glass: 88.34 tons

Office Paper: 3.95 tons

Plastics: 1,154.26 tons

Steel: 40,100 tons

Wood: 18,676.36 tons

³This data was collected from different locations and during different timeframes as we build our tracking systems moving forward. Please see the SASB Table in the "References" section for details on timing and location for each line.

Lippert also looks to improvements in its materials sourcing. Lippert has recently adopted its [Conflict Minerals Policy](#) to underscore responsible purchasing. Beyond policy, there are examples within our operations processing that have lessened our emission and energy impact. One case was a change in process: by powder-coating our products instead of using more harmful coatings, Lippert has eliminated nearly 400 tons of dangerous Volatile Organic Compounds every year.¹ Additionally, Lippert leverages a team of lean manufacturing specialists that focus on process improvement to improve organization, increase efficiency, and reduce waste.

¹Annualized calculation based on number of frames produced comparing powder coat to compliant 3.5 lbs. VOC/gal.

CASE STUDY

LIPPERT DEPLOYS SOLAR AT SEVEN FACILITIES

Lippert is producing the energy needed for operations through safe, renewable, and energy-friendly alternatives at a series of its facilities. Seven operations have been replacing conventional energy sources with solar energy, saving the company over 1.9M solar KW hours in 2021 through November. The lifetime of these solar solutions has produced 8.75GWh. The solar energy we are producing is the equivalent of greenhouse gas emissions equivalent to 1,349 passenger vehicles driven for a year or CO₂ emissions from 697,758 gallons of gasoline consumed.¹



¹Reference created with [calculator from US EPA](#)

Moving forward, Lippert plans to expand its collection, analysis and monitoring of environmental data to provide a clearer picture of how Lippert manages material environmental risks. In 2022, we will be diligently working to:

- Improve data in SASB framework disclosure
- Expand reporting to include Scope 1 & Scope 2 emissions source data, such as fleet fuel (gasoline, diesel), propane, refrigerants, waste gasses, etc.
- Incorporate solar generation into the annual emissions calculation
- Reach 100% of initial target to include all U.S. manufacturing facilities within scope of the next report
- Begin collection of water data across all facilities
- Expand waste and recycling data collection based on initial facility model
- Set goals and timelines for incorporating global facilities
- Determine a process for incorporating merger and acquisition data into a report
- Evaluate additional reporting frameworks
- Add solar arrays totaling approximately 2.5 MWh

As we work to Reduce our Trace, Lippert is committed to understanding and improving its environmental sustainability impact.



LIPPERT SOCIAL IMPACT



OUR TEAM MEMBERS ARE THE FOUNDATION OF LIPPERT'S SUCCESS.

In 2016, we set out on a journey to become the employer of choice in Elkhart County, IN. In 2017, the Everybody Matters program created a series of actions designed to simply treat people better in the workplace and to improve the lives of Lippert employees. Changing the work culture is a continuous mission and the evolution has been significant. Today, Everybody Matters permeates throughout the organization globally and is guided by a Leadership & Cultural Development (LCD) Team. The LCD Team focuses on leadership development, personal and professional development, training, and corporate and community impact. Cultural programs have created a cadre of team leaders reaching across all locations ensuring the tenets of our culture reach all employees. Our LCD Team supports leaders and their team members across the Company to develop actions plans and goals focused on personal and professional development.

We could not consistently deliver results without the dedication, strength, and guidance of our leaders across the Company. It is a concerted effort to upkeep and continually improve Lippert culture. We have 26 dedicated instructors, who focused more than 36,900 hours of coaching for our team members in more than 119,000 interactions designed to support the health of our Lippert culture. Over time, we have seen clear results. Our attrition rate had dropped from 120% ten years ago to as low as 28% in 2019 and 31% in 2021. Additionally, our strong cultural underpinning has shown success in reducing turnover, improving safety and service, and better efficiency. These all come from people who are happier and feeling more appreciated.

This leadership system acts as a backbone to many other initiatives, such as our team member engagement survey.

Twice a year, we leverage Emplify employee interaction tools to measure and evaluate engagement drivers and build specific action plans in response to survey results solidifying the feedback toward continuous improvement. This year, our November survey had a 94% response rate with an overall Emplify score of 75, noting 74% of team members as engaged, which is above average in industry. Our survey reinforces key issues such as professional development, psychological safety, role clarity, and values and provides great insights in helping Lippert align purpose, performance, and passion.

As the growth of our organization continues, the need for diverse leadership abilities and a strong company culture is ever-increasing. Our strong culture creates and maintains a workplace in which all team members have opportunity to participate and contribute to the success of the business and are valued for their skills, experiences, and unique perspectives. Our Equal Employment Opportunity policy and the way we do business embody this commitment.

Emplify Engagment Survey

We partner with a third-party survey company to ensure Team member confidentiality. Results are only reported for areas with 5 or more responses.

Annual Engagement goal:

- Overall Emplify score of 75
- 80% of all team members "Engaged"
- 1-point increase in Role Clarity driver

94%

Response Rate
for Last Survey

74.74%

Team Members
"Engaged"

While diversity is essential in our business practice, inclusion and belonging are very important as well. Diversity reflects the differences we have in our workforce, inclusion is defined as how we as team members include others, and belonging is how we feel as members of our Lippert community. We are committed to fostering an environment where all three are expected.

In 2018, Lippert developed Dream Achiever.

Its mission is to live a more engaged and intentional life through performance coaching and community connection to help transform business and society. For team members, this translates into a six-month journey of personal coaching that emphasizes developing a productive mindset. The process connects team members for the purpose of developing meaningful relationships among teammates and to create a support system for achieving personal and professional goals.

"The impact of the Dream Achiever program has led our team members to live more joyful, engaged personal lives, while seeing them more aligned, committed, and productive as team members at Lippert."

– Toby Crowley, GM

Team members are reporting the program making a difference in their lives:

8,536

Hours dedicated to 1:1
Dream Achiever sessions

159

Achieved Family
Improvement Goals

200

Achieved Professional
Growth Goals

258

Achieved Health
Mindset Goals

53

Achieved Educational
Growth Goals

Lippert maintains a safe and healthy workplace certainly in compliance with all applicable laws and regulations regarding workplace safety. We want to continuously strive to do better and fulfill our long-term vision of producing a working environment that is as free of risks and hazards as possible. To continually reach for this goal, our company-wide Facility Safety Score (FSS) is now being used to continue removing risk and hazards from the workplace. Key components of this score focus on corrective action, hazard recognition, and supervisor-led safety training. Team members are driven by the scoring, helping Lippert continually improve its overall safety record.

Lippert’s Plant 50 is leading the way. Partnering with the Indiana Department of Occupational Health and Safety and its Voluntary Protection Program (VPP), the plant announced that it received Merit Certification through 2022. Recognition as a VPP Merit site is a testament to excellence in all areas of the health management system. While the certification demonstrates our dedication to safety, VPP is also of great benefit to Lippert team members specifically. It helps increase employee involvement and engagement; reduces injuries through improved hazard recognition, prevention, and control; and improves employee training, which enhances overall quality. Team members are also equipped with guidelines and employee involvement opportunities so they can do their part and become personally involved in the program.

Our definition of safety quickly expanded as we faced the challenges presented by COVID-19. Our dedicated and caring teams rose the occasion in many ways. Lippert swiftly implemented travel bans for employees in March 2020. Production was temporarily suspended from select facilities across North America and Europe. Many of Lippert’s business operations returned to production in May as the government deemed their work as “essential.” Our teams went to great lengths to implement heightened health and safety measures as they screened team members for potential symptoms, conducted extensive disinfecting of workspaces, and practiced social distancing restrictions in production. These measures were placed against active production that recorded a record growth as consumers shifted to enjoying outdoor recreation.

CASE STUDY TAKE A STEP HEALTH & WELLNESS PROGRAM

The Lippert culture works to provide a caring environment for team members, considering the individual as a whole, which is critical to our success. Our Take the Step program launched with a three-fold structure to educate, engage, and empower team members to motivate themselves to take baby steps toward better health. The program provides nutrition resources, movement programs, team challenges, preventative screens, and an increased focus on mental health.

Our October 2021 launch of the Lippert Life app brought Take a Step to a new level of employee engagement. Nearly 5,000 team members are active users and our recent walking challenge prompted over 1.1 million steps. Lippert leaders hope to get everyone started on a new, unified journey toward optimum health, making our teams mentally sharper, feeling better, and becoming the best versions of themselves.



Lippert exists because our consumers enjoy the outdoor recreation community. Our Lippert culture naturally integrates community caring into our work and our contribution to our neighbors. We strive to create meaningful change and inspire a culture of giving identifying where company resources, time and talents meet the needs of our communities. Lippert reaches into the community with philanthropic donation and by rolling up our sleeves and donating time and effort.

Through monetary donations, product donations, and company-wide fundraising events, we annually donate more than one million dollars to charitable organizations in one of our four focus areas: Children & Families in Need, Educational Programs, Community Health & Wellness, and Lippert Members in Crisis or Illness.

Outside of monetary donation, our teams have set a goal to connect with our communities through more than 100,000 volunteer hours each year. Since its inception in 2017, the 100,000 Hour Initiative reached that goal through 2019. Although the COVID-19 pandemic prevented us from reaching our 100,000 hours goal in 2020, our creative team members were still able to volunteer over 67,000 hours. Looking back across this program, our team members and their family members have donated 500,000 hours to more than 2,000 non-profit organizations.

Our community outreach stretches beyond where we live, work, and play. Our brands connect with organizations that align with partner and consumer organization and provide product insights. For example, CURT/Ranch Hand partnered with the National Reined Cow Horse Association (NRCHA) to address their consumer desire for safety on the road. Protecting cow horses starts



with having the best equipment to move them from barn to horse show or breeding barn and then home safely. Lippert products focus on innovation and quality to drive forward a continued focus on safety.

We share a love of the outdoors with our consumers. So, when it came time to connect with consumers, we meet them where we are. Our Lippert Scouts program has created social media and experiential engagement that allows us to learn from our consumers and ignites improvement and innovation in our products.

When COVID-19 began hitting our community hospitals requiring healthcare workers to make personal sacrifice for the greater community, we were moved and wanted to

support this special group. Lippert partnered with Goshen Health Foundation, The Foundation of Saint Joseph Health System, and Beacon Health Foundation to provide support for frontline healthcare workers at each of three area hospitals by providing mental health professionals.

“Our Unity Gardens create access to fresh healthy food for our community, and it is only with the help of volunteers and community partners like Lippert that this dignified free food model has flourished for over 12 years! Thank you, Lippert Components Inc!”
– Sara Stewart | Executive Director Unity Gardens Inc.

Safeguarding healthcare workers’ mental health while they face the day-to-day effect to this pandemic is unquestionably a top priority. Lippert is dedicated to doing its part to ensure that hospitals have the resources they need to support the incredible women and men in our healthcare community.

CASE STUDY VOLUNTEER WEEK

Lippert community volunteerism is in its corporate Social Impact Philosophy. By July 2020, The Corporate and Community Impact team led its first-ever coordinated Volunteer Week. Considering the unique environment, the Company hosted a week-long array of socially distanced community service activity continuing its unwavering commitment to serving surrounding communities and making a lasting, positive impact. During Volunteering Week, 50,000 much-needed items were packed and donated to seven local nonprofits. Team members were given options to pack boxes, purchase items or make monetary donations. Additionally, a number of at-home volunteer opportunities engaged families.

In 2021, the weeklong experience had more than 1,000 team members in Indiana together pack 7,500 packages which benefited nonprofits. Across the Company, divisions around the globe worked with camps, elementary schools, food banks, and homeless shelters toward bettering local communities. In Italy, team members worked to support a local pediatric hospice that was hosting children with serious illness and their family during their times of crisis.

Volunteer Week supports Lippert's cultural purpose; it has become part of who we are. Since launching its volunteer efforts, Lippert team members and their families donated 500,000 hours. It personifies Lippert's purpose, a business that is a force for good.



Lippert absolutely plans to continue its annual giving and volunteering goals, along with other programs that both support the culture of our Company and the communities where we live, work, and play.



STEERING OUR STRUCTURE

BUSINESS AS A FORCE FOR GOOD.



11

NUMBER OF DIRECTORS

YES

SEPARATE CHAIR/CEO

YES

INDEPENDENT CHAIRMAN

82%

BOARD INDEPENDENCE

100%

COMMITTEE INDEPENDENCE

58 YEARS OLD

AVERAGE DIRECTOR AGE

15.6 YEARS

AVERAGE DIRECTOR TENURE

18%

WOMEN ON BOARD

Lippert is making targeted improvements to oversight in order to properly support its ESG efforts. In the last five years, Lippert has been strengthening its corporate governance practices to match its emerging ESG activity. Lippert has made strides including updates to its policies, increased diversity on the Board of Directors, and the formal addition of sustainability in Board oversight.

The Corporate Governance, Nominating, and Sustainability Committee (CGNS Committee) is one of the five standing committees on the Board of Directors and acts as the primary oversight for ESG management, with others contributing through oversight of overall strategy and risks. Lippert recently updated corporate governance and charter documents to ensure an appropriate level of oversight by the Board of Directors on ESG topics. The CGNS committee charter states:

The Committee will “oversee, review, and report to the Board on a periodic basis with regards to sustainability and social responsibility matters, including impacts to the Company’s business and strategy, the Company’s public reporting on these topics, and any recommendations with respect to oversight and related policies.”

Additionally, the CGNS Committee will continue to consider diversity and underrepresented groups when factoring in the selection of future nominees, along with the paramount criteria of experience and integrity. Recent changes have increased ESG oversight and will have a lasting impact on Lippert’s business.

CASE STUDY INVESTOR ENGAGEMENT

The Lippert Board of Directors and the executive management team see investor engagement as an essential tool for both informing investors about our activity and gaining input into how Lippert can improve. Over the last two years, Lippert conducted three targeted investor roadshows, adding ESG factors to its general discussion, and consistently reaching out to institutions representing approximately 70% of our outstanding shares.

Results from attending investors revealed that most showed interest in measures taken to ensure the health and safety of team members in the wake of the COVID-19 pandemic. Investors also had an appetite for increased disclosure of ESG initiatives such as decarbonization, workforce demographics, and workplace safety, and many reported being pleased with the addition of Stephanie K. Mains to the Board of Directors.

Lippert listened and is responding. Here are a few actions taken following these roadshows:

- Lippert plans to increase its environmental sustainability data reporting.
- Lippert is releasing this report, including its first disclosure data aligned with the SASB framework.
- Lippert has updated policies, including its Code of Conduct, Whistleblower Policy, and Conflict Minerals Policy.
- Lippert enhanced disclosure within the executive compensation package in response to investor feedback.

The design of the roadshows was informative and promoted action. Based on this success, Lippert is evaluating a permanent system for consultation with shareholder engagement at least twice per year.

Lippert views corporate governance as the solid structure on which all other ESG activity is built. By listening to stakeholders, Lippert will continue to evolve.



ABOUT THIS REPORT

This is Lippert's first ESG report. Information in this report has a varied scope making our best effort to share data and timeframes to begin to tell our story. As we are reporting to date, our next ESG report will cover calendar year 2022 and will be released in 2023. In the interim, we will be updating our website periodically to share our ESG journey.

If you would like to provide any comment, please contact Lippert Investor Relations at 574-535-1125.

AWARDS AND RECOGNITION

ISO 9001 Certified Plants

NORTH AMERICA

- Goshen, IN US (Plant 50)
- Elkhart, IN US (Plant 72)
- Elkhart, IN US (Plant 83)
- Granby, Quebec CANADA (Plant 73)
- Gaffney, SC US (Plant 74)
- Springfield, TN US (Plant 75)
- Tulsa, OK US (Plant 89)
- Chesaning, MI US (Plant 96)
- Kendallville, IN US (Plant 111)
- Payne, OH US (Plant 112)
- Gloversville, NY US (Plant 188)
- Double Springs, AL US (Plant 203)

EUROPE

- San Casciano Val di Pesa ITALY (Plant 304)
- Pontedera, Pisa ITALY (Plant 307)
- Westbrook, Warrington UK (Plant 401)
- Catfield, Great Yarmouth IRELAND (Plants 402, 403)

ISO 14001 EMS

- Lippert Quebec (Plant 073)

Indiana Department of Occupational Health and Safety and Its Voluntary Protection Program:

- Goshen, IN (Plant 50)

CURRENT POLICIES *(click below)*

[Whistleblower Policy](#)

[Insider Trading Policy](#)

[Amended and Restated By-Laws](#)

[Audit Committee Key Practices](#)

[California Supply Chain Disclosures](#)

[Code of Ethics For Senior Financial Officers of Lippert and its Subsidiaries](#)

[Compensation Committee Key Practices](#)

[Conflict Minerals Policy](#)

[Corporate Governance, Nominating, and Sustainability Committee Key Practices](#)

[Governance Principles](#)

[Guidelines for Business Conduct](#)

[Insider Trading Policy Addendum for Restricted Persons](#)

[UK Modern Slavery Act 2015 Disclosures](#)

Policies, including those recently updated, are listed on the Lippert investor website within [Governance Documents](#).

The Sustainability Accounting Standards Board (SASB) Table below includes disclosure requirements from two industry standards: “Transportation Sector: Auto Parts”, which captures our emphasis on recreational vehicles and marine transport, and “Consumer Goods Sector: Building Products and Furnishings,” as defined by SASB’s Sustainable Industry Classification System™ (SICS™). Except when indicated otherwise, the data presented below is related to the period between July 2020 and June 2021.

Topic	Accounting Metric	SASB Code	Disclosure
Energy Management	<ol style="list-style-type: none"> Total energy consumed, percentage grid electricity, percentage renewable 	TR-AP-130a.1, CG-BF-130a.1	<ol style="list-style-type: none"> 1,232,482.26¹ (Grid: 493,181.50 GJ; Natural Gas: 739,300.76 GJ) 100% 0.71% (8401.66 GJ)²
Waste Management	<ol style="list-style-type: none"> Total amount of waste from manufacturing, percentage hazardous, percentage recycled 	TR-AP-150a.1	<ol style="list-style-type: none"> Elkhart, Lagrange, and Saint Joseph counties facilities (Indiana) – Trash to landfill in 2020: 12,434.59 Tons³ Facilities 241 Waxahachie, TX and 261 Elkhart, IN – Plastic from regrind: 2,293,057 lbs³ Total⁴: 67,225 tons Aluminum: 6,650 tons Cardboard: 1,787 tons Glass: 88.34 tons Office Paper: 3.95 tons Plastics: 1,154.26 tons Steel: 40,100 tons Wood: 18,676.36 tons
Product Safety	Number of recalls issued, total units recalled	TR-AP-250a.1	<ol style="list-style-type: none"> (2020) LCI Safety Chain Hardware, Completed Quantity: 27 (2020) JACYCO Suspension (North Point) Units: 1,550 (2020) Heartland Mildstone Recall, Units: 117 (2020) 15-002-19 3000 Series VENT, Units: 15,758 (2020) (20e-074 P2K Bedlift Motor Claims: Units: 591 (2021) Lippert USGC, Units: 1,446 (2021) HEHR 096 6400 Series, Units: 46,281 (2021) 221v-236 FR PINBOX, Units: 273 (2021) FR 2016 Window Labels, Units: 8,175 (2021) Tracker Fish Seats USCG21MF0574, Units: 27,000
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TR-AP-440a.1,	LCI Conflict Minerals Policy
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TR-AP-520a.1	\$0, No monetary losses as a result of legal proceedings relating to anticompetitive behavior regulations in 2019.
Activity Metric	Area of Manufacturing plants	TR-AP-000.C	9,172,157 Square Meters

¹To date, Lippert has collected all electricity and natural gas consumption and cost data for 48 of the 63 facilities, equating to 70% of the total expected data. Over the course of the next year, Lippert will be making efforts to successfully calculate electricity and natural gas emissions for all 63 manufacturing facilities in the United States.

²Lippert is disclosing figures for solar power generation from one facility in Indiana, but is committed to expand the collection of data regarding renewable energy from other locations and report accordingly in coming reports.

³Lippert is disclosing limited information on waste management but will be making efforts to report on as many facilities as possible over the next year.

⁴Lippert is reporting total recycled figures, as data on the total waste withdrawn needed to calculate the percentage recycled is still incomplete at the moment. All the figures correspond to calendar year 2020, except for Aluminum and Steel, which are reported for July/2020 to June/2021.

- Aluminum: All facilities in US
- Cardboard: All Elkhart, LaGrange and Saint Joseph County operations
- Glass: Indiana, Alabama, Idaho Glass fabrication operations
- Office Paper: All Elkhart, LaGrange and Saint Joseph County operations
- Plastics (Recycled and Regrind): Waxahachie, TX (Plant 241) and in Elkhart, IN (Plant 261)
- Steel: All facilities in US
- Wood: All Elkhart, LaGrange and Saint Joseph County operations



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