

 **LIPPERT**



LCI INDUSTRIES

CORPORATE SUSTAINABILITY REPORT

2022 REVIEW

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A MESSAGE FROM OUR CEO

Lippert Stakeholders,

We are happy to follow up on Lippert’s (the “Company”) inaugural Corporate Sustainability Report to update you on important corporate responsibility developments that occurred during 2022. As we continue to be a competitive manufacturer and supplier for our customers, we strive to outdo ourselves in the support we give to our team members, our customers, and our communities. Throughout 2022, we continued to focus on the financial health of the Company and our shareholders. We completed four strategic acquisitions, including the business assets of Girard Products and Way Interglobal Network, along with 300 new team members. These acquisitions highlight our commitment to our values to deliver high-quality, innovative products while building long-lasting customer relationships.

We continue to recognize the importance of environmental, social, and governance (ESG) factors for our stakeholders and for our business. The ESG field is ever evolving with best practices, and we worked hard to implement meaningful changes. This was a year of firsts for Lippert.

To highlight some of our efforts in 2022, we:

- Conducted our first materiality assessment to gauge stakeholders’ sentiment and their ESG priorities.
- Built upon existing data collection efforts to expand our reporting and are proud to publish our Scope 1 and Scope 2 greenhouse gas emissions.
- Reported our employee demographics for the first time as part of our diversity, equity, and inclusion (DEI) initiatives.
- In addition to reporting in accordance with the Sustainability Accounting Standards Board (SASB) framework, we reported in accordance with the Global Reporting Initiative (GRI) framework for the first time.
- Had 75% of our team members volunteer as part of our 100,000 hours initiatives and surpassed that goal by 50,000 hours.
- Donated \$1.8M to charitable organizations.

In this report, you will also find our continued efforts to incorporate ESG into all our business practices.

We continued to focus on implementing initiatives that support our vision to be responsible stewards of the environment, ensure the health and safety of our team members, and foster an inclusive culture.

In 2022, we expanded our participation in the production of clean energy by increasing the number of solar panels at our facilities. We also continued to focus on our people by rolling out exciting new initiatives that support our culture of caring for our team members, their families, and our communities, achieving 75% team member participation and support in community engagement events.

From a governance perspective, we continued to evolve our practices to encompass our core values by publishing an Environmental, Health, Safety (EHS) and Sustainability Policy. We hired a Director of Sustainability for the first time to help us steer Lippert down the path of ESG progress, and we also added Linda Myers to our Board of Directors, increasing the overall diversity of the Board.

Looking back on the year, I am proud of the progress we have made so far but recognize that we are far from finished. We plan to continue to build upon our efforts in the future by striving to gain deeper insight into ESG related risks and opportunities at our sites and exploring external target setting to further our commitments.

I hope you enjoy learning about Lippert’s ESG progress in our 2022 Corporate Sustainability Report, all of which wouldn’t be possible without the dedicated efforts of our Lippert team members. We certainly are proud of our accomplishments and are looking forward to continuing our ESG journey in 2023.

Handwritten signature of Jason D. Lippert.



Jason D. Lippert
President and Chief Executive Officer

A NOTE FROM THE CHAIRMAN OF THE BOARD

Lippert believes our people and culture are our key drivers of impactful change. I am proud of the progress we made in 2022 to foster a culture of inclusivity and celebrate our diverse perspectives. Our Board of Directors was thrilled to increase the overall diversity of the Board to 45%, with 27% female representation and 18% of members representing racially diverse backgrounds. We believe these different perspectives will make us stronger as a team and help us identify innovative ways of doing business. The Board closely monitors the progress of our ESG initiatives and, over the last year, has engaged with investors and sought their feedback on these topics. From these conversations, I look forward to watching as the Company integrates more sustainable business practices and becomes the Company of choice for our employees, communities, customers, and shareholders.



Tracy D. Graham

Tracy D. Graham
Chairman, Lippert Board of Directors



COMPANY PROFILE

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.



*As of 12/31/22

BUSINESS OVERVIEW

MARKETS SERVED



RV & UTILITY TRAILER PRODUCTS



MARINE



AFTERMARKET



TRANSPORTATION

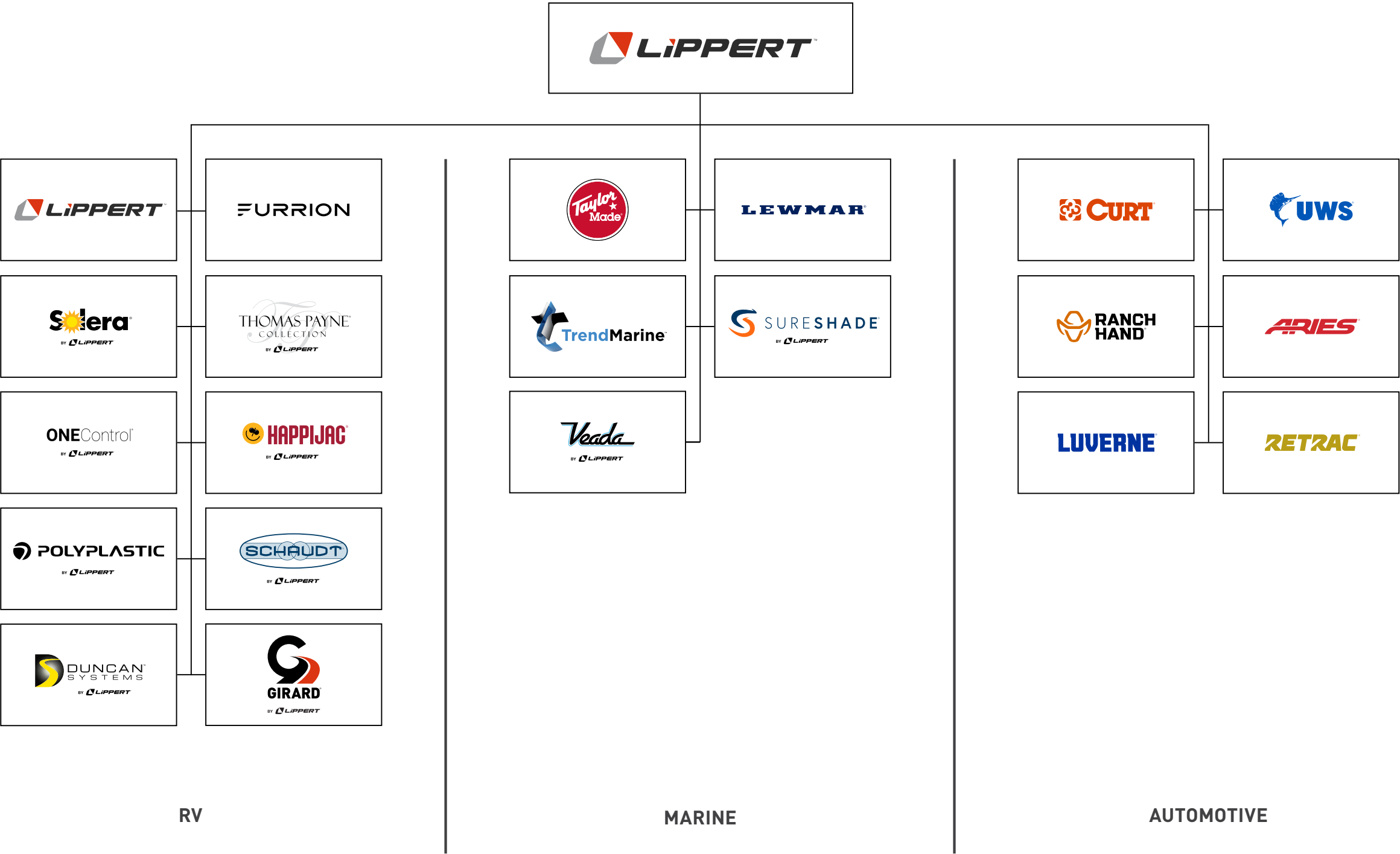


BUILDING PRODUCTS



EUROPEAN MARKETPLACE

BRAND PORTFOLIO



MANUFACTURING CABILITIES



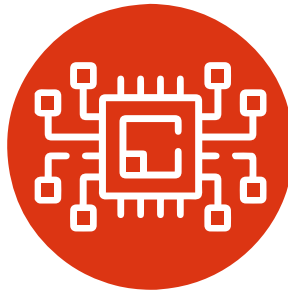
FURNITURE



GLASS PROCESSING



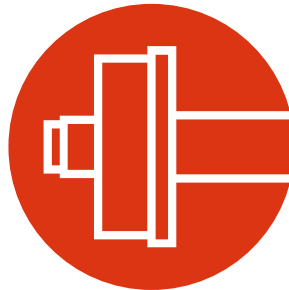
COATINGS



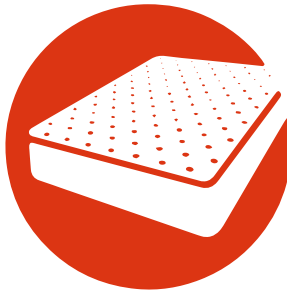
ELECTRONICS



LAMINATION



AXLES



MATTRESSES



FABRICATION & WELDING



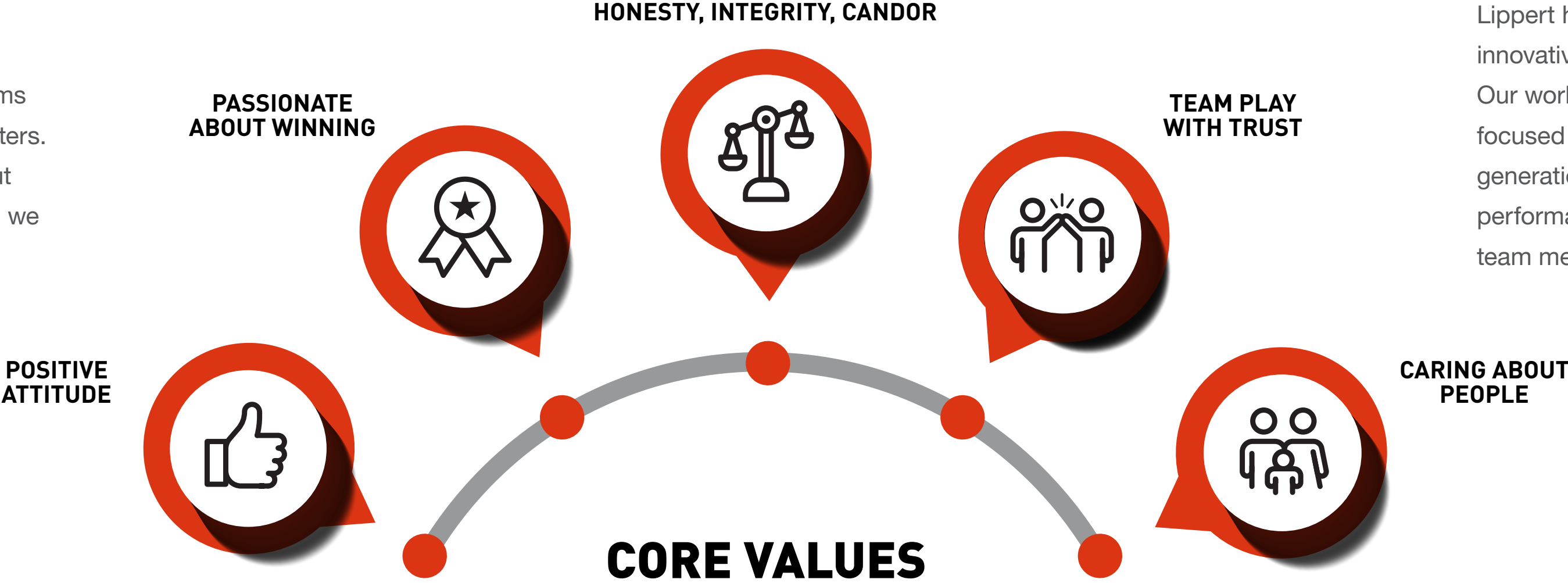
PLASTIC MOLDING



POWER & MOTION SYSTEMS

COMPANY OVERVIEW

Our vision is “Make Business a Force for Good.” 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 rooted in our five core values that we practice in our business every day.



Lippert has found the right balance 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 APPROACH TO SUSTAINABILITY

OUR ESG JOURNEY

Since our inception in 1956, we have striven to be a strong manufacturing partner to our customers and a good corporate partner to our team members, our community, our customers, and the environment. Our sustainability approach was first ignited by our passion to protect and invest in the communities we call home and has evolved over time to be more holistic. We have incorporated sustainability practices and processes into all facets of our business operations.

At the production level, Lippert aims to protect the environment and save resources by selecting sustainable materials and reducing the environmental trace of our production processes. We emphasize the use of environmentally friendly materials and processes whenever practicable, especially for packaging, and we work to improve our recycling and sustainability programs every year.

In our day-to-day business operations, we have become conscious of our use of natural resources and generation of waste and have started tracking this data to establish a solid baseline that will permit us to set realistic reduction goals while looking for added process efficiencies.

We have always invested in our team members and strongly believe in upholding our value, “Everybody Matters.” We have made strides to improve retention, encourage physical and mental health, and provide resources to support our team members and their families. We work hard to improve our operational health and safety protocols and are proud to see those bear fruit. We are still early in our DEI journey, but we are proud of the magnitude of our achievements in a short time period.

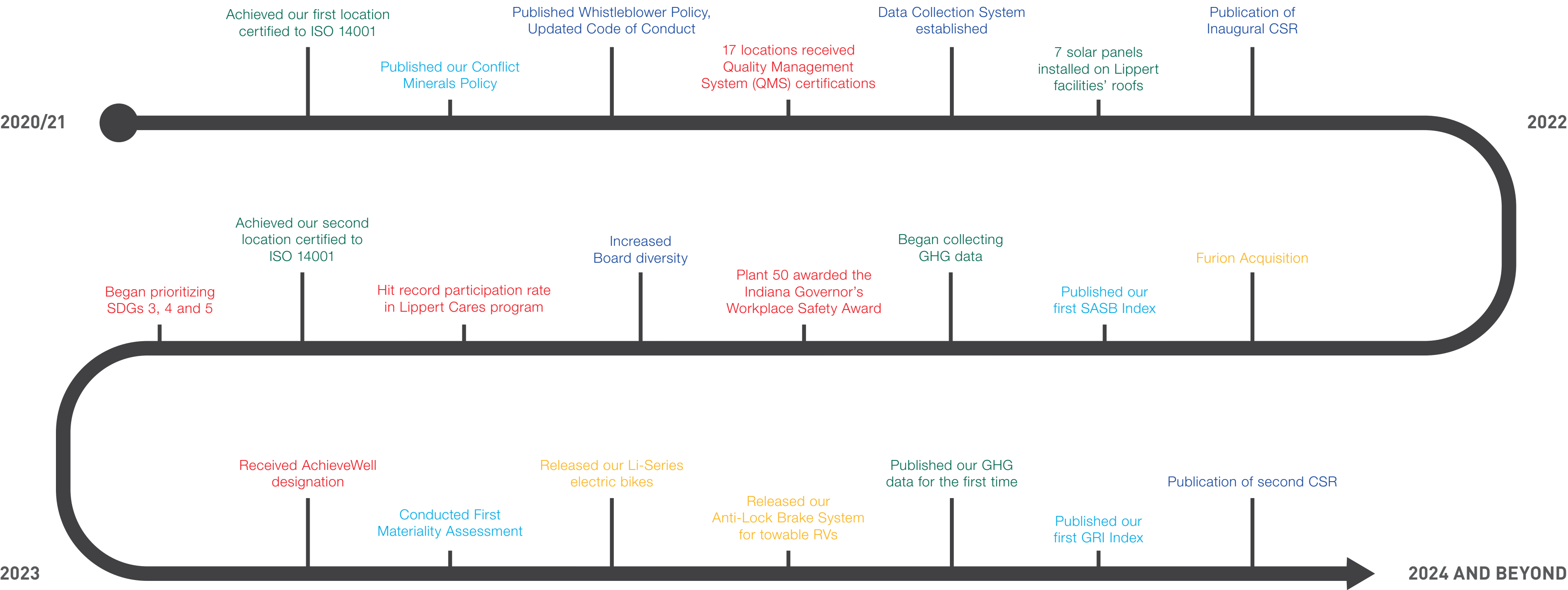
In 2022, we continued to support our communities through the Lippert Cares Program, where team members donated their time and effort. We also launched a brand-new grant program, where non-profits were able to apply for and be awarded up to \$50,000 for mental health and leadership programs for at-risk youth. With the success of the grant program, we hope to expand its reach in the following years.

Finally, we hired our first sustainability leader to join our team in 2022 to help us further identify ESG opportunities and ensure that existing processes are functioning appropriately. Our Corporate Director of Sustainability is highly qualified in engineering and sustainable business operations, with over a decade of experience in orchestrating sustainability strategy, development, and implementation. We established a new ESG Steering Committee, which reports to the Corporate Governance, Nominating, and Sustainability Committee of the Board of Directors and brings together cross-functional executive leaders, each of whom plays an important role in furthering our ESG strategy.

We certainly are proud of our progress and are looking forward to continuing our ESG journey.

MATERIAL TOPICS

- Social Material Topics
- Product Material Topics
- Ethics and Governance Material Topics
- Environmental Material Topics
- Supply Chain Material Topics



OUR APPROACH TO SUSTAINABILITY

MATERIALITY ASSESSMENT

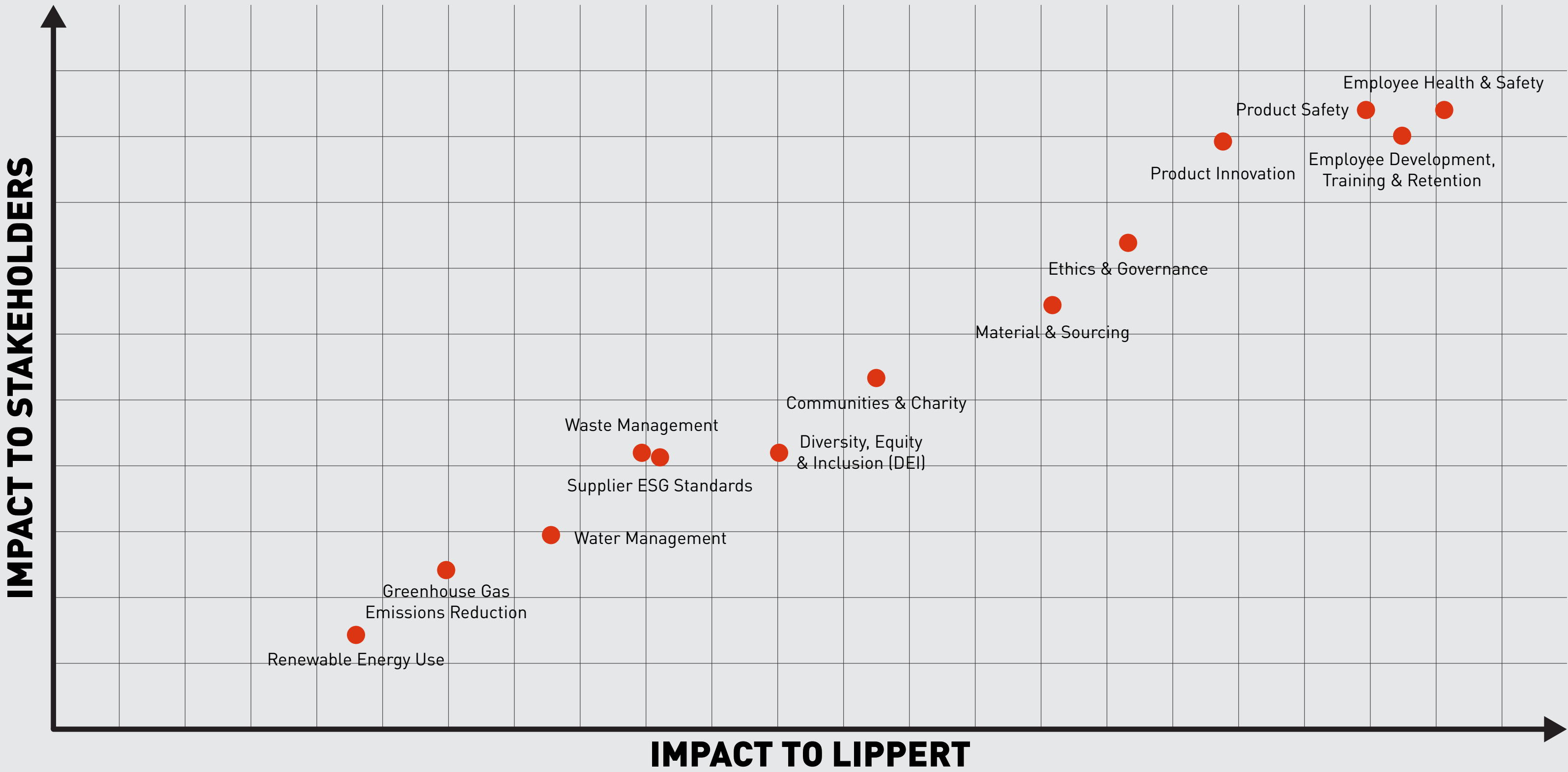
Lippert has a long-standing commitment to listening to and engaging with our stakeholders on a regular basis, including conducting surveys to collect feedback from our team members, supporting the communities where we live and work, and engaging in innovative activities for listening to and learning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

Lippert believes it is important to consult with internal and external stakeholders on matters related to the Company’s sustainability and role in society. In 2022, we conducted our first materiality assessment with major stakeholders to understand what their priorities were within ESG areas and how those may impact our business. We sought input from our executives, leadership team members, suppliers, investors, and customers, and they shared their views on how important ESG was to them and to Lippert. These results have provided Lippert and the executive team with valuable input on our ESG strategy. A final executive review of our materiality assessment results was conducted with a heavy emphasis on risk, which helped us define our priorities for the short and long term.

WE FOUND THAT:

- The most important ESG topics to our Company for our stakeholders were Employee Development, Training and Retention, Employee Health and Safety, Product Innovation, and Product Safety.
- The top environmental topic was Waste Management.
- The top supply chain topic was Material and Sourcing.

The results of the materiality assessment were encouraging and reaffirmed that our commitment to our team members aligns well with stakeholders’ feedback.





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Bart van Overbeeke Fotografie

REDUCING OUR TRACE

OUR APPROACH

The outdoor recreation industry depends on people being able to enjoy a healthy natural environment. Lippert’s approach to environmental sustainability is 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, robotics, and increasingly eco-friendly energy resources to provide a healthier environment. When considering acquisitions, we look at the remediation needs of an acquisition and do our due diligence on other ESG factors. Lippert aims to normalize our data collection and align with industry standards to better communicate our ESG activities to our stakeholders.

The data relayed in this report demonstrates that while we have expanded our data collection efforts, we are still working to provide a more complete picture for ourselves and our stakeholders. Where appropriate, data has been stated in the Sustainability Accounting Standards Board (SASB) data table and with reference to the Global Reporting Initiative (GRI) in the Resources section later in this report. Please note the scope of data in the footnotes. Moving forward, our goal is to standardize the way we present our environmental data.

FACILITY SAFETY SCORE

Our Facility Safety Score (FSS) was designed to promote proactivity of EHS functions while driving alignment with internationally recognized management standards such as ISO 14001 Environmental Management and ISO 45001 Occupational Health and Safety. In 2022, we deployed an update to our FSS to be applicable in 2023. The updated FSS now includes environmental and sustainability criteria. In 2023, site-level managers will be responsible for reporting data such as natural gas consumption, water use, electrical consumption, and waste data, including regulated waste, recycled waste, solid waste, and landfill waste, on a monthly basis. The gathering of this data, in combination with the prior year’s data, will allow Lippert to establish a comprehensive baseline to measure future natural resource consumption and reduction efforts.

ISO MANAGEMENT SYSTEMS

Our operations have a direct environmental impact at the manufacturing stage through the use of natural resources in production and the associated waste that is generated in this process. We also bear an indirect environmental impact by way of emissions emitted from the use of vehicles that contain our components. We work to reduce our environmental impact during production by minimizing waste and monitoring natural resource consumption to identify opportunities for efficiencies. While we do not have direct control over our customers’ emissions, producing components in a more environmentally-conscious manner and innovating where possible helps decrease our customers’ footprint.

In parallel to the updates made to our FSS, we also made efforts to cement our Environmental Management System (EMS) processes internally. We formed an ISO committee to help ensure that Lippert’s policies, particularly the EHS & Sustainability Policy, and standards meet the requirements of ISO 14001 and ISO 45001. As part of our internal management system, we communicate with team members on environmental management issues and conduct training to educate them on Lippert’s management systems. Some of the objectives and goals of the EMS are included in the FSS score. These goals include achieving a score of 8.5 (out of 10) for all sites within the calendar year. If any site falls below this score, a corrective action plan is created to identify and address gaps, with the aim of increasing the site’s score. For the year ending 2022, 89.55% of our sites achieved their annual FSS objective.

2

ISO 14001
CERTIFIED
FACILITIES

In 2022, 14 Lippert directors received 36 hours of ISO training each as part of the Company’s plan to obtain certification. We received ISO 14001 certification at two facilities in 2022: CURT in Eau Claire, Wisconsin and our Lippert Canada facility in Quebec. As we look forward to 2023, we aim to achieve ISO certification at additional plants as and when the need arises.

EHS & SUSTAINABILITY POLICY

Lippert is committed to conducting business in a safe and environmentally sustainable manner that promotes the health and safety of our team members, customers, contractors, community, and the environment.

To this end, we will:

- Reduce our environmental impact by reducing energy consumption, water usage, and waste generation.
- Emphasize the use of environmentally friendly materials and processes wherever practicable.
- Support the development of renewable energy sources and technologies.
- Engage with our stakeholders to understand and address their sustainability concerns and expectations.
- Regularly review and report on our sustainability performance to ensure that we are meeting our goals and commitments.

CLIMATE DISCUSSION

Lippert is committed to managing the impacts of climate change on our operations by identifying mitigation initiatives and enhancement opportunities. The effects of climate change are already observed and felt by our stakeholders. We believe that addressing the challenges posed by climate change can help reduce its impact on our stakeholders and on our business. Since our facilities are in several geographies, the effects of climate change have the potential to disrupt our business and our supply chain across the globe. If our supply chain is affected, this could create inventory shortages and result in the loss of business, which would ultimately affect Lippert’s profitability. The increased magnitude and frequency of climate change-triggered events can prevent our customers from enjoying our products and the outdoors. For example, wildfires have the potential to destroy campgrounds and limit our customers’ ability to freely enjoy the environment.

In 2022, Lippert took an important step to begin tracking our carbon footprint by taking inventory of our Scope 1 and 2 greenhouse gas emissions. This first step will help us establish a baseline to identify opportunities to decrease our emissions. We are committed to reviewing and reporting on our environmental programs and data annually to identify reduction opportunities. Monitoring our carbon footprint is only one side of the equation. We believe that we must also seize the opportunity in the fight against climate change by electrifying our products, providing an electric alternative to our consumers. Being “off the grid” is a main objective for many of our consumers, and we are working to help them achieve this with products that do not connect to the grid, giving us the opportunity to decrease our value chain carbon footprint and the retail customer’s carbon footprint.

The Board’s Corporate Governance, Nominating, and Sustainability Committee oversees the Company’s sustainability efforts. More details on the Board’s role can be found in the Board Oversight section of this Report.



OPERATIONAL DATA

EMISSIONS

A significant milestone was the collection of our greenhouse Scope 1 and Scope 2 emissions for all our facilities.

Scope 1	53,346 MT CO ₂ e
Scope 2	88,044 MT CO ₂ e

ENERGY

In addition to our Scope 1 and Scope 2 data collection efforts, we continued to invest in solar projects in 2022, which are expected to be completed in Q2 of 2023. We also leased space on the roofs of three additional facilities to partners, who in turn installed solar panels. This brings our total to 10 sites, representing 1,718,451 kWh of solar array.

Electricity Consumption	202,461,231 kWh
Natural Gas Consumption	981,697 MMBtus
Electricity from the grid	175,940,978 kWh
Electricity from renewable	734,169 kWh ¹

¹Lippert generates renewable energy through its solar panels installed at its sites. At three of the sites the energy generated is used by Lippert while at the other sites the energy is generated back to the grid.

CASE STUDY: CIRCULARITY OF PLASTICS AT PLANT 241 AND 261

At Plants 241 and 261, all plastic material waste from production is given back to the supplier. The supplier then regrinds the received leftover plastic and provides it back to the Plants in a form useable in our plastic sheets. **We were able to divert 2,752,955 lbs of plastic to landfill and reuse it in our products.**

CASE STUDY: EAU CLAIRE WATER CONSUMPTION

At our Eau Claire, WI, site, we implemented a water savings project. After noticing fluctuation and inconsistencies in daily water consumption, we undertook a review of all nozzles and pressures and updated water/waste schematics, from which we created an improvement list. Post-implementation, we identified some sources of water inefficiencies, which allowed us to take corrective action, **reducing our daily water consumption by almost half.**

WASTE

We are actively pursuing waste management solutions through the hierarchy approach of reduce, reuse, and recycle. Our lean manufacturing efforts help us continuously innovate by reducing scrap creation and exploring reusability avenues across our different products and services. More recently, we partnered with external waste management consultants to monitor our internal waste and help propose landfill diversion opportunities, offer waste-to-energy transitions, and pursue circular economy opportunities.

Global Landfill waste	23,713 tons
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Through our national partnership with Republic, this figure includes approximately 70-80% of our North American solid waste.

MATERIAL RECYCLING

Aluminum recycled ¹	1,250 tons
Glass recycled	9,288 tons
Steel recycled ¹	7,758 tons
Wood, Plastics and Cardboard recycled	2,115 tons

¹Based on North America facilities data only

WATER

While the use of water as a natural resource may not be material to our business, we remain committed to doing our part in the proper management of water where possible. We have improved our processes to eliminate or reduce water usage and are committed to identifying additional efficiencies. As part of our Facilities Safety Score enhancement, we have started tracking our water consumption. These efforts are just the beginning and are setting the foundation for additional water collection data.

“It’s very exciting to see a company like Lippert understand the value of business sustainability. Lippert is committed to ensuring that they are contributing to making the world a better place for everyone. Over the next few years, we’ve entered into a strategic partnership where we will work with Lippert to set science-based targets and achieve their sustainability goals. We are excited to see senior leadership at Lippert engaged in sustainability and see the business value that comes with these actions. This strategic decision will help Lippert reduce costs, increase employee satisfaction, open additional markets, and gain a competitive advantage in the marketplace.”



Amrou Awaysheh
Executive Director,
IU Business Sustainability and Innovation Lab

PRODUCT INNOVATION

Lippert is preparing for an Electric Vehicle (EV) future and is allocating resources to finding solutions that will solidify its position as a leader in the RV industry. As the future gets electrified, Lippert is staying a step ahead and anticipating customer needs and preferences. The majority of our efforts thus far have focused on battery technology and RV chassis products. Lippert is one of the main manufacturers of RV trailer chassis, accounting for over 80 percent of the market. In 2022, Lippert introduced a prototype EV towable RV chassis called the Edison, which became available as part of the line of 2023 models. The Edison is equipped with a regenerative braking system, which can recharge the lithium battery bank while the RV is in motion and could recharge an EV tow vehicle, expanding the tow capacity.



We continue to work at reducing our contribution to air emissions and powder-coat many products, including RV chassis. Through the use of powder coat technology, Lippert was able to avoid emitting nearly 625 tons of dangerous volatile organic compounds in 2022. Additionally, Lippert leverages a team of lean manufacturing specialists that focus on process improvement to improve organization, increase efficiency, and reduce waste.



ELECTRIC BIKE

Our Li-Series bikes are engineered with an advanced lithium-ion battery system that provides up to a 45-mile range per charge and only requires three hours of charging time.



PORTABLE SOLAR PANEL

Our 100W Portable Kickstand Solar Panel allows our customers to enjoy off-grid camping using clean energy.



SOLAR BATTERY

The Solar Port Inlet allows customers to charge their RV's 12V battery with the power of the sun.

PRODUCT SAFETY

Lippert understands the importance of product safety and has made it a priority. When customers choose a Lippert product, customers choose quality, innovation, and safety. We have a team of highly skilled engineers who work to create safe, innovative products for our customers to enjoy.

INNOVATIVE ANTI-LOCK BRAKE SYSTEM

In the fall of 2022, we launched our Anti-lock Brake System (ABS) for towable RVs. The ABS system is an innovative way to prevent trailers from taking over the movement of the vehicle in cases of abrupt stops or swerving to avoid obstacles on the road. A number of RV accidents involve the trailer fishtailing around the driving vehicle due to the inability to control the load carried by the towing vehicle. The ABS system fixes that.

Our innovative ABS system helps prevent the trailer from pivoting off the axis, eliminating a number of risks associated with trailer fishtails. Our unique ABS system monitors the trailer axis in cases of breakage and will release the control system from trailer-specific wheels to help ensure the trailer does not pivot off-axis.



LIPPERT

**SAFETY, STABILITY AND
CONFIDENCE ON THE ROAD**

**ANTI-LOCK
BRAKING SYSTEM**

The Lippert trailer anti-lock braking system combines the best of ABS and connected RV technology to deliver a comprehensive safety platform for all trailer types, particularly travel trailers and other RVs.

- Our ABS system works with the trailer brakes, fully integrating with the existing platform to deliver exceptional towing safety
- Promotes exceptional towing safety and driver confidence
- Improves control on slippery roads and in emergency braking situations
- Integrates with trailer brakes to prevent trailer wheel lock-up



Scan to see
Lippert ABS
in action!

WHENEVER, WHEREVER, WE MAKE YOUR EXPERIENCE BETTER.™ | lippert.com

OUR PEOPLE & CULTURE



SUSTAINABLE DEVELOPMENT GOALS

In 2015, the United Nations adopted the Sustainable Development Goals (SDGs), which provide companies with a blueprint to help solve some of the world’s most immediate social and environmental issues. The 17 SDGs are a call-to-action for the peace and prosperity of the people and the planet. At Lippert, we have prioritized goals in line with our values.



SDG 3: GOOD HEALTH AND WELL-BEING

Lippert implements innovative health and safety measures at our facilities. We also offer healthcare coverage and wellness programs for our team members that promote a healthier lifestyle.



SDG 4: QUALITY EDUCATION

Lippert has created multi-faceted training programs that include both in-person and online options, partnering with regional community colleges that offer technical certifications with nationally recognized boards and organizations. These college-level courses provide specific skill training for our continued efforts to innovate and automate our manufacturing operations. Additional training opportunities in Quality, Lean, Human Resources, and Supply Chain are being offered. In 2022, we began to operate our own academy that allows our hourly team members to obtain their high school diploma through Elkhart Adult Education. This commitment to learning is a direct reflection of our core belief that investment in our team members is critical to our continued success.

We also make significant community investments through donations and volunteering to advance the education of the children in our communities. More than \$400,000 (Grants/donation) to Boys & Girls Clubs across different communities where we live work and play.



SDG 5: GENDER EQUALITY

Lippert strives to cultivate an inclusive culture and promote equality. Our Lippert Women’s Network was created to provide a platform for intentional growth, exposure, and networking for team members across Lippert.

OUR PEOPLE

OUR TEAM MEMBERS ARE THE FOUNDATION OF LIPPERT’S SUCCESS

At Lippert, we believe changing our work culture is a continuous mission, and our evolution has been significant. In 2017, the Everybody Matters program was created as a series of actions designed to simply treat people better in the workplace and to improve the lives of Lippert team members. Today, Everybody Matters permeates throughout the organization globally and is guided by the Culture & Leadership Development (C+LD) Team. The C+LD Team focuses on the lived experience of all team members throughout the company, especially on leadership development, personal and professional development, training, and corporate and community impact. Cultural programs have created a team of leaders reaching across all locations, ensuring the tenets of our culture reach all team members. Our C+LD Team supports leaders and their team members across the Company to develop action plans and goals focused on personal and professional development.

ENGAGEMENT

We are continuously exploring ways to build the influence of our culture across the organization and would not be able to consistently deliver results without the dedication, strength, and guidance of our leaders across the Company. Our leadership system acts as a backbone to many initiatives, such as our team member engagement strategy.

At Lippert, we partnered with a third party, Emplify, to conduct employee engagement surveys. In 2022, we received an engagement score of 74.58 with a 93% response rate, representing 12,574 voices. These results portray Lippert as having above average employee engagement for our industry as compared to other manufacturing organizations. Overall, our improved drivers were Professional Development, Rest and Goal Support.

STRATEGIC PILLARS



INNOVATION



QUALITY



LEADERSHIP
& CULTURE



CUSTOMER
EXPERIENCE

We have 16 dedicated instructors who focused more than 30,000 hours of training and development for our team members over the last year. Over time, we have seen clear results. The Company has transformed its employee culture, which is reflected in a substantial reduction in its attrition rate from 120% in 2011 to 43% in 2022. Our retention goal for 2023 is 70%, and we plan to work towards this goal by continuing to invest in our people. Additionally, our strong cultural underpinning has shown success in reducing turnover, improving safety and service, and improving efficiency.

In the fourth quarter of 2022, we hired our first Chief Culture and Leadership Development Officer to continue to elevate the focus on culture at Lippert. We also began to enhance our approach to measuring the results of these efforts by creating a Culture Index Score. The Culture Index Score is meant to measure the impact of our Core Values, Leader Qualities, and Strategic Pillars and help individual divisions, plants, and departments focus on meeting our team members where they are and tailoring our programs to improve their daily experiences at Lippert. In 2022, we sent out a pulse survey focusing on these topics. In the U.S. and Canada, we had 8,400 people respond to the survey, allowing us to build action plans and set the table for developing a company-wide Culture Index Score baseline in 2023. The full Culture Index Score process will be fully implemented in 2023, and we plan to share more about the results and next steps of this process in the future.



Lippert’s Just Fix It program is a continuous improvement program to improve job safety and quality, coordinated by the Operations and Lean team. It empowers our teams to find issues around the organization that slow us down and fix them quickly! This program saw amazing impact during 2022, with a total of around 16,000 issues fixed during the year.

THIS PROGRAM SAW AMAZING IMPACT DURING 2022, WITH A TOTAL OF AROUND 16,000 ISSUES FIXED DURING THE YEAR.

TALENT MANAGEMENT AND DEVELOPMENT

At Lippert, our team members’ development is of high importance and a key part of our company culture. We focus on providing our team members with the tools they need to succeed. Lippert partners with a local community college, Ivy Tech, to provide our team members with advanced educational opportunities in topics such as technical computer skills, high school equivalency, language courses, and more. We also offer a tuition assistance program for full-time team members to take coursework at an institution of their choice.

Lippert University, our learning management system, houses 3,650 courses and trainings that are accessible to all Lippert team members. In 2022, we had 13,482 team members participate, completing 187,720 courses and trainings in total.



INVESTING IN OUR PEOPLE

As part of our commitment to continuous improvement, Lippert tracks the amount of time we invest in developing and training our team members. In 2022, Lippert invested 30,273 hours of training and development into our team members in more than 78,000 interactions designed to support the health of our Lippert culture. This averages out to roughly 2.3 hours of training per team member, which represents a monetary investment of \$7,568,250 spent in 2022 to train our people, resulting in 72 promotions.

LEADERSHIP DEVELOPMENT PROGRAM

Lippert is committed to ensuring all leaders receive quality training. Lippert’s Leadership Development Team focuses on bringing the Company’s core values to life through the many teams that work at Lippert. As the growth of our organization continues, the need for diverse leadership abilities and a strong company culture is ever-increasing. The Leadership Development Team’s main objectives are to empower current leadership and to inspire and equip the next generation of future leaders. In 2022, we had over 12,000 hours of leadership development and culture training and are proud to announce that we had historically high participation in our EMEA region, with more than 150 team members experiencing Front Line Leadership Training.

Lippert is built on the strength of our team members’ abilities and leadership qualities. We’ve carefully identified the top five leadership qualities that we’re committed to developing within our workforce.


ENTERPRISE DEVELOPMENT

Program	Description	2022 Results
Built to Grow	The purpose of Lippert’s Built to Grow program is to incorporate our core values and leader qualities into our team members, their teams, and the business. The program is focused on raising self-awareness, providing the tools and concepts for leaders to apply, and promoting interaction and learning.	4,395 Live Participants (300-500 Attendees per Month)
Building Bridges	The goal of the Building Bridges program is to raise awareness and empathy for the different backgrounds of our team members and departments across the organization.	2,301 Live Participants
Mentorship	The Lippert Mentorship Program has a mission of empowering team members to realize their full potential with a focus on professional growth, leadership development, and career progression. This program nearly doubled in 2022, representing an increase of about 86% from 2021. The Mentor Program also expanded to partner with the Lippert Women’s Network Mentorship Program. Team members who wish to participate have the opportunity to be matched with a mentor that best fits their career development needs and level of comfort. Options include a mentor within or outside of their department, someone with significant experience, someone of the same gender, someone from a specific group (i.e. Veteran, LGBTQIA+, Lippert Women’s Network), or a random match.	273 Participants 107 Successful Matches
Accelerated Business Leader (ABL)	The ABL program identifies potential leaders who are nominated by Lippert Executive Leadership to spend six to eight months in a rotational program aimed at helping them better understand the business more broadly and lead their specific functions more strategically. This program builds bench strength while increasing business-wide acumen.	17 Graduates 100% Completion Rate 94% Leader Retention 59% of participants received a promotion following completion
Built to Lead	Built to Lead is a one-day leadership flagship experience that covers the major components of what it means to be a leader at Lippert. The program helps team members build their personal network across businesses and provides them with the tools and resources they need to drive continuous improvement. Built to Lead also promotes self-awareness and provides direction on how to navigate various challenges across the divisions.	17 Completed Sessions 601 Attendees

TALENT MANAGEMENT AND DEVELOPMENT

NAME: _____

DATE: _____



LEADERSHIP ACTION PLAN: PERSONAL DEVELOPMENT

Name three areas of focus in your life that you would like to intentionally develop. Focus of life could include: Community service, family, leisure, health and well-being, finances, emotional balance, better personal relationships, etc. Below, write and commit to at least one action item that will support that area of development.

FOCUS:

FOCUS:

FOCUS:

ACTION:

ACTION:

ACTION:

ENSURE YOUR GOALS ARE SMART:

Specific – What exactly will you achieve? Clearly define success.
Measurable – How will you measure success? Track progress.
Actionable – How will you break this down into action items? Be proactive.
Relevant – Why is this goal important to you? Align it.
Time Bound – When will this goal be complete? Create milestones.

BUSINESS AS A FORCE FOR GOOD.

VOLUNTEER INTEREST(S): _____

NUMBER OF VOLUNTEER HOURS I WILL COMMIT: _____

DREAM ACHIEVER

Lippert’s Dream Achiever program aims to help team members achieve their individual needs, both inside and outside of the professional sphere. Its mission is to help team members live a more engaged and intentional life through performance coaching and community connection, helping to 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 to create a support system for achieving personal and professional goals.

In 2022, to meet the needs of our team members in a way that is sustainable and scalable, we piloted a group aspect of the program and are looking forward to offering both individual and group options going forward. This year, 2,911 hours were spent in Dream Achiever sessions. Among the successes of this program, **52 people achieved a healthier lifestyle, 56 people achieved family improvement goals, 87 people achieved professional growth goals, 25 people reached their educational goals, and 34 people completed debt-related goals.**

LEADERSHIP ACTION PLAN

Lippert’s Leadership Action Plan (LAP) is an engagement tool available to leaders to help them create and own their development journey. The plan is two-sided, with one outlining their personal development goals and the other outlining their professional development goals. LAP allows team members to focus on themselves in and out of work to ensure they are developing their best selves. The plan is evaluated every 90 days to reset and reflect on accomplishments and successes.

In 2022, Lippert crafted and launched a new, highly effective assessment for leaders called “Rate My Leadership” to assess Lippert’s LAP. The assessment aligns with our Lippert Leader Competencies, Core Values, and Leader Qualities and has been used by more than 60 leaders in all divisions, generating more than 400 responses. Results from these assessments are used to drive continuous improvement and improve the team member experience.

WELL-BEING

Lippert offers competitive benefits to full-time team members that enable them to achieve their financial, health, and well-being goals. We offer the following benefits to our team members:

- Lippert 401(k) Matching Plan
- Life Insurance
- Accidental Death and Dismemberment Coverage
- Medical, Dental, and Vision
- Paid Time Off (PTO)
- Parental (bonding) leave for newborn child, newly adopted child, or newly placed foster child
- Recovery from childbirth leave

Additionally, both full and part-time team members have access to the well-being portal Lippert Life, where they can engage in wellness activities. Lippert’s holistic wellness initiative includes:

- Unlimited access to telephonic and web-based health coaching
- Flu vaccinations offered onsite and with vouchers to local pharmacies
- Access to the Mobile Care Unit, which offers acute care appointments, chronic disease management, and lab draws performed by a bi-lingual Nurse Practitioner
- Monthly wellness challenges and a rewards program
- Discounted gym memberships
- Year-round engagement activities, including monthly webinars through our online learning platform, Lippert University
- Biometric Screening Program

Members also receive well-being communication via a newsletter and push notifications.



WOMEN'S NETWORK

LIPPERT WOMEN'S NETWORK

The Lippert Women’s Network is intended to provide a platform for intentional growth, exposure, and networking for team members across Lippert. The goal of Lippert Women’s Network is to connect, grow, and retain “Lippert Lifers,” and to help our team members be a force for good!

IN 2022, WE HAD 450 MEMBERS!

DIVERSITY, EQUITY, AND INCLUSION

Lippert is committed to creating and maintaining a workplace in which all team members are valued for their skills, experience, and unique perspectives. This commitment is embodied in our company policies, values, and the way we do business at Lippert. While diversity is essential to our business practice, inclusion, equity, and belonging are just as impactful.

At Lippert, we’re striving to make lives better through meaningful relationships with our coworkers, our customers, and our communities through our Everyone Matters program. We are continuously exploring new ways to help team members feel a deeper sense of purpose at work. We strive to continue to build a better work environment by aligning our cultural and business strategies with the needs of our team members. In 2022, Lippert CEO, Jason Lippert, led listening sessions with all of the Company’s locations and divisions, allowing for all voices to be heard. The listening sessions focused on key cultural drivers such as health and well-being, the importance of LAPs, employee engagement, and our Strategic Pillars. Action items often surfaced from these sessions, and Jason continues to hold at least one listening session every week, reaching as many facilities as possible in person, and using Teams to conduct them remotely when needed.

Lippert also supports diversity, equity, and inclusion through several initiatives and programming throughout the organization. We highlight key regional and global observance days throughout the year, where team members are invited to come together and share their unique backgrounds. Some examples of these celebrations include Veteran’s Day recognition, Cinco de Mayo celebrations held throughout several plant locations, and country-of-origin flag displays in breakrooms. We welcome additional opportunities to celebrate one another. We are committed to continuing the incorporation of diversity celebrations within our workplace to boost our inclusive culture.

DIVERSITY TRAINING

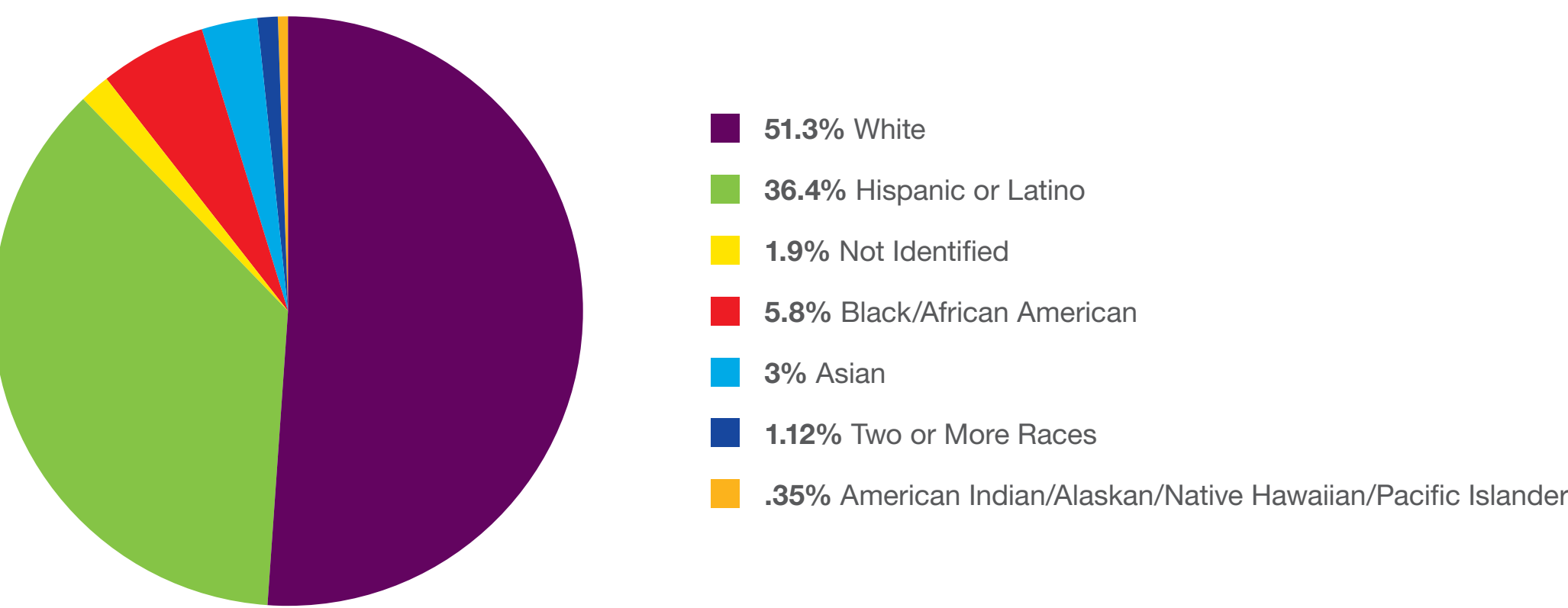
In 2022, we partnered with a third party to provide our Leadership, Executive, and Human Resources teams with Diversity, Equity, Inclusion, and Belonging training. Additional trainings will continue on a regular cadence and will cascade to all levels of the Company in the future.

Additionally, the Lippert Human Resources team and hiring managers receive training on mitigating bias in the hiring process, as well as utilizing Affirmative Action plans.

EMPLOYEE DEMOGRAPHIC DATA: GENDER DIVERSITY

- 33% women in the workforce
- 25.24% of women in management (North America only)

EMPLOYEE DEMOGRAPHIC DATA: RACIAL AND ETHNIC DIVERSITY – NORTH AMERICA



DEI CHAMPION SPOTLIGHT:

LUIS AGUILAR

Luis Aguilar started at Lippert 10 years ago as a part of our “Leader in Training” program. He has been a true champion of DEI throughout his career, landing him in his current role as a Personal and Professional Development Coach at Lippert. Luis inspires team members to embrace a culture of inclusion and belonging.

“During my ten years here at Lippert, I have been blessed with opportunities. Through different roles and opportunities, I came to the realization that our people need a voice. They need an opportunity to speak freely with their leaders or simply speak to someone who speaks the same language. That realization is part of what has shaped my leadership philosophy. Whether I was in a production role or in an environmental health and safety role, or now as a personal and professional development coach, I aim to advocate for our team members and give them a voice so that they may be heard, but most importantly, feel included.”



Luis Aguilar
Personal and Professional Development Coach
DEI Champion

HEALTH AND SAFETY

Our Facility Safety Score (FSS) is at the foundation of our health and safety efforts and processes. Each of our facilities received an FSS based on a 10-point scale. Depending on a facility’s score, improvement plans are defined for various score brackets to review and ensure that action plans have been implemented and the actions are being sustained.

In 2022, the FSS was composed of a corrective action closed target, near-misses reporting, monthly safety training, job safety improvements, and recordable incident rate.

Updates to the 2022 FSS were made to include environmental and sustainability factors, which will be implemented in 2023. In addition, the 2023 FSS will include a new self-assessment/inspections factor in addition to the original factors, which will enhance the preventative nature of the score.

HEALTH AND SAFETY TRAINING

Monthly safety training is required for 90% of Lippert’s workforce. In 2022, 93.9% of these employees completed training as outlined in the FSS. This equates to 31,000 hours of dedicated training. In 2023, new training will be introduced monthly and will cover a wide range of topics such as emergency response trainings, incident reporting trainings, bloodborne pathogens, ergonomics, electrical safety, hand safety, and fire prevention among others.

EMERGENCY RESPONSE PLAN

Each of our sites have emergency response plans (ERP) in place that contain contingencies to address natural hazards related to their geographic location, such as tornadoes, earthquakes, fires, and chemical spills.

Each facility tests its ERPs at least twice a year. One ERP accounts for an external evacuation and another for an internal shelter-in-place plan.

Lippert Cares Management System (LCMS) is being developed to align with ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management systems across the company

2022 BY THE NUMBERS

- Significant Injury and Fatality (SIF) Exposures: 50% reduction over the prior year

In 2022, we set out on a journey to remove 100% of SIF exposures by 2027. Primarily through hazard recognition with assigned corrective actions and completion of job hazard analysis, we have worked to reduce SIF exposures and **reached our 50% reduction target in 2022.**

FATALITY RATE:	0.0
NUMBER OF NEAR MISSES REPORTED:	17,378
NUMBER OF CORRECTIVE ACTIONS¹:	10,061 CREATED
CLOSED CORRECTIVE ACTION CLOSED:	10,027 CLOSED (99.7%)
INCIDENTS INVESTIGATED:	3368 (MEDICAL AND FIRST AID RELATED)
LOST TIME RECORDABLE:	118 (TOTAL RECORDABLE INCIDENTS)
TOTAL RECORDABLE INCIDENT:	3.86
¹All severe near misses require corrective actions ¹Includes temp and full-time team members	

- Safety audits: A third party conducts a U.S. compliant audit at all our global manufacturing facilities. In 2022, all manufacturing operations were audited, with the exception of one plant that was out of scope at the time.
- Quality Management System (QMS): 17 certified plants



GLASS PROCESSING PLANT – IMPLEMENTING A SAFETY MINDSET

Our glass processing plant is one of our most manually intensive plants. Our team members handle and cut more than 3,000 square feet of glass per hour. Given the manual nature of the work and the dangers associated with the materials being handled, the plant used to record incidents at the rate of 2 or 3 per year. Given this data, leadership identified a need to correct the issue. By providing the necessary tools and training, following through on your word with actions, holding one another accountable, promoting hazard recognition, and engaging the workforce on the issue, we observed a complete shift in recordable incidents.

THE GLASS PROCESSING PLANT HAS GONE 421 DAYS WITHOUT ANY RECORDABLE INCIDENTS, AS OF 12/31/2022.

OUR COMMUNITIES – LIPPERT CARES (COMMUNITY OUTREACH PROGRAM)

Lippert culture naturally integrates community caring into our work and contribution to our neighbors. Lippert exists because our consumers enjoy the outdoor recreation community. Through our Lippert Cares Program, we strive to create meaningful change and inspire a culture of giving by identifying where company resources, time, and talents meet the needs of our communities. We measure success by how we touch the lives of people inside and outside our walls. Lippert supports our communities by rolling up our sleeves and donating time and effort.

2022 HIGHLIGHTS:

NEARLY
700
COMMUNITY
ENGAGEMENT EVENTS
HELD WORLDWIDE

75%
OF TEAM MEMBERS
ENGAGED WITH
LIPPERT CARES

\$1.8M
OF DONATIONS IN
THE U.S., €80,000 IN
EUROPE AND AFRICA

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

“I’m continually humbled that my daily work results in measurable change for the communities where Lippert team members live and work. It is called “Lippert Cares” because we do. We care deeply about what the future looks like for the next generation and will work tirelessly to inspire others to join us in making business a force for good.”



Michilah Grimes
Director of Corporate and Community Impact





OVER
500
NON-PROFITS BENEFITED FROM
OUR VOLUNTEER HOURS



OUR COMMUNITIES – LIPPERT CARES (COMMUNITY OUTREACH PROGRAM)

THE LIPPERT CARES COMMUNITY IMPACT GRANT

In 2022, we focused our efforts on the needs of the communities we serve. As a result, Lippert Cares launched the Community Impact Grant program that extends the opportunity for non-profits to apply for up to \$50,000 in grants for mental health and leadership programs for at-risk youth ages K-12 in Elkhart County (Indiana), St. Joseph County (Indiana), Allen County (Indiana), Eau Claire County (Wisconsin), and Chippewa County (Wisconsin). These five counties are just the beginning, as we hope to expand grant opportunities to additional counties in future years.

Grants were awarded to 15 different organizations with programs ranging from mentorship and robotics to leadership and mental wellness programs. The Lippert Cares Community Impact Grant continues our mission of our business being a force for good in the world.

SERV WITH PURPOSE

In 2022, Lippert launched seRV With Purpose, a platform that provides a roadmap for travelers seeking meaningful experiences that make a positive impact on the places they visit. It was founded through Lippert's partnership with its two inaugural ambassadors, Paws For Love and Finding Our Someday. Through the relationships we built with our initial ambassadors, we discovered that there is a thriving population of RV families who are also on a mission to serve the communities they travel to but simply do not know where to start or do not have the manpower or resources to attempt it alone. The seRV platform features volunteer opportunities at RV travel destinations around the United States, organized by Lippert seRV ambassador families that have committed to hosting 10 events each year.

100,000 HOURS INITIATIVE

Outside of monetary donations, 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, Lippert team members have completed 675,000 hours of volunteering. Last year, we set a goal to increase our participation rate from 50% to 70%. We are proud to announce that we exceeded this goal, with 75% of team members participating in the initiative, volunteering over 150,000 hours in 2022.

LIPPERT EMEA FOR UKRAINE

Lippert EMEA held a week-long fundraiser to collect funds and essential items for the Ukraine Humanitarian Relief efforts. Our team members volunteered over 400 hours, collecting clothes, medications, and food for Ukrainian refugees. Overall, more than \$10,500 was donated to support Ukrainian refugees.

“The Lippert Cares Grant is helping our members have safe places to go to regulate their minds, bodies, and emotions. With this grant, we have created a regulation station that has supplies club members can use to aid them while in that space, such as balancing pods, fidgets, noise-canceling headphones, and bean bags, to name a few. This station is in a visible area of the club that allows club members to go freely and safely when needed. The club environment can often become overstimulating for some children, and they simply need a break. Since opening the regulation station, we have a club member who comes to the station daily to read in the bean bags with noise-canceling headphones on. After about 20 minutes, he is ready to re-enter the game room space with the other children. These spaces help prevent more intense incidents from occurring and help our club members be successful while at the club.”



Natasha Lantz

Director of Mental Health Services,
Boys and Girls Clubs of Elkhart County

CHILDREN AND FAMILIES IN NEED - FOSTERING A CULTURE OF CARE

CASE STUDY: VOLUNTEER WEEK 2022

Lippert plants all over the U.S. participated in National Volunteer Week in April 2022. Indiana locations packed over 100,000 items that were distributed through five schools and six other area nonprofit organizations for the benefit of local families. Other U.S. plants volunteered by cleaning up parks, laying mulch at a playground, landscaping for a nonprofit, and more.



100K+
**ITEMS DISTRIBUTED
TO LOCAL SCHOOLS**

6
**LOCAL NON-PROFITS
SUPPORTED**

**MORE THAN 2,500 LIPPERT TEAM MEMBERS
PARTICIPATED IN GIVING BACK.**

EDUCATIONAL PROGRAMS

CASE STUDY: JUNIOR ACHIEVEMENT BIZTOWN STOREFRONT

In 2022, Lippert sponsored a Junior Achievement (JA) BizTown storefront. JA BizTown combines in-class learning with a day-long visit to a simulated town. This popular learning experience allows elementary school students to operate banks, manage restaurants, write checks, and vote for mayor. Students get to connect the dots between what they learn in school and the real world. Lippert created a space that hosted a variety of company titles, each including specific job tasks that needed to be completed during the students’ time at Lippert.



LIPPERT MEMBERS IN CRISIS OR ILLNESS

CASE STUDY: LIPPERT CARES FOUNDATION

In 2022, Lippert launched the Lippert Cares Foundation, a nonprofit organization rooted in the core values of Lippert’s corporate culture. The Foundation aims to provide resources for Lippert team members experiencing unforeseen financial hardships. The launch aligns with Lippert’s Everyone Matters initiative, with the overarching goal of providing a safe, supportive workplace that allows team members to pursue a happier, healthier life outside of hardship.

Through the Lippert Cares Foundation, primarily funded by voluntary team member donations as well as a portion from Lippert, team members in need can apply for financial assistance by way of the Hardship Program or Emergency Assistance Program.

COMMUNITY HEALTH AND WELLNESS

CASE STUDY: LIPPERT JOINS INDUSTRY PARTNERS FOR THE GREATER GOOD

Lippert, along with several RV manufacturers, teamed up with the RV Industry Association (RVIA), the leading trade voice for the RV industry, representing 450 manufacturers and component and aftermarket suppliers, to host a park restoration event at Potato Creek State Park in North Liberty, Indiana. Nearly 400 volunteers from across the industry gathered to take part in projects ranging from landscaping and trail clean-up to building a stage and benches for an educational presentation area and replacing a bridge at the fish-cleaning station.

For an industry that is known for volunteerism and community service priorities from individual companies, this is the first large-scale volunteer event to bring people together from across the entire RV industry. The project was led by the RVIA’s Emerging Leaders Coalition, a group comprised of RV representatives from across the industry. The coalition was recently formed to maintain and strengthen the RV industry’s rich legacy and culture of unity that has been built over decades.



SUPPLY CHAIN

In 2023, we are rolling out a brand-new supplier self-assessment program. The supplier self-assessment will first be rolled out to a select and representative group of suppliers, as well as new suppliers with whom Lippert works. Suppliers will be engaged to align with our Supply Partner Code of Conduct. In case of non-conformance, suppliers will receive appropriate training and feedback on how to help us align with our supply chain sustainability.

This program will give Lippert a clear picture of supplier performance and the related impacts on our environmental and social factors. Based on the data collected, Lippert will be able to diversify its supply chain to mitigate adverse impacts.

Lippert also looks for improvements in its materials sourcing. Lippert has adopted a Conflict Minerals Policy to underscore responsible purchasing.





GOVERNANCE

11

NUMBER OF
DIRECTORS

91%

BOARD
INDEPENDENCE

As of 12/31/22

4

DIRECTORS
UNDER 60 YEARS
OLD ON THE BOARD

YES

SEPARATE
CHAIR/CEO

100%

COMMITTEE
INDEPENDENCE

2

DIRECTORS
BETWEEN 60 AND
70 YEARS OLD ON
THE BOARD

YES

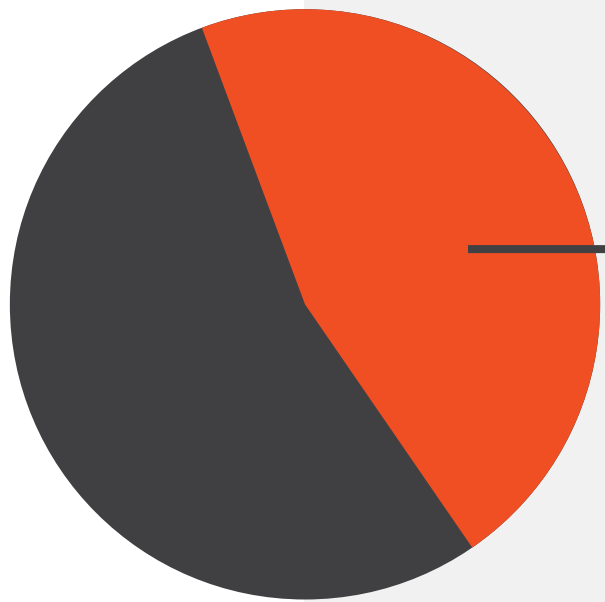
INDEPENDENT
CHAIR

59<sup>YEARS
OLD</sup>

AVERAGE
DIRECTOR AGE

18^{YEARS}

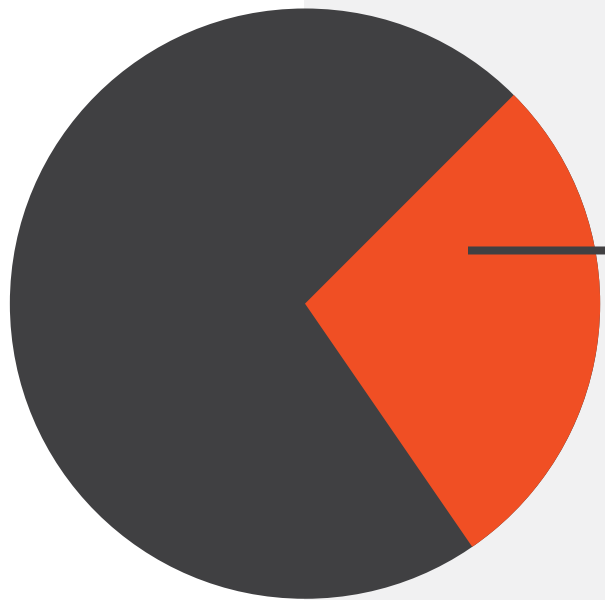
AVERAGE BOARD
EXPERIENCE



45%

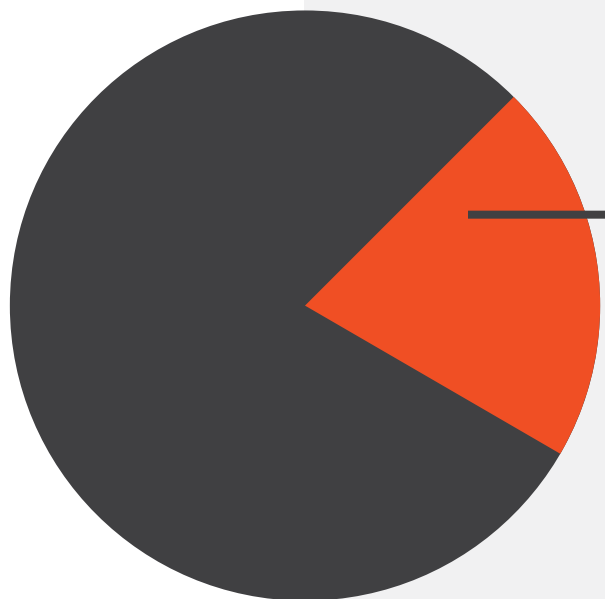
TOTAL DIVERSITY
ON THE BOARD

Diversity is defined as Board members who self identify as female and/or ethnically or racially diverse.



27%

GENDER DIVERSITY
ON THE BOARD



18%

RACIAL/ETHNIC
DIVERSITY ON
THE BOARD

BOARD OVERSIGHT

Lippert has made targeted improvements to oversight in order to properly support its ESG efforts. In the last six 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 Board oversight of sustainability.

The Corporate Governance, Nominating, and Sustainability Committee (CGNS Committee) is one of the five standing committees on the Board of Directors and has primary oversight duties for ESG management, with others contributing through oversight of overall strategy and risks. While four of our directors have experience in environmental and social responsibility, not all sit on the CGNS Committee, which prevents it from being siloed and ensures understanding outside of the CGNS Committee at the board level. Additioanlly, three board directors have cyber expertise, which helps the Company navigate the ever-evolving information security and privacy landscape.

ENTERPRISE RISK MANAGEMENT

At the Board level, the Risk Committee is responsible for the oversight of risks faced by the Company, which are discussed at each Committee meeting. The Board of Directors is briefed quarterly through the Risk Committee as part of the Enterprise Risk Management (ERM) process.

The ERM process is a multi-step process that involves multiple levels of the organization, which ensures we get an accurate picture of risks facing the Company and those we may face in the future. Each year we survey approximately 300 team members globally, including executive leadership and leaders in each department, to

CODE OF CONDUCT

We have adopted guidelines for ethical business conduct. Lippert’s Guidelines for Business Conduct are applicable to all Company directors, officers, and team members. Certain team members are required to sign and acknowledge the Guidelines for Business Conduct. In 2022, 1,150 team members signed the Guidelines for Business Conduct, and 19 of our senior financial officers signed the Code of Ethics applicable to them.

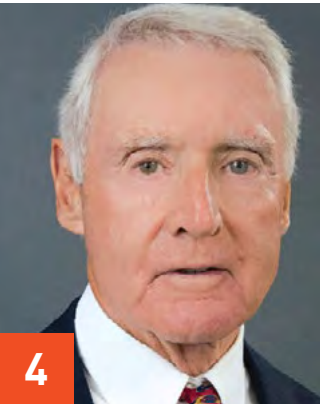
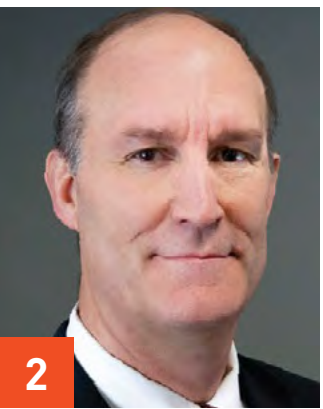
In addition to these Guidelines, the Company has adopted a Whistleblower Policy for reporting complaints on a confidential or anonymous basis regarding questionable accounting or auditing matters, illegal activities, or violations of Company policies.

Additionally, the CGNS Committee continues to consider diversity and underrepresented groups when factoring in the selection of future director nominees, along with the paramount criteria of experience and integrity. In 2022, we added Linda Myers to our board. Ms. Myers not only increases the overall Board diversity but also comes with extensive experience in the human capital domain, which the CGNS Committee will benefit from as it oversees Lippert’s diversity initiatives.

At the management level, Lippert established an employee-level ESG committee in 2022. The ESG committee is made up of leaders across various segments of the business who discuss sustainable business strategies. Each leader on the committee takes ownership of their segment and works to implement, report on, or come up with innovative ideas that will drive Lippert’s sustainability commitments forward. The Committee meets quarterly, and CEO Jason Lippert participates in those meetings. The Committee reports to the CGNS Committee annually.

solicit their feedback on what they see as the top five risks the Company faces and why. The survey results are compiled and analyzed by the internal Risk Committee, made up of the Chief Financial Officer, Chief Legal Officer, Chief Human Resources Officer, and VP of Internal Audit and Compliance. This committee runs the selected risks by the CEO and our two U.S. Group Presidents before presenting the top risks to the Board’s Risk Committee. The Risk Committee leverages the survey results to prioritize risk oversight for the upcoming calendar year while also continuing to discuss risks beyond the scope of the prioritized risk list at each committee meeting.

It is the responsibility of the CGNS Committee to annually review the Company’s Guidelines for Business Conduct, the Insider Trading Policy, and the Whistleblower Policy. These policies are applicable to all employees as well as the Company’s CEO, President, CFO and other financial officers of the Company and its subsidiaries. If the CGNS deems that changes are appropriate, the CGNS will make the recommendation to the Board.



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.

James F. Gero
Private Investor
5.

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

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

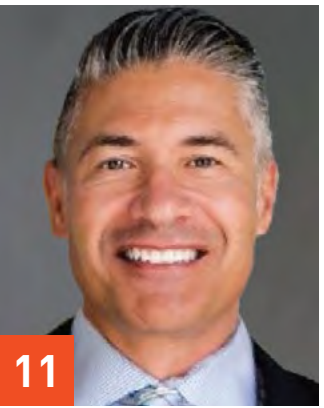
Stephanie Mains
Consultant at SK Mains Consulting, LLC and CEO of LSC Communications, MCL, LLC; Former GE Executive
8.

Linda K. Myers
Former Senior Leadership Team at Kirkland & Ellis
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





ABOUT THIS REPORT

Unless otherwise stated, this report covers activities, data, and initiatives from our calendar year 2022.

AWARDS AND RECOGNITION

ACHIEVEWELL THREE-STAR RECIPIENT

The Wellness Council of Indiana recognized Lippert as an AchieveWELL designated workplace. The AchieveWELL designation is awarded to organizations that strive to create a culture where employees' health and well-being are supported.

WORKPLACE SAFETY AWARD

Lippert team members' Erick Click, Tevon Reed, Cary Dygert, and Ricky Seward received the Indiana Governor's Workplace Safety Award (GWSA) presented by the Indiana Department of Labor, Indiana Chamber of Commerce, and the American Society of Safety Professionals for Lippert's improvements in safety last year. This was due to our partnership with OSHA's Voluntary Protection Program (VPP). Only about 2,100 companies out of approximately 8 million in the US have achieved VPP status, and our Plant 50 at Goshen, IN, was also the first in the RV industry. This partnership has allowed us to build a world-class safety program that helped reduce our workplace injuries by 50%.

GOLD WINNER RECIPIENT FOR THE FLORIDA STERLING MANUFACTURING BUSINESS EXCELLENCE AWARD

Lippert's plant located in Bradenton, Florida, was recognized as a Gold winner recipient for the Florida Sterling Manufacturing Business Excellence Award (SMBE) by the FloridaMakes Network and the Florida Sterling Council. A total of 160 Florida manufacturers were nominated, but only three manufacturers were awarded gold. The plant was the subject of a stringent assessment by the SMBE, including virtual site visits, interviews with leadership, and employee focus groups.

GRI INDEX

Lippert has reported the information cited in this GRI content index for the period 1/1/22-12/31/22 with reference to the GRI Standards.

DISCLOSURE	METRIC	2022 RESPONSE
GRI 2: GENERAL DISCLOSURES 2021		
2-1	Organizational details	LCI Industries is a publicly listed company that trades on the New York Stock Exchange (ticker: LCI). The Company is headquartered at 3501 Country Road 6 East, Elkhart, Indiana. For more information, see 2022 Form 10-K: Business
2-2	Entities included in the organization’s sustainability reporting	Throughout the Report, LCI Industries discloses data that refers to the performance of its wholly-owned subsidiary, Lippert Components, Inc. and its subsidiaries, collectively referred to as Lippert in the report. See Exhibit 21 of 2022 Form 10-K.
2-3	Reporting period, frequency and contact point	Unless otherwise noted, the Report covers the year 2022. Lippert aims to publish annually. This report was published in April 2023. Contact: Kartik Mekala Director of Sustainability Sustainability@lci1.com
2-4	Restatements of information	Any restatements are noted as part of the data presented within the body of this Report.
2-5	External assurance	This Report has not been externally assured.
2-6	Activities, value chain and other business relationships	2022 Form 10-K: Business
2-7	Employees	2022 Form 10-K: Business 12,900 full-time employees: <ul style="list-style-type: none">• 11,100 in North America• 1,800 in Europe
2-9	Governance structure and composition	See pages 24-27of 2023 Proxy Statement Governance Principles
2-10	Nomination and selection of the highest governance body	Corporate Governance, Nominating, and Sustainability Committee Key Practices
2-11	Chair of the highest governance body	Tracy D. Graham, Chair of the Board
2-12	Role of the highest governance body in overseeing the management of impacts	See Corporate Governance and Related Matters - 2023 Proxy Statement
2-13	Delegation of responsibility for managing impacts	See Corporate Governance and Related Matters - 2023 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	See page 26-27 of 2023 Proxy Statement
2-15	Conflicts of interest	Guidelines for Business Conduct Insider Trading Policy Code of Ethics for Senior Financial Officers of Lippert and its Subsidiaries

DISCLOSURE	METRIC	2022 RESPONSE
GRI 2: GENERAL DISCLOSURES 2021		
2-16	Communication of critical concerns	Guidelines for Business Conduct
2-17	Collective knowledge of the highest governance body	See pages 19-23 of 2023 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	Corporate Governance, Nominating, and Sustainability Committee Key Practices
2-19	Remuneration policies	See Compensation Discussion and Analysis of 2023 Proxy Statement
2-20	Process to determine remuneration	See Compensation Discussion and Analysis of 2023 Proxy Statement
2-21	Annual total compensation ratio	See page 61 of 2023 Proxy Statement for CEO pay ratio
2-22	Statement on sustainable development strategy	CEO Letter
2-23	Policy commitments	Guidelines for Business Conduct Environmental, Health, Safety and Sustainable Policy Conflict Minerals Policy Statement
2-24	Embedding policy commitments	We require our directors, officers, and employees to read and acknowledge our Guidelines for Business Conduct and expect them to comply with the Guidelines and other Company policies and procedures.
2-26	Mechanisms for seeking advice and raising concerns	Whistleblower Policy Guidelines for Business Conduct
2-27	Compliance with laws and regulations	Guidelines for Business Conduct
2-28	Membership associations	US: RV Industry Association (RVIA), National Marine Manufacturers Association (NMMA), Specialty Equipment Market Association (SEMA) EMEA: European Rail Supply Industry (UNNIFE), Railway Technological District (DITECFER), Italian APC, Confindustria, Deutsche Caravaning Handels-Verband e.V. (DCHV), Caravaning Industrie Verband e.V (CIV-D), NCC Leasure Vehicles UK, European Caravan Federation (ECF), UNI-VDL France, British Marine, KCI Kampeer-en Caravan Industrie (KCI)
2-29	Approach to stakeholder engagement	Materiality Assessment section See page 37 of 2023 Proxy Statement
2-30	Total employees covered by collective bargaining agreements (%)	Our U.S. team members are not subject to any collective bargaining agreements, although certain international team members are covered by national labor laws. See 2022 Form 10-K: Business

GRI INDEX

Lippert has reported the information cited in this GRI content index for the period 1/1/22-12/31/22 with reference to the GRI Standards.

DISCLOSURE	METRIC	2022 RESPONSE
GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	Materiality Assessment section
3-2	List of material topics	Materiality Assessment section
3-3	Management of material topics	ESG Oversight section
GRI 205: ANTI-CORRUPTION 2016		
205-1	Operations assessed for risks related to corruption	Guidelines for Business Conduct
205-2	Communication and training about anti-corruption policies and procedures	Ethics section of the report Guidelines for Business Conduct Insider Trading Policy
205-3	Confirmed incidents of corruption and actions taken	None
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	We disclose all material proceedings, lawsuits, regulatory agency inquiries, and other claims are report in our 2022 Form 10-K: Legal Proceedings
GRI 301: MATERIALS 2016		
301-1	Materials used by weight or volume	Operational Data - Waste
301-2	Recycled input materials used	Operational Data – Material Recycling
301-3	Reclaimed products and their packaging materials	Operational Data – Material Recycling
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	Operational Data – Emissions
302-2	Energy consumption outside of the organization	Operational Data – Emissions

DISCLOSURE	METRIC	2022 RESPONSE
GRI 303: WATER AND EFFLUENTS 2018		
303-1	Interactions with water as a shared resource	Operational Data – Water
303-2	Management of water discharge-related impacts	Operational Data – Water
GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	Operational Data – Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Operational Data – Emissions
305-4	GHG emissions intensity	27,577 MTCO ₂ e/ \$ Billions (net sales)
GRI 306: WASTE 2020		
306-1	Waste generation and significant waste-related impacts	Operational Date – Waste section; Operational Data – Material Recycling section
306-2	Management of significant waste-related impacts	Operational Date – Waste section; Operational Data – Material Recycling section
306-3	Waste generated	Operational Date – Waste section
306-4	Waste diverted from disposal	Operational Data – Material Recycling section
306-5	Waste directed to disposal	Operational Date – Waste section
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-1	New suppliers that were screened using environmental criteria	Our People and Culture – Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	Our People and Culture – Supply Chain

GRI INDEX

Lippert has reported the information cited in this GRI content index for the period 1/1/22-12/31/22 with reference to the GRI Standards.

DISCLOSURE	METRIC	2022 RESPONSE
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	Our People and Culture – Our Team Members are the Foundation of Lippert’s Success
401-3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Management and Development – Well-Being
401-3	Parental leave	Talent Management and Development – Well-Being
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	Reducing Our Trace – Facility Safety Score Our People and Culture – Health and Safety EHS & Sustainability policy
403-2	Hazard identification, risk assessment, and incident investigation	Our People and Culture – Health and Safety
403-3	Occupational health services	Talent Management and Development – Well-Being
403-4	Worker participation, consultation, and communication on occupational health and safety	Our People and Culture – Health and Safety
403-5	Worker training on occupational health and safety	Our People and Culture – Health and Safety
403-6	Promotion of worker health	Our People and Culture – Health and Safety
403-8	Workers covered by an occupational health and safety management system	Reducing Our Trace – Facility Safety Score Our People and Culture – Health and Safety
403-9	Work-related injuries	Our People and Culture – Health and Safety
GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	Our People and Culture – Talent Management and Development Our People and Culture – Health and Safety Our People and Culture – Diversity, Equity, and Inclusion
404-2	Programs for upgrading employee skills and transition assistance programs	Our People and Culture – Talent Management and Development
404-3	Percentage of employees receiving regular performance and career development reviews	All salaried employees receive regular performance reviews.

DISCLOSURE	METRIC	2022 RESPONSE
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	Our People and Culture – Diversity, Equity, and Inclusion Governance – Governance Snapshot
405-2	Ratio of basic salary and remuneration of women to men	We do not currently collect this data.
GRI 406: NON-DISCRIMINATION 2016		
406-1	Incidents of discrimination and corrective actions taken	Lippert is an international company that has 12,775 team members total as of Dec 31, 2022. We believe our diversity makes us better. All complaints of discrimination are taken seriously and investigated. To the extent any complaints have merit, appropriate disciplinary action up to and including termination is taken. In addition, we regularly provide training to foster an inclusive environment and provide additional training on an individual or group basis as needed.
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Our People and Culture – Our Communities – Lippert Cares section
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1	New suppliers that were screened using social criteria	Our People and Culture – Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Our People and Culture – Supply Chain
GRI 415: PUBLIC POLICY 2016		
415-1	Political contributions	Lippert does not make political contributions

SASB INDEX

CODE	ACCOUNTING METRIC	2022 RESPONSE
ENERGY MANAGEMENT		
TR-AP-130a.1; CG-BF-130a.1	Total Energy Consumed Percentage grid electricity Percentage Renewable	1,669,114 GJ 38% <0.1%
WASTE MANAGEMENT		
TR-AP-150a.1	Total amount of waste for manufacturing Percentage of hazardous Percentage recycled	37,303.28 tons <0.1% ¹ 36% ²
PRODUCT SAFETY		
TR-AP-250a.1	Number of recalls issued; Total units recalled	PLANT 58 AWNING RECALL 22E-055 - 82315 TIFFIN HYD. CYLINDER RECALL 22V-273 - 656 IN-WALL TSB 146-001-2022 (2.5 PER SIDE) - 54489 Hollow 8k Hydraulic Jack TSB 85-001-2022 - 6672
MATERIALS SOURCING		
TR-AP-440a.1,	Description of the management of risks associated with the use of critical materials	LCI Conflict Mineral Policy
COMPETITIVE BEHAVIOR		
TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	\$0, No monetary losses as a result of legal proceedings relating to anticompetitive behavior regulations in 2022.
ACTIVITY METRIC		
TR-AP-000.C	Area of Manufacturing Plants	1,3705,596 Square meters

¹Lippert collected hazardous data at 13 European Middle East and Asia (EMEA) plants. Hazardous waste in NA is minimal.

²Lippert recycled data includes: (i) global wood, metal and plastics recycled, (ii) U.S. Aluminum and Steel recycled, and (iii) plastics reground.

Note: Lippert discovered that data presented in the prior SASB table for FY21 had incorrect units of measurement associated with values reported, and a calculation error was discovered related to energy management.



FOR QUESTIONS OR COMMENTS ABOUT INFORMATION PRESENTED IN THIS REPORT, PLEASE CONTACT: SUSTAINABILITY@LCI1.COM