



LCI INDUSTRIES

CORPORATE SUSTAINABILITY REPORT

2023 REVIEW

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A MESSAGE FROM OUR CEO

Lippert Stakeholders,

At Lippert, we have long been committed to our vision of “Making Business a Force for Good.” Although our company is spread across the globe, our core values unite us. We function as one team, impacting real communities by making business a positive force in the world.

Despite facing challenging macroeconomic headwinds in 2023, particularly in the RV and marine markets, our hardworking teams drove our business forward. We made significant progress in our sustainability and safety initiatives while advancing our operational and financial priorities. Here are some highlights from 2023:

- **Natural Resource Monitoring:** We implemented natural resource consumption and waste monitoring at our applicable facilities.
- **Culture Index Score:** We deployed a Culture Index Score to help measure the impact of our Core Values, Leader Qualities, and Strategic Pillars.
- **Employee Resource Groups:** We formed three new employee resource groups: Lippert Women’s Network, Military Engagement Team, and Chaplaincy.
- **Community Support:** Our monetary donations to non-profits exceeded \$1.1 million, supporting the needs of our communities.
- **Lippert Cares:** We surpassed our 100,000-hours volunteer initiative goal by 43%.

At Lippert, we strive to enhance our reputation for creating advanced, industry-leading content with safety in mind. Throughout the year, our R&D teams have focused on integrating sustainability into product design, which aligns with our long-standing commitment to quality, innovation, and safety. In this report, you’ll find our second-year data on Scope 1 and Scope 2 greenhouse gas emissions, which was collected to better understand our environmental impact. We’re proud to manage our sites according to recognized environmental management standards.

Our team members’ safety and well-being remain a priority. In 2023, we continued to perform on-site safety assessments, inspections, and safety-related training. Our new Hi-Po Program, designed to help develop high-potential leaders, exemplifies our commitment to fostering a growth-oriented mindset that we find essential for enduring success.

Driven by the passionate hearts and minds of our team members, our social impact philosophy resulted in over 143,000 hours of community volunteering in 2023. An example of our commitment to our Core Values and our care for our team members can be found in the Lippert Foundation’s distribution of approximately \$200,000 to directly support those team members who found themselves in extraordinary need.

Our governance framework has continued to evolve, with the Board of Directors enhancing oversight of human capital initiatives, data privacy, and data security practices. Our ESG Steering Committee played a crucial role in enhancing climate-related disclosures. I’m pleased to announce that this report contains our first-ever Task Force on Climate-related Financial Disclosures (“TCFD”) report, detailing our comprehensive approach to assessing climate risks and opportunities. We continue to report in reference to the Global Reporting Initiative (“GRI”) and align with Sustainability Accounting Standards Board (“SASB”) recommendations to provide data-driven insights on our ESG progress.

I extend heartfelt thanks to our teams for their dedication and efforts, which have made this progress possible. Together, we eagerly anticipate continuing this journey in 2024.

Jason D. Lippert



Jason D. Lippert
President and Chief Executive Officer

COMPANY PROFILE

Lippert is a global supplier of engineered products and highly customizable solutions for leading manufacturers in the recreation and transportation industries. Our clientele includes, but is not limited to, recreational vehicle (RV), marine, automotive, commercial vehicle, and building product manufacturers. Additionally, Lippert serves the related aftermarkets of these industries by selling engineered components not only to retail dealers, wholesale distributors, and service centers, but also directly to retail customers.



\$5.2B
IN ANNUAL
SALES IN 2022*

As of December 31, 2022,
we operated over
140
MANUFACTURING
AND DISTRIBUTION
FACILITIES
Across North America,
Europe, and Tunisia



*As of 12/31/23



BUSINESS OVERVIEW

MARKETS SERVED



RV & UTILITY TRAILER PRODUCTS



MARINE



AUTOMOTIVE



TRANSPORTATION

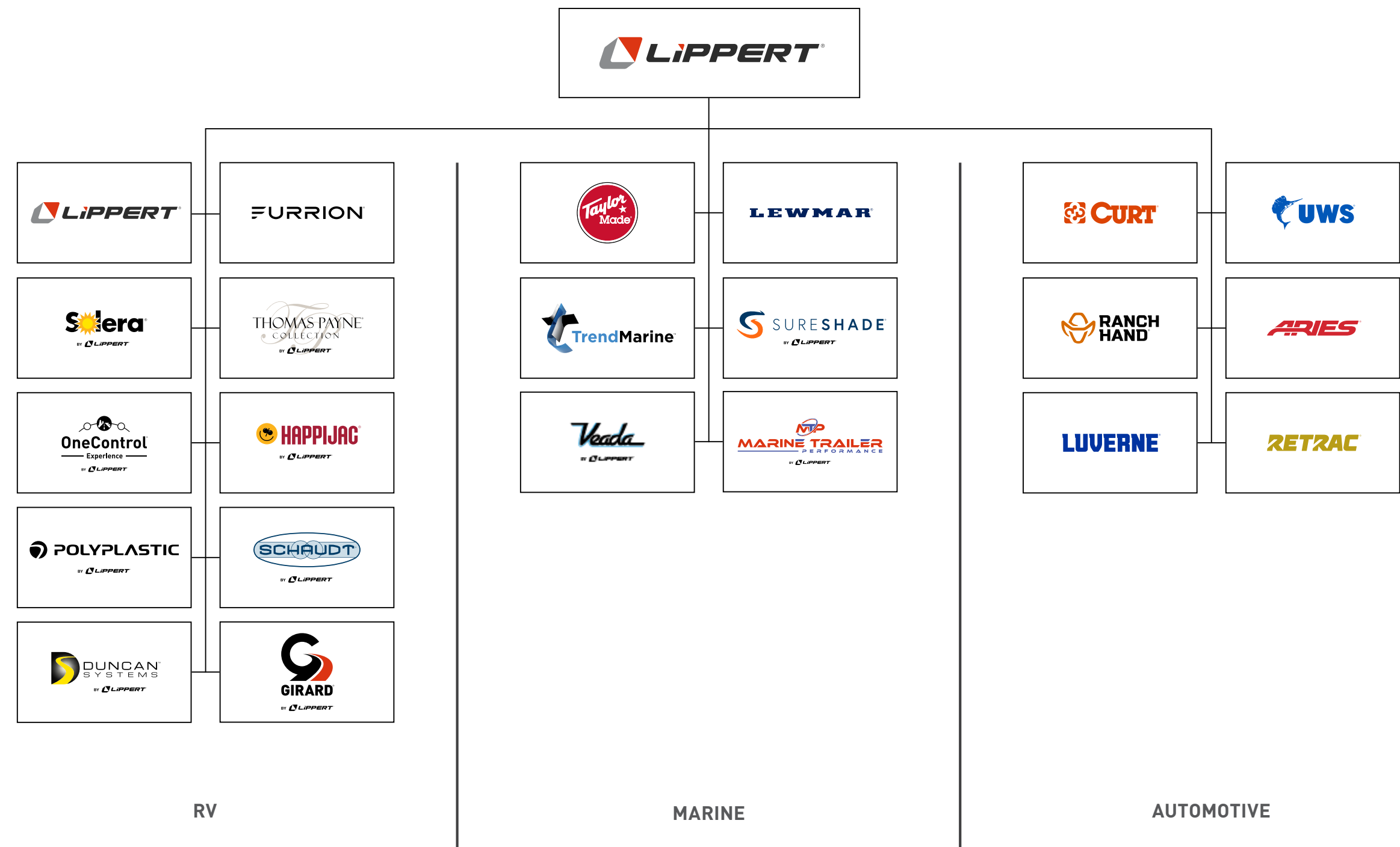


BUILDING PRODUCTS



EUROPEAN MARKETPLACE

BRAND PORTFOLIO



MANUFACTURING CABABILITIES



FURNITURE



GLASS



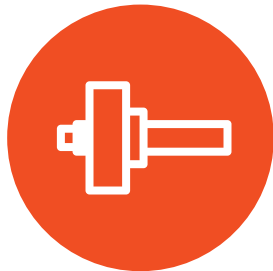
COATINGS



ELECTRONICS



LAMINATION



AXLES



MATTRESSES



FABRICATION & WELDING



PLASTIC MOLDING

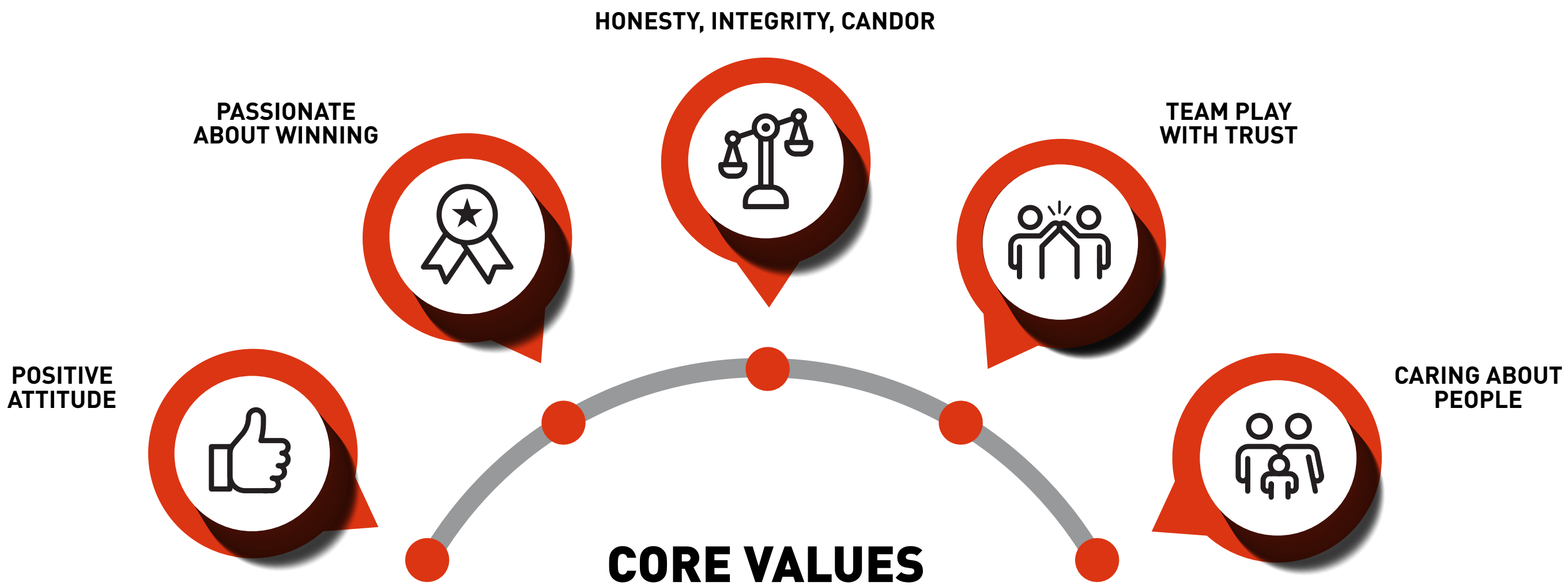


POWER & MOTION SYSTEMS

COMPANY OVERVIEW

Lippert’s vision is to “Make Business a Force for Good.” Since 2016, we have been constructing a positive cultural foundation that underpins our success. This foundation is rooted in a simple driving force: At Lippert, Everyone Matters. Guided by this principle, we prioritize our people — from the shop floor to the C-Suite — and are deeply committed to their success. Our culture revolves around five Core Values that we strive to actively practice every day. At Lippert, our winning culture directly correlates the success of our people with the success of our business.

Our workforce at Lippert serves as our primary engine for growth. We focus on empowering our leadership and equipping the next generation of leaders with the essential tools to drive innovation and long-term performance. Our success is a shared achievement – we celebrate it with our team members, customers, and shareholders.



OUR APPROACH TO SUSTAINABILITY

At Lippert, we recognize the importance of meeting our sustainability obligations and monitoring, mitigating, and managing sustainability-related risks. It’s not merely a necessity; we believe it’s a crucial aspect of maintaining trust with our stakeholders and ensuring the longevity of our operations. By adhering to leading sustainability reporting frameworks and incorporating feedback from our stakeholders, we aim to achieve environmental stewardship, drive product innovation, and enhance our human capital practices. These commitments are encapsulated in the pillars of our sustainability strategy:

- **Operational Efficiencies:** We continuously strive to explore operational efficiency opportunities. In 2023, we continued to focus on energy-related cost-saving projects associated with operational efficiency, particularly around natural resource consumption. These enhancements not only help us manage and reduce our emissions but also ensure that we operate in a cost-effective and sustainable manner. Leveraging advanced monitoring technologies, such as automation, allows us to identify areas for improvement, reduce waste, and optimize resource use, contributing to our overall sustainability journey.
- **Product Innovation:** Our commitment to sustainability helps drive innovation at Lippert. In 2023, we introduced a range of off-grid products designed, in part, to reduce carbon footprints, reflecting our dedication to creating eco-friendly solutions. These innovations go beyond meeting regulatory requirements; they represent our proactive approach to anticipating and fulfilling customer demand for sustainable products. By doing so, we help strengthen our market position and contribute to environmental preservation.
- **Human Capital Practices:** Attracting and retaining top talent is vital for Lippert’s success. We believe that our workforce is our most significant growth driver. In 2023, we implemented initiatives, like our Hi-Po Program and the Culture Index Score, designed to foster a supportive and growth-oriented environment. These programs help ensure that our team members are engaged, motivated, and equipped with the necessary skills to thrive. By investing in our people, we enhance our internal capabilities in an effort to remain competitive and compliant with industry standards.

We believe that our sustainability strategies align seamlessly with our overall business approach, helping to ensure that we stay ahead of competitors and maintain our position as an industry leader in both product development and company culture.

At the production level, our commitment to environmental stewardship drives us to identify ways to incorporate sustainable materials and reduce the environmental impact of our production processes. We strive to prioritize the use of environmentally friendly materials and processes when they align with our operational and financial priorities. Additionally, we continue to enhance our recycling and sustainability programs year after year.

In 2023, Lippert took significant steps to monitor our carbon footprint by gathering and calculating Scope 1 and 2 greenhouse gas emissions. With multiple years of data, we now have a better understanding of our trajectory and can better identify opportunities to reduce our carbon emissions. For detailed information on our emissions, please refer to the Operational Data section of our report. We also successfully completed our inaugural reporting framework in line with the TCFD, which is available in the Appendix of this report.

To assist with managing our impact on the environment, Lippert is innovating products designed to reduce both our own and our customers’ footprints. Being “off the grid” is a priority for many consumers, and we are actively working to help those consumers achieve it through products that do not rely on grid connections, thereby decreasing the carbon that we release into the environment.

Our commitment to our team members is reflected in our core value, “Everybody Matters.” We are committed to seeking innovative ways to increase their work satisfaction and quality of life. Our efforts to improve operational health and safety protocols consistently yield tangible results, and we take pride in seeing these efforts bear fruit.

SUSTAINABILITY RISKS:

Like others in manufacturing, our operations are susceptible to natural disasters, which can significantly impact our supply chain and overall business. Natural phenomena such as tornadoes, hurricanes, fires, floods, and earthquakes — potentially exacerbated by climate change — pose a risk to our uninterrupted operations. Furthermore, our headquarters' location in a region with concentrated recreational vehicle manufacturing facilities intensifies competition for skilled labor, making it challenging to retain and recruit employees, particularly those with valuable skills, knowledge, and experience.

STRATEGIC PILLARS



INNOVATION



QUALITY



CULTURE & LEADERSHIP



CUSTOMER EXPERIENCE



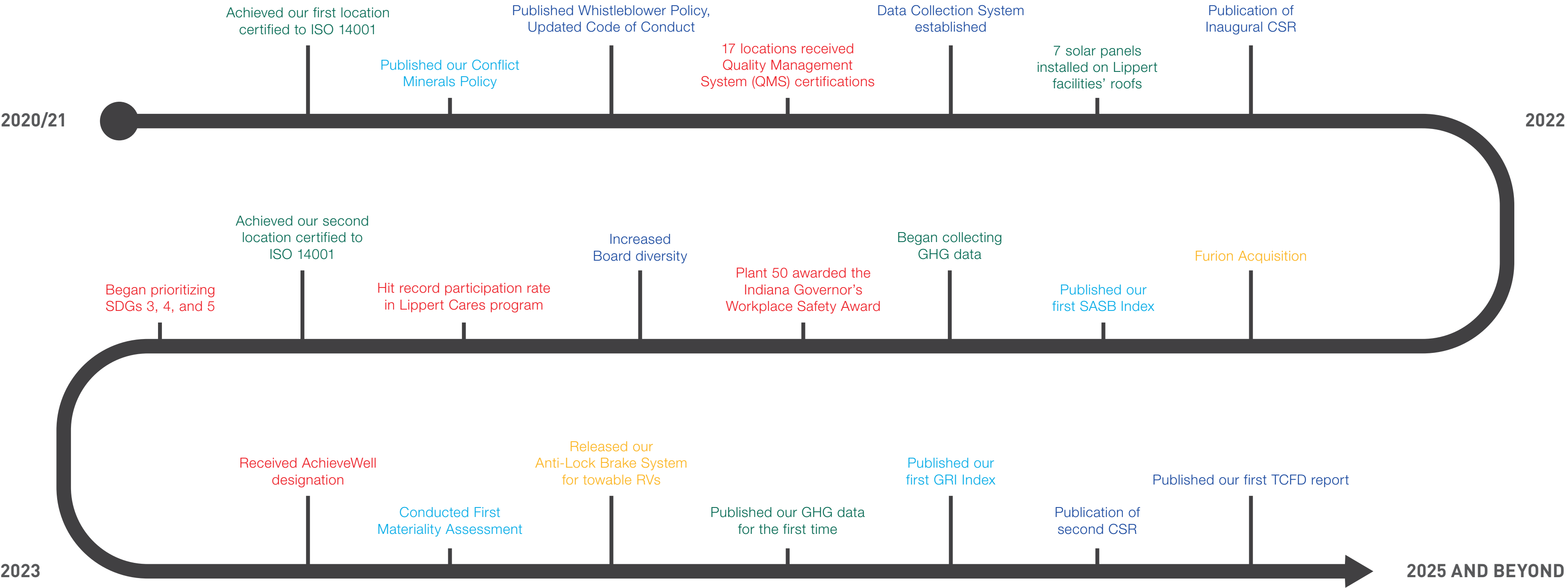
SAFETY

SUSTAINABILITY JOURNEY

Since Lippert’s journey began in 1956, we have worked tirelessly to be a reliable manufacturing partner for our customers and a responsible corporate partner to our team members, community, customers, and the environment. Our commitment to a sustainability approach was initially sparked by our passion to invest in the communities we call home, and it has evolved over time to encompass broader initiatives. In recent years, we have integrated sustainability practices and processes across many aspects of our business operations.

MATERIAL TOPICS

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



AWARDS

- Governor’s Safety Award Partnership Award (March 2023)
- Ivy Tech Community College Ivy Impact Award (May 2023)
- Marquee Health Excellence in Health Award (May 2023)
- AAM Partner of the Year (May 2023)
- Purpose Point Purpose Leadership Award (May 2023)



STAKEHOLDER ENGAGEMENT

At Lippert, engaging with our stakeholders is fundamental to our sustainability approach. We maintain open and regular communication with our team members, communities, customers, and shareholders through various channels, including surveys, feedback mechanisms, and direct interactions. This ongoing dialogue allows us to understand their unique needs and expectations, helping to ensure that our sustainability efforts align with their concerns and effectively meet our ESG obligations.

TEAM MEMBER SURVEYS

In 2023, we placed a significant emphasis on understanding our team members' perspectives through two comprehensive surveys. The increased participation rate in those surveys underscored our team members' engagement and trust in our processes. Our Leadership Action Plan (LAP) survey revealed that 81% of participants successfully achieved their personal goals. This data not only validates our efforts but also provides a roadmap for future improvements, helping to ensure that we continue to meet our employees' needs and foster a motivated and productive workforce.

COMMUNITY ENGAGEMENT

Our community programs are designed to address the specific needs of the communities we serve. Over the years, we have continued to refine these programs to better target unique community needs. The Lippert Cares Community Impact Grant Program, launched in 2022, directed funds to help address food insecurity for K-12 youth. This initiative is just one way we demonstrate our dedication to supporting and uplifting our communities.

CUSTOMER FEEDBACK

Our Customer Care Center provides round-the-clock support for technical needs, parts ordering, and product information. Our grassroots teams — Lippert Scouts for RV and camping and Lippert Captains for marine — engage directly with customers both online and on-site at campgrounds, outdoor events, and marinas. The Lippert Getaway, our annual customer outreach event, also fosters open dialogue with highly-engaged customers. This direct interaction allows us to gather invaluable feedback, which influences much of our product innovation and development efforts. Additionally, we frequently attend trade shows to showcase and provide information on our new products. By listening to our customers and responding to their needs, we try to ensure that our products remain relevant, innovative, and aligned with market demands. Our annual Lippert Getaway event fosters open dialogue with customers, enhancing our product offerings.

INVESTOR RELATIONS

In 2023, in an effort to demonstrate our commitment to transparency and stakeholder engagement, our management team actively engaged with investors by attending investor conferences, holding numerous meetings, and participating in over 40 investor calls. Notably, our management team was present at three investor group events during the annual RV Open House week in September. During these interactions and as appropriate, we provided stakeholders with detailed discussions on our business environment, financial results, and ongoing sustainability efforts.



REDUCING OUR TRACE

OUR APPROACH

At Lippert, our approach to environmental sustainability is driven by our commitment to protect and support the communities we serve while ensuring compliance with industry standards. Our business relies on a healthy natural environment, which we believe is essential for outdoor recreation experiences and enjoyment. To further this goal, we invest in process efficiencies, advanced machinery, and renewable energy sources that contribute to a healthier environment. Our team members actively participate in initiatives designed to minimize our environmental footprint. By standardizing our data collection and aligning with industry norms, we aim to transparently and effectively communicate our ESG activities to our stakeholders.

Over the years, we have expanded our efforts in sustainability data collection, as reflected in this report. During our acquisition process, we conduct thorough due diligence, carefully reviewing the target company’s remediation needs and other ESG factors. We believe that these efforts are vital to our commitment to adhere to the Sustainability Accounting Standards Board (SASB) guidance and the Global Reporting Initiative (GRI) standards. Additionally, our inaugural Task Force on Climate-related Financial Disclosures (TCFD) index is included in the Appendix of this report, further demonstrating our dedication to meeting industry standards and exceeding stakeholder expectations.

FACILITY SAFETY SCORE

Our Facility Safety Score (FSS) was designed to proactively address Environmental, Health, and Safety (EHS) functions and align with internationally recognized standards like ISO 14001 for Environmental Management and ISO 45001 for Occupational Health and Safety. In 2023, we updated our FSS Playbook to include enterprise-wide safety audits and introduced new environmental and sustainability criteria. Site-level management now provides monthly reports on metrics related to electricity, natural gas, and waste management, helping to ensure alignment with ISO 14001 requirements. As we look to 2024, we aim to identify additional opportunities for sustainable practices, including energy savings and the use of renewable materials, further integrating sustainability into our operations. For more details on our FSS, please refer to the Health and Safety section of this report.

ISO MANAGEMENT SYSTEMS

To help mitigate the impact that our manufacturing operations could have on the environment, we are focusing on waste reduction and closely monitoring resource usage to help identify efficiencies and alternatives. While we cannot control our customers’ emissions, we strive to produce components with environmental consciousness and innovate whenever possible to reduce our customers’ ecological footprint.

In 2023, we expanded our Environmental Management System (EMS) processes, establishing a new role titled Corporate Environmental Affairs. This role oversees environmental compliance and regulatory requirements. Following ISO standards for Environmental and Occupational Health and Safety Management, we engage with team members on environmental management issues and provide training to help educate them about Lippert’s management systems. The EMS objectives and goals are integrated into our Facility Safety Score (FSS), with a target score of 8.5 out of 10 for all sites. Facilities scoring below this threshold must develop corrective action plans to address gaps and enhance their performance. Additionally, in 2023, an additional facility in the UK received ISO 14001 certification, bringing our total to three certified facilities.

OPERATIONAL DATA

EMISSIONS

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

Scope 1	45,108 MT CO ₂ e
Scope 2	104,374 MT CO ₂ e

ENERGY

In addition to our ongoing efforts to collect Scope 1 and Scope 2 data, we continued to invest in solar projects throughout 2023. Last year, we successfully implemented three new solar net-metering projects, bringing our total solar operations to ten. Collectively, these installations generated an impressive 2,598,205 kWh of solar energy in 2023, marking a remarkable 253% increase from 2022.

Electricity Consumption	793,524 MMBtus
Natural Gas Consumption	849,418 MMBtus

Lippert has implemented several strategies to enhance energy efficiency and promote conservation. Notably, we have adjusted furnace operation hours, particularly during nights and weekends, resulting in cost savings and reduced energy consumption. These initiatives have had a direct impact on our monthly utility bills.

WASTE

In our commitment to sustainable practices, we actively pursue waste management solutions using the “reduce, reuse, and recycle” hierarchy. Our lean manufacturing practices have led to innovative solutions, including optimizing waste pickups to occur when our refuse containers are at full capacity. By doing so, we not only lower our carbon footprint but also achieve significant cost savings. For instance, one of our sites estimated non-compliance cost savings exceeding \$100,000.

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

Landfill Waste	10,877 tons
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MATERIAL RECYCLING

Aluminum recycled ¹	5,993 tons
Glass recycled	9,400 tons
Steel recycled ¹	33,715 tons
Wood, Plastics and Cardboard recycled	4,409 tons

¹Based on North America facilities data only.

WATER MANAGEMENT AT LIPPERT

Lippert recognizes the significance of water as a natural resource. While its direct impact on our business may not be material, we remain steadfast in our commitment to sustainable water management. Here are the key points:

- We have enhanced our processes to eliminate or reduce water usage and continue to seek additional efficiencies.
- As part of our FSS enhancement, we now monitor our water consumption to further our goal of reducing usage.
- For water necessary to our operations, we actively explore opportunities to minimize our environmental footprint. For instance, one of our European sites has transitioned its heating for industrial applications from natural gas to electric water.





PRODUCT SAFETY AND QUALITY

At Lippert, we prioritize product safety and strive to ensure that every product we manufacture adheres to the highest standards of quality and innovation. We feel that when customers choose a Lippert product, they embrace our commitment to excellence. Our skilled engineering team works hard to design safe, innovative products that our customers can trust. Through customer experience events, we identified a demand for enhanced RV safety features, leading to the development of our Anti-lock Brake System (ABS). This innovative solution helps prevent trailers from pivoting off their axis. Since its launch, numerous RV brands have adopted the Lippert ABS in an effort to ensure safer towing experiences for those RV owners.

Our commitment to safety begins in our state-of-the-art facilities. Each new product undergoes rigorous Design Validation Plan and Report (DVP&R) testing to identify and address potential safety concerns before reaching our customers. We utilize tailored quality control tools, including A3 (report which identifies the problem, the analysis,

corrective actions, and action plan), 8D problem-solving methods, and Ishikawa Diagrams, to implement effective corrective actions. Our team members receive comprehensive education on product safety through Lippert's Technical Institute, which houses valuable safety educational materials. These work processes are meticulously documented and frequently audited in our journey to achieve the highest standards of product quality and safety.

The Lippert Customer Care Center serves as a vital touchpoint, regularly engaging with customers and RV owners to capture opportunities and address quality concerns. This interaction allows us to collect valuable feedback, which we analyze to identify areas for improvement. Our systematic approach helps ensure that we enhance our products to meet the evolving needs and expectations of our customers.

PRODUCT INNOVATION

At Lippert, we continue to prepare for a clean energy future by allocating resources toward innovative solutions. These efforts help solidify our position as a key supplier in the RV industry. As the future moves toward electrification, we remain committed to staying ahead of the curve and anticipating customer demand for solar power and off-grid living solutions.

In 2023, we introduced several innovative products that are already making a significant impact in the industry. In addition to our ABS brakes, we launched a 4K window series with integrated shades, a solar awning, and a new line of electric biminis. As we continue to expand our product portfolio, we plan to engage even more with customers and dealers to gather vital feedback. This collaborative approach assists us with refining existing products and developing new ones that cater to a broad spectrum of customer needs on our journey to remain at the forefront of industry innovation.

SOLERA OFF-GRID

In 2023, we proudly launched the Solera OG (Off-Grid) brand, featuring the Lippert's first-ever flexible solar awning fabric. These innovative awnings were developed to address the growing demand for readily accessible energy independence. Cultivated in an exclusive partnership with Renogy®, the Solera OG combines the convenience of a Lippert awning with impressive solar capabilities.

Key Features:

- **Flexible Solar Fabric:** The Solera OG awning fabric is designed to harness solar energy. When extended, it provides up to 300 watts of power, and even in the retracted, travel, or stored positions, it still generates up to 200 watts.
- **Easy Installation:** Installing the Solera OG is as straightforward as installing any Lippert awning, supporting a hassle-free experience for RV enthusiasts.



OUR PEOPLE & CULTURE



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations’ Sustainable Development Goals (SDGs), adopted in 2015, provide a comprehensive blueprint to address some of the world’s most pressing social and environmental issues. These 17 SDGs serve as a global call to action for peace and prosperity for people and the planet. At Lippert, we align our efforts with those specific SDGs outlined below that resonate with our core values and strategic objectives, helping ensure that our contributions toward these goals are both meaningful and impactful.



SDG 3: GOOD HEALTH AND WELL-BEING

At Lippert, we prioritize the health and well-being of our team members and communities. We implement innovative health and safety measures across our facilities, guided by our FSS Playbook and various employee initiatives. Our comprehensive healthcare coverage and wellness programs promote healthier lifestyles among our team members. Additionally, the Lippert Cares Community Impact Grant plays a crucial role in enhancing safety and addressing food insecurity among K-12 youth in our communities, demonstrating our commitment to this vital SDG.



SDG 4: QUALITY EDUCATION

We believe that education is a driver of innovation and progress. At Lippert, we have developed comprehensive training programs that offer both in-person and online options. We partner with regional community colleges to provide technical certifications through nationally recognized boards and organizations. These college-level courses offer specific skill training that aligns with our ongoing efforts to innovate and expand automation, as appropriate, in our manufacturing operations. In addition to technical training, we offer learning opportunities in quality, lean management, human resources, and supply chain.

In 2022, we launched our own academy to help hourly team members obtain their high school diplomas through Elkhart Adult Education, resulting in six graduates in 2023. Our commitment to education also extends to English language courses, consisting of 12-week sessions with twice-weekly 90-minute meetings. This focus on learning reflects our core belief that investing in our team members is critical to our success. Furthermore, we make meaningful community investments through donations and volunteering to advance the education of the children in our communities.



SDG 5: GENDER EQUALITY

At Lippert, we are dedicated to fostering an inclusive culture that promotes gender equality. Our Lippert Women’s Network was established to provide a platform for intentional growth, exposure, and networking opportunities for team members across the organization. This initiative reflects our dedication to creating a workplace where our team members, regardless of gender, can thrive and contribute to our collective success. Through various programs and events, we aim to empower our female team members and support their professional development.

357
STUDENT
REGISTRATIONS

890
COLLEGE CREDITS
EARNED

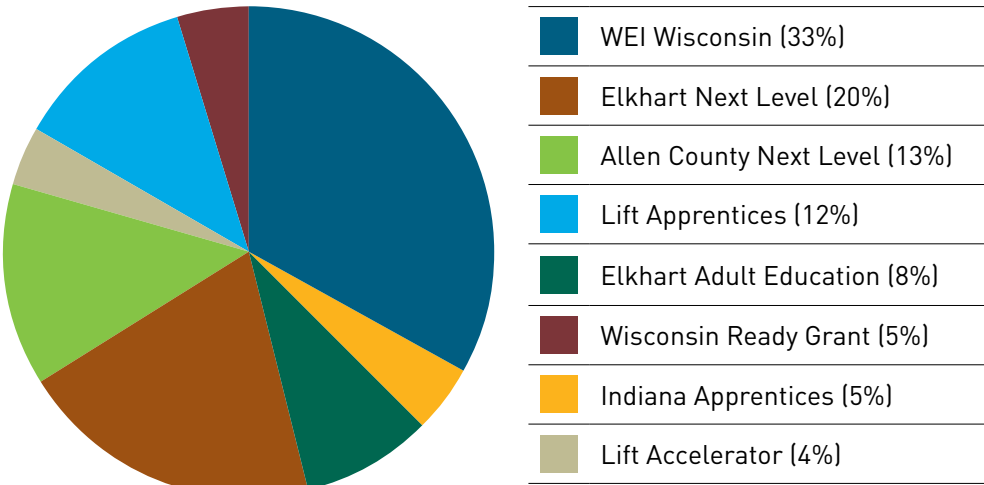
51
REGISTERED
APPRENTICES

21
DIFFERENT COURSE
OFFERINGS

196
PROFESSIONAL
CERTIFICATIONS

15
CDL
LICENSES

GRANT MONEY OBTAINED: \$755,000



OUR PEOPLE

FOSTERING A CULTURE OF GROWTH AND IMPACT AT LIPPERT

At Lippert, we recognize that our team members are at the heart of our achievements. Since the launch of the Everyone Matters initiative in 2017 — an effort to enhance workplace treatment and improve team members’ lives — our work culture has continued to evolve. Today, the principles of Everyone Matters permeate our global organization, driven by the Culture & Leadership Development (C+LD) Team.

THE ROLE OF THE C+LD TEAM

The C+LD Team focuses on enhancing the lived experience of our team members. Their areas of emphasis include leadership development, personal and professional growth, and community impact. Through our cultural programs, we’ve cultivated a network of leaders across our locations, helping to ensure our core values are deeply ingrained. The C+LD Team actively supports leaders and their teams in developing action plans and goals that promote both personal and professional development.

CULTURE INDEX

One of our key tools is the Culture Index Score, developed by our C+LD Team. This score measures the impact of our Core Values, Leader Qualities, and Strategic Pillars. By using this score, individual divisions, plants, and departments can align their efforts with our team members’ needs and tailor programs to enhance their daily experiences at Lippert.

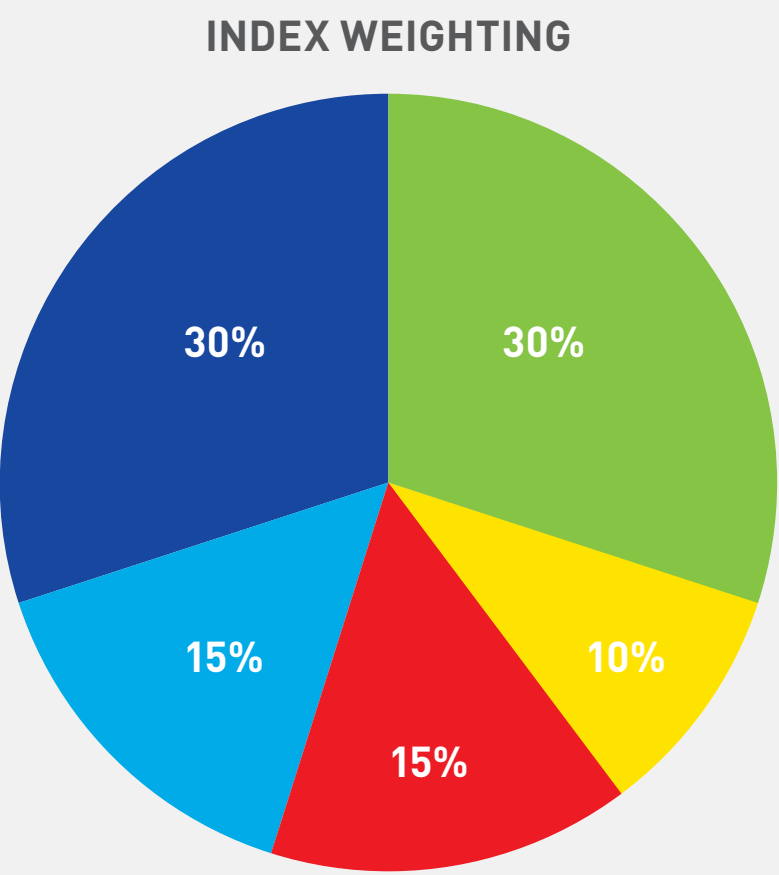
In 2023, we initiated a pilot of the Culture Index within our core operational divisions. This pilot aimed to familiarize leaders with the dimensions of the index. The results obtained during this pilot will serve as our baseline for future assessments.

To achieve this goal, all participants will receive monthly updates to monitor progress and adjust behavior as necessary, ensuring continuous improvement in our workplace culture.



Our Culture Index Score serves as a vital resource for leaders throughout the year. It is based on five key factors:

- Engagement (30%)**
Measures team members’ level of involvement and commitment.
- Team Member Quality of Life (10%)**
Focuses on well-being and satisfaction.
- Voluntary Retention (30%)**
Reflects team members’ willingness to stay with Lippert.
- Community Service Hours (15%)**
Quantifies our impact beyond the workplace, including both total volunteer hours and the number events led by leaders.
- Leadership Involvement (15%)**
Our comprehensive approach ensures that our cultural initiatives align with our Core Values and Strategic Objectives.



ENGAGEMENT

At Lippert, we’re dedicated to seeking new ways to strengthen our organizational culture, and our newly introduced Culture Index exemplifies this commitment. We believe that our results directly reflect the dedication, strength, and guidance provided by our leaders across the company. Our inclusion of engagement and quality of life elements in our Culture Index underscores our commitment to advancing our cultural journey.

In 2023, we conducted two comprehensive employee engagement surveys. Remarkably, participation rates increased from 80% early in the year to an impressive 87% by year-end, representing a significant number of Lippert voices. This marked our highest engagement score since we began monitoring employee engagement in 2018. The insights gained from these surveys have helped us develop an enterprise-wide plan to implement more structured team member reviews and integrate our Leadership Action Plan (LAP) (discussed in more detail below) into our team member development process. These actions help ensure alignment with our cultural values.

TALENT MANAGEMENT AND DEVELOPMENT

Turning the focus to Talent Management and Development, we are committed to fostering both personal and professional growth for our team members. To achieve this, we offer a range of educational opportunities and career development plans. Our Leadership Action Plan (LAP) is a pivotal tool that incorporates both professional and personal goals, assisting our team members in their growth journeys. Often, our team members with LAPs ask to review their plans with their direct supervisor or internal mentor, helping create a culture of support and accountability.

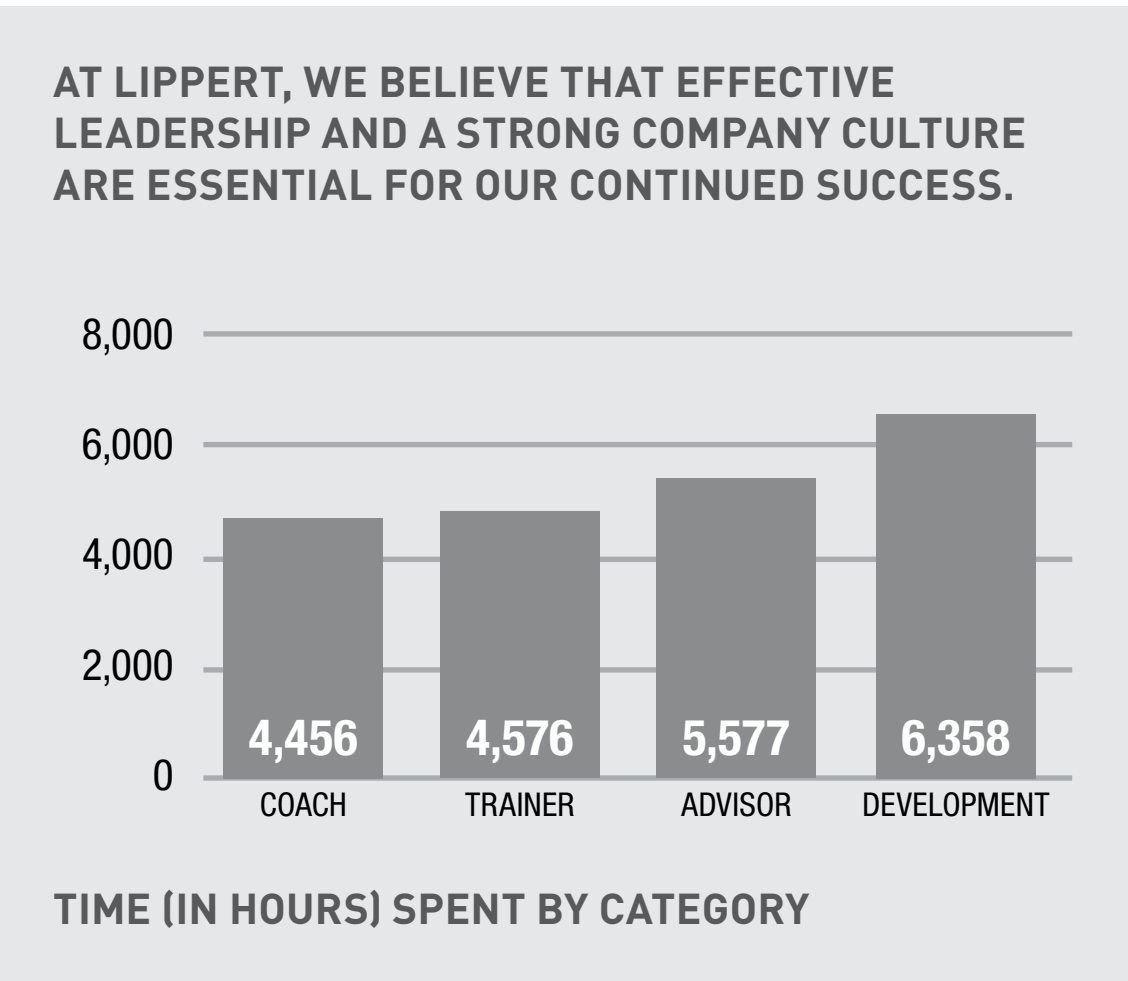
Over the past year, our Culture and Leadership Development and Training teams have delivered over 20,000 hours of training and development in an effort to significantly transform our employee culture. This transformation is evident in our reduced attrition rate, which has fallen from 120% in 2011 to just 29% in 2023.

LEARNING OPPORTUNITIES

Development is a cornerstone of Lippert’s culture. We have partnered with Ivy Tech Community College to offer educational opportunities in areas such as technical computer skills, high school equivalency, language courses, and more. Additionally, our tuition assistance program supports full-time team members in pursuing coursework at institutions of their choice.

Lippert University, our comprehensive in-house learning management system, houses 3,650 courses and trainings, including monthly safety awareness and EHS compliance trainings. In 2023, over 10,230 team members participated in some form of in-house training, completing 176,680 courses and 221,196 trainings.

LEADERSHIP DEVELOPMENT PROGRAM



At Lippert, we are committed to bringing our Core Values to life through effective leadership that demonstrates those values on a daily basis. As our organization grows, the need for diverse leadership abilities and a strong company culture becomes even more crucial. As noted, in 2023, we invested over 20,000 hours in leadership development and culture training, resulting in over 96,000 interactions with our team members.

Key initiatives in our leadership development journey include:

- 1. High Potential (Hi-Po) Program:** Launched to nurture individuals with strong leadership qualities, this program helps establish a pipeline of future leaders.
- 2. Domestic Service Trip:** Members of our leadership team participated in a domestic service trip in an effort to give back to the communities in which we live and work. This hands-on experience is a prime example of our commitment to social responsibility.
- 3. Business as a Force for Good Committee:** We have launched this pilot initiative to develop and empower cultural champions within our organization. These champions work to inspire our teams, improve communications, and raise awareness about cultural initiatives.

Program	Description	Results
Hi-Po	Launched in June 2023, the High Potential (Hi-Po) Program was designed for leaders who demonstrate the potential to advance one to two levels within the next two to three years. These exceptional leaders exhibit the following qualities: 1. Strong Character: They embody our Core Values and Leader Qualities, serving as role models for their teams. 2. Influence: They lead individuals who are not directly under their supervision, demonstrating their ability to inspire and guide others. 3. Capacity: They willingly take on additional responsibilities, showing a desire for growth and development. 4. Effective Delegation: They efficiently allocate resources and leverage team members to achieve results. 5. Positive Impact: Through consistent leadership and contributions, they play a vital role in the business’s success.	210 Hi-Po leaders 37 service trip participants
Built to Lead	Built to Lead is a one-day leadership flagship experience that covers essential leadership components at Lippert. This program serves as a catalyst for personal and professional growth, equipping team members with the tools and resources we believe they need to drive continuous improvement. Built to Lead fosters self-awareness and offers guidance on navigating various challenges across divisions. The program is now offered in both English and Spanish.	8 trainings 417 total participants
Built to Grow	Lippert’s Built to Grow Program aims to instill our Core Values and Leader Qualities in our team members, their teams, and throughout the business. The program’s goal is to enhance self-awareness, equip leaders with practical tools and concepts, and foster interactive learning and collaboration.	11 trainings 3,975 total views
Mentorship	The Lippert Mentorship Program is designed to empower team members to reach their full potential through professional growth, leadership development, and career advancement. Participants have the opportunity to be matched with a mentor tailored to their specific career development needs and comfort level. Mentor options may include individuals within or outside of the mentee’s department, those with extensive experience, individuals of the same gender, or members of a specific requested group (i.e., Veteran, LGBTQIA+, and the Lippert Women’s Network).	86 active pairings (74 mentees/66 mentors) during 2023 188 total pairings (147 mentees/123 mentors) since inception

TALENT MANAGEMENT AND DEVELOPMENT

LEADERSHIP ACTION PLAN (LAP)

As first introduced above, Lippert’s Leadership Action Plan (LAP) is a crucial engagement tool designed to help leaders chart their development journey. Our standard LAP is divided into two sections: one for personal development goals and the other for professional development goals. Participants review and evaluate their plans every 90 days to reflect on their accomplishments and successes. Feedback from our recent engagement survey revealed that team members appreciate the multi-dimensional aspect of the LAP and desire alignment of performance feedback with their professional goals.

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: _____

CASE STUDY: GROWING WITH LIPPERT

Luis Ramirez Vazquez embarked on his Lippert career as an upholsterer at Plant 50 and has since ascended to the role of Manufacturing Manager at Lippert’s Plant 91. His remarkable career development was nurtured by various Lippert programs, including Lippert University courses, Leadership Development Sessions for the marine division, Built to Lead, and the Build the Bench Program (a pilot Hi-Po Program specific to our marine team). Luis’s passion for his Leadership Action Plan (LAP) inspires him to encourage team members to create and follow their own LAPs.



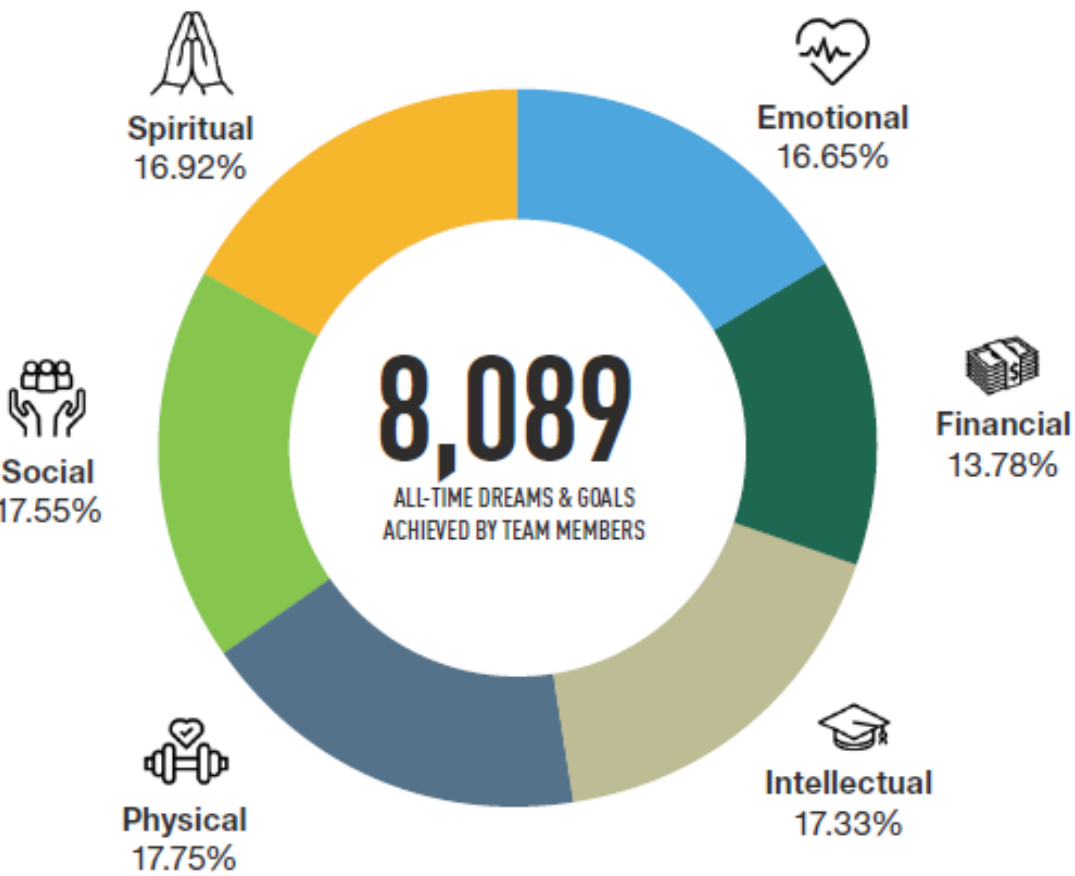
Lippert also conducted a Dream and Goals Survey to assess team members’ progress on their personal development goals, which span areas such as volunteering, professional development, and health-related aspirations. Impressively, 81% of LAP participants reported achieving their personal goals in 2023, resulting in more than 8,000 individual achievements since the program’s inception.



CASE STUDY: TRANSLATING BUILT TO LEAD

During a listening session with CEO Jason Lippert, Diana Montiel, a Leadership Development Coordinator, expressed her aspiration to offer the Built to Lead program in Spanish. Encouraged to turn this dream into an actionable goal, Diana collaborated with two team members to translate the program and conducted two classes for 100 Spanish-speaking leaders. Based on the feedback we received, this initiative fostered pride and momentum among Lippert’s Spanish-speaking team members, resulting in the achievement of Diana’s LAP goal.

ALL-TIME DREAMS & GOALS IMPACT METRICS





BENEFITS AND WELLNESS

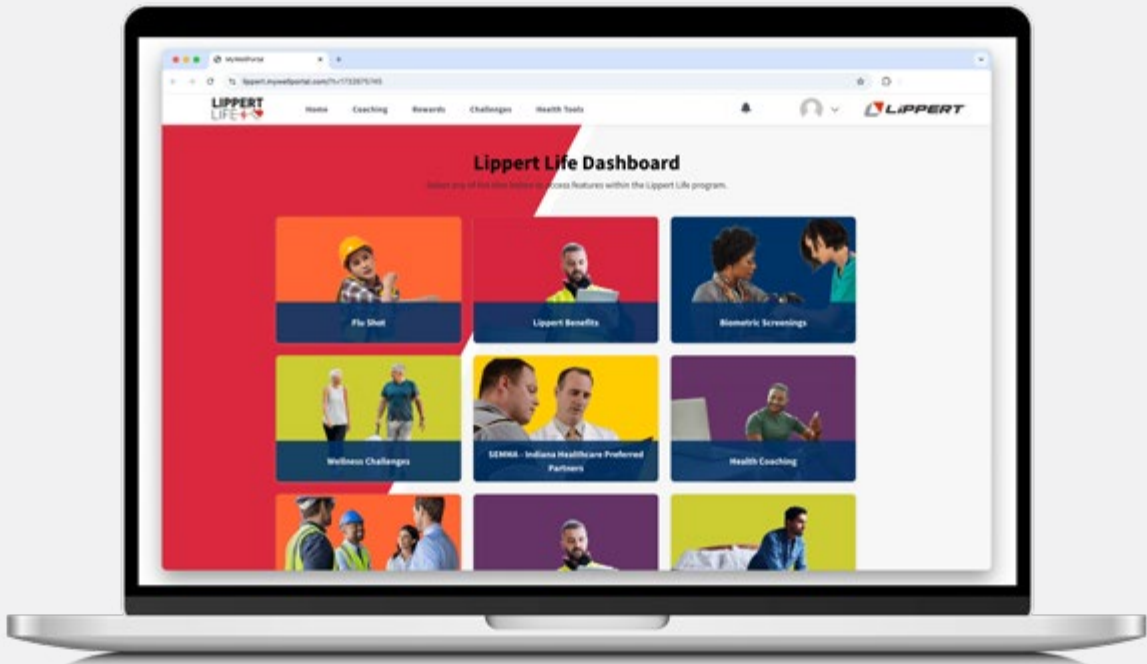
At Lippert, we recognize that our team members' well-being is crucial to our success. To support their financial, health, and wellness goals, we offer a comprehensive benefits package to full-time team members. In 2023, subject to certain eligibility conditions, our available benefits included:

- 401(k) matching plan
- Life insurance
- Accidental death and dismemberment coverage
- Voluntary life, hospital indemnity, accident, and critical illness
- 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
- Tuition reimbursement

Additionally, both full and part-time team members can access our 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
- Monthly wellness challenges and a rewards program
- Discounted gym memberships
- Year-round engagement activities, including monthly webinars
- Biometric screening program

If requested, team members also receive well-being communication via a newsletter and push notifications.



CASE STUDY: LIPPERT LIFE PORTAL

In 2023, the Lippert Life app experienced increased participation compared to the previous year. More team members engaged in wellness activities, underwent biometric screenings and heart scans, and participated in our annual step challenge. The portal recorded 4,545 active users and tracked an impressive 191,000,000 steps during the Step Challenge.

13,505 ACTIVE USERS, 191,000,000 STEPS TRACKED DURING THE STEP CHALLENGE

872
LIPPERT LIVE WELL PROGRAM COMPLETIONS

7,226
LIPPERT LIVE WELL PROGRAM PARTICIPANTS

152
NICOTINE CESSATION PROGRAM COMPLETIONS

3,920
KNOW YOUR NUMBER BIOMETRIC SCREENINGS

225
HEART SCANS

1,257
HEALTH COACHING

1,832
LIPPERT LIFE PRESENTS: HOLLY'S HEALTH TALK

4,499
GOOD HEALTH ESSENTIALS COURSE

DIVERSITY, EQUITY, AND INCLUSION

At Lippert, we are dedicated to creating and maintaining a workplace where every team member is valued for their individual skills, experience, and unique perspectives. We believe that our policies and values reflect this commitment. We also recognize that diversity, equity, and inclusion, when properly applied so that the application does not result in the discrimination of our other team members with different characteristics, can help drive our business success. We strive to improve our work environment by aligning our cultural and business strategies with the needs of our team members.

We hold regular 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 emerge from these sessions, such as the need to translate our Built to Lead Program materials into Spanish. Lippert CEO Jason Lippert tries to hold at least one listening session each week, visiting many of our facilities in person and using online resources to conduct remote sessions when needed.

Lippert further demonstrates its support for diversity, equity, and inclusion through various initiatives and programs. We highlight key regional and global observance days throughout the year, inviting team members to share their unique backgrounds. Celebrations include Veteran’s Day recognition and Cinco de Mayo events in the United States, Women’s Day appreciation in Germany and the Netherlands, and Women’s Day breakfasts in the United Kingdom and Ireland, which led to increased employment applications from women following the events.

We also strive to foster diversity and inclusion at our plant locations globally, displaying wall flags to celebrate the nationalities and origins of our team members at various locations throughout the world. For example, our Netherlands facility displays 24 flags representing the diverse backgrounds of our team. We are committed to continuing these types of diversity celebrations in an effort to enhance our inclusive culture.



WOMEN'S NETWORK

ENTERPRISE RESOURCE GROUP: LIPPERT WOMEN’S NETWORK (LWN)

The Lippert Women’s Network is a program available to any team member, including men, interested in intentional development, exposure, and networking across the organization. In 2023, the program included topics such as fostering an environment to share and learn from one another’s unconscious biases.

Additionally, the Lippert Mentorship Program expanded to partner with the Lippert Women’s Network Mentorship Program, promoting female team members’ involvement in mentorships throughout the organization.



MILITARY ENGAGEMENT TEAM

ENTERPRISE RESOURCE GROUP: MILITARY ENGAGEMENT TEAM (MET)

As part of Lippert’s commitment to supporting veteran team members and their families, we launched the Military Engagement Team (MET). This team member resource group is designed to promote mentorship to our veteran community. MET champions communicate our Core Values to other service members, with the goal of advancing the recruiting, hiring, and retention of veterans at Lippert while strengthening our brand awareness.



CHAPLAINCY

ENTERPRISE RESOURCE GROUP: CHAPLAINCY

Lippert’s Chaplaincy program aims to provide support to our team members, regardless of their religious beliefs, through a model of C.A.R.E.: Connect, Assess, Resource, Engage. The objectives and initiatives of Lippert Chaplains are to help team members make healthy choices, offer them transformative resources, and develop effective partnerships across the organization.

TEAM MEMBERS CONNECTED

1,464
GENUINE ENCOUNTERS

105
"NEW TESTAMENT IN A YEAR" PARTICIPANTS

87
CRISIS SUPPORT INSTANCES

45
WEEKLY PRAYER ATTENDEES

22
FELLOWSHIP GROUPS

6
LIFE CELEBRATIONS

CASE STUDY: PURSE WITH A PURPOSE

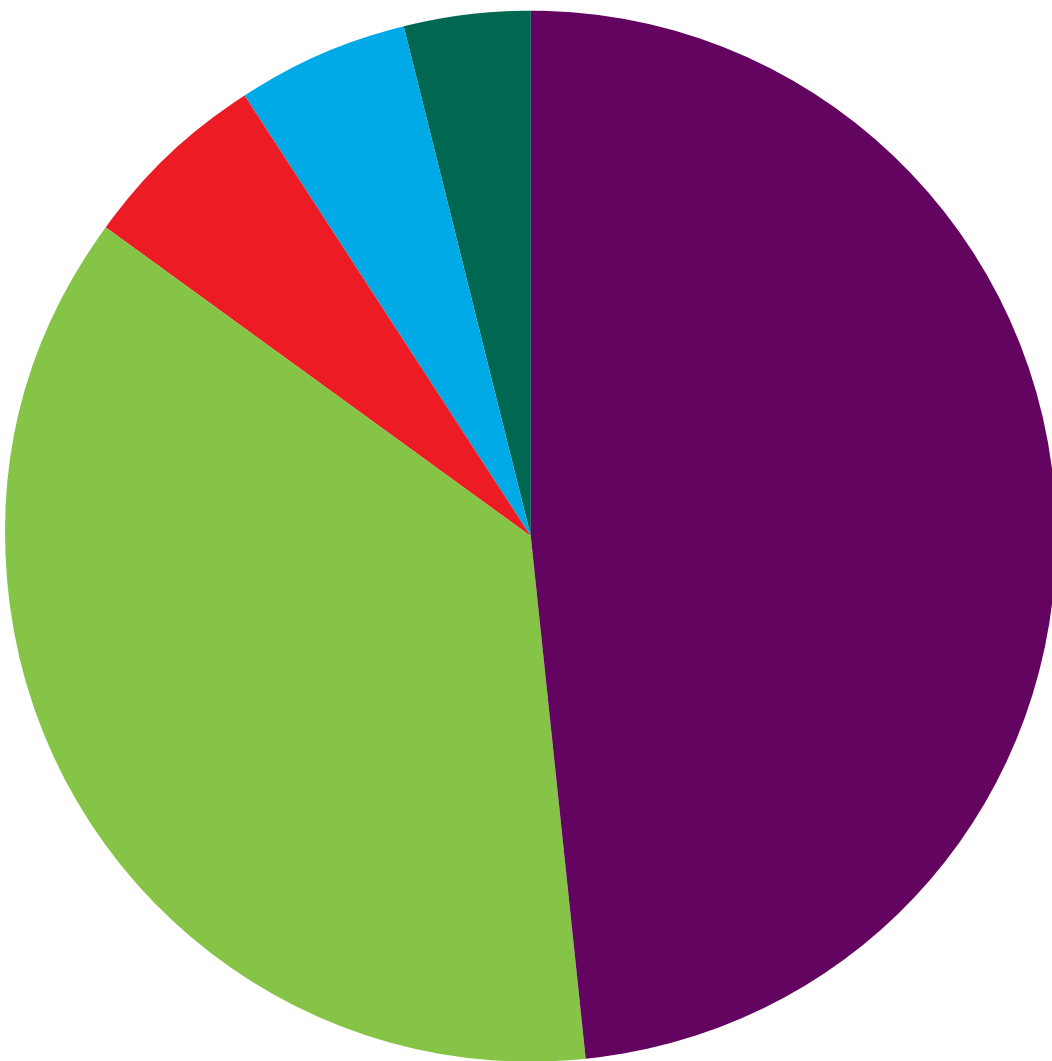
In July and August 2023, the Lippert Women’s Network challenged teams to participate in a global volunteer activity named “Purse with a Purpose.” This initiative encouraged team members to collect and donate gently used purses and new toiletries, helping to empower women in our local communities. The program highlighted how a handbag can be a source of empowerment to women in need, providing an extra edge for an interview outfit or a boost of confidence.

DIVERSITY, EQUITY, AND INCLUSION

EMPLOYEE DEMOGRAPHIC DATA: GENDER DIVERSITY

- 32.2% women in the workforce
- 27.5% of women in management (North America only)

EMPLOYEE DEMOGRAPHIC DATA:
RACIAL AND ETHNIC DIVERSITY – NORTH AMERICA



- 48.4% White
- 36.6% Hispanic or Latino
- 5.9% Black/African American
- 5.3% Asian
- 3.8% Other

HEALTH AND SAFETY

At Lippert, we prioritize the health and safety of our team members by leveraging a world-class Environmental, Health, and Safety (EHS) platform to oversee safety at our sites. Each of our manufacturing sites designates a Safety Champion responsible for implementing Occupational Health and Safety (OHS) management systems. In 2023, approximately 23 Safety Champions maintained our OHS systems. Our Lippert University platform also provides monthly safety training, supporting these efforts with regular updates and new modules.

EHS leadership, along with our EHS Team members and Safety Champions, actively participate in weekly calls to discuss OHS management requirements and share best practices. Operations leaders also join monthly calls to discuss OHS management and corrective actions. Additionally, our Lean teams engage in Just Fix Its (JFIs) and A3 projects, systematically documenting and implementing various types of improvements.

FACILITY SAFETY SCORE (FSS)

Lippert introduced the Facility Safety Score (FSS) to enhance our health and safety efforts. In 2023, we updated our FSS Playbook to emphasize enterprise-wide safety assessments and inspections, resulting in an adjustment of the weighting for different scoring factors:

- Hazard reporting and proactive identification of improvements (logged as corrective actions): 40%
- Site safety inspections: 30%
- Recordable incident rates: 10%
- Monthly safety training: 10%
- Sustainability: 10%

Each facility receives an FSS based on a 10-point scale, with a target score of 8.5 or higher. Facilities with lower scores develop tailored improvement plans, which are regularly reviewed to ensure effective and sustained implementation. In 2023, a majority of Lippert facilities achieved or exceeded the target score.

EMERGENCY RESPONSE PLAN

Each of our sites maintains an emergency response plan (ERP) that contains contingencies to address natural hazards, including those more likely to occur because of their geographic location, such as tornadoes, earthquakes, and fires, and other emergency situations, such as chemical spills. One facility’s ERP may recommend an external evacuation, while another outlines an internal shelter-in-place plan. Each facility practices its ERP(s) at least twice a year, and every facility updates its plan annually.

HEALTH AND SAFETY TRAINING

Lippert also mandates monthly safety training for 95% of the workforce. In 2023, approximately 10,000 team members participated in EHS-related trainings. This impressive number includes over 250,000 enrollments in EHS trainings and an additional 8,500+ enrollments in Department of Transportation (DOT) training, totaling more than 41,000 hours of dedicated training for the year. The training covered a wide range of OSHA topics, including emergency response, accident and incident reporting, bloodborne pathogens, machine guarding, electrical safety, hand safety, and fire prevention, among others.

HEALTH AND SAFETY TRAINING SUCCESSES:

6
NEWLY OBTAINED OSHA 30 CERTIFICATIONS

250,027
EHS AWARENESS TRAINING CLASSES

8,509
DOT TRAINING CLASSES

HEALTH AND SAFETY

2023 BY THE NUMBERS*

Significant Injury and Fatality (“SIF”) Exposures: In 2023, approximately 405 SIF exposures were resolved out of the 413 reported through serious near miss and incident reporting.

NUMBER OF HAZARDS AND NEAR MISSES REPORTED:	10,002
NUMBER OF CORRECTIVE ACTIONS:	14,255
CLOSED CORRECTIVE ACTION CLOSED:	96.7%
INCIDENTS INVESTIGATED:	3,368
RECORDABLE INJURIES:	515
TOTAL RECORDABLE INCIDENT RATE:	4.58
*These are all metrics for 2023 for entire company	

- Safety audits: In 2023, Lippert completed and logged 6,147 audit checklists in our incident and audit management system. Additionally, we conducted six EHS global audits and obtained an Indiana OSHA Voluntary Protection Program (VPP) certification for our award-winning Plant 50.



CASE STUDY:
2023 GOVERNOR’S WORKPLACE SAFETY AWARDS

Plant 50 partnered with Indiana’s OSHA Voluntary Protection Program (VPP), a program dedicated to employee protection with standards that exceeds the OSHA standards. Lippert achieved VPP Merit status, making us the first company in the RV industry to receive this honor from Indiana’s OSHA. Through our collaboration with VPP, we implemented a near miss QR code program that encouraged active participation from team members. By proactively identifying potential hazards and preventing accidents utilizing this program, we achieved a 50% reduction in significant injuries and fatalities, along with a 15% reduction in total recordable injuries, compared to those recorded in 2022.

OUR COMMUNITIES – LIPPERT CARES

At Lippert, community care is deeply ingrained in our corporate culture. We are committed to creating a positive impact by engaging with local nonprofits through our Lippert Cares Program. By doing so, we hope to inspire transformative change within our communities and enhance our team members’ sense of purpose.

We lead by example, spearheading community engagement initiatives, and measure our success in this area by the positive impact we create both within and beyond our organization.



2023 HIGHLIGHTS:

NEARLY
750+
COMMUNITY
ENGAGEMENT EVENTS
HELD WORLDWIDE

85%
OF TEAM MEMBERS
ENGAGED WITH
LIPPERT CARES

\$1.1M+
IN DONATIONS
& SPONSORSHIPS
IN THE U.S.

As noted above, we donated over \$1.1 million to charitable organizations in 2023. These contributions included monetary donations, product donations, and funds collected through company-wide fundraising events. Our support extends to a wide variety of causes, such as children and families in need, educational programs, community health and wellness, and Lippert team members in crisis or suffering illness.

LIPPERT CARES VOLUNTEERING

100,000 HOURS INITIATIVE

In 2023, Lippert surpassed our annual volunteering goal of 100,000 hours by an impressive 43%. Beyond collecting and distributing monetary donations, our teams aimed to connect with our communities through the performance of more than 100,000 volunteer hours annually. Since this goal’s inception in 2017, Lippert team members have collectively contributed over 675,000 hours of volunteering.

Last year, in addition to our 100,000 hours goal, we set an ambitious target: increase our team member participation rate from 50% to 70%. We are thrilled to announce that we exceeded this goal! An outstanding 85% of Lippert team members participated in the initiative and collectively volunteered over 140,000 hours in 2023.



LIPPERT CARES VOLUNTEERING

CASE STUDY: DOMESTIC SERVING LEADERSHIP TRIP

On September 28, 2023, a group of leaders from our Hi-Po Program who are based near Elkhart County, Indiana, traveled to Detroit, Michigan to join forces with team members from the area to support Life Remodeled -- a nonprofit organization dedicated to community revitalization in under-served neighborhoods.

This initiative fostered several connections:

- Connections Between Leaders: The trip provided an opportunity for leaders to connect and collaborate.
- Connections Between Facilities: By bridging the gap between Elkhart and Sterling Heights, we strengthened our organizational ties.
- New Community Connections: Based on the feedback that we’ve received, our impact extended beyond Sterling Heights, reaching Elkhart team members and the broader Lippert ecosystem.

“My favorite part of this excursion was the humility. Being humble and getting your hands dirty despite your rank or title is the backbone of manufacturing in general. It was a fantastic experience!”

— Domestic Serving Trip Participant



CASE STUDY: PARK RESTORATION EVENT

Second annual All-Industry volunteer day hosted in partnership with RV Industry Emerging Leaders Coalition

400+
VOLUNTEERS

13+
PROJECTS

30+
INDUSTRY PARTNERS



CASE STUDY: VOLUNTEER WEEK

Lippert continued tradition and held its Local Pack Out Event during Volunteer Week

2,000+
TEAM MEMBERS

4,000+
HOURS

25+
NON-PROFITS

5,400+
BOXES PACKED

110,000+
ITEMS PACKED



LIPPERT CARES VOLUNTEERING

CASE STUDY: EMEA VOLUNTEERING

ITALY

Casa Marta Foundation Sponsorship: We proudly support the Casa Marta Foundation, which is dedicated to building the first Pediatric Hospice in Florence, Tuscany, Italy.

Mamma Rosa Shelter Fundraising: By raising funds for the Mamma Rosa Shelter in Venice, we contribute to providing winter heating for abandoned animals in need.

TUNISIA

Back-to-School supply kits were assembled and distributed to certain team members to assist them during challenging times and to support their respective children’s academic achievement.

UK & IRELAND

Charitable fundraisers and events held in the UK and Ireland supported a variety of causes, including Turkey/Syria earthquake survivors, a local Forest School, Caister Lifeboat Station, Mund Haven Care Home, City Ladies Emeralds U12 Soccer, Rossmore Scratchers Coding Club for kids, and Temple Street Children’s Hospital.



seRV™ WITH PURPOSE — HOW OUR COMMUNITY VOLUNTEERS

In 2023, Lippert completed its first full year since launching seRV™ With Purpose — a platform that provides a roadmap for travelers seeking meaningful experiences that positively impact the places they visit. seRV™ originated through Lippert’s partnership with its two inaugural ambassadors: Paws For Love and Finding Our Someday. The platform brings together RV families on a mission to serve the communities they visit, featuring volunteer opportunities at RV travel destinations across the United States. Lippert seRV™ ambassador families organize these volunteer opportunities and are committed to hosting 10 events each year.

5
AMBASSADOR
FAMILIES

41
EVENTS

13
STATES

1,000+
VOLUNTEERS

2,500+
HOURS



seRV™ RALLY

RVers experience a long weekend full of community and volunteering with different organizations.



LIPPERT CARES COMMUNITY IMPACT GRANT

In 2022, we launched the Community Impact Grant Program to support non-profits in the communities we serve. After more than a year since the launch, our grants under the Program are increasingly focused on addressing food insecurity among at-risk youth in grades K-12. Local non-profits from Elkhart County (Indiana), St. Joseph County (Indiana), Allen County (Indiana), Eau Claire County (Wisconsin), and Chippewa County (Wisconsin) are eligible to apply for grants of up to \$50,000.

In 2023, we awarded grants to 11 different organizations, with programs receiving the grants ranging from mental wellness initiatives to food insecurity programs for youth in grades K-12. The Lippert Cares Community Impact Grant Program continues our mission to “Make Business a Force for Good” in the world.



LIPPERT CAUSE MARKETING

Through our Cause Marketing Program, a percentage of select Aftermarket sales supports Care Camps. Care Camps' mission is to enable children diagnosed with cancer and their families to enjoy the outdoors at medically-supervised pediatric oncology camps. In 2023, we committed to donating a percentage of consumer e-commerce sales to Care Camps, helping more children experience these camps. Lippert donated a total of \$82,188 to this cause in 2023, reinforcing our commitment to making a positive impact on the lives of these children and their families.

LIPPERT CARES FOUNDATION

The Lippert Cares Foundation provides support for team members facing unforeseen circumstances, helping them pursue a happier, healthier life beyond hardship. Funded primarily through voluntary donations from team members and industry partners, the foundation offers more than just monetary support. It connects team members with assistance through Lippert's community nonprofit partnerships, helping to ensure they receive the help they need during challenging times.



SUPPLY CHAIN

LIPPERT’S COMMITMENT TO ETHICAL BUSINESS PRACTICES:
VENDOR COMPLIANCE GUIDELINES

At Lippert, we recognize that our business relationships extend beyond mere transactions—they are relationships founded on trust, integrity, and shared values. When engaging with our vendors, we implement a comprehensive set of guidelines designed to ensure principled conduct and foster successful collaborations.

1. The Framework: Establishing Expectations

- Our Vendor Compliance Guidelines serve as a roadmap for ethical business practices. We distribute these guidelines to all vendors at the outset of any new engagement, clearly defining our expectations.

2. The Heart of the Matter: Protecting Human Rights

- Central to our Guidelines is a steadfast commitment to abiding by applicable laws, including those related to human rights. Through these Guidelines, we strive to ensure that the products we sell are not tainted by exploited labor.
- Specifically, we support and affirm the following:
 - **Child Labor Laws:** We believe that no child should bear the burden of our supply chain. Our vendors are asked to ensure that no illegal underage workers are involved in the production of their goods.
 - **Forced Labor Laws:** We also believe that coercion has no place in our business ecosystem. We expect that vendors uphold the dignity and freedom of their workforce.
 - **Human Trafficking Laws:** We remain vigilant against any form of modern-day slavery. Our Guidelines unequivocally prohibit our vendors’ involvement in human trafficking.

3. Values in Action:

- Our commitment to the principles outlined in our Guidelines is deeply rooted in our Core Values. We believe that responsible business practices contribute to a better world.
- By adhering to our Vendor Compliance Guidelines, our partners are able to demonstrate their dedication to ethical sourcing, fair labor practices, and social responsibility, helping to reinforce our commitment to making a positive impact.

In summary, Lippert’s Vendor Compliance Guidelines are not mere rules that we’re asking our vendors to follow; they embody our commitment to doing business in what we view to be the right way—for our vendors, our customers, and the global community.





GOVERNANCE

10
**NUMBER OF
DIRECTORS**

YES
**SEPARATE
CHAIR/CEO**

YES
**INDEPENDENT
CHAIR**

90%
**BOARD
INDEPENDENCE**
As of 12/31/23

100%
**COMMITTEE
INDEPENDENCE**

60 YEARS
OLD
**AVERAGE
DIRECTOR AGE**

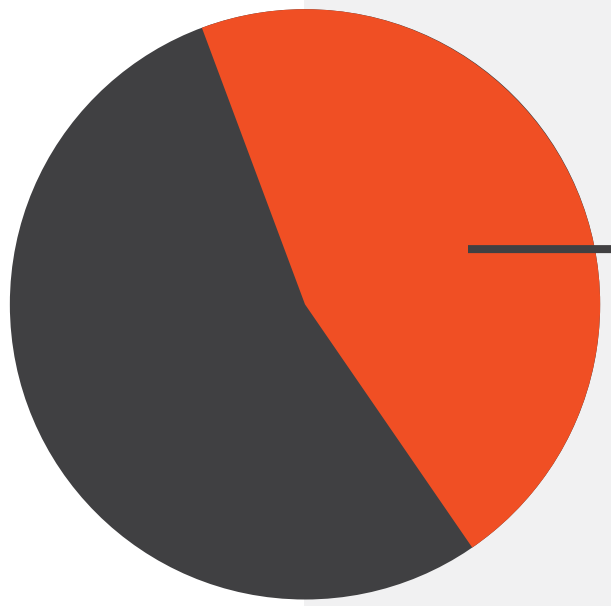
6
**DIRECTORS
UNDER 60 YEARS
OLD ON THE BOARD**

2
**DIRECTORS
BETWEEN 60 AND
70 YEARS OLD ON
THE BOARD**

2
**DIRECTORS OVER
70 YEARS OLD**

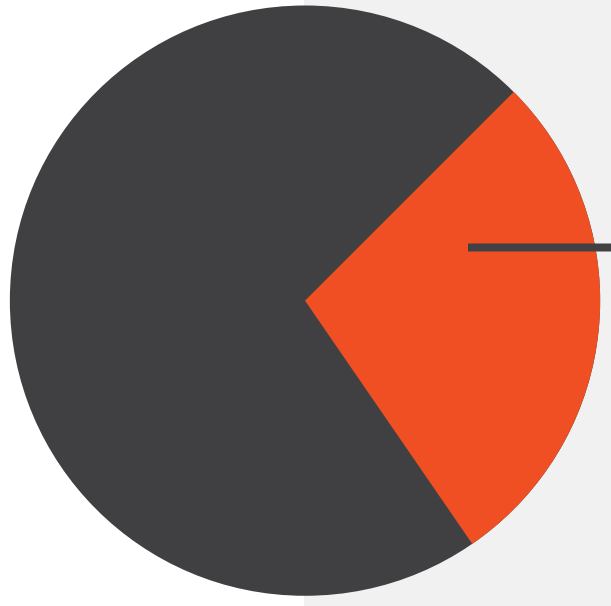
19 YEARS
**AVERAGE BOARD
EXPERIENCE**

11.7 YEARS
**AVERAGE BOARD
TENURE**

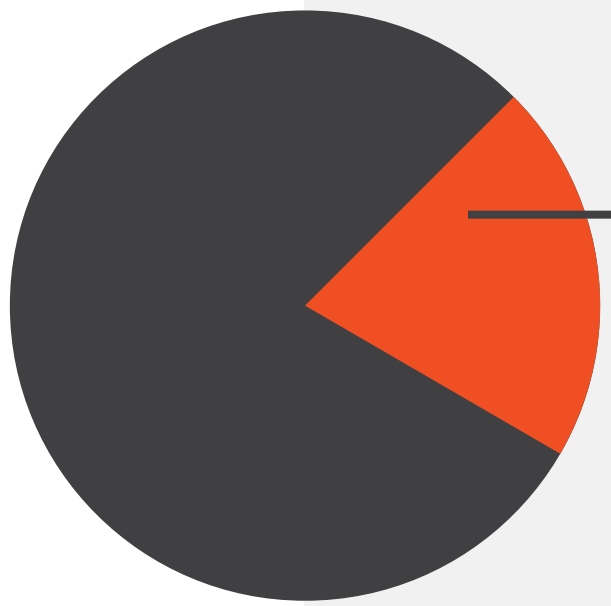


40%
**TOTAL DIVERSITY
ON THE BOARD**

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



30%
**GENDER DIVERSITY
ON THE BOARD**



18%
**RACIAL/ETHNIC
DIVERSITY ON
THE BOARD**

BOARD OVERSIGHT

At Lippert, Environmental, Social, and Governance (ESG) initiatives remain an important focus for our Board of Directors, resulting in the strategic enhancement of our oversight practices. As part of this process, we have strengthened our corporate governance framework to better align with our current ESG goals and obligations.

Board-Level Committees and Responsibilities

- 1. Corporate Governance, Nominating, and Sustainability (CGNS) Committee:**
 - The CGNS Committee oversees sustainability matters at Lippert, addressing climate-related risks and opportunities.
 - The Committee also considers diversity and inclusion when evaluating future director nominees, alongside criteria such as experience and integrity.
- 2. Compensation and Human Capital Committee:**
 - The Compensation and Human Capital Committee is responsible for the oversight of human resource strategies, initiatives, and policies in an effort to help ensure alignment with Lippert’s overall goals.
- 3. Audit and Risk Committees:**
 - The Audit and Risk Committees each bear certain responsibility for Lippert’s data privacy and security programs as outlined in each Committee’s respective charter.

In 2022, we established an employee-level ESG Committee at our Board’s request to support the CGNS Committee with ESG-related matters. This Committee comprises leaders from various business units who collaborate on sustainable business strategies. Each leader, who takes responsibility for his or her unit, is tasked with implementing innovative ideas to support Lippert’s sustainability commitments. The ESG Committee reports to the CGNS Committee at least annually.

Key Achievements in 2023:

The ESG Committee led the development of Lippert’s inaugural Task Force on Climate-related Financial Disclosures (TCFD) framework reporting.

Additionally, we initiated a supplier self-assessment program, which is currently in the informational gathering stage. This program aims to streamline data collection efforts across our supply chain with a pragmatic approach.

ENTERPRISE RISK MANAGEMENT

At the Board level, the Risk Committee, which oversees the high-level risks faced by Lippert, reviews and discusses those risks at each Committee meeting. As part of our Enterprise Risk Management (ERM) process, the Risk Committee provides quarterly briefings to the Board of Directors.

The ERM process involves multiple steps and spans various levels of the organization, helping to ensure a thorough assessment of social, environmental, and ethical risks. Each year, we also conduct a global survey of management-level team members, including executive leadership and departmental leaders, to gather insights on the top risks facing the company. In 2023, over 200 team members participated in this survey. The results of the survey are then compiled and analyzed by the internal Enterprise Risk and Compliance Committee.

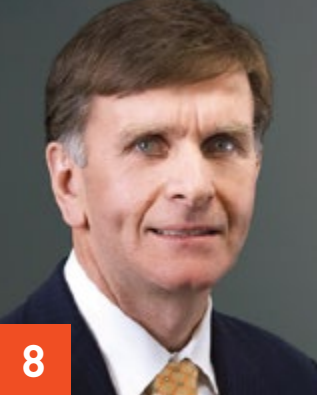
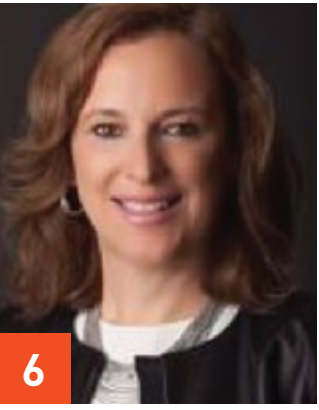
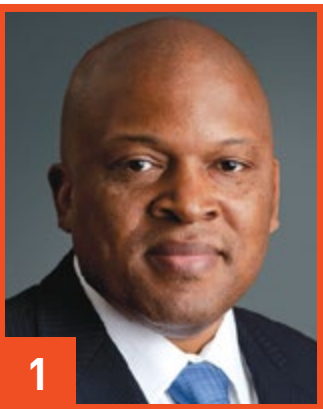
The Enterprise Risk and Compliance Committee, which has recently expanded to include team members representing the data privacy and security, supply chain, and product-related functions. The Committee is comprised of Lippert’s Group Presidents, Chief Financial Officer, Chief Legal Officer, Chief Human Resource Officer, Chief Information Officer, Chief Technology Officer, Chief Supply Chain Officer, VP of Global Information Security, VP of Quality, VP of EHS, VP of Internal Audit and Compliance, Directors of Legal Affairs, and Director of Sustainability. After reviewing the annual risk survey results, the Committee discusses the top-ranked risks with the CEO before presenting them to the Board’s Risk Committee. These insights help prioritize risk oversight for the coming year. Additionally, the Enterprise Risk and Compliance Committee continues to address risks beyond the prioritized list at each Risk Committee meeting to help ensure comprehensive risk management.

CODE OF CONDUCT

"Honesty, Integrity, and Candor" remains one of our guiding Core Values and is appropriately reflected in our Guidelines for Business Conduct. These Guidelines, which are available to all team members and posted on our public-facing website, apply to all company directors, officers, and team members in an effort to ensure that we maintain strong governance and promote ethical behavior. High-level team members are required to sign and acknowledge these Guidelines annually. In 2023, approximately 1,200 team members signed the Guidelines for Business Conduct, and 21 senior financial officers signed an additional Code of Ethics, also available on our website, applicable to that smaller group of team members.

We have also implemented a Whistleblower Policy that outlines how our team members can confidentially or anonymously report complaints related to questionable accounting or auditing matters, illegal activities, policy violations, and/or other issues a team member may wish to submit for review. This policy provides multiple options for submitting complaints and offers protection from retaliation, reinforcing our commitment to ethical conduct. Additional internal processes are also in place to help minimize exposure to unethical behaviors.

The Chief Legal Officer oversees day-to-day compliance with these policies, while the Corporate Governance, Nominating, and Sustainability (CGNS) Committee conducts an annual review of the company’s policies, including our Guidelines for Business Conduct, Insider Trading Policy, and Whistleblower Policy. When we need to revise these policies, the CGNS Committee recommends all changes to the full Board of Directors for review and approval, if appropriate. In 2023, we revised multiple policies to clarify and expand the reporting structure for suspected violations of company policy, law, or other applicable rules and regulations. The Whistleblower Policy also undergoes annual review by the CGNS Committee, in consultation with the Chief Legal Officer, to ensure it remains updated, effective, and comprehensive.



- 1. Tracy D. Graham**
Chairman, Lippert Board of Directors and CEO and Managing Principal of: Graham-Allen Partners
- 2. Brendan J. Deely**
President and Chief Executive Officer of Banner Solutions
- 3. James F. Gero**
Private Investor
- 4. Virginia L. Henkels**
Chief Financial Officer and Secretary of Empowerment & Inclusion Capital 1 Corp.; Retired Chief Financial Officer of Swift Transportation Company
- 5. Jason D. Lippert**
President and Chief Executive Officer of LCI Industries
- 6. Stephanie Mains**
Consultant at SK Mains Consulting, LLC and CEO of LSC Communications, MCL, LLC; Former GE Executive
- 7. Linda K. Myers**
Former Senior Leadership Team at Kirkland & Ellis
- 8. Kieran M O’Sullivan**
President, Chief Executive Officer, and Chairman of the Board of CTS Corporation
- 9. David A. Reed**
President of a privately-held family investment management company
- 10. John A. Sirpilla**
Founder and Chief Executive Officer of Encourage, LLC

DATA PRIVACY AND CYBERSECURITY

DATA SECURITY AND CYBERSECURITY MEASURES
AT LIPPERT: A COMPREHENSIVE OVERVIEW

Lippert recognizes the critical importance of safeguarding sensitive data, including team member and customer information. Our commitment to robust cybersecurity measures helps ensure that we prioritize the protection of employee, customer, and stakeholder data.

BOARD-LEVEL OVERSIGHT AND COMPLIANCE

At the highest level, Lippert’s Risk Committee, in collaboration with the Audit Committee, assumes responsibility for managing cybersecurity risks. These Committees engage in quarterly discussions regarding our comprehensive cybersecurity program, addressing potential and emerging risks. The Risk Committee Chair conducts regular risk reviews, ensuring proactive risk management. Additionally, the Board oversees our annual cyber simulation review and receives updates on cybersecurity risks. Recently, we updated the Risk Committee charter to align with the U.S. Securities and Exchange Commission (“SEC”) Rules on Cybersecurity Risk Management, Strategy, Governance, and Incident Disclosure by Public Companies.

REPORTING AND LEADERSHIP STRUCTURE

Our Vice President of Global Information Security provides periodic reports to the Risk Committee, highlighting cybersecurity risks and material incidents. Furthermore, our dedicated cybersecurity team submits annual reports to the Board of Directors. Led by the Vice President of Global Information Security, this team reports directly to the Chief Information Officer (CIO). Internally, the Enterprise Risk and Compliance Committee, chaired by the Vice President of Global Information Security, engages leaders from across the organization to discuss cyber risk and related matters.

RISK MANAGEMENT AND FRAMEWORK

Lippert’s cybersecurity team bears primary responsibility for our comprehensive cyber risk management program. They oversee both internal cybersecurity personnel and external consultants. Our program adheres to the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF), in an effort to ensure alignment with industry best practices.

REGULAR ASSESSMENT AND INCIDENT RESPONSE

We regularly assess the robustness of our cybersecurity processes to identify critical risks affecting our systems, products, services, and broader IT environment. Our security team rigorously tests incident response plans. When necessary, we engage third-party experts for assessments, testing, and support, which includes routine penetration testing during third-party audits. Additionally, when possible, Lippert proactively mitigates potential expenses associated with cyber breaches.

TRAINING AND COMPLIANCE

Lippert prioritizes team member data security and cybersecurity education. We provide annual training on both types of issues, which training is complemented by quarterly refresher courses. In 2023, an impressive 73% of team members participated in these training sessions.

DATA PRIVACY OVERSIGHT

Our Data Protection Officers collaborate closely with Lippert’s Legal Team and Global Information Security Teams. These Officers oversee our cybersecurity program, working to ensure compliance with data protection laws and regulations. Our robust data governance framework, including Data Security Posture Management (DSPM), works to reinforce effective protection of sensitive data, particularly in cloud-based environments.

PRIVACY NOTICE

Lippert’s Privacy Notice transparently outlines our practices concerning the collection, use, and protection of personal information. It details the types of information collected and the safeguards in place to protect personal and sensitive data.



APPENDIX

TCFD INDEX - GOVERNANCE

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURES	PROPOSED RESPONSE
Disclose the organization's governance around climate-related risks and opportunities.	A) Describe the Board's oversight of climate-related risks and opportunities.	The Corporate Governance, Nominating, and Sustainability Committee (CGNS Committee) has oversight of governance, sustainability, and social responsibility matters, including climate-related issues. CGNS Committee meets on an annual basis and informs the board of climate-related issues and climate-focused initiatives underway at the company.
	B) Describe management's role in assessing and managing climate-related risks and opportunities.	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, including climate risks and opportunities. Each leader on the committee takes ownership of their segment and works to develop, implement, or report on innovative ideas that will drive Lippert's sustainability commitments forward. The ESG committee meets quarterly.

TCFD INDEX - STRATEGY

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURES	PROPOSED RESPONSE
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material.	A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Global climate-related regulations, such as the Corporate Sustainability Reporting Directive (CSRD) in Europe, will impact Lippert. Existing and expected laws or regulations related to climate change imposed on Lippert could increase our cost of doing business or restrict our actions, causing our results of operations to be adversely affected. Climate change regulation combined with public sentiment could result in reduced demand for products that use our components, higher fuel prices, or carbon taxes, all of which could materially adversely affect our business. As stated in our most recent 10-K filing (February 2024), our facilities may be affected by natural disasters, such as tornadoes, hurricanes, fires, floods, earthquakes, and unusual weather conditions exacerbated by the effects of climate change. Natural phenomena with unpredictable destructive force, such as severe snowstorms, droughts, and flooding, may generate liabilities not appropriately covered by our contingency plans and insurances. 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.
	B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Climate-related risks and opportunities identified above have influenced our product development and business strategy. We are preparing for an electric vehicle (EV) future by allocating resources towards finding solutions to position LCI as a leader in the RV industry. Our product development team is anticipating customer needs and preferences by focusing on battery technology and sustainable offerings for sectors in automotive, marine, and residential housing to position Lippert as a core leader across our industries. In 2022, Lippert introduced a prototype EV towable RV chassis, which became available as part of the line of 2023 models. Additionally, we leverage a team of manufacturing specialists that focus on process improvement to improve our organization's efficiency and reduce waste. We will continue to identify opportunities to address climate-related risks and ensure our business is well-positioned to adapt to a low-carbon future.
	C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Although we have not yet conducted a scenario analysis, we have started the process of evaluating company-wide physical and transition risks and their impact on our business's resilience. Our business is evaluating procedures and plans to adapt to a range of future climate scenarios. In the case of a "business-as-usual" scenario, the impact of physical climate risks on our operations and facilities is expected to be more intense. Under a lower-emissions scenario (resulting from accelerated government and industry action), physical risks are expected to decrease, while transition risks may be more significant. We are considering both of these scenarios in our risk management framework and will continue to evaluate future needs.

TCFD INDEX - RISK MANAGEMENT

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURES	PROPOSED RESPONSE
Disclose how the organization identifies, assesses, and manages climate-related risks.	A) Describe the organization's processes for identifying and assessing climate-related risks.	The ESG committee is made up of leaders across various segments of the business who discuss sustainable business strategies, including climate risks and opportunities. Each leader on the committee takes ownership of their segment and works to develop, implement, or report on innovative ideas that will drive Lippert's sustainability commitments forward. The Committee meets quarterly.
	B) Describe the organization's processes for managing climate-related risks.	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 ERM process.
	C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	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, including climate-related risks and opportunities. Each year we survey approximately 300 team members globally, including executive leadership and leaders in each department, to 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 Enterprise Risk and Compliance Committee (ERCC), made up of the Chief Financial Officer, Chief Legal Officer, Chief Human Resources Officer, Group Presidents, Chief Technology Officer, Chief Supply Chain Officer, VP of Quality, EHS, Information Security, Internal Audit, and Compliance. This committee runs the selected risks by the CEO before presenting the top risks to the Board's Risk Committee. The ERCC 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, including those resulting from climate change or transitions to a low-carbon economy.

TCFD INDEX - METRICS AND TARGETS

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURES	PROPOSED RESPONSE
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Lippert collects metrics related to its natural resource consumption and waste. The following metrics are tracked by the company: - Energy consumption - Scope 1 & 2 GHG emissions - Solar energy generation - Water consumption - Material recycled - Waste While Lippert is still establishing a baseline for a number of these metrics, we have identified opportunities to reduce our water consumption, reduce our waste through recycling, reduce our plastic waste by promoting circularity, and generating renewable electricity.
	B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 Greenhouse gas (GHG) emissions, and the related risks.	Lippert also recognizes there are climate-related opportunities to capitalize on with its product and is working to come out with innovative, environmentally friendly products.
	C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Lippert's GHG emissions for 2022 encompassing all facilities around the globe was: Scope 1: 53,346 MT CO2e Scope 2: 88,044 MT CO2e
		Lippert has been working to establish a baseline and plans to set science-based GHG targets in the near future.

GRI INDEX

Lippert has reported the information cited in this Global Reporting Initiative content index for the period 1/1/23-12/31/23 with reference to the GRI Standards. t

DISCLOSURE	METRIC	2023 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 2023 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 Componenets Inc. and its susbidiaries, collectively referred to as Lippert in the report. See Exhibit 21 of 2023 Form 10-K.
2-3	Reporting period, frequency and contact point	Unless otherwise noted, the Report covers the year 2023. Lippert aims to publish annually. This report was published in December 2024. 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	2023 Form 10-K: Business
2-7	Employees	13,500 (both FT and PT, individual data not available)
2-9	Governance structure and composition	See page 24-27 of 2024 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 - 2024 Proxy Statement
2-13	Delegation of responsibility for managing impacts	See Corporate Governance and Related Matters - 2024 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	See page 26-27 of 2024 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

GRI INDEX

Lippert has reported the information cited in this GRI content index for the period 1/1/23-12/31/23 with reference to the GRI Standards.

DISCLOSURE	METRIC	2023 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 2024 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 2024 Proxy Statement
2-20	Process to determine remuneration	See Compensation Discussion and Analysis of 2024 Proxy Statement
2-21	Annual total compensation ratio	See page 61 of 2024 Proxy Statement for CEO pay ratio
2-22	Statement on sustainable development strategy	Link to 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.
2-25	Processes to remediate negative impacts	
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 (UNIFE), 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, MAKE UK, British Standards Institution, KCI Kampeer-en Caravan Industrie (KCI)
2-29	Approach to stakeholder engagement	Link to Stakeholder Engagement section See page 37 of 2024 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 2023 Form 10-K: Business

GRI INDEX

Lippert has reported the information cited in this GRI content index for the period 1/1/23-12/31/23 with reference to the GRI Standards.

DISCLOSURE	METRIC	2023 RESPONSE
GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	Link to Approach To Sustainability section
3-2	List of material topics	Link to Approach To Sustainability section
3-3	Management of material topics	Link to Board Oversight section
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	
201-2	Financial implications and other risks and opportunities due to climate change	
201-3	Defined benefit plan obligations and other retirement plans	
201-4	Financial assistance received from government	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016		
203-1	Infrastructure investments and services supported	
203-2	Significant indirect economic impacts	
GRI 204: PROCUREMENT PRACTICES 2016		
204-1	Proportion of spending on local suppliers	
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	Code of Conduct 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 2024 Form 10-K: Legal Proceedings
GRI 207: TAX 2019		
207-1	Approach to tax	
207-2	Tax governance, control, and risk management	
207-3	Stakeholder engagement and management of concerns related to tax	
207-4	Country-by-country reporting	

GRI INDEX

Lippert has reported the information cited in this GRI content index for the period 1/1/23-12/31/23 with reference to the GRI Standards.

DISCLOSURE	METRIC	2023 RESPONSE
GRI 301: MATERIALS 2016		
301-1	Materials used by weight or volume	Link to Operational Data - Waste
301-2	Recycled input materials used	Link to Operational Data - Material Recycling
301-3	Reclaimed products and their packaging materials	Link to Operational Data - Material Recycling
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	Link to Operational Data - Emissions
302-2	Energy consumption outside of the organization	Link to Operational Data - Emissions
GRI 303: WATER AND EFFLUENTS 2018		
303-1	Interactions with water as a shared resource	Link to Operational Data - Water
303-2	Management of water discharge-related impacts	Link to Operational Data - Water

GRI INDEX

Lippert has reported the information cited in this GRI content index for the period 1/1/23-12/31/23 with reference to the GRI Standards.

DISCLOSURE	METRIC	2023 RESPONSE
GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	Link to Operational Data - Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Link to Operational Data - Emissions
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 1/1/23-12/31/23 with reference to the GRI Standards.

DISCLOSURE	METRIC	2023 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	The company provides full-time team members with employer sponsored group term life coverage. Other benefit offerings that full-time team members have that temporary and part-time team members do not include medical, dental, vision, LTD, STD, voluntary life, hospital indemnity, accident, and critical illness. Temporary team members are not eligible to participate in the 401(k) program.
401-3	Parental leave	Talent Management and Development – Well-Being
GRI 402: LABOR/MANAGEMENT RELATIONS 2016		
402-1	Minimum notice periods regarding operational changes	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	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	All workers are covered by OHS Management System
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.
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 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
406-1	Incidents of discrimination and corrective actions taken	Lippert is an international company that has 13,500 team members total as of Dec 31, 2023. 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.

DISCLOSURE	METRIC	2023 RESPONSE
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	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.
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Lippert products were involved in 5 NHTSA recalls in 2023.

SASB INDEX

CODE	ACCOUNTING METRIC	2023 RESPONSE
ENERGY MANAGEMENT		
TR-AP-130a.1; CG-BF-130a.1	Total energy consumed Percentage grid electricity Percentage renewable	1,867,853 GJ 49% 1%
WASTE MANAGEMENT		
TR-AP-150a.1	Total amount of waste for manufacturing Percentage of hazardous Percentage recycled	64,394 tons <1% ¹ 83.10% ²
PRODUCT SAFETY		
TR-AP-250a.1	Number of recalls issued; Total units recalled	23E-008 Challenger Door Latch – 1,056 23E-027 Way Solar Panels – 2,399 23E-046 GDRV Grease Zerk – 3,427 23E-050 GDRV Spring Slip – 13,997 23V-351 REV Hitch – 1,186 23V-447 R-Bike Carrier - 276 23v-550 Lakota Axle Carrier Main Rail - 65 23v-655 Diamond C Tire Winch – 2,523 TSB 001-091-2023 Lund seats – 19,229 TSB 45B-001-2023 Brinkley Brakes - 542 TSB 080-001-2023 Furrion AC - NA TSB 085-001-2023 BaseCamp Motorized Leveling Controller - 629 TSB 304-002-2023 Vela Pop Top Instruction - NA
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 2023.
ACTIVITY METRIC		
TR-AP-000.C	Area of Manufacturing Plants	1,371,537 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.



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