

 LIPPERT®



LCI INDUSTRIES

CORPORATE SUSTAINABILITY REPORT

2024 REVIEW

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A MESSAGE FROM OUR CEO

Lippert Stakeholders,

This report marks our fourth consecutive year of sharing annual progress updates on our corporate sustainability strategy and performance. As a leader in the recreational transportation industry, we recognize that sustainability is deeply ingrained in our business strategy and reinforces our vision to “Make Business a Force for Good.”

The sustainability landscape continues to rapidly evolve. Lippert’s approach—centered on innovation, capitalizing on customer opportunities, proactive risk management, and regulatory preparedness—has served us well and will continue to do so in the future.

Our culture underpins our success.

At Lippert, we believe everyone matters. That belief is the foundation of our success. Our culture encourages our team members to engage fully beyond their individual roles and to build meaningful connections within the communities where we operate. We’ve developed programs that support personal and professional growth, and we’ve seen strong results: employee engagement scores are high, and turnover rate remains well below the industry average.

Our sustainability strategy supports Lippert’s unparalleled customer experience.

Our commitment to quality and customer satisfaction is the foundation of everything we do. We understand that the environment is integral to the recreation and transportation industry. For Lippert, protecting the environment is not just responsible citizenship; it’s good business. That sustainability is woven into our innovation process, ensuring that sustainability remains a core part of how we operate to create value for our customers.

We are preparing for upcoming regulatory requirements.

We are experiencing an increase in regulatory reporting requirements across our global operations. In response, we continually review and adjust our multi-year strategy to align with these evolving expectations. In 2024, we conducted a climate risk assessment to enhance our understanding of Lippert’s climate-related risks and mitigation strategies. The insights gained from this assessment will help us manage risk more effectively and better prepare for upcoming regulatory requirements.

Our reporting aligns with best practices.

We disclose our sustainability strategy, policies, practices, and data in alignment with globally recognized frameworks and standards. As part of Lippert’s commitment to transparency and accountability, this report includes our disclosures in accordance with the Task Force on Climate-related Financial Disclosures (TCFD), our Global Reporting Initiative (GRI) Index, and our Sustainability Accounting Standards Board (SASB) Standards Index.

Thank you for your interest in our sustainability efforts.



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 industry.

Our Original Equipment Manufacturer (OEM) segment represents a significant portion of our business. We serve a diverse range of clients including manufacturers in the recreational vehicle (RV), marine, automotive, commercial vehicle, and building products sectors.

In addition to OEM partnerships, Lippert supports these industries' aftermarkets by providing engineered components to retail dealers, wholesale distributors, service centers, and directly to retail customers.

Our Aftermarket segment extends the lifecycle of products in the recreation and transportation markets by offering a broad range of accessories, replacement parts, and upgrades.



\$3.7B
IN ANNUAL SALES

As of December 31, 2024,
we operated over
140
MANUFACTURING
AND DISTRIBUTION
FACILITIES
In 22 States, Canada, the United Kingdom, Ireland, Italy, the Netherlands, Tunisia, Mexico and Germany

APPROXIMATELY
11,500
TEAM MEMBERS STRONG*
*As of 12/31/24



BUSINESS OVERVIEW

MARKETS SERVED



RV & UTILITY TRAILER PRODUCTS



MARINE



AUTOMOTIVE



TRANSPORTATION

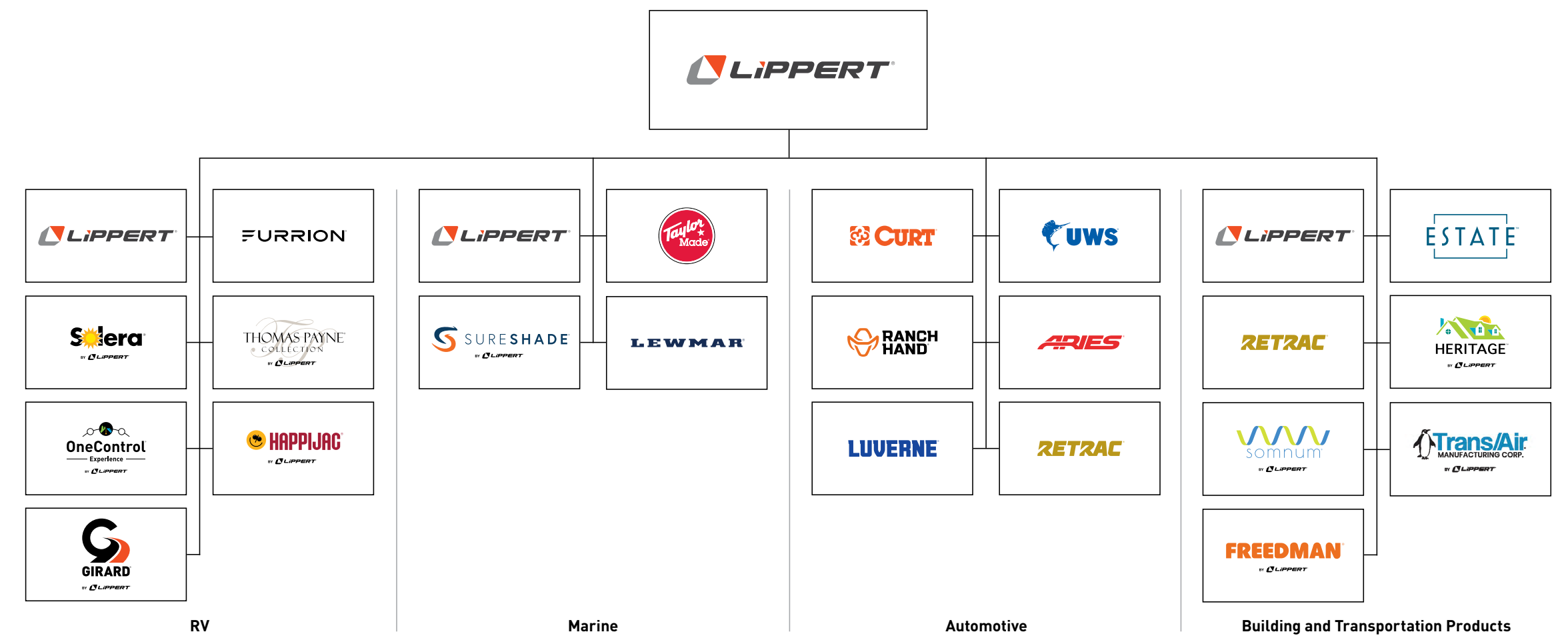


BUILDING PRODUCTS



EUROPEAN MARKETPLACE

BRAND PORTFOLIO



MANUFACTURING CAPABILITIES



FURNITURE



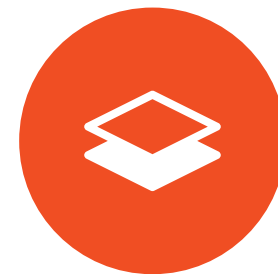
GLASS



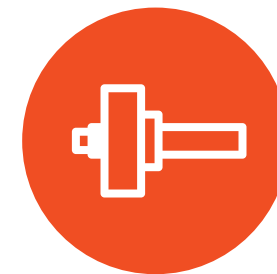
COATINGS



ELECTRONICS



LAMINATION



AXLES



MATTRESSES



FABRICATION & WELDING



PLASTIC MOLDING



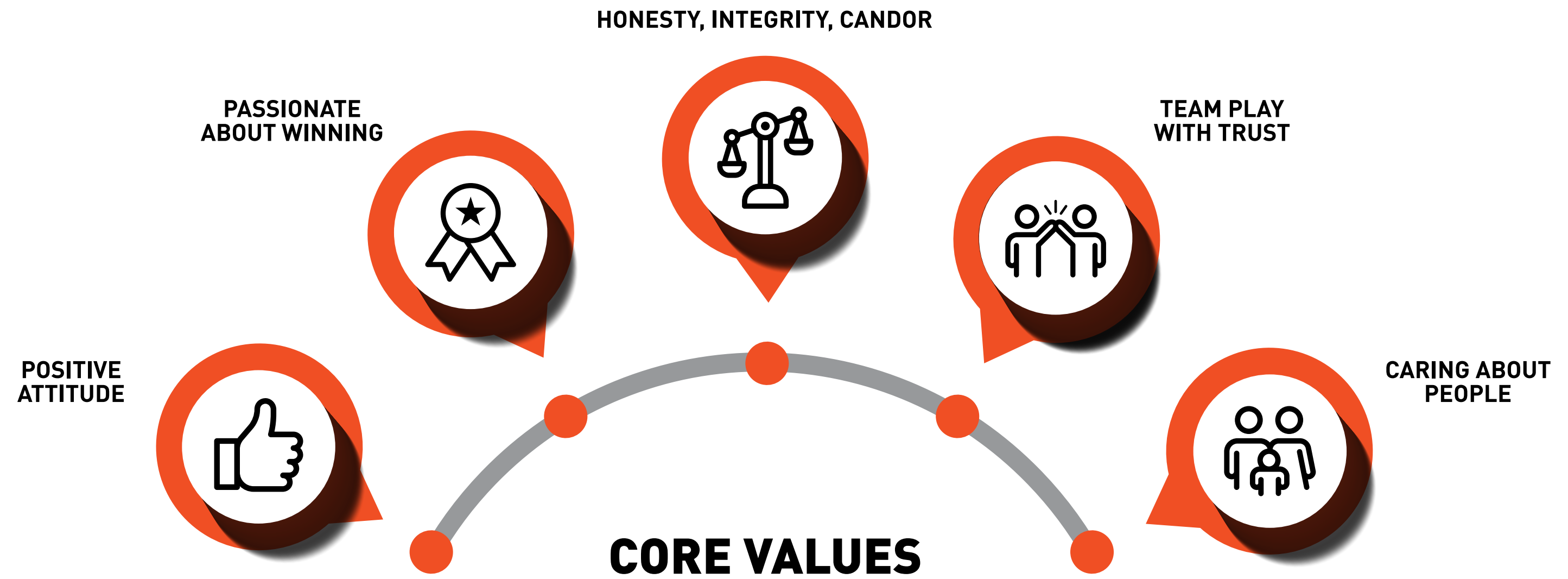
POWER & MOTION SYSTEMS

COMPANY OVERVIEW

At Lippert, our vision is to “Make Business a Force for Good.” Since 2016, we have focused on building a strong cultural foundation that drives our success. This foundation is anchored in a simple but powerful principle: Everyone Matters. Guided by this belief, we prioritize our people, from the shop floor to the C-suite, and we are deeply committed to personal growth and success.

Lippert’s culture is built on five Core Values that guide our people and our business. We believe that a winning culture connects the success of our people to the success of our business—when our people thrive, our company thrives.

Our workforce drives our growth. We empower today’s leaders and equip the next generation with the tools they need to foster innovation and ensure long-term success. Our achievements are the result of collective efforts—we celebrate those achievements together with our team members, customers, and shareholders.



OUR APPROACH TO SUSTAINABILITY

At Lippert, we recognize that sustainability is fundamental to our long-term success. Beyond meeting regulatory requirements, our commitment to sustainability builds and strengthens trust with stakeholders to ensure long-term operational success.

By aligning sustainability reporting standards and integrating stakeholder feedback, we aim to advance environmental stewardship, drive product innovation, and enhance workforce practices. Our sustainability strategy embodies these priorities in the following core pillars:

- **Operational Efficiencies:** We continuously seek opportunities to enhance operational efficiency. In 2024, we maintained a strong focus on energy-related projects, particularly those that reduce reliance on natural resources and lower operational costs. These initiatives not only help us manage and reduce emissions but also promote more cost-effective and sustainable operations. By leveraging advanced monitoring technologies and automation, we identify areas for improvement, minimize waste, and boost efficiency, reinforcing our broader commitment to sustainability.
- **Product Innovation:** Our commitment to sustainability also drives innovation across our product portfolio. In 2024, we introduced a range of off-grid products designed, in part, to reduce carbon footprints, underscoring our dedication to eco-friendly solutions. These advancements go beyond regulatory compliance—they reflect our proactive approach to meeting growing customer demand for safe and sustainable products. By integrating sustainability into product design, we strengthen our market position while contributing to environmental preservation.
- **Human Capital Practices:** Attracting and retaining top talent is essential to Lippert’s success. Our team members fuel our growth, and we are dedicated to cultivating future leaders who will continue to advance our business. By investing in our people, we strengthen the internal capabilities that keep us competitive and ensure compliance with industry best practices and standards.

At Lippert, we take a risk-based approach to corporate sustainability. Our headquarters sit within a region with a high concentration of RV manufacturing facilities, which increases competition for skilled labor. In response, we focus on creating an attractive workplace culture that keeps our team members engaged. We invest in the growth of our team members by developing valuable skills, knowledge, and experience, while consistently prioritizing safety.

In 2024, our approach to sustainability continued to evolve. While our efforts have always been closely aligned with our broader business strategy, we remain committed to environmental stewardship, prioritizing health and safety, and preserving Lippert’s unique culture.

The sustainability landscape continues to evolve, and at Lippert, we are preparing for the future with a data-driven approach that aligns our sustainability with emerging global standards. As legislative and regulatory requirements expand, we continue to advance key elements of our strategy.

In anticipation of future regulations, we have begun evaluating a double materiality assessment to refine our priorities and anticipate future reporting needs. In addition, we are enhancing our climate-related risk disclosures ensuring readiness as the regulatory landscape evolves.

Our initiatives are designed to reinforce our culture, reduce turnover, improve safety and service, and drive operational efficiency. Our Core Value, “Everyone Matters,” reflects our deep commitment to our team members. We continue to look for innovative ways to improve job satisfaction and quality of life. Our efforts to enhance operational health and safety protocols deliver measurable results, and we take pride in the positive cultural transformation we see every day.

2024: While safety has always been a priority within our company and culture, we have added Safety to our now five Strategic Pillars.

We view our environmental impact through two lenses: our operations and the products we produce for our customers. These areas often intersect.

Many customers prioritize living “off the grid,” and we are committed to developing products that reduce reliance on traditional energy sources and help lower their environmental footprint. At the production level, our commitment to environmental stewardship drives us to integrate sustainable materials and minimize our impact throughout the manufacturing process. We prioritize environmentally friendly materials and methods when they align with our operational and business goals, and we continue to strengthen our recycling and sustainability programs each year.

2024: To better understand our climate-related risks and prepare for upcoming regulatory requirements, we engaged a third-party consultant to conduct a climate risk assessment. The findings provided valuable insights into Lippert’s exposure to climate-related risks and highlighted opportunities in our current mitigation practices and procedures. For more details, please refer to the Reducing our Trace section of our report and our [TCFD](#) Index .

Lippert is actively preparing to meet evolving regulatory requirements. We have assessed the potential impact of new regulations in California, as well as the EU’s Corporate Sustainability Reporting Directive (CSRD) on our business and reporting practices.

Given the evolving timelines and requirements for EU compliance, our next step is to conduct a double materiality assessment aligned with the European Sustainability Reporting Standards (ESRS)

2024: Our 2024 climate risk assessment and refreshed TCFD Index prepare us for California regulations that will become effective in 2026. Manufacturing facilities intensifies competition for skilled labor, making it challenging to retain and recruit employees, particularly those with valuable skills, knowledge, and experience.

This strategic shift requires thoughtful planning, as our sustainability initiatives span all areas of the organization, including operations, human resources, finance, and product development. Through cross-functional collaboration, we are ensuring that our teams are well-prepared to meet evolving reporting requirements while remaining steadfast to our commitment to sustainability.

Our strategy positions us well for this multi-year journey. We look forward to continuing our impact-driven work, strengthening our data-focused reporting, and advancing our efforts to meet future sustainability requirements.

Thank you for your interest in sustainability at Lippert.

STRATEGIC PILLARS



INNOVATION



QUALITY



CULTURE & LEADERSHIP



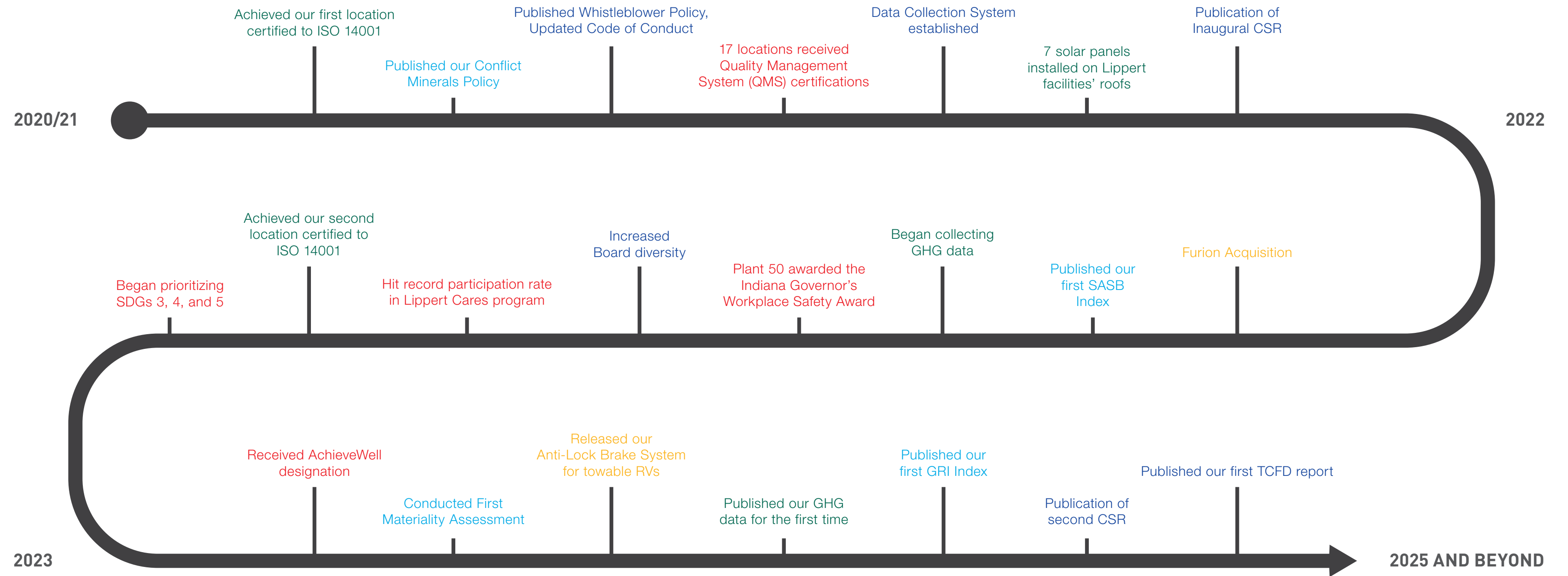
CUSTOMER EXPERIENCE



SAFETY

SUSTAINABILITY JOURNEY

Since Lippert's founding in 1956, we have remained committed to being a reliable and trusted manufacturing partner for our customers and a responsible corporate citizen to our team members, communities, customers, and the environment. Our passion for investing in the communities that we call home sparked our early commitment to sustainability. Over time, that commitment has evolved over into a broader set of initiatives. In recent years, we have integrated sustainability practices and processes across many areas 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

Community Impact Award by Culture of Good Inc. (August 2024)

Named to Newsweek's "America's Most Responsible Companies 2025" Though listed for 2025, the award reflects Lippert's 2024 CSR performance

2024 Community Impact Award Recognized by Culture of Good Inc. for outstanding corporate citizenship and a commitment to using business as a force for good

5-Star AchieveWELL Designation Indiana's top honor for workplace wellness in 2024—Lippert was the sole recipient of the state's AchieveWELL award

2024 RVBusiness Leadership Award – Corporate recipient

2024 Viddy Awards – Four Honors Lippert's creative team earned two platinum and two gold Viddy Awards for excellence in video production (non-broadcast short-form, web spots, and public service activism)



STAKEHOLDER ENGAGEMENT

At Lippert, stakeholder feedback is a cornerstone of our sustainability strategy. We maintain open, ongoing communication with our team members, communities, customers, through shareholders surveys, feedback tools, and direct engagement. This continuous dialogue helps us understand their unique needs and expectations, allowing us to thoughtfully shape and adapt our sustainability efforts in response.

TEAM MEMBER SURVEYS

We engage our team members through multiple channels to foster connection and growth. Throughout the year, we conduct employee engagement surveys, hold regular performance check-ins, and support progress on individual Leadership Action Plan (LAP) goals. Our CEO hosts regular listening sessions and town halls to encourage open dialogue and feedback.

COMMUNITY ENGAGEMENT

Our community programs are intentionally designed to address the specific needs of the communities we serve, and we continue these efforts to better target those unique needs. The Lippert Cares Community Impact Grant Program, launched in 2022, directs funding towards initiatives such as addressing food insecurity for K-12 youth, reflecting our commitment to supporting and uplifting our communities. To learn more about how Lippert gives back, please visit our community [website](#).

CUSTOMER FEEDBACK

Our Customer Care Center provides 24/7 support for technical assistance, parts ordering, and product information. We also connect with customers through our grassroots teams—Lippert Scouts for RV and camping and Lippert Captains for marine—who engage both online and in person at campgrounds, outdoor events, and marinas.

The Lippert Getaway, our annual customer outreach event, fosters open dialogue with highly engaged customers, providing valuable insights that drive product innovation and development. We also regularly participate in trade shows to showcase new products and share information.

By actively listening and responding to customer feedback, we strive to ensure our products remain relevant, innovative, and aligned with market demands.

INVESTOR RELATIONS

We maintain open lines of communication with our shareholders. Our Management Team actively engages with investors by attending conferences, hosting meetings, and participating in more than 40 investor calls. Notably, during the annual RV Open House week in September, our team attended four investor group events.

Across these interactions, we provide stakeholders with meaningful discussions about our business environment, financial performance, and ongoing sustainability initiatives, as appropriate. These engagements help ensure transparency and strengthen our long-term investor relationships.



REDUCING OUR TRACE

OUR APPROACH

At Lippert, we view environmental sustainability as both a responsibility and a necessity. Our commitment to the communities we serve motivates us to protect the natural world while upholding and advancing industry standards and regulations. Because our business is deeply connected to outdoor experiences, we recognize that a healthy, thriving environment is essential to the enjoyment we help make possible.

To advance this vision, we invest in process efficiencies, modern equipment, and renewable energy sources that reduce our environmental impact and promote a healthier planet. Our team takes a hands-on approach to improving sustainability and minimizing our footprint. By aligning with industry benchmarks, we aim to communicate our efforts to stakeholders as transparently and clearly as possible.

ISO MANAGEMENT SYSTEMS

To mitigate the environmental impact of our manufacturing operations, we prioritize waste reduction and closely track resource usage to identify efficiencies and explore alternatives. Although we cannot control our customers' emissions, we strive to design components and solutions with environmental awareness and innovate whenever possible to reduce downstream ecological impact.

We developed the Facility Safety Score (FSS) to proactively manage Environmental Health and Safety (EHS) functions, aligning with internationally recognized standards such as ISO 14001 (Environmental Management Systems) and ISO 45001 (Occupational Health and Safety Management Systems). The FSS incorporates monthly site-level reporting on key metrics like electricity, natural gas, and waste management, consistent with ISO 14001 standards.

We actively engage and train employees to understand Lippert's environmental management systems and related priorities. The elements of our FSS are structured to reflect the goals of our management system and related issues. In 2024, we strengthened the sustainability component of the FSS to focus on emissions reduction, supported by reliable data on electricity and natural gas usage.

Our target FSS score is 8.5 out of 10 for all facilities. Sites scoring below this threshold are required to develop corrective action plans to address gaps and improve performance.

For additional information on the health and safety components of the FSS, please refer to the Health and Safety section of this report.



OPERATIONAL DATA

EMISSIONS

Since collecting our emissions data, Lippert has decreased its scope 1 emissions by 22 percent and scope 2 emissions by 18 percent since 2022.

	2022	2023	2024
Scope 1	53,34 MT CO ₂ e	45,108 MT CO ₂ e	41,661 MT CO ₂ e
Scope 2 (location based)	88,044 MT CO ₂ e	104,374 MT CO ₂ e	72,399 MT CO ₂ e

ENERGY

Our 13 solar net-metering projects generated an impressive 3,068,932 kWh of solar energy in 2024, marking an 18% increase since 2023.

Electricity Consumption	649,082 MMBtus
Natural Gas Consumption	784,511 MMBtus

Lippert has implemented a range of strategies to enhance energy efficiency and promote conservation. Over the years, we have steadily expanded our renewable energy generation, most notably through the ongoing installation of solar panels across at select facilities.

Additionally, initiatives such as adjusting furnace operation hours during nights and weekends, have resulted in measurable cost savings and reduced energy consumption. These efforts directly support more efficient monthly utility usage, reinforcing our commitment to responsible energy management.

WASTE

As part of our commitment to sustainable practices, Lippert actively pursues waste management solutions guided by the principles of reduce, reuse, and recycle. Our lean manufacturing approach has led to innovative strategies, including optimizing waste pickups, so they occur only when our refuse containers reach full capacity. This reduces our carbon footprint and provides meaningful cost savings.

For example, at one of our facilities, we removed two materials from the waste stream by transitioning to a returnable dunnage system for product transport.

Landfill Waste	11,993 tons
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Through our national partnership with Republic, this figure includes approximately 70-80% of our North American solid waste.

MATERIAL RECYCLING

Wood recycled¹	2,460 tons
Steel and Aluminum recycled	41,459 tons
Cardboard recycled¹	1,154 tons

Based on North America facilities data only.

WATER MANAGEMENT AT LIPPERT

While water usage does not have a direct material impact on our business, Lippert recognizes its importance as a vital natural resource. We are committed to sustainable water management across our facilities. Key initiatives include:

- Enhancing processes to eliminate or reduce water usage
- Exploring opportunities to improve efficiency and minimize our environmental footprint

For example, one of our European sites transitioned its industrial heating system from natural gas to electric water heating, resulting in both cost savings and reduced emissions.



PRODUCT SAFETY AND QUALITY

At Lippert, product quality is a top priority. We are committed to ensuring that every product we design and manufacture meets the highest standards of quality, safety, and innovation. From our skilled engineers to our Production and Sales Teams, we share a collective belief that when customers choose a Lippert product, they're placing their trust in our commitment to excellence. We work hard to honor that trust by delivering superior products.

One example of this commitment is our Touring Coil Suspension system, which reduces chassis movement to enhance safety and extend the lifespan of RVs.

We are also preparing for a clean energy future by investing in innovative solutions that reflect our customers' evolving concerns and preferences. As the industry moves toward electrification, we remain focused on anticipating demand for solar power and off-grid living solutions. These efforts strengthen our position as a leading supplier in the RV industry.



FURRIION CHILL® CUBE – A NEW ERA OF RV COMFORT

Lippert set a new benchmark in RV climate control with the launch of the **Furrion Chill® Cube Variable Speed Air Conditioner** in 2024. This compact, cutting-edge unit delivers powerful cooling, whisper-quiet operation, and up to 40% greater energy efficiency thanks to its **variable speed compressor**—a first for RV users in North America.

In 2024, Lippert continued to expand the Furrion Chill Cube product line, introducing new features for ducted applications and heat pump capabilities. These enhancements reflect our ongoing commitment to innovation to meet the evolving needs of RV enthusiasts.

Key Features:

- Variable-speed compressor—adjusts its performance in real time to adapt to climate conditions, delivering up to 40% more energy efficiency than traditional RV Air-conditioner operation.
- Soft-start operation—adapts easily with a 2000W generator or inverter, giving users flexibility for operating off-grid.
- Gear mode—provides flexibility to limit additional power draw during peak demand periods, reducing energy usage/cost or sparing limited off-grid energy reserves (batteries/fuel).



OUR PEOPLE & CULTURE



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) provide a comprehensive framework for addressing some of the world's most pressing social and environmental challenges. These 17 goals serve as a global call to action to promote peace, prosperity, and sustainability for both people and the planet.

At Lippert, we focus our efforts on select SDGs that closely reflect our Core Values and strategic objectives. This intentional approach ensures that our contributions are meaningful, measurable, and consistent with our commitment to responsible business practices and global progress.



SDG 3: GOOD HEALTH AND WELL-BEING

At Lippert, we prioritize the health and well-being of our team members and the communities we serve. Across our facilities, we apply innovative health and safety practices guided by our FSS Playbook and strengthened by employee-driven initiatives.

Our comprehensive healthcare coverage and wellness programs promote healthier lifestyles and support the overall well-being of our team members. The Lippert Cares Community Impact Grant plays a vital role in enhancing safety and addressing food insecurity among K-12 youth in our communities, demonstrating our commitment to this important SDG.



SDG 4: QUALITY EDUCATION

We believe that education drives innovation and progress. Our proprietary, comprehensive training programs are available both in-person and online. We partner with regional community colleges to provide technical certifications through nationally recognized boards and organizations. These college-level courses deliver targeted skill development that supports our ongoing efforts to innovate and responsibly expand automation, where appropriate, within our manufacturing operations.

Beyond technical training, we also offer learning opportunities in quality, lean management, human resources, and supply chain management.

In 2022, we launched our own academy to help hourly team members earn their high school diplomas through Elkhart Adult Education, and we proudly celebrated three graduates in 2024. We also offer English language courses in 12-week sessions with 90-minute classes held twice a week.

Our commitment to education extends to the children in our community. Through donations and volunteer efforts, we invest meaningfully in advancing local youth education. The focus on learning reflects our core belief that investing in our current and future team members is essential to our continued success.

SUSTAINABLE DEVELOPMENT GOALS



OUR PEOPLE

FOSTERING A CULTURE OF GROWTH AND IMPACT AT LIPPERT

At Lippert, we believe that business can and should be a force for good. We strive to bring that vision to life every day through the way we lead our organization. Our mission is to make lives better by building meaningful relationships with our customers, co-workers, and communities.

“Everyone Matters” is the guiding principle of our cultural strategy. This core belief reflects our deep appreciation for the individuals who make up our organization.

Since the launch of the Everyone Matters campaign in 2017, which focused on improving workplace experience and enhancing team members’ lives, our culture has steadily evolved. Our Culture & Leadership Development (C+LD) Team plays a central role in this progress, bringing our Core Values to life through meaningful cultural initiatives and a broad range of learning opportunities for our team members.

THE ROLE OF THE C+LD TEAM

The C+LD team at Lippert focuses on leadership development, professional and personal growth, and training for all team members. Their work also extends to Lippert’s broader corporate and community impact.

The C+LD team regularly partners with leaders and team members across the company to develop action plans and set goals that support both personal and professional development, while aligning with our Core Values.

They also oversee our Team Member Engagement Surveys, which help measure and evaluate key drivers of engagement. Using the survey results, the C+LD team helps build targeted action plans that continually strengthen our workplace culture.

CULTURE INDEX

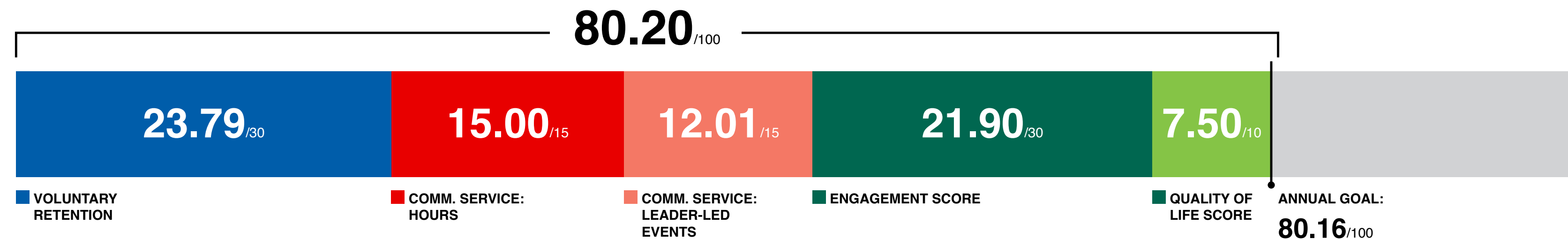
The Culture Index was piloted in 2023 by our C+LD team and has since been expanded across the organization. The Culture Index tracks leading indicators tied to retention for each division within the Company and reflects the influence of our Core Values, Leader Qualities, and Strategic Pillars. By leveraging the Culture Index, individual divisions, plants, and departments can align their efforts with team members’ needs and tailor programs to enhance their daily experiences at Lippert.

In 2024, the Culture Index measured four key areas: retention (30%), community service (30%), engagement (30%), and team member quality of life (10%).

That same year, we achieved a 71% retention rate for team members in North America, consistent with the previous year’s performance and significantly above the industry average, as measured by the Culture Index.

For 2024, we set a Goal of 80.16/100. We achieved a score of 80.20/100.

Our ongoing goal is to raise the Culture Index score by 2% each year. To support this objective, participants receive monthly updates to track progress and adjust behaviors as needed. This consistent feedback loop reinforces accountability and promotes continuous improvement in our workplace culture.



ENGAGEMENT

In 2024, team members shared their voices with the Leadership Team through our annual Lippert Team Member Engagement Survey. This survey helps us understand what is working well and identifies opportunities to better support our team members.

The 2024 engagement score reached 73%, up from 72% in the previous survey. Participation also increased significantly, rising from 80% early in the year to an impressive 86% by year-end, marking a meaningful increase in Lippert voices heard.

44 LISTENING SESSIONS

Team members are invited to openly share their insights, ideas, and feedback with President & CEO, Jason Lippert, fostering a culture of collaboration and continuous improvement. These sessions are either held in-person at our facilities or remotely using online platforms when needed.

BUSINESS AS A FORCE FOR GOOD COMMITTEE

The Business as a Force for Good (BFG) Committee helps streamline communication and raise awareness of our culture initiatives. By empowering champions from various plants, the committee inspires team members to engage more fully with the company and each other.

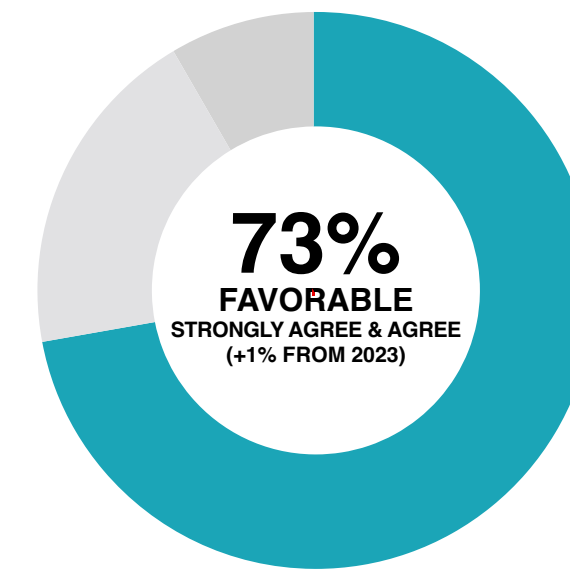
MENTORSHIP PROGRAM

The Lippert Mentorship Program is open to all team members and is designed to help individuals reach their full potential through professional growth, leadership development, and career advancement. Participants are matched with mentors based on their specific career development goals and comfort level. Mentor options may include individuals from within or outside the mentee's department, those with extensive experience, or members of specific groups, such as Veteran, LGBTQIA+, or the Lippert Women's Network.

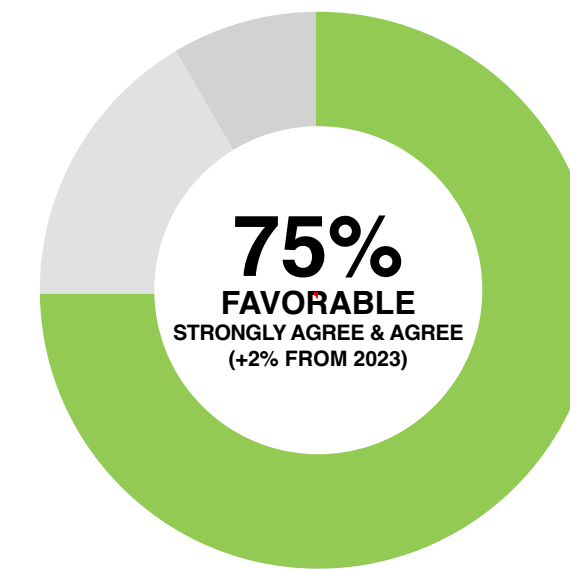
We leveraged insights from our surveys to develop an enterprise-wide plan focused on implementing more structured team member reviews and integrating our Leadership Action Plan (LAP) into the development process. These efforts help ensure alignment with our cultural values and support continuous growth across the organization..

NORTH AMERICAN RESULTS

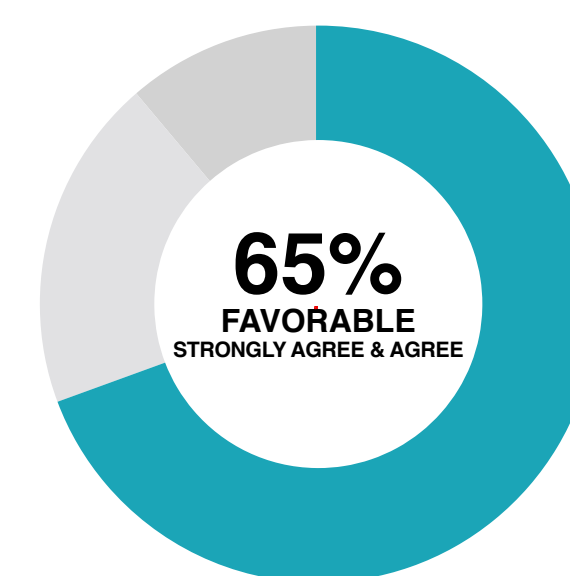
OVERALL ENGAGEMENT



QUALITY OF LIFE



OVERALL RESULTS



EMEA RESULTS



TALENT MANAGEMENT AND DEVELOPMENT

Our C+LD Team is responsible for leadership development, professional and personal development, training, and supporting Lippert's corporate and community impact. We are committed to fostering holistic development and offer a range of educational opportunities and career advancement plans for every team member.

LEARNING OPPORTUNITIES



Professional development is a cornerstone of Lippert's culture. We

proudly partner with Ivy Tech Community College to provide educational opportunities tailored to our team members' needs. Our programs are thoughtfully designed to be both appealing and practical, ensuring they fit into our team members' lives.

Team members can enroll in classes which include topics such as technical computer skills, quality assurance, and principles of management. They also can earn a high school equivalency diploma or learn a new language. In June 2024, Ivy Tech expanded access to its Introduction to Supply Chain course for our European team members.

Additionally, our tuition assistance program supports full-time team members in pursuing coursework at an accredited institution of their choice.

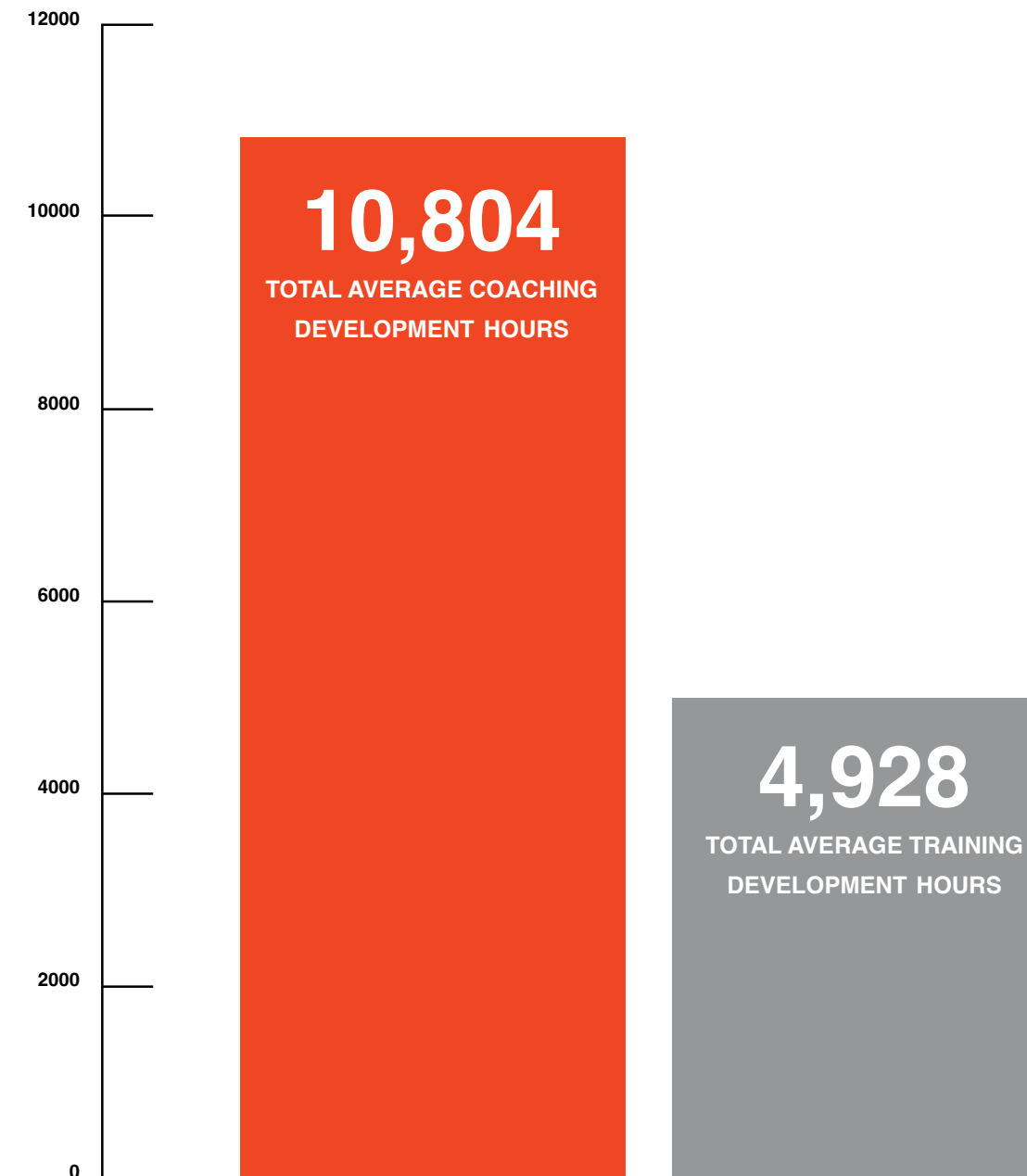
Program	Description	Results
Built to Lead	Built to Lead is a one-day experience that introduces key leadership principles.	Northern Indiana: 421 Participants 7 classes
	Designed to spark personal and professional growth, the program equips team members with tools and resources to support continuous improvement.	Regional: 107 Participants 3 classes
Built to Grow	Built to Grow is a program focused on increasing self-awareness, providing leaders with practical tools and concepts, and promoting interactive learning and collaboration across the business.	11 trainings 4,950 total views

LEADERSHIP DEVELOPMENT PROGRAM

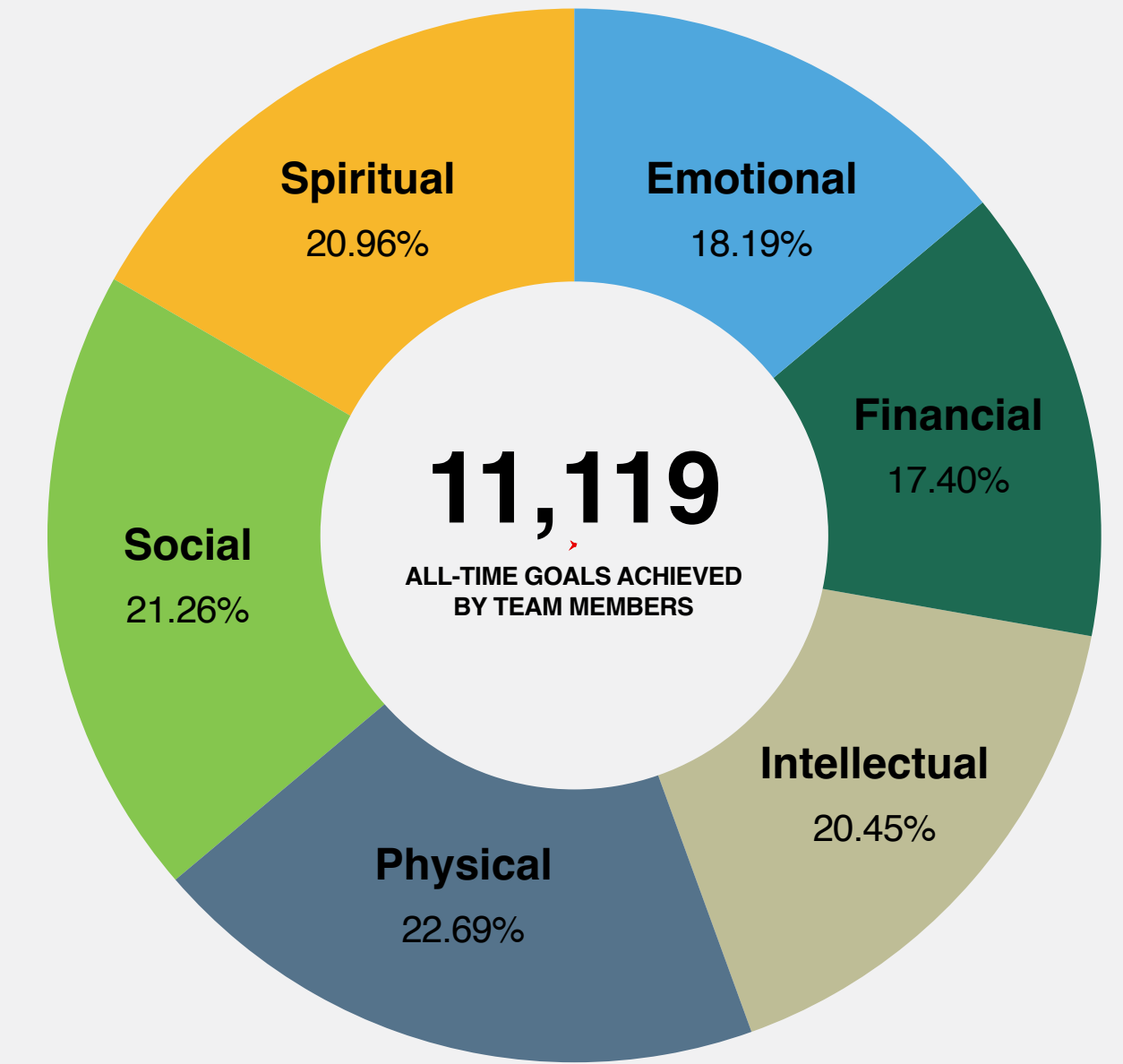
At Lippert, we are dedicated to living out our Core Values through leadership that consistently reflects those values in everyday actions. As our organization continues to grow, it is essential to cultivate a diverse set of leadership skills to reinforce our company culture.

Over the past year, our C+LD Team has delivered more than 10,000 hours of coaching development and almost 5,000 hours of training development.

LEADERSHIP DEVELOPMENT



ALL-TIME TRACKING RESULTS



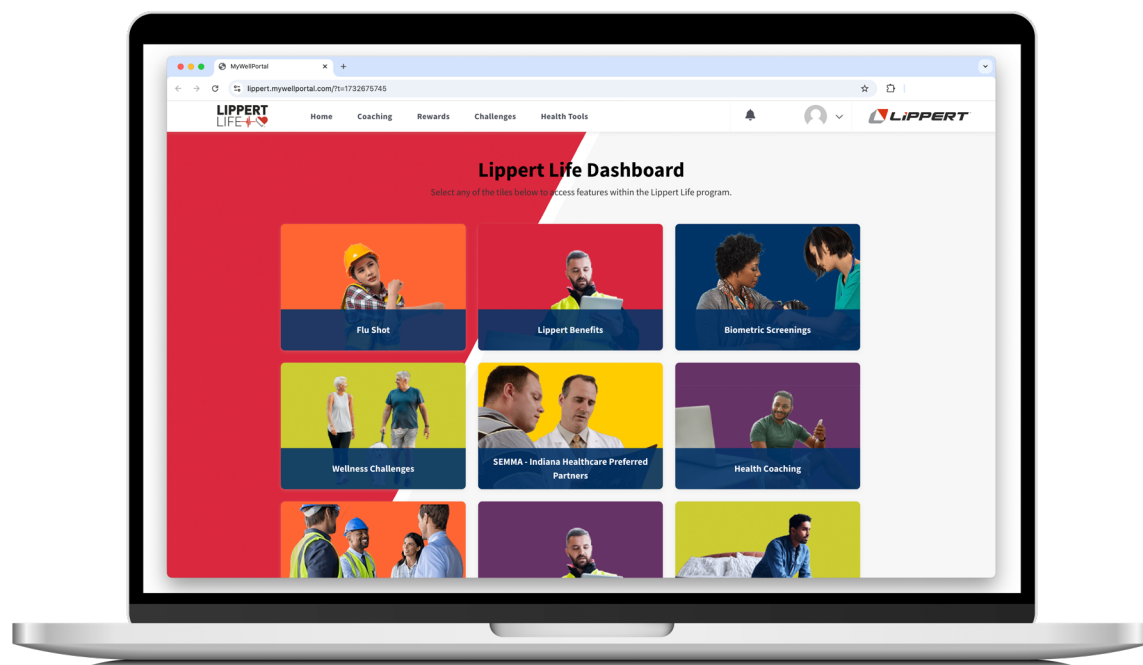
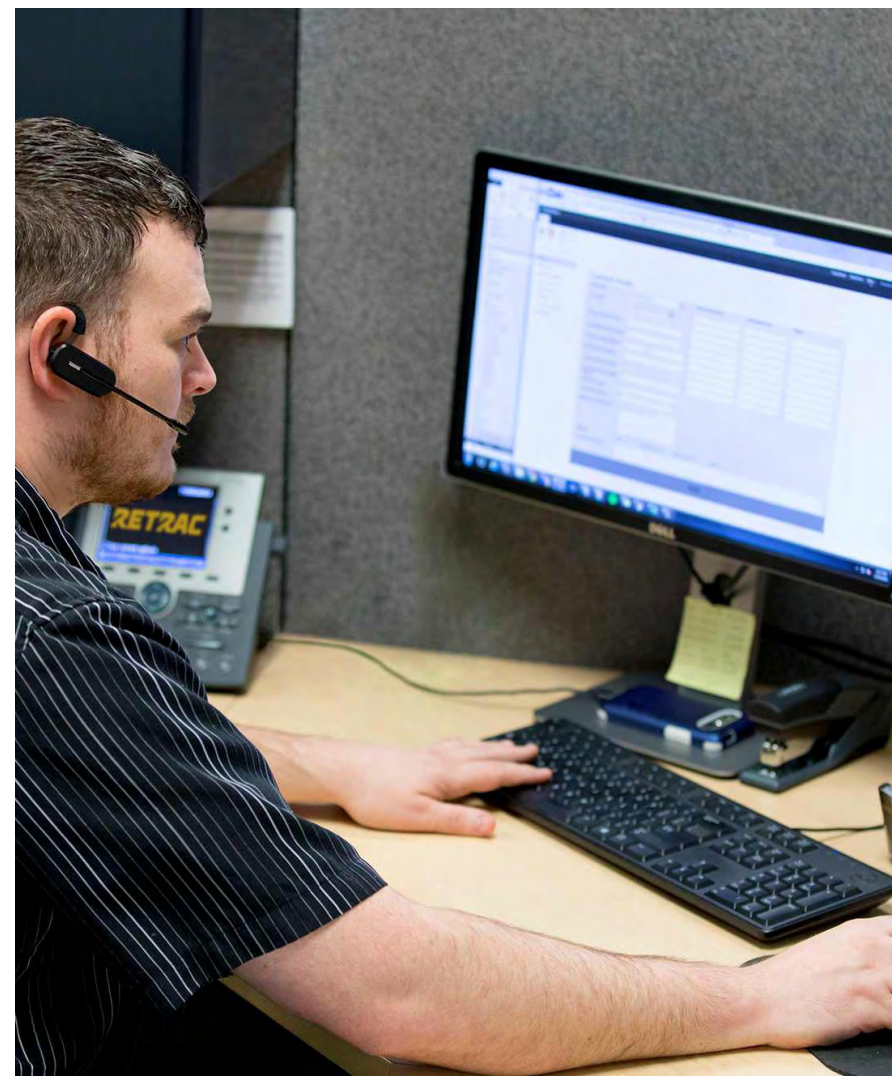
LEADERSHIP ACTION PLAN (LAP)

The Leadership Action Plan (LAP) is a key tool that integrates both professional and personal goals, guiding team members on their growth journeys. Participants work with an internal mentor to set meaningful development goals to create a culture of support and accountability. Plans are reviewed every 90 days to reflect on progress and celebrate achievements.

Lippert also conducted a Dream and Goals Survey to assess progress on personal development goals. The survey covers areas such as mindset, budgeting, saving, exercise, sleep, nutrition, and community involvement. In 2024, 91% of LAP participants reported achieving their personal goals, up from 81% in 2023. This powerful metric reflects more than 2,100 personal goals accomplished in 2024 and over 11,000 individual achievements since the program's inception.

BENEFITS AND WELLNESS

At Lippert, we believe our team members' well-being is essential to our success. We provide a comprehensive benefits package for all full-time team members. For more details, please visit our [career opportunity page](#).



OUR CULTURE

Creating a workplace that values every team member's skill, experience, and unique perspectives is vital to our success. We are committed to ensuring that all team members can contribute meaningfully and apply their individual strengths to the fullest.

Our CEO, Jason Lippert, emphasizes the importance of culture by hosting weekly listening sessions, both in-person and remote. These sessions allow team members across all facilities to share their insights on key cultural priorities, including health and well-being, the significance of LAPs, employee engagement, and our Strategic Pillars. The feedback gathered from these conversations drives actionable initiatives that boost productivity.



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

The Lippert Women's Network (LWN) is open to all team members seeking purposeful development, broader exposure, and meaningful networking opportunities throughout the organization.



★ MILITARY ENGAGEMENT TEAM ★

ENTERPRISE RESOURCE GROUP: MILITARY ENGAGEMENT TEAM (MET)

Lippert's Military Engagement Team (MET) is a resource group dedicated to supporting veteran team members and empowering our broader veteran community. MET promotes mentorship, fosters connection, and reinforces our Core Values among service members. MET plays a vital role in enhancing veteran recruitment, hiring, and retention, while also strengthening Lippert's brand awareness and cultural impact.



ENTERPRISE RESOURCE GROUP: CHAPLAINCY

Lippert's Chaplaincy Program is designed to support team members of all backgrounds, regardless of religious beliefs, through the C.A.R.E. model: Connect, Assess, Resource, Engage. The program's core initiatives focus on helping team members make healthy life choices, providing transformative resources, and building strong, effective partnerships throughout the organization.



HEALTH AND SAFETY

At Lippert, the health and safety of our team members is a top priority. We utilize a world-class Environmental, Health, and Safety (EHS) platform and align with ISO 14001 and ISO 45001 standards to ensure comprehensive safety oversight across our facilities. Each manufacturing location appoints a Safety Champion who is responsible for implementing Occupational Health and Safety (OHS) Management Systems.

Our EHS objectives focus on:

- Strengthening operational ownership of workplace EHS
- Enhancing compliance with EHS regulations across all sites
- Promoting a sustainable manufacturing mindset
- Educating the workforce on relevant EHS standards and requirements

EHS leadership, along with EHS Team members and Safety Champions, participate in weekly calls to review OHS management requirements and share best practices. Operations leaders also engage in monthly calls to address OHS strategies and corrective actions. Additionally, our Lean Teams contribute through Just Fix Its (JFIs) and A3 projects, which document and implement improvements.

FACILITY SAFETY SCORE (FSS)

To strengthen our commitment to health and safety, Lippert adopted the Facility Safety Score (FSS), a performance metric designed to drive continuous improvement across all sites. In 2023, we enhanced the FSS Playbook to include enterprise-wide safety audits and inspections with the clear objective of reducing workplace injuries.

In 2024, the FSS score was based on the following weighted factors

- Hazard reporting and proactive identification of improvements (logged as corrective actions): 40%
- Proactive and reactive corrective actions: 25%
- Site safety inspections: 25%
- Recordable incident rates: 16%
- Monthly safety training: 24%
- Sustainability: 10% (see ISO Management System section for details)

Each facility is evaluated on a 10-point scale, with a target score of 8.5 or higher. Facilities falling below the target are required to develop and regularly review personalized improvement plans to ensure sustained progress. In 2024, a significant number of Lippert facilities met or exceeded the target score, reflecting our collective dedication to a safer workplace.

CORRECTIVE ACTIONS

Lippert focuses on identifying both proactive and reactive corrective actions to bolster our safety evaluation process.

- Proactive Corrective Actions involve measures taken to eliminate or reduce known hazards before an incident occurs. These actions focus on addressing near misses, identifying potential risks, and conducting proactive safety audits.
- Reactive Corrective Actions refer to steps taken after an incident has occurred, such as responding to injuries, property damage, spills, or citations, with the goal of mitigating future risk.

	2022	2023	2024
Number of Proactive Safety Audits	3,368	3,368	2,329 ¹
Number of Corrective Actions	10,061	14,255	15,823
Percentage of Corrective Actions Closed	99.7%	96.7%	92%

¹ After the removal of duplicate data

HEALTH AND SAFETY PERFORMANCE (RECORDABLE INCIDENT)

	2022	2023	2024
Near Misses and Hazards Reported	17,378	10,002	8,953
Recordable Injuries	118	515	353
Total Recordable Incident Rate (TRIR)	3.86	4.58	3.13
Days Away Restricted Transferred Injury Rate (DART)	Not Reported	Not Reported	1.6

HEALTH AND SAFETY

SITE SAFETY INSPECTION

As part of the FSS program, each site is required to conduct four self-inspections per month. In 2024, Lippert completed approximately 6,196 total audits and inspections, 2 including both weekly and monthly process reviews, as well as FSS-related evaluations. Additionally, several facilities underwent external audits focused on machine guarding and environmental protection.

HEALTH AND SAFETY TRAINING

Lippert mandates monthly safety training for 95% of the workforce.

In 2024, nearly 11,000 team members participated in Environmental, Health, and Safety (EHS) training. This effort resulted in approximately 160,000 training enrollments, totaling over 60,000 hours of dedicated instruction throughout the year. Our Lippert University platform delivers monthly safety training to all team members covering a broad range of OSHA-related topics, including near miss and incident reporting, machine guarding, bloodborne pathogens, and other essential safety awareness subjects designed to foster a proactive safety culture across the organization.

EMERGENCY RESPONSE PLAN

Each Lippert facility maintains a comprehensive Emergency Response Plan (ERP) tailored to address natural hazards and other emergency situations.

These plans include contingencies:

- Does not include regularly scheduled or OSHA pre-shift inspections.
- OSHA 10 certifications are a 10-hour training program available to team members to help them identify, avoid, and prevent workplace hazards.
- OSHA 30 certifications are a 30-hour training program aimed at those with safety responsibilities which provides in-depth training on a wide range of safety and industry safety topic for region-specific risks, such as tornadoes, earthquakes, and fires, as well as broader threats like chemical spills. To ensure preparedness, each facility conducts annual ERP awareness training and performs two drills per year: one fire/evacuation drill and one shelter-in-place drill.

In 2024, as part of our climate risk assessment, we evaluated all facility locations to identify potential climate-related threats and reviewed current mitigation strategies. By continuously updating our ERPs and related procedures, we help safeguard our team members against future climate-related hazards and natural events.



HEALTH AND SAFETY TRAINING SUCCESSES:

22 NEWLY OBTAINED OSHA 10 CERTIFICATIONS

29 NEWLY OBTAINED OSHA 30 CERTIFICATIONS

OUR COMMUNITIES – LIPPERT CARES COMMUNITY IMPACT GRANT PROGRAM

At Lippert, community care is a cornerstone of our corporate culture. Through the Lippert Cares Community Impact Grant Program, we are dedicated to supporting local non-profits and driving meaningful changes in the communities where we live and work. These grants not only strengthen our neighborhoods but also deepen our team members' sense of purpose.

We lead by example, championing community engagement initiatives and measuring success by the positive impact we generate both inside and outside of our organization. To learn more, please visit our [Lippert Community page](#).



159,170

Serving Hours Achieved by Team Members



125

Instances and 188 Hours of Crisis Support



87.5%

Engagement of Team Members in a Serving activity



1,110

People Received 365 Morning Daily Devotionals



25

Checkpoint Fellowship Groups Averaging 10 Attendees

SUPPLY CHAIN

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

At Lippert, we believe that business relationships are built on more than transactions—they are grounded in trust, integrity, and shared values. To uphold these principles, we implement a comprehensive set of Vendor Compliance Guidelines to promote ethical conduct and foster successful, long-term partnerships.

1. The Framework: Establishing Expectations

- Our Vendor Compliance Guidelines serve as a roadmap for principled business practices. These guidelines are shared with our vendors at the beginning of each engagement, outlining our expectations for ethical behavior and operational integrity.

2. The Heart of the Matter: Protecting Human Rights

- At the core of our guidelines is a firm commitment to upholding human rights and complying with all applicable laws. We strive to ensure that the products we offer are free from exploited labor.
- Specifically, we affirm:
 - Child Labor Laws: No child should bear the burden of our supply chain. Vendors are required to ensure that no illegal underage workers are involved in the production of goods.
 - Forced Labor Laws: Coercion has no place in our business ecosystem. We expect vendors to respect the dignity and freedom of our workforce.
 - Human Trafficking Laws: We remain vigilant against all forms of modern-day slavery. Our guidelines strictly prohibit any vendor involvement in human trafficking.

3. Values in Action:

- Our commitment to these principles is deeply rooted in Lippert's Core Values. We believe that responsible business practices contribute to a better world. By adhering to our Vendor Compliance Guidelines, our partners demonstrate their dedication to ethical sourcing, fair labor practices, and social responsibility. This reinforces our shared mission to make a positive impact.

In summary, Lippert's Vendor Compliance Guidelines are not just rules, they reflect our unwavering commitment to doing business the right way. This commitment extends to our vendors, our customers, and the global community. To support transparency and accountability, all stakeholders have access to our anonymous [Hotline](#) to voice concerns.





GOVERNANCE

GOVERNANCE SNAPSHOT

9

NUMBER OF DIRECTORS

YES

INDEPENDENT CHAIR

100%
COMMITTEE INDEPENDENCE

60 YEARS OLD

AVERAGE DIRECTOR AGE

20 YEARS

AVERAGE BOARD EXPERIENCE

11.5 YEARS

AVERAGE BOARD TENURE

5

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

For more information about our Board, please see our [2025 Proxy Statement](#).



BOARD OVERSIGHT

At Lippert, Environmental, Social, and Governance (ESG) initiatives remain a priority for our Board of Directors, driving strategic enhancements to our oversight practices. Over time, we have strengthened our corporate governance framework to better align with evolving ESG goals and responsibilities.

Board-Level Committees and Responsibilities

1. Corporate Governance, Nominating, and Sustainability (CGNS) Committee:

- Oversee sustainability-related matters, including climate risks and opportunities.

2. Compensation and Human Capital Committee:

- Guides human resource strategies, initiatives, and policies, to ensure alignment with Lippert's broader organizational goals.

3. Audit and Risk Committees:

- Shares responsibility for overseeing Lippert's data privacy and security programs.

The Director of Sustainability reports to the Risk Committee to support ESG-related matters. This cross-functional role involves collaboration with leaders from various business units to develop and implement sustainable business strategies. The Director of Sustainability plays a key role in leading initiatives that reduce Lippert's risk and advance sustainability efforts. The Director of Sustainability reports to CGNS at least bi-annually.

Key Achievements in 2024:

The Director of Sustainability played a key role in conducting Lippert's first climate risk assessment, evaluating potential environmental impacts across our operations. This foundational effort supports our broader sustainability strategy and risk mitigation planning.

Additionally, we launched a supplier self-assessment program to streamline data collection across our supply chain. Currently under review by cross-functional leadership, the program is intended to improve transparency and ensure alignment with our ESG objectives. We plan to roll out the initiative in phases with our supply chain partners beginning in 2025.

ENTERPRISE RISK MANAGEMENT

As part of our Enterprise Risk Management (ERM) process, the Risk Committee of the Board of Directors provides oversight on high-level social, environmental, and ethical risks. The committee conducts thorough reviews during each meeting and delivers quarterly briefings to the full Board to ensure strategic alignment and accountability.

In 2024, hundreds of leaders across the organization, including executive leadership, departmental leaders, and other management-level team members, participated in our annual global risk survey. This collaborative effort provided valuable insights into the most significant risks facing the company.

The ERCC analyzes the survey results and consults with the CEO to identify and prioritize the top risks. These findings are then presented to the Board's Risk Committee as high priority focus areas for the coming year. Beyond this prioritized list, the ERCC continues to monitor and address emerging risks to maintain a comprehensive and proactive risk management strategy.

CODE OF CONDUCT

Our core values—Honesty, Integrity, and Candor—are reflected in our Guidelines for Business Conduct ("Guidelines"). These Guidelines are designed to promote ethical behavior across the organization. They are accessible to all team members, published on our public-facing website, and apply to all Company directors, officers, and team members. Senior-level team members are required to review and formally acknowledge the Guidelines on an annual basis.

To support compliance, our Whistleblower Policy provides a confidential and anonymous method for team members and other stakeholders to report concerns, including accounting or auditing practices, illegal activities, policy violations, or other issues. The Whistleblower Policy offers multiple reporting channels and includes protections and prohibitions against retaliation, reinforcing our commitment to a safe and ethical workplace.

Oversight of day-to-day compliance is managed by the Chief Legal Officers, while the CGNS Committee conducts an annual review of key policies, including our Guidelines for Business Conduct, Insider Trading Policy, and Whistleblower Policy. The CGNS Committee reviews and recommends policy revisions to the full Board of Directors, as appropriate.

In 2024, we revised several policies to clarify and expand the reporting structure for suspected violations of company policy, law, or other applicable regulations.



DATA PRIVACY AND CYBERSECURITY

DATA SECURITY AND CYBERSECURITY MEASURES AT LIPPERT: A COMPREHENSIVE OVERVIEW

Lippert is deeply committed to safeguarding sensitive data, including information related to team members, customers, and stakeholders, as reflected by our robust cybersecurity measures.

BOARD-LEVEL OVERSIGHT AND COMPLIANCE

Cybersecurity oversight begins at the highest levels of the organization. Lippert's Risk Committee, in collaboration with the Audit Committee, is responsible for managing cybersecurity risks. These committees meet quarterly to review our comprehensive cybersecurity program and assess both current and emerging threats. The Risk Committee Chair leads regular risk reviews to ensure proactive management, while the Board of Directors oversees our annual cyber simulation exercise and receives ongoing updates on cybersecurity matters.

REPORTING AND LEADERSHIP STRUCTURE

Cybersecurity oversight begins at the highest levels of the organization. Lippert's Risk Committee, in collaboration with the Audit Committee, is responsible for managing cybersecurity risks. These committees meet quarterly to review our comprehensive cybersecurity program and assess both current and emerging threats. The Risk Committee Chair leads regular risk reviews to ensure proactive management, while the Board of Directors oversees our annual cyber simulation exercise and receives ongoing updates on cybersecurity matters.

RISK MANAGEMENT AND FRAMEWORK

Lippert's Cybersecurity Team is responsible for managing our comprehensive cyber risk program. This includes oversight of both internal cybersecurity personnel and external consultants. Our program is aligned with the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF), to ensure adherence to industry best practices and standards.

For additional details on our Cybersecurity practices, please refer to our [10-K: Item 1.C](#).

REGULAR ASSESSMENT AND INCIDENT RESPONSE

Lippert regularly evaluates its cybersecurity processes to identify critical risks across systems, products, services, and the broader IT environment. Our Cybersecurity Team rigorously tests incident response plans to ensure readiness and resilience. When appropriate, we engage third-party experts to perform external audit assessments, testing, and support activities, including routine penetration testing. Additionally, Lippert proactively seeks to mitigate potential financial impacts associated with cyber breaches whenever possible.

TRAINING AND COMPLIANCE

We place strong emphasis on team member education in cybersecurity. Annual training sessions are provided to all team members, supplemented by quarterly refresher courses. In 2024, 84% of team members completed these training sessions, an increase from 73% in 2023, demonstrating our commitment to cybersecurity awareness across the organization.

DATA PRIVACY OVERSIGHT

Lippert's Data Protection Officers work in close collaboration with Lippert's Legal and Global Information Security Teams to oversee the cybersecurity program and ensure compliance with data protection laws and regulations. Our comprehensive data governance framework, including Data Security Posture Management (DSPM), strengthens the protection of sensitive data, particularly within cloud-based environments.

PRIVACY NOTICE

Lippert's Privacy Notice provides the public with a transparent overview of our practices regarding the collection, use, and protection of personal information. It outlines the types of data we collect and the safeguards we implement to ensure the security and confidentiality of personal and sensitive data.



APPENDIX

TCFD INDEX - GOVERNANCE

DISCLOSURE FOCUS AREA

DISCLOSURE FOCUS AREA	RECOMMENDATION	DISCLOSURE
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’s Enterprise Risk and Compliance Committee (ERCC) and ESG Committees work in tandem to support Lippert’s sustainability and risk management efforts. The ERCC focuses on enterprise-wide risk, while the ESG Committee is dedicated specifically to sustainability and climate-related risks and opportunities. The ERCC is made up of leaders across various segments of the business who discuss sustainable business strategies. These leaders include the Chief Financial Officer, Chief Legal Officer, Chief Human Resources Officer, Group Presidents, Chief Technology Officer, Chief Supply Chain Officer, and VP of Quality, EHS, Chief Information Officer, Internal Audit, and Compliance. These leaders take ownership of their respective areas and collaborate to develop, implement, or report on initiatives that strengthen Lippert’s overall risk posture and sustainability strategy. The ERCC Committee meets quarterly and reports to the Board Risk Committee annually. The Director of Sustainability, through the ESG committee, reports to the CGNS Committee and provides support by providing insights and recommendations that advance Lippert’s sustainability strategy

TCFD INDEX - STRATEGY

DISCLOSURE FOCUS AREA

DISCLOSURE FOCUS AREA	RECOMMENDATION	DISCLOSURE
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.	<p>Lippert conducted a climate risk assessment to evaluate its exposure to climate-related risks and identify gaps in current mitigation practices and procedures. While some Lippert facilities may be vulnerable to physical climate events based on their geographic location, any direct financial impact is expected to be minimal. Historically, Lippert has not experienced significant disruptions due to climate-related events.</p> <p>Lippert’s facilities face physical risks from extreme weather events such as droughts, river and coastal flooding, heat and cold waves, high winds, and tornadoes, all of which could potentially disrupt production. Additionally, Lippert’s operations are sensitive to supply chain disruptions caused by climate change. With offices and suppliers spread across a wide geographic area, natural hazards could pose material risks to the supply chain.</p> <p>Existing and emerging climate-related laws and regulations such as California’s climate disclosure law and the EU’s Corporate Sustainability Reporting Directive, could increase operational costs or limit business activities. Compliance may require additional auditing and reporting expenses, including the calculation and assurance of Scope 1, 2, and 3 emissions across Lippert and its supply chain.</p> <p>Moreover, climate regulation combined with shifting public sentiment could reduce demand for products that use Lippert components, increase fuel prices, or introduce carbon taxes, all of which may negatively impact the business. However, Lippert’s diversification and expansion into new product lines positions the company well for the transition to a lower-carbon economy. Opportunities exist to further grow in the renewable energy sector, potentially increasing revenue and opening new lines of business.</p> <p>As stated in our most recent 2025 Form 10-K, 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.</p> <p>Since our facilities are in several geographic locations, the effects of climate change may potentially disrupt our business and our supply chain across the globe. If our supply chain is affected, this could create inventory shortages and result in a loss of business, which could ultimately affect Lippert’s profitability. The increased magnitude and frequency of climate change-triggered events could prevent our customers from enjoying our products and the outdoors.</p>
	B) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	<p>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 toward finding solutions to position Lippert as a leader in the RV industry. Our product development team anticipates 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.</p> <p>In 2024, Lippert introduced the Furrion Chill Cube Air Conditioner, a compact, cutting-edge unit that delivers powerful cooling, whisper-quiet operation, and up to 40% greater energy efficiency, thanks to its variable speed compressor. This innovation marks a first for RV users in North America. Lippert has continued expanding the Furrion Chill Cube product line, adding new features for ducted applications and heat pump capabilities.</p> <p>Lippert is actively monitoring climate-related regulations that currently affect, or may affect, our business. Our team is preparing to meet compliance requirements and will continue to disclose relevant information, including climate-related risks and the emissions and energy data presented elsewhere in this report.</p> <p>To safeguard our workforce during climate-related events and other emergencies, Lippert has implemented emergency response plans (ERPs) at each of its sites. These plans include contingencies for natural hazards, such as tornadoes, earthquakes, and wildfires, as well as other emergencies like chemical spills. Each facility practices its ERPs at least twice a year and updates the plan annually.</p> <p>Operations located in areas with higher exposure to climate-related risks may also face increased insurance premiums and additional operating costs. 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.</p>
	C) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<p>Scenario analysis is a strategic tool used to evaluate an organization’s resilience to business disruptions, such as acute climate risks, and its ability to adapt to changes or uncertainties that could affect its performance, including those stemming from chronic and transitional climate risks. For Lippert, climate scenario analysis plays a key role in deepening its understanding of climate-related risks and opportunities.</p> <p>Under a high-emissions scenario (e.g., RCP8.5), Lippert’s operations would face increased exposed to extreme weather events, including droughts, river and coastal flooding, heatwaves and cold spells, high winds, and tornadoes. These events could potentially disrupt production. While some of Lippert’s critical facilities may be vulnerable to adverse physical climate impacts, the direct financial consequences are expected to be minimal. Historically, Lippert has not experienced significant disruptions due to climate-related events.</p> <p>In contrast, a low-emissions scenario (e.g., RCP2.6, which aims to limit global temperatures rise to no more than 2°C above pre-industrial levels), would result in fewer physical climate impacts. However, the rapid transition to a low-carbon economy in this scenario introduces market risks and opportunities. The swift adoption of emerging technologies in the automotive, RV, and marine sectors, such as hybrid and electric vehicles, may affect the compatibility of Lippert’s products. Failure to adapt to new or evolving technologies could lead to product obsolescence, reduced competitiveness, declining revenue, and a loss of market share. To maintain its position as an industry leader, Lippert must stay ahead of technological advancements associated with the energy transition.</p>

TCFD INDEX - RISK MANAGEMENT

DISCLOSURE FOCUS AREA	RECOMMENDATION	DISCLOSURE
<p>Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	<p>A) Describe the organization's processes for identifying and assessing climate-related risks.</p> <p>B) Describe the organization's processes for managing climate-related risks.</p> <p>C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>Lippert's Enterprise Risk Management (ERM) process is a multi-step approach that provides a comprehensive view of current and emerging risks, including climate related risks.</p> <p>Each year, approximately 300 team members across the globe, including executive leadership and departmental leaders, are surveyed to identify what they perceive as the top five risks facing the Company and the rationale behind their selections. The Enterprise Risk and Compliance Committee (ERCC) compiles and analyzes the survey responses, briefs the CEO on the identified risks, and then presents the top risks to the Board's Risk Committee.</p> <p>The Director of Sustainability leads climate-related risk identification and assessment and collaborates with internal leaders and external consultants to evaluate potential impacts and opportunities. Findings deemed high-risk or materially impactful are shared with ESG Committee. The ESG Committee, which focuses specifically on climate-related risks and opportunities, reports to the CGNS Committee, while the ERCC continues to oversee broader enterprise risks and reports to Board's Risk Committee.</p> <p>Insights from both committees inform the ERM process, ensuring that any potential findings of climate-related risks are appropriately prioritized and integrated into Lippert's overall risk oversight.</p>

TCFD INDEX - METRICS AND TARGETS

DISCLOSURE FOCUS AREA	RECOMMENDATION	DISCLOSURE
<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>	<p>A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 Greenhouse gas (GHG) emissions, and the related risks.</p> <p>C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>Lippert monitors key metrics related to energy consumption and greenhouse gas emissions.</p> <p>The Company currently tracks the following climate-related indicators:</p> <ul style="list-style-type: none"> - Energy consumption (including electricity and natural gas) - Scope 1 and Scope 2 greenhouse gas (GHG) emissions - Solar energy generation - Material Recycled - Waste generation <p>While Lippert is still establishing baselines for several of these metrics, we have already identified opportunities to reduce our climate impact, particularly through the generation of renewable electricity and enhanced energy efficiency across our facilities.</p> <p>In addition, Lippert recognizes the potential to capitalize on climate-related opportunities through its product offerings and is actively developing innovative, environmentally friendly products.</p> <p>In 2024, Lippert reported its global greenhouse gas (GHG) emissions across all facilities worldwide as follows:</p> <p>Scope 1: 41,661 MT CO₂e Scope 2: 72,399 MT CO₂e</p> <p>Lippert is currently working to establish a baseline and intends to set science-based greenhouse gas (GHG) reduction targets soon.</p>

GRI INDEX

Lippert reports in reference to the GRI Standards for the reporting period of January 1, 2024, to December 31, 2024, as follows.

DISCLOSURE	METRIC	2024 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: LCII). The company is headquartered at 3501 Country Road 6 East, Elkhart, Indiana. For more information, see 2024 Form 10-K: Business
2-2	Entities included in the organization's sustainability reporting	Throughout the report, LCI Industries discloses data that refers to the performance of its wholly owned subsidiary, Lippert Components Inc., and its subsidiaries, collectively referred to as Lippert in the report. Exhibit 21 - 2024 Form 10-K .
2-3	Reporting period, frequency and contact point	Unless otherwise noted, the report covers the year 2024. Lippert aims to publish annually. This report was published in December 2025. Contact: Kelly Stanley, EVP, Co-CLO & Head of Compliance; kstanley@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	2024 Form 10-K: Business
2-7	Total Employees	11,500 (both FT and PT, individual data not available)
2-9	Governance structure and composition	Corporate Governance and Related Matters - 2025 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	Corporate Governance and Related Matters - 2025 Proxy Statement
2-13	Delegation of responsibility for managing impacts	Corporate Governance and Related Matters - 2025 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance and Related Matters - 2025 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 reports in reference to the GRI Standards for the reporting period of January 1, 2024, to December 31, 2024, as follows.

DISCLOSURE	METRIC	2024 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	Director Nominee Skills and Experiences - 2025 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	Compensation Discussion and Analysis - 2025 Proxy Statement
2-20	Process to determine remuneration	Compensation Discussion and Analysis - 2025 Proxy Statement
2-21	Annual total compensation ratio	CEO Pay Ratio - 2025 Proxy Statement
2-22	Statement on sustainable development strategy	CEO Letter
2-23	Policy commitments	Guidelines for Business Conduct Environmental, Health, Safety, and Sustainable Policy Conflict Minerals Policy Statement
2-24	Embedding policy commitments	We require our directors, officers, and employees to read and acknowledge our Guidelines for Business Conduct and expect them to comply with the Guidelines and other Company policies and procedures.
2-26	Mechanisms for seeking advice and raising concerns	Whistleblower Policy Guidelines for Business Conduct
2-27	Compliance with laws and regulations	Guidelines for Business Conduct
2-28	Membership associations	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 Leisure 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	Stakeholder Engagement
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 2024 Form 10-K: Business

GRI INDEX

Lippert reports in reference to the GRI Standards for the reporting period of January 1, 2024, to December 31, 2024, as follows.

DISCLOSURE	METRIC	2024 RESPONSE
3-1	Process to determine material topics	Our Approach to Sustainability
3-2	List of material topics	Our Approach to Sustainability
3-3	Management of material topics	Governance - Governance Snapshot
205-1	Operations assessed for risks related to corruption	Guidelines for Business Conduct
205-2	Communication and training about anti-corruption policies and procedures	Guidelines for Business Conduct Insider Trading Policy
205-3	Confirmed incidents of corruption and actions taken	None
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 in our 2025 Form 10-K: Legal Proceedings

GRI INDEX

Lippert reports in reference to the GRI Standards for the reporting period of January 1, 2024, to December 31, 2024, as follows.

DISCLOSURE	METRIC	2024 RESPONSE
301-1	Materials used by weight or volume	Operational Data - Waste
301-2	Recycled input materials used	Operational Data - Material Recycling
301-3	Reclaimed products and their packaging materials	Operational Data - Material Recycling
302-1	Energy consumption within the organization	Operational Data - Energy
302-2	Energy consumption outside of the organization	Operational Data - Energy
305-1	Direct (Scope 1) GHG emissions	Operational Data - Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Operational Data - Emissions
306-1	Waste generation and significant waste-related impacts	Operational Data - Waste Operational Data - Material Recycling
306-2	Management of significant waste-related impacts	Operational Data - Waste Operational Data - Material Recycling
306-3	Waste generated	Operational Data - Waste
306-4	Waste diverted from disposal	Operational Data - Material Recycling
306-5	Waste directed to disposal	Operational Data - Waste

GRI INDEX

Lippert reports in reference to the GRI Standards for the reporting period of January 1, 2024, to December 31, 2024, as follows.

DISCLOSURE	METRIC	2024 RESPONSE
401-1	New employee hires and employee turnover	Our People
401-2	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 exclusive to full-time team members 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 – Benefits and Wellness
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	Our People and Culture – Health and Safety
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
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.
405-1	Diversity of governance bodies and employees	Our People and Culture – Our Inclusive Culture
406-1	Incidents of discrimination and corrective actions taken	We believe our diversity makes us better. All complaints of discrimination are taken seriously and investigated. To the extent any complaints have merit, we take appropriate disciplinary action up to and including termination. In addition, we regularly provide training to foster an inclusive environment and provide additional training on an individual or group basis as needed.
413-1	Operations with local community engagement, impact assessments, and development programs	Our Communities - Lippert Cares
414-1	New suppliers that were screened using social criteria	Our People & Culture - Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Our People & Culture - Supply Chain
415-1	Political contributions	Lippert does not make political contributions.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Lippert products were involved in 11 NHTSA recalls in 2024

SASB INDEX

The Sustainability Accounting Standards Board Index below is for the following two industry standards: the “Transportation sector: Auto Parts” and the “Consumer Goods Sector: Building Products and Furnishings” industry.

CODE	ACCOUNTING METRIC	2024 RESPONSE
ENERGY MANAGEMENT		
TR-AP-130a.1; CG-BF-130a.1	Total energy consumed Percentage grid electricity Percentage renewable	1,523,569 GJ 45% 1%
WASTE MANAGEMENT		
TR-AP-150a.1	Total amount of waste for manufacturing Percentage of hazardous Percentage recycled	57,066 tons <1% ¹ 78.98% 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 Minerals 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 2024.
ACTIVITY METRIC		
TR-AP-000.C	Area of Manufacturing Plants	14,376,734 sq ft

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.



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