**THOR INDUSTRIES, INC.**
**CORPORATE GOVERNANCE GUIDELINES**
**(adopted by the Board on July 22, 2025)**

## OVERVIEW

The Board of Directors (the "Board") of THOR Industries, Inc. (the "Company") has adopted the following corporate governance guidelines for the Company. These guidelines reflect the Board's commitment to overseeing the effectiveness of policy and decision-making both at the Board and management level, with a view to enhancing shareholder value over the long term. The Board believes these guidelines should be an evolving set of corporate governance principles, subject to regular review and change as circumstances warrant.

The Board believes that excellent corporate governance yields a competitive advantage for the Company. Management is the main driver of superb business performance, but excellent corporate governance brings the skills, experience, and judgment of the Board to bear on the Company's executive management, enabling management to improve the Company's business performance and maximize shareholder value.

## BOARD ROLES AND RESPONSIBILITIES

The Board's core function is to oversee and direct management in building long-term value for the shareholders of the Company. The Board accomplishes this core function through the exercise of the following primary responsibilities:

- selecting and evaluating the performance of the Chief Executive Officer;
- planning for Chief Executive Officer and other executive officer succession;
- determining the compensation structure for the Chief Executive Officer and other executive officers and the Company's cash and equity compensation plans;
- reviewing and overseeing the implementation of the Company's strategic plans and objectives, including review and approval of any material investments or divestitures, strategic transactions, and any other significant transactions that are not in the ordinary course of the Company's business;
- overseeing legal and ethical compliance as well as the Company's responsibilities with regard to environmental, health and safety, corporate, social responsibility, sustainability, philanthropy, and corporate governance matters;
- overseeing the integrity of the Company's financial statements and the Company's financial reporting processes;
- overseeing the Company's processes for assessing and managing risks;
- nominating directors, appointing committee members, and shaping effective corporate governance; and
- advising and counseling management regarding significant and emerging issues facing the Company, and reviewing and approving significant corporate actions.

The above responsibilities of the Board are performed either by the Board or one or more committees of the Board.

## BOARD COMPOSITION

The Board consists of directors elected at each annual meeting of shareholders for a term of office through and including the date of the next annual meeting of shareholders or until such director's successor is elected and qualified or until his or her earlier death, resignation or removal.

The Company's Bylaws provide that the Board shall have not less than one or more than fifteen directors. The Environmental, Social, Governance, and Nominating Committee ("ESG&N Committee") periodically reviews the size of the Board, which could be increased or decreased if determined to be appropriate by the Board. For example, it may be desirable to increase the size of the Board to accommodate the availability of an outstanding candidate for director.

A majority of directors of the Board must qualify as "independent directors" under the listing standards of the New York Stock Exchange. The Board shall review annually the relationships that each director has with the Company (either directly or as a partner, shareholder, or officer of an entity that has a relationship with the Company). Following such annual review, only those directors who the Board affirmatively determines have no material relationship with the Company (either directly or as a partner, shareholder, or officer of an organization that has a relationship with the Company) will be considered an "independent director". The Board may adopt and disclose categorical standards to assist it in determining director independence but, in the absence of such standards, will defer to the standards of the New York Stock Exchange.

## BOARD MEMBERSHIP CRITERIA

The ESG&N Committee solicits and receives recommendations, and reviews the qualifications of, potential director candidates. The ESG&N Committee recommends candidates for election at the annual meeting by the Company's shareholders and candidates to fill vacancies on the Board.

In evaluating candidates, the ESG&N Committee considers a number of characteristics, including: (1) integrity, honesty and accountability, with a willingness to express independent thought; (2) successful leadership experience and stature in an individual's primary field, with a background that demonstrates an understanding of business affairs as well as the complexities of a large, publicly held company; (3) demonstrated ability to think strategically and make decisions with a forward-looking focus, with the ability to assimilate relevant information on a broad range of complex topics; (4) being a team player with a demonstrated willingness to ask tough questions in a constructive manner that adds to the decision-making process of the Board; (5) independence and absence of conflicts of interest; (6) the background of the candidate compared to the needs of the various committees of the Board; (7) ability to devote necessary time to meet director responsibilities; and (8) the agreement of the candidate to resign from the Board upon failing to receive a majority of the votes cast in an election that is not a Contested Election (as defined in the

Company's Bylaws), contingent upon the acceptance of the proffered resignation by the Board, with the recommendation of the ESG&N Committee.

Directors serving on the Board may not sit on more than three public company boards in addition to the Company's Board; provided however, that the Board may waive this restriction (on a case-by-case basis) to permit any Company director to serve on more than three additional public company boards. When evaluating candidates, the ESG&N Committee considers the number of other public company boards and other boards (or comparable governing bodies) on which a prospective nominee is a member.

A Director may not serve as a director, officer, employee, or consultant to any enterprise that is competitive with the Company's business or has any interests that are adverse to those of the Company.

## BOARD COMMITTEES

The Board currently has three standing committees: the Audit Committee, the Compensation and Development Committee, and the ESG&N Committee, each of which is comprised solely of independent directors. The Board may appoint other standing committees as the Board from time to time deems appropriate.

The ***Audit Committee*** appoints, removes, and oversees the Company's relationship with the Company's registered public accounting firm and internal auditor. The Committee also oversees the Company's financial reporting processes, including the application of accounting and reporting and operating standards to the Company.

The ***Compensation and Development Committee*** oversees the Company's compensation practices and approves its compensation programs and incentive plans. The Committee also evaluates the performance of the Chief Executive Officer and reviews and approves the compensation of the Company's executive officers, including the Chief Executive Officer.

The ***ESG&N Committee*** recommends candidates to fill Board vacancies and for the slate of directors to be proposed by the Board at the annual meeting of shareholders. The Committee also advises the Board on nominees for Chief Executive Officer and other executive officer positions at the Company and executive succession planning. In addition to these duties, the Committee oversees the Company's corporate governance practices, environmental, health, and safety practices, and corporate social responsibility, sustainability, and philanthropy and recommends changes to the Corporate Governance Guidelines to the Board as appropriate. It also oversees the annual self-evaluation process for the Board and its committees.

The above descriptions are meant to be a summary only. Each standing committee operates under a written charter setting forth, in more particular detail, the committee's purpose, goals, and responsibilities in compliance with New York Stock Exchange listing standards. Each standing committee reviews the adequacy of its charter annually and recommends changes to the Board for approval as appropriate. Copies of the charters of the Audit Committee, Compensation and

Development Committee, and ESG&N Committee are available on the Company's website at www.thorindustries.com.

The Board approves committee assignments, including committee chairmanships. In so doing, the Board considers the desires of individual directors and the recommendations of the ESG&N Committee.

Committee chairs determine the frequency of meetings of their respective committees, and, in consultation with management, establish meeting times and develop committee agendas. Each committee keeps the full Board apprised of its activities on a regular basis.

Each standing committee has the authority to retain such outside advisors or other experts as they deem necessary or appropriate to assist them in carrying out their responsibilities.

The Board may form ad hoc committees from time to time. The size, membership and chair of each ad hoc committee will be determined by the Board.

## DIRECTOR RESPONSIBILITIES

The basic responsibility of directors is to exercise their business judgment in good faith and to act in a manner they reasonably believe to be the best interests of the Company and its shareholders. In discharging that obligation, directors are entitled to rely on the honesty and integrity of the Company's senior executives and its outside advisors and auditors.

Each Director must: (a) understand the Company's business and the marketplaces in which it operates; (b) regularly attend meetings of the Board and of any Committee on which the Director serves; (c) review and understand the materials provided in advance of meetings and any other materials provided to the Board from time to time; (d) monitor and keep abreast of general economic, business, and management news and trends, as well as developments in the Company's competitive environment, and the Company's performance with respect to that environment; (e) actively, objectively, and constructively participate in meetings, and the group deliberation and strategic decision-making process; (f) be reasonably available when requested by the CEO or Management on specific issues not requiring the attention of the full Board but where an independent Director's insights might be helpful; (g) maintain the confidentiality of information received in connection with the Director's service as a Board or Committee member and may only use such information to discharge responsibilities as a Director; and (h) in the absence of unavoidable conflict, attend the annual meeting of shareholders.

Within 5 years after the date on which a Director first became a Director, and thereafter for so long as each Director is a Director of the Company, each Director shall own common stock of the Company in an amount equal to four times the annual cash retainer paid to Directors (the "Threshold Amount"). Once a Director has reached the Threshold Amount, if his/her holdings fall below the Threshold Amount due to decreases in the Company's stock price, the Director shall have two years to once again achieve the Threshold Amount.

Each director is required to resign from the Board upon failing to receive a majority of the votes cast in an election that is not a Contested Election (as defined in the Company's By-Laws), contingent upon the acceptance of the proffered resignation by the Board, with the recommendation of the ESG&N Committee. Each such director will be required to submit his or her resignation within five business days after the election in which the director fails to receive a majority of the votes cast. In a Contested Election, directors will be elected by a plurality of the votes cast.

## BOARD ACCESS TO SENIOR MANAGEMENT AND OUTSIDE ADVISORS

Board members have complete access to the Company's management. Board member contact with management should be handled in a manner that is not disruptive to the Company's business operations. Any non-routine written communications emanating from such contact should be copied to the Chief Executive Officer, as appropriate.

The Board encourages the Chief Executive Officer to bring the Company's executives into Board and committee meetings: (a) to provide additional insight on items being discussed because of their personal involvement in such areas; and/or (b) to provide Board exposure to individuals with outstanding management potential.

The Board has the authority to retain such outside advisors or other experts as it deems necessary or appropriate to assist it in carrying out its responsibilities.

## BOARD LEADERSHIP

The Board believes the positions of Chief Executive Officer and Chair of the Board should be not combined and that the Chair of the Board should be an Independent Director under NYSE standards. The Board reserves the right to adopt a different policy should circumstances change.

## EXECUTIVE SUCCESSION PLANNING

The Board deems as one of its most critical functions the selection, evaluation and compensation of a well-qualified and ethical Chief Executive Officer and other executive officers that fit the Company's current culture, understand its business strategy, and inspire others to follow their lead. To that end, the Board has a plan for Chief Executive Officer and executive officer succession tailored to reflect the Company's current business strategy and vision. The Compensation and Development Committee annually reviews this succession plan with the Board. The executive succession plan involves creating profiles of ideal candidates based on the Board's understanding of the Company's strategy and vision, and selecting successors expected to fit the needs of the Company over time. In implementing its executive succession plan, the Board believes that, at its core, succession planning: (1) is a Board-driven, collaborative process; (2) is a continuous process; (3) should be driven by corporate strategy; and (4) involves building a talent-rich organization by attracting and developing the right people.

The ESG&N Committee is tasked with developing and implementing an emergency succession plan to activate in the event of the death, resignation, incompetence or incapacity of the Chair of the Board and/or the Chief Executive Officer. In the event the emergency succession plan becomes activated, the Chair of the ESG&N Committee will immediately call a meeting of that committee to recommend to the full Board the selection of a temporary or permanent replacement for either or both positions.

## EVALUATION OF THE CHIEF EXECUTIVE OFFICER

The Chief Executive Officer is reviewed annually by the Board. The process is led by the Chair of the Board. Both objective and subjective criteria are used to evaluate the Chief Executive Officer, including but not limited to: (1) the Company's financial performance; (2) accomplishment of the Company's long-term strategic objectives; and (3) the development of the Company's top management team. The Chief Executive Officer may not attend Board or committee meetings discussing his or her evaluation. The output of the evaluation process becomes part of the input the Compensation and Development Committee utilizes in recommending and approving the Chief Executive Officer's compensation.

## BOARD, COMMITTEE, AND DIRECTOR EVALUATIONS

The ESG&N Committee will conduct an annual self-evaluation to determine whether the Board and its committees are functioning effectively. The ESG&N Committee will receive comments from all directors and report annually to the Board with an assessment of the Board's and each Committee's performance.

## BOARD MEETINGS

The Chair of the Board establishes the agenda for Board meetings. Any Board member may recommend the inclusion of specific agenda items. Directors are free to raise subjects at a Board meeting that are not on the agenda for that meeting.

Materials relevant to the Board's understanding of agenda items are distributed to the Board, in a timely manner, before it meets. In some cases, due to timing or the sensitive nature of an issue, materials are presented only at a meeting.

Individuals, including executive officers, who are not Board members may attend and participate in Board meetings at the invitation of the Chair.

## EXECUTIVE SESSIONS

The independent directors meet in executive session at least four times each year, or more frequently as circumstances warrant.

## DIRECTOR COMPENSATION

The ESG&N Committee periodically reviews the status of director compensation and recommends changes as appropriate to the Board for approval.

Directors who are officers of the Company receive no additional remuneration for serving as a director.

## RETIREMENT AGE; CHANGE IN PRIMARY OCCUPATION

The Board has a mandatory resignation tender age of 72 for directors. Any board member attaining the age of 72 or older while serving their term must present their resignation in September of each year. The ESG&N Committee and Board will then accept or reject such resignation upon the end of the Director’s term.

The Board does not believe that nonemployee directors who retire or materially change the position they held when they became a member of the Board should necessarily leave the Board. However, promptly following such event, the director must notify the Chair of the ESG&N Committee. The ESG&N Committee will review the continued appropriateness of the affected director remaining on the Board under the circumstances.

## ANNUAL REVIEW OF THE GUIDELINES

The ESG&N Committee is responsible for overseeing these guidelines. The Committee reviews the guidelines annually and recommends changes to the Board as appropriate.

## DIRECTOR ORIENTATION AND CONTINUING EDUCATION

The ESG&N Committee, with the assistance of management, shall provide new directors with a director orientation program to familiarize such directors with, among other things, the Company’s business, strategic plans, significant financial, accounting and risk management issues, compliance programs, conflicts policies, code of business conduct and ethics, corporate governance guidelines, principal officers, internal auditor(s) and independent auditors. In addition, new directors will have the opportunity to visit the Company’s headquarters as well as other Company locations. The Company will make appropriate opportunities for continuing education available to directors to enable them to maintain the necessary level of expertise to perform their responsibilities as directors.