

ENVIRONMENTAL, SOCIAL, GOVERNANCE OVERVIEW

In 2021, we embarked on a journey to identify the environmental, social and governance (ESG) topics that we believe are most important to our stakeholders and business success through a comprehensive materiality assessment.

We conducted over 40 interviews with company leaders, investors, athletes, and community nonprofits; held employee focus groups; and conducted desktop research to benchmark customers, competitors, and industry standards.

This assessment has informed our emerging ESG strategy and focus areas. All priority topics have been addressed in our strategic framework below. We expect this work to continuously grow and evolve, with the next phase being setting associated goals, programs, and Key Performance Indicators (KPI's) for each pillar outlined.

This overview is intended to provide an interim ESG update, while we build capacity and prepare for a more comprehensive report and disclosure program starting in 2022.

FOX FACTORY FRONTIERS

We believe progress happens when we challenge frontiers

After months of benchmarking and analysis, we've landed on a company-wide ESG strategy that focuses on three integrated impact pillars, supported by excellence in business fundamentals. This strategic framework will grow and evolve as ESG efforts become more deeply integrated throughout the company and as we initiate specific programs, goals and KPIs.

THE PEOPLE FRONTIER

To unite our communities in shared well-being and adventure.

- Talent, inclusion & diversity
- Community impact
- Employee health, safety & wellbeing

THE PLANET FRONTIER

To enjoy, protect and renew our global playground.

- Trail access & conservation
- Climate change & greenhouse gas emissions

THE PRODUCT FRONTIER

To redefine performance through sustainable innovation.

- Sustainable products & materials
- Product integrity, design & innovation
- Supply chain social & environmental impact

THE BUSINESS FUNDAMENTALS

To drive the highest standards of ethics, controls and governance

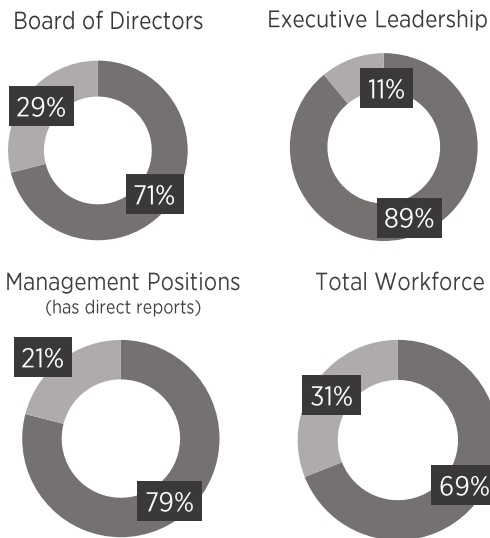
- Corporate governance
- Business ethics & compliance
- Data security & customer privacy
- Transparency & disclosure

ESG AT A GLANCE

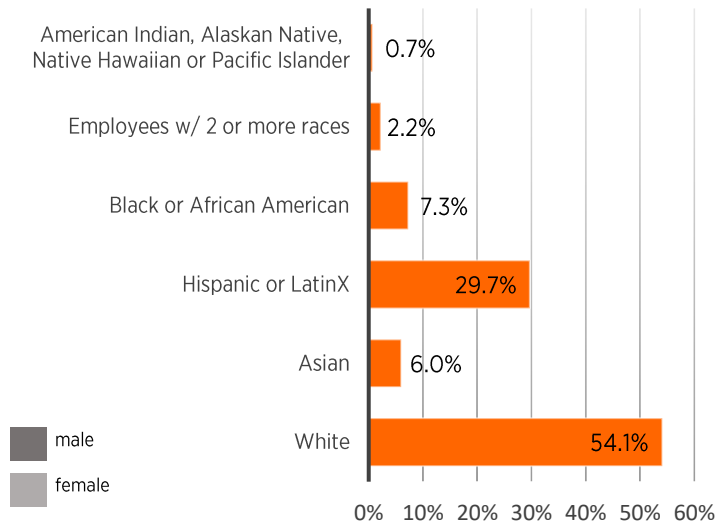
The People Frontier

The People Frontier is focused on uniting our communities in shared well-being and adventure. We aim to protect and promote our people, harnessing the power of diverse experiences to open opportunities for all. In 2021, our top People priority was talent, inclusion, & diversity to attract and retain a world-class team.

Gender representation of employees globally



Ethnicity & race representation of employees in USA



(All diversity data is as of August 2021, excludes Outside Van (our newest acquisition), and is based on employees who have self-disclosed.)

Over the last year, we internally launched the Realizing Inclusion, Diversity, & Engagement (R.I.D.E.) at FOX initiative. This included a learning series, unconscious bias workshops, anti-harassment training, and cultural awareness campaigns. We also launched an employee relief fund to support those facing unforeseen financial hardships due to natural disasters or personal events. Finally, we are starting a corporate giving program that we aim to expand to include employee engagement.

The Planet Frontier

The Planet Frontier is focused on enjoying, protecting and renewing our global playground. We aim to play a leading role in reducing the impact of cycling and powersports on the planet.

Internally, we are working to establish foundational practices for our emerging climate strategy. This work includes building capacity and systems that measure company-wide emissions across Scope 1, 2, 3 categories, as defined by the GHG Protocol. We are analyzing feasibility for emissions reduction goals and establishing governance and management systems; and preparing for external reporting and disclosure.

Groups supported in 2021

20+ Nonprofits

Total giving slated for 2021

\$500,000

The launch of Trail Trust, a new signature outreach program, is underway with official communications slated for Q4 2021. Partnering with nonprofit groups, this initiative will help:

- Promote responsible recreation
- Build & maintain trails for recreational use
- Expand opportunities to diversify outdoor sports

ESG AT A GLANCE

The Product Frontier

The Product Frontier is focused on redefining performance through responsible innovation. We are focused on infusing the sustainability lens in product development; maintaining our leading performance for product integrity, design and innovation; and pursuing strong performance in supply chain social & environmental impact. Work is underway to align our ambition, scope, and planning across both SSG & PVG business divisions. Foundational actions may include:

- Assessing components and suppliers for resource-efficiency to identify environmental hot spots across raw materials, manufacturing, transportation and distribution
- Exploring principles of circular design for our materials as a potential way to reduce & green energy use in manufacturing
- Evaluating materials impact criteria in design that can carry through each stage of the product lifecycle
- Exploring opportunities for packaging reduction initiatives
- Initiating a supplier diversity program and evaluating key foundational criteria for human rights and labor conditions that can be integrated into supplier assessments across our supply chain efforts

The Business Fundamentals

The Business Fundamentals are all about driving to the highest standards of ethics & compliance, controls, data security, transparency, and governance.

Average Board Tenure
As of Sept 2021

~4 years

Attendance at
2021 Board Meetings

100%

Independent
Board Members in 2021

6 of 7

Executive comp
tied to company
performance in 2020

~60%

As a high-growth organization, we are proud to have the fundamentals of strong governance in place. At the Board level, we maintain oversight through a separation of managerial and supervisory functions. As well, 6 of 7 Board members are independent. Our Board is also diverse in representation and experience.

Compliance and Ethics

With rapid growth comes an increased need for appropriate oversight. To that end, we are continuing to improve our global compliance and ethics programs, with an eye towards scalability.

Data Privacy

Data privacy is of paramount importance to our customers and partners, and we strive to handle the data in our care with utmost integrity and respect.

ESG Transparency & Reporting

We are working to provide a more comprehensive ESG update as part of our 2022 ESG reporting and disclosure efforts.

If you have questions about our ESG strategy or activities, please email: ESG@RideFox.com.

FORWARD-LOOKING STATEMENTS

Certain statements in this document may be deemed to be forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements generally are identified by words such as “may,” “might,” “will,” “would,” “should,” “expect,” “plan,” “anticipate,” “could,” “intend,” “target,” “project,” “contemplate,” “believe,” “estimate,” “predict,” “likely,” “potential” or “continue” or other similar terms or expressions. All statements other than statements of historical fact could be forward-looking statements, which speak only as of the date they are made, are not guarantees of future performance and are subject to certain risks, uncertainties and other factors, many of which are beyond the Company’s control and are difficult to predict. The Company describes risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied by, any of these forward-looking statements in the sections entitled “Special Note Regarding Forward-Looking Statements” and “Risk Factors” contained in the Company’s Annual Report on Form 10-K for the fiscal year ended January 1, 2021 and filed with the Securities and Exchange Commission on February 25, 2021, or Quarterly Reports on Form 10-Q or otherwise described in the Company’s other filings with the Securities and Exchange Commission. In light of the significant uncertainties inherent in the forward-looking information included herein, the inclusion of such information should not be regarded as a representation by the Company or any other person that the Company’s expectations, objectives or plans will be achieved in the timeframe anticipated or at all. Investors are cautioned not to place undue reliance on the Company’s forward-looking statements and the Company undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.