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# SUSTAINABILITY HIGHLIGHTS







# ADVENTURE IS NEVER DONE

“

With a sustainable approach to business, we create value for the economy, the environment, and people while reducing adverse effects. The better we get at that, the better we become for everyone who has a stake in our organization.

**Mike Dennison**  
*Chief Executive Officer*

”



In 2021, we embarked on our journey to become a purposefully sustainable company and increase our performance in key environmental, social, and governance (ESG) areas.

**WE BELIEVE THAT SUSTAINABILITY HELPS US SOLVE AND MANAGE SOME OF OUR MOST SIGNIFICANT BUSINESS CHALLENGES, AND WHEN WE SET OUR SIGHTS ON SOMETHING, WE GO ALL OUT.**

Exhaustive research led to the four pillars of our global sustainability strategy—Fox Factory Frontiers—which outlines how our production and business practices are evolving to realistically meet, and sometimes exceed, environmental and social standards.

The next step in our journey is to tell the world what we’ve been up to, share our commitment to sustainability, and track the progress of our ESG initiatives. This highlights document is meant to introduce our **2021 Sustainability Report** and some of the key areas of impact we’re focusing on at the start of this adventure.

[🔗 2021 SUSTAINABILITY REPORT](#)

# FOX FACTORY

## FRONTIERS

### SUSTAINABILITY STRATEGIC PILLARS & GOVERNANCE

We believe progress happens when we challenge frontiers. So we commit to the adventure of a better world. To bend and break frontiers in relentless pursuit of a future where people and the planet come first. And where adventure is never done.



#### PRODUCT

Redefining Sustainable Performance



#### PEOPLE

United in Shared Well-being and Adventure



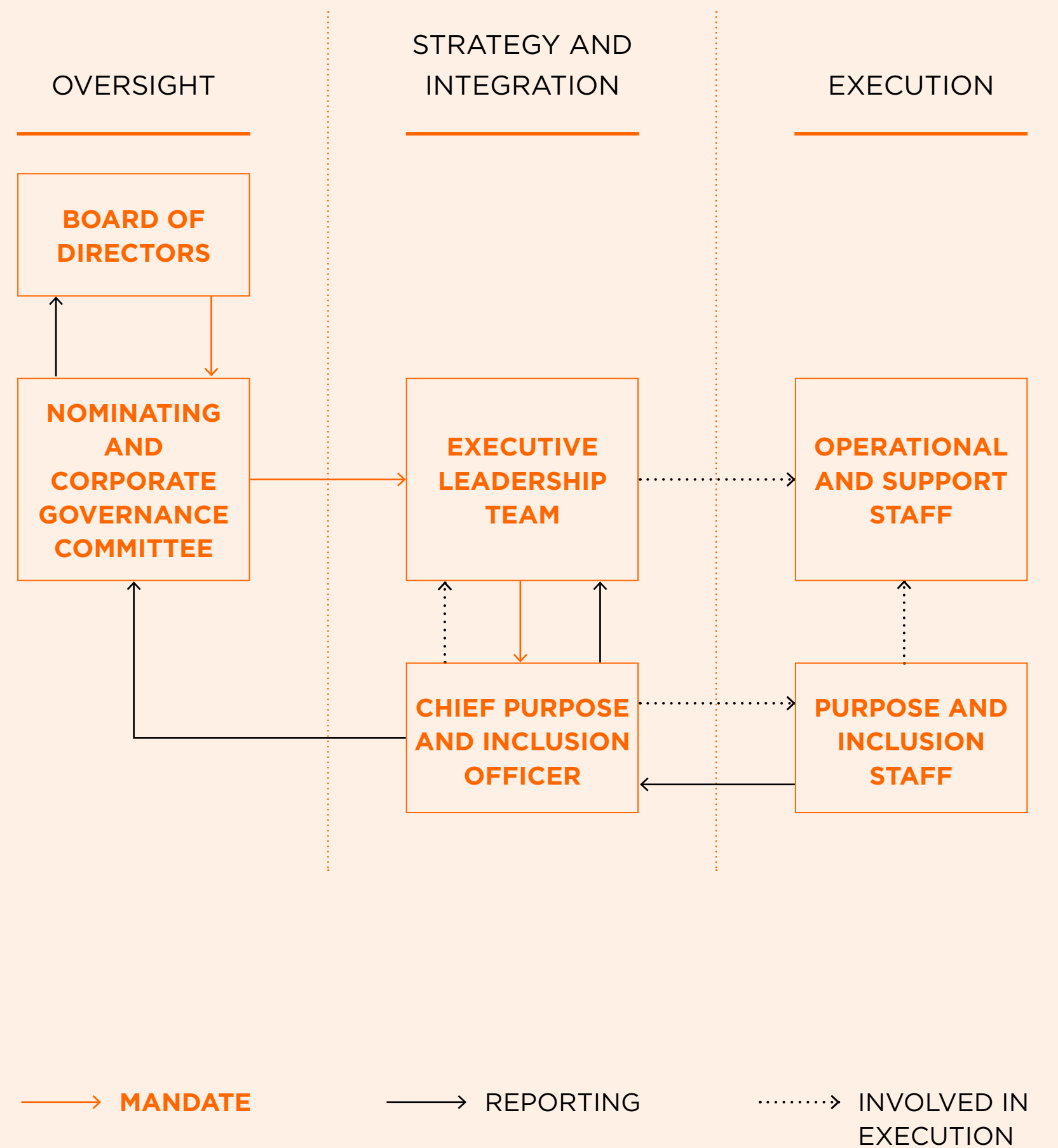
#### PLANET

Protecting Our Global Playground

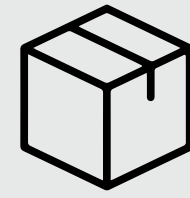


#### BUSINESS FUNDAMENTALS

Driving High Standards







# PRODUCT

Redefining Sustainable Performance

Our product is everything. With the development of our **Product Frontier**, we are asking (and answering) a single, important question: how do we create the highest performing components responsibly?

In 2021, we asked an external party to make a cradle-to-gate screening LCA (Life-Cycle Assessment) of our emissions in the making of four of our high-volume products and translate their production process to environmental impacts. The first important conclusion for all four products is that material production is the main contributor to the carbon footprint.

We see a lot of potential in further developing these LCAs. With deeper screening, we can start using the data to engage in dialogue with our stakeholders, inform innovation and R&D, and incorporate our understanding of the product lifecycle into our overall business and sustainability strategies.

**WE RELY ON THE CREATIVITY AND  
INGENUITY OF OUR EMPLOYEES.  
IN 2021, WE RECOGNIZED 42 INNOVATORS  
WHO WERE EITHER GRANTED PATENTS OR  
SUBMITTED PATENT APPLICATIONS.**

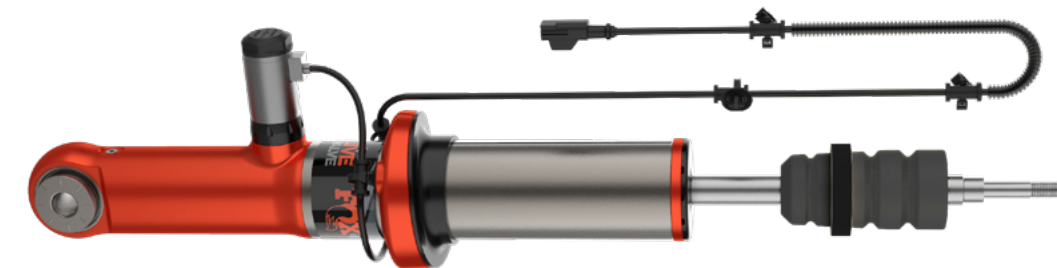
The FOX 36 Rhythm Suspension Fork



The Race Face Next R Carbon Crank



The FOX Raptor Shock



The FOX Rubicon Shock





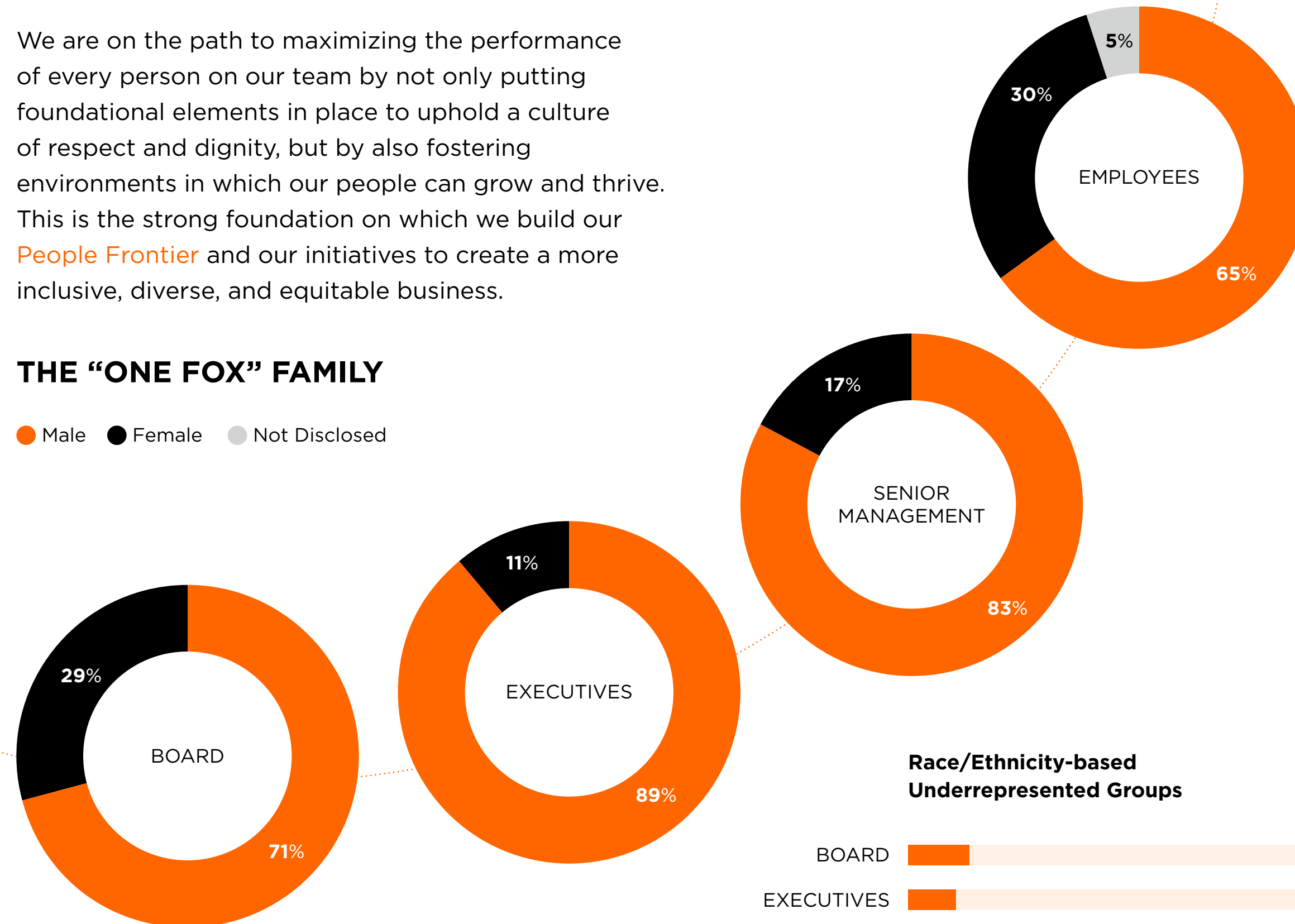
# PEOPLE

United in Shared Well-being and Adventure

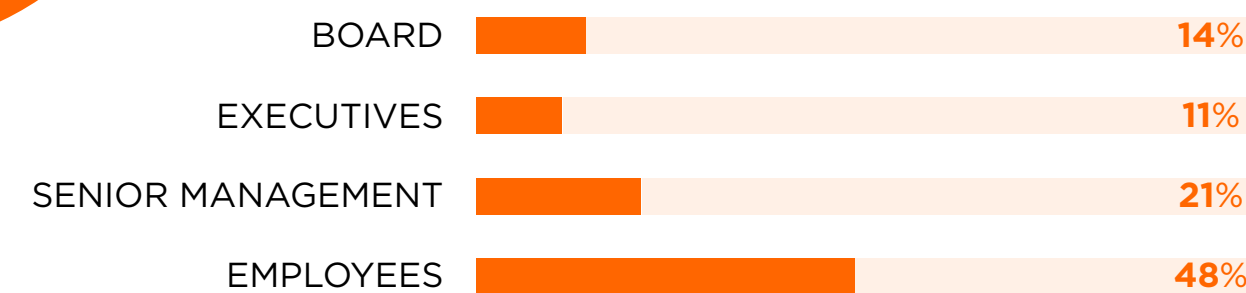
We are on the path to maximizing the performance of every person on our team by not only putting foundational elements in place to uphold a culture of respect and dignity, but by also fostering environments in which our people can grow and thrive. This is the strong foundation on which we build our **People Frontier** and our initiatives to create a more inclusive, diverse, and equitable business.

## THE “ONE FOX” FAMILY

● Male ● Female ● Not Disclosed



### Race/Ethnicity-based Underrepresented Groups

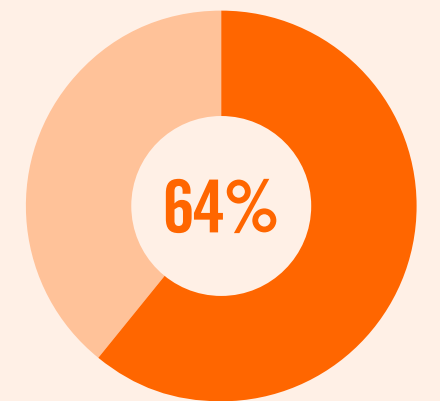


The scope of 'Underrepresented Groups' is limited to US operations and only includes those that disclosed.



## DID YOU KNOW?

In 2021 we launched our first large-scale **global employee survey** with a 64% engagement score.



## TOP PERFORMING AREAS

- I know what is expected of me at work
- I am proud to work at Fox
- My manager is available when I have questions or need help
- I feel comfortable being myself at work
- There is strong teamwork and cooperation within my team

We conducted this survey in partnership with Flex Surveys. Our participation and engagement scores were in line with the average scores of other organizations conducting a large-scale global survey for the first time.





# PLANET

Protecting Our Global Playground

Our commitment to environmental stewardship through our Planet Frontier extends beyond what we do as a business. Our products are meant to be used outdoors, and we are committed to taking proactive measures to protect and preserve our planet, including through our signature social impact program, Trail Trust. This year we are working to establish foundational practices for our climate strategy through building out our capacity to report on climate-related issues such as emissions, water usage, waste management, and electricity usage. Our first Greenhouse Gas (GHG) emissions inventory can be seen in our Sustainability Report. With a strong baseline of reporting, we can implement realistic, measured, and direct initiatives to reduce our environmental impact.



## DID YOU KNOW?

To support our efforts in driving positive change and reducing our footprint, we have implemented internationally-recognized environmental management systems in our largest facilities.



El Cajon



Taiwan



Gainesville (in progress)



In 2021, we launched Trail Trust, our signature community partnership initiative focused on building and maintaining trails, promoting responsible recreation, and expanding access to outdoor adventure. We invested approximately \$500,000 in Trail Trust funding in our inaugural year.

[www.trailtrust.com](http://www.trailtrust.com)



One of our first Trail Trust partners was Tread Lightly!, a U.S.-based nonprofit dedicated to promoting responsible outdoor recreation through stewardship and educational programs. We're supporting their development of a responsible e-bike education campaign.



# BUSINESS FUNDAMENTALS

Driving High Standards

At Fox, we're committed to ensuring standards of ethics and compliance, data security, transparency, and governance appropriate for our business so we can scale responsibly.

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**WE ARE PROUD OF THE GOVERNANCE FUNDAMENTALS ON WHICH WE HAVE BUILT OUR BUSINESS.**

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At the same time, we recognize that we need to adapt as we grow so we can continue to lead as the environment around us changes.

We have various policies in place to drive responsible business conduct:

- Anti-Corruption Policy
- Code of Ethics
- Conflict Minerals Policy
- Corporate Governance Guidance
- Human Rights Policy
- Insider Trading Policy

You can find these policies and more on the Corporate Governance section of our [website](#)

SELECT KEY INITIATIVES

## HOTLINE

We are expanding our hotline to encompass nearly a dozen more issues, including workplace harassment and conflicts of interest.

## RISK MANAGEMENT

We are building out our risk analysis systems to expand vendor management capabilities.

## CODE OF ETHICS

In the Fall of 2021, we completed a thorough update of our Code of Ethics.



# NOTE REGARDING FORWARD-LOOKING STATEMENTS

This document includes forward-looking statements, which are subject to the “safe harbor” created by Section 27A of the Securities Act of 1933, as amended (the “Securities Act”), and Section 21E of the Securities Exchange Act of 1934, as amended (the “Exchange Act”). We may make forward-looking statements in our United States (“U.S.”) Securities and Exchange Commission (“SEC”) filings, press releases, news articles, earnings presentations and when we are speaking on behalf of the Company—including this document.

Forward-looking statements generally relate to future events or our future financial or operating performance that involve substantial risks and uncertainties. In some cases, you can identify forward-looking statements because they contain words such as “may,” “might,” “will,” “would,” “should,” “expect,” “plan,” “anticipate,” “could,” “intend,” “target,” “project,” “contemplate,” “believe,” “estimate,” “predict,” “likely,” “potential” or “continue” or the negative of these words or other similar terms or expressions that concern our expectations, strategy, plans or intentions. Forward-looking statements contained in this document are subject to numerous risks and uncertainties, and you should not rely upon forward-looking statements as predictions of future events.

We have based the forward-looking statements contained in this document primarily on our current expectations and projections about future events and trends that we believe may affect our business, financial condition, results of operations, and prospects and the outcomes of any of the events described in any forward-looking statements are subject to risks, uncertainties, and other factors. In addition to the risks, uncertainties and other factors discussed anywhere in this document, the risks, uncertainties, and other factors expressed or implied discussed in the Annual Report on Form 10-K (filed with the SEC on 02/24/2022) Item 1A. “Risk Factors,” could cause or contribute to actual results differing materially from those set forth in any forward-looking statement.

Moreover, we operate in a very competitive and challenging environment. New risks and uncertainties emerge from time to time, and it is not possible for us to predict all risks and uncertainties that could have an impact on the forward-looking statements contained in this document. We cannot assure you that the results, events, and circumstances reflected in the forward-looking statements will be achieved or occur. Actual results, events, or circumstances could differ materially from those contemplated by, set forth in, or underlying any forward-looking statements.

For all of these forward-looking statements, we claim the protection of the safe harbor for forward-looking statements in Section 27A of the Securities Act and Section 21E of the Exchange Act.

The forward-looking statements made in this document relate only to events as of the date on which the statements are made. We undertake no obligation to update any forward-looking statements made in this document to reflect events or circumstances after the date of this Sustainability Report or to reflect new information or the occurrence of unanticipated events, except as required by law. We may not actually achieve the plans, intentions, or expectations disclosed in our forward-looking statements and you should not place undue reliance on our forward-looking statements. Our forward-looking statements do not reflect the potential impact of any future acquisitions, mergers, dispositions, joint ventures or investments we may make.



Questions or comments? Reach out to us at [ESG@ridefox.com](mailto:ESG@ridefox.com)



**FOX FACTORY**