



Effective Date: August 4, 2022

## Energy Policy Statement

### Purpose

Fox Factory Holding Corp. and its subsidiaries (collectively, "Fox", the "Company" or "we") are committed to challenging the impossible and leading in the never-ending pursuit of maximum performance. We strive for excellence in everything we do and taking steps to reduce our impact on the environment is no exception. One of the most important ways we can preserve natural resources is by reducing Greenhouse Gas (GHG) emissions, which will help mitigate the effects of climate change, natural disasters, and other negative impacts that come from it. Working to reduce our energy usage will deliver a healthier and more sustainable environment. It may also uncover opportunities for cost efficiencies, to the benefit of our employees, customers, the communities in which we operate, and the company.

### Policy

Management will lead and support energy-saving initiatives across Fox Factory, ensuring we adhere to the principles outlined in this policy.

All Fox operating locations will use this policy as a framework for developing and assessing energy goals in order to increase energy efficiency and reduce energy consumption. We will enhance current processes and develop new procedures wherever possible. The acquisition of energy-efficient products and services, as well as designing for energy efficiency, will be supported by local management. Management will also ensure that essential information and resources are available to accomplish this.

Fox aims to meet or exceed all applicable legal requirements relating to energy issues, as well as other requirements related to energy to which the company subscribes, including energy efficiency, use, and consumption. The company will also support the adaptation of our operations and infrastructure to ensure compliance with future law changes, as well as set consistent standards for energy efficiency management in all areas of our operations.

Fox will publish information about our energy use, associated GHG emissions, and improvement activities to our stakeholders in order to raise awareness among them. This information will be shared as part of the Fox Factory annual sustainability reporting process.

## **Compliance**

This policy applies to all Fox operating locations. It is published and made available to all Fox employees via the internal standard policy database. Compliance with this policy is the responsibility of all individuals involved in Fox's operations and activities.

## **Policy Contact**

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