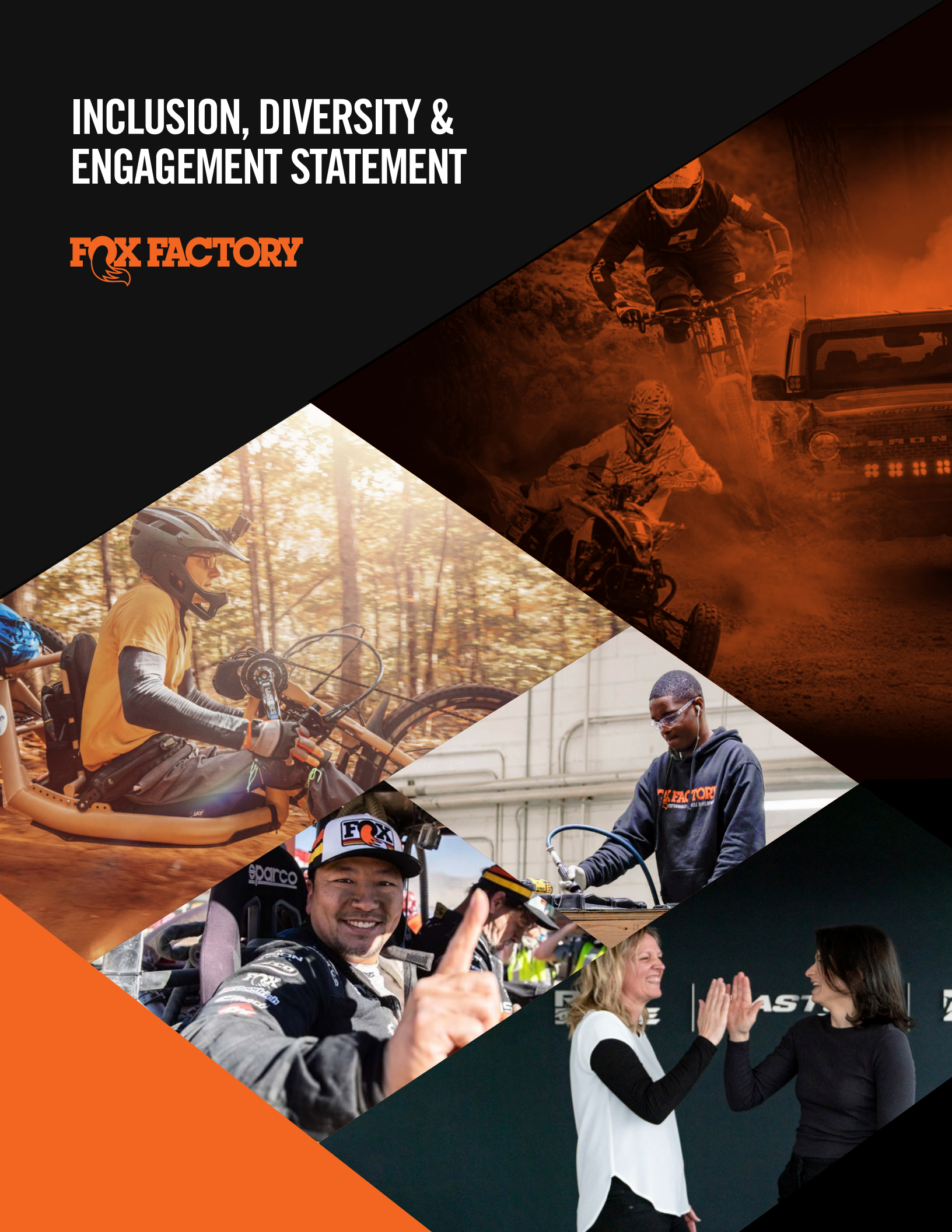


INCLUSION, DIVERSITY & ENGAGEMENT STATEMENT



PURPOSE

Our employees are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well. In short, our people fuel our passion and quest to continue out-innovating, out-smarting and out-thinking the competition.

Leading from the front is what we do. In that spirit, our Board of Directors and executive leadership team own pushing the organization to become one of the world's best companies to work for. This means sponsoring and driving accountability measures to collectively promote a culture that empowers ALL of our employees to bring their best and authentic self to work.

COMMITMENT

Fox is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. This commitment is embodied in company policy and the way we do business at Fox and is an important principle of sound business management.

Our employees have diverse backgrounds, skills and ideas that collectively contribute to greater opportunities for innovation. Our recruitment strategy is designed to attract a diverse pool of talent so that we may select the best candidates and open doors at all levels of this organization.



DEFINITIONS

Inclusion is the result of intentional actions people take to make ALL feel like a critical part of the team and that they matter.

Diversity is the different, unique characteristics that make up a person's authentic self and experiences that shape their beliefs.

Engagement happens when everyone – regardless of who they are – thrives and performs at their highest potential.

Belonging happens when Inclusion, Diversity, & Engagement is optimized, resulting in all - regardless of who they are - feeling seen, welcomed, heard, and valued.

Equity is establishing and implementing fair, systematic, and objective decision making across people and talent management processes, implementing bias interrupters that are barriers to doing so.

SCOPE

This Diversity and Inclusion Statement applies to all Fox employees, consultants, agents, representatives, ambassadors, athletes, contractors and contract workers when they act on behalf of or engage with Fox.

It is applicable to our people practices and policies around the world, including –but not limited to– recruiting; compensation and benefits; professional development and training; promotions; transfers; project assignments; social impact programs; layoffs; terminations; leave; performance management, employee rewards, succession planning, and the ongoing development of a work environment built on the premise of equity.

Equal Opportunity Statement

Fox provides equal employment opportunities for all employees and applicants for employment without regard to race, color, ancestry, national origin, gender, gender identity, sexual orientation, marital status, religion, age, physical disability (including HIV and AIDS), mental disability, results of genetic testing, or service in the military, or any other characteristic protected by the laws or regulations of any jurisdiction in which we operate. We base all employment decisions, including recruitment, selection, training, compensation, benefits, discipline, promotions, transfers, layoffs, terminations and social/recreational programs, on merit and the principles of equal employment opportunity.

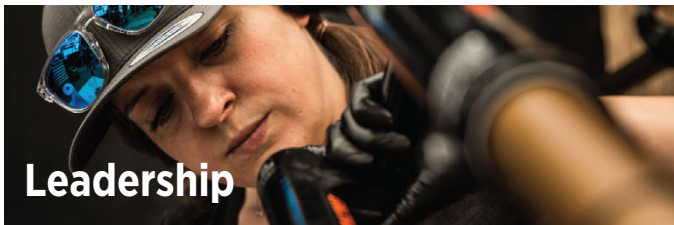
REALIZING INCLUSION DIVERSITY & ENGAGEMENT (R.I.D.E.) AT FOX

We aim to protect and promote our people, harnessing the power of diverse experiences and are doing so through our Realizing Inclusion, Diversity, and Engagement (R.I.D.E.) at Fox initiative. The strategic pillars are simple:

- Attract and retain a globally diverse, high-performing **workforce**.
- Foster a “One Fox” inclusive **workplace** culture.
- Create sustainable connections across our **communities**.

At Fox, our rallying cry is Together We Ride. This rings true in all we do. Everyone plays a critical role in continuing to push limits to push potential farther – from innovating, manufacturing, and servicing our cool solutions to the way in which we connect and interact with one another in doing so.

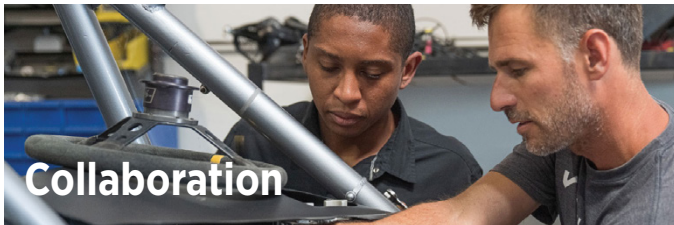
As individuals, it’s important to contribute to a safe work environment, both physically and psychologically, working with others across differences to do better together – to act as true allies who not only speak out against inequity, but also have the courage to take action to ensure a culture of belonging. This is facilitated by living the One Fox Core Values every day and in all that we do:



Do the right thing, act respectfully, value others & hold each other accountable.



Foster openness, communicate authentically & deliver on commitments.



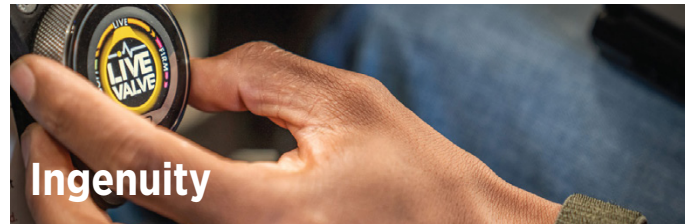
Empower all to effectively communicate & work together across teams.



Take pride in humbly & consistently delivering quality experiences & results.



Embrace change as an opportunity for growth with ambition & readiness.



Innovate continuously with a “never done” mindset, because good is never enough.

Living these core values every day will be what fuels our ability to thrive as an inclusive culture with people as our top priority. To do this, we must create greater connections amongst us by embracing differences and driving empathetic behaviors. This starts with understanding, celebrating, and supporting the different aspects that make up the fabric of who we are as an organization. With that, we encourage:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

We also ask all to embrace our **CONNECT** model which outlines simple actions everyone can take to drive a culture of belonging throughout the organization:

C	O	N	N	E	C	T
Challenge Your Assumptions	Own Your Impact	Nurture Trusting Relationships	Navigate Around your Biases	Empower Others	Commit to Learn	Take Action
Seek a balanced perspective by actively listening and embracing different points of view	Your words and actions/lack of action matter	Find ways to meaningfully interact with ALL team members	Stay objective and treat people as individuals	Support and amplify others' voices	Educate yourself and engage in courageous conversations	Authentically & empathetically act with intention

RESPONSIBILITIES

All employees of Fox Factory have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

To that point, echoing elements of what's outlined in our Employee Handbook, here are broad expectations team members:

Leaders

- Provide immediate, real-time feedback, coaching, or disciplinary action as appropriate to uphold the sentiment outlined in this statement.
- Implement this guidance, which includes, but is not limited to, taking steps to prevent harassment and retaliation.
- Ensure that all employees under their supervision have knowledge of and understand this statement.
- Promptly report any complaints or observed inappropriate behavior to your designated Human Resources representative or Legal department so they may be investigated and resolved in timely manner.
- Conduct themselves, at all times, in a manner consistent with this statement.

Individuals

- Embrace and behave in a manner consistent with this statement and other people policies.
- Implement this guidance, which includes, but is not limited to, taking steps to prevent harassment and retaliation.
- Promptly report any concerns, experienced or observed, related to inappropriate behaviors to your direct manager, designated Human Resources representative or Legal department so they may be investigated and resolved in timely manner.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.



The Office of Purpose and Inclusion owns and executes the Inclusion, Diversity, & Engagement strategy, continuously adjusting based on relevant key performance indicators and quantitative and qualitative feedback. It also partners with Human Resources to collect, monitor, and address any issues and opportunity areas that may arise.

Fox has also established a global R.I.D.E. Employee Council which includes individuals representing various levels, business units, operations, functions, and locations. The Chief Purpose & Inclusion Officer is the primary sponsor for the R.I.D.E. Council whose purpose is to:

- **Role model** empathetic and inclusive behaviors within the organization.
- **Provide input** on the Inclusion, Diversity, & Engagement (IDE) strategy related to training & development, communications, and hiring practices.
- **Help embed** the IDE mindset across the organization.
- **Vocalize sentiments/feedback** from peers to continuously inform initiatives.
- **Identify opportunities & help implement solutions** to enhance employee engagement.
- **Organize and execute local efforts** to enhance community engagement.
- **Act as change agents** – challenge the status quo as an IDE Champion and promote the company as an employer of choice.



From an oversight perspective, the Board of Directors drives accountability at the senior leadership level, reviewing the global Purpose & Inclusion strategy and progress made on a quarterly basis. Board committees also provide specific governance related to compensation, equity, and ESG annually.