

FOX FACTORY

2022
SUSTAINABILITY
HIGHLIGHTS



ADVENTURE IS NEVER DONE

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.

Fueled by passion, courage, and drive, we craft products and technology that push boundaries and deliver confidence to customers, athletes, and adventurers. As leaders in our industry, we embrace our responsibility to preserve our natural environments and strive to pursue sustainability as relentlessly as we do superior performance.

Our commitment to excellence, reducing impacts, and seizing opportunities is manifested in the four frontiers of our sustainability strategy—Planet, People, Product, and Business Fundamentals. Our approach will focus on

uncompromised product integrity, design, and innovation while allowing us to effectively manage our social and environmental impacts, enabling us and our stakeholders to achieve more, every day.

This 2022 highlights document introduces our second annual sustainability report and some of our key progress since we began this adventure.

For a more detailed look at our progress, please see our [2022 Sustainability Report](#).



2030 SUSTAINABILITY ASPIRATIONS

In pursuit of a better future, we have set 2030 aspirations in five important areas for our business and stakeholders. We aim to create a workplace that thrives on inclusivity, diversity, and equal opportunities. We seek to minimize our ecological footprint without compromising performance by focusing on integrating a sustainable mindset into new product development and enhancing the sustainability of our packaging.

To address climate change, we are committed to reducing our operational emissions (Scope 1 & 2) by 25% from our 2022 baseline. We will continue to uplift communities and foster a positive, lasting influence through our social impact initiatives. Lastly, our supply chain aspiration is focused on ensuring our partners operate in a responsible and ethical manner.

2030 SUSTAINABILITY ASPIRATIONS

INCLUSION, DIVERSITY, AND ENGAGEMENT 

- / CONSISTENTLY ACHIEVE TOP QUARTILE EMPLOYEE ENGAGEMENT SCORES
- / ATTAIN INCREASED REPRESENTATION INTERNALLY AND EXTERNALLY

SUSTAINABLE PRODUCT MINDSET 

INTRODUCE COST-EFFECTIVE SUSTAINABLE THINKING IN:

- / 100% OF NEW DEVELOPMENT PROJECTS
- / PACKAGING MATERIAL USAGE & DESIGN

SOCIAL IMPACT 

- / GLOBALLY GRANT US\$10MM, AND EXPAND ACCESS TO 100K UNDERREPRESENTED ADVENTURERS THROUGH TRAIL TRUST
- / ACHIEVE 35% EMPLOYEE GIVING PARTICIPATION IN BOOST PROGRAM

CARBON EMISSIONS 

- / ACHIEVE 25% REDUCTION IN OPERATIONAL EMISSIONS (SCOPE 1 & 2) BY 2030, FROM 2022 BASELINE

SUPPLY CHAIN 

- / ENSURE THAT AT LEAST 90% OF OUR TIER 1 SUPPLY CHAIN PARTNERS HAVE SIGNED OUR SUPPLIER CODE OF CONDUCT

PLANET FRONTIER

We are beginning to develop our climate strategy as we gain a deeper understanding of our impact on climate-related issues, such as greenhouse gas (GHG) emissions, climate-related business risks, our water and electricity usage, and waste management.

We are exploring ways to reduce our greenhouse gas (GHG) emissions in line with our aspiration to reduce our operational emissions from our 2022 baseline by 25% by 2030, focusing first on energy-efficient building upgrades and the integration of renewable energy sources. We are exploring how to make our products more sustainable through our Sustainable Product Mindset 2030 Aspiration which will contribute to waste reductions associated with packaging material usage and design.

Our dedication to protecting and preserving the environment extends beyond our operations. Our partnership with Extreme E exemplifies our dedication to sustainability and innovation in motorsports, supporting gender equality and low-carbon racing events while promoting electric vehicle adoption. Through Fox's Trail Trust program, we're committed to investing in the trails we and our adventurers hold so dear, supporting responsible recreation, trail building, and maintenance, and expanding outdoor opportunities for underrepresented communities. By 2030, we plan to invest USD\$10 million in nonprofit organizations through Trail Trust and expect to increase access for over 100,000 underrepresented adventurers.

2022 KPIS

TCFD

We began a comprehensive climate risk and opportunity assessment aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework

60%

Reduction in water usage with the installation of a water recovery system in our factory in Taiwan

\$1.2M

Awarded in Trail Trust grants to 85 non-profit organizations across seven countries since the program was launched in November 2021

ISO 14001

Our Gainesville, Georgia facility achieved ISO 14001 certification for environmental management systems and procured 764 MWh of electricity generated from renewable sources



PEOPLE FRONTIER

In building a “One Fox” culture, we seek to emphasize a respectful, safe, inclusive atmosphere for our employees, offering competitive remuneration, skill enhancement opportunities, and comprehensive benefits.

We are actively working to diversify our talent pool through strategic partnerships and university collaborations. Internally, the Realizing Inclusion, Diversity, and Engagement (R.I.D.E.) @ Fox initiative aims to further our inclusive culture, along with Employee Resource Groups and robust learning and development opportunities. We aspire to advance this culture of belonging by enhancing employee engagement and increasing diverse representation by 2030.

To bolster strong connections within our communities, we have a social impact program focused on supporting STEM education, workforce development, and socio-economic equity. Additionally, we launched our BOOST program in 2022, which matches employees’ charitable donations and rewards them for volunteering their time in the community. We aim to increase employee BOOST participation over the next decade, maximizing the positive impact we can have together.



Through our BOOST program, over USD\$185,000 in employee donations and corporate matches was donated to 550 nonprofit organizations, and employees logged over 2,000 volunteer hours.



2022 KPIS



Nearly 150 employees completed the Allyship at Work training program



We launched the Women’s Interactive Network (W.I.N.) Employee Resource Group with over 75 members

1,000

Participants in our immersive virtual R.I.D.E. workshops, with 55 dedicated employees serving on the R.I.D.E. Council

69%

Employee Engagement score on our global survey in 2022, a 5% increase from 2021

PRODUCT FRONTIER

Bob Fox's innovative vision for motocross racing in the 1970s still influences the spirit of ingenuity at the core of our business. We ensure product quality and safety through rigorous testing and embracing a data-driven mindset.

Our components are designed to be long-lasting and easily repairable, with Fox Academy and expert tuning services helping to extend the lifespan of our products. Our Sustainable Product Mindset 2030 Aspiration demonstrates our commitment to further integrating sustainable thinking into all new product development projects, ensuring our teams thoughtfully consider how to minimize waste and material usage, while increasing efficiency and performance.

Our supply chain is critical to this vision of sustainability at Fox, so we implemented a Supplier Code of Conduct (SCoC) in 2022 that outlines our expectations for responsible and ethical practices. By fostering shared values with our suppliers and setting goals such as our Supplier Code 2030 Aspiration, we aim to extend the positive impacts we can have throughout our value chain.



2022 KPIS

36

Employees were recognized as part of Fox Factory's Patent Award program which celebrates and rewards employees who contribute significantly to our industry-leading innovations

100%

Increase in Powered Vehicles Group pre-production testing volume compared to 2021

40%

Increase in Specialty Sports Group pre-production testing volume compared to 2021

0.7%

All-time low reached in warranty returns on the Specialty Sports Group side

BUSINESS FUNDAMENTALS

Our approach to good governance prioritizes innovation, excellence, and growth, adhering to high standards of ethics and controls.

Under the guidance of our Board of Directors and its three committees—the Audit Committee, the Nominating and Corporate Governance Committee, and the Compensation Committee—we continuously refine policies and fortify governance frameworks to maintain accountability. Through our policies, we have made robust commitments to human rights, responsible mineral sourcing, and responsible tax practices.

Our Code of Ethics further promotes a positive business culture among all our employees, and we provide a voice to employees needing one through our recently expanded and confidential Employee Hotline. To achieve optimal performance, we are committed to prioritizing collaboration, communication, and transparency in the way we work.

We developed a comprehensive Information Technology Policy in 2022, reinforcing our defenses against cyber threats and upholding the highest data security standard.

2022 KPIS

ERM

We began developing a new Enterprise Risk Management (ERM) framework and Compliance Management System

100%

Completion rate for Code of Ethics training by Director-level and above employees



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