



# 2023 SUSTAINABILITY DATA



**FOX FACTORY**

# 2023 SUSTAINABILITY DATA

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# ENVIRONMENTAL METRICS

# GREENHOUSE GAS (GHG) EMISSIONS & INTENSITY

GHG Emissions		Units	2023
Gross Direct (Scope 1) GHG Emissions <sup>1,2</sup>		tCO2e	2,333
Gross Energy Indirect (Scope 2) GHG Emissions <sup>3,4</sup>	Location-Based <sup>7</sup>	tCO2e	17,494
	Market-Based <sup>7</sup>	tCO2e	15,693
Other Indirect (Scope 3) GHG Emissions <sup>8</sup>	Location- Based <sup>7</sup>	tCO2e	465,901
	Market-Based <sup>7</sup>	tCO2e	465,798
Total GHG Emissions (Using Location-Based)		tCO2e	485,726
Total GHG Emissions (Using Market-Based)		tCO2e	483,822
GHG Emissions Intensity		Units	2023
GHG Emissions Intensity Ratio by Revenue (Location-Based) <sup>3,5,6,7</sup>		tCO2e / \$ Million Revenue	332
GHG Emissions Intensity Ratio by Revenue (Market-Based) <sup>3,5,6,7</sup>		tCO2e / \$ Million Revenue	330

The improved GHG calculations for 2023 showed a marked decrease in Scope 1 and 2 emissions from 2022. We believe this is due to a combination of factors, including the use of more actual data versus estimates in our calculations, an increase in the amount of renewable energy we procured, as well as macro-economic conditions that impacted operations. As a result, we will be reassessing our 2030 carbon emissions aspiration.

1 Our calculation considered all gases identified in GRI 305-1. HFC emissions were not estimated for 2023 because our business operations do not include significant sources for these emissions. We do not currently have any PFC, N<sub>3</sub>, SF<sub>6</sub>, or biogenic CO<sub>2</sub> emissions to report.

2 The consolidation approach was chosen as “Operational Control” to reflect Fox Factory’s alignment with the GHG Protocol.

3 Our calculation considered all gases identified in GRI 305-2. HFC emissions were not estimated for 2023 because our business operations do not include significant sources for these emissions. We do not currently have any PFC, N<sub>3</sub>, SF<sub>6</sub>, or biogenic CO<sub>2</sub> emissions to report.

4 The consolidation approach was chosen as “Operational Control” to reflect Fox Factory’s alignment with the GHG Protocol.

5 The denominator for the Emissions Intensity Ratio is US\$1,464.2 million 2023.

6 Intensity ratio includes direct (Scope 1), energy indirect (Scope 2), and other indirect (Scope 3) emissions.

7 “Location-based” calculations reflect the average emissions intensity of power grids on which the company’s energy consumption occurs, based on grid-average emission factor data. “Market-based” calculations reflect emissions from electricity that companies have chosen intentionally, through contractual instruments such as renewable energy credits (RECs) and direct contracts with energy suppliers (renewable or otherwise).

8 The Scope 3 Categories include Category 1: Purchased goods and services, Category 2: capital goods, Category 3 FERA, Category 5 Waste generated in operations, Category 6 Business travel

Greenhouse gas (GHG) emissions are calculated following the GHG Protocol, covering all greenhouse gases included in the Kyoto Protocol: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PCFs, SF<sub>6</sub>, and NF<sub>3</sub>. Where actual data was not available, estimations were applied in line with the GHG Protocol.

**Note on conversion factors:** All emissions of non-CO<sub>2</sub> greenhouse gases are converted to CO<sub>2</sub>-equivalent emissions by multiplying by the global warming potential (GWP). As per U.S. EPA factors published in March 2018, Fox Factory uses the Intergovernmental Panel on Climate Change (IPCC), Fifth Assessment Report (AR5) GWPs. Global Fuel and Energy-related emissions are assessed using emissions factors from IEA (2023), and regional emissions factors from EPA eGrid (2023) and the UK DEFRA/BEIS (2023).

**Note on emissions of ozone-depleting substances, nitrogen oxides, sulfur oxides, and other significant air emissions:** Initial inventories did not result in any reported ozone-depleting substances (ODS), but we do not currently track these substances at a company level. We have not identified any NO<sub>x</sub> or SO<sub>x</sub> emissions for our sites to date, though we did identify some Volatile Organic Compounds (VOCs). We are further evaluating this data to verify our tracking mechanisms and calculation methodologies.



# ENERGY PERFORMANCE AND INTENSITY

Energy Consumption in the Organization		Units	2023
Total Fuel Consumption from Non-Renewable Sources, Onsite and Mobile Fuels		MJ	48,068,197
Total Fuel Consumption from Renewable Sources		MJ	Not available
Energy Consumed, by Use <sup>1</sup> Electricity		MJ	138,893,066
<b>TOTAL</b>		<b>MJ</b>	<b>186,961,263</b>
Energy Intensity <sup>2</sup>		Units	2023
Energy Intensity Ratio by Revenue		MJ / \$ Million Revenue	127,688
Energy Intensity Ratio by Building Area		MJ / square foot <sup>3</sup>	44.08

1 We do not currently have any records of energy sold. Purchased heat, cooling, and steam are not material sources of energy consumption.

2 Intensity ratio includes fuel and electricity consumption within the organization.

3 Energy intensity ratio by building area is based on a square footage of 4,240,940.

**Note:** In accordance with the GHG Protocol, electricity and natural gas consumption was estimated based on square footage for facilities where actual data was not available.

Electricity Use by Region	Units	2023
United States	kWh	85,077,549
Canada	kWh	628,874
Taiwan	kWh	3,277,417
Australia	kWh	42,649
Germany	kWh	108,917
United Kingdom	kWh	558,224
Switzerland	kWh	44,707
Sweden	kWh	4,860
Austria	kWh	80,105
<b>TOTAL</b>	<b>kWh</b>	<b>89,823,302</b>

**Note:** In accordance with the GHG Protocol, energy consumption was estimated based on square footage for facilities where actual data was not available.

## WATER PERFORMANCE

Water Consumption	Units	2023
Third-Party Water Withdrawal	ML (freshwater)	95.2
Third-Party Water Discharge <sup>1</sup>	ML	69.2
Water Consumption	ML	26

Our water data collection methodology is undergoing evaluation and improvements. Water data includes Fox Factory sites with material water consumption.

<sup>1</sup> When actual data was not available, we used a conservative 75% discharge rate to estimate the total.

## WASTE OUTCOMES

Outcomes	Units	2023 <sup>1</sup>
Waste Generated	Weight in Metric Tons	8,159
Waste Diverted from Disposal <sup>2</sup>	Weight in Metric Tons	5,586
Waste Directed to Disposal <sup>3</sup>	Weight in Metric Tons	2,573

Our waste data collection methodology is undergoing evaluation and improvements, so we are unable to provide a detailed breakdown of waste types and categories until that



process concludes.

1 Waste metrics include SSG's Germany site, PVG locations in Gainesville, GA, and El Cajon, CA, and AAG sites in Santa Fe Springs, CA, Jasper, IN, Franklin Springs, GA, Elkhart, IN, Coldwater, MI, and Trussville, AL. Other sites were not included due to lack of available data.

2 Waste diverted from disposal includes waste recycled and waste combusted.

3 Waste directed to disposal includes waste sent to landfill.

# SOCIAL METRICS

# WORKFORCE METRICS

## Employee Breakdown by Gender and Region

Region	Gender	Employee	2023	2022	2021
APAC		FTEs	402	676	579
	Male	PTEs	0	1	1
		TOTAL	402	677	580
	Female	FTEs	258	385	291
		PTEs	0	0	0
		TOTAL	258	385	291
	Other	FTEs	1	5	176
		PTEs	0	0	0
		TOTAL	1	5	176
REGIONAL TOTAL			661	1,067	1,047

Region	Gender	Employee	2023	2022	2021	
EU	Male	FTEs	47	42	38	
		PTEs	2	4	3	
		TOTAL	49	46	41	
	Female	FTEs	10	13	14	
		PTEs	5	4	5	
		TOTAL	15	17	19	
	Other	FTEs	18	19	3	
		PTEs	1	3	2	
		TOTAL	19	22	5	
	REGIONAL TOTAL			83	85	65
	Region	Gender	Employee	2023	2022	2021
	NA	Male	FTEs	2,156	2,186	2,043
PTEs			5	10	11	
TOTAL			2,161	2,196	2,054	
Female		FTEs	990	1056	898	
		PTEs	7	5	8	
		TOTAL	997	1,061	906	
Other		FTEs	3	5	1	
		PTEs	0	0	0	
		TOTAL	3	5	1	
REGIONAL TOTAL			3,161	3,262	2,961	

**Note:** Gender information is voluntary self-reported by employees. 'Other', we mean those employees who do not identify as male or female, and/or employees for whom we have no gender information available. The scope of 'Other Indicators of Diversity' is limited to U.S. operations and only includes those that disclosed. The numbers above reflect our headcount on December 31st, 2023. On that date, we also had 18 people (headcount) working with us through third-party agencies, i.e., who were not directly employed by Fox Factory. Those are mainly temporary contract workers working in manufacturing.

## Diversity of Governance Bodies and Employees

### % of Individuals in Governance Bodies

By Gender		2023	2022	2021
% Board	Male	71%	71%	71%
	Female	29%	29%	29%
	Not Disclosed	-	-	-
% Executive Management	Male	78%	87%	89%
	Female	22%	13%	11%
	Not Disclosed	-	-	-
By Age Group		2023	2022	2021
% Board	< 30	-	-	-
	30 – 50	-	-	-
	> 50	100%	100 %	100%
% Executive Management	< 30	-	-	-
	30 – 50	56%	37%	33%
	> 50	44%	63%	67%
Underrepresented Groups*		2023	2022	2021
% Board		14%	14%	14%
% Executive Management		22%	13%	11%

\*See a more detailed breakdown of underrepresented groups across Fox Factory's workforce on page 13.

% of Employees

By Gender		2023	2022	2021
% Senior Management	Male	82%	82%	83%
	Female	17%	18%	17%
	Not Disclosed	1%	-	-
% Employees	Male	66%	66%	65%
	Female	33%	33%	30%
	Not Disclosed	1%	1%	5%
By Age Group		2023	2022	2021
% Senior Management	< 30	1%	1%	-
	30 – 50	65%	64%	54%
	> 50	34%	35%	46%
	Not Disclosed	-	-	-
% Employees	< 30	30%	31%	37%
	30 – 50	52%	47%	47%
	> 50	17%	15%	16%
	Not Disclosed	1%	7%	-

Other Indicators of Diversity - Underrepresented Groups		2023	2022	2021
% Executive Management	American Indian, Native Alaskan, Native Hawaiian, Other Pacific Islander		-	-
	Asian	11%	-	-
	Black or African American	11%	13%	11%
	Hispanic or Latino		-	-
	Two or More Races		-	-
% Senior Management	American Indian, Native Alaskan, Native Hawaiian, Other Pacific Islander		-	-
	Asian	7%	11%	11%
	Black or African American	4%	4%	3%
	Hispanic or Latino	4%	7%	7%
	Two or More Races		-	-
% Employees	American Indian, Native Alaskan, Native Hawaiian, Other Pacific Islander	1%	1%	1%
	Asian	4%	3%	6%
	Black or African American	7%	9%	8%
	Hispanic or Latino	34%	34%	31%
	Two or More Races	3%	3%	2%



**Note:** The scope of 'Other Indicators of Diversity' is limited to U.S. operations and only to those who disclosed.

## New Employee Hires by Region

Region	Gender	Age Group	2023	2022	2021
APAC	Male	< 30	2	1	97
		30 - 50	11	12	133
		> 50	-	-	9
		Not Disclosed	-	75	-
		<b>TOTAL #</b>	<b>13</b>	<b>88</b>	<b>239</b>
		<b>RATE</b>	<b>0.03</b>	<b>0.13</b>	<b>0.41</b>
	Female	< 30	7	4	61
		30 - 50	9	5	50
		> 50	-	-	-
		Not Disclosed	1	77	-
		<b>TOTAL #</b>	<b>17</b>	<b>86</b>	<b>111</b>
		<b>RATE</b>	<b>0.07</b>	<b>0.22</b>	<b>0.38</b>
	Not Disclosed	< 30	-		
		30 - 50	-		
> 50		1	Not Tracked	Not Tracked	
Not Disclosed		2			
<b>TOTAL #</b>		<b>3</b>	<b>95</b>	<b>186</b>	
<b>RATE</b>		<b>3</b>	<b>19</b>	<b>1.06</b>	
<b>REGIONAL TOTAL #</b>			<b>33</b>	<b>269</b>	<b>536</b>
<b>REGIONAL RATE</b>			<b>0.05</b>	<b>0.25</b>	<b>0.51</b>

Region	Gender	Age Group	2023	2022	2021
EUROPE	Male	< 30	1	1	2
		30 - 50	3	5	7
		> 50	1	2	-
		Not Disclosed	1	1	-
		TOTAL #	6	9	9
		RATE	.12	0.20	0.22
	Female	< 30	1	1	1
		30 - 50	-	-	3
		> 50	-	-	1
		Not Disclosed	-	-	-
		TOTAL #	1	1	5
		RATE	0.07	0.06	0.26
	Not Disclosed*	< 30	-		
		30 - 50	-		
		> 50	-	Not Tracked	Not Tracked
		Not Disclosed	10		
		TOTAL #	10	24	6
RATE		.53	1.1	1.20	
<b>REGIONAL TOTAL #</b>			<b>17</b>	<b>34</b>	<b>20</b>
<b>REGIONAL RATE</b>			<b>0.20</b>	<b>0.40</b>	<b>0.31</b>

Region	Gender	Age Group	2023	2022	2021
NORTH AMERICA	Male	< 30	563	692	677
		30 - 50	367	426	521
		> 50	82	132	171
		Not Disclosed	-	1	-
		TOTAL #	1,012	1,251	1,369
		RATE	0.47	0.57	0.67
		Female	< 30	262	414
	30 - 50		212	276	328
	> 50		60	85	107
	Not Disclosed		1	-	-
	TOTAL #		535	775	769
	RATE		0.54	0.73	0.85
	Not Disclosed		< 30	3	
		30 - 50	1		
		> 50	-	Not Tracked	Not Tracked
		Not Disclosed	42		
		TOTAL #	46	17	5
RATE		15.3	3.40	5.00	
<b>REGIONAL TOTAL #</b>		<b>1,593</b>	<b>2,043</b>	<b>2,143</b>	
<b>REGIONAL RATE</b>	<b>0.50</b>	<b>0.63</b>	<b>0.72</b>		

## Employee Turnover by Region

Region	Gender	Age Group	2023	2022	2021
APAC	Male	< 30	66	28	15
		30 - 50	154	45	21
		> 50	4	2	-
		Not Disclosed	64	-	-
		<b>TOTAL #</b>	<b>288</b>	<b>75</b>	<b>36</b>
		<b>RATE</b>	<b>0.71</b>	<b>0.11</b>	<b>0.06</b>
	Female	< 30	35	20	14
		30 - 50	64	18	11
		> 50	-	1	1
		Not Disclosed	46	-	-
		<b>TOTAL #</b>	<b>145</b>	<b>39</b>	<b>26</b>
		<b>RATE</b>	<b>0.56</b>	<b>0.10</b>	<b>0.09</b>
Not Disclosed	< 30	-			
	30 - 50	-			
	> 50	-	Not Tracked	Not Tracked	
	Not Disclosed	7			
	<b>TOTAL #</b>	<b>7</b>	<b>128</b>	<b>13</b>	
	<b>RATE</b>	<b>7.0</b>	<b>25.6</b>	<b>0.07</b>	
<b>REGIONAL TOTAL #</b>			<b>440</b>	<b>242</b>	<b>75</b>
<b>REGIONAL RATE</b>			<b>0.67</b>	<b>0.23</b>	<b>0.07</b>

Region	Gender	Age Group	2023	2022	2021
EUROPE	Male	< 30	3	1	2
		30 - 50	3	3	4
		> 50	-	1	1
		Not Disclosed	1	-	-
		<b>TOTAL #</b>	<b>7</b>	<b>5</b>	<b>7</b>
		<b>RATE</b>	<b>0.14</b>	<b>0.11</b>	<b>0.17</b>
	Female	< 30	2	2	-
		30 - 50	2	-	1
		> 50	1	-	-
		Not Disclosed	-	-	-
		<b>TOTAL #</b>	<b>5</b>	<b>2</b>	<b>1</b>
		<b>RATE</b>	<b>0.33</b>	<b>0.12</b>	<b>0.05</b>
	Not Disclosed	< 30	-		
		30 - 50	-		
> 50		-	Not Tracked	Not Tracked	
Not Disclosed		8			
<b>TOTAL #</b>		<b>8</b>	<b>6</b>	<b>1</b>	
<b>RATE</b>		<b>0.42</b>	<b>0.27</b>	<b>0.20</b>	
<b>REGIONAL TOTAL #</b>			<b>20</b>	<b>13</b>	<b>9</b>
<b>REGIONAL RATE</b>			<b>0.24</b>	<b>0.15</b>	<b>0.14</b>

Region	Gender	Age Group	2023	2022	2021
NORTH AMERICA	Male	< 30	563	506	683
		30 - 50	396	416	131
		> 50	115	170	182
		Not Disclosed	-	1	-
		TOTAL #	1,074	1,093	996
		RATE	0.50	0.50	0.49
	Female	< 30	311	277	193
		30 - 50	215	245	213
		> 50	68	84	69
		Not Disclosed	1	-	-
		TOTAL #	595	606	475
		RATE	0.60	0.57	0.52
	Not Disclosed	< 30	5		
		30 - 50	2		
		> 50	-	Not Tracked	Not Tracked
Not Disclosed		50			
TOTAL #		57	13	7	
RATE		19	2.6	7.00	
<b>REGIONAL TOTAL #</b>			<b>1,726</b>	<b>1,712</b>	<b>1,478</b>
<b>REGIONAL RATE</b>			<b>0.55</b>	<b>0.52</b>	<b>0.5</b>

# EMPLOYEE PAY & BENEFITS METRICS

## Ratio of Fox Factory Standard Entry-Level Wage Compared to Local Minimum Wage

Significant Location of Operations <sup>1</sup>	Local Minimum Wage (Gross)	Fox Factory Entry Level Pay <sup>2</sup> (Gross)	Ratio
Gainesville, GA	\$7.25/hour	\$15.00/hour	2.07
El Cajon, CA	\$15.50/hour	\$16.50/hour	1.06
Coldwater, MI	\$10.10/hour	\$14.50/hour	1.44
Taiwan	NT\$ 26,400/month	NT\$ 27,500/month	1.04

1 The threshold for 'significant location of operation' is 225 employees and above.

2 Same starting pay applies for both Male and Female. This represents the lowest starting pay at a location.

**Note:** We comply with the U.S. Fair Labor Standards Act and strive to pay a competitive wage that top talent demands. Therefore, we calculate our ratio using the federal minimum wage in Georgia of \$7.25 (state minimum wage is \$5.15). Fox Factory pays based on market competitive rates across our U.S. and global locations. We proactively audit our rates compared to minimum wage and adjust if needed; we have found consistently exceed requirements.



## Benefits Offered to Employees and Part-Time Employees

	USA	Canada	Germany	Taiwan	Australia
Standard full-time employee benefits vs. other employees:					
Life Insurance	●	◐		●	
Health Care	●	◐		●	
Disability and Invalidation Coverage	●	◐		●	
Parental Leave	●		●	●	
Retirement Provision	●	●		●	●
Stock Ownership <sup>1</sup>	○	○	○	○	○

- Full-time and part-time benefit
- ◐ Same benefit, but conditional to a minimum number of hours worked
- Full-time benefit only

If no icon is indicated, it means this benefit is not provided to anyone by the company

<sup>1</sup> Full-time employees at Director level and above are also eligible for stock ownership, and our global bonus program enables employees to share in our company's success, reinforcing our devotion to their well-being.

**Note:** We provide a comprehensive benefits package for full-time and part-time employees, encompassing life insurance, healthcare, disability coverage, parental leave, and retirement benefits tailored to various regions. Significant geographic locations of operation included in this table are all countries with more than fifteen employees.

# EMPLOYEE HEALTH AND SAFETY

## Work-related Injuries

In 2022, we implemented a new health and safety data tracking system and not all sites had access to the system and/or reported.

In 2023, we continued calibration of the system. We made significant improvements in data entry, tracking, and reporting. The increase in work related injuries in 2023 is due to improved data reporting and the inclusion of worker compensation cases in the system. We will continue to improve data accuracy in 2024.

			2023	2022	2021
Fatalities as a Result of Work-Related Injury	Employees	Total #	0	0	0
		Rate	0	0	0
	Controlled Workers	Total #	0	0	0
		Rate	0	0	0
High-Consequence Work-Related Injuries (Excl. Fatalities)	Employees	Total #	1	Not tracked	Not tracked
		Rate	0.03 <sup>1</sup>	Not tracked	Not tracked
	Controlled Workers	Total #	0	Not tracked	Not tracked
		Rate	0	Not tracked	Not tracked
Recordable Work Injuries	Employees	Total #	84	79	99

<sup>1</sup> The calculated high-consequence work-related injuries for 2023 includes 3,322 employees and a total of 7,224,837 exposure hours worked. Per GRI 403-9, high-consequence work-related injuries rate was calculated as follows: (1 / 7,224,837) \* 200,000 = 0.03

	Rate	2.33 <sup>2</sup>	2.72 <sup>3</sup>	2.70
Controlled Workers	Total #	0	0	0
	Rate	0	0	0
Number of Hours Worked	Employees	7,224,837 <sup>4</sup>	8,474,880 <sup>5</sup>	7,320,020
	Controlled Workers	Not tracked	Not tracked	Not tracked
Main Type of Work-Related Injuries	Employees	Lacerations, stress and strains, musculoskeletal disorders, repetitive strain injuries (e.g., carpal tunnel syndrome)		
	Controlled Workers	No injuries		

<sup>2</sup> The calculated total injury recordable rate for 2023 includes 3,322 employees and a total of 7,224,837 exposure hours worked. Per GRI 403-9, the Recordable Work Injuries rate was calculated as follows:  $(84 / 7,224,837) * 200,000 = 2.33$

<sup>3</sup> The calculated rate is limited to a subset of our facilities. For 2022, this includes 2,900 employees and a total of 5,812,960 hours worked. Per GRI 403-9, the rate was calculated as follows:  $(79 / 5,812,960) * 200,000 = 2.72$ . The data used to calculate the 2022 recordable injury rate is not inclusive of all major sites, including some of our largest manufacturing facilities located in Taiwan.

<sup>4</sup> The total hours worked across the organization in 2023 is actual data and is inclusive of all Fox Factory sites excluding those in Canada and Europe.

<sup>5</sup> Due to a lack of available data in 2022, the total hours worked across the entire organization are estimated using the assumption of 160 hours worked per month for each Fox employee, extrapolated over the course of 12 months. For 2022, this estimate was calculated using a headcount of 4,414 employees, as recorded on December 31, 2022. This estimate does not account for paid time off (PTO) or workdays missed.

## Work-related Hazards That Pose a Risk of High-Consequence Injuries

Determination of Hazards	Job Hazard Analysis
Hazards causing or contributing to high-consequence injuries	Extended reaching, application of excessive force, manual tasks like lifting, torquing, moving, loading
Action taken or underway to eliminate hazards and minimize risk	Trainings, safety audits, engineering controls
Any actions taken or underway to eliminate	Engineering controls and job rotation
Rate base 200k or 1000k hours worked	200K

# GRI CONTENT INDEX

Statement of use: Fox Factory has reported the information cited in this GRI content index for the period January 1<sup>st</sup>, 2023 to December 31<sup>st</sup>, 2023 with reference to the GRI Standards.

GRI 1 used 'GRI 1: Foundation 2021'

## GRI 2: General Disclosures 2021

Disclosure 2-1	Organizational details	See our Form 10-K submission. Refer to the cover page and p. 1 of the filing.
Disclosure 2-2	Entities included in the organization's sustainability reporting	See our Form 10-K submission, Exhibit 21.1 for our current subsidiary listing.
Disclosure 2-3	Reporting period, frequency and contact point	We publish our Sustainability Report annually. The 2023 Sustainability Report covers calendar 2023 and was published in August 2024. Questions can be directed to <a href="mailto:ESG@ridefox.com">ESG@ridefox.com</a> .
Disclosure 2-4	Restatements of information	Information about restatements is provided in footnotes to data in the Data Annex and Sustainability Report as relevant.
Disclosure 2-5	External assurance	We did not seek external assurance for any parts of our 2023 Sustainability Report or Data Annex.
Disclosure 2-6	Activities, value chain and other business relationships	See the Fox Factory Overview section on pp. 6–10 of the <a href="#">2023 Sustainability Report</a>
Disclosure 2-7	Employees	See the <a href="#">Workforce Metrics</a> section on p. 10 of the Data Annex
Disclosure 2-8	Workers who are not employees	See the <a href="#">Workforce Metrics</a> section on p. 10 of the Data Annex
Disclosure 2-9	Governance structure and composition	See our <a href="#">Corporate Governance Addendum</a> , the Corporate Governance subsection of the <a href="#">Investor Relations</a> section of our website, and our <a href="#">2024 Proxy Statement</a> , pages 20–29

Disclosure 2-10	Nomination and selection of the highest governance body	See our <a href="#">Corporate Governance Addendum</a> , the Corporate Governance subsection of the <a href="#">Investor Relations</a> section of our website, and our <a href="#">2024 Proxy Statement</a> , pages 20–29
Disclosure 2-11	Chair of the highest governance body	See our <a href="#">Corporate Governance Addendum</a> , the Corporate Governance subsection of the <a href="#">Investor Relations</a> section of our website, and our <a href="#">2024 Proxy Statement</a> , pages 20–29
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	See our <a href="#">Corporate Governance Addendum</a> and our Corporate Governance Committee Charter on the <a href="#">Investor Relations section</a> of our website
Disclosure 2-13	Delegation of responsibility for managing impacts	See our <a href="#">Corporate Governance Addendum</a> and our Corporate Governance Committee Charter on the <a href="#">Investor Relations section</a> of our website
Disclosure 2-14	Role of the highest governance body in sustainability reporting	Board members provide quarterly feedback on the company’s overall sustainability strategy and performance.
Disclosure 2-15	Conflicts of interest	See our <a href="#">Corporate Governance Addendum</a> and <a href="#">our Code of Ethics</a>
Disclosure 2-16	Communication of critical concerns	Critical concerns are reported to the Board quarterly, and immediately in emergency circumstances. There were zero reports of critical concerns for this reporting period. For more on how to communicate with the Board, see p. 26 of our <a href="#">2024 Proxy Statement</a>
Disclosure 2-17	Collective knowledge of the highest governance body	See our <a href="#">Corporate Governance Addendum</a> and p. 12–17 of our <a href="#">2024 Proxy Statement</a> .



Disclosure 2-18	Evaluation of the performance of the highest governance body	See our <a href="#">Corporate Governance Addendum</a> , the Corporate Governance subsection of the <a href="#">Investor Relations</a> section of our website, and our <a href="#">2024 Proxy Statement</a> , pages 20–29
Disclosure 2-19	Remuneration policies	See our <a href="#">Corporate Governance Addendum</a> , the Corporate Governance subsection on the <a href="#">Investor Relations section</a> of our website, and our <a href="#">2024 Proxy Statement</a> , pages 30–60
Disclosure 2-20	Process to determine remuneration	See our <a href="#">Corporate Governance Addendum</a> , the Corporate Governance subsection on the <a href="#">Investor Relations section</a> of our website, and our <a href="#">2024 Proxy Statement</a> , pages 30–60
Disclosure 2-21	Annual total compensation ratio	See p. 58 of our <a href="#">2024 Proxy Statement</a>
Disclosure 2-22	Statement on sustainable development strategy	See the Talking Sustainability with Our Leaders section on pp. 4–5 of the <a href="#">2023 Sustainability Report</a>
Disclosure 2-23	Policy commitments	See the Ethics and Compliance section p. 54 of the <a href="#">2023 Sustainability Report</a>
Disclosure 2-24	Embedding policy commitments	See the Ethics and Compliance section p. 54 of the <a href="#">2023 Sustainability Report</a>
Disclosure 2-25	Processes to remediate negative impacts	We have not identified direct impacts caused by Fox Factory that require a remediation process, but we will monitor future developments for those needs.
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	See the Ethics and Compliance section on p. 53 of the <a href="#">2023 Sustainability Report</a>

Disclosure 2-27	Compliance with laws and regulations	Any instances that meet our threshold of significance are reported on p. 37 of our latest <a href="#">Form 10-K submission</a> . For more information on how we manage risk and compliance, see Ethics & Compliance on p. 54 of the <a href="#">2023 Sustainability Report</a>
Disclosure 2-28	Membership associations	We participate in the Automotive Industry Action Group, CEO Action for Diversity and Inclusion, People for Bikes, Georgia Diversity Council, National Minority Supplier Development Council, Society of Women Engineers, and Bicycling Alliance for Sustainability (Taiwan).
Disclosure 2-29	Approach to stakeholder engagement	See the Sustainability Strategy section on p. 13, the Partnering for Community Impact section on p. 41–42, and the Ethics and Compliance section on p. 53–55 of the <a href="#">2023 Sustainability Report</a>
Disclosure 2-30	Collective bargaining agreements	None of our employees are covered by a collective bargaining agreement.
<b>GRI 3: Material Topics 2021</b>		
Disclosure 3-1	Process to determine material topics	See the Sustainability Strategy section on p. 12 of the <a href="#">2023 Sustainability Report</a>
Disclosure 3-2	List of material topics	See the Sustainability Strategy section on p. 12 of the <a href="#">2023 Sustainability Report</a>
<b>GRI 201: Economic Performance 2016</b>		
Disclosure 3-3	Topic Management Disclosure	See the Creating Value section on p. 10 of the 2023 <a href="#">Sustainability Report</a>
Disclosure 201-1	Direct economic value generated and distributed	See our pages 73–105 of our latest <a href="#">Form 10-K submission</a>

Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	See the Risk Factors section of our latest Form 10-K submission on p. 30 for climate-related risk factors.
Disclosure 201-3	Defined benefit plan obligations and other retirement plans	Information on our 401-k profit sharing plan can be found on the <a href="#">Department of Labor website</a> . The EIN for the most recent submission is 94-2472535 003. On October 15, 2023, the plan had 3,234 participants and USD \$47.6 million in assets. Additional information is also available in our latest <a href="#">Form 10-K submission</a> on p. 101 and our <a href="#">2024 Proxy Statement</a> on p. 41.
Disclosure 201-4	Financial assistance received from government	We did not receive any financial assistance from the government in 2023.
<b>GRI 202: Market Presence 2016</b>		
Disclosure 3-3	Topic Management Disclosure	See The People Frontier section on p. 34 of the <a href="#">2023 Sustainability Report</a>
Disclosure 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	See the <a href="#">Employee Pay &amp; Benefits Metrics</a> section on p. 20 of the Data Annex

## GRI 205: Anti-corruption 2016

Disclosure 3-3	Topic Management Disclosure	<p>We are committed to conducting business fairly, honorably, with integrity, and in compliance with all applicable laws. Efforts to uphold this commitment are part of the way we operate, and this ensures that we are a reliable business partner to our stakeholders.</p> <p>The Board of Directors and Executive Leadership have set a common perspective on ethical conduct. The responsibility to deliver policies that safeguard ethical conduct is delegated to our Legal department.</p> <p>Please see our Code of Ethics and Anti-Corruption Policy, available via <a href="#">Corporate Governance subsection</a> of our website, and the Ethics &amp; Compliance section on p. 53–55 of the <a href="#">2023 Sustainability Report</a>.</p>
Disclosure 205-1	Operations assessed for risks related to corruption	<p>We have not performed a specific assessment for our operations in relation to corruption. We impose stringent requirements for our employees to conduct business without committing acts of corruption. Please see our <a href="#">Anti-Corruption Policy</a>.</p>

Disclosure 205-2	Communication and training about anti-corruption policies and procedures	While we currently do not track communication and training about anti-corruption policies and procedures at the employee level, we plan to develop capacity to do so in the future. Additionally, our Anti-Corruption Policy is provided to our employees during onboarding, included in the employee handbook, and posted publicly on our <a href="#">Corporate Governance</a> site.
Disclosure 205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption during the reporting period. As such, no action to resolve was required.

GRI 206: Anti-competitive Behavior 2016

Disclosure 3-3	Topic Management Disclosure	<p>We are committed to conducting business fairly, honorably, with integrity, and in compliance with all applicable laws. Efforts to uphold this commitment are part of the way we operate, and this ensures that we are a reliable business partner to our stakeholders.</p> <p>The Board of Directors and Executive Leadership have set a common perspective on ethical conduct. The responsibility to deliver policies that safeguard ethical conduct is delegated to our Legal department.</p> <p>We operate in compliance with the requirements of competition law and regulations, as part of our requirements imposed by the <a href="#">Code of Ethics</a>, available on the <a href="#">Investor Relations section</a> of our website. Please see our <a href="#">Code of Ethics</a> and <a href="#">Anti-Corruption Policy</a>, available via the <a href="#">Corporate Governance subsection</a> of our website, and the Ethics and Compliance section on p. 53–55 of the <a href="#">2023 Sustainability Report</a>.</p>
Disclosure 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>There are no legal actions pending or completed during the reporting period regarding anti-competitive behavior or violations of anti-trust and anti-monopoly legislation in which the organization has been identified as a participant.</p>

Disclosure 3-3	Topic Management Disclosure	See our <a href="#">Corporate Governance Addendum</a>
Disclosure 207-1	Approach to tax	See our <a href="#">Corporate Governance Addendum</a>
Disclosure 207-2	Tax governance, control, and risk management	See our <a href="#">Corporate Governance Addendum</a>
Disclosure 207-3	Stakeholder engagement and management of concerns related to tax	See our <a href="#">Corporate Governance Addendum</a>
Disclosure 207-4	Country-by-country reporting	We do not report on a country-by-country basis.
<b>GRI 301: Materials 2016</b>		
Disclosure 3-3	Topic Management Disclosure	<p>In manufacturing our products, we rely on materials and their supply chain, from extraction to refinement. Therefore, we inevitably have an impact on the environment. In addition, some of the materials we use are hazardous.</p> <p>We build our products to last and be repairable to maximize the efficient use of the materials incorporated in our products. We are also in the process of understanding the impacts of the materials we use. See the Product Integrity and Sustainable Design section on p. 45–48 of the <a href="#">2023 Sustainability Report</a>.</p>
Disclosure 301-1	Materials used by weight or volume	We are omitting this disclosure in 2023, as the data is currently unavailable. We are working to ensure data availability and accuracy and expect to disclose this information in future reporting.



Disclosure 301-2	Recycled input materials used	We are omitting this disclosure in 2023, as the data is currently unavailable. We are working to ensure data availability and accuracy and expect to disclose this information in future reporting.
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Disclosure 301-3	Reclaimed products and their packaging materials	We are omitting this disclosure in 2023, as the data is currently unavailable. We are working to ensure data availability and accuracy and expect to disclose this information in future reporting.
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**GRI 302: Energy 2016**

Disclosure 3-3	Topic Management Disclosure	See the Climate Change and Greenhouse Gas Emissions section on pp. 18–19 of the <a href="#">2023 Sustainability Report</a>
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Disclosure 302-1	Energy consumption within the organization	See the <a href="#">Energy Performance and Intensity</a> section on p. 6 of the Data Annex
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Disclosure 302-2	Energy consumption outside of the organization	We currently only track internal energy consumption related to Scope 1 and 2 emissions. We are looking into methods in which we can effectively and accurately track external energy consumption tied to Scope 3 emissions.
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Disclosure 302-3	Energy intensity	See the <a href="#">Energy Performance and Intensity</a> section on p. 6 of the Data Annex
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Disclosure 302-4	Reduction of energy consumption	See the Reducing Our Energy, Water, and Waste Impacts section on pp. 22–23 of the <a href="#">2023 Sustainability Report</a>
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**GRI 303: Water and Effluents**

Disclosure 3-3	Topic Management Disclosure	See the Reducing Our Energy, Water, and Waste Impacts section on p. 23 of the <a href="#">2023 Sustainability Report</a>
Disclosure 303-1	Interactions with water as a shared resource	See the Reducing Our Energy, Water, and Waste Impacts section on p. 23 of the <a href="#">2023 Sustainability Report</a>
Disclosure 303-2	Management of water discharge-related impacts	See the Reducing Our Energy, Water, and Waste Impacts section on p. 23 of the <a href="#">2023 Sustainability Report</a>
Disclosure 303-3	Water withdrawal	See the <a href="#">Water Performance</a> section on p. 7 of the Data Annex
Disclosure 303-4	Water discharge	See the <a href="#">Water Performance</a> section on p. 7 of the Data Annex
Disclosure 303-5	Water consumption	See the <a href="#">Water Performance</a> section on p. 7 of the Data Annex

### GRI 305: Emissions 2016

Disclosure 3-3	Topic Management Disclosure	See the Climate Change and Greenhouse Gas Emissions section on pp. 18–19 of the <a href="#">2023 Sustainability Report</a>
Disclosure 305-1	Direct (Scope 1) GHG emissions	See the <a href="#">GHG Emissions &amp; Intensity</a> section on p. 4 of the Data Annex
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	See the <a href="#">GHG Emissions &amp; Intensity</a> section on p. 4 of the Data Annex
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	See the <a href="#">GHG Emissions &amp; Intensity</a> section on p. 4 of the Data Annex
Disclosure 305-4	GHG emissions intensity	See the <a href="#">GHG Emissions &amp; Intensity</a> section on p. 4 of the Data Annex

Disclosure 305-5	Reduction of GHG emissions	See the Climate Change and Greenhouse Gas Emissions section on pp. 18–19 of the <a href="#">2023 Sustainability Report</a>
Disclosure 305-6	Emissions of ozone-depleting substances (ODS)	Initial inventories did not result in any reported ozone-depleting substances (ODS), but we do not currently track these substances at a company level.
Disclosure 305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	We have not identified any NO <sub>x</sub> or SO <sub>x</sub> emissions for our sites to date, though we did identify some Volatile Organic Compounds (VOCs). We chose not to disclose these figures as the data is incomplete and not inclusive across the organization. We are further evaluating this data to verify our tracking mechanisms and calculation methodologies.

### GRI 306: Waste 2020

Disclosure 3-3	Topic Management Disclosure	See the Reducing Our Energy, Water, and Waste Impacts section on pp. 22–23 of the <a href="#">2023 Sustainability Report</a>
Disclosure 306-1	Waste generation and significant waste-related impacts	See the Reducing Our Energy, Water, and Waste Impacts section on p. 23 of the <a href="#">2023 Sustainability Report</a>
Disclosure 306-2	Management of significant waste-related impacts	See the Reducing Our Energy, Water, and Waste Impacts section on pp. 22–23 of the <a href="#">2023 Sustainability Report</a>
Disclosure 306-3	Waste generated	See the <a href="#">Waste Outcomes</a> section on p. 7 of the Data Annex
Disclosure 306-4	Waste diverted from disposal	See the <a href="#">Waste Outcomes</a> section on p. 7 of the Data Annex
Disclosure 306-5	Waste directed to disposal	See the <a href="#">Waste Outcomes</a> section on p. 7 of the Data Annex

## GRI 308: Supplier Environmental Assessment 2016

Disclosure 3-3	Topic Management Disclosure	See our <a href="#">Supplier Code of Conduct</a> and the Supply Chain Social and Environmental Impact section on p. 50 and the Promoting Human Rights section on p. 55 of the <a href="#">2023 Sustainability Report</a>
Disclosure 308-1	New suppliers that were screened using environmental criteria	See the Supply Chain Social and Environmental Impact section on p. 50 and the Promoting Human Rights section on p. 55 of the <a href="#">2023 Sustainability Report</a>
Disclosure 308-2	Negative environmental impacts in the supply chain and actions taken	<p>We do not have a formal process for assessing our suppliers' environmental impacts. We rolled out a <a href="#">Supplier Code of Conduct</a> (SCoC) in 2022 to all Tier 1 suppliers that lays out our expectation that suppliers must comply with all environmental laws and regulations, and minimize their emissions, discharges, and waste generation.</p> <p>In 2022, we also started measuring our suppliers' compliance with the SCoC through an ESG survey that includes a question about whether they have an Environmental Management System (EMS) in place. We did not issue the ESG survey in 2023 but intend to resume once our new supplier portal is implemented in 2024 or 2025.</p>

## GRI 401: Employment 2016

Disclosure 3-3	Topic Management Disclosure	See our <a href="#">Human Rights Policy</a> , our <a href="#">Health, Safety, and Employment Policy</a> , and the Talent, Inclusion, and Diversity section on pp. 30–35 of the <a href="#">2023 Sustainability Report</a>
Disclosure 401-1	New employee hires and employee turnover	See the <a href="#">Workforce Metrics</a> section on pp. 15–20 of the Data Annex
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See the <a href="#">Workforce Metrics</a> section on p. 22 of the Data Annex
Disclosure 401-3	Parental leave	See the <a href="#">Workforce Metrics</a> section on p. 22 of the Data Annex

#### GRI 403: Occupational Health and Safety 2018

Disclosure 3-3	Topic Management Disclosure	See our <a href="#">Health, Safety, and Employment Policy</a> and the Employee Health, Safety, and Well-being: A Top Priority section on pp. 38–40 of the <a href="#">2023 Sustainability Report</a>
Disclosure 403-1	Occupational health and safety management system	See the Employee Health, Safety, and Well-being: A Top Priority section on pp. 38–40 of the <a href="#">2023 Sustainability Report</a>
Disclosure 403-2	Hazard identification, risk assessment, and incident investigation	See the Employee Health, Safety, and Well-being: A Top Priority section on pp. 38–40 of the <a href="#">2023 Sustainability Report</a>
Disclosure 403-3	Occupational health services	See the Employee Health, Safety, and Well-being: A Top Priority section on pp. 38–40 of the <a href="#">2023 Sustainability Report</a>
Disclosure 403-4	Worker participation, consultation, and communication on occupational health and safety	See the Employee Health, Safety, and Well-being: A Top Priority section on pp. 38–40 of the <a href="#">2023 Sustainability Report</a>

Disclosure 403-5	Worker training on occupational health and safety	See the Employee Health, Safety, and Well-being: A Top Priority section on pp. 38–40 of the <a href="#">2023 Sustainability Report</a>
Disclosure 403-6	Promotion of worker health	We offer our employees in Canada, Taiwan, and the United States access to non-occupational medical and healthcare services through Employee Assistance Programs.
Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See our <a href="#">Supplier Code of Conduct</a> and the Employee Health, Safety, and Well-being: A Top Priority section on pp. 38–40 of the <a href="#">2023 Sustainability Report</a>
Disclosure 403-8	Workers covered by an occupational health and safety management system	See the Employee Health, Safety, and Well-being: A Top Priority section on pp. 38–40 of the <a href="#">2023 Sustainability Report</a>
Disclosure 403-9	Work-related injuries	See the <a href="#">Employee Health and Safety</a> section on p. 23–24 of the Data Annex
Disclosure 403-10	Work-related ill health	No instances of work-related ill-health were recorded in 2023. See also the <a href="#">Employee Health and Safety</a> section on p. 23–24 of the Data Annex.

#### GRI 404: Training and Education 2016

Disclosure 3-3	Topic Management Disclosure	See the Investing in Our Employees: Learning & Development section on pp. 36–37 the Employee Health, Safety, and Well-being: A Top Priority section on pp. 38–39 of the <a href="#">2023 Sustainability Report</a>
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Disclosure 404-1	Average hours of training per year per employee	For LinkedIn Learning, we have an average of .75 hours per employee (based on 433 logged in employees). In Workday, we have 10,871 courses enrolled by 2,490 unique employees. For more information on our Learning Management System, see the Investing in Employee Learning & Development on pp. 36–37 of the <a href="#">2023 Sustainability Report</a>
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	See the Investing in Our Employees: Learning & Development section on pp. 36–37 of the <a href="#">2023 Sustainability Report</a> . We added 89 Fox Factory-specific courses to our catalog in 2023. Categories included are compliance, role specific certification, personal development, employee engagement and leadership development. We also launched PINNACLE, our executive development program for rising senior/executive leaders of our organization.  Depending on individual circumstances, transition support may include severance pay, outplacement assistance, and/or career counseling services.
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	All regular full-time and part-time employees, fixed-term employees as well as Foreign Labor in Taiwan, hired on or before September 30, 2023, are included in the End of Year Performance process. Contingent workers, temporary employees and interns are not included in the End of Year Performance process.

## GRI 405: Diversity and Equal Opportunity 2016

Disclosure 3-3	Topic Management Disclosure	See our <a href="#">Inclusion, Diversity &amp; Engagement Statement</a> and the Talent, Inclusion, and Diversity section on pp. 30–35 of the <a href="#">2023 Sustainability Report</a>
Disclosure 405-1	Diversity of governance bodies and employees	See the <a href="#">Workforce Metrics</a> section on pp. 12–13 of the Data Annex and the Talent, Inclusion, and Diversity section on p. 33 of the <a href="#">2023 Sustainability Report</a>
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	We currently do not have reliable data to perform these calculations. For information on our efforts to assure pay equity, see the Talent, Inclusion & Diversity section on p. 34 of the <a href="#">2023 Sustainability Report</a> .

## GRI 406: Non-discrimination 2016

Disclosure 3-3	Topic Management Disclosure	See our <a href="#">Health, Safety, and Employment Policy</a> and the Talent, Inclusion, and Diversity section on pp. 30–35 of the <a href="#">2023 Sustainability Report</a>
Disclosure 406-1	Incidents of discrimination and corrective actions taken	Incidents of discrimination are currently managed locally and not registered centrally or in a uniform manner.

## GRI 407: Freedom of Association and Collective Bargaining 2016

Disclosure 3-3	Topic Management Disclosure	See the Promoting Human Rights section on p. 55 of the <a href="#">2023 Sustainability Report</a>
Disclosure 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See our <a href="#">Supplier Code of Conduct</a> , as well as the Promoting Human Rights section on p. 55 of the <a href="#">2023 Sustainability Report</a>



### GRI 408: Child Labor 2016

Disclosure 3-3	Topic Management Disclosure	See our <a href="#">Human Rights Policy</a> , as well as Ethics and Compliance section on p. 53 and the Promoting Human Rights section on p. 55 of the <a href="#">2023 Sustainability Report</a>
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Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labor	See our <a href="#">Supplier Code of Conduct</a> , as well as Ethics and Compliance section on p. 53 and the Promoting Human Rights section on p. 55 of the <a href="#">2023 Sustainability Report</a>
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### GRI 409: Forced or Compulsory Labor 2016

Disclosure 3-3	Topic Management Disclosure	See our <a href="#">Human Rights Policy</a> , as well as the Ethics and Compliance section on p. 53 and the Promoting Human Rights section on p. 55 of the <a href="#">2023 Sustainability Report</a>
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Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See our <a href="#">Supplier Code of Conduct</a> , as well as the Ethics and Compliance section on p. 53 and the Promoting Human Rights section on p. 55 the <a href="#">2023 Sustainability Report</a>
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### GRI 414: Supplier Social Assessment 2016

Disclosure 3-3	Topic Management Disclosure	See our <a href="#">Supplier Code of Conduct</a> as well as the Ethics and Compliance section on p. 53 and the Promoting Human Rights section on p. 55 the <a href="#">2023 Sustainability Report</a>
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Disclosure 414-1	New suppliers that were screened using social criteria	See the Ethics and Compliance section on p. 53 and the Promoting Human Rights section on p. 55 the <a href="#">2023 Sustainability Report</a>
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Disclosure 414-2	Negative social impacts in the supply chain and actions taken	<p>We do not have a formal process for assessing our suppliers' social impacts specifically. We rolled out a <a href="#">Supplier Code of Conduct</a> (SCoC) in 2022 to all Tier 1 suppliers that lays out our expectation that suppliers must prioritize workers' rights, comply with local laws and international labor standards, and identify and mitigate potential risks to workers' health and safety.</p> <p>We began measuring our suppliers' compliance to the SCoC in 2022 with an ESG survey that includes questions about their human rights policies, grievance mechanisms, and occupational health safety management systems. We did not issue the ESG survey in 2023 but intend to resume once our new supplier portal is implemented in 2024 or 2025.</p>
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**GRI 415: Public Policy 2016**

Disclosure 3-3	Topic Management Disclosure	<p>We believe that political processes should be fair and equitable, and accessible to all stakeholders on a level playing field. We do not take measures to regularly advocate for our interests, but may convey our views when asked to, or in incidental cases of particularly important developments that could affect our business.</p>
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Disclosure 415-1	Political contributions	<p>No political contributions to report in 2023.</p>
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## GRI 416: Customer Health and Safety 2016

Disclosure 3-3	Topic Management Disclosure	We work hard to deliver high performance and durable components. Safety impacts are regularly assessed for improvement across our product line. We test to extreme standards to ensure utmost safety for our customers. See the Testing to Assure a Safe and Durable Production section on p. 48–49 of the <a href="#">2023 Sustainability Report</a> for additional details.
Disclosure 416-1	Assessment of the health and safety impacts of product and service categories	See the Testing to Assure a Safe and Durable Production section on pp. 48–49 of the <a href="#">2023 Sustainability Report</a>
Disclosure 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2023, Fox Factory had no incidents of non-compliance with regulations concerning health and safety impacts of products and services. Any time we are made aware of issues related to our products' safety, we issue recalls and repair as appropriate.

## GRI 417: Marketing and Labeling 2016

Disclosure 3-3	Topic Management Disclosure	We seek compliance with all local, state, federal, and international environmental laws, regulations, and standards that relate to our operations, to ensure correct marketing and labeling.
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Disclosure 417-1	Requirements for product and service information and labeling	<p>We are subject to enhanced environmental regulations applicable in the State of California. These regulations include Proposition 65, which requires notification about chemicals in products, in the workplace, or in the environment, and which is designed to protect consumers from harmful substances by protecting drinking water sources and reducing exposure to these substances. The Company has implemented systems to provide for required Proposition 65 notifications on its products.</p> <p>In addition, manuals are included with products and are available online. Appropriate material sourcing is managed by procurement in conjunction with our engineering team.</p>
Disclosure 417-2	Incidents of non-compliance concerning product and service information and labeling	We did not register any incidents during 2023.
Disclosure 417-3	Incidents of non-compliance concerning marketing communications	We did not register any incidents during 2023.

## GRI 418: Customer Privacy 2016

Disclosure 3-3	Topic Management Disclosure	We are committed to complying with the legal standards imposed by The European Union General Data Protection Regulation and other applicable data protection and privacy laws. In connection with our commitment to such compliance, Fox Factory has developed and implemented a number of privacy policies for the processing of personal data as well as notifying certain employees with respect to such processing of personal data. See the Cybersecurity & Data Privacy section on pp. 56–57 of the <a href="#">2023 Sustainability Report</a> for additional details.
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We did not register any incidents during 2023.

# SASB DISCLOSURES

The [SASB Standards](#) – which are overseen by the International Sustainability Standards Board (ISSB) of the IFRS Foundation – help companies disclose relevant sustainability information to their investors. This index was prepared with reference to the industry standards issued by

SASB that apply to Fox Factory: Auto Parts (Version 2023-12) and Toys & Sporting Goods (Version 2023-12). All data is as of the year ended December 31, 2023, unless otherwise noted.

SASB Auto Parts (2023)

TR-AP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 186,961.26 GJ (2) 100% (3) We are not currently centrally tracking renewable energy consumption in the organization.
TR-AP-150a.1	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	(1) 8,159 metric tons (2) We currently do not track hazardous waste but are identifying opportunities to potentially do so in the future. (3) Our waste data collection methodology is undergoing evaluation and improvements, and we are not able to provide this level of detail for 2023.
TR-AP-250a.1	Number of vehicles recalled	We initiated a voluntary recall of approximately 1,200 trucks when we became aware that one of our vendors was asked to recall a part that we use in our builds. To our knowledge, said part did not cause any issues for our customers.



TR-AP-410a.1	Revenue from products designed to increase fuel efficiency or reduce emissions	Our range of products does not include components that are typically subject to design that could increase fuel efficiency or reduce emissions.
TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	Some of the listed critical materials are present in our products and/or used in the fabrication process. Risks are mitigated by issuing compliance surveys to ensure suppliers do not exceed regulatory limits and do not use banned substances.
TR-AP-440b.1	Percentage of products sold that are recyclable	<p>We do not have this information available. Our products are manufactured using materials such as metals and plastics that have the potential to be recycled.</p> <p>We conducted an analysis to better understand the life cycle of our four core products. See the Product Integrity and Sustainable Design section on pp. 45–47 of the <a href="#">2023 Sustainability Report</a> for additional details.</p>

TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content	We do not have this information available. Our design specifications often require virgin raw materials to meet durability and safety requirements.
TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Fox Factory was not the subject of any legal proceedings alleging violations of anti-competitive behavior regulations in 2023.
<b>SASB Toys and Sporting Goods (2023)</b>		
CG-TS-250a.1	Number of (1) recalls and (2) total units recalled	We initiated a voluntary recall of approximately 1,200 trucks when we became aware that one of our vendors was asked to recall a part that we use in our builds. To our knowledge, said part did not cause any issues for our customers.
CG-TS-250a.3	Total amount of monetary losses as a result of legal proceedings associated with product safety	There were no monetary losses in 2023 because of legal proceedings associated with incidents related to product safety.

CG-TS-250a.4

Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products

We are subject to enhanced environmental regulations applicable in the State of California. These regulations include Proposition 65, which requires notification about chemicals in products, in the workplace, or in the environment, and which is designed to protect consumers from harmful substances by protecting drinking water sources and reducing exposure to these substances. We also materially comply with the local implementations of the EU's RoHS Directive on restricting the use of certain hazardous substances in electrical and electronic equipment and the Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH") Regulation, which requires companies to register the chemicals employed in manufacturing with the European Chemical Agency



		("ECHA") and ensure their safe use.
CG-TS-430a.1	Number of facilities audited to a social responsibility code of conduct	We currently do not conduct audits.
CG-TS-430a.2	Direct suppliers' social responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	We currently do not conduct audits.





## SDG TABLE

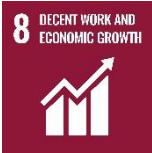
The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries – developed and developing – in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests. (Source: <https://sdgs.un.org/goals>)

While the SDGs are intended for UN Member States, we must play our role in helping to achieve these goals—so that is what we do. In the table below, we indicate the link between the SDGs, our GRI disclosures, and the material topics, so you can see how our efforts contribute to achieving these goals.







SDG	Target	GRI	Material Topics
	1.1	207-1, 207-2, 207-3	Business ethics and compliance
	1.2	202-1	Talent, inclusion, and diversity
	1.3	207-1, 207-2, 207-3	Business ethics and compliance
	3.2	401-2	Talent, inclusion, and diversity
	3.3	403-6, 403-10	Employee health, safety, and well-being
	3.4	403-10	Employee health, safety, and well-being
	3.5	403-6	Employee health, safety, and well-being
	3.6	403-9	Employee health, safety, and well-being
	3.7	403-6	Employee health, safety, and well-being
	3.8	403-6	Employee health, safety, and well-being
		305-1, 305-2, 305-3, 305-6, 305-7	Climate change and greenhouse gas emissions
	3.9	306-1, 306-2, 306-3, 306-4, 306-5	Sustainable products and materials
		403-9, 403-10	Employee health, safety, and well-being














	4.3	404	Talent, inclusion, and diversity
	4.4	404	Talent, inclusion, and diversity
	4.5	404, 405	Talent, inclusion, and diversity
		404-1, 404-3	Talent, inclusion, and diversity
	5.1	202-1, 401-1, 401-3, 405-1, 405-2, 406	Employee health, safety, and well-being
	5.2	408-1, 409-1, 414-1, 414-2	Supply chain human rights and work conditions Business ethics and compliance
	5.4	401-2, 401-3	Talent, inclusion, and diversity
	5.5	2-9, 2-10, 405-1	Talent, inclusion, and diversity
		303-1, 303-2, 303-4	Water stewardship
	6.3	306-1, 306-2	Sustainable products and materials
		303-1, 303-3, 303-5	Water stewardship
	6.4	306-1, 306-3, 306-5	Sustainable products and materials
	6.A	303-1	Water stewardship
	6.B	303-1	Water stewardship
		7.2	302-1, 302-2
	7.3	302-1, 302-2, 302-3, 302-4, 302-5	Climate change and greenhouse gas emissions




8.1	201-1	Corporate governance
8.2	201-1, 404-1, 404-2	Talent, inclusion, and diversity Employee health, safety, and well-being
	301-1, 301-2, 301-3	Sustainable products and materials
8.4	302-1, 302-2, 302-3, 302-4, 302-5	Climate change and greenhouse gas emissions
	306-2	Sustainable products and materials
8.5	2-7, 2-8, 202-1, 401-1, 401-2, 404-1, 404-2, 404-3, 405-1, 405-2	Talent, inclusion, and diversity Employee health, safety, and well-being
8.6	401-1	Talent, inclusion, and diversity
8.7	408-1, 409-1	Supply chain human rights and work conditions
	2-30, 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8, 403-9, 403-10	Employee health, safety, and well-being
8.8	406-1, 407-1	Talent, inclusion, and diversity
	414-1, 414-2	Supply chain human rights and work conditions
9.1	201-1	Corporate governance



	9.4	201-1	Corporate governance
	9.5	201-1	Corporate governance
	10.3	2-7, 401-1, 404-1, 404-3, 405-2	Talent, inclusion, and diversity Employee health, safety, and well-being
	10.4	207-1, 207-2, 207-3	Corporate governance
	11.6	306-1, 306-2, 306-3, 306-4, 306-5	Sustainable products and materials
	12.2	301-1, 301-2, 301-3	Sustainable products and materials
		302-1, 302-2, 302-3, 302-4, 302-5	Climate change and greenhouse gas emissions
		303-1	Water stewardship
	12.4	305-1, 305-2, 305-3, 305-6, 305-7,	Climate change and greenhouse gas emissions
		306-1, 306-2, 306-3, 306-4, 306-5	Sustainable products and materials
	12.5	301-2, 301-3, 306-1, 306-2, 306-3, 306-4, 306-5	Sustainable products and materials
	12.8	417-1	Product design and innovation
	13.1	201-2	Corporate governance

		302-1, 302-2, 302-3, 302-4, 302-5, 305-1, 305-2, 305-3, 305-4, 305-5	Climate change and greenhouse gas emissions
	14.3	305-1, 305-2, 305-3, 305-4, 305-5, 305-7	Climate change and greenhouse gas emissions
	15.1	306-3, 306-5	Sustainable products and materials
	15.2	305-1, 305-2, 305-3, 305-4, 305-5, 305-7	Climate change and greenhouse gas emissions
	16.1	403-9, 403-10	Employee health, safety, and well-being
	16.1	414-1, 414-2	Supply chain human rights and work conditions
	16.2	408-1	Supply chain human rights and work conditions
	16.3	2-23, 2-26, 2-27, 206-1	Business ethics and compliance
	16.3	416-2, 417-2, 417-3	Product design and innovation
	16.3	418-1	Data security and customer privacy
	16.5	205-1, 205-2, 205-3, 415-1	Business ethics and compliance
	16.6	2-11, 2-15	Corporate governance
	16.7	2-9, 2-10, 2-12, 2-20	Corporate governance

		403-4	Employee health, safety, and well-being
	16.10	418-1	Data security and customer privacy
	17.1	207-1, 207-2, 207-3	Business ethics and compliance
	17.3	207-1, 207-2, 207-3	Business ethics and compliance