

A Statement from Thor's CEO, Bob Martin, on Current Events

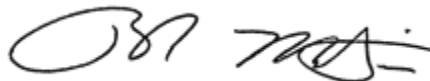
As our nation wrestles with a transient challenge in the form of a pandemic, it is being called to face its most enduring challenge: racial injustice and inequality. At THOR, we stand with our Black and minority communities and others intent on making meaningful progress as a nation and as a society. The time for empty talk and promises has long passed. It is time for action designed to drive real and lasting change. It is time for the idea of racial justice and equality to become our reality.

We embrace the essential nature and value of diversity and inclusion as expressed in our Diversity & Inclusion Policy which you can find on our website.

But the tragic, unjustified, and unacceptable circumstances that led to the death of George Floyd compel further introspection. We must do more, and we must do better. To that end, we have created a Diversity & Inclusion Committee. The committee is empowered with real authority to provide support to appropriate initiatives, enact necessary change, educate and train on matters of diversity and inclusion, drive strategies to recruit diverse talent to our organizations, and accelerate actions necessary to build a stronger, more diverse, and more inclusive culture in our companies.

Through our marketing, we encourage the world to "Go Everywhere, Stay Anywhere." The unfortunate reality is that many in our own country simply do not feel safe or welcome everywhere. This is not acceptable. Until all feel welcome to Go Everywhere and to Stay Anywhere, we will not rest. We intend to bring our stakeholders along this journey with us by announcing key initiatives as we move ahead. Resolved, we will realize our goal of a diverse and inclusive culture at THOR and the communities we touch. In doing so, we hope to join with countless other companies across our nation, large and small, in making the meaningful progress that our nation has long needed.

Together We Can Drive Change,

A handwritten signature in black ink, appearing to read "Bob Martin".

Bob Martin, President & CEO