

**MASTERCRAFT BOAT HOLDINGS, INC.
SUPPLIER CODE OF CONDUCT**

March 25, 2025

MasterCraft Boat Holdings, Inc. (“**MBHI**”), and its operating entities, MasterCraft Boat Company, LLC (“**MCBC**”), and Crest Marine, LLC (“**Crest**”) and any other operating entities that may be owned or controlled by MBHI in the future (collectively, “**MasterCraft**”), are committed to serving our customers, employees, investors, suppliers, and the communities where we operate. MasterCraft is committed to treating all workers and stakeholders with respect and dignity, ensuring safe working conditions, and conducting environmentally responsible, ethical operations.

I. Compliance with Supplier Code of Conduct.

MasterCraft’s commitment to integrity extends to our supply base. All suppliers, regardless of location, must adhere to this Supplier Code of Conduct when performing services for, or related to, MasterCraft. We expect our suppliers to operate according to the highest ethical and legal principles. Suppliers are responsible for ensuring that any employees, affiliates, distributors, subcontractors, agents, or other representatives of suppliers providing products or services to MasterCraft or to our customers on behalf of MasterCraft comply with this Supplier Code of Conduct.

II. General Obligations.

In addition to any specific requirements set forth in this Supplier Code of Conduct, any documents referenced herein, or contained in any supply agreement, purchase order, or any other document governing the relationship between any supplier and MasterCraft, all suppliers must comply with all applicable laws, regulations, ordinances, directives, and guidelines.

In order to permit MasterCraft to evaluate suppliers’ compliance with this Supplier Code of Conduct, suppliers shall, upon the request of MasterCraft or any of its operating entities, accurately and completely disclose to MasterCraft all information regarding suppliers’ labor & human rights practices, health & safety practices, environmental practices, business conduct, corporate structure & governance, financial situation, and overall business performance (“**Compliance Information**”), in accordance with reasonable market practices. To the extent that any such Compliance Information constitutes confidential or proprietary information of suppliers, MasterCraft’s applicable operating entity (or entities) shall enter into MasterCraft’s standard Vendor Mutual Confidentiality and Non-Disclosure Agreement with the applicable supplier to protect any such confidential or proprietary information.

If suppliers are on-site at a MasterCraft property or facility, they will comply with all of MasterCraft’s applicable policies and procedures.

Suppliers shall cooperate with all MasterCraft information requests or supplier compliance audits that MasterCraft may initiate in order to verify suppliers' compliance with this Supplier Code of Conduct, or any other agreement governing the relationship between suppliers and any MasterCraft entity or entities. MasterCraft reserves the right to terminate its relationship with any supplier that does not meet MasterCraft's minimum expectations with respect to this Supplier Code of Conduct.

III. Labor and Human Rights.

MasterCraft considers the respect of basic human and worker rights to be a core principle and key value of MasterCraft and all of its stakeholders. Therefore, MasterCraft expects all Suppliers to comply with the MASTERCRAFT BOAT HOLDINGS, INC. HUMAN RIGHTS POLICY (available at <http://investors.mastercraft.com/making-boating-better>).

A. Non-Discrimination

MasterCraft seeks to foster a workplace and business culture of belonging that values equal opportunities for all qualified individuals, regardless of their race, nationality, gender, or other legally protected characteristics. Covered Parties are expected to treat all workers with respect and dignity and to refrain from any form of discrimination in hiring, compensation, training, advancement or promotion, termination, retirement, or any other employment practices based on race, color, national origin, gender, gender identity, sexual orientation, military status, religion, age, marital or pregnancy status, disability, or any other characteristic other than the worker's ability to perform the job.

B. Child Labor

MasterCraft strictly prohibits the use of unlawful child labor in any of its business activities or the business activities of any MasterCraft supplier. All MasterCraft employees and all workers who provide services to the entities that comprise MasterCraft's business relationships must meet the minimum legal age to work, as established by applicable local law.

If local law does not set minimum age, then all employees or workers must be at least 16 years of age (except for hazardous or safety-sensitive positions), and the hours of work must not interfere with the employee's or worker's ability to attend school, if available. All workers under the age of 18 are expected to comply with any compulsory school attendance laws.

Workers under the age of 18 shall not perform hazardous or safety-sensitive work including any of the following:

- Operating dangerous machines, equipment, or tools or any sharp, cutting tools other than small box cutters or knives

- Working with or utilizing hazardous substances or explosives;
or
- Working at a dangerous height, in a confined space, or in extreme temperatures.

MasterCraft has implemented a procedure to ensure that all its employees satisfy the minimum legal age to work, as established by applicable local law, and it expects all its suppliers to adopt procedures to verify each workers' age eligibility for the work to be performed.

C. Prohibition of Forced Labor / Human Trafficking

MasterCraft strictly prohibits the use of any forced labor or individuals who have been the victims of human trafficking to provide any services to the MasterCraft or in the manufacturing of any goods that MasterCraft utilizes in its business activities. All labor utilized in MasterCraft's supply chain must be voluntary.

Accordingly, MasterCraft has adopted the following guidelines and expects all suppliers to utilize similar guidelines in their business activities:

- No worker shall be required to surrender control over their original identification papers, passports, or other documents evidencing their right to work;
- No worker shall be required to pay a recruitment fee to be permitted to work;
- No worker shall be required to work more than the maximum, legally permitted number of hours each week, under applicable law;
- All workers shall be provided with a safe, healthy, and sanitary working environment in compliance with any applicable law or industry standards.
- All workers shall be free to leave the workplace or worksite at the end of the workday or due to the workers' own injury or illness, or due to personal or family emergencies.
- All workers shall have the ability to terminate the employment or work arrangement without the threat of any retaliation, physical violence, or monetary penalties to themselves or their families.
- All workers must be fairly compensated for all time worked in accordance with
 - The minimum wage and benefits established by applicable law;
 - Any applicable collective bargaining agreement; or
 - Industry standards; and
- No deductions may be made from a workers' compensation other than what is permissible under applicable law.

MasterCraft encourages all suppliers to provide such training to its key employees and decision-makers.

MasterCraft may, from time to time, request that any of its suppliers provide documentation that is in compliance with this Policy and that none of the labor utilized in providing goods or services to MasterCraft is forced labor or is in any way connected to human trafficking.

Nothing in this Policy shall prohibit MasterCraft or any of its suppliers from entering into lawful agreements containing reasonable restrictions on competition or solicitation of employees or customers or preventing the disclosure of trade secrets or other confidential and proprietary information.

D. Compensation & Benefits

To further effectuate MasterCraft's policy against the use of forced labor or human trafficking victims in any aspect of MasterCraft's supply chain, MasterCraft may, from time to time, request that any of its suppliers provide documentation that its workers are being compensated in accordance with applicable law or industry standards and have been provided with all benefits to which they are entitled under applicable law.

MasterCraft suppliers must ensure that all overtime work is voluntary, compensated at a premium rate and that the standard work week does not exceed legal limits. In addition, workers must be provided with at least one day off in every seven-day period as required by applicable laws and regulations, and does not exceed legally mandated limits.

E. Freedom of Association & Right to Collective Bargaining

MasterCraft recognizes and respects the rights of all employees to freely associate, organize, and bargain collectively in accordance with local, national, and international laws. MasterCraft is committed to creating a workplace where employees can express their views, form or join trade unions, and engage in collective bargaining without fear of retaliation, intimidation, or discrimination.

F. Corporal Punishment and Disciplinary Practices

MasterCraft maintains a strict policy prohibiting all forms of corporal punishment, physical abuse, or inhumane disciplinary practices in the workplace. All disciplinary measures are conducted in a manner that respects the dignity and rights of the individual and complies with applicable laws and international human rights standards.

IV. Health & Safety.

Suppliers shall comply with all applicable safety and health laws and regulations; control worker exposure to safety and health hazards, including without limitation chemical, biological, physical, and ergonomic hazards, and shall provide reasonably necessary education and personal protective equipment to mitigate any safety and health hazards that cannot otherwise be controlled or eliminated. Suppliers shall implement procedures and maintain adequate records to document its efforts to prevent, manage, track, and reports all occupational injuries and illnesses.

Suppliers shall identify and plan for potential emergencies, implement appropriate emergency plans, and provide employee training on such emergency plans, including without limitation emergency reporting, emergency notification, site or facility evacuation, safety and emergency drills, fire detection and suppression plans and equipment, dangerous weather plans, and recovery plans.

Suppliers shall provide workers with ready access reasonably sanitary toilet facilities, potable drinking water, and sanitary food preparation, storage, and eating facilities. Suppliers who provide residential facilities for their employees must also provide safe and healthy facilities.

Suppliers shall meet the housing and safety standards for supplier provided worker housing. There shall be no unreasonable restrictions on entering, exiting or movement within company-provided facilities. Suppliers will take reasonable efforts to ensure that their own suppliers comply with this requirement.

V. Environmental.

Suppliers shall comply with all applicable environmental protection laws, regulations, and ordinances. Further, Suppliers will obtain and keep current all required environmental permits, approvals, registrations, and licenses and follow all of their operational and reporting requirements.

Suppliers shall work throughout their operations to reduce consumption of resources, including, raw materials, components, energy, and water. Suppliers shall seek to minimize energy consumption and greenhouse gas emissions.

Suppliers shall identify and manage chemicals and other materials that potentially pose a hazard to their workers or the environment, including ensuring their safe and legal handling, use, storage, and disposal.

Suppliers will work to reasonably reduce or eliminate waste of all types and, where waste streams cannot be eliminated, suppliers shall manage and control all such waste streams in compliance with applicable laws, regulations, and industry standards.

VI. Ethics.

Suppliers should work against corruption in all its forms and are prohibited from engaging in corruption, extortion, or embezzlement. Suppliers must comply with all applicable anti-corruption laws and regulations of the countries in which they operate such as the U.S. Foreign Corrupt Practices Act, and as applicable, the UK Anti-Bribery Act, the OECD Anti-Bribery Convention, and any other international anti-corruption conventions. Suppliers will not offer or accept bribes or employ other means to obtain an undue or improper advantage. Bribes, kickbacks, facilitating payments and similar payments to government officials or to MasterCraft employees or agents acting on our behalf are prohibited. Our employees may not accept gifts of more than nominal value or lavish entertainment from suppliers. When business meals and entertainment are appropriate to further a legitimate business purpose, those expenses may not be extravagant in nature.

Suppliers are expected to deal fairly with MasterCraft employees as well as their other business partners and should not take unfair advantage through manipulation, concealment, abuse, misrepresentation of material facts or any other unfair dealing. Suppliers will not engage in collusive bidding, price fixing, price discrimination or other unfair trade practices in violation of applicable antitrust and competition laws. Suppliers will uphold fair business standards in advertising, sales, and competition.

Suppliers must respect and refrain from infringing upon the intellectual property rights of others, including patents, trademarks, copyrights, and other proprietary rights.

Suppliers must protect the confidential and proprietary information entrusted to them by MasterCraft, its affiliates, customers, or suppliers and shall comply with all of the covenants and obligations of Supplier under the MasterCraft's standard Vendor Mutual Confidentiality and Non-Disclosure Agreement. Confidential information may only be used and disclosed in a manner authorized by MasterCraft. Confidential information includes any business information of MasterCraft, its customers or suppliers that is not generally known to the public.

VII. Subcontractors.

Suppliers using subcontractors to provide goods and services to MasterCraft will also be responsible for the subcontracted party for compliance with this Code. MasterCraft reserves the right to monitor and/or audit supplier compliance with this Code through supplier surveys and certifications as well as other means that MasterCraft deems appropriate. If a supplier is found in violation of this Code, MasterCraft may require the supplier to take prompt, remedial measures to address the violation, including instituting clear and trustworthy action plans to ensure compliance with this Code. While MasterCraft is committed to working with suppliers to improve workplace conditions, MasterCraft maintains the right to terminate its relationship, without liability to MasterCraft, with suppliers who violate this Code, refuse to rectify deficiencies, or fail to provide MasterCraft with requested surveys and certifications.

VIII. Management System.

Suppliers are expected to implement a reasonable management system to comply with this Code of Conduct and applicable laws, regulations, and ordinances. The management system should also facilitate continuous evaluation and improvement of suppliers' business processes. The management system should include, at a minimum:

- Executive level commitment and accountability;
- Processes to identify, monitor, and comply with all applicable laws, regulations, ordinances, or other requirements;
- Appropriate risk management practices and procedures;
- Ongoing assessments, monitoring, and continuing improvement analyses, including without limitation corrective and preventative action integration; and
- Reporting and investigation procedures to facilitate anonymous reporting and investigation of issues relating to this Supplier Code of Conduct by the employees of suppliers.

IX. Feedback or Complaints.

MasterCraft encourages interested third-party vendors, customers, and business partners to make MasterCraft aware of any practices, procedures or circumstances that raise concerns about the integrity of MasterCraft's actions. For persons who wish to make a complaint, MasterCraft has established the following procedures to file an anonymous report with MasterCraft by: (i) submitting through NAVEX GLOBAL, which is available at mastercraftmobile.ethicspoint.com on any mobile device; (ii) submitting online at mastercraft.ethicspoint.com; or (iii) calling the telephone hotline at 833-713-1977.