

2025

SUSTAINABILITY REPORT

**MASTERCRAFT
BOAT HOLDINGS INC.**



A MESSAGE FROM OUR CEO

3



ABOUT MASTERCRAFT BOAT HOLDINGS, INC.

4



OUR APPROACH TO SUSTAINABILITY

7



ENVIRONMENT

9



SOCIAL

15



INTEGRITY

24



APPENDIX

32

Sustainability Accounting Standards Board (SASB)

32

Task Force on Climate-related Financial Disclosures (TCFD)

33

Employee Workforce

34



A MESSAGE FROM OUR CEO



A handwritten signature in black ink, appearing to read 'Bradley M. Nelson'.

Bradley M. Nelson
Chief Executive Officer and
Director

Dear Stakeholders,

Each day at MasterCraft Boat Holdings, Inc. (MasterCraft), our talented team of experts is driven to craft the best, most innovative boats in the industry to provide customers with memorable moments on the water.

As a leader in the marine industry and stewards of iconic brands, we recognize our responsibility to operate with integrity, foster a safe and high-performing work environment for our employees, and prioritize environmental stewardship to enable our success. We embed these programs into our business priorities to ensure we address key risks and opportunities to drive long-term shareholder value.

I am pleased to share MasterCraft's 2025 Sustainability Report, which highlights the key progress we have made and reflects our longstanding commitment to corporate responsibility and continuous improvement. Highlights from fiscal year 2025 featured in this report include:

- **Expanded recycling program:** Reduced the impact of our operations on the environment by diverting additional materials like pallets, hard plastics, and single stream recyclables from landfills.
- **Enhanced safety training and monitoring:** Increased investment in targeted safety programs, including enhancing training programs for our employees, achieving over one million safe hours worked.
- **Furthered community stewardship:** Partnered with organizations like High Fives Foundation and St. Jude Children's Research Hospital® and hosted campaigns, such as Let Her Rip, to support and engage with our communities.

These accomplishments reflect just part of our broader commitment to responsible operations and value creation. We continue to operate our manufacturing facilities to the highest standards, including ISO 14001 for environmental management, ISO 9001 for quality management, and ISO 45001 for occupational health and safety. Our largest facility, the MasterCraft brand facility, is proudly certified in all three standards.

I am honored to lead this exceptional company and team. As we look ahead, we are confident in our strategy, our brands, and, most importantly, our people. We are committed to creating value for our shareholders, customers, and employees, and we are excited about the future of MasterCraft. Thank you for your continued trust and support.

ABOUT MASTERCRAFT BOAT HOLDINGS, INC.

MasterCraft Boat Holdings, Inc. (“MasterCraft,” “the Company,” “we,” “us,” “our”) is a leading innovator, designer, manufacturer, and marketer of recreational powerboats through our three brands: MasterCraft (“MasterCraft Boat Company,” “MasterCraft brand”), Crest, and Balise. Established in 1968 and headquartered in Vonore, Tennessee, the Company offers exceptional on water solutions for our consumers, building the world’s best ski, wakeboard, and luxury performance powerboats. As a leader in recreational marine products, we strive to deliver the best on-water experience through high-quality, innovative products and a relentless focus on the consumer.

\$284M

2025 revenue

~700

employees

3 BRANDS:

MasterCraft

CREST

BALISE

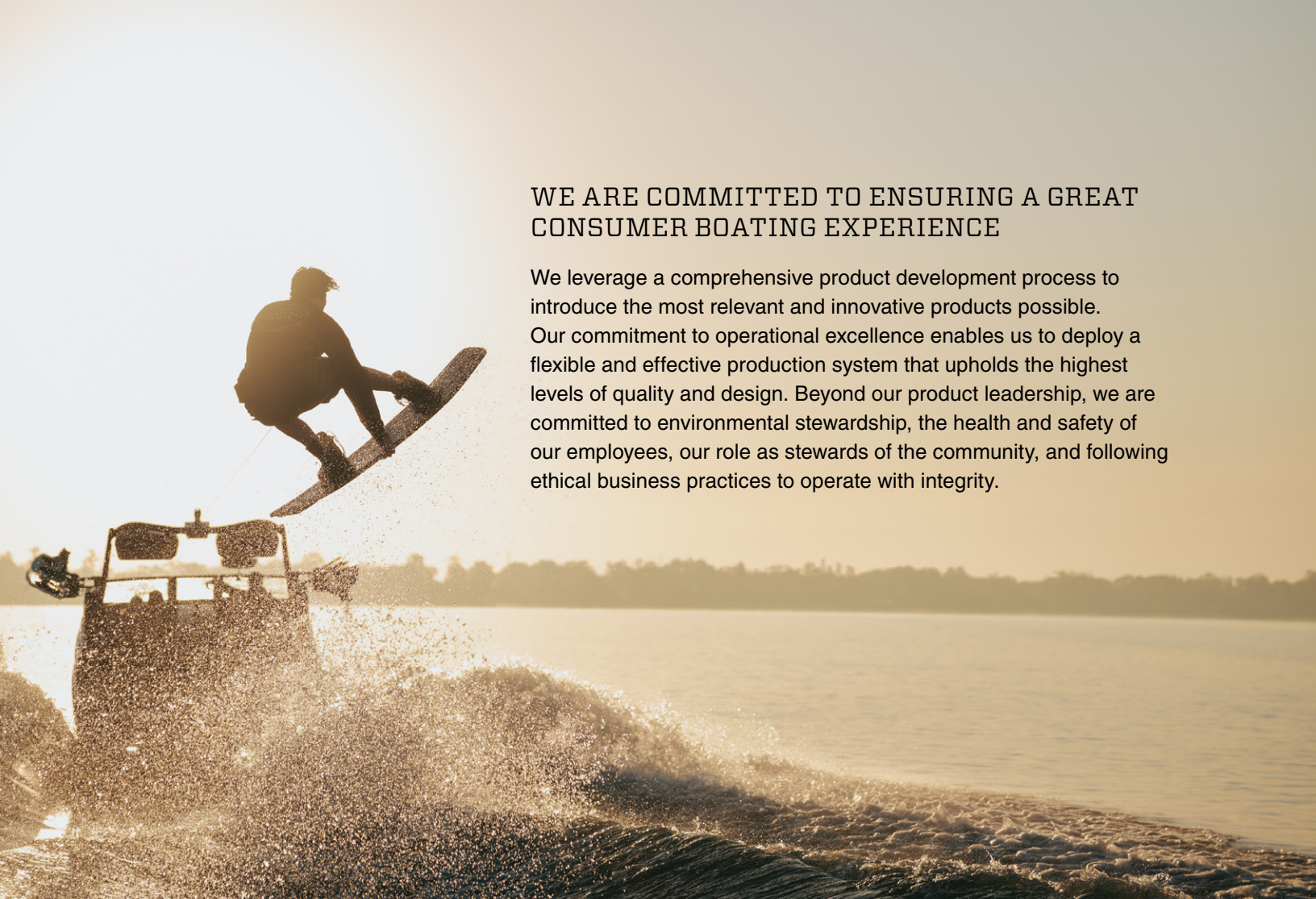
OUR VISION

**TO INSTILL A
PASSION FOR THE
BOATING LIFESTYLE**

OUR MISSION

**TO IMPROVE THE BOATING
EXPERIENCE OF OUR CUSTOMERS**

through innovation and high-quality products and services that improve enjoyment on the water



WE ARE COMMITTED TO ENSURING A GREAT CONSUMER BOATING EXPERIENCE

We leverage a comprehensive product development process to introduce the most relevant and innovative products possible. Our commitment to operational excellence enables us to deploy a flexible and effective production system that upholds the highest levels of quality and design. Beyond our product leadership, we are committed to environmental stewardship, the health and safety of our employees, our role as stewards of the community, and following ethical business practices to operate with integrity.



Performance Sports Boats

MasterCraft

Our MasterCraft brand delivers the most extensive lineup for on-the-water fun with 129 MasterCraft brand dealers. For more than 55 years, MasterCraft brand has delivered high performance, premier quality, and relentless innovation with our premier competitive performance boats. Through innovation and differentiation, MasterCraft has hand-built its legacy as a pioneer of performance, comfort, and quality through unwavering dedication to premium craftsmanship and unforgettable on-water experiences.



82
Dealers in
the U.S.



129
Locations in
the U.S.



47
International
Dealers
(Includes Canada)



Pontoon Boats

Our pontoon segment, which manufactures and sells pontoon boats, consists of our Crest brand and our Balise brand. The pontoon segment participates in the largest unit producing category in the powerboat industry.



Crest, our leading pontoon brand, has delivered an on-water experience unlike anything else. For more than 65 years, Crest has continued to push the boundaries of innovation and superior craftsmanship. Crest offers a diverse portfolio of models ranging from 20 to 27 feet sold by 113 dealers across 137 locations in the U.S., as well as 9 international dealers.



Dealers in the U.S.



Locations in the U.S.



International Dealers (Includes Canada)



Balise is our new luxury pontoon brand built on delivering premium design, innovative features, and exceptional build quality. Created to elevate the pontoon experience, Balise combines refined styling with top-tier performance and is positioned for growth in the upscale segment of the market.



Dealers in the U.S.



Locations in the U.S.

OUR APPROACH TO SUSTAINABILITY

Commitment to Quality, Safety, and Environmental Sustainability



The MasterCraft facility located in Vonore, Tennessee, accounted for approximately 85% of our net sales and 68% of our wholesale units in fiscal year 2025. Our MasterCraft boat-manufacturing facility has achieved compliance with three ISO standards:

- ISO 9001 Quality Management Systems
- ISO 14001 Environmental Management Systems
- ISO 45001 International Occupational Health and Safety Management System

At MasterCraft, boating means being outdoors and on the water, which is why we understand the importance of sustainability, operational excellence, environmental stewardship, and fostering a culture to promote the well-being of our employees and communities. We are focused on minimizing our environmental impact, fostering a safe and healthy workplace for our employees, and serving as a responsible corporate citizen in the communities in which we operate. To us, sustainability means building exceptional products that enable our customers to build memories on the water.

Our commitment to quality, sustainability, and safety is reflected in both our craftsmanship and the comprehensive warranties that back our boats. We are proud to have all three prestigious International Organization for Standardization's (ISO) global certifications for quality (9001:2015), environmental (14001:2015), and safety management processes (ISO 45001:2018) across production and product-development systems.

We integrate sustainable practices and governance objectives across our business strategy to create long-term value for our stakeholders, ensuring we deliver the highest quality products to consumers. We are guided by our stakeholders and third-party frameworks, including the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD).

Our senior leadership, including our Chief Executive Officer (CEO), drives our environmental, health, and safety programs. Our Nominating and Corporate Governance Committee of the Board of Directors has oversight of environmental and governance matters. The Compensation & Human Capital Committee of the Board of Directors oversees employee safety, training and development, and engagement efforts.

ABOUT THIS REPORT






This report highlights our commitment to sustainability and provides information on our programs, policies, oversight, governance, and performance around the issues most relevant to our business and our stakeholders. Unless otherwise stated, the data and disclosures in this report reflect the Company's performance for the fiscal year ended June 30, 2025.

We prepared this report in alignment with the frameworks established by the Task Force on Climate-related Financial Disclosure (TCFD) and Sustainability Accounting Standards Board's (SASB).



STAKEHOLDER ENGAGEMENT

As part of our efforts to continuously enhance our sustainable business practices, MasterCraft embraces the opportunity to engage with our stakeholders. This engagement occurs through both formal processes and informal interaction.

Stakeholders	Communications
<p>INVESTORS</p> 	<ul style="list-style-type: none"> • Annual Report and Proxy Statement • Sustainability Report • Annual Shareholder Meeting • Conference Calls • Non-Deal Roadshows • Conferences • Shareholder Outreach and Engagement Program • Investor Relations Website
<p>CUSTOMERS</p> 	<ul style="list-style-type: none"> • Social Media • Factory Concierge • Customer Service Index (CSI) and Net Promoter Score (NPS) • Customer and Lead Surveys • Brand Website and Managed Community Forum
<p>EMPLOYEES</p> 	<ul style="list-style-type: none"> • Trainings • Surveys to Monitor Satisfaction and Engagement • Formal Reporting Mechanisms for Issues, Such as Ethics and Compliance or Harassment • Employee Town Halls
<p>SUPPLIERS</p> 	<ul style="list-style-type: none"> • Information Sharing Requests through Supplier Profile Form • Communications with Suppliers Concerning our Supplier Code of Conduct • Surveys Associated with Conflict Minerals Management • Supplier Dashboard/Scorecard
<p>COMMUNITIES</p> 	<ul style="list-style-type: none"> • Active Volunteer Participation by Our Employees in the Communities in Which We Operate



ENVIRONMENT



As stewards of iconic marine brands, we recognize our responsibility to minimize our environmental impact across our operations. As defined in our [Environmental Policy](#), which is approved by senior management, we comply with applicable health, safety, and environmental laws, rules, and regulations.

OUR BOATS

We are committed to designing and manufacturing safe, innovative, and high-quality powerboats for our customers. Across our value chain, we strive to reduce engine and air emissions in both the production of and use of our products. We engage with our suppliers, and we strive to source materials that have the least impact on the environment and minimize the risk of employee health hazards. We have a long-standing partnership with Ilmor Engineering, our engine supplier at MasterCraft brand. These engines meet the strictest requirements of not just the Environmental Protection Agency (EPA), but also of the California Air Resources Board (CARB) and EU Recreational Craft Directive (EU-RCD) standards.

The Ilmor 6.2L engine is one of the top 5-star emissions-rated gasoline marine engines in the world, and it supplies our MasterCraft brand. Our partnerships with Yamaha, Suzuki, and Mercury Marine align Crest with engine suppliers that share our drive for sustainable practices.

Additionally, we utilize innovative technologies that increase energy efficiency and reduce our emissions across our products, when possible. For example, we are installing new stern thrusters that use lower power consumption technology, reducing fuel consumption while cruising. We are also incorporating a new audio system that can produce the same sound levels at lower power consumption.

ENVIRONMENTAL, HEALTH, AND SAFETY MANAGEMENT

MasterCraft is dedicated to achieving excellence in environmental, health, and safety (EHS) protection, prevention, and regulatory compliance. We are committed to complying with all regulations and guidelines and, when applicable, exceeding them. Our EHS management includes policies and programs for identifying and minimizing environmental hazards.

Our CEO and senior management discuss and address risks and opportunities related to environmental topics and also how to apply policies and strategies to address those in each aspect of the business. Our Vice President of Operations, who reports directly to the CEO, is



responsible for ensuring the existence of appropriate environmental management systems. Our Director of Environmental, Health, and Safety has day-to-day management responsibility for executing our environmental and safety programs. Our Nominating and Corporate Governance Committee oversee our EHS programs, with ultimate oversight residing with the Board of Directors.

Both our manufacturing facilities operate an Environmental, Health, and Safety (EHS) management system aligned with both the ISO 14001 Environmental Management Systems standard and the ISO 45001 International Occupational Health and Safety Management System standard. Our largest facility — the MasterCraft brand facility that accounts for approximately 85% of our net sales and 68% of our wholesale units in fiscal year 2025 — is ISO 14001- and ISO 45001-certified.

The core fundamentals for achieving our commitment include the following: execution of methods and practices to maintain a clean, safe, and healthful workplace; compliance to statutory, regulatory, and industry requirements; and continuous improvement of the EHS management system.

Environmental Management

As part of our efforts to manage and, when possible, mitigate our impact on the environment and create more resilient operations, we are committed to continuously monitoring our environmental performance; efficiently using natural resources, including energy and water; reducing our emissions; consulting with stakeholders on environmental issues; and advocating for environmental awareness.

We utilize our EHS policies to guide our environmental performance, including Standard Operating Procedures (SOPs) for Emergency Response, Spill Prevention, Chemical Management, Hazardous Waste Disposal, Air Pollution Control, and Hazard and Risk Assessments. We also actively monitor visible emissions, particulate matter, volatile organic compounds (VOC), and hazardous air pollutants (HAP) as part of our Title V permit requirements.

Led by our Director of Training, we continued to enhance our EHS training programs over the past three years to provide a range of training on topics including spills, emergency response, hazardous materials, and machine guarding. For more information about our training programs, see the [Our Commitment to Safety](#) section of this report.

Our Director of EHS conducts quarterly internal audits at each of our manufacturing facilities to ensure compliance with SOPs, as well as environmental and safety adherence. To comply with federal and state guidelines, external audits of our environmental and safety compliance are conducted across both of our facilities.



Waste Management

We aim to reduce the amount of waste introduced to landfills through reusing and recycling our waste streams. In 2025, we enhanced our recycling program to reuse and recycle more waste streams, including expanding our plastics recycling to include hard plastics, which represent a large portion of our byproduct in our waste stream. To support our recycling efforts, we are a member of the Tennessee Recycling Coalition, a non profit organization dedicated to promoting recycling and sustainable materials management practices.

Additionally, we continue to enhance our data collection on our recycled waste for better reporting on our work. In 2025, we recycled 899 tons of material versus 540 tons in 2024.

Across our facilities, we recycle or reuse:


- Aluminum
- Cardboard and paper
- Glass
- Pallets
- Plastic and hard plastics
- Single stream waste
- Steel
- Water from water fountains in manufacturing operations

MasterCraft Brand Resource Conservation

Through our formal recycling programs — which include extensive training for all employees and dedicated and coded recycle bins — we avoid resource usage of electricity, gasoline, oil, and water.


By keeping material out of local landfills, our MasterCraft Brand recycling program avoided resource usage of approximately:

 **762,663**
kWh electricity

 **1,294,160**
gallons of water

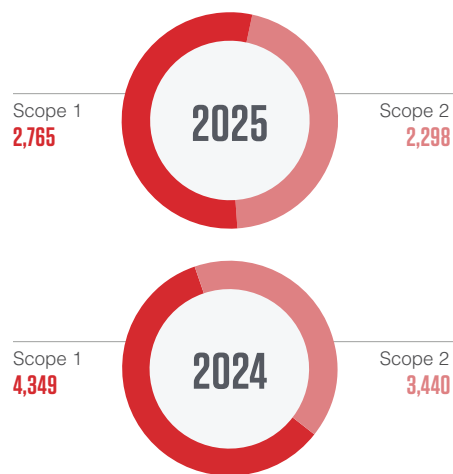
 **18,677**
gallons of oil

 **651**
cubic yards
of landfill space

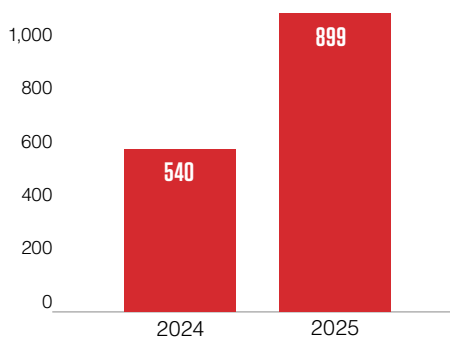
 **4,437**
gallons of gasoline



FY 2025 and 2024 Greenhouse Gas Emissions (mt CO₂e)*



Recycling (tons)***



Resource Management

We strive to increase the resiliency of our operations by promoting the efficient use and, where possible, minimizing the use of natural resources, including energy and water. In fiscal year 2025, to identify potential cost savings and initiatives to reduce our energy consumption and realize cost savings across our operations, we conducted an energy audit in partnership with a third-party. We are currently reviewing the results to assess potential opportunities.

FY 2025 Environmental Performance Disclosure

Scope 1 Emissions (mt CO ₂ e)*	2,765
Scope 2 Emissions (mt CO ₂ e)*	2,298
Total Scope 1 + 2 (mt CO ₂ e)*	5,063
Total Electricity (kWh)	5,636,871
Water Usage (gallons)**	2,993,520
Hazardous Waste Total (mt)	29.9
Hazardous Waste Reused (fuel blender) (mt)	29.6
Hazardous Waste Incinerated (mt)	0.2
Recycling (tons)***	899

* FY 2025 and FY 2024 greenhouse gas emissions data covers the MasterCraft brand facility and the Crest and Balise facility.

** FY 2025 water data covers the MasterCraft brand facility; it does not include the Crest and Balise facility which uses unmetered well water.

*** FY 2025 recycling data covers the MasterCraft facility and the Crest and Balise facility. FY 2024 covers the MasterCraft facility, the Crest and Balise facility, and the Aviara facility.



CHEMICAL MANAGEMENT

At MasterCraft, we strive for all relevant employees to be knowledgeable about the chemicals used and stored on-site during the production of our boats. We recognize that improper management of chemicals can lead to accidents, regulatory noncompliance, and unnecessary operational costs.

In addition to providing training programs for our employees, we have a robust chemical management system that guides us to meet regulatory and consumer requirements. This includes recordkeeping and reporting, proper storage and use, proper disposal, and product certification for chemicals introduced to our facilities. Our chemical management system includes the following four elements:

- **Chemical inventory:** The Company maintains a complete inventory of the chemicals used at its facilities.
- **New chemical evaluation and approval process:** Proper chemical management begins before a new chemical is purchased for use at each facility. All new chemicals are reviewed and evaluated for regulatory and consumer requirements. Only after a thorough review and after approval is granted is any new chemical allowed on the facility property.
- **Procedures related to chemical storage, handling, and disposal:** Operating procedures are developed and implemented to address proper storage, handling/use, and disposal of chemicals and waste materials.
- **Compliance plan:** The Company maintains and assures ongoing compliance with applicable regulatory and permit requirements triggered by the storage, use, and disposal of chemicals used at its facilities.

Effective chemical management can also realize economic benefits in the form of decreased liabilities — both present and future — as well as waste reduction. Additionally, chemical usage affects the final manufactured product, which can have consequences if consumers expectations and product certification requirements are not met.

As part of our chemical management program, we have reduced acetone usage in our manufacturing process by reducing the number of processes using acetone and, when possible, replace it in favor of more environmentally friendly, water-based options. Additionally, in 2025, we installed four new spray application booths for the application of the gelcoat to our boats. These new booths not only assure an optimum part finish, but they also aid in the protection of our employees inside and outside the booths by reducing the background levels of VOC and particulate matter that are released in the general workplace.

SOCIAL





At MasterCraft, our dedicated team is critical in driving our mission to innovate and deliver the best boating experience to our customers. As part of our strategic priorities, we are focused on developing a high-performing work environment that is consumer-focused and attracts and retains superior employees. We take great care to ensure everyone across our portfolio of brands is empowered to do their best work in a safe, well-managed environment.

Our Vice President of Human Resources, who reports directly to the CEO, is responsible for reviewing and implementing our human capital management strategy and programs. Our Director of Environmental, Health, and Safety has day-to-day management responsibility for executing our safety programs. Our Board of Directors, through the Compensation and Human Capital Committee, maintains ultimate oversight of our human capital management policies and strategy, including employee engagement, recruiting, retention, learning and development, and workforce metrics such as safety.

OUR COMMITMENT TO SAFETY

The safety of our employees and contractors is always a top priority, and we believe safety is an essential element of our core values in delivering world-class boats.

We maintain clean, safe, and healthy workplaces and industry-leading safety performance, driven by our vigorous training programs, professional safety standards systems, and continuous improvements.

Safety Training

MasterCraft continuously invests in robust training programs to ensure our team maintains professional safety standards. Led by our Director of Training, we further expanded our range of EHS training offerings for our employees over the past three years, including documented lockout-tagout and emergency response programs. As part of our safety training, all employees are provided with the personal protective equipment necessary to perform their job in a safe manner. Equipment such as respirators, protective clothing, gloves, hearing protection, hard hats, and safety glasses with side shields is issued according to the requirements of the job. In certain areas and on certain job sites, the wearing of protective equipment is mandatory.

Additionally, we have enhanced the effectiveness of our programs by shifting the concentration of our safety trainings to be individually relevant for employees. For example, we have worked with employees to create documentation specific to each employee for emergency procedures, hazardous materials, and more. This also enhances our data availability to further be able to fine tune our trainings to be best fit for our employees. We also conduct safety walks across our facilities on a daily and weekly basis to reinforce safe behaviors.



Closely connected to our ISO certifications, we maintain our rigorous 5S+1 Program, a workplace organization process focused on housekeeping and safety to enhance our safety performance and improve the efficiency of production processes. For example, through one of our 5S+1 programs, we conduct monthly audits of our facilities to identify and report facility performance against our set standards, and we take corrective actions, as needed. Additionally, our ongoing Kaizen Projects program and corrective actions programs also drive continuous improvement by identifying and implementing solutions to improve identified safety issues.

Incident Prevention

At MasterCraft, safety is the responsibility of all our employees. We track and share safety alerts with learnings across our facilities following a safety incident to support our ability to mitigate or eliminate identified hazards and prevent future incidents. All relevant employees are required to sign-off on and acknowledge the Safety and Environmental Policy to help avoid future incidents. In addition, employees are expected to report unsafe conditions and all safety incidents to their supervisor so that the incidents can be tracked in our incident database, the incident can be investigated, and corrective actions can be taken.

Every week, we conduct at least two safety inspections to help identify any unsafe conditions and take corrective actions. Additionally, our Director of EHS conducts quarterly internal audits at each of our manufacturing facilities to ensure compliance, as well as environmental and safety adherence. We also conduct annual risk training, covering hazard recognition and incident investigation, for all managers, supervisors, and leads at our facilities.

We have in place MasterCraft, Crest, and Balise emergency response programs, which we proactively communicate to all employees upon hiring and annually thereafter through our mandatory emergency response training. As part of our emergency response programs, we are part of the Monroe County, Tennessee, Local Emergency Planning Committee to enhance emergency preparedness and response to various disasters.



1,126,009

Safe hours worked achieved without a lost-time incident in fiscal year 2025

Industry-Leading Safety Performance

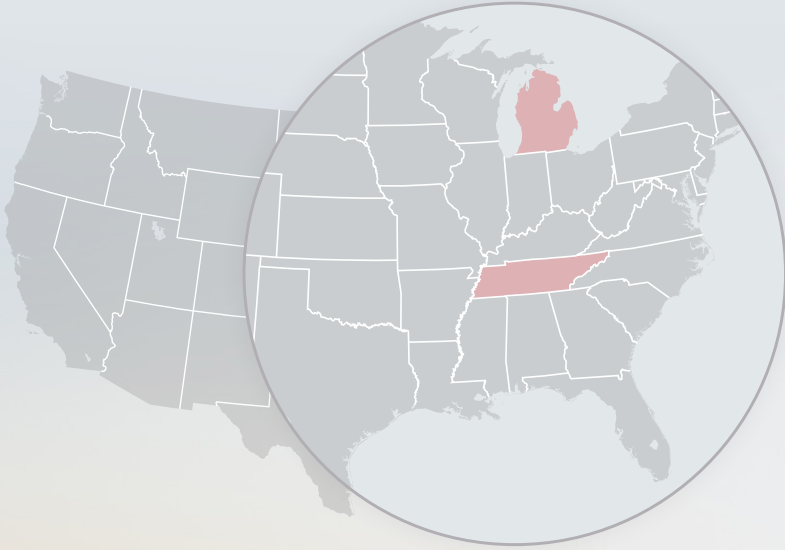
As a testament to our commitment to safety, our Recordable Incident Rate was 1.42 and our Days Away/Restricted or Transfer Rate was 0.36. In fiscal year 2025, we achieved 1,126,009 safe hours worked without a lost-time incident over 190 days. We are proud that the safety performance at both of our facilities continues to perform better than our industry.

Over the past two years, our Job Hazard Assessment, 5S+1, and corrective actions have averaged 100 improvements to maintain a clean, safe, and healthy workplace. In addition, our ongoing industrial hygiene sampling and air ventilation equipment create the highest level of air quality throughout our facilities.

Safety Performance Disclosure*

	2025	2024	2023
RECORDABLE INCIDENT RATE	1.42	1.75	3.31
LOST TIME INCIDENT RATE	0.18	0.35	0.32
DAYS AWAY RESTRICTED TRANSFER (DART)	0.36	0.70	1.34
FATALITIES	-	-	-

* FY 2025 safety data covers the MasterCraft brand facility and Crest and Balise facility; it excludes our former Aviara segment. FY 2024 covers the MasterCraft facility, the Crest and Balise facility, and the Aviara facility.



TALENT AND DEVELOPMENT

~700 EMPLOYEES

as of June 30, 2025

~500

Employees in MasterCraft facility in Tennessee

~200

Employees in Crest and Balise facility in Michigan



Recruitment

MasterCraft recognizes the importance of our workforce in enabling us to be a leading innovator, designer, manufacturer, and marketer of recreational powerboats. We remain deeply invested in attracting, developing, and retaining the best talent and building the pipeline to bring the next generation of talent to the boating industry.

Leaders across the organization regularly articulate staffing needs throughout the year, which informs our training and development, as well as recruitment planning. This continuous approach supports an efficient and considered process to develop a right-sized workforce. To develop a wide-ranging candidate pool, we communicate open roles broadly.

We work through several avenues in our efforts to foster future talent. This year, we welcomed students from the University of Tennessee Health Integrated Business and Engineering Program to tour our campus and discuss how their studies would be applied in manufacturing.

Our Crest brand donates boats and supplies to local technical colleges to provide real-world training opportunities for students seeking a career in the boating sector. We support Crowe in their partnership with Aim Academy, a summer program for high school students interested in accounting and information management, giving students a chance to hear from our own accountants about their work experience. Additionally, we have an internship program designed to identify, develop, evaluate, and hire high-potential candidates. This year, we had 29 interns join our Design, Finance, IT, Manufacturing, Marketing, Purchasing, Quality, and Supply Chain teams. These efforts reach the next generation of the workforce, exposing them to the manufacturing industry and MasterCraft, helping us attract future talent.



Training and Development

Over the last year we have continued to expand our training and development program, led by our Director of Training. Our training programming is available to employees at all levels and spans quality and safety, practical skills, leadership and conduct, and includes on-the-job, classroom, and online learning opportunities. Examples of topics addressed include:

- **Safety training:** spills, emergency response, hazardous materials, and machine guarding
- **Skills training:** gel coating, ISO 9001 and quality systems, and gel coat repair
- **Leadership:** leadership capabilities
- **Conduct:** anti-harassment, drugfree workplace and substance abuse, whistleblowing, and insider trading

We increased offerings through the MasterCraft Leadership Academy, allowing new leaders and supervisors to access formal trainings to support their transition into leadership. New topics in our training programs include, but are not limited to, Accounting 101: Finance for Non-Finance Managers, Lean Manufacturing Overview, and New Supervisor Training: Transitioning from Staff to Supervisor.

Last year, we expanded onboarding training for our hourly and manufacturing workforce. Training curriculum for each manufacturing position has been evaluated so that each employee receives specific training for the skills and work their position requires. On top of this curriculum, new employees receive on-the-job training during which they are partnered with an experienced operator who will evaluate their readiness to operate independently.

Employees at all levels have access to a third-party business-training platform with live, online, and on-demand courses with experts in 20 categories. We also encourage employees to take advantage of developmental assignments built on their own goals. Based on employee inputs, leaders seek out opportunities to match employees with business needs while enhancing employees' skillsets. Employees can also maintain business-relevant professional certifications through company provided reimbursement.

Salaried employees also receive annual reviews with individual development plans to articulate their career goals and how they and the company can work together to support their long-term success.

Compensation and Benefits

We provide competitive pay and a range of benefits designed to help our employees live healthy and well. Each year, we review our benefits and vendors to ensure our team has the best choices at the best prices. Employees are eligible for benefits if they work at least 30 hours per week. Certain salaried employees are provided the opportunity for hybrid working arrangements that include remote work. MasterCraft brand salaried employees are provided the opportunity to use new models of MasterCraft brand's product lineup in their free time.

Benefits available to all full-time employees include:



Medical, dental, and vision insurance



401(k) retirement plan with company match



Paid time off



Life insurance and AD&D coverage



Discounts for a range of health and financial well-being services

Employee Satisfaction and Retention

Our “Take Care of People” and “Work Together” operating principles are fundamental to our supportive work environment, creating a workplace in which employees feel respected and want to stay and contribute.

At MasterCraft, employee satisfaction and retention efforts start at onboarding. New employees are supported through their transition by the employee onboarding team WAVE, which stands for Welcome, Attitude, Values, Education. Our WAVE program partners a new employee with an experienced employee from their department. This ensures the new employee has someone to turn to with questions or gets help with introductions to the rest of the team. Along with their WAVE partner, new employees receive a booklet with a checklist of orientation items guiding them to complete tasks like meeting their safety representative or filing all necessary paperwork. Once their booklet is completed, they receive a welcome gift.

We conduct annual employee engagement surveys to understand how our employees feel about their jobs and their experiences with coworkers and supervisors. Employees at both sites are invited to participate in the survey and results are shared with each department for review and potential improvement.

We encourage frequent and open conversation between leaders and employees, in the spirit of cooperation, to create environments in which people engage in productive dialogue. As a result of findings in past employee engagement surveys, MasterCraft managers began hosting quarterly team meetings at each site, during which employees can provide feedback. We also have an open-door policy articulated in our Employee Handbook.

All these efforts provide us with key data to understand employee turnover and look for ways, informed by the data, to continuously improve retention. Turnover and retention data is reported monthly to senior leadership and is regularly reviewed by our Board of Directors.



STEWARDS OF OUR COMMUNITY

At MasterCraft, we help shape a better future for our communities in which we operate by partnering with organizations that drive meaningful change. Through these collaborations, we foster strong connections and make a lasting impact.

Our brands proudly support boating safety and awareness initiatives, and we take pride in sponsoring local youth sports teams throughout the communities we serve.

Examples of Programs and Organizations We Support:

Let Her Rip



MasterCraft Boat Company's nationwide "Let Her Rip" campaign inspires confidence both in and behind the boat and encourages leadership within the watersport's community and beyond. In the fifth annual campaign and with Progressive Insurance's continued support, Let Her Rip featured seven stops across the country, enlisting MasterCraft's dealer network to host complimentary clinics throughout the spring and summer. With more than 40 participants at each stop, the clinics provided coaching and hands-on instruction in boat driving, docking, and watersports techniques from professional MasterCraft athletes.

Surf to Save Lives Campaign



MasterCraft Boat Company's Surf to Save Lives campaign invites boat owners across the country to turn their favorite tow sports — such as wakeboarding, water-skiing, or wake surfing — into a shared cause that supports St. Jude Children's Research Hospital®. Launched in 2023 in partnership with St. Jude, the goal of the annual campaign is to raise awareness and critical funds for the research and treatment of childhood cancer and other catastrophic pediatric diseases. From the start of the campaign on May 23, 2025, to September 30, 2025, MasterCraft will donate \$1 for every minute logged behind a boat, with a maximum donation of \$75,000, toward St. Jude's efforts. In our third year of the campaign, we expect to bring our total contribution to \$225,000.

MasterCraft extends the opportunity to employees through an Employee Giving Program, encouraging team members to contribute directly to St. Jude's mission. In addition to on-water fundraising, we activated the campaign at key events throughout the summer, including on-water demo days and a special presence at the American Century Celebrity (ACC) Golf Tournament in Lake Tahoe, California, in July, where MasterCraft also showcased its premium towboat lineup, including the recently redesigned flagship models, XStar 23 and XStar 25. These activations provide consumers an opportunity to participate in the campaign and celebrate performance, purpose, and shared passions.



High Fives Foundation

MasterCraft partners with High Fives Foundation, a nonprofit organization on a mission to provide hope and resources, including grants and rehabilitation support, for athletes from all walks of life. Through our multi-year partnership, we help bring the freedom of watersports to individuals who have faced life-changing injuries and help them rediscover the thrill of adventure on the water.

The partnership centers on adaptive wake surfing and watersport experiences on Lake Tahoe, running each year from May 1, 2025, through October 22, 2025. In just one season, our Mastercraft's X24 boat pulled High Five athletes for more than 140 hours across nearly 100 total athlete sessions. Additionally, for the second season, we gifted a new boat for the summer to connect friends and families through adaptive wake surfing experiences.



Douglas-Cherokee Economic Authority

MasterCraft Boat Company donated non-perishable food items to the local Douglas-Cherokee Economic Authority, a non profit that provides essential services and resources to low-income families. On November 1, 2024, our Vonore, Tennessee, team joined forces with Empower and Crossroads Church in Newport, Tennessee, to support communities devastated by Hurricane Helene. Driven by compassion and urgency, our employees collected a wide range of vital supplies, including non-perishable food, bottled water, clothing, toiletries, cleaning supplies, and blankets. These donations were delivered directly to those impacted, offering both immediate relief and the reassurance that they are not alone. This effort reflects the heart of MasterCraft — stepping up for others when it matters most.



Angel Tree Program Collaboration

Believing that every child deserves to feel the joy of the holidays, MasterCraft Boat Company partners with the Angel Tree Program each year. The program delivers new clothing and toys to over one million children in need annually. In fiscal year 2025, MasterCraft employees donated and fulfilled more than 52 Christmas wish lists. The Angel Tree, in partnership with Monroe County's United Way, distributed the gifts to the families in need for Christmas morning.



McMinn-Monroe County's Isaiah House 117

MasterCraft Boat Company's annual car show makes a powerful impact on our community, raising \$22,000 in 2025 to support Isaiah 117 House, which provides physical and emotional support to children entering foster care. The third-annual event welcomed families, car enthusiasts, and community members for a day of classic cars, food, and raffles to benefit Isaiah House 117.



INTEGRITY



Accounting Literacy Training

To support leadership development and strengthen business understanding across MasterCraft, we offered optional Accounting Literacy Training for both finance and non-finance employees. The training has received positive feedback with over 35 participants, providing a foundational overview with planned follow-up sessions for those interested in further exploring specific topics. Training topics include public filings, accounting terminology, and department-specific sessions that link the team's operations to the Company's financials.

COMPLIANCE AND ETHICS

We are committed to establishing and maintaining strong corporate governance practices that reflect high standards of ethics and integrity across our organization. Our Chief Financial Officer (CFO) holds primary oversight of these practices and is supported by all employees who are responsible for assuring compliance and upholding our strong culture of integrity. Ultimate oversight is the responsibility of our Board of Directors, which is briefed on any significant compliance issues and concerns at every board meeting.

All directors and employees, including our executive and financial officers, must adhere to our [Code of Ethics and Conduct](#) ("the Code of Conduct"), which addresses topics such as business ethics, conflicts of interest, insider trading, gifts and favors, political contributions, discrimination and harassment, and environmental protection. In addition, we have a standalone sexual harassment policy and a nonviolence policy that both apply to all employees.

As part of our commitment to ethical business practices and to help assure compliance, all employees are required to review and acknowledge the Code of Conduct upon hire and on an annual basis thereafter. We conduct annual audits on the Code of Ethics to review and assess the policies outlined best reflect the needs of the Company and are in line with the overall business strategy. We also offer a rotating schedule of HR trainings, which includes key ethics topics, such as anti-corruption. In addition, our monthly cybersecurity trainings also include ethics topics, such as bribery and corruption.

Recognizing the importance of fraud prevention, we have implemented a range of protective measures to identify and mitigate potential risk. Our Chief Information Officer (CIO) and CFO meet quarterly to review and assess potential and emerging risks and mitigation strategies. Proactively, senior managers must complete quarterly surveys designed to surface any potential fraud concerns, and management participates annually in a comprehensive fraud risks assessment. We also maintain extensive surveillance and security systems across all our facilities to help deter unethical behaviors.

In response to the evolving threat landscape, we began conducting monthly CIO-led meetings focused on cybersecurity. Through these sessions, we review external threats and assess our risk tolerance — including employee training completion and vendor security performance — monthly, helping us prioritize areas of heightened vulnerability.



Whistleblower Program

We are committed to promoting a culture of integrity and ethical behavior, and we encourage anyone that has a concern to talk to their supervisor, manager, or any other appropriate personnel, including any executive. We have a 24/7 hotline and email portal hosted by a third party that is available to our employees in the local language of all areas in which we operate. It is also available externally to others including our suppliers and customers. The hotline is communicated to all employees upon hiring, and it is also part of the annual Code of Conduct training. There are also posters prominently displayed throughout our facilities with the contact information. Through these means, reports can be made anonymously and, if requested, confidentiality can be maintained.

If a report is made, we have structures in place to process whistleblower reports through our incident investigation process. The report is logged into our database and is emailed to the Chair of the Audit Committee of the Board of Directors, the Manager of Internal Audit, and the VP of Human Resources. The Chair of the Audit Committee determines the appropriate individuals to investigate the report and ensures each report is tracked until resolved, including any corrective actions taken. We monitor internal compliance with our Code of Conduct and the resolution of each hotline report. The Manager of Internal Audit provides quarterly reports information to the Audit Committee of the Board of Directors.

The company does not tolerate retaliation for reports made in good faith. Retaliation or retribution against anyone for a report made in good faith is cause for appropriate disciplinary action.



PRODUCT QUALITY AND SAFETY

At MasterCraft, we take pride in our high-quality boats that provide an exceptional on-water experience across our brands. Rigorous and consumer-centric attention to detail in the design and manufacturing of our products is paramount to our success. Our dedication to quality and safety allows our consumers to enjoy our products with confidence. MasterCraft is dedicated to consumer satisfaction by providing products and services that exceed expectations. The core fundamentals for achieving our commitment include the following:

- A clear understanding of consumer expectations, requirements, and desires for ultimate satisfaction, supported by frequent and detailed consumer feedback.
- Compliance with statutory, regulatory, and industry requirements.
- Continuous improvement of our quality management system.
- Enabling every employee to do their job right the first time, every time.



Our product quality and safety practices are overseen by our Director of Continuous Improvement, as well as our chief engineers. Our Vice President of Operations also has oversight over any safety labels and manuals. Our senior executive team reviews findings from the Customer Satisfaction Index (CSI) of all brands annually and presents observations and solutions to improve any issues, if needed, to the Board. The CSI Award was developed by the National Marine Manufacturers Association (NMMA) with the intent to create a program that would raise the bar for boat-owner satisfaction, improving the overall consumer experience to ultimately support long-term growth opportunities for the industry.

The CSI Award sends surveys to new boat owners during the first year of ownership, and an independent third party provides data collection and reporting on behalf of the NMMA. MasterCraft's goal is for all its brands to achieve the CSI Award every year. Our MasterCraft brand has won the award for 17 of the last 22 years, including wins in 2023 and 2024. The Crest brand has won the award for seven years in a row, every year since being acquired by MasterCraft.



All employees are, at a minimum, trained annually on all safety and quality procedures. All relevant employees are also trained as new models are developed and/or changes are made to existing models. Last year, we invested in a training software management system to drive a more disciplined approach to product quality. The software tracks the skill profiles of our employees, ensuring qualified and experienced workers at every step of the manufacturing process and improving the quality of product manufacturing. Across all brands, we set high standards for product quality and safety: zero buybacks, zero safety incidents, and a 100% CSI score.

90 Days of Summer

The days between Memorial Day and Labor Day are some of the busiest days for boating during the year.

To make sure we are prepared to respond to incidents (issues) and minimize time off the water for our customers, we created an initiative called “90 Days of Summer.”

During those 90 days, we elevate all safety, mobility, and major function issues to ensure they are responded to and addressed quickly. There are also weekly meetings to discuss any tracked occurrences so we can take action, if needed, to minimize other boaters experiencing one of the issues. Last year, we expanded this program to include more dealers and reach more consumers.

Our CFO* served on the Boating Industry Risk Management Council, a NMMA committee dedicated to promoting boating safety through product integrity and accident prevention, as well as the Water Sports Industry Association (WSIA).

Our quality management systems at all our manufacturing facilities are ISO 9001 compliant, and the MasterCraft brand facility is ISO 9001 certified. All our boats are also certified by the NMMA and the U.S. Coast Guard. As part of the ISO 9001 certification process, an internal audit is conducted once every three years. Annual safety audits are conducted at all three brands, as part of the NMMA certification. Additionally, the Company uses a third party to evaluate items for product safety and audits the owners’ manuals to make sure that the language remains accurate and precise for all customers.

Guided by the American Boat and Yacht Council (ABYC), NMMA, and the U.S. Coast Guard, we conduct a series of safety and quality tests with every new model of boat. These extensive design and validation tests cover 1,300 items, including approximately 250 regulatory safety items. We go above and beyond in our testing, even as we launch up to three new models every year.

We follow all emergency recalls managed by the Coast Guard with a set of emergency response procedures to document all steps taken to address any potential issues. These procedures ensure we quickly address boats in the field as well as those currently being manufactured, prioritizing the safety of our consumers.

We continue to improve the consumer experience with the introduction of telematics. Since 2023, all new MasterCraft models include standard telematics, accessible through the MasterCraft Connect App and website. Consumers can stay connected to critical boat health data, track activities, find friends, and reach their dealer. The MasterCraft Connect App supports world-class performance and reliability, ensuring safety and service needs are always up to date.

* As of FY 2025. Effective July 1, 2025, MasterCraft Boat Holdings appointed Scott Kent as CFO. The role(s) covering the NMMA and WSIA will also transition in FY 2026.



SUPPLY CHAIN MANAGEMENT

Our commitment to integrity extends to our supply base. We collaborate closely with our supply-chain partners to drive world-class quality, continuous product innovation, and cost improvement. Our supply chain management strategy supports the successful introduction of new products that align with consumer expectations. We source a wide range of raw materials — including resins, fiberglass, aluminum, lumber, and steel — as well as product parts and components, such as engines and electronic controls, from our supplier base.

Supply-chain oversight is led by our Vice President of Global Sourcing, who is responsible for improving process efficiency, managing costs, mitigating risks, and ensuring quality and on-time delivery. This role works in close coordination with our Director of Continuous Improvement, VP of Engineering, CFO, and CEO. This leadership team and The Board of Directors receives quarterly reports on supply chain performance to support informed governance and strategic oversight.

As outlined in our [Supplier Code of Conduct](#), we uphold robust quality standards and expectations for our suppliers. To promote alignment across our supply chain, we communicate the Supplier Code of Conduct with existing MasterCraft suppliers, maintaining our goal to document acknowledgements from the top 80% of spend. As of June 30, 2025, more than 80% of suppliers (on a spend basis) acknowledged the Supplier Code of Conduct. For all new suppliers, we provide the Supplier Code of Conduct during the onboarding process. As we continue to monitor supplier acknowledgement, we will meet with any suppliers that do not respond positively to encourage their acknowledgement.

HUMAN RIGHTS

We are committed to upholding high standards for human rights across our operations. Our [Human Rights Policy](#) affirms our dedication to protecting basic human rights in our relationships with our employees, contractors, vendors, manufacturers, suppliers, and key stakeholders. As part of this commitment, all employees are required to complete annual training on the policy. To proactively identify and prevent risks, we encourage all third-party vendors, customers, and business partners to file an anonymous report, without fear of retaliation. The implementation of this policy, employee training, and engagement with our supplier and vendor base prevents and mitigates risks posed to human rights.

In alignment with our ongoing commitment to responsible sourcing and operational transparency, we expanded the Supplier Code of Conduct, ensuring it reflects evolving stakeholder expectations and industry best practices.

We expect all suppliers to uphold lawful and ethical business practices and values, including our commitment to world-class quality and innovation. We maintain long-term contracts with strategic suppliers, and our agreements with top strategic suppliers clearly define our quality expectations. We also provide a detailed quality manual to ensure our high standards are thoroughly communicated. Before conducting business with a new supplier, all suppliers must complete a profile form. To support our supplier selection process, we have outlined standards, such as the status of sustainability programs, and we also consider suppliers through a supplier selection matrix, assessing suppliers based on cost, quality, delivery, and design capability. We also consider the degree to which a potential supplier demonstrates a commitment to ensuring the sustainability of our operations and supply chain.

When we start doing business with a new supplier, we often conduct a site visit to ensure our quality standards and expectations are clearly communicated and assess if they are met. If applicable, we purchase NMMA-certified parts, as well as conduct supplier quality audits on a case-by-case basis. If a supplier does not meet our standards, we utilize our supplier dashboard with key metrics and intervene, working together with them to address challenges. If successful resolution is not achieved in a reasonable timeframe with a supplier, we will place a moratorium on incremental business.

Over the past several years, we have strengthened our supply chain team by enhancing our team with additional subject-matter experts and additional experienced industry professionals. These strategic investments have enhanced our ability to navigate a complex and evolving supply chain landscape while also fostering deeper collaboration with key supply chain partners. The expanded capabilities of our team support our commitment to engaging with high-performing suppliers who share our values and meet our high expectations for performance and integrity.



POLITICAL AND TAX TRANSPARENCY

MasterCraft does not make political contributions of any kind, nor do we have a Political Action Committee (PAC). If our employees choose, they may make personal contributions on their own time and with their own resources; however, the reimbursement of such political contributions by the company is strictly prohibited.

We support policies that align with our business objectives to promote broader access to the boating lifestyle. Our CFO is responsible for overseeing lobbying activities, communications with public officials, and memberships with trade associations and other tax-exempt organizations. We comply with all laws governing our employees' interactions with government officials in accordance with our Code of Conduct.

CONFLICT MINERALS

MasterCraft is dedicated to eliminating the use of conflict minerals (tantalum, tin, tungsten, and gold) that originate from mines controlled by non-governmental groups in the Democratic Republic of Congo or adjoining countries that contribute to human rights abuses, including human trafficking, inhumane treatment, forced labor, child labor, war crimes, or crimes against humanity.

We annually survey our suppliers to determine their compliance with the Conflict Minerals Rule, using accepted due diligence reporting processes. Our suppliers are expected to extend this requirement to their supply chains and request their compliance with the Conflict Minerals Rule. If compliance is not met, we will endeavor to identify suppliers that do not properly assess the sources of conflict minerals in their supply chains and will take appropriate corrective actions, which may include discontinuation of business. Non-compliance with this policy is a factor influencing future sourcing decisions in our desire to source materials from responsible suppliers.

APPENDIX

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

ACCOUNTING METRIC	CODE	DISCLOSURE
Chemical & Safety Hazards of Products		
(1) Number of recalls and (2) total units recalled	CG-TS-250a.1	1) No recalls for our MasterCraft, Crest, and Balise brands in fiscal year 2025. 2) No units recalled for our MasterCraft, Crest, and Balise brands in fiscal year 2025.
Total amount of monetary losses as a result of legal proceedings associated with product safety	CG-TS-250a.3	No material losses.
Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-TS-250a.4	See the Chemical Management section of this report.
Labor Conditions in the Supply Chain		
Number of facilities audited to a social responsibility code of conduct	CG-TS-430a.1	See the Supply Chain Management section of this report for more information on our supplier responsibility programs.
Direct suppliers' social responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	CG-TS-430a.2	See the Supply Chain Management section of this report for more information on our supplier responsibility programs.
Activity Metric		
Annual production	CG-TS-000.A	Fiscal year 2025 unit sales: <ul style="list-style-type: none"> MasterCraft brand: 1,548 Crest: 694 Balise: 51
Number of manufacturing facilities, percentage outsourced	CG-TS-000.B	Two manufacturing facilities: <ul style="list-style-type: none"> MasterCraft brand boats and trailers are manufactured and lake-tested at our 310,000-square-foot facility located in Vonore, Tennessee. Crest and Balise boats are manufactured at our 270,000-square-foot facility located in Owosso, Michigan. No facilities are outsourced.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Governance

a) Board Oversight

Our Board of Directors oversees an enterprise-wide approach and the long-term success of our business, including the Company's strategy, mission, and risk profile. Sustainability risks, including those related to climate and environmental performance, are a priority of the Board and are reviewed by the Board collectively. Our Board designates two or more of its members to constitute our Nominating and Corporate Governance Committee and designates one of the members as Committee Chair. Every quarter, the Nominating and Corporate Governance Committee reviews, assesses, and reports to the Board regularly regarding the Company's policies, practices, goals, and programs relating to environmental, sustainability, corporate social responsibility, health, safety, and corporate governance matters.

b) Management Role

Our senior management, including our Director of Environmental, Health, and Safety and our CEO, regularly discuss risks and opportunities including those related to environmental issues, as well as how to apply policies and strategies to address those in each aspect of the business. Our senior management reports to the Board regarding its assessment of climate-related risks that could have a significant impact on the Company and possible mitigating strategies.

Strategy

The Company considers potential climate-related risks across its operational strategy and planning. The nature of these risks depends on the physical aspects of the climate, market regulations, and investor and societal pressure to reduce our carbon footprint and our ability to understand and respond to rapidly evolving developments. Our identified risks include the following:

Transitional Risks: An increase in energy costs might materially adversely affect our business, financial condition, and results of operations. Higher energy costs result in increases in operating expenses at our manufacturing facilities and in the expense of shipping products to our dealers. In addition, increases in energy costs might adversely affect the pricing and availability of petroleum based raw materials, such as resins and foams that are used in our products. Higher fuel prices may also have an adverse effect on demand for our boats, as they increase the cost of boat ownership and possibly affect product use.

Acute Physical Risks: The Company considers acute physical risks (including floods, tornadoes, and hurricanes) in our risk assessments. Changes in seasonal weather conditions can have a significant effect on our operating and financial results. Sales of our boats are typically stronger just before and during spring and summer, and favorable weather during these months generally has had a positive effect on consumer demand. Conversely, unseasonably cool weather, excessive rainfall, or drought conditions during these periods can reduce or change the timing of demand. Climate change could have an impact on longer-term natural weather trends, resulting in environmental changes including, but not limited to, increases in severe weather; changing sea levels; changes in sea, land, and air temperatures; poor water conditions; or reduced access to water, could disrupt or negatively affect our business.

To manage our climate-related risks, our executive leadership and our Board of Directors monitor changing consumer demand, regulatory requirements, and other impacts to our business. We are focused on addressing our identified climate-related risks.

Risk Management

Our process for integrating risk management throughout the business includes identifying, evaluating, and addressing climate-related risks and opportunities on a regular basis. The risks and impacts associated with our business require effective collaboration among departments, business units, and external stakeholders.

Our company leadership, Board of Directors, and CFO are focused on managing and mitigating various risks to our business and financial performance, including climate-related risks. Additionally, the Audit Committee regularly discusses with management and independent and internal auditors the Company's major risk exposure and control such exposure, including the Company's risk-assessment and risk-management policies. This would include (but would not be limited to) reviewing and providing oversight to the Company's enterprise risk-management program and climate-related risks. Such risk-management topics are reviewed and discussed on a regular basis among our leadership team across the entire organization. Consideration of such risks is implemented as part of operating and investment decision-making process, in all aspects of the business as part of our standard risk-management approach.

Metrics and Targets

Our efficiency: We monitor our energy use and efficiency. As a light manufacturing company, energy use is our principal source of emissions.

Metrics

- Scope 1: 2,765 mt CO₂e*
- Scope 2: 2,298 mt CO₂e*

* FY 2025 and FY 2024 greenhouse gas emissions data covers the MasterCraft brand facility and the Crest and Balise facility.

Employee Workforce

JOB CATEGORIES	MALE							FEMALE							TOTAL
	Hispanic or Latino	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	Hispanic or Latino	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	
Executive/ Senior Level Officials and Managers	1	11	-	-	-	-	-	-	3	-	-	-	-	-	15
First/Mid-Level Officials and Managers	-	41	1	-	-	-	-	-	10	-	-	-	-	-	52
Professionals	-	58	-	-	-	-	1	1	19	-	-	-	-	-	79
Technicians	-	12	-	-	-	-	-	-	-	-	-	-	-	-	13
Sales Workers	-	9	-	-	-	-	-	-	1	-	-	-	-	-	10
Administrative Support Workers	1	10	-	-	-	-	-	2	16	-	-	-	-	-	29
Craft Workers	4	44	2	-	-	-	-	2	1	-	-	-	-	-	53
Operatives	31	250	8	1	1	-	2	23	126	2	-	1	-	-	445
Laborers and Helpers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service Workers	-	1	-	-	-	-	-	-	2	-	-	-	-	-	3
TOTAL	37	436	11	1	1	-	3	28	179	2	-	1	-	-	699

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the federal securities laws, which statements involve substantial risks and uncertainties. Forward-looking statements generally relate to future events and include, without limitation, projections, forecasts and estimates about possible or assumed future results of the Company's business, financial condition, liquidity, results of operations, plans, and objectives. In some cases, you can identify forward-looking statements because they contain words such as "may," "might," "will," "would," "should," "expect," "plan," "anticipate," "could," "intend," "target," "project," "contemplate," "believe," "estimate," "predict," "likely," "potential," or "continue" or the negative of these words or other similar terms or expressions that concern our expectations, strategy, plans or intentions.

These forward-looking statements are necessarily based upon estimates and assumptions that, while considered reasonable by the Company and its management, are inherently uncertain. Factors that may cause actual results to differ materially from current expectations include, but are not limited to, those factors identified in the Company's Annual Report on Form 10-K for Fiscal Year 2025 in the sections titled "Risk factors," "Cautionary note regarding forward-looking statements" and "Management's discussion and analysis of financial condition and results of operations." New risks and uncertainties arise over time, and it is not possible for us to predict all such factors or how they may affect us.

Nothing in this report should be regarded as a representation by any person that the forward-looking statements set forth herein will be achieved or that any of the contemplated results of such forward-looking statements will be achieved. You should not place undue reliance on forward-looking statements, which speak only as of the date they are made. The Company undertakes no duty to update these forward-looking statements. Certain of the economic and market information contained herein has been obtained from published sources and/or prepared by other parties. Neither the Company nor any of its directors, stockholders, officers, affiliates, employees, agents or advisers, nor any other person, assumes any responsibility for the accuracy, reliability or completeness of any information in this presentation, and we expressly disclaim any obligation or undertaking to release publicly any updates or revisions to any forward-looking statements to reflect any change in expectation or events, conditions or circumstances on which such statements are based.



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