



CODE OF CONDUCT

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Moving Forward: A Message from our CEO

"If you ever face a tough decision or spot something that doesn't seem right, speak up. You have the company's full support when you do."

Malibu Boats, Inc. (MBI) is a company made up of a family of brands, Malibu, Axis, Cobalt, Pursuit, Maverick, Cobia, Pathfinder and Hewes. No matter the brand, we are defined by performance, innovation, and the passion of our people. Whether we're designing industry-leading boats or strengthening our partnerships, we aim for excellence — and we achieve it by doing business ethically and legally.

This Code of Conduct is a guide for how we work and win together. It reflects the values that define MBI: a strong sense of accountability, a focus on safety and quality, a deep respect for people, and a drive to keep improving. These values shape how we lead, collaborate, innovate, and deliver for our customers — every day, in every decision.

As CEO, I believe that how we achieve results matters just as much as the results themselves. That's why we hold ourselves to high standards and expect the same from those we work with. This Code is here to support you in making choices that are honest, fair, and aligned with our company's goals.

If you ever face a tough decision or spot something that doesn't seem right, speak up.

You have the company's full support when you do. This means we will not tolerate retaliation for reporting misconduct in good faith. Together, we can protect the strong reputation we've earned — and keep building a company we're proud to be part of.

Thank you for your commitment to MBI.

Steve D. Menneto
President and Chief Executive Officer
Malibu Boats, Inc.

Our Vision:

To be the Premier Recreational Marine Company Fueled by Customer Obsession

Our Mission:

Delivering the Ultimate On the Water Experience

Our Purpose:

Proudly Creating “Fun on the Water” for Families and Friends, Worldwide

Our Values:

P

People Make Success Happen

- Hire the Best, Be the Best
- Relationships First
- Continuously Developing
- Raise the Bar Every Day

A

Accountability & Integrity Always

- Be Candid and Transparent
- Say It, Do It
- Own It, Fix It, Learn
- Trust Builds Teams

C

Customer & Innovation Focus

- Customer Obsessed, Loyalty Earned
- Innovate Boldly
- Tech-Driven Solutions
- Solve What Matters Most

E

Excellence & Execution

- Safety and Quality: Non-Negotiable
- Act with Urgency, Fail Fast & Learn
- Create a Place to Thrive
- Win Together, Deliver Results

PACE: Setting The PACE For Success!



01

USING OUR CODE

Our Code of Conduct can help you make decisions, solve problems, and live our values every day. It's your road map for understanding what's expected, how to raise concerns, and where to go for support.



This section explains your role in upholding the Code, how we comply with the law, and what happens when concerns are reported. Whether you're facing a tough call or noticing something that seems off, the Code is here to help you make ethical and legally compliant decisions. MBI is here to support your efforts to stay on the right track.



Our Code and Your Role

This Code of Conduct sets the standard for how we do business. It applies to everyone who works for or on behalf of MBI — including employees, officers, directors, contractors, consultants, and third-party partners. It reflects our shared commitment to acting with honesty, fairness, and respect in all we do.

Our Code is more than a list of rules. It's a guide to help you navigate real-world situations with integrity. If something isn't covered here or feels unclear, use your best judgment, ask questions, and rely on the resources available to you.

Oversight of the Code

Responsibility for the Code of Conduct rests with MBI's General Counsel, who serves as the Compliance Officer. The Compliance Officer helps ensure the Code remains current, provides guidance on questions or concerns, and supports fair handling of any potential violations.

Leaders also play a key role. They are expected to model ethical behavior, support open communication, and help their teams understand and apply the standards outlined in the Code.

Waivers

Any waiver of this Code applicable to our executive officers must be approved by the board of directors (or a committee of the board). If required by law or the rules of a securities exchange, the waiver will also be publicly disclosed.



How to Contact the Compliance Officer

- **Compliance Officer:** General Counsel
- **Email:** legal@malibuboots.com
- **Phone:** (856) 458-5478 (ask for General Counsel)

Speaking Up

Doing business ethically and legally includes saying something when something seems wrong. At MBI, you are not just allowed to speak up — you are expected to. Whether it's a concern about safety, a policy violation, or something that just doesn't sit right, raising your voice helps protect our company, our coworkers, and our values.

You can talk to your leader, Human Resources (HR), the Legal Department, or use the anonymous Ethics Hotline. No matter how you report, your concern will be taken seriously — and you'll be protected from retaliation for speaking up in good faith or taking part in investigations.

What We Expect

- Speak up if you see or suspect a violation of our Code, policies, or the law.
- Start with your leader, but if that's not appropriate, go directly to the Legal Department or use any of these:
 - **Email:** standard-reports@mitratech.com (reference Malibu Boats)
 - **Visit:** <https://report.syntrio.com/malibuboots>
 - **Call:** Ethics Hotline, anonymous option available 24 hours a day: English (855) 400-6002, Spanish (800) 216-1288
- Report issues as soon as you notice them — even if you're not sure they're a problem yet.
- Cooperate fully if you're asked to be part of an internal investigation.
- Know that MBI will not tolerate retaliation against anyone who raises a concern in good faith.



Key Concepts

Good Faith Reporting: Raising a concern honestly, even if you're unsure it's a violation or if it turns out to be a misunderstanding.

No Retaliation: You are protected when you report a concern or take part in an investigation in good faith — retaliation is strictly prohibited.



Living the Code

Question: I overheard a conversation about someone ignoring a policy, but I didn't see it myself. I'm not sure it really happened. Should I still report it?

Answer: Yes. If something raises a red flag, it's OK to speak up — even if you don't have all the facts. That's what good faith reporting is about. You won't be expected to prove anything — just to raise the concern so it can be looked into.

Question: My concern involves a senior leader, and I don't want to risk my job by speaking up. Are there safe ways to report this?

Answer: Yes. You can report anonymously through the Ethics Hotline or contact the Compliance Officer directly. MBI does not tolerate retaliation — your concern will be taken seriously and handled with care.

How MBI Responds

We take violations of the Code seriously. When someone reports a concern — or when an issue is discovered through an audit, review, or other channel — the company will respond quickly, fairly, and with care.

Every concern is reviewed based on the facts. If an internal investigation is needed, MBI expects everyone involved to cooperate fully. We may also bring in the Legal Department or outside experts to assist, depending on the situation.

If a violation is confirmed, MBI will take action. This can include retraining, disciplinary steps, or — in serious cases — termination and even referral to legal authorities. No one is exempt, no matter their title or role. And no goal is ever worth breaking the law or compromising our values.

Our response also aims to fix the root cause. If we find a breakdown in process, oversight, or training, we'll make changes to prevent it from happening again. That's how we protect the integrity of our company and maintain the trust of our team, customers, and communities.



02

BUILDING OUR WORKPLACE

Our people are our strength. We are committed to building a workplace rooted in safety, respect, inclusion, and teamwork. When we protect one another and work together, we create an environment where everyone can thrive.



This section lays out the everyday actions that help make MBI a great place to work. It includes guidance on topics like preventing harassment, protecting company tools, and using social media and artificial intelligence responsibly. These actions help build a culture based on trust, fairness, and shared responsibility.



Building A Respectful Workplace

Everyone deserves to work in an environment that's respectful, safe, and free from harassment and discrimination. When people feel supported, they do their best work — and that's good for everyone. That's why we take any form of harassment, discrimination, or retaliation seriously.

We encourage speaking up if something doesn't feel right. Whether you've experienced or witnessed misconduct, your voice matters. You are protected when you report concerns in good faith or take part in an investigation.



What We Expect

- Speak and act with respect toward everyone, always.
- Create a respectful work culture by treating others with dignity and supporting teamwork.
- Avoid any unwelcome jokes, comments, or behavior based on someone's identity or background.
- Never make sexual advances, comments, or gestures in the workplace — even if you think it's just a joke.
- Do not display sexually suggestive images, stories, or messages at work or on work devices.
- Report any harassment or discrimination, whether you're affected or a witness.
- If you're a leader and see or hear about misconduct, you must report it immediately.
- Do not retaliate — or tolerate retaliation — against anyone who raises a concern or participates in an investigation.

What Does it Look Like

Harassment and sexual harassment can take many forms, including unwelcome jokes, comments, advances, gestures, or the display of offensive materials.



Key Concepts

Harassment: Unwelcome behavior that offends, threatens, or demeans someone based on their race, gender, age, disability, religion, or other protected trait.

Sexual Harassment: Unwanted sexual advances, comments, or behavior that makes someone feel uncomfortable, threatened, or affects their work.

Retaliation: Punishing someone for reporting a concern or helping with an investigation. This is strictly prohibited.



Living the Code

Question: I saw a coworker send an inappropriate meme in a team chat, but I'm not sure if I should get involved.

Answer: If something seems off, say something. Report it to your leader, HR, or the Ethics Hotline. It helps create a safer, more respectful workplace for everyone.

Question: A supplier representative made an offensive comment to a team member during a visit. It was subtle, but it made things uncomfortable. Should I report it?

Answer: Yes. Anyone doing business with MBI is expected to act with professionalism and respect. If something feels off, speak up — even if the person isn't an employee. It helps protect our culture and sets the right expectations.



Learn More

- Malibu Boats Team Member Handbook
- Pursuit Team Member Handbook
- Cobalt Team Member Handbook
- Maverick Boat Group Team Member Handbook

Promoting Health and Safety

We all have a duty to maintain a safe and healthy environment. This means we look out for one another by making safety a shared responsibility. When we stay alert, follow procedures, and speak up about risks, we protect ourselves and the people around us.

A strong safety culture helps prevent accidents, injuries, and illnesses — and that's good for everyone. It also helps us deliver quality products and build a workplace where people feel secure and supported.

What We Expect

- Follow all safety rules, procedures, and training — no shortcuts.
- Wear the required personal protective equipment (PPE) for your role and environment.
- Keep your work area clean and free from hazards.
- Report any unsafe conditions, near misses, or accidents immediately.
- Never ignore warning signs or bypass safety devices.
- Stop working and speak up if something seems unsafe. No job is worth risking your health.
- Operate equipment safely and responsibly by following guidance, using good judgment, and pausing if something feels unsafe.



Key Concepts

Safety Culture: A shared commitment to keeping each other safe by following rules, looking out for risks, and taking action when something isn't right.

PPE (Personal Protective Equipment): Safety gear like gloves, goggles, helmets, or earplugs that help protect you from workplace hazards.



Living the Code

Question: I noticed a coworker not wearing their safety gear, but they're in a rush and say it's fine. Should I speak up?

Answer: Yes. Safety gear is there for a reason. Talk to your coworker or raise the issue with your leader. It's about protecting everyone.

Question: I slipped in a hallway but didn't get hurt. Should I still report it?

Answer: Absolutely. Reporting near misses helps us fix hazards before someone does get hurt.



Learn More

- Malibu Boats Team Member Handbook
- Pursuit Team Member Handbook
- Cobalt Team Member Handbook
- Maverick Boat Group Team Member Handbook



Preventing Substance Abuse at Work

Everyone does their best work when they're clear-headed and focused. MBI is committed to maintaining a workplace that's free from substance abuse. Illegal drugs, alcohol, or even prescribed drugs can cause a safety risk — they may affect judgment, coordination, or safety.

What We Expect

- Never use, possess, or be under the influence of illegal drugs or alcohol during work hours or on company property.
- If a prescription drug may affect your ability to perform safely, talk to your leader before using it on the job.
- Follow all testing policies, including pre-employment, random, post-accident, and reasonable suspicion testing.
- Speak up if you're concerned about a teammate's safety due to possible substance use.



Key Concepts

EAP (Employee Assistance Program): A free and confidential service to help with issues like substance use, mental health, family problems, and more. Our EAP is offered through the ComPsych® GuidanceResources® Program. You may contact them by phone (855) 239-0743 (TRS: 711) or online at guidanceresources.com. Legal or financial assistance and resources services are not available in the state of New York.



Living the Code

Question: I think a coworker may be under the influence of a drug that may be causing a safety hazard, but I don't want to get them in trouble. What should I do?

Answer: It's not about getting someone in trouble — it's about keeping everyone safe. Talk to your leader or HR. They can help and make sure support is offered if needed.

Question: My team is celebrating a milestone after work and someone suggested bringing alcohol to the worksite before we leave. Is that OK since it's after hours?

Answer: No. Alcohol should never be on company property, even after hours. Keep celebrations alcohol-free while on site and follow all company policies.



Learn More

- Malibu Boats Team Member Handbook
- Pursuit Team Member Handbook
- Cobalt Team Member Handbook
- Maverick Boat Group Team Member Handbook
- Drug- and Alcohol-Free Workplace Policy

Preventing Workplace Violence and Weapons

Everyone should feel safe at work. MBI takes threats, violence, and weapons seriously. We don't tolerate verbal intimidation, physical harm, or weapons that you are not lawfully authorized to possess.

Safety comes first. If something feels threatening or dangerous, speak up. We're all responsible for looking out for one another and helping maintain a secure environment.

What We Expect

- Never threaten, intimidate, or harm another person at work — physically or verbally.
- Don't bring weapons, including firearms or knives, onto company property unless specifically allowed by law.
- Report any violent behavior or threats right away — even if it seems minor or isn't directed at you.
- If you see a weapon at work, tell Environmental, Health and Safety (EHS), your leader, or HR immediately.
- Use the Ethics Hotline if you want to report something anonymously.



Key Concepts

Workplace Violence: Any act of aggression, threat, or intimidation that could cause physical or emotional harm.

Weapons-Free Workplace: To keep everyone safe, MBI prohibits weapons like guns, knives, or other dangerous items on company property, except as allowed by state law.



Living the Code

Question: I overheard someone joking about hurting their leader. It didn't sound serious — should I still report it?

Answer: Yes. Even if it seems like a joke, threats can be serious. It's always better to report and let the company handle it appropriately.

Question: I saw a firearm in a coworker's car in the parking lot. What should I do?

Answer: Report it immediately. Weapons on company property — including in vehicles — may violate policy, even if the person is legally permitted to carry.



Learn More

- Malibu Boats Team Member Handbook
- Pursuit Team Member Handbook
- Cobalt Team Member Handbook
- Maverick Boat Group Team Member Handbook



Following Labor Laws and Wage Standards

Fair treatment at work starts with following labor laws and wage standards. We comply with all rules that protect workers' rights, including laws about pay, overtime, breaks, scheduling, and working hours. These laws ensure that people are compensated fairly and work in safe, respectful conditions.

It's not just about legal compliance — it's about doing what's right. Accurate timekeeping, honest reporting, and fair treatment are part of how we maintain trust and respect across every team.

What We Expect

- Follow all labor laws and company policies that apply to your role — including those on pay, hours, breaks, and overtime.
- Never work off the clock, and don't ask anyone else to do so.
- Optional overtime must be approved by a leader in advance.
- Track your time accurately and completely, including any overtime or schedule changes.
- Speak up if you see unfair scheduling, underpayment, or any violations of wage laws.



Living the Code

Question: I'm an hourly employee and stayed late to finish a task, but my leader told me not to report the extra hour. What should I do?

Answer: All hours worked must be reported and paid. If you're told not to report time, speak to HR or use the Ethics Hotline.

Question: I usually skip my lunch break to finish work early, and my leader knows. I don't mind, but is this OK?

Answer: No. Breaks are protected by law in many places and are important for your health and safety. Even if you're OK with it, your leader should ensure you're following the proper schedule and getting required breaks.



Learn More

- [Malibu Boats Team Member Handbook](#)
- [Pursuit Team Member Handbook](#)
- [Cobalt Team Member Handbook](#)
- [Maverick Boat Group Team Member Handbook](#)

Managing Conflicts of Interest

Good decisions come from clear judgment. That's why everyone at MBI is expected to act in the company's best interest, not to benefit themselves, family, or friends. A conflict of interest happens when personal relationships, outside jobs, or financial investments interfere with your work responsibilities, or even just appear to.

It's not always easy to know when a conflict exists. That's why openness matters. If you're unsure whether something could be a conflict, talk to your leader or HR. Even the appearance of divided loyalty can damage trust and should be avoided.

What We Expect

- Avoid situations where personal interests — or those of close friends or family — could affect your decision-making at work.
- Don't take on outside jobs, consulting roles, or board positions with companies that compete or do business with MBI without prior approval from your leader or the Legal Department.
- Disclose any financial interests you or your family have in competitors or business partners.
- Never use MBI's resources or business opportunities for personal gain.
- If a possible conflict arises, report it right away to your leader, HR, or the Legal Department.



Key Concepts

Conflict of Interest: A situation where personal interests interfere with professional responsibilities — or could appear to.

Corporate Opportunity: A business chance that belongs to MBI, which must not be used for personal benefit unless formally declined by the company.



Living the Code

Question: I've been asked to consult for a company that supplies parts to MBI. It's a good opportunity, but should I accept it?

Answer: Probably not — this could be a conflict. You must disclose the opportunity and get approval from the Legal Department before moving forward.

Question: My cousin owns a business that's bidding on a contract with MBI. I'm not part of the selection team — do I still need to say something?

Answer: Yes. Even if you're not directly involved, others may see this as a conflict. Disclose the relationship so it can be handled appropriately.



Learn More

- [Related Person Transaction Policy](#)
- [Malibu Boats Team Member Handbook](#)
- [Pursuit Team Member Handbook](#)
- [Cobalt Team Member Handbook](#)
- [Maverick Boat Group Team Member Handbook](#)

Protecting Company Assets

MBI provides the tools and equipment we need to do our jobs. This includes things like computers, machines, buildings, and even our name and brand. These are valuable resources, and we all share the duty to take care of them.

Company assets are for business use. Some personal use is OK, but only if it doesn't affect your work or our reputation.

What We Expect

- Use company property — like tools, equipment, and systems — for work.
- Tell your leader right away if something is lost, damaged, or stolen.
- Don't use MBI's (or any of the company brand's) name, logo, or brand for personal use or endorsements.
- Never use our systems for illegal activities — like hacking, harassment, or mass emails.
- Be smart and careful when using email, networks, and other digital tools.



Key Concepts

Company Assets: Anything MBI owns or provides for work, like computers, machines, buildings, and digital systems.

Proper Use: Using company property the right way — for your job, not for personal gain or risky behavior.



Living the Code

Question: Can I check my personal email or shop online on my work computer during a break?

Answer: A little personal use is fine, as long as it doesn't affect your work or break any rules.

Question: I noticed that some tools are missing from the shop. What should I do?

Answer: Report it to your leader right away. That helps prevent future problems.



Learn More

- Acceptable Use Policy



Using Social Media Wisely

Social media is a powerful tool — it helps us connect, share, and speak out. But when used carelessly, it can also create risks. What we post online can affect our reputation, our coworkers, and MBI.

Whether you're posting for work or using social media on your own time, your actions reflect on you and, in some cases, the company. If you post about MBI or any of our brands, do it responsibly and never share confidential or inaccurate information. And if you're unsure — don't post.

What We Expect

- Keep personal social media use off company time and equipment, unless it's part of your job.
- Never share confidential, private, or false information about MBI, our employees, or our business.
- Don't speak on behalf of MBI or any of our brands unless you're authorized to do so. Send any media requests to the Legal Department.
- Be respectful online — don't post anything that could harm your reputation or MBI's.
- Use your best judgment. Once something is online, it can be hard to take back.



Key Concepts

Social Media: Any online platform where you share content, including sites like Facebook, X (formerly Twitter), LinkedIn, TikTok, Instagram, blogs, forums, and more.

Responsible Posting: Using social media in a way that's respectful, legal, and doesn't damage MBI's reputation or share private information.



Living the Code

Question: I took some photos during a holiday party held at our workplace. Could I violate any MBI policy by posting them to my personal Instagram account?

Answer: Yes. Before posting the photos, get approval from your leader or the Legal Department to ensure they don't show confidential areas, prototypes, or other unreleased products, equipment, or coworkers without their consent.

Question: I saw someone sharing company updates on LinkedIn that don't seem accurate. Should I correct it though an online comment?

Answer: No, report it instead. Misinformation can cause problems, but attempting to correct it yourself can create more problems. Report it to your leader or the Marketing team so they can follow up.



Learn More

- [Malibu Boats Team Member Handbook](#)
- [Pursuit Team Member Handbook](#)
- [Cobalt Team Member Handbook](#)
- [Maverick Boat Group Team Member Handbook](#)

03

BUILDING FOR OUR CUSTOMERS

Everything we do at MBI is with the customer in mind. From the way we design and build our boats and other products to how we talk about them and protect our brand, our goal is always the same: to earn and keep customer trust.



This section covers how we work together to deliver safe, high-quality products, market them honestly, and handle information responsibly. When we follow these principles, we protect our reputation and strengthen the lasting relationships we've built with boaters, dealers, and fans around the world.

Ensuring Product Safety and Quality

Delivering exceptional products is our shared responsibility. Every team member plays a vital role in upholding our commitment to safety, performance, and craftsmanship. By adhering to our standards and procedures, we ensure that each product meets the high expectations of our customers and reflects our dedication to excellence.

What We Expect

- Follow all safety and quality protocols throughout the manufacturing process.
- Report any defects or issues immediately to your leader or the Quality team.
- Use only approved materials and components to maintain product integrity.
- Participate in training sessions to stay informed about quality standards and safety procedures.
- Collaborate with colleagues to identify and implement improvements in our processes.



Key Concepts

Quality Assurance: A systematic approach to ensuring that products meet specified requirements and are free from defects.

Product Safety: Designing and manufacturing products that are safe for use, minimizing risks to users and passengers.



Living the Code

Question: I saw someone using an older version of a part drawing. The change is minor, but the update hasn't been followed. Should I say something?

Answer: Yes. Using outdated materials can lead to mistakes, even if the change seems small. Report it so the right process is followed.

Question: A supplier says their part is "functionally identical" to the approved one but hasn't been tested through our process. Can I approve it if it looks fine?

Answer: No. Even small changes in material or design can affect safety or performance. Unapproved parts must be reviewed and validated through the proper channels.



Marketing Honestly and Fairly

We maintain trust by being honest about what we offer. That includes how we talk about our products. Our marketing should reflect the real quality, features, and performance of our products — without exaggeration.

Clear and fair marketing helps our customers make informed choices and builds lasting relationships. It also protects our brand and keeps us in line with the law.

What We Expect

- Share only true and accurate information in all ads, posts, and promotions.
- Follow all laws and rules about advertising in every place we do business.
- Don't make false or negative claims about competitors.
- Be clear when content includes sponsorships, endorsements, or paid posts.
- Use only real customer reviews — never fake or misleading ones.



Living the Code

Question: I want to include a performance stat in an ad, but I'm not sure where the number came from. Can I still use it?

Answer: Not unless you can verify its accuracy. Always double-check that stats or claims in our marketing are based on real, reliable data. If you're unsure, talk to your leader, Marketing, or the Legal Department.

Question: A customer sent a great review, but it's from a few years ago. Can I still use it?

Answer: Yes — if it's still accurate and honest. Be clear about when the review was given, if needed.

Safeguarding Our Reputation

MBI is known for trust, performance, and quality. That reputation didn't happen by accident — it's something we all help protect every day. Whether you're talking to a customer, posting online, or attending an event, your actions reflect on the company.

What We Expect

- Speak and act with care and professionalism — in person and online.
- Don't share confidential information or make statements on behalf of the company unless you're approved to do so by the Legal Department.
- Avoid posts or behavior that could represent us unfairly.
- If you see or hear something that appears inaccurate about MBI, report it to your leader or our Legal Department.



Living the Code

Question: I saw a negative review about one of our products on social media, and it includes some information that seems wrong. Should I correct it?

Answer: No. Don't respond directly. Instead, share the post with our Marketing team or the Legal Department. They're trained to handle these situations and can respond appropriately if needed.

Question: I'm going to an event where I'll be wearing MBI gear. Are there rules I should follow?

Answer: Yes. Be professional, follow company values, and don't speak on the company's behalf unless you've been authorized by management to do so.



Learn More

- Malibu Boats Team Member Handbook
- Pursuit Team Member Handbook
- Cobalt Team Member Handbook
- Maverick Boat Group Team Member Handbook

Protecting Intellectual Property

Intellectual property (IP) includes the things we create — like boat designs, logos, product names, manuals, and software. This work belongs to the company, and it's part of what makes us an industry leader. We all share the responsibility to protect MBI's IP — and to respect the rights of others.

Using or sharing someone else's creations without permission can lead to legal trouble. If you're not sure whether you can use something, ask first.

What We Expect

- Use MBI's IP — like logos, images, and content — only for work purposes and only when allowed.
- Don't copy or share copyrighted material, like photos or software, unless you have approval from your leader or the Legal Department.
- Respect trademarks and patents owned by other companies.
- Never use trade secrets or other confidential information from your former employers in connection with your work MBI.
- Report any misuse of IP — ours or someone else's — to your leader or the Legal Department.



Key Concepts

Intellectual Property (IP)

Creations of the mind that are legally protected and give value to a business. These are some common types of IP:

- **Copyright** – Protects original creative works like manuals, videos, software, and photos.
- **Trademark** – Protects names, logos, and symbols that identify MBI products.
- **Patent** – Protects new inventions and designs, such as certain boat technologies or features.
- **Trade Secret** – Protects private business information — like methods, product plans, or pricing — that gives MBI a competitive advantage.



Living the Code

Question: I found a great product image online that could work in a customer brochure. Can I use it?

Answer: Not without permission. Only use images or content you're approved to use. Ask Marketing or the Legal Department if you're unsure.

Question: I kept copies of training materials I helped develop at my last job. Can I adapt them for use at MBI?

Answer: No. Even if you helped create them, they still belong to your former employer. Using them without permission could violate their rights and put the company at legal risk.

Securing Information

Every day, we work with sensitive information: from product designs and pricing to customer details and business plans. This confidential information helps us stay competitive and we must protect it.

Whether the information is ours or someone else's, we're expected to handle it with care. That duty doesn't stop when you leave the company. And remember — bringing in confidential info from a former job is prohibited.

What We Expect

- Keep confidential information private and share only with people who need to know it.
- Use secure systems and follow company rules for storing, sending, and discarding sensitive data.
- Be careful when talking about company matters in public places.
- Never bring confidential information from another job into MBI.
- Use nondisclosure agreements (NDAs) to protect confidential information shared with or by others.
- If something gets shared by mistake, report it right away.



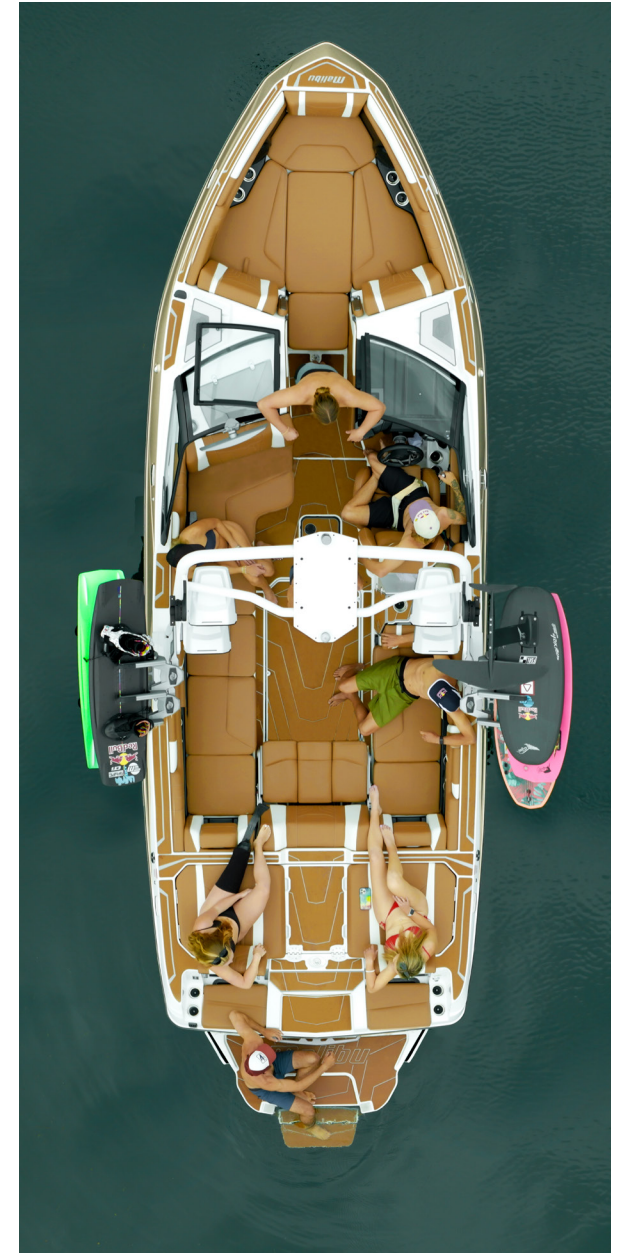
Living the Code

Question: I'm working remotely and sometimes print documents with sensitive information at home. I usually recycle them after. Is that OK?

Answer: No. Sensitive documents should never be disposed of in regular household recycling. Follow company guidelines for securely destroying printed materials, even when working off-site.

Question: I still have some files from a job I had last year — can I reuse any of them?

Answer: No. You should never use or share confidential materials from another employer, even if you created them.





Key Concepts

Confidential Information

Nonpublic details, including trade secrets, that could harm the company or others if shared. This can include:

- **Business information** — product designs, financial data, pricing, marketing plans, or supplier and customer lists
- **Operational details** — manufacturing processes, quality testing data, or internal reports
- **Employee and health-related information** — personnel records, medical or benefits data, or performance reviews
- **Personally identifiable information (PII)** — names, contact details, or identification numbers belonging to employees, customers, or others
- **Information received from others** — anything confidential shared with us by customers, partners, or suppliers

Nondisclosure Agreement (NDA)

A legal agreement that requires people to keep certain information private and not share it without permission. These are also known as “confidentiality agreements” or similar names. NDAs help protect confidential information of MBI and others who share their information with us.



Learn More

- [Acceptable Use Policy](#)

Handling Media and External Inquiries

People outside the company — like reporters, investors, or community members — may reach out with questions about MBI. While it's OK to be friendly and respectful, we should never speak on behalf of the company unless we're approved to do so.

Sharing the wrong information, even by accident, can lead to confusion or damage our reputation. That's why it's important to direct all external questions to the right team.

What We Expect

- Don't speak for MBI unless you're authorized by the Legal Department.
- Never share confidential or internal company information with outside parties.
- If someone contacts you with questions about MBI, pass it along to the Legal Department.
- Be careful what you say on social media — it may be seen as representing the company, even if it's not official.



Living the Code

Question: A local reporter called my desk and asked about a new product launch. I want to be helpful — can I answer?

Answer: No. Kindly let them know you're not the right contact and direct them to our Legal Department.

Question: A friend works for a boating blog and asked for some behind-the-scenes info for a post. Can I share it?

Answer: No. Even casual requests from friends should be treated like any other external inquiry. Share it with the Legal Department first.



Learn More

- Malibu Boats Team Member Handbook
- Pursuit Team Member Handbook
- Cobalt Team Member Handbook
- Maverick Boat Group Team Member Handbook

04

BUILDING FOR MBI

Every decision we make reflects who we are as a company. When we act with integrity — in how we handle data, make business deals, and build partnerships — we strengthen MBI from the inside out.



This section lays out our responsibilities to protect the company's reputation, follow the law, and use sound judgment in everything we do. Whether we're keeping accurate records, using AI tools, or working with suppliers, we each play a role in building the company's long-term success.



Maintaining Accurate Records

We are committed to making full, fair, accurate, and timely disclosures. This applies to all reports and documents that MBI files with or submits to the Securities and Exchange Commission and state agencies. It also includes all other public communications made by MBI. We follow all applicable laws and regulations in doing so.

Keeping clear, honest records is a big part of doing business ethically and legally. Whether it's a sales report, a test result, or a financial statement, our records help tell the story of who we are and how we work. These records also help us meet our responsibilities to customers, investors, employees, and government regulators.

Every team member plays a role in protecting our integrity. Even small mistakes or skipped details can lead to big problems. That's why accuracy, honesty, and transparency matter — every time.

What We Expect

- Be honest and accurate in everything you record or report.
- Never hide, change, or mislabel details to make things look better — even if it seems harmless.
- Make sure all transactions are backed up with proper documentation.
- Don't keep "off-the-books" accounts or cash.
- Follow our internal controls and accounting rules.
- Never leave out information from public reports that investors or regulators would expect to see.
- If you help prepare financial or business reports, be sure they're clear, complete, and truthful.
- Always cooperate fully with our Finance team, outside auditors, or the Legal Department.
- If you think something isn't being reported correctly, speak up.



Key Concepts

Accurate Records: Our records should reflect the real details of our business — clearly and completely.

No Off-the-Books Accounts: All assets and expenses must be recorded. Secret or hidden accounts are not allowed.

Public Reporting: Reports for the SEC and other regulators must be full, fair, easy to understand, and must comply with all applicable laws.



Living the Code

Question: My leader told me to move some expenses to a different month, so our team looks better. Should I do it?

Answer: No. That would misrepresent our financial records. Speak up — talk to a leader, HR, or use the Ethics Hotline.

Question: Our team offered a discount to close a deal, but the sale was recorded at full price and the discount was logged separately. Is that a problem?

Answer: Yes. Revenue should reflect the actual sale value. Misreporting discounts can lead to inaccurate financial statements and may be viewed as misleading to investors or auditors.



Learn More

- [Travel Reimbursement Policy](#)

Avoiding Insider Trading

As MBI team members, we may sometimes learn important information about the company — or about other companies we work with — before it's made public. This kind of information is called “material nonpublic information,” and it must be kept confidential. Trading any publicly traded stock while having this kind of information is illegal.

We all share the responsibility to follow the law and company policy. If you're unsure whether you can make a trade, stop and ask.

What We Expect

- Never buy or sell MBI stock — or the stock of any other public company — while having material nonpublic information about MBI or such other company.
- Don't share confidential information with others who might trade while having it — this is known as “tipping.”
- If you want to trade MBI stock, follow the Insider Trading Policy and get pre-clearance if required.
- Don't trade during blackout periods unless you use a pre-approved Rule 10b5-1 trading plan.
- Check with the Legal Department or Finance if you're not sure whether it's OK to trade.



Key Concepts

Material Nonpublic Information: Important company facts that haven't been made public — like earnings results, major contracts, or leadership changes.

Insider Trading: Buying or selling stock while having material nonpublic information, or sharing that information with someone else who trades.



Living the Code

Question: I heard our quarterly results before they were announced. Can I tell my friend to buy stock before the news goes public?

Answer: No. Sharing inside information, even with a friend or family member, is illegal. Never trade or encourage others to trade while having nonpublic information.

Question: I want to set up a trading plan to sell some shares. Can I use a Rule 10b5-1 plan?

Answer: Possibly. These plans can be a legal way to trade if set up ahead of time. You'll need to get approval from the CFO or the General Counsel first.



Learn More

- [Insider Trading Policy](#)

Competing Fairly and Lawfully

We win by delivering better products and services, not by cutting corners. That means we follow the rules, compete with integrity, and treat customers, suppliers, and competitors with fairness and respect.

There are laws that protect fair competition and ban practices like price-fixing, bid-rigging, and secret deals with competitors. Even casual conversations with competitors can cross a legal line, so it's important to stay alert and ask questions if you're unsure.

What We Expect

- Compete based on quality, performance, and service — not on deception or unfair tactics.
- Don't make false or misleading claims about our products, or those of our competitors.
- Never agree with competitors to fix prices, divide customers, or rig bids — even informally.
- Don't share sensitive business info — like pricing, forecasts, or plans — with competitors.
- Ask the Legal Department or your leader before collecting competitive intelligence.



Key Concepts

Fair Competition: Doing business honestly and following the law — without collusion, deception, or unfair advantages.

Antitrust Laws: Laws that protect open markets and stop companies from using illegal agreements or unfair practices to limit competition.



Living the Code

Question: I ran into a competitor at a boat show who asked how much we're charging this year. Can I share our pricing?

Answer: No. Even informal conversations can break the law. Don't discuss prices, plans, or other sensitive info with competitors.

Question: I received a file that looks like a competitor's customer list by mistake. What should I do?

Answer: Don't open or share it. Report it to the Legal Department or your leader right away. Using information that may have been obtained improperly can put MBI at legal risk.



Preventing Bribery and Corruption

Bribery and corruption have no place at MBI. We succeed by earning business honestly — not by offering or accepting improper payments or favors. This includes dealing with government officials, vendors, customers, or anyone else.

Bribes can take many forms — not just cash. Things like goods, travel, meals, or job offers can be considered bribes if offered with the intent to gain an unfair advantage. Something presented as a “gift” may actually be a bribe. If it feels like a “gray area,” speak up or ask before acting.

What We Expect

- Never offer, promise, or give anything of value to get or keep business — especially to government officials.
- Don't ask for or accept bribes, kickbacks, or other personal benefits in return for business decisions.
- Follow all anti-bribery laws, including the U.S. Foreign Corrupt Practices Act (FCPA).
- Accurately record all transactions in our books — no side deals or off-the-books payments.
- Report any suspicious or unusual behavior that may involve bribery or corruption.



Key Concepts

Bribery: Giving or receiving anything of value to influence someone's actions or decisions in a way that's unfair, dishonest, or illegal.

FCPA (Foreign Corrupt Practices Act): A U.S. law that bans bribing foreign officials and requires companies to keep honest financial records and strong internal controls.



Living the Code

Question: A supplier offered me concert tickets to “thank” me for renewing a contract. Is that OK?

Answer: Probably not. If the gift is meant to influence a decision or seems excessive, it may be considered a bribe. Check with the Legal Department or Compliance before accepting anything of value.

Question: A local official in another country asked for a “processing fee” to speed up our permit. Can we pay it to move things along?

Answer: No. Even small payments to government officials can violate anti-bribery laws. Always check with the Legal Department before making any payments like this.

Managing Supplier and Third-Party Relationships

Suppliers, dealers, agents, and other third parties help us deliver quality and innovation to our customers. We choose our partners carefully — and expect them to meet the same standards that we set for ourselves.

When we work with third parties, we are also putting our name and reputation on the line. That's why we must act with fairness, follow our policies, and speak up if something doesn't seem right.

What We Expect

- Choose suppliers and third parties based on quality, service, and value — not on personal relationships or favors.
- Make sure third parties understand and follow our Code, policies, and expectations.
- Never do business with anyone involved in illegal or unethical practices.
- Never accept gifts or incentives that could influence a business decision.
- Speak up if a third party's actions could harm MBI's reputation or break the law.



Key Concepts

Third Party: Any person or entity outside MBI that we work with — like vendors, suppliers, dealers, contractors, agents, or governments.

Fair Dealing: Choosing partners and making decisions honestly, without favoritism, conflicts of interest, or hidden benefits.



Living the Code

Question: A vendor I work with regularly offered to cover my travel expenses to visit their factory. Can I accept?

Answer: Maybe — but only if it's approved in advance and clearly related to MBI business. Never accept travel or gifts that could be seen as a bribe.

Question: A supplier mentioned they don't conduct safety inspections at one of their offshore facilities because local laws don't require it. Should I raise this as a concern?

Answer: Yes. Just because something is legal in one location doesn't mean it meets MBI's standards. We expect our partners to follow good safety practices, regardless of local law.



Using Artificial Intelligence Responsibly

Artificial intelligence (AI) is a powerful tool that can help us work smarter — from speeding up tasks to creating new ideas. But AI also has risks. It can be wrong, biased, or misleading. That's why it's important to use it carefully and only in ways that align with MBI's values and policies.

If you use AI in your work, always use approved tools. Don't assume the results are correct: make sure all output undergoes sufficient review. We want to embrace innovation without sacrificing accuracy, privacy, or trust.

This technology is evolving quickly. As a result, these expectations and guidance will continue to evolve. Please contact a member of HR, IT, or the Legal Department if you have any questions about AI or for the current list of approved AI tools.

What We Expect

- Only use AI tools that have been reviewed and approved by the company. The list of approved tools is maintained by the IT team.
- Never enter confidential, personal, or restricted company data into an AI chatbot or tool (unless that use has been explicitly allowed by your leadership).
- Always review AI-generated content carefully before using or sharing it to validate accuracy of facts and evaluate content for bias.
- Involve subject matter experts when the content is technical or specialized.
- Report any misuse or concerns related to AI tools to your leader or IT.



Key Concepts

Artificial Intelligence (AI): Technology that allows machines to perform tasks that normally require human thinking — like answering questions, making suggestions, or creating content. Many software providers are including elements of AI in their tools. One example is the typeahead functionality in Microsoft Outlook and Microsoft Word.

Generative AI: A type of AI that creates new content — like text, images, or code — based on patterns in data. Examples include ChatGPT, DALL-E, and Copilot.





What should I know about Generative AI?

Generative AI tools can produce emails, reports, designs, and even software code. But they don't understand the content — they predict what's likely based on patterns and they're trained on public internet content. That means they can sound convincing while being completely wrong.

Think of the chatbots as collaborators rather than the final word on a subject. Use your own knowledge, those of experts, and other trusted sources to refine, correct, and enhance the content.



Living the Code

Question: I used an AI tool to draft a customer response. Can I send it right away if it sounds good?

Answer: No. You must review it carefully and make sure it's accurate, appropriate, and reflects MBI's standards. AI is a collaborator — not an authority. Involve subject matter experts if the content is beyond your expertise.

Question: I found a free AI chatbot online. Can I use it for work if I'm not entering anything private?

Answer: No. Only use AI tools that have been approved by the company. Free or public tools may not meet our security or privacy standards.



Comply with International Trade Laws

MBI does business across borders, which means we must follow trade laws that apply in the U.S. and abroad. These laws help promote fair trade, protect national security, and prevent illegal activity. Failing to follow them can lead to serious consequences for the company and for individuals.

Trade laws can be complex, but the rules are clear: we do not deal with restricted parties, support illegal boycotts, or send products or technology where we shouldn't. If you're ever unsure, stop and ask.

What We Expect

- Follow all laws that apply to imports, exports, embargoes, and trade restrictions.
- Do not do business with people, companies, or countries that are under U.S. embargo or sanctions.
- Get approval before exporting products, software, or technology to other countries.
- Don't take part in boycotts not approved by the U.S. government.
- Talk to the Legal Department if you have any questions about trade rules.



Key Concepts

Export Controls: Laws that limit where and to whom we can send certain products, software, or technology.

Embargoes and Sanctions: Government restrictions that block business with certain countries, entities, or individuals.



Living the Code

Question: A distributor in another country asked for a product that might be subject to export restrictions. I'm not sure if we can send it. What should I do?

Answer: Don't ship it. Talk to the Legal Department first. You need to confirm it's legal before moving forward.

Question: A customer asked us not to sell to a specific country. It wasn't on a U.S. embargo list — should I be concerned?

Answer: Yes. Requests like this may violate anti-boycott laws. Report it to the Legal Department before responding.



05

BUILDING FOR OUR COMMUNITIES

MBI is more than a business — we're part of something bigger. The way we treat the world around us matters. That includes how we care for the environment, protect personal information, follow rules, and take part in public life.



This section shows how our choices can make a difference. By acting with care, honesty, and respect, we help build stronger communities — inside and outside the company.



Caring for the Environment

MBI cares about the places where we work and play. As a company built around the water, we have a duty to protect natural resources. This means being careful in how we build our products, run our facilities, and handle materials.

We want to reduce waste, use energy wisely, and follow all rules that protect the environment. Everyone plays a part in helping us stay safe, smart, and respectful of our environment.

What We Expect

- Follow all environmental laws and company rules that apply to your work.
- Report any spills, leaks, or pollution right away.
- Use water, energy, and materials wisely to avoid waste.
- Take part in training and follow safety steps to reduce risks.
- Speak up if you see anything about how we build our products or run our facilities that could harm the environment.



Key Concepts

Environmental Care: Taking steps to protect nature and reduce harm to the air, water, and land.

Sustainable Operations: Working in ways that reduce waste, save energy, and cut down pollution.



Living the Code

Question: I saw someone cleaning a boat engine and letting the runoff drain into a nearby waterway. What should I do?

Answer: Say something. That kind of runoff can pollute the water and harm wildlife. Report it to your leader or EHS right away.

Question: A supplier says their new engine design improves fuel efficiency but may not meet our emissions standards in some regions. What should I do?

Answer: Don't approve or move forward with it until you've checked with Compliance or Engineering. We support innovation, but it must meet all environmental rules where we operate.

Protecting Privacy and Personal Data

Personal data is more protected than ever — and that's a good thing. Laws like HIPAA, state privacy laws, and other global rules exist to protect private details, especially in digital form. We must handle personal data with care and keep it secure.

Whether it belongs to a customer, coworker, job applicant, or partner, personal information is never “just data.” It's protected by law — and how we handle it matters.

What We Expect

- Protect personal data by following the privacy law regulations about notice, consent, and handling the data.
- Collect and share personal data only when it's needed — and only with those who are approved to access it.
- Store and send personal data using secure systems. Don't use personal email, unapproved apps, or unsecured devices.
- Never share passwords or leave sensitive files where others can see them.
- Report lost devices, phishing attempts, or data leaks right away.



Key Concepts

Personal Data: Information that can identify a person — like names, emails, health info, Social Security numbers, or bank details.

Privacy Laws: Laws that protect how personal data is collected, used, stored, and shared — especially online or in digital records.

HIPAA (Health Insurance Portability and Accountability Act): A U.S. law that protects people's health information. It limits who can access or share medical details and sets strict rules for how that data is stored and used.



Living the Code

Question: I received an email asking me to send employee contact info for a report. It looks real, but something feels off. What should I do?

Answer: Don't respond. It could be a phishing attempt. Report it to IT right away so they can check it safely.

Question: I was cleaning out a shared drawer and found an old USB drive labeled “HR files.” I don't know if anyone is still using it. What should I do?

Answer: Don't open or discard it yourself. Turn it in to IT or HR so they can secure it and check for any sensitive or personal data.

Meeting Regulatory Requirements

MBI is proud to build world-class products — and part of that means meeting the rules that apply to how we build, test, and sell them. These rules come from government agencies that oversee things like safety, labor, finance, and the environment.

Laws, rules and regulations may vary depending on what we do and where we work. But the goal is always the same: to protect people, the public, and the planet. If you're unsure what rules apply to your work, ask your leader or the Legal Department.

What We Expect

- Understand and follow the laws and regulations that apply to your role — including safety, labor, and environmental rules.
- Stay up to date with training and certifications needed for your job.
- Keep accurate records that show compliance with regulations — especially for quality and safety checks.
- Cooperate fully with inspectors, auditors, and other regulators.
- Report any concerns about violations or noncompliance right away.



Key Concepts

Regulatory Compliance: Following laws and rules set by government agencies — such as those related to manufacturing, safety, labor, or the environment.

Oversight Agencies: Groups like the U.S. Coast Guard, EPA, OSHA, or SEC that monitor how businesses operate and enforce the rules.



Living the Code

Question: I was asked to skip a step in our testing process to save time. The product still seems safe — should I do it?

Answer: No. Skipping steps can lead to safety risks and legal problems. Always follow the required testing and inspection steps.

Question: I heard about a new law that may affect our materials, but no one has mentioned it in training. What should I do?

Answer: Raise it with your leader or the Legal Department. Staying ahead of changes in the law or new regulations helps keep us on the right track.

Engaging in Political Activities

At MBI, you have the right to be involved in politics as a private citizen. You can vote, donate, volunteer, and speak out — just be sure to do it on your own time and with your own money.

Political activity can be sensitive, especially if it looks like the company is taking a side. That's why you should never use MBI's name, money, or resources for political purposes unless you have approval.

What We Expect

- You can take part in politics, but not as a representative of MBI.
- Only use your own time and money for political donations or events.
- Don't use company tools, email, or branding for political messages.
- Don't suggest that MBI supports a candidate or issue.
- Ask your the Legal Department if you're unsure about what's allowed.



Key Concepts

Personal Political Activity: Voting, donating, or supporting causes on your own — not on behalf of the company.

Company Political Involvement: Using MBI's resources for political purposes. This is not allowed without approval.



Living the Code

Question: I want to email coworkers about a candidate I support. Can I send it from my work account?

Answer: No. Keep political messages off company systems. Use your own email and time.

Question: I was asked to attend a fundraiser during work hours. Can I go if I make up the time later?

Answer: Only if your leader agrees. Political events should happen outside of work unless approved.



Exchanging Gifts and Entertainment Ethically

Giving or receiving gifts and entertainment can help build strong business relationships — when done right. We follow clear rules to make sure these exchanges are honest, appropriate, and never used to gain unfair advantage.

What's OK in one culture or company may not be OK in another. That's why it's important to use good judgment and follow our policies. If something feels like it might be too much or could look like a bribe, check before you act.

What We Expect

- Only give or accept gifts or entertainment that are modest, legal, and not meant to influence decisions.
- Don't offer or accept anything in cash or cash equivalents (like gift cards).
- Meals and hospitality must be business-related and reasonable for the occasion.
- Follow local laws and never give gifts that could break the FCPA or other rules.
- Report gifts of more than nominal value to the Legal Department.



Key Concepts

Appropriate Gifts and Entertainment: Things like meals, tickets, or small items given to build goodwill — not to get special treatment or win business.

Improper Influence: When a gift or favor is used to sway a decision or create pressure to return the favor — even if it's not said out loud.



Living the Code

Question: A supplier sent me a gift basket over the holidays. It's more expensive than what's usually allowed. What should I do?

Answer: Tell your leader or the Compliance Officer. Gifts over a certain value may need to be returned or shared with the team.

Question: I'd like to take a customer out to a sports event. Is that allowed?

Answer: Maybe — but only if it's modest, clearly for business purposes, and not likely to look like a bribe. Check with your leader or the Legal Department first.



06

SPEAKING UP



Remember, speak up if you see or suspect a violation of our Code, policies, or the law.

- Start with your leader, but if that's not appropriate, go directly to the Legal Department or use any of these:
 - **Email:** standard-reports@mitratech.com (reference Malibu Boats)
 - **Visit:** <https://report.syntrio.com/malibuboats>
 - **Call:** Ethics Hotline, anonymous option available 24 hours a day: English (855) 400-6002, Spanish (800) 216-1288
- Report issues as soon as you notice them — even if you're not sure they're a problem yet.
- Cooperate fully if you're asked to be part of an internal investigation.
- If you feel a concern through one method is not being addressed, use another one to ensure that it is.

Rest assured, MBI will not tolerate retaliation against anyone who raises a concern in good faith.

Nothing in this Code stops an employee from speaking with a federal, state, or local government agency or commission, such as the SEC. Employees are also free to file a charge or complaint, or take part in any investigation or legal proceeding. This includes sharing documents or other information. Employees can do this without telling MBI first.



