SUSTAINABILITY

MARINEMAX 2024-2025 SUSTAINABILITY REPORT



Table of Contents 2
Letter from the CEO 3
About MarineMax 4
Mission, Vision and Values 5
Approach to Sustainability 6
Case Study: Northrop & Johnson: Applying ESG Principles in Global Yacht Brokerage 7
Case Study: IGY Marinas Achieves 5-Gold Anchor Accreditation 8
Product Responsibility 9
Product Quality and Safety 10
Case Study: Commitment to Product Quality and Safety 10
Data Protection and Cybersecurity 11
Responsible Manufacturing 13
Case Study: Fraser Yachts – Market Insights Driving Sustainable Design Trends 13
Case Study: Cruiser Yachts – Using ECO Design Principles 14
Case Study: Sustainable Manufacturing for Aquila Catamarans 15
Responsible Sales and Services 16
Social Impact 17
Health and Safety 18
Case Study: Health and Safety at Cruisers Yachts 19
Employee Engagement, Development and Belonging 20
Wellbeing and Belonging 20
Employee Support and Relief 20
Labor and Human Rights Commitments 20
Employee Development and Growth 20
Engagement and Listening 21
Coordinated HR Across a Global Footprint 21
Community Engagement 22
Environmental Sustainability 24
Marine Health 25
Case Study: Fraser Yachts – Advancing Marine Stewardship 26
Case Study: Eco-Friendly Charter Practices at MarineMax Vacations 27
Carbon and Climate 28
Case Study: Fraser Yachts Advancing Lower-Carbon Fuels in the Superyacht Sector 29
Efficient Operations 30
Case Study: Fraser Yachts' FUTURE Campaign 31
Governance & Ethics 32
Corporate Governance 33
Board of Directors 34
Executive Management 35
Business Ethics and Integrity 36
Supply Chain Sustainability 37
About this Report 38



LETTER FROM THE CEO



At MarineMax, our connection to the water defines who we are and how we operate. As the world's largest recreational boating and yachting retailer, marina operator, and service provider, we recognize both the privilege and the responsibility that come with our role in the marine industry. This Sustainability Report reflects how we are working to manage that responsibility thoughtfully—across our products, operations, and relationships—while continuing to deliver exceptional experiences for our customers.

Fiscal year 2025 marked an important step forward in strengthening the foundations of our sustainability efforts. We focused on improving governance, building more consistent data and reporting processes, and deepening our understanding of the environmental and social impacts associated with our diverse global operations. In particular, we completed our first enterprise-wide greenhouse gas inventory covering Scope 1 and Scope 2 emissions, aligned with the Greenhouse Gas Protocol and supported by independent third-party assurance. This work provides a credible baseline that will inform future efficiency initiatives, risk management, and regulatory preparedness.

Across our businesses, sustainability takes many forms. It includes ensuring the quality and safety of the products we sell, protecting customer data, operating marinas responsibly, investing in safer and more efficient manufacturing practices, and supporting our employees and the communities where we operate. Given the breadth of our portfolio, we do not rely on a single uniform approach. Instead, we set clear expectations at the enterprise level while empowering our brands and teams to apply these principles in ways that reflect their operational realities.

This report is intended to be a transparent account of where we are today—not a declaration that the work is complete. We are early in our reporting journey, particularly as we begin to assess emissions across our value chain and respond to evolving stakeholder and regulatory expectations. Progress will require continued investment, collaboration, and learning. We are committed to approaching this work with the same discipline and long-term perspective that guide our business.

I want to thank our team members across MarineMax for their contributions to this effort, and our customers, partners, and stakeholders for their continued trust. We look forward to building on this foundation in the years ahead.

Sincerely,

W. Brett McGill

William B. McGill
Chief Exectutive Officer and President

ABOUT MARINEMAX

As the world's largest lifestyle retailer of recreational boats and yachts, as well as yacht concierge and superyacht services, MarineMax (NYSE: HZO) is United by Water.

120 LOCATIONS WORLDWIDE | **75** DEALERSHIPS | **65** MARINAS & STORAGE FACILITIES

Our integrated business includes **IGY Marinas,** which operates luxury marinas in yachting and sport fishing destinations around the world; **Fraser Yachts Group** and **Northrop & Johnson,** leading superyacht brokerage and luxury yacht services companies; **Cruisers Yachts,** one of the world's premier manufacturers of premium sport yachts and motor yachts; and **Intrepid Powerboats,** a premier manufacturer of powerboats.

To enhance and simplify the customer experience, we provide financing and insurance services as well as leading digital technology products that connect boaters to a network of preferred marinas, dealers, and marine professionals through **Boatyard** and **Boatzon.**

In addition, we operate **MarineMax Vacations** in Tortola, British Virgin Islands, which offers our charter vacation guests the luxury boating adventures of a lifetime.

Land comprises **29%** of the earth's surface. We're focused on the other **71%.**

Learn more at **www.marinemax.com.**

ENTERPRISE VIEW — MARINEMAX GLOBAL — UNITED BY WATER
AN UNMATCHED PORTFOLIO OF DIVERSIFIED MARINE OFFERINGS

	RETAIL STORE OPERATIONS	SUPERYACHT SERVICES	IGY MARINAS	NEW WAVE INNOVATIONS	FINANCE & INSURANCE	PRODUCT MANUFACTURING
OFFERINGS	60 Waterfront Stores 30+ Marina Locations Williams Tenders MarineMax Vacations	Fraser Northop & Johnson Fairport Yachting SYM (Now N&J)	Managed Owned IGY Trident Club	Boatyard Boatzon Customer IQ Inventory IQ	Newcoast Dealer Services Strategic Partners	Cruisers Interpid Aviara Swansboro
BRANDS	30+ Exclusive Brands 75+ Boat Dealers MarineMax Vacations	FRASER Northrop & Johnson Fairport	IGY Marinas IGY Trident	boatzon Boatyard MarineMax	Newcoast	intrepid Powerboats Cruisers Yachts Aviara

MISSION, VISION & VALUES

MISSION STATEMENT:

Our mission is to provide the world's best boating and yachting experience by consistently exceeding the greatest expectations of our customers, our team members, and our stakeholders.



VISION STATEMENT:

MarineMax envisions a world where everyone has the opportunity to enjoy the boating lifestyle to the fullest. The company strives to be the top choice for boating enthusiasts, offering a wide range of products and services that cater to their needs.



CORE VALUES:

HONESTY *Always do what is right.*

TRUST *Build and maintain trust with customers and team members.*

LOYALTY *Foster loyalty among customers and employees.*

PROFESSIONALISM *Uphold the highest standards of professionalism in all interactions.*

CONSISTENCY *Deliver consistent quality and service.*

RESPECT *Treat others as we want to be treated.*

LONG-TERM PERSPECTIVE *Always consider the long term in decision-making.*

THESE GUIDING PRINCIPLES REFLECT MARINEMAX'S COMMITMENT TO EXCELLENCE, INTEGRITY, AND CUSTOMER SATISFACTION IN THE BOATING INDUSTRY.

APPROACH TO SUSTAINABILITY

SUSTAINABILITY GOVERNANCE AND OVERSIGHT

MarineMax's approach to sustainability reflects both the scale and diversity of its global operations. With activities spanning manufacturing, marinas, retail, service centers, yacht management, superyacht brokerage, and charter services, the company works across highly varied risk environments and regulatory contexts. Rather than imposing a uniform model, MarineMax provides shared expectations—ethical conduct, marine stewardship, community engagement, safety, and responsible governance—while empowering each brand to apply these principles in ways that align with their business models and operational realities.

Oversight of these commitments sits at the highest levels of the organization. The Board of Directors maintains overall responsibility for sustainability matters, with committees providing targeted oversight. The Audit Committee reviews enterprise risk—including environmental compliance, cybersecurity, and ethical business practices—while the Compensation Committee considers organizational culture, leadership development, and aspects of human capital management. Cross-functional management teams implement day-to-day environmental, social and governance (ESG) practices, integrating regulatory requirements, internal policies, and brand-specific operational guidance. This structure allows MarineMax to maintain enterprise consistency while giving each brand the flexibility to address the sustainability topics most relevant to its footprint.

Within this framework, individual brands contribute to shared goals in distinct ways. Manufacturing operations emphasize energy efficiency, materials selection, and occupational safety; marina teams focus on coastal protection and environmental compliance; retail and service centers prioritize customer safety and responsible operations; and superyacht-sector brands focus on ocean health, responsible tourism, and crew welfare. This combination—central governance with distributed, context-specific execution—helps MarineMax embed sustainability across its global portfolio in meaningful and operationally grounded ways.



MATERIALITY

With the help of an external consultancy, we conducted a materiality assessment in 2024, which identified 13 material topics relevant to our environmental, social and governance impacts.

We have organized these topics into four pillars, which guide the organization of this report and our sustainability roadmap.

PRODUCT RESPONSIBILITY

- Product quality and safety
- Data protection
- Responsible manufacturing
- Responsible sales and services

ENVIRONMENTAL ACTION

- Marine health
- Carbon and climate
- Efficient operations

SOCIAL IMPACT

- Health and safety
- Employee engagement, development & belonging
- Community engagement

GOVERNANCE & ETHICS

- Corporate governance
- Business ethics and integrity
- Supply chain sustainability

CASE STUDY:
Northrop & Johnson: Applying ESG Principles in Global Yacht Brokerage and Charter

Northrop & Johnson, one of the world's leading superyacht brokerage and charter firms, illustrates how MarineMax's sustainability commitments translate within a global, client-facing service environment. Operating across regions where marine ecosystems are sensitive and heavily trafficked, Northrop & Johnson structures its efforts around three ESG pillars: ocean conservation and sustainability, people first, and governance and integrity.

OCEAN CONSERVATION & SUSTAINABILITY

Northrop & Johnson integrates responsible chartering into its client services by promoting low-impact itineraries, environmentally responsible marinas, and conservation-oriented excursions. Through its teams and partner networks, Northrop & Johnson supports ocean-health initiatives and participates in activities that raise awareness of marine protection—aligning the brand with MarineMax's broader commitment to safeguarding coastal and offshore ecosystems.

PEOPLE FIRST

In a sector where crew welfare is essential to safe and responsible operations, Northrop & Johnson emphasizes fair treatment, safe working conditions, and opportunities for career development. The company's partnership with Water.org extends this commitment beyond the yachting community, supporting global access to safe water—an impact area closely tied to community resilience in coastal regions.

GOVERNANCE & INTEGRITY

Northrop & Johnson operates in a high-value, international marketplace where ethical conduct and compliance are critical. The brand maintains robust service-quality and transparency standards, consistent with MarineMax's governance expectations. This includes adherence to ethical business practices, anti-corruption measures, and strong client confidentiality protocols.

Together, these efforts demonstrate how Northrop & Johnson contributes to MarineMax's sustainability agenda by applying ESG principles in ways tailored to the dynamics of global charter and brokerage operations—reinforcing responsible behaviors across the wider marine industry.





CASE STUDY:
IGY Marinas Achieves 5-Gold Anchor Accreditation

As part of MarineMax's growing portfolio, IGY Marinas continues to set the standard for excellence in global marina management—demonstrated most recently through its achievement of multiple 5-Gold Anchor accreditations awarded by The Yacht Harbour Association (TYHA).

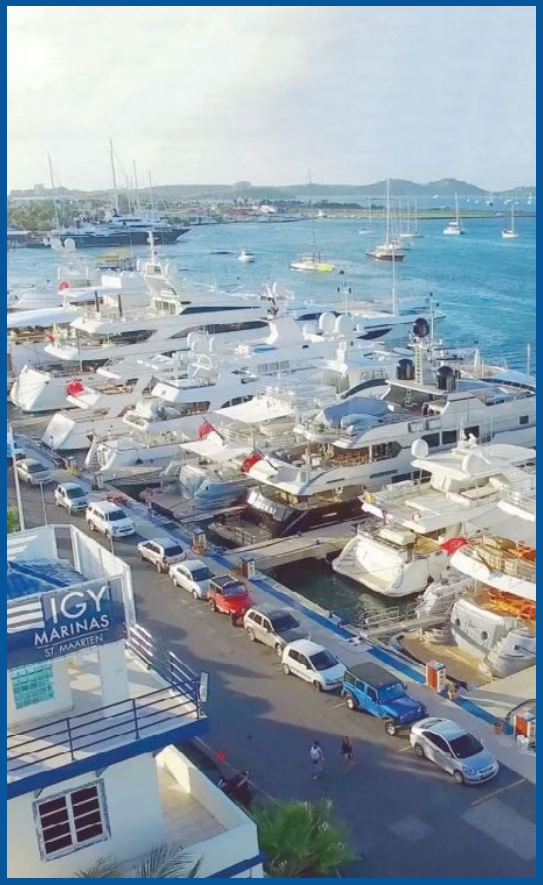
As of the 2024–2025 Caribbean winter yachting season, four IGY-managed marinas have received high ratings through The Yacht Harbour Association's (TYHA) independent Gold Anchor accreditation program:

- Yacht Haven Grande, St. Thomas received Platinum accreditation—the program's highest rating—for the fifth consecutive year, reflecting consistent performance across TYHA's customer service, environmental, and operational criteria.
- Yacht Club Isle de Sol, St. Maarten and Rodney Bay Marina, St. Lucia were both reaccredited with 5-Gold Anchors, confirming their adherence to TYHA's rigorous standards.
- Simpson Bay Marina, St. Maarten earned its first 5-Gold Anchor accreditation in 2024 following infrastructure improvements and service upgrades.

The Gold Anchor scheme is one of the marina industry's most respected global accreditations, assessing marinas across categories including customer service, environmental responsibility, operational excellence, safety, and cleanliness. Facilities must undergo a rigorous, independent audit and customer feedback evaluation. Achieving 5-Gold Anchors reflects IGY's sustained commitment to meeting the highest international standards—particularly in environmental sustainability and customer care.

These accolades are not only an honor but a reflection of IGY's strategic investments in infrastructure, training, and environmental best practices—directly supporting MarineMax's broader commitment to operational sustainability and premium service delivery.

As the demand for sustainable, luxury yachting experiences grows, IGY Marinas' recognized excellence positions MarineMax at the forefront of the industry's shift toward high-performance, environmentally conscious marina destinations.



"We are incredibly proud of these four marinas and the IGY team for achieving 5-Gold Anchor accreditation... This accomplishment underscores the IGY team's dedication to continuously elevating the highest standards of marina management,"

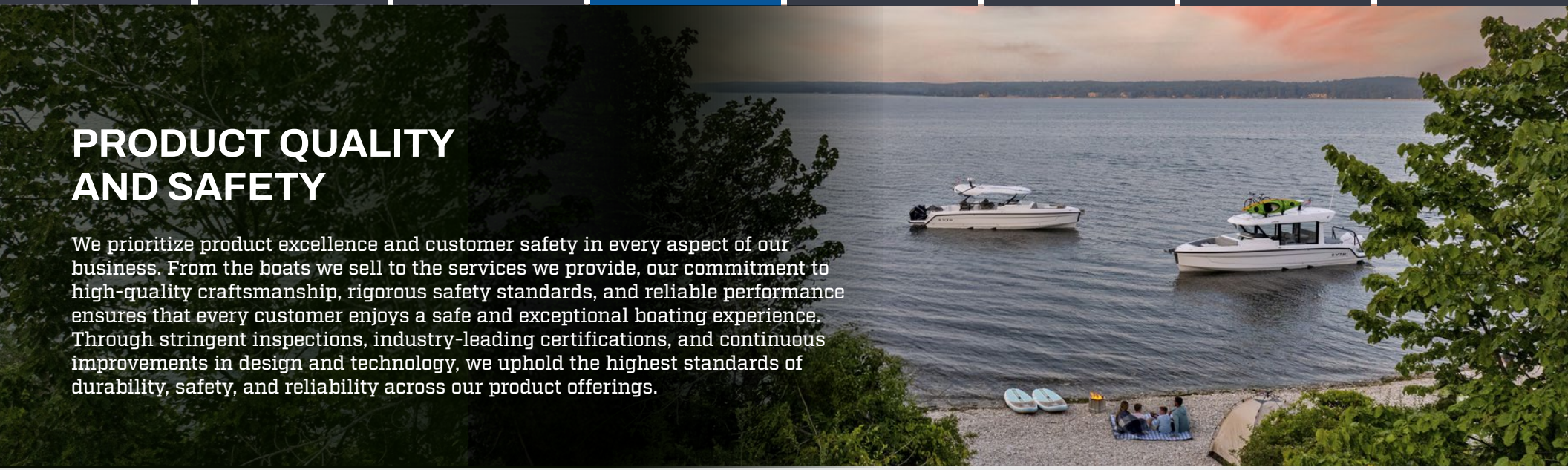
Steven English, CEO of IGY Marinas



PRODUCT RESPONSIBILITY

Product responsibility at MarineMax reflects the company's role as both a manufacturer and a global provider of boating and yachting experiences. Across our portfolio—spanning boat and yacht manufacturing, retail and service operations, marinas, charter services, and superyacht brokerage—we recognize that responsibility extends beyond the point of sale. It encompasses how products are designed, built, sold, serviced, and supported throughout their lifecycle, as well as how customers, data, and marine environments are protected along the way.

Our approach is grounded in shared enterprise expectations—quality, safety, integrity, and stewardship—while allowing individual brands to apply these principles in ways that align with their operational realities and regulatory contexts. This balance is particularly important given the diversity of our activities, from precision manufacturing environments and digital customer platforms to marina operations and high-value international transactions. Across these settings, product responsibility serves as a unifying lens for managing risk, building trust, and delivering long-term value to customers and stakeholders.



PRODUCT QUALITY AND SAFETY

We prioritize product excellence and customer safety in every aspect of our business. From the boats we sell to the services we provide, our commitment to high-quality craftsmanship, rigorous safety standards, and reliable performance ensures that every customer enjoys a safe and exceptional boating experience. Through stringent inspections, industry-leading certifications, and continuous improvements in design and technology, we uphold the highest standards of durability, safety, and reliability across our product offerings.

CASE STUDY:
Commitment to Product Quality and Safety at Cruiser Yachts

Cruisers Yachts, a MarineMax brand, is renowned for crafting luxury yachts that embody superior performance, innovation, and uncompromising craftsmanship.

EXCELLENCE IN DESIGN AND ENGINEERING

At the heart of Cruisers Yachts' success is a world-class design and engineering team comprised of highly skilled naval architects, engineers, production managers, and designers. Together, they bring a wealth of experience and creativity to every project, ensuring each yacht is expertly conceived, precisely engineered, and meticulously finished to deliver an extraordinary on-water experience.

PREMIUM MATERIALS AND INDUSTRY PARTNERSHIPS

Cruisers Yachts places a strong emphasis on using only the finest materials and components, sourced from trusted suppliers and industry-leading partners around the world. Through close collaboration with innovators in design, marine technology, and advanced materials, the company integrates cutting-edge advancements into each build. This approach ensures every yacht meets the highest standards of durability, performance, and reliability—core attributes of the Cruisers Yachts brand.

CERTIFICATION AND SAFETY STANDARDS

Each vessel is designed and constructed in accordance with ABYC (American Boat & Yacht Council) standards and U.S. Coast Guard regulations. This rigorous framework underscores the company's unwavering dedication to product safety, sustainability, and manufacturing excellence.

A LEGACY OF QUALITY AND INTEGRITY

At Cruisers Yachts, product quality and safety are more than priorities—they are promises. Every yacht represents the culmination of decades of craftsmanship, innovation, and integrity. From concept to completion, the brand's commitment to excellence ensures that every vessel delivers confidence, performance, and enjoyment that endures for generations.

DATA PROTECTION AND CYBERSECURITY



At MarineMax, we view data protection and cybersecurity as critical elements of our operational integrity, customer trust, and long-term business sustainability. As our operations span boat and yacht retail, marina operations, superyacht services, and manufacturing—with a growing digital footprint—we are continually evolving our practices to meet the increasing complexity and risk of today's cyber landscape.

CYBERSECURITY PROGRAM FOUNDATIONS

We have built a comprehensive defense strategy that takes a proactive approach to cybersecurity, integrating industry recognized frameworks, ongoing training, governance processes, and third-party technologies:

- Aligning our cybersecurity program with guidance from NIST Cybersecurity Framework (CSF) and COBIT 2019 to support both technical controls and operational governance.
- Delivering cybersecurity training to all Team Members, regularly updated to reflect emerging risks.
- Assigning cyber risk oversight to the Audit Committee of the Board of Directors, with multiple board members bringing direct experience in technology and cybersecurity governance.
- Employing real-time monitoring and industry leading technologies to detect and respond to cyber threats quickly and effectively.

CYBER RISK MATURITY AND RESILIENCE

MarineMax's cybersecurity program continues to mature through a comprehensive defense strategy designed to safeguard our Operations, Customers, and Team Members. This approach integrates:

- Conducting independent assessments to proactively identify and remediate risks.
- Implementing a Zero Trust architecture to eliminate implicit trust and enhance protection.
- Leveraging industry leading partnerships that provide continuous, around-the-clock monitoring and response.
- Strengthening continuity frameworks and incident response capabilities to improve resilience.

This layered and evolving strategy aligns with industry best practices, helping MarineMax manage evolving cyber risks while maintaining compliance, resilience, and the trust of our stakeholders.

CUSTOMER PRIVACY AND DATA STEWARDSHIP

MarineMax is committed to protecting the personal information of our Customers, Team Members, and Partners. Our **Privacy Policy** outlines how we collect, use, store, and protect personal data. We collect only the information necessary to provide our services and do not sell personal data to third parties.

Given MarineMax's global footprint and the diversity of its operations—including marinas, charter services, and manufacturing across the U.S., Caribbean, Europe, and beyond—each of our brands may maintain its own privacy policy tailored to the legal and regulatory requirements of the jurisdictions in which they operate. These localized privacy policies ensure compliance with applicable laws such as the General Data Protection Regulation (GDPR) in Europe or other country-specific privacy frameworks.

All privacy practices across the MarineMax family of brands are guided by a shared commitment to transparency, ethical data stewardship, and compliance with international data protection standards.



SUSTAINABLE INFORMATION TECHNOLOGY PRACTICES

In 2024, MarineMax launched a new initiative to advance its IT equipment recycling process by partnering with a third-party organization to responsibly decommission and repurpose computers, monitors, and peripherals. Much of this equipment is now given a second life through donations to schools and community organizations. This program not only reduces e-waste but also supports digital equity initiatives in underserved communities.

WEB ACCESSIBILITY

MarineMax is committed to providing a digital experience that is accessible to all users, including those with disabilities. We strive to meet or exceed the requirements of the Web Content Accessibility Guidelines (WCAG) 2.1 and regularly test our website to identify and address accessibility issues. Our team works with assistive technology users to ensure the site remains usable and inclusive. We welcome feedback on our accessibility efforts and provide multiple channels for users to report issues or request accommodations.



RESPONSIBLE MANUFACTURING



Responsible manufacturing addresses how MarineMax designs and builds vessels within complex, resource-intensive production environments. Manufacturing operations involve inherent environmental, occupational, and operational risks—from material selection and emissions to energy use and worker safety. Managing these risks effectively is essential not only for regulatory compliance, but for ensuring consistent quality, long-term durability, and safe working conditions across facilities.

MarineMax establishes shared expectations for environmental performance, health and safety, and process integrity, while allowing manufacturing brands to implement solutions tailored to their technologies and locations. This includes investments in cleaner energy, closed-loop production systems, emissions and waste reduction, and facility-level safety controls, as well as continuous improvement in design and engineering practices. Through these efforts, responsible manufacturing supports both product excellence and operational resilience—linking internal production decisions directly to the long-term performance and sustainability of the vessels we bring to market.

CASE STUDY:
Fraser Yachts – Market Insights Driving Sustainable Design Trends

As one of the world's leading superyacht brokerage and charter firms, Fraser has a front-row view into how customer expectations around performance, efficiency, and environmental impact are evolving. These insights—drawn from day-to-day conversations with owners, captains, designers, and shipyards—provide a real-time window into emerging priorities across the luxury market. Increasingly, clients are asking about hybrid propulsion, battery-assisted power systems, advanced hull geometries, and materials that reduce weight and fuel use.

Fraser's ability to track these patterns across global markets offers an early signal of where consumer demand is heading.

Fraser works closely with major shipyards and naval architects during the planning stages of new builds, sharing observations on client preferences and highlighting features—such as energy-efficient generators, improved hydrodynamics, and low-VOC interior materials—that can strengthen a vessel's long-term appeal. These conversations help align future designs with sustainability expectations, ensuring that innovation is both technically feasible and commercially relevant.

At the same time, Fraser's involvement in industry bodies and collaborative design initiatives helps advance broader adoption of cleaner technologies across the superyacht sector. By combining on-the-ground market insights with emerging engineering capabilities, Fraser supports a gradual but meaningful shift toward vessels that are more efficient, lower impact, and better aligned with MarineMax's commitment to responsible manufacturing.

CASE STUDY:
Cruiser Yachts: Using ECO Design Principles to Marry Performance & Sustainability

Cruisers Yachts, a MarineMax brand, is dedicated to integrating eco-conscious design principles that allow performance and sustainability to exist in perfect harmony.

INNOVATIVE CONSTRUCTION MATERIALS

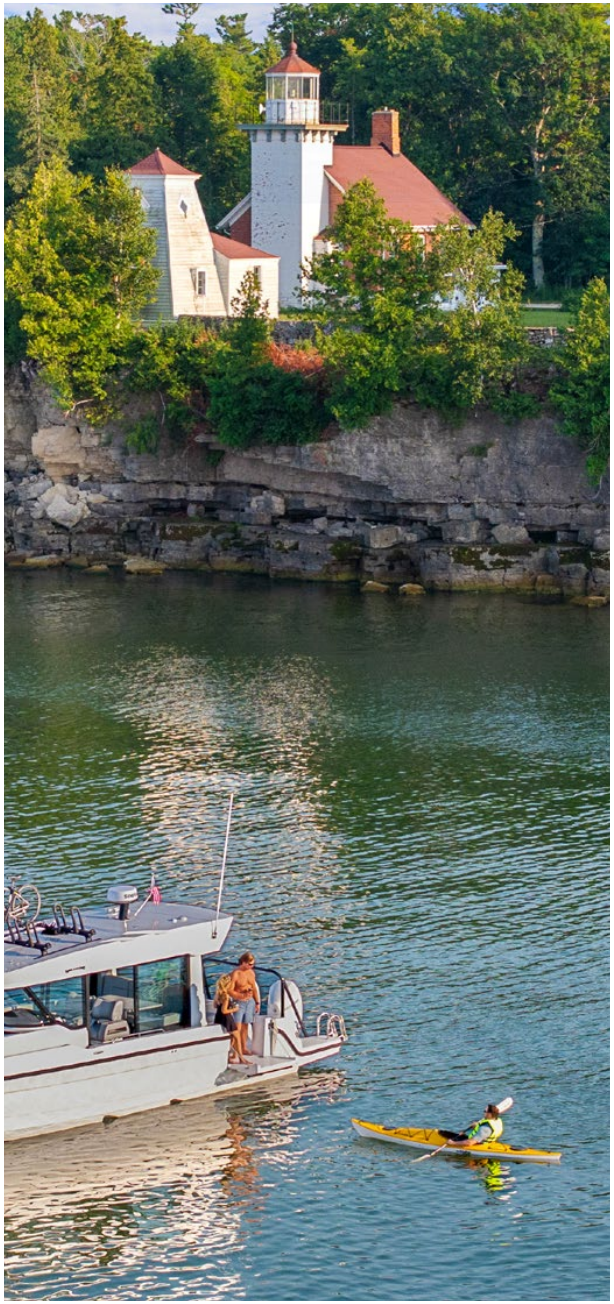
By utilizing vinyl ester resin and advanced composite coring materials, Cruisers Yachts achieves hulls that are both strong and lightweight. These materials are selected for their superior resistance to environmental degradation and their contribution to long-term performance and sustainability. Each yacht is built to deliver lasting quality while reducing its ecological footprint.

PURPOSE IN DESIGN

Cruisers Yachts employs advanced mold construction techniques that streamline production by reducing overall part counts while improving efficiency and precision. This innovative approach enhances structural integrity and supports cleaner, more sustainable manufacturing practices.
The company remains dedicated to continually evolving its build methods—embracing new technologies that minimize waste, improve quality, and reduce environmental impact. Every detail, from material selection to surface finishes and interior coverings, is carefully chosen to ensure environmental responsibility without compromising on luxury, durability, or performance.

HYBRID HULL DESIGN

The new VTR series was developed with a hull architecture that delivers an exceptional balance of efficiency, handling, and ride quality. Each running surface is precisely engineered around the vessel's weight and center of gravity, resulting in a confident, predictable response in all conditions. Performance is further elevated through features such as custom chine and strake geometry, partial ventilated steps, and optimized engine offset. The carefully tuned deadrise distribution minimizes drag and maintains a low running trim—providing superior sight lines from the helm—while ensuring remarkable stability and seaworthiness.



CASE STUDY: Sustainable Manufacturing for Aquila Catamarans

MarineMax's Aquila brand is a leader in luxury catamaran production, combining world-class craftsmanship with a commitment to sustainable manufacturing. At its 1-million-square-foot facility in Asia, Aquila has integrated advanced environmental technologies to minimize its ecological footprint while maintaining the highest standards of production efficiency and quality, including:

1. **Renewable Energy:** The facility is solar-powered, reducing reliance on fossil fuels and lowering greenhouse gas emissions.
2. **Closed-Loop Lamination Process:** By implementing a resin infusion system, Aquila significantly reduces waste and ensures virtually zero styrene emissions into the atmosphere, protecting both workers and the environment.
3. **Dust Control & Filtration:** A high-efficiency dust control and filtration system captures airborne particles from grinding and cutting, improving air quality and workplace safety.
4. **Water Recycling:** The facility has integrated a closed-loop water recycling system, reducing freshwater consumption and minimizing wastewater discharge.

By prioritizing clean energy, waste reduction, and resource conservation, Aquila's manufacturing operations align with MarineMax's broader sustainability goals. These initiatives not only reduce environmental impact but also enhance operational efficiency, setting a new industry standard for sustainable boatbuilding.



RESPONSIBLE SALES AND SERVICES

At MarineMax, we are committed to conducting business with integrity, transparency, and responsibility. Our approach to boat sales, financing, and services ensures that customers receive fair financial options, ethical sales practices, and high-quality service that meets their true needs.



ETHICAL FINANCING AND FAIR LENDING PRACTICES

MarineMax's financial services team acts as a broker between boat purchasers and leading financial institutions, helping customers secure loans that align with their financial circumstances. We are committed to:

- **Appropriate Financial Screening**
  Ensuring responsible lending practices by working only with reputable financial institutions that offer fair, transparent, and non-predatory loan terms.
- **Educating Customers**
  Providing clear information about financing options, interest rates, and repayment terms so that buyers can make informed decisions.
- **Compliance with Financial Regulations**
  Following all applicable lending laws and consumer protection regulations to safeguard customers from exploitative financial arrangements.

DUE DILIGENCE AND SECURITY IN SALES AND MARINA SERVICES

MarineMax takes proactive steps to ensure that our products, services, and marinas are not misused by bad actors. As part of our due diligence efforts, we:

- **Conduct background and financial screening** in accordance with Know Your Customer (KYC) and Anti-Money Laundering (AML) regulations, ensuring that our sales and marina services comply with global financial security standards.
- **Vet all transactions** to prevent access to MarineMax products and services by individuals and organizations flagged by international sanctions lists.
- **Work closely with government authorities and financial institutions** to monitor transactions and prevent illicit activities such as money laundering or fraudulent asset transfers.

FAIR AND TRANSPARENT BOAT SERVICE PRACTICES

MarineMax's commitment to integrity extends to our boat maintenance, repair, and service operations, ensuring that customers receive only the services they need. Our approach includes:

- **Needs-Based Service Recommendations**
  We never upsell or push unnecessary services; our technicians assess each boat's condition and recommend only essential repairs and maintenance.
- **Clear Pricing and Estimates**
  Customers receive detailed, upfront pricing with clear explanations of work required, avoiding hidden fees or unnecessary add-ons.
- **High-Quality, Ethical Workmanship**
  Our certified technicians follow industry best practices, using high-quality parts and materials to ensure safety, longevity, and optimal performance.

Through these responsible sales and service practices, MarineMax ensures a trustworthy, customer-centric approach to boat ownership, reinforcing our commitment to ethical business operations, financial integrity, and security.

SOCIAL IMPACT

MarineMax is dedicated to conducting our business in an ethical and responsible manner that supports and respects internationally recognized labor and human rights standards. MarineMax seeks to engage with business partners who share our values and expectations, ensuring that human rights principles are upheld throughout our supply chain. Compliance with human rights laws and our internal policies is an expectation for all MarineMax team members, suppliers, and business partners.

Read our complete **Human Rights Policy** here.



HEALTH AND SAFETY

At MarineMax, protecting the health and safety of our employees, customers, and partners is a core operational priority. Given our diverse and decentralized structure—which includes manufacturing, construction, marinas, retail, service centers, and global real estate—our approach to health and safety is tailored by business unit, but unified in its intent: to foster a safe, compliant, and prevention-focused workplace across all operations.

While there is no single corporate-wide health and safety manual, each business unit maintains localized documentation aligned with applicable regulatory standards, including OSHA requirements in the United States. These materials form the backbone of our risk management strategy and include:

- **Formal manuals** and training programs for high-risk areas such as construction and manufacturing
- **Regional guidance** for marina operations, including stormwater permitting, operator certifications, and site-specific safety checks
- **Internal audits and external inspections** to confirm compliance with both MarineMax policies and applicable laws
- **OSHA reportable metrics** are monitored internally and form part of our ongoing effort to assess risk and improve safety outcomes. Data is currently compiled by business unit, with future plans to aggregate for enterprise-level reporting

All health and safety incidents—whether involving employees, contractors, customers, or visitors—are expected to be reported promptly. This supports transparent recordkeeping and enables continuous improvement in hazard prevention and mitigation.

SAFETY PROGRAMS ACROSS THE COMPANY



MANUFACTURING

Facilities with hazardous chemical use and airborne particulates are equipped with dust collection systems and are supported by dedicated full-time safety managers who oversee training, monitor compliance, and conduct regular inspections.

CONSTRUCTION

The construction division follows a 65-page OSHA-compliant safety manual that is distributed and acknowledged by all new hires. Safety topics are reinforced daily through toolbox talks.

TRANSPORTATION

MarineMax contracts with a third-party logistics provider to manage DOT compliance and driver safety for fleet operations involving CDL-licensed drivers.

MARINAS

Managers are trained on safety-critical practices such as storm preparedness and environmental compliance. Clean Marina certification efforts across multiple locations further embed environmental and safety considerations into daily operations.

RETAIL AND SERVICE LOCATIONS

Safety audits are integrated into store visits, with checks for hazards such as unguarded ladders or missing eyewash stations.

CASE STUDY:
HEALTH AND SAFETY AT CRUISERS YACHTS

Cruisers Yachts operates three manufacturing plants in Wisconsin, where teams build complex vessels using composite materials, heavy equipment, and precision processes. This environment carries inherent physical and operational risks, and the company has developed a layered approach to health and safety that combines daily vigilance, structured training, and continuous monitoring.

Each new team member completes a comprehensive safety orientation that introduces core expectations and essential protections. The program covers the "Golden Rules" of safety—correct use of tools and equipment, lockout/tagout, PPE, ladder safety, safe lifting, avoiding distractions, and working at height—and reinforces these topics through visual demonstrations and quizzes. The orientation also introduces workers to policies on respiratory protection, hearing conservation, safety shoes, chemical handling, and site-specific evacuation routes for each plant.

Beyond orientation, Cruisers Yachts builds safety into everyday operations through a combination of job-specific hazard awareness and structured physical-demands documentation. For example, a "job demands statement" outlines lifting thresholds, force requirements, overhead reaches, kneeling, repetitive motion, and walking distances, helping both supervisors and employees understand the physical expectations of the work. These assessments support appropriate job placement, training, and ergonomic adjustments.

Facility-level oversight adds another layer of protection. Each plant's leadership team conducts quarterly safety assessments that review housekeeping, equipment condition, hazardous-material storage, ladder and stairway integrity, eyewash and first-aid accessibility, and compliance with powered-industrial-vehicle rules. During periodic site visits, MarineMax's internal audit function reviews these completed assessments and validates conditions directly on the shop floor, ensuring hazards are identified, corrected, and tracked consistently across locations.

Taken together, Cruisers Yachts' approach demonstrates how a manufacturing brand within the MarineMax family manages risk through layered controls, transparent oversight, and continuous learning. The result is a safety culture grounded in shared responsibility and reinforced through both daily practice and formal review.





EMPLOYEE ENGAGEMENT, DEVELOPMENT AND BELONGING

At MarineMax, our people are the foundation of our success. Across our diverse and growing global workforce, we are committed to fostering a workplace where every team member feels valued, supported, and empowered to grow. Our approach to employee engagement, development, and belonging is grounded in consistent HR practices, strong values, and respect for labor and human rights.

WELLBEING AND BELONGING

We strive to create a safe, inclusive, and respectful environment where all employees can thrive. Hiring and employment decisions are based on merit, qualifications, and skills, ensuring equal opportunity for all. We do not tolerate discrimination or harassment based on race, ethnicity, gender, age, religion, disability, sexual orientation, or any other protected status.

Although MarineMax operates with a decentralized business structure, we maintain consistency in our mission, vision, and values across entities. The majority of our U.S.-based teams share the same holiday schedules, volunteering opportunities, and benefits, with accommodations made for global operations in accordance with local labor laws.

EMPLOYEE SUPPORT AND RELIEF

In 2023, we launched the Crew Care Relief Fund, which provides non-taxable grants of up to $5,000 to team members facing hardships due to natural disasters, medical emergencies, or other crises. The fund began in the U.S. and is expanding globally to ensure support is accessible across our operations.

LABOR AND HUMAN RIGHTS COMMITMENTS

MarineMax strictly prohibits child labor, forced labor, slavery, and human trafficking in any part of our operations. We do not employ individuals under the age of 18 in hazardous roles and require all suppliers and contractors to comply with these same standards. Fair wages and working conditions are ensured through compliance with local, state, and national laws, as well as systems like E-Verify in the U.S. and region-specific audits internationally.

EMPLOYEE DEVELOPMENT AND GROWTH

Investing in employee development is a core priority. Over the past three years, we have rolled out a structured learning and development framework, including:

- A consistent onboarding program across the company
- A manager development curriculum
- A high-potential talent program launching in 2026



Formal performance reviews are conducted company-wide at least annually, with mechanisms tailored to each business unit. These reviews support goal setting, skill development, and career progression.

ENGAGEMENT AND LISTENING

To better understand how our people experience MarineMax, we've implemented the Great Place to Work® Trust Index™ Survey across our U.S. operations for the past three years. Insights from this survey help guide decisions related to leadership, culture, and workplace improvements. We are proud of our generally low turnover and high employee retention rates—particularly in our established retail and superyacht divisions.

COORDINATED HR ACROSS A GLOBAL FOOTPRINT

Each country where we operate has HR leadership that reports locally but remains connected to our corporate HR team. This structure allows for compliance with local laws while also enabling the sharing of best practices and the alignment of culture and values. A planned multicultural HR summit will bring together global teams to further strengthen collaboration and consistency.









COMMUNITY ENGAGEMENT

MarineMax is deeply committed to fostering strong community relationships through a variety of charitable and philanthropic initiatives. By engaging in meaningful partnerships and supporting local causes, MarineMax and our brands strive to make a positive impact in the communities they serve.



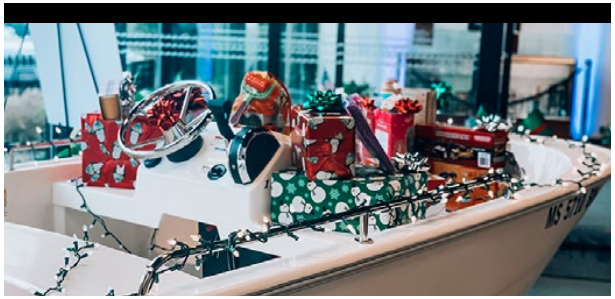
HABITAT FOR HUMANITY PARTNERSHIP

Since 2016, MarineMax has collaborated with Habitat for Humanity to support affordable housing initiatives. In 2025, we sponsored a home for the Gray family in Clearwater, Florida, marking the eighth consecutive year of partnership. Employees actively participate in the construction process, contributing "sweat equity" to help build homes for families in need. This hands-on involvement not only provides essential housing but also strengthens community bonds.



GOLISANO CHILDREN'S HOSPITAL SUPPORT

MarineMax Fort Myers has a longstanding commitment to supporting the Golisano Children's Hospital, the only standalone pediatric hospital between Tampa and Miami. Over the past nine years, the annual MarineMax Yacht Gala has raised more than $2.2 million for the hospital. The 2025 gala alone generated $425,565 through silent and live auctions, directly benefiting the hospital's mission to provide comprehensive pediatric care to the Southwest Florida community.



LOCAL CHARITY EVENTS AND DRIVES

MarineMax locations nationwide engage in various charitable activities tailored to their local communities. These include hosting fishing tournaments, galas, and events that raise funds for numerous causes. Additionally, during the holiday season, many MarineMax stores participate in "Fill the Boat" donation drives, collecting toys, food, and clothing for those in need. These efforts exemplify MarineMax's dedication to giving back and supporting local communities.



Through these initiatives, MarineMax and its brands demonstrate a steadfast commitment to community engagement, leveraging their resources and employee dedication to make a meaningful difference in the lives of individuals and families across the nation.

COMMUNITY ENGAGEMENT

SAFE WATER ACCESS FOR GLOBAL COMMUNITIES

Through its "People First" programme, Northrop & Johnson maintained its partnership with Water.org during 2024-25, helping underserved coastal and island communities secure reliable access to safe drinking water. These efforts strengthen local resilience and connect the yachting industry with broader social needs.

LOCAL-DESTINATION SUPPORT THROUGH "INSPIRE GIVING THROUGH YOU"

IGY Marinas' network in the Caribbean, Latin America and Europe delivered community investment programs—school repairs, multi-purpose courts, youth services—through its Inspire Giving Through You initiative. For example, the Cabo San Lucas marina launched a new multi-purpose recreation court project in late 2024 and expanded its local-business engagement in early 2025.

STEWARDING MARINA-NEIGHBOURHOOD COASTAL ECOSYSTEMS

IGY Marinas focused on environmental-health efforts, including shore-cleanup days, habitat maintenance and educational events for local marina-adjacent communities. These initiatives support coastal resilience and integrate port operations into local social-ecosystem stewardship.

TECHNICAL-EDUCATION PARTNERSHIPS IN WISCONSIN

Cruisers Yachts continued its collaboration with local technical schools and workforce programs, offering plant tours, job-shadow days, and introductory sessions for students exploring manufacturing careers. These outreach efforts help broaden access to skilled-trades pathways and strengthen the regional workforce.

COMMUNITY SUPPORT AROUND MANUFACTURING HUBS

Across its Wisconsin locations, Cruisers Yachts employees participated in local volunteer events supporting food-security programs and neighborhood improvement projects. These efforts reflect the company's long-standing commitment to being an active community partner in the regions where its employees live and work.

LOCAL ENGAGEMENT THROUGH GLOBAL DEALERS

Aquila's international dealer network supported community events in their respective regions throughout 2024–25, including charity regattas, water-safety demonstrations, and local marine-education days. These decentralized, dealer-driven initiatives help extend MarineMax's community presence beyond U.S. markets.

PROMOTING SAFE AND ENJOYABLE BOATING

Through new owner-orientation programs and hands-on demonstrations with local boating groups in 2024–25, Aquila reinforced essential water-safety practices and on-water etiquette. These sessions support safer recreational boating in the communities surrounding Aquila's expanding global market.

CREW-SUPPORT PROGRAMS WITH LOCAL IMPACT

Fraser teams supported crew-welfare events and professional-development days in key superyacht hubs during 2024–25, including wellness sessions, skills workshops, and charitable activities organized alongside partner marinas. These events strengthen the social fabric of the communities surrounding major yachting corridors.

WATERWAY CLEANUPS LED BY LOCAL STORES

Aquila's international dealer network supported MarineMax stores across several coastal and lakefront markets continued organizing seasonal waterway and shoreline cleanups, often in collaboration with local nonprofits, customer volunteers, and first-time boaters. These events directly support healthier waterways and local community engagement.

BOATING-SAFETY EDUCATION THROUGH LOCAL PARTNERSHIPS

MarineMax stores worked with the U.S. Coast Guard Auxiliary, local fire departments, and youth organizations to offer boating-safety sessions and life-jacket distribution events. These programs help improve public safety around recreation-heavy waterways and increase access to basic boating knowledge.

ENVIRONMENTAL SUSTAINABILITY

MarineMax's Environmental Policy underscores our commitment to environmental stewardship and reflects the company's dedication to conducting business ethically and responsibly. Guided by core values such as honesty, trust, loyalty, and professionalism, the policy emphasizes operating in a manner that reduces environmental impact, particularly in protecting oceans and waterways from pollution. MarineMax commits to complying with applicable environmental laws and expects the same from its business partners, manufacturers, and contractors.

The policy outlines several key initiatives, including:

- **Collaborating with manufacturers** who prioritize sustainability and low emissions
- **Implementing sustainable practices** across retail locations, such as energy-efficient building standards and sharing best practices
- **Continuously improving processes** that affect the environment
- **Educating boaters** on eco-friendly practices
- **Ensuring efficient use of resources** and minimizing waste generation

Read the full Environmental Policy here.

MARINE HEALTH



CLEAN MARINA CERTIFICATION

As part of this commitment, we actively participate in various state-level Clean Marina Programs, which are voluntary initiatives designed to promote environmentally responsible marina operations.

These programs encourage marinas, boatyards, and marine retailers to adopt Best Management Practices (BMPs) that surpass regulatory requirements. The goal is to address critical environmental issues including spill prevention, waste management, and emergency preparedness, thereby safeguarding aquatic ecosystems and enhancing water quality.

By engaging in these programs, MarineMax not only ensures compliance with environmental regulations but also demonstrates a proactive approach to preserving the natural beauty and health of our marine environments. We believe that through continuous improvement and community collaboration, we can make a significant positive impact on the ecosystems that are integral to our boating lifestyle.



MARINEMAX NEW JERSEY LOCATIONS

In April 2022, MarineMax locations in Lake Hopatcong, Somers Point, and Ship Bottom were honored by the New Jersey Department of Environmental Protection as Certified Clean Marinas. This acknowledgment reflects our adherence to best management practices that prevent pollution and protect water quality.
A survey indicated that 92% of participating marinas found the program instrumental in complying with state and federal regulations, thereby avoiding costly violations while benefiting the environment.



MARINEMAX SARASOTA

MarineMax Sarasota achieved Clean Marina certification in 2018, setting a precedent for our commitment to sustainability.This accomplishment highlights our dedication to implementing eco-friendly practices across all locations, even in states without formal Clean Marina programs. We provide clean facilities and promote responsible boating habits to protect waterways for future generations.



MARINEMAX FORT MYERS

In December 2021, MarineMax Fort Myers received the Clean Marina designation from the Florida Department of Environmental Protection. This voluntary program encourages marinas to implement practices exceeding regulatory requirements to safeguard Florida's waterways. Our Fort Myers facility, spanning over 25 acres, offers more than 275 dry slips and nearly 80 in-water slips, all managed with a focus on environmental responsibility.

CASE STUDY:
Fraser Yachts – Advancing Marine Stewardship Through Responsible Chartering and Global Standards

Fraser Yachts operates across a segment of the industry where the intersection between luxury experiences and fragile marine environments is immediate and visible. As a global leader in yacht brokerage, charter management, and crewing services, the brand plays a role in shaping how clients, captains, and crews interact with coastal regions, protected waters, and high-traffic destinations. Fraser's approach to responsible operations complements MarineMax's broader commitment to safeguarding marine ecosystems while supporting safe, enjoyable access to the water.

A core part of Fraser's contribution is its emphasis on responsible chartering practices. Charter brokers routinely guide guests toward routes and itineraries designed to reduce environmental stress—favoring marinas with strong environmental standards, promoting low-impact anchorage behavior, and incorporating conservation-centered experiences curated through trusted local partners. These recommendations help clients understand how routing, speed, anchorage choices, and seasonal patterns influence marine health, and how small behavioral shifts can preserve sensitive areas.

Fraser's yacht-management teams further reinforce responsible marine practices through day-to-day operational oversight. They ensure that vessels adhere to international environmental and safety requirements, including ISM, MARPOL, and waste-management protocols. Their work supports compliance on issues ranging from bilgewater handling and fuel-system integrity to greywater discharge and chemical storage—areas where consistent standards directly protect coastal and offshore ecosystems.

The company also helps strengthen crew welfare and professional standards, an important but often underrecognized component of marine sustainability. Safe, well-trained crews are better equipped to prevent pollution events, manage emergency situations, and uphold responsible navigation practices. Fraser's recruitment, placement, and guidance processes promote professional development and fair working conditions, contributing to higher operational integrity across the vessels it supports.

Fraser's global footprint additionally positions it to influence industry norms. Through participation in international yachting associations and collaborative marine-industry initiatives, the company helps advance discussions on responsible tourism, sensitive-area protections, and emerging sustainability standards for charter operations. These partnerships amplify MarineMax's ability to encourage responsible behaviors across a dispersed and international segment of the maritime sector.

Collectively, Fraser's charter guidance, operational oversight, crew support, and industry engagement reflect a practical approach to marine stewardship—one shaped by the realities of global yacht operations and grounded in day-to-day practices that protect the waters its clients rely on.



CASE STUDY:
Eco-Friendly Charter Practices at MarineMax Vacations

MarineMax Vacations is committed to **sustainable boating** by encouraging guests to adopt environmentally responsible practices while enjoying their time on the water. Through education and clear guidelines, we help boaters minimize their environmental impact while preserving marine ecosystems for future generations.

- **RESPONSIBLE WASTE DISPOSAL –** Guests are encouraged to use onboard waste and recycling bins, avoid single-use plastics, and dispose of waste properly at designated marina facilities.
- **MINDFUL ANCHORING –** To protect coral reefs and seagrass beds, we educate boaters on avoiding sensitive marine habitats and using mooring buoys whenever available.
- **ECO-SAFE CLEANING PRODUCTS –** We promote the use of biodegradable, non-toxic cleaning supplies that prevent harmful chemicals from entering the water.
- **WILDLIFE PROTECTION –** Boaters are advised to maintain safe distances from marine life, reduce speeds in wildlife-rich areas, and avoid feeding or disturbing animals.
- **ENERGY AND FUEL EFFICIENCY –** Charter guests receive guidance on fuel-efficient navigation techniques and reducing engine idling to lower emissions and conserve fuel.

By integrating these practices into our charter operations, MarineMax Vacations ensures that guests enjoy an exceptional, responsible boating experience while protecting the delicate marine environments we explore.



CARBON AND CLIMATE

MarineMax recognizes that climate-related risks and opportunities are increasingly relevant across the marine industry, affecting operating costs, regulatory expectations, infrastructure resilience, and customer decision-making. Given the scale and diversity of our operations, our approach to carbon and climate is grounded in building a clear, credible understanding of our emissions profile as a foundation for informed action over time.

Beginning this fiscal year, 2025, we undertook the development of a greenhouse gas (GHG) emissions inventory to determine an enterprise-wide baseline and strengthen internal data governance. The results of that inventory, shown below, achieved limited third-party assurance.

Analysis of the inventory highlighted the near-even dispersion of emissions across three major categories: stationary combustion, mobile combustion, and electricity consumption. Stationary combustion represents the largest source of emissions, largely driven by the heating needs of facilities located in the northern United States.

Insights from our first carbon footprint are informing how we prioritize efficiency initiatives, data improvements, and future emissions reduction efforts—focusing resources where they are most likely to deliver meaningful impact. In parallel with this foundational work, MarineMax has begun expanding its climate data efforts beyond direct operations to better understand emissions across the value chain. Steps to identify and collect Scope 3 data are underway. Together, these actions reflect MarineMax's measured and disciplined approach to climate disclosure— prioritizing data integrity, independent validation, and relevance.

INDICATOR	FY 2025
Scope 1 Total	**43,123**
Stationary Combustion	23,181
Fugitive Emissions	796
Mobile Combustion	19,146
Scope 2 Total	**18,189**
Purchased electricity	18,189
Total Mt CO2e	**61,312**

GHG emissions in Metric Tons of CO2 equivalent (CO2e) for FY2025



CASE STUDY: FRASER YACHTS ADVANCING LOWER-CARBON FUELS IN THE SUPERYACHT SECTOR

As a global leader in superyacht brokerage, management, and charter services, Fraser Yachts occupies a unique position at the intersection of owner demand, vessel operations, and emerging marine technologies. In recent years, Fraser has increasingly focused on helping owners and captains reduce the carbon intensity of yacht operations, with particular emphasis on alternative fuels and practical, near-term solutions that can be adopted across existing fleets.

A central component of this effort is Fraser's promotion and real-world testing of hydrotreated vegetable oil (HVO), a renewable "drop-in" fuel produced from recycled feedstocks such as used cooking oil. Unlike many alternative fuels, HVO is chemically similar to conventional marine diesel and can be used without engine modifications. In collaboration with fuel supplier Peninsula, Fraser hosted a roundtable discussion regarding sea trials on the 44-meter yacht Lammouche, which successfully operated on HVO (Cristal Power XTL 100). The trial demonstrated meaningful reductions in lifecycle CO_2 emissions and particulate matter, alongside operational benefits such as improved lubricity, reduced odor, and quieter engine performance—without compromising reliability.

These discussions form part of Future by Fraser, an initiative designed to translate emerging sustainability concepts into actionable guidance for owners and crews. Through technical workshops, captain feedback sessions, and owner-facing guides, the program explores fuel alternatives, energy-efficiency measures, and emerging propulsion technologies. Fraser also uses its market visibility to showcase forward-looking vessel concepts, such as the Aquon One hydrogen-powered catamaran, which integrates solar generation and onboard hydrogen production to enable zero-emission cruising under certain conditions.

Recognizing that fuel availability, engine approvals, and cost premiums remain barriers to adoption, Fraser works closely with industry partners to address these constraints. Engagement with engine manufacturers such as Caterpillar and MTU has helped advance approvals for HVO use, while collaboration with fuel suppliers supports broader access and more predictable supply. In parallel, Fraser provides owners with tools to understand emissions impacts and, where appropriate, supplement fuel transitions with carbon-offsetting options.

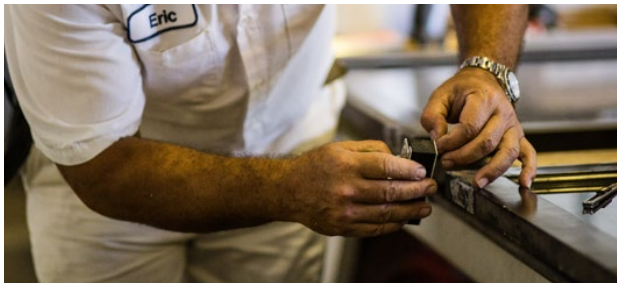
Together, these efforts reflect Fraser Yachts' pragmatic approach to decarbonization—prioritizing solutions that are immediately deployable while supporting longer-term innovation. By combining technical trials, industry collaboration, and owner education, Fraser is helping make lower-carbon yachting a feasible and increasingly mainstream choice within the superyacht sector.



EFFICIENT OPERATIONS

At MarineMax, efficient operations are central to delivering reliable customer experiences while managing environmental impact and operational risk across a diverse, global footprint. Our marinas, service centers, retail locations, and logistics networks operate in varied regulatory and physical environments, each with distinct energy, resource, and infrastructure demands. By integrating energy-efficient technologies, responsible resource management, and streamlined operational processes, we work to reduce waste, conserve energy, and maintain consistent performance across our operations.

Achieving efficiency at this scale requires a balance between enterprise-level oversight and local execution. MarineMax focuses on improving visibility into energy use, material flows, and operational complexity, enabling teams to identify where efficiency gains matter most. Standardizing proven practices while allowing site-specific adaptation helps ensure that improvements are practical and durable. Through continuous evaluation and targeted investment, efficient operations function not only as a sustainability lever, but as a means of strengthening resilience, controlling costs, and supporting long-term business performance.





CASE STUDY: FRASER YACHTS' FUTURE CAMPAIGN

Fraser Yachts' **FUTURE** campaign (Fraser Unites To Universally Respect the Environment) is a comprehensive sustainability initiative encompassing over 30 green actions aimed at promoting environmental responsibility within the yachting industry. Central to this campaign is the emphasis on the '5 Rs': **Reuse, Refuse, Reduce, Recycle, and Return to Earth,** guiding both internal operations and client practices toward eco-conscious choices.

KEY INITIATIVES OF THE FUTURE CAMPAIGN:

- **CARBON OFFSETTING:** Fraser offsets all corporate travel emissions by investing in sustainable energy projects.
- **SUSTAINABLE PARTNERSHIPS:** Collaborations with organizations like Plastic Oceans and Eyesea enhance efforts to combat ocean pollution and map maritime hazards, fostering a cleaner marine environment.
- **YETI ADOPTION:** As the first brokerage to implement the **Yacht Environmental Transparency Index (YETI)** in partnership with the Water Revolution Foundation, Fraser evaluates and improves the environmental performance of yachts under its management.
- **GREEN OFFICE PRACTICES:** Fraser offices have eliminated single-use plastics, transitioned to green electricity providers where possible, and adopted digital-first processes to reduce paper usage, minimizing their operational carbon footprint.



"More than ever at Fraser, we realise that what we do today will shape what the future looks like for all of us. To spearhead our commitment for a more sustainable approach to our operations and the business of yachting, we set up a dedicated GREEN TEAM to steer each and every one of our initiatives worldwide to their successful conclusion. This team drives and encourages a mindset and a way of working to better preserve the environment and reduce our carbon footprint in and out of all Fraser offices."

Through the FUTURE campaign, Fraser Yachts demonstrates a steadfast commitment to sustainability, leading the yachting industry toward a more environmentally responsible future.

GOVERNANCE & ETHICS

Governance and ethics provide the foundation for how MarineMax operates, makes decisions, and manages risk across a diverse global portfolio. With activities spanning manufacturing, retail, marinas, financial services, and international yachting operations, strong governance structures and clear ethical expectations are essential to maintaining trust with customers, employees, partners, and investors. MarineMax's approach emphasizes accountability at the Board and executive levels, adherence to laws and regulations, and a culture of integrity embedded in day-to-day operations. Through policies, oversight mechanisms, and consistent ethical standards, the company seeks to ensure responsible conduct, transparent decision-making, and long-term value creation across all areas of the business.



CORPORATE GOVERNANCE

MarineMax is committed to strong corporate governance, ensuring accountability, transparency, and ethical leadership. Our Board of Directors, composed of a majority of independent members, provides oversight on strategy, financial integrity, and corporate ethics.

THE BOARD OPERATES THROUGH THREE KEY COMMITTEES

AUDIT COMMITTEE
ENSURES FINANCIAL INTEGRITY AND REGULATORY COMPLIANCE.

COMPENSATION COMMITTEE
OVERSEES EXECUTIVE PAY AND LEADERSHIP DEVELOPMENT.

NOMINATING/CORPORATE GOVERNANCE COMMITTEE
MANAGES BOARD APPOINTMENTS AND GOVERNANCE POLICIES.

ETHICAL RESPONSIBILITIES AND ACCOUNTABILITY

The Board and executive leadership are dedicated to acting in the best interests of MarineMax and its stakeholders. Directors are expected to conduct themselves with integrity, diligence, and transparency. MarineMax maintains strict compliance with all applicable laws and regulations, including those related to financial reporting, shareholder rights, and corporate ethics. Directors regularly participate in governance training and strategic discussions to ensure the company remains aligned with best practices and industry standards.

Additionally, the CEO and Senior Financial Officers have heightened ethical and reporting responsibilities. They are responsible for ensuring full, fair, accurate, and timely financial disclosures and must report any deficiencies in internal controls or violations of company policies.

SHAREHOLDER RIGHTS AND ENGAGEMENT

MarineMax values open communication with shareholders and is committed to transparent reporting. The Board actively engages with investors to understand their perspectives and ensure that corporate decisions reflect the long-term interests of all stakeholders.

RISK MANAGEMENT AND COMPLIANCE

MarineMax integrates risk management into its corporate governance framework, proactively identifying and addressing potential risks related to financial performance, operations, cybersecurity, regulatory compliance, and environmental impact. The Board and its committees work closely with internal and external auditors, ensuring strong financial controls, ethical business practices, and compliance with all applicable governance regulations.



CONTINUOUS IMPROVEMENT AND BOARD EFFECTIVENESS

MarineMax is committed to continuous improvement in corporate governance. The Board conducts an annual performance evaluation, reviewing its effectiveness and identifying areas for enhancement. Directors also participate in ongoing education programs to stay informed about evolving governance standards and industry trends.

BOARD OF DIRECTORS



REBECCA WHITE
CHAIRPERSON OF THE BOARD



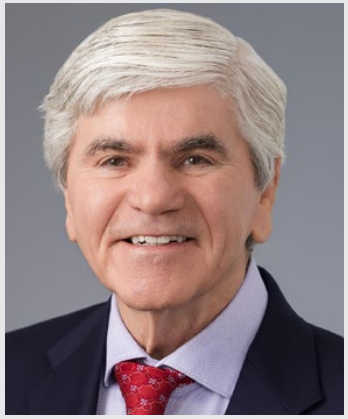
WILLIAM BRETT MCGILL
CHIEF EXECUTIVE OFFICER AND PRESIDENT



ODILON ALMEIDA



BONNIE BIUMI



GEORGE BORST



MERCEDES ROMERO



DANIEL SCHIAPPA

EXECUTIVE MANAGEMENT



WILLIAM BRETT MCGILL
CHIEF EXECUTIVE OFFICER AND PRESIDENT



MICHAEL H. MCLAMB
EXECUTIVE VICE PRESIDENT, CHIEF FINANCIAL OFFICER AND SECRETARY



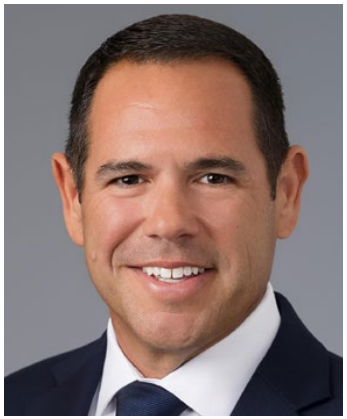
SHAWN C. BERG
EXECUTIVE VICE PRESIDENT, CHIEF DIGITAL OFFICER



ANTHONY E. CASSELLA JR.
EXECUTIVE VICE PRESIDENT FINANCE AND CHIEF ACCOUNTING OFFICER



KYLE G. LANGBEHN
EXECUTIVE OFFICER PRESIDENT OF RETAIL OPERATIONS



MANNY ALVARE
GENERAL COUNSEL



CHARLES A. CASHMAN
SENIOR VICE PRESIDENT, GLOBAL YACHT SALES



BETH GARLAND
CHIEF PEOPLE OFFICER

BUSINESS ETHICS AND INTEGRITY

At MarineMax, we uphold the highest standards of ethical conduct, integrity, and accountability in all aspects of our business operations. Our commitment to ethical business practices is guided by our **Code of Business Conduct and Ethics,** which sets clear expectations for our employees, officers, directors, and business partners. We believe that conducting business with honesty and fairness not only strengthens our reputation but also fosters long-term relationships with customers, suppliers, and stakeholders.

COMMITMENT TO ETHICAL CONDUCT

Integrity is at the core of how we operate. Every MarineMax employee is expected to act with honesty and transparency, adhering to all applicable laws, regulations, and company policies. We emphasize the importance of ethical decision-making and encourage employees to seek guidance whenever ethical dilemmas arise.

COMPLIANCE WITH LAWS AND REGULATIONS

MarineMax is committed to full compliance with local, national, and international laws, including industry regulations, financial reporting requirements, and anti-corruption laws. We require all employees and business partners to respect and uphold these legal standards in every jurisdiction where we operate.

CONFLICTS OF INTEREST

To maintain the trust of our stakeholders, MarineMax requires employees and leadership to avoid any conflicts of interest that could interfere with their professional responsibilities. Employees must disclose any financial, business, or personal relationships that could compromise their impartiality. Business decisions should always be made in the best interest of the company and its stakeholders, not for personal gain.



FAIR COMPETITION AND ANTI-CORRUPTION

We are dedicated to fair and transparent business practices. MarineMax competes on the basis of quality, service, and integrity, never through unfair advantages or unethical behavior. We strictly prohibit bribery, insider trading, and any form of corruption in our operations. Employees and representatives are forbidden from offering, soliciting, or accepting anything of value that could improperly influence business decisions.

PROTECTION OF CONFIDENTIAL INFORMATION AND COMPANY ASSETS

MarineMax respects the confidentiality of sensitive information, including business strategies, financial data, and customer information. Employees are required to safeguard proprietary and personal data and to use company assets responsibly. Misuse of confidential information or company resources for personal or external gain is strictly prohibited.

WHISTLEBLOWER PROTECTION

We are committed to maintaining a culture of integrity and accountability by providing employees and stakeholders with a secure, anonymous, and confidential Whistleblower Hotline to report concerns regarding violations of company policies, financial misconduct, or unethical behavior.

The company strictly prohibits retaliation against individuals who report concerns in good faith, ensuring that all employees feel safe in raising issues without fear of adverse consequences. Reports are reviewed by the Audit Committee, and appropriate investigations and corrective actions are taken to uphold MarineMax's ethical standards.

Read the full **Whistleblower Policy**.

SUPPLY CHAIN SUSTAINABILITY

We recognize that the integrity and impact of our supply chain are essential to delivering high-quality products and services while upholding our values. We strive to foster responsible business practices throughout our vendor network by setting baseline expectations, promoting legal and ethical compliance, and encouraging sustainable behavior.

As a condition of doing business with MarineMax, all vendors must agree to comply with our Human Rights Policy, Environmental Policy, and Anti-Fraud Policy. These documents are distributed and acknowledged as part of our Domestic Vendor Packet and are applicable to all subsidiaries and affiliates. Key requirements include:

- Full compliance with all applicable environmental, labor, and employment laws in every jurisdiction where vendors operate.
- A commitment to respecting human rights, including prohibitions on child labor, forced labor, slavery, and human trafficking.
- Adherence to environmental best practices, such as minimizing pollution, conserving natural resources, and complying with environmental regulations.
- Cooperation with MarineMax's anti-fraud standards, which include zero tolerance for bribery, falsified records, or unethical financial practices.

A FLEXIBLE, RISK-BASED APPROACH

Given MarineMax's decentralized business structure, we recognize that sustainability risks and opportunities vary by vendor type and business unit. While the foundational expectations apply company-wide, specific business units—such as marinas, manufacturing operations, or MarineMax Vacations—may implement additional or tailored sustainability requirements. These may include:

- Environmental performance standards for marina construction or operations.
- Vendor-specific assessments for high-risk categories (e.g., hazardous materials handling, overseas manufacturing).

This flexible, risk-based approach allows each part of our organization to address the unique sustainability risks in their operations while maintaining alignment with MarineMax's core values.



PROMOTING TRANSPARENCY AND ACCOUNTABILITY

MarineMax is committed to continuous improvement in supply chain oversight. We work to identify and collaborate with vendors who share our vision for ethical conduct, environmental stewardship, and human rights. We also reserve the right to terminate business relationships with vendors who fail to meet our expectations or who engage in misconduct that compromises our commitments to sustainability.



ABOUT THIS REPORT

SCOPE AND BOUNDARY

This Sustainability Report presents MarineMax's environmental, social, and governance (ESG) practices, policies, and performance for fiscal year 2025 (October 1, 2024 - September 30, 2025). The report covers MarineMax, Inc. and its consolidated subsidiaries over which the company has operational control, consistent with its governance and management structure. The scope reflects the diversity of MarineMax's operations, including boat and yacht manufacturing, retail and service locations, marinas, superyacht brokerage and management, charter services, and corporate offices across multiple geographies. Where relevant, the report describes enterprise-wide approaches alongside brand- or business-unit–specific practices to reflect the decentralized nature of the organization.

METHODOLOGY AND REPORTING FRAMEWORKS

This report has been prepared using internal data sources, management systems, and subject-matter expertise across MarineMax's operating businesses. Climate-related disclosures are aligned with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. MarineMax's greenhouse gas emissions inventory covers Scope 1 and Scope 2 emissions for fiscal year 2025, based on an Inventory Management Plan that defines organizational boundaries, operational boundaries, data collection processes, and calculation methodologies. Initial efforts to identify and collect Scope 3 emissions data across the value chain are underway and will be expanded in future reporting cycles.

AUDITING AND VERIFICATION

MarineMax worked with an external consultancy, Strategic Sustainability Consulting, to support the development of this report and the underlying sustainability disclosures. An internal review process was conducted to assess information completeness, consistency, and validity across reported topics. In addition, MarineMax's Scope 1 and Scope 2 greenhouse gas emissions for fiscal year 2025 were subject to limited independent third-party assurance, providing additional confidence in the accuracy and reliability of the company's carbon footprint disclosures.

UPDATES AND RESTATEMENTS

This is MarineMax's first Sustainability Report. As such, there are no prior-period updates or restatements included. Future reports may expand coverage, refine methodologies, or restate prior disclosures as data quality, regulatory requirements, or reporting standards evolve.

FOR MORE INFORMATION

Questions or requests for additional information regarding this report may be directed to:

Manny A. Alvare, III
General Counsel
Email: Manny.Alvare@marinemax.com

DISCLAIMER

This report contains forward-looking statements, including statements related to sustainability priorities, initiatives, targets, and future performance. These statements are based on current expectations, assumptions, and information available at the time of publication and are subject to risks and uncertainties that could cause actual results to differ materially. Sustainability-related metrics and disclosures may evolve as methodologies, data availability, and regulatory expectations continue to develop. This report is intended for informational purposes only and should not be construed as a guarantee of future performance or outcomes.