


SEACOR
MARINE



sustain
ability

2024-2025 SUSTAINABILITY REPORT

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ABOUT THIS REPORT

This report includes information on the sustainability, environmental and social initiatives, along with the corporate governance practices, of SEACOR Marine Holdings Inc. (SEACOR Marine or the Company) and its impact on the communities in which it operates. SEACOR Marine's performance and processes for managing and identifying risks and opportunities related to each of these three areas are further detailed in this report. Unless otherwise noted, the data presented in this report is as of December 31, 2024.

This report also aligns with the SASB Standards for the oil and gas services sector, which are managed by the International Sustainability Standards Board (ISSB), part of the International Financial Reporting Standards (IFRS) Foundation. The SASB Standards table on page 42 shows the location of relevant information in this report.

SEACOR Marine is committed to promoting ethical business practices, operating responsibly and acting with integrity within all areas of its operation. Further information on SEACOR Marine's sustainability, environmental and social initiatives, together with its corporate governance practices, can be found on our website at www.seacormarine.com and in our policies and statements.

ABOUT SEACOR MARINE

SEACOR Marine provides global marine and support transportation services to offshore energy facilities worldwide, supporting clients throughout the full lifecycle of offshore development.

Our fleet operates in four principal geographic regions: the United States (primarily Gulf of America), Africa and Europe, the Middle East and Asia, and Latin America (primarily in Mexico and Guyana). The Company's vessels are highly mobile and regularly and routinely move between countries within a geographic region. In addition, the Company's vessels are redeployed among geographic regions, subject to flag restrictions, as changes in market conditions dictate.

As of December 31, 2024, SEACOR Marine owned and operated 54 offshore support vessels with an average age of 10 years.

54 vessels
as of Dec 31, 2024

10 yrs
average vessel age

SUSTAINABILITY AT SEACOR MARINE

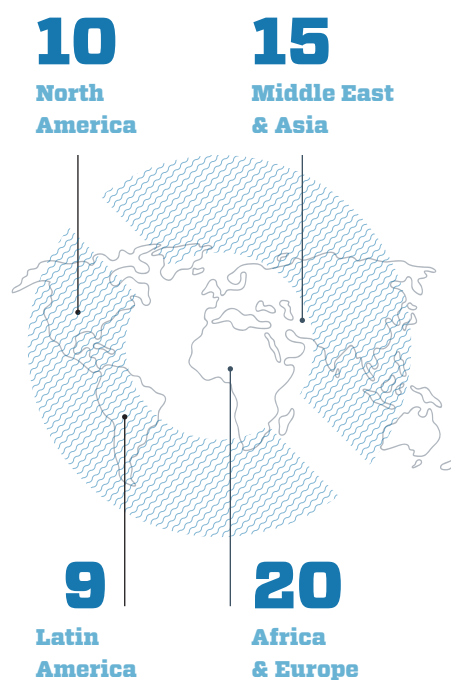
Sustainability is at the heart of SEACOR Marine's operations, driving our commitment to safety, responsibility and environmental stewardship. As one of the world's leading providers of marine and support transportation services to offshore energy facilities, we understand the importance of maintaining a balance between operational efficiency, energy conservation and minimizing our environmental impact.

At SEACOR Marine, we strive to lead the industry in sustainable practices and safety standards. We have a clear record of investing in the development and operation of energy-efficient vessels that minimize emissions, reduce fuel consumption and contribute to cleaner, more sustainable offshore energy transportation. Our commitment to sustainability goes beyond regulatory compliance, it drives us to innovate in every facet of our business. By focusing on sustainable practices, we not only reduce our environmental footprint but also generate long-term value for our stakeholders, enhance the well-being of our employees and communities, and support the continued success of our clients in the energy sector.

SEACOR Marine operates and manages a diverse fleet of offshore support vessels that:

- ▶ Deliver cargo and personnel to offshore installations, including offshore wind farms
- ▶ Assist offshore operations for production and storage facilities
- ▶ Provide construction, well workover, offshore wind farm installation and decommissioning support
- ▶ Carry and launch equipment used underwater in drilling and well installation, maintenance, inspection and repair
- ▶ Provide emergency response services and accommodations for technicians and specialists

Our fleet works in four principal geographic regions:



OUR FLEET



**PLATFORM
SUPPLY VESSELS**

Our platform supply vessels (PSVs) are used primarily for transporting essential equipment and workers to facilitate shallow and deepwater drilling, and to support production operations. PSVs are versatile, reliable and capable of supporting typical construction and maintenance tasks of standard offshore supply vessels.

Hybrid PSVs

Our growing fleet of Hybrid PSVs, equipped with hybrid battery power systems, reduce greenhouse gas emissions and fuel consumption, contributing to cleaner offshore operations and enhanced energy efficiency. As at September 30, 2025, SEACOR Marine has nine Hybrid PSVs in service and has committed to two additional hybrid battery power systems to be installed on two other PSVs, an increase from the six Hybrid PSVs reported in our last sustainability report. In November 2024, SEACOR Marine also signed an order for two newbuild PSVs equipped with integrated hybrid power, scheduled for delivery in late 2026 and early 2027.



**FAST SUPPORT
VESSELS**

Our fast support vessels (FSVs) are an integral component of the logistics chain for offshore drilling rigs, platforms and other installations due to their speed, versatility and ability to carry up to 150 passengers at a time. These vessels offer a more environmentally sound, safe, cost-efficient, comfortable and flexible alternative to helicopter transportation of passengers.

We operate some of the fastest, largest and youngest FSVs in the industry. Designed for speed and agility, SEACOR Marine's modern FSVs integrate fuel-efficient engines and lightweight materials to lower emissions while supporting rapid offshore logistics.



LIFTBOATS

Our liftboats are self-propelled, self-elevating and stable platforms, able to perform offshore wind farm installation and maintenance, production platform construction, inspection, maintenance and removal, well intervention and work-over, well production enhancement, well plug and abandonment, pipeline installation, and maintenance and diving operations.

We operate a fleet of modern liftboats equipped with energy-efficient systems and sustainable power options, enabling safer and greener operations, achieving lower fuel consumption and reducing environmental impact.

MESSAGE TO OUR STAKEHOLDERS

SEACOR Marine is committed to advancing its sustainability, environmental and social initiatives to drive long-term value for our company, clients, employees and the communities we serve. Our dedication to sustainability is reflected in the progress we have made toward reducing our environmental impact, enhancing operational efficiencies and strengthening our corporate governance and social responsibility efforts. We are proud that these efforts have been recognized through multiple industry awards, underscoring the meaningful impact of our initiatives.

Progress in sustainability

SEACOR Marine remains at the forefront of sustainable innovation in the offshore support sector. As recognized by the 2025 OSJ Environmental Award, we continue to expand our fleet of Hybrid PSVs through our investment in retrofitting existing PSVs with hybrid battery systems and the acquisition of newbuilds with fully integrated hybrid technology.

Building on our commitment to digitalization and operational excellence, we continue to leverage real-time fuel management systems to optimize performance, reduce fuel consumption and enhance cost savings for our clients. Our advancements in fleet optimization, together with intelligent fuel and activity prediction tools, are key drivers in our strategy to support a lower-carbon maritime industry.

Social responsibility and governance

SEACOR Marine recognizes that sustainability extends beyond environmental initiatives and that it encompasses how we engage with our employees, clients and communities. Through our Sustainability Council, we continue to develop and implement policies that foster ethical business practices, enhance employee well-being and strengthen employee engagement.

Additionally, our Supplier Code of Conduct reinforces our commitment to responsible sourcing, ethical labor practices and environmental stewardship throughout our supply chain. Through our global operations, we remain dedicated to upholding the highest standards of corporate governance and compliance.

Commitment to safety and innovation

Safety is at the heart of SEACOR Marine's operations. We have implemented advanced weather forecasting and real-time location tracking to enhance the safety of our crew and optimize voyage planning. These improvements, combined with continuous training and investment in safety technologies, help support our commitment to the safety of our employees, both onshore and at sea. In recognition of this strong safety culture, SEACOR Marine was proud to receive the NOIA 2025 Safety in Seas Culture of Safety Award.

Looking ahead

As we look to the future, SEACOR Marine remains steadfast in our mission to drive innovation and sustainability across the offshore marine sector. Our focus on decarbonization, digital transformation and responsible business practices will continue to guide our efforts in generating long-term value for all stakeholders. Through these efforts we are shaping a more resilient and sustainable future for SEACOR Marine, our industry and the communities we serve.

Thank you for your continued support.



John Gellert
President and Chief Executive Officer



DRIVING SUSTAINABLE IMPACT

Our approach to sustainability

Integrating sustainability into our operations

SEACOR Marine is committed to sustainable operations, and to decreasing our carbon footprint and environmental impact. We recognize that we have a dual challenge given our role to provide services to fulfill the world's growing demand for energy while simultaneously seeking to reduce environmental impact and climate change risks. Oil and gas continue to make up a significant and essential portion of the world's energy ecosystem and are a critical part of the business that we service. As we continue to support our clients by providing energy-efficient operations, we are also working to position ourselves for the eventual transition to a lower-carbon economy and are adapting our business to adjust to the changing environmental landscape.

As part of our commitment to responsible corporate stewardship, we look to key international frameworks, including the United Nations Sustainable Development Goals (SDGs), the United Nations Global Compact's Sustainable Ocean Principles and the Paris Agreement (Paris Climate Accord) for best practices and guidelines. In addition, we reference recognized sustainability standards set by organizations such as the International Sustainability Standards Board (ISSB), the Task Force on Climate-related Financial Disclosures (TCFD) and the Global Reporting Initiative (GRI). By leveraging these frameworks and standards, we aim to advance sustainability across all levels of our business.

By embedding sustainability into the core of our operations, SEACOR Marine is helping shape a more sustainable future, one that balances the needs of our business with environmental protection, social responsibility and governance excellence. We are committed to maintaining the highest standards and continuously improving our practices to meet the evolving challenges of the offshore energy sector and the world at large.

Award-winning sustainability program

SEACOR Marine proudly leads the maritime industry with an award-winning sustainability program, setting benchmarks for sustainability, innovation, safety and responsible operations. Our commitment to environmental stewardship, ethical management and forward-thinking solutions has earned us recognition from several industry groups including the Offshore Support Journal (OSJ) and the National Ocean Industries Association (NOIA), with recent awards recognizing our advances in hybrid propulsion, emissions reduction, sustainability leadership and safety culture.

In addition to these honors, SEACOR Marine has been recognized by Det Norske Veritas (DNV) as a contributing partner in the Emissions Reduction Joint Industry Partner (EMRED JIP) initiative, helping shape standards for assessing greenhouse gas (GHG) emissions in the offshore wind installation sector. Our sustainability leadership has also been featured in NOIA's 2024 and 2025 annual reports through case studies highlighting our energy innovation and emission reduction performance, along with workforce excellence and development.

Recognition and awards



2025 Environmental Award Winner

In recognition of our drive to retrofit PSVs with batteries and hybrid propulsion to reduce fuel consumption and emissions



2025 Safety in Seas Culture of Safety Winner

In recognition for our relentless safety culture, driven by innovative tools and a zero-incident vision



2024 ESG Award Winner

In recognition of our leadership in advancing the offshore energy industry's sustainability, environmental and social ambitions



2024 ESG Excellence Award Winner

In recognition of our sustainability efforts to cut emissions and waste, protect ocean health and uphold a strong safety culture

SUSTAINABILITY GOVERNANCE

Accountability and oversight

Board of directors

Our Board of Directors (Board) plays a critical role in maintaining SEACOR Marine's strong corporate governance framework, embedding ethical decision-making and sustainable business practices into operations and long-term strategy. By maintaining oversight and continuously refining governance policies, the Board reinforces our commitment to responsible leadership and fostering a culture of integrity, accountability and transparency across all levels of the organization.

Comprising six directors, our Board has a majority of independent directors and includes a diverse group with executive experience and skills aligned with the business. These directors bring diverse backgrounds, experiences and perspectives, empowering the Board to drive sustainable growth, navigate challenges and shape strategic decisions that enhance long-term value. This broad range of expertise is instrumental in ensuring our operations remain effective, resilient and aligned with evolving global standards. In 2023 and 2024, SEACOR Marine earned strong shareholder support for all directors, with average support reaching 98% and 97%, respectively. The director with the lowest level of support still received 97% and 93% of the vote in 2023 and 2024, respectively.

Committee oversight

SEACOR Marine's committees play a crucial role in supporting the Board by providing strategic guidance and oversight in key areas, ensuring alignment with the company's overall goals.

The Compensation Committee reviews, approves and oversees corporate goals and objectives relevant to executive compensation.

The Audit Committee oversees our Code of Business Conduct and Ethics and reports to the Board on issues relating to financial statements and reporting, and legal and regulatory compliance.

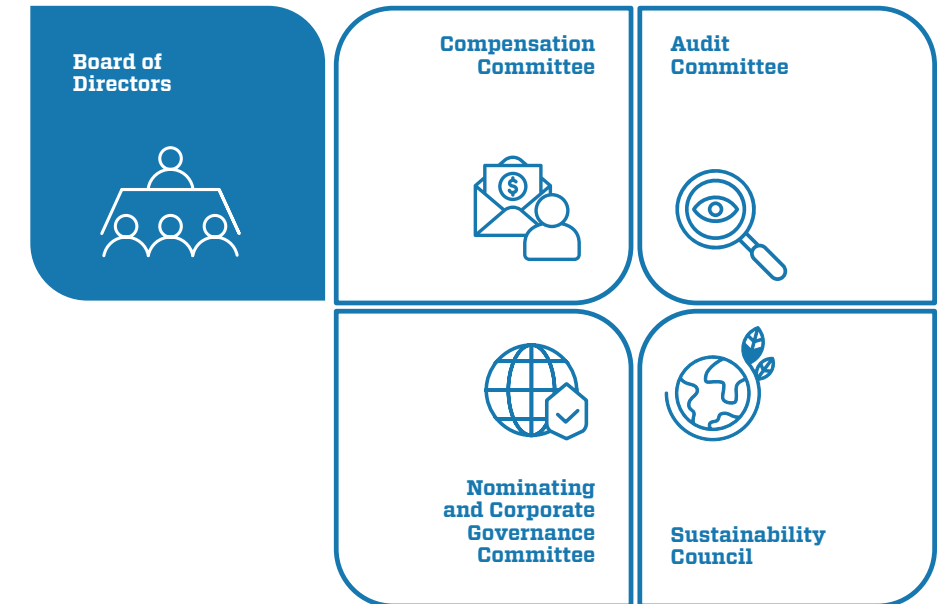
The Nominating and Corporate Governance Committee provides the primary oversight for SEACOR Marine's sustainability efforts and manages company policies, initiatives, strategies and practices related to sustainability and corporate governance matters. The Nominating and Corporate Governance Committee monitors and reports on current and emerging environmental and social trends, together with issues that may affect our business operations and performance. In addition, it plays a critical role in assessing the composition and diversity of the Board, ensuring effective decision-making and risk management, and is responsible for evaluating and selecting potential directors.

Advancing sustainability initiatives

Sustainability Council

The Sustainability Council provides strategic guidance on environmental and social risks and opportunities, sustainability trends and developments, as well as the health and safety of the Company's stakeholders. It also oversees activities related to stakeholder engagement and community investment. The Sustainability Council plays a pivotal role in establishing SEACOR Marine's environmental and social initiatives, ensuring the integration of sustainability into business operations across SEACOR Marine, and driving long-term value for all stakeholders. Comprising Regional Managers, Heads of Operations, Human Resources, Executive Officers and Senior Management, the Sustainability Council reports to the Board through the Nominating and Corporate Governance Committee.

The Corporate Governance Manager oversees the day-to-day management of the sustainability program, including reporting and initiatives. This role is also responsible for identifying and flagging sustainability risks to the General Counsel, who escalates issues as needed to executive management, the Nominating and Corporate Governance Committee and the Board.



THE ENVIRONMENT

2025/
2026

Initiatives

Sustained investment in hybridization of our fleet

Exploring opportunities for shore power connectivity

Maintained focus on emissions tracking improvements

Expansion of walk-to-work capabilities employing dynamic gangway systems as a safer alternative for passenger transfers from vessels to offshore facilities

Continued implementation of closed bus dynamic positioning system configuration on Hybrid PSVs for greater fuel savings and lower emissions

Further investments in technologies to improve operational efficiency and reduce environmental impact of vessels

Exploring further initiatives as part of our waste reduction campaign

Enhancement of our education campaign to further reduce office waste and environmental impact



Highlights

2024

Ongoing retrofitting of PSVs with hybrid battery power systems

Continued installation of electronic fuel measuring equipment across our fleet

Enhancement of direct emission tracking and monitoring on vessels across our fleet

Advancement of installation of Safe Water on Board (SWOB) on vessels as part of the reduction of plastic waste campaign

Contracting of newbuild PSVs with fully integrated hybrid power

Expansion of adoption of environmentally friendly cleaning product smart dosing system on vessels as part of the reduction of cleaning product waste campaign

Continued implementation of remote chef training as part of the reduction of food waste campaign and improvement in seafarer nutrition

Measuring our environmental footprint

Understanding our impact

Improving our ability to track and report environmental performance is central to our sustainability efforts. This ongoing process provides us with clearer insights into our footprint, tracks the success of our decarbonization activities and helps identify further ways to minimize our environmental impact.

2024	
Scope 1 Emissions Direct emissions of our vessels and seaborne equipment ¹	268,924.47 metric tons carbon dioxide equivalent (t CO ₂ e)
Carbon Intensity (CI) Operational efficiency of our vessels and seaborne equipment linking emissions to amount of cargo carried over different activity modes ²	1.47 kilograms per hour per deadweight ton (kg/hr.dwt)
SOx Emissions Sulfur dioxide emissions of our vessels and seaborne equipment ³	82.7 maximum tons (max t)
Water Consumption Freshwater consumed by our vessels and seaborne equipment ¹	88,746,030 liters (L)
Oil Spills	0

¹ As of December 31, 2024, excludes 2 stacked vessels and 1 vessel for which data was not available

² Based on fuel density of 860 kilograms per cubic meter (kg/m³) at 15 degrees Celsius, using Activity-Indexed calculation

³ Based on a max Sulphur limit of Low Sulphur Marine Gas Oil (LSMGO) of 0.1%

Commitment to reducing carbon emissions

Advancing maritime sustainability

The International Maritime Organization's (IMO) recently updated greenhouse gas strategy now targets net-zero emissions by around 2050, demonstrating an acceleration from its previous goal of a 50% reduction. The IMO has also set interim targets, including a 40% reduction in carbon intensity by 2030 and at least a 70% reduction by 2040, compared to 2008 levels. The IMO has also established stringent regulations to curb emissions of sulfur oxides (SOx) and nitrogen oxides (NOx) from ships, further reinforcing its commitment to reducing the maritime sector's environmental impact.

SEACOR Marine is committed to doing its part to support the maritime industry's transition to a lower-carbon economy by advancing efforts to reduce emissions across our operations, as set out in this report. As the IMO refines its decarbonization pathway, we remain committed to supporting its goals and contributing to a more sustainable maritime industry.



Leveraging digitization and digitalization

SEACOR Marine is committed to supporting the maritime industry's shift toward digitization and automation. By embracing digital technologies and solutions for data standardization, automation, aggregation and analysis, we aim to gain a comprehensive understanding of our environmental impact, enhance operational efficiencies and support the IMO's decarbonization goals.

Advanced fleet monitoring and management

To achieve these objectives, we continue to install electronic fuel measuring equipment and smart fleet management systems across our fleet. These technologies enable real-time fuel monitoring and advanced data analytics, allowing us to leverage client data from disparate systems and third-party sources. This integration provides comprehensive and real-time visibility into fleet performance, focusing on intelligent reporting, operational tracking and actionable key performance indicators. As a result, we can enhance vessel operational efficiency, significantly reduce carbon emissions and promote behavioral change within the fleet regarding fuel usage.

Transition to Activity-Indexed Carbon Intensity Indicator (AICII)

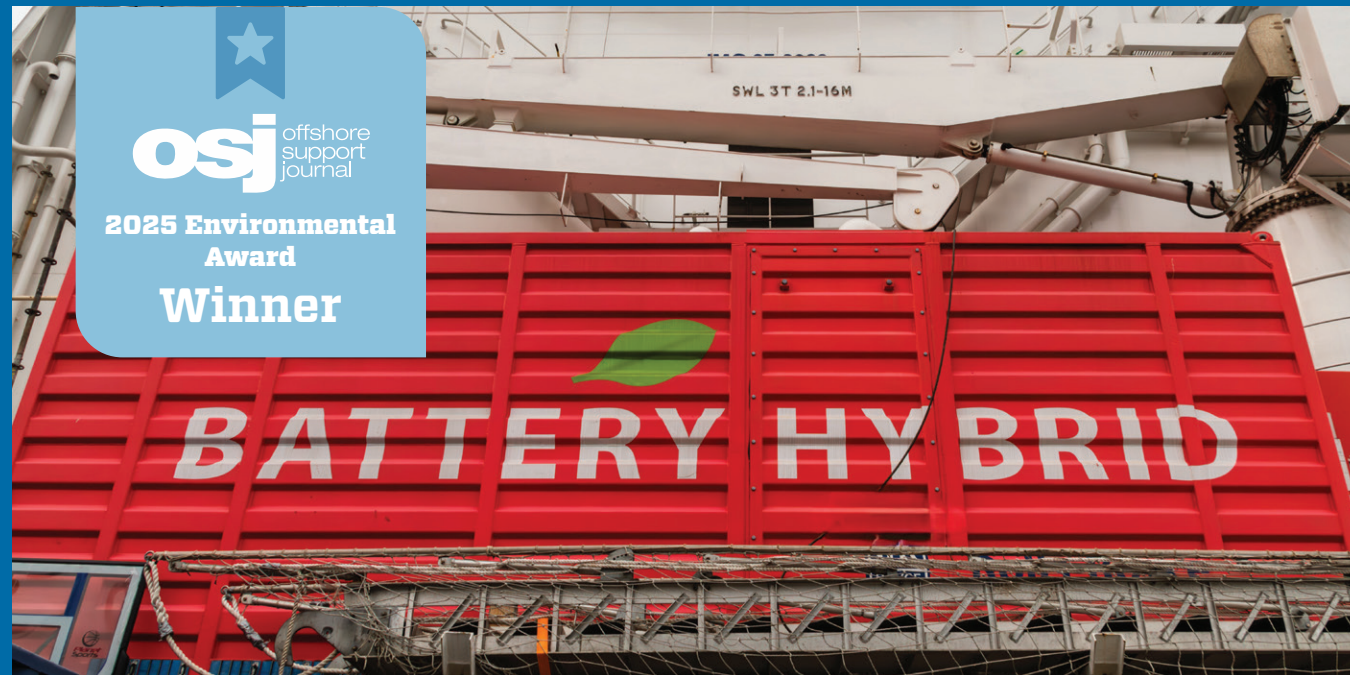
In our previous sustainability report, we outlined our collaboration with Spinerie in developing a carbon intensity indicator (CI) tailored to the offshore industry, namely, the activity-indexed carbon intensity indicator (AICII) metric, designed to provide more accurate emissions tracking for offshore support vessels. At that time, the AICII calculation was still under development and so the IMCA Proxy A calculation was used, with the limitation that it could not fully capture the diverse operational modes of offshore support vessels, potentially leading to inconsistencies in emissions performance assessment. We are pleased to report that the AICII methodology has now been finalized and implemented across our operations. This new methodology provides a more accurate evaluation of emissions by breaking down carbon intensity according to specific operational modes, allowing for detailed emissions tracking by activity.

Optimizing operations through digitalization

Through the use of predictive fuel measurement technologies, we have significantly improved fuel efficiency by accurately forecasting the fuel needed for each journey. This optimization reduces the amount of fuel stored on board, lowering vessel weight and contributing to decreased fuel consumption and emissions. Additionally, by utilizing advanced autopilot systems, we have further reduced emissions by mitigating minute deviations and maintaining a consistent course more efficiently than manual control. This technological enhancement directly reduces fuel burn and associated carbon emissions. We have also achieved emission reductions through enhanced generator management. By shutting down a duplicate vessel generator when not required, we maintain normal vessel operations while significantly lowering carbon emissions.

Driving sustainability through data insights

Accurately measuring and reporting our emissions is essential to advancing our sustainability initiatives and demonstrating our commitment to transparency and accountability. By standardizing, automating, aggregating and analyzing data through digitization and digitalization, we gain a comprehensive understanding of our environmental impact and identify areas where we can further improve our operations. This approach not only aligns with our commitment to environmental stewardship, but also positions SEACOR Marine at the forefront of technological advancements in the maritime industry.



Harnessing battery power

SEACOR Marine’s Hybrid PSVs are at the forefront of sustainable offshore logistics, combining traditional diesel engines with advanced battery energy storage systems. This hybrid technology optimizes fuel consumption by allowing vessels to operate on battery power during low-demand periods, significantly reducing greenhouse gas emissions and lowering overall fuel usage. By cutting emissions and enhancing energy efficiency, our Hybrid PSVs contribute to cleaner offshore operations, support clients’ carbon reduction goals and demonstrate a proactive approach to environmental stewardship in the maritime industry.

Our commitment to green technology has positioned SEACOR Marine as one of the market leaders in Hybrid PSVs, earning us industry recognition through the OSJ 2025 Environmental Award. As at September 30, 2025, SEACOR Marine owns and operates approximately 10% of the global fleet of 88 Hybrid PSVs (according to Clarksons Research Services’ World Offshore Register), with nine Hybrid PSVs in service, a commitment to install two additional hybrid battery power systems on two other PSVs, and an order placed for two newbuild PSVs equipped with integrated hybrid power scheduled for delivery in late 2026 and early 2027.

Own & operate **10%** of the existing global fleet of 88 hybrid PSVs

9 Hybrid PSVs in service

2 hybrid battery power systems will power 2 more PSVs in our fleet

2 newbuild hybrid PSVs ordered —arriving in late 2026 and early 2027

Investing in green technology

SEACOR Marine recognizes the vital role of green technology in the global transition to a lower-carbon future, and we believe that meaningful innovation is the foundation of progress. As the energy landscape evolves, we remain committed to adapting, investing in green technology and exploring alternative fuels to support a more sustainable offshore industry.

Embracing emerging technologies, cold ironing and Power-to-X solutions

Beyond hybridization, we are actively evaluating emerging technologies to accelerate our transition to a lower-carbon future. This includes exploring cold ironing in port using green hydrogen-powered fuel cells or auxiliary generator sets, as well as Power-to-X solutions that integrate green hydrogen and hybrid energy storage. Additionally, we are committed to advancing shoreside power connections and offshore charging infrastructure, enabling vessels to draw power from grids while in port or offshore. These initiatives significantly reduce engine run hours and emissions from diesel fuel, reinforcing our role as a forward-thinking leader in maritime sustainability.

Installing ultrasonic hull cleaning technology

SEACOR Marine is adopting ultrasonic hull cleaning technology to improve vessel efficiency and reduce our environmental impact. This advanced, eco-friendly system uses high-frequency sound waves to prevent marine growth on hull surfaces, maintaining a smooth, clean hull without the use of harmful chemicals or abrasive cleaning methods.

Vessels adopting this technology have shown reduced speed drop-off, improved fuel economy and a reduction in hull cleaning frequency, in turn lowering costs and minimizing disruption to clients. Additionally, the continuous in-water cleaning process reduces dry-docking needs, lessening operational impacts. By maintaining a smooth, clean hull, this innovation directly contributes to lower fuel consumption, reduced GHG emissions and protects marine ecosystems by preventing invasive species spread and toxic discharges from traditional antifouling methods.

Supporting the energy transition

SEACOR Marine is at the forefront of supporting renewable energy initiatives, particularly in offshore wind energy. Our fleet of liftboats provides a highly efficient and cost-effective solution for a range of offshore wind operations, including wind turbine generator feedering, wind farm installation and maintenance, and providing accommodation facilities. Unlike traditional multi-purpose service vessels, our liftboats are designed to operate in an elevated position in suitable conditions and water depths. This capability allows us to shut down all main engines and rely on a single generator, thus significantly reducing fuel consumption and minimizing environmental impact, offering a more sustainable alternative to vessels that require multiple engines running to maintain position. By leveraging liftboats, we are not only optimizing operations, but also reducing the carbon footprint of both our own activities and those of our clients in the offshore wind sector.

SEACOR Marine’s commitment to sustainability extends beyond renewable energy and includes a concerted focus on addressing the environmental legacy of the offshore oil and gas industry. As part of our sustainability strategy, we are dedicated to supporting the safe decommissioning of offshore wells and platforms, which plays a key role in mitigating methane emissions and preserving the marine environment. Our liftboats, with their unique capabilities, are ideally suited to assist in these decommissioning efforts, particularly in the Gulf of America. By elevating out of the water during plug and abandonment operations, our liftboats reduce fuel consumption while providing a cost-effective solution for platform decommissioning.

Helping clients achieve their sustainability goals while reducing costs

At SEACOR Marine, we are redefining sustainability in the offshore sector with solutions that not only help our clients meet their own sustainability commitments but help drive cost savings. We understand the pressure our clients face to reduce their carbon footprint, improve environmental performance and lower operational costs, and we are here to support them every step of the way. By working with SEACOR Marine, our clients gain access to a trusted partner who makes it easier to navigate complex sustainability reporting, including emissions disclosures. Our commitment to operational excellence and sustainability means our clients can rely on us to help reduce their emissions, optimize their costs and help drive both their environmental and financial success.

Our Energy Efficiency Promise



We are committed to optimizing energy consumption with a clear strategy for sustainability

Reducing Energy Emissions: Reducing fuel consumption and energy usage to reduce our environmental footprint

Renewable Energy Sources: Embracing renewable energy sources where feasible

Innovation Investment: Investing in advanced technologies and innovative solutions to conserve energy and cut emissions

Efficiency Upgrades: Continuously seeking energy-efficient solutions to enhance energy efficiency and reduce waste

Collective Responsibility: Collaborating with employees, vessel owners, operators, clients and other stakeholders to share best practices, measure progress and lead with accountability

SEACOR
MARINE

Commitment to ocean health

Fostering environmental awareness

At SEACOR Marine, we remain deeply committed to maintaining a clean and healthy environment, recognizing the critical importance of conducting our operations in an environmentally responsible way. We continue to uphold our responsibility to protect ocean health and reduce our environmental footprint. As part of our ongoing efforts, all marine officers and crew members participate in regular training programs that ensure that they are not only aware of SEACOR Marine's commitment to environmental protection, but are also equipped with the latest knowledge and tools to minimize environmental impact.

Pollution prevention

We continue to prioritize environmental responsibility, ensuring that our policies and procedures go beyond legal requirements, industry regulations and best practices. Our Safety Management System (SMS) remains aligned with the International Safety Management (ISM) Code, and we have further strengthened our approach by incorporating advanced pollution prevention measures, thorough risk assessments and our Environmental Impact Register. This framework empowers us to effectively identify, control and manage a wide range of environmental risks, including fuel and oil spills, chemical contamination, untreated ballast and bilge water, sewage, refrigerants and waste.

We remain fully compliant with all relevant laws and regulations concerning oil spill prevention, including:

- ▶ The International Convention for the Prevention of Pollution from Ships (MARPOL)
- ▶ The International Convention on Oil Pollution Preparedness, Response and Co-operation (OPRC)
- ▶ United States Oil Pollution Act of 1990 (OPA 90)
- ▶ United States Prevention of Pollution of the Sea Act (PPSA)
- ▶ United States Environment Protection Agency (EPA)

These regulations are fully integrated into our policies and procedures, ensuring that each SEACOR Marine vessel is equipped with an International Oil Pollution Prevention (IOPP) Certificate and a Shipboard Marine Pollution Emergency Plan (SMPEP). Our Environmental Management System Manual has been updated to reflect our commitment to sustainable practices, providing clear guidelines for employees, management and stakeholders on the implementation, maintenance and continuous improvement of SEACOR Marine's environmental systems. Additionally, our ISO 14001 Environmental Management Systems certification reaffirms our dedication to minimizing our environmental impact and advancing responsible marine operations.

Ballast water management

SEACOR Marine remains fully compliant with the IMO Ballast Water Management Convention. Our Ballast Water Management Plan continues to reduce the risk of introducing invasive species into new environments and protect local ecosystems. All vessels in our fleet required to meet ballast water treatment standards remain equipped with fully compliant treatment systems and procedures to mitigate environmental impacts from harmful aquatic plants and animals carried from abroad in ships' ballast water.

Let's go green.

Join us in creating positive change within our workplace and beyond!

Energy Conservation



- Turn off lights, computers and other electronic devices when not in use.
- Utilize natural light and adjust thermostat settings to conserve energy.
- Use and invest in energy-efficient appliances and equipment.

Sustainable Practices



- Carpool, use public transportation or bike to work.
- Promote the use of eco-friendly products and supplies.
- Support local and sustainable vendors for office supplies and catering.

As a responsible corporate citizen, SEACOR Marine recognizes the importance of sustainability and environmental consciousness. Let's do our part to make a difference.

Waste Reduction



- Recycle paper, plastic, glass and electronics where possible.
- Use reusable items such as mugs, water bottles and utensils.
- Eliminate use of single-use plastic water bottles and tableware
- Reduce paper usage through digital documentation and communication.



Commitment to reducing waste

Water waste

We continue to advance our water management practices, integrating water waste reduction into each vessel's SMS to promote conservation and responsible operations. Additionally, our fleet-wide water conservation education campaign promotes awareness among employees and clients. Moreover, to minimize water waste, we continue to install hot water circulating valves on vessels and introduce small circulation systems where needed to ensure efficient hot water access. We regularly assess wash-down procedures, fixture inspections and overflow protocols to improve water use efficiency.

We prioritize using seawater whenever possible and employ reverse osmosis technology to desalinate seawater for washing and sanitation. Our SWOB initiative further supports sustainable practices by converting various water sources into purified mineral water for onboard use.

Paper waste

SEACOR Marine remains committed to reducing paper waste across its offices and fleet. We continue to implement digital communication and documentation tools for our shoreside offices and aboard our vessels, and to explore digital alternatives to traditional paper-based reporting. These ongoing efforts help streamline operations, reduce environmental impact and improve cost efficiencies as we continue to move toward a more sustainable, paperless organization.

Cleaning product waste

We continue to make progress in reducing the use of polluting cleaning products and minimizing overconsumption of washing liquids and powders on board our vessels. Building on our initial efforts, we continue to implement the smart dosing system to ensure cleaning products are dispensed efficiently and only as needed. This system has proven effective in helping us reduce waste and greywater through accurate chemical usage tracking. Additionally, we continue to adopt environmentally friendly cleaning products to enhance sustainability, while maximizing the efficiency of concentrated solutions. Our commitment to eco-conscious operations remains strong as we advance this initiative and seek out solutions that align with our environmental protection efforts.

Office supply waste

SEACOR Marine remains dedicated to minimizing waste across all shoreside offices, with a strong focus on sustainable practices. Through our recently launched Let's Go Green campaign, we are encouraging shoreside staff to actively contribute to energy conservation and waste reduction throughout our operations. We encourage employees to embrace environmentally conscious practices, such as recycling paper, plastic, glass and electronics, and in using reusable items like mugs, water bottles and utensils. By eliminating single-use plastic water bottles and tableware, reducing paper usage through digital communication, and making energy-efficient choices, we are collectively working toward a more sustainable workplace. We also encourage energy conservation by turning off lights and electronics when not in use, utilizing natural light and investing in energy-efficient appliances. Additionally, we support sustainable practices beyond the office by promoting carpooling, public transportation and eco-friendly products.

Food waste

Over the past two years, we have continued to make significant progress in reducing food waste and enhancing culinary standards across our fleet. Building on our initial Galley Crew Training program, we have partnered with a third-party expert, to deliver comprehensive training for shipboard galley staff. This program covers cooking techniques, food hygiene and safety, storage and preservation, dietary requirements, meal planning and portion control.

We continue to employ third parties to conduct thorough safety and sanitation audits on our vessels, providing performance scores and detailed fleet nutritional reports. These reports, aligned with the latest World Health Organization guidelines, set targets for key nutritional components and recommend recipes designed to maximize nutrition while minimizing waste. Additionally, we continue to invest in ethylene filters to extend the shelf life of perishable items, reducing over-ripening and minimizing food spoilage. Together, these initiatives demonstrate our commitment to sustainable operations and the well-being of our crews.

Vessel recycling

Vessel recycling is the most sustainable and responsible way of disposing of a vessel at the end of its lifecycle. We continue to responsibly recycle those vessels that we have determined are no longer operational due to their age or commercial viability. SEACOR Marine will only use approved vessel recycling facilities that have safe, responsible and environmentally sustainable practices in accordance with applicable laws and regulations, including the European Union Ship Recycling Regulations (EU SRR) and the 2009 Hong Kong Convention for the Safe and Environmentally Sound Recycling of Ships (Hong Kong Convention).



spotlight



2024 ESG Award
Winner

Plastic waste

Since the launch of our Safe Water On Board (SWOB) initiative, SEACOR Marine has made significant strides in reducing plastic waste across its fleet. The initiative, which provides crew members with access to purified, cooled and safe drinking water through filtration systems and hands-free filling stations, has been a critical step in reducing the need for single-use plastic bottles and cups. As of September 30, 2025, we have installed SWOB systems on seven vessels, eliminating an estimated 262,570 plastic bottles from landfills, equating to nearly 6,257 kilograms (13,794 pounds) of plastic waste.

This initiative not only aligns with our sustainability objectives, but has fostered a cultural shift among our crew. Crew members that have embraced the transition do so with pride, knowing that they are contributing to a more sustainable future. As we continue to expand this initiative across our fleet, we hope to inspire others across the maritime industry to take similar steps toward eliminating single-use plastic bottles and cups in their operations.

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OUR PEOPLE

2025/
2026

Initiatives

Development of integrated cloud-based crew management platform to streamline operations and ensure compliance across fleet

Implementation of new audio-visual training for seafarers

Continued development of wellness programs for employees, focusing on physical and mental health

2024

Highlights

Reached our lowest global total recordable incident rate (TRIR) in safety in over a decade

Installation of high-speed satellite internet across our fleet to enhance seafarer connectivity at sea

Built and implemented a company-wide intranet to strengthen shoreside employee connectivity

Facilitated on-site vessel visits for shoreside teams to enhance operational understanding

Re-introduced senior maritime officer conferences to enhance engagement and collaboration across workforce

Continued installation of air purification technology across our fleet and office locations

Commitment to employee well-being

Supporting workforce health

At SEACOR Marine, the well-being of our employees is fundamental to our success. While safety remains paramount in our operations, we recognize that supporting the physical, mental and emotional health of our workforce is equally important. We are committed to fostering a positive and inclusive workplace where employees feel valued, supported and empowered to thrive. From enhancing workplace safety and mental health resources, to promoting professional development and work-life balance, we continually seek new ways to invest in the well-being of our global team. By prioritizing both safety and well-being, we aim to create an environment where our employees can perform at their best, both onshore and offshore.

Enhancing connectivity at sea

At SEACOR Marine, we understand the importance of staying connected with loved ones for the mental health and well-being of our seafarers. To support this, we are equipping our entire fleet with high-speed satellite internet, ensuring reliable and fast connectivity even in the most remote areas of the ocean.

By equipping our vessels with high-speed satellite internet, SEACOR Marine ensures that its crew members can stay connected with family and friends, access news and utilize online services, helping to alleviate feelings of isolation during extended voyages. This initiative reflects our ongoing commitment to supporting the well-being of our seafarers, recognizing that strong communication capabilities are key to their mental health and job satisfaction. We are proud to embrace advanced technologies that enhance the quality of life for our crew, keeping them connected no matter where their duties take them.

Enhancing connectivity shoreside

As part of our ongoing efforts to enhance connectivity shoreside, SEACOR Marine has launched a company-wide intranet, designed to seamlessly connect all our global offices and improve internal communication. This platform serves as a centralized hub for sharing information, resources and updates, fostering a collaborative environment across our teams. By streamlining access to key documents and enabling real-time communication, the intranet enhances our employees' ability to collaborate more effectively and support decision-making processes, regardless of location. Importantly, the intranet is also connected to each vessel's onboard computer, allowing our crews at sea to stay informed in real-time about shoreside activities and engaged with the broader organization.

This initiative is a key component of our commitment to strengthening our global network and ensuring that all employees have the tools they need to work efficiently and cohesively.

Improving air quality for healthier workspaces

To further promote the safety, health and well-being of our employees and clients, we continue to install air purification systems across our vessels and offices. This advanced air purification technology, approved by the Food and Drug Administration (FDA), a regulatory agency of the United States Department of Health and Human Services, uses highly reactive molecules found naturally in the Earth's atmosphere called hydroxyls to neutralize mold spores, bacteria, viruses and other airborne contaminants. Unlike conventional cleaning methods, this system delivers continuous, proactive sanitization of both air and surfaces, improving indoor air quality. By adopting this technology, we are improving air quality and fostering a healthier, safer environment for our crew and staff.

Commitment to employee engagement and retention

Fostering a thriving workplace

SEACOR Marine's Employee Engagement Council plays a vital role in supporting the Sustainability Council's mandate. This employee-led group focuses on employee engagement, improving overall employee experience and well-being, and encouraging community involvement through our Company and Employee Giving Program.

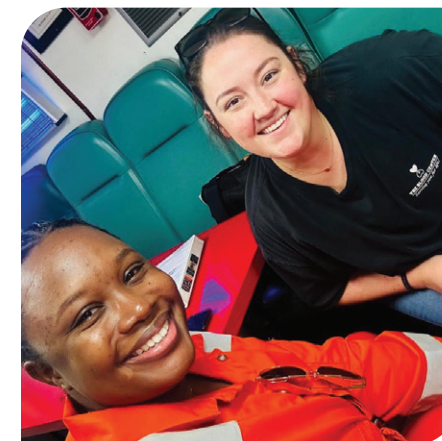
Since our last report, we have introduced several initiatives to strengthen connections across our teams, including increased in-person collaboration between offices and shoreside employee vessel visits. We have also re-introduced our senior maritime officer conferences, a multi-day conference where seafarers come together to share experiences, discuss challenges and strengthen their sense of community. These initiatives help ensure open communication, offer opportunities for feedback and promote a sense of unity across vessel locations.

We remain committed to the training, development and promotion of our seafarers and shoreside employees. Our ongoing efforts to enhance the employee experience have resulted in strong retention rates across both groups, reflecting our focus on creating a supportive, rewarding work environment that fosters long-term career growth.

We are committed to creating an environment that promotes professional growth for both our shoreside employees and seafarers, while continuously exploring new strategies to support career development across our entire workforce. For shoreside employees, we offer professional development opportunities such as seminars, conferences and courses, along with tuition assistance and education reimbursement programs. For our seafarers, we invest in both in-house and external training programs to support career advancement, licensure and expanded responsibilities. Additionally, regular in-person meetings with management help strengthen connections, nurture talent and promote team cohesion.

Providing employee benefits

In addition to offering competitive compensation, SEACOR Marine is committed to providing employees with comprehensive benefits tailored to the regions in which they operate. We believe in the importance of offering competitive salaries alongside a wide range of benefit options, including medical, prescription drug, vision, dental, life and disability insurance, as well as flexible spending accounts. Employees and their families also have access to life and travel assistance programs, will preparation and retirement saving plans that help support their long-term financial security. To enhance work-life balance, we also provide employees with access to resources and tools designed to promote healthy lifestyles and mental well-being.



Supporting the International Day for Women in Maritime

Recognizing that the maritime industry has traditionally been male-dominated, SEACOR Marine is actively working to improve gender representation by developing practical and forward-thinking strategies. We remain dedicated to promoting gender diversity and empowering women throughout the maritime industry. We proudly support the IMO International Day for Women in Maritime, which highlights the importance of recruitment, retention and sustained employment for women in the sector. This initiative advances the United Nations Sustainable Development Goal 5 on gender equality and addresses gender imbalance in the industry.

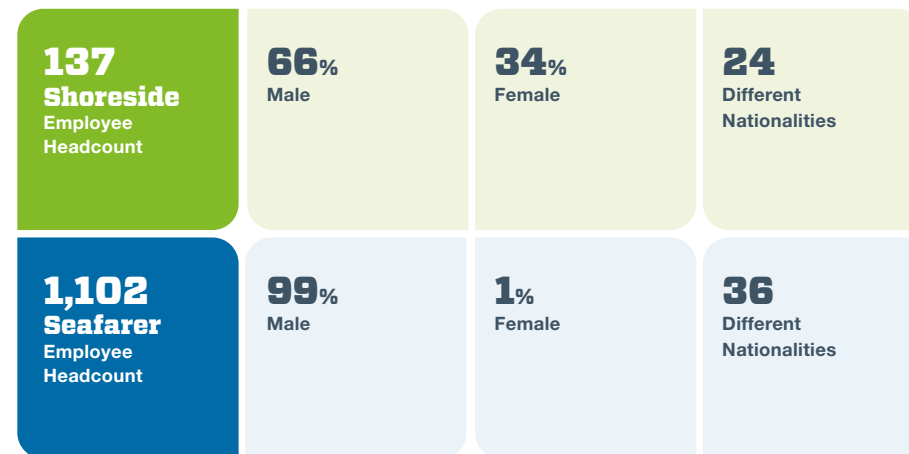
Commitment to equal opportunity

Fostering a respectful workplace

SEACOR Marine remains committed to creating and maintaining a workplace free from discrimination, harassment and retaliation, while ensuring that employees are treated with respect and dignity. To support this, all employees are required to undergo mandatory training on our anti-discrimination and harassment prevention policies. This training includes recognizing and addressing stereotypes, both conscious and unconscious biases, and fostering a culture of respect for diverse perspectives and life experiences.

As an equal opportunity employer, SEACOR Marine makes hiring and employment decisions based on merit, qualifications and the abilities of candidates, ensuring a fair and unbiased process. Our commitment to these principles is reflected in our workforce made up of individuals from a variety of backgrounds, which is central to creating an inclusive culture where every employee feels valued, supported and empowered to contribute their best.

Workforce metrics



Commitment to safety

Maintaining a safety-first culture

At SEACOR Marine, the safety, health and welfare of our employees, contractors, suppliers and the broader community remain central to our operations. We uphold the highest safety standards, empowering every individual with Stop Work Authority and maintaining a GOAL ZERO incident-free culture. Recognizing that a safe and effective environment is a collective responsibility, we conduct our operations in strict adherence to global and local regulations, subjecting ourselves to regular audits to ensure full compliance and uphold the highest standards of safety and environmental protection. The International Organization for Standardization (ISO) 45001 Occupational Health and Safety Management Systems certification underscores our commitment to providing a safe and healthy workplace.

Strengthening safety through four core pillars

Safety Management System (SMS)
A comprehensive document outlining policies, procedures and best practices for safety compliance requirements

Risk Assessments/Job Safety Analysis (JSA)
Pre-job planning safety risk assessments to properly evaluate and mitigate risks before task execution

Prevent Accidents Use Safety Equipment (PAUSE)
A behavior-based safety program designed to identify safe and at-risk working conditions

Stop Work Authority (SWA)
Empowers employees to take responsibility for the safety of themselves and others throughout our operations

These four pillars collectively promote a proactive approach to safety, ensuring that all personnel are equipped with the knowledge and authority to maintain a safe working environment. As part of our ongoing commitment to sustainability, SEACOR Marine has integrated sustainability considerations into our PAUSE documentation, a framework that guides our approach to risk management and safety culture. By incorporating sustainability factors into this framework, we ensure that our safety practices not only protect our workforce, but align with broader environmental and social responsibilities. This integration reflects our dedication to continuous improvement and adherence to industry best practices.

By focusing on a proactive approach to safety, we encourage forward-thinking and identification of preventable incidents. Our comprehensive suite of policies and procedures covers a wide range of safety aspects, including responsible driving for employees receiving a corporate car allowance. SEACOR Marine's management is committed to an honest, realistic and practical approach to developing, revising and implementing safety policies and procedures.

Ensuring excellence through ongoing review

We continually review and improve our processes, manuals and procedures to ensure they meet evolving standards and maintain the highest levels of safety and efficiency.

- ▶ Our Contractor and Subcontractor Management Process ensures contractors and subcontractors align with our safety standards, including training and safety commitment
- ▶ Our Occupational Health and Safety Management System (OHS) mitigates health and safety risks in all areas of our operations to protect employees and stakeholders
- ▶ Our Quality Management System (QMS) focuses on meeting and surpassing client expectations and industry quality standards in every project
- ▶ Our Environmental Management System (EMS) minimizes the environmental impact of our operations through sustainable practices and strict compliance
- ▶ Our Safety Management System (SMS) promotes continuous safety improvements for the well-being of our employees and work environments

Safety performance

SEACOR Marine utilizes diverse tools and metrics to monitor and evaluate the effectiveness of our safety initiatives and performance. These metrics include the total recordable incident rate (TRIR), lost-time incident rate (LTIR), near-miss frequency rate (NMFR) and average hours of health and safety training.

»»»
2024
Safety
Statistics

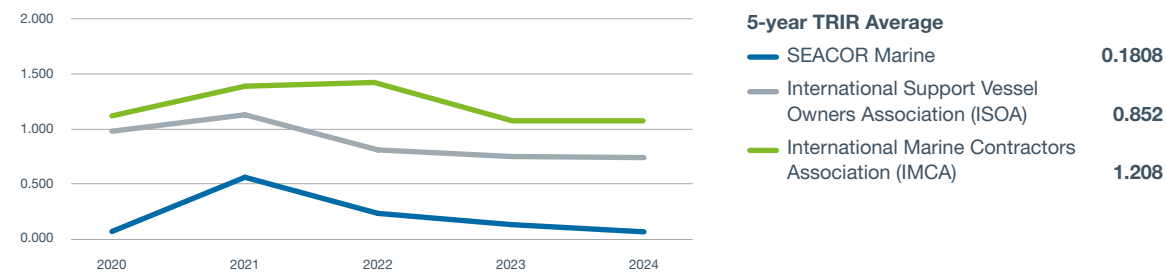
0.034
total recordable
incident rate (TRIR)

ZERO
pollution incidents

ZERO
fatalities

	2020	2021	2022	2023	2024	TOTAL
Lost-time Incidents	1	4	1	3	0	9
Medical Incidents	0	2	5	0	1	8
Fatalities	0	6	0	0	0	6
Total	1	12	6	3	1	23
Man Hours	5,452,152	4,520,303	5,947,632	5,991,096	5,955,816	27,866,999
Total Recordable Incident Rate (TRIR)	0.037	0.531	0.202	0.100	0.034	0.904
Lost-time Injury Frequency Rate	0.037	0.177	0.034	0.100	0.047	0.395
First Aid Treatment	11	6	15	25	22	79
Damages (Hull, Machinery, Equipment)	31	49	40	35	35	190
Near-Miss Reports	71	101	80	65	64	381
Pollution	0	1	0	0	0	1
Stop Work Authority	88	93	74	83	145	483

Year-over-year Total Recordable Injury Rate (TRIR) vs. Industry Benchmarks



TRIR = Fatalities + Lost Time Incidents + Restricted Work Cases + Medical Treatment Cases x 1,000,000 / Total Hours Worked

spotlight

2025 Safety in Seas Culture of Safety Winner
In recognition for our relentless safety culture, driven by innovative tools and a zero-incident vision

Leading with safety excellence

SEACOR Marine utilizes a range of tools and metrics to monitor and evaluate the effectiveness of our safety initiatives and performance, and we are proud to report that we have achieved our lowest total recordable incident rate (TRIR) globally. We are equally proud of the increase in the use of Stop Work Authority (SWA), a rise which reflects a proactive safety culture in which employees feel empowered to speak up and intervene when they identify potential risks. These milestones mark continued progress on our journey to GOAL ZERO and highlight the effectiveness of the measures we have implemented to reduce incidents and protect our workforce.

In recognition of our unwavering focus on safety, SEACOR Marine was honored with the NOIA 2025 Safety in Seas Culture of Safety Award, acknowledging our relentless safety culture, driven by innovative tools and a zero-incident vision.



Celebrating safety achievements

SEACOR Marine recognizes individual and team safety performance through various awards that highlight exceptional commitment to maintaining the highest standards of safety and operational excellence across our fleet. Each award is designed to celebrate those who go above and beyond in fostering a safe and secure work environment.

Through these awards, SEACOR Marine encourages every individual to prioritize safety, ensuring that we remain steadfast in our mission to eliminate accidents and injuries, and achieve GOAL ZERO.

Goal Zero

Recognizes vessels and crews for exemplary safety performance, promoting vigilance, accountability and continuous improvement

Pause Champion

Recognizes individuals who demonstrate exceptional commitment to safety, operational excellence and proactive problem-solving

Safety Guardian

Recognizes individuals who consistently go above and beyond to promote safety and ensure a secure working environment

Triple Crown

Recognizes vessels that achieve an outstanding safety record by meeting or exceeding multiple safety compliance milestones

Accident incident investigation

SEACOR Marine requires all seafarers, shoreside staff and contractors to promptly report any accidents, incidents, near-misses or unsafe acts or conditions to their supervisor. The QHSE department reviews all reported events and determines whether further investigation is necessary, based on the potential severity and likelihood of reoccurrence, using the ranking system outlined in the matrix below:

Potential Consequence of the Accident / Incident:			Likelihood of Re-occurrence				
People	Asset	Environment	A Very Low	B Low	C Medium	D High	E Very High
1 Insignificant Injury	Insignificant Damage	Slight Leak / Spill Contained*	Level 1	Level 1	Level 1	Level 2	Level 2
2 Minor Injury	Minor Damage	Minor Leak / Spill Contained*	Level 1	Level 1	Level 2	Level 2	Level 3
3 Serious Injury	Serious Damage. Vessel Safety Not Compromised	Minor Leak / Spill Not Contained	Level 2	Level 2	Level 3	Level 3	Level 3
4 Near Fatality	Major Damage. Vessel Safety Compromised	Significant Leak / Spill Not Contained	Level 3	Level 3	Level 4	Level 4	Level 4
5 Fatality	Extensive Damages / Sinking	Major Leak / Spill Not Contained / Sinking	Level 4	Level 4	Level 4	Level 4	Level 4

* "Spill contained" means no pollution event. If any pollutants entered the environment no matter how small, then it would be considered "not contained," making the incident a pollution event requiring a minimum Level 2 investigation.

Accidents and incidents receiving a level 1 ranking are investigated by the vessel master, whereas those receiving a level 4 ranking are escalated to the corporate level and are led by the Designated Person Ashore together with senior management. All accidents and incidents, notwithstanding ranking, are investigated to make recommendations to prevent reoccurrences and to mitigate further loss, damage or risk.

Building a skilled seafarer workforce

At SEACOR Marine, we prioritize the qualifications, safety and ongoing development of our crew members. Our comprehensive crew vetting process ensures that only seafarers with the necessary experience and certifications are appointed to appropriate roles. When required, we provide vessel and area specific training, including safety orientations and drills, to uphold our standards of safety and competence. In 2024, all chartered vessel crews met our training requirements, maintaining 100% compliance with current certifications.

Our strong safety culture is reinforced through extensive safety training and regular assessments. SEACOR Marine partners with third-party training providers to deliver specialized, practical programs. Our SMS Training Schedule is aligned and compliant with the requirements of the ISM Code, which is a global standard for the safe management and operation of ships. We also mandate job-specific and on-the-job training for new and transferred employees. Moreover, our vessel masters conduct monthly Safety Committee Meetings, with documented minutes reviewed by the Quality, Health, Safety and Environment (QHSE) department.

Comprehensive training program

Our onboard training program covers a wide range of essential topics to ensure the safety, efficiency and well-being of our crew. The onboard training matrix supports our commitment to excellence in every aspect of our operations, and includes:

- Risk Assessments and Management
- Environmental Protection Practices
- Safety Pillars (SMS, JSA, PAUSE, SWA) and Operational Safety
- Health and Wellness Practices
- Emergency Preparedness
- Ethical Conduct and Harassment Prevention
- Security and Cybersecurity Procedures
- QHSE Updates and Best Practices
- Weekly Incident Reviews
- Shipboard Operations Procedures
- Safety and Industry Alerts

52

training videos

52

SMS-specific trainings

52

weekly reviews of occurrences

40+

emergency preparedness drills



GLOBAL CITIZEN

2025/
2026

Initiatives

Continued promotion of local content by prioritizing local suppliers and talent development, and contributing to the economic growth of the regions in which we operate

Continued expansion of our Company and Employee Giving Program, focusing on giving back to the communities in which we operate and supporting social initiatives

2024

Highlights

Strengthening and expanding our cybersecurity measures to safeguard our systems and data from evolving threats

Advancing the development of our data privacy policies to ensure robust protection and compliance with global standards

Ongoing development of our Responsible Procurement and Supplier Training Program to ensure ethical sourcing and supplier compliance

Developed a Modern Slavery Statement

Commitment to ethics and compliance

Our compliance program

At SEACOR Marine, integrity and accountability are the cornerstones of our operations. We are committed to conducting business with transparency and fairness, fostering a culture where ethical decision-making is embedded at every level. Our compliance program consists of a comprehensive framework of publicly disclosed policies and statements, internal procedures, clear lines of accountability, regular employee training and whistleblower protections.

Maintaining ethical standards

Our publicly disclosed policies and statements, available on our website, cover a wide spectrum of critical areas and raise awareness of key ethical, environmental, social and governance issues. They establish clear expectations for employees, officers and directors, underscoring our commitment to trust, compliance and responsible corporate governance. By upholding these principles, we strive to foster strong, long-lasting relationships with our stakeholders and ensure that ethical conduct remains at the core of our continued success.

To promote strong ethical governance and compliance, and ensure transparency, accountability and integrity across our operations, we maintain a Code of Business Conduct and Ethics, a Supplemental Code of Ethics, Director Independence Standards, an Insider Trading Policy, Procedures for Addressing Complaints, a Related Party Transactions Policy and an Anti-Corruption Policy. Moreover, our Code of Business Conduct and Ethics addresses a wide range of key areas essential to responsible corporate behavior, including but not limited to compliance with laws and regulations, avoidance of conflicts of interest, promotion of fair competition, accurate record-keeping, safeguarding of confidentiality, protection and proper use of company assets, preventing improper inducements for commercial advantage, anti-money laundering and terrorist financing regulations, and ensuring appropriate avenues are used for employees reporting concerns and seeking advice. Together, these elements help guide our people in making ethical decisions and foster a culture of compliance and accountability throughout the organization.

Our people-focused policies include a Harassment Prevention Policy, a Diversity Statement, and a Quality, Health, Safety, Security and Environment Policy, all reinforcing our commitment to a safe, respectful, and inclusive workplace.

In support of environmental stewardship, we have adopted both an Environmental Policy Statement and a Climate Change Statement, reflecting our dedication to responsible environmental management and sustainability.

Finally, our broader corporate responsibility efforts are reflected in our Corporate Responsibility Statement, Human Rights Statement, Modern Slavery Statement, and Supplier Code of Conduct, all of which collectively promote ethical practices throughout our value chain and reinforce our respect for human rights and labor standards.

› Code of Business Conduct and Ethics

› Supplemental Code of Ethics

› Supplier Code of Conduct

› Director Independence Standards

› Procedures for Addressing Complaints

› Anti-Corruption Policy

› Insider Trading Policy

› Related Party Transactions Policy

› Harassment Prevention Policy

› Quality, Health, Safety, Security and Environment Policy

› Climate Change Statement

› Human Rights Statement

› Modern Slavery Statement

› Corporate Responsibility Statement

› Environmental Policy Statement

› Diversity Statement

Preventing and detecting corruption

SEACOR Marine maintains a strict zero-tolerance approach to corruption in any form. Our Anti-Corruption Policy is integral to our compliance framework, explicitly prohibiting bribery, both with public officials and within private sector transactions. We do not tolerate any attempt to offer or accept improper payments, gifts or favors with the intent of securing business advantages.

Our operations span a range of jurisdictions, and in fiscal year 2024, this included approximately \$34 million in operating revenues from countries with higher perceived corruption risks (these included Mauritania, Mexico, Nigeria, Guinea-Bissau), as ranked by Transparency International's Corruption Perception Index. Throughout our global business, and in every country in which we operate, we remain fully committed to conducting business ethically. To date, there have been no reported incidents of corrupt practices across our operations.

Mandatory training and awareness

Our annual compliance training program is a key component of fostering a culture of integrity and accountability across our organization. It is designed to ensure that all employees, officers and directors remain informed about our ethical standards, regulatory responsibilities and expectations for professional conduct. This mandatory training covers our core compliance principles, internal procedures and our publicly disclosed policies and statements.

Embedding compliance into our daily operations and employee learning journeys allows us to reinforce our commitment to transparency, ethical decision-making and long-term stakeholder trust.

Whistleblower reporting

To further support a culture of integrity and accountability, SEACOR Marine partners with EthicsPoint, a secure and independent third-party service, to provide a safe and anonymous platform for submitting whistleblower reports. All employees, officers and directors are expected to promptly report any actual or suspected violations of laws, regulations or company policies. Reports submitted through the hotline are reviewed and investigated promptly and objectively, in accordance with our internal procedures.

SEACOR Marine strictly prohibits retaliation against anyone who raises a concern in good faith, and we are committed to protecting those who speak up to ensure that ethical concerns are addressed with transparency and fairness.



Ensuring operational compliance

In addition to our corporate compliance framework and safety standards, SEACOR Marine's operations are guided by a wide array of international regulations, maritime conventions and safety protocols. These standards help ensure our compliance efforts remain globally consistent and aligned with best practices in the maritime industry. Some of the standards that influence our compliance activities include:

- ▶ International Maritime Organization (IMO) 2020 low sulfur fuel requirements
- ▶ The ISO Quality Management System 9001 (ISO QMS)
- ▶ The International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW)
- ▶ International Safety Management (ISM) Code
- ▶ The International Convention for the Safety of Life at Sea (SOLAS)
- ▶ The ISO Occupational Health and Safety Management System 45001 (ISO SMS)
- ▶ The International Convention for the Prevention of Pollution from Ships (MARPOL)
- ▶ The Maritime Labor Convention 2006 (MLC)
- ▶ Flag State Requirements (United States and The Republic of Marshall Islands)
- ▶ The ISO Environment Management System 14001 (ISO WMS)
- ▶ The International Ship and Port Facility Security (ISPS) Code
- ▶ The Occupational Safety and Health Administration (OSHA)

Commitment to human rights

We remain committed to upholding high ethical standards and leading in human rights within our industry. Our Human Rights Statement reinforces this commitment by prohibiting corruption, harassment, discrimination, forced labor, child labor, slavery or human trafficking in any form.

SEACOR Marine continues to align with international frameworks such as the United Nations Universal Declaration of Human Rights, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. We also respect the principles on fundamental rights set out by the International Labor Organization (ILO) and the guidelines set by the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Commitment to our communities

Company and employee giving program

At SEACOR Marine, we believe that being a responsible corporate citizen means supporting the communities where we operate worldwide. Through our Company and Employee Giving Program, we have made a meaningful impact by contributing both time and resources to important causes. Guided by invaluable insights and feedback from our global regions, we continuously refine and enhance this initiative to address local needs effectively. Since our last report, we have continued to make both monetary and in-kind donations, and our employees have generously volunteered their time to various organizations, demonstrating our shared commitment to making a positive difference in the communities we serve.



Local impact

In addition, we remain dedicated to supporting local businesses and suppliers in the communities in which we operate. We prioritize working with local suppliers and materials whenever possible, helping to foster local industry growth and strengthen regional economies. We actively encourage suppliers to invest in meaningful local content and consider local representation. Our joint venture partnerships further leverage local expertise and networks. This commitment is reflected in our ongoing efforts to monitor local markets and invite local suppliers to participate in our tenders for goods and services.

Collaborating with community partners

SEACOR Marine believes that innovation thrives through collaboration, with both industry stakeholders and the communities in which we operate. We actively engage with trade organizations, industry partners, local institutions and communities to drive shared progress, foster knowledge exchange and co-develop solutions to common challenges.

Our executive and senior management frequently participate in conferences, panel discussions and community forums, sharing insights and experiences that promote best practices and emerging trends. We view these engagements not only as platforms for dialogue, but opportunities to build lasting partnerships that strengthen community relationships and encourage innovation both locally and across the broader maritime industry. Some of the trade organizations and partnerships that SEACOR Marine participate in include:

- ▶ International Marine Contractors Association (IMCA)
- ▶ American Wind Energy Association (AWEA)
- ▶ International Association of Drilling Contractors (IADC)
- ▶ Offshore Marine Service Association (OMSA)
- ▶ National Ocean Industries Association (NOIA)
- ▶ Offshore Service Vessel Dynamic Positioning Authority (OSVDPA)
- ▶ International Support Vessel Owners Association (ISOA)
- ▶ Louisiana Association of Business and Industry (LABI)
- ▶ WorkBoat Strategic Leadership Summit (SLS)
- ▶ National Workboat Association (NWA)
- ▶ Gulf Intracoastal Canal Association (GICA)
- ▶ Greater Lafourche Port Commission (GLPC)
- ▶ South Central Industrial Association (SCIA)

Commitment to ethical supply chains

SEACOR Marine remains dedicated to upholding ethical standards and fostering responsible supply chains. We continue to collaborate with a global network of suppliers across procurement, manufacturing, materials and logistics, promoting ethical business practices and compliance with applicable laws, safety standards and sustainability objectives.

Since publishing our Supplier Code of Conduct, we have continued to advance our Responsible Procurement and Supplier Training Program, reinforcing our commitment to sustainable and ethical procurement practices. We continue to refine our procurement processes, ensuring that supplier evaluations are aligned with SEACOR Marine's sustainability objectives. These evaluations focus on critical areas that are essential in fostering responsible, long-term partnerships, and include:

- Legal compliance
- Anti-bribery, anti-corruption and ethical business practices
- Human rights, modern slavery and human trafficking
- Labor practices
- Discrimination and harassment
- Health, safety and environment
- Data privacy and confidentiality



Commitment to cybersecurity and data privacy

At SEACOR Marine, cybersecurity and data privacy remain critical priorities to safeguard sensitive information, maintain client trust and ensure business continuity. We continue to address evolving cyber threats through effective measures, ensuring compliance with legal and regulatory standards while mitigating financial and reputational risks.

Cybersecurity

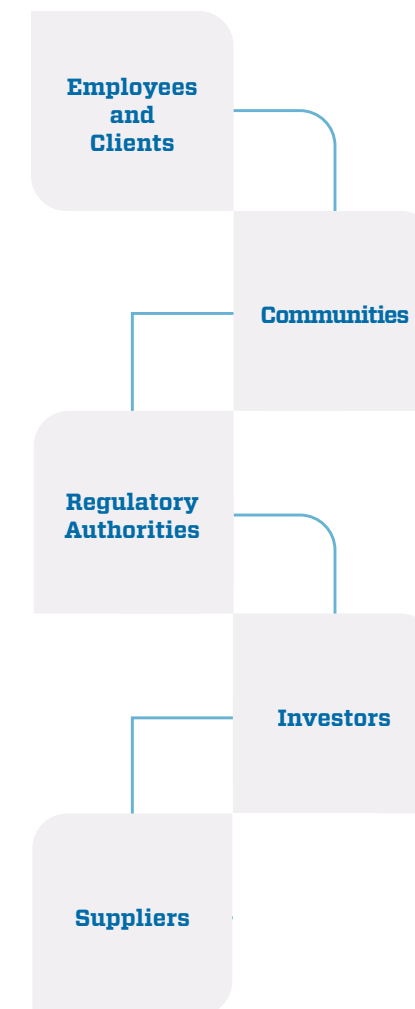
Our cybersecurity program follows frameworks such as the National Institute of Standards and Technology (NIST) and the General Data Protection Regulation (GDPR). Oversight is provided by our Director of Technology and our dedicated Cybersecurity Office, which includes representatives from multiple departments. The Cybersecurity Office holds regular meetings to address security concerns and advance vessel security initiatives.

SEACOR Marine has implemented cybersecurity measures to safeguard our operations. We have transitioned to a cloud-based infrastructure, prioritizing advanced security models from trusted service providers. Our defenses are further strengthened through managed detection and response services. Additionally, we maintain cyber risk insurance and conduct regular training and awareness campaigns to enhance our employees' preparedness against cyber threats.

As part of our ongoing commitment to technological advancement, SEACOR Marine is also exploring the use of artificial intelligence (AI) applications. To ensure that we integrate AI responsibly, we have developed an AI Acceptable Use Policy that aligns with our overall cybersecurity strategy, ensuring that AI technologies are deployed securely and in line with industry best practices. We continue to progress with the advancement of technology, maintaining a strong focus on safety and cybersecurity.

SEACOR Marine's senior management regularly reviews cybersecurity risks with the Board, ensuring our cybersecurity program remains rigorous, adaptive and aligned with industry best practices.

Engaging our stakeholders



Data privacy

At SEACOR Marine, we prioritize data privacy and are committed to protecting the personal information of our employees, clients and stakeholders. We implement comprehensive data privacy policies and procedures to ensure compliance with relevant laws and regulations, including the General Data Protection Regulation (GDPR) and other local data protection requirements. To further reinforce this commitment, we conduct regular training for employees, ensuring they are aware of the importance of data privacy and equipped with the knowledge to handle personal data responsibly and securely. By fostering a culture of mindfulness around data protection, we aim to minimize risks and maintain trust with those whose information we handle.

Stakeholder engagement plan

SEACOR Marine continues to advance its Stakeholder Engagement Plan, refining our approach to ensure more effective communication and understanding with those integral to our operations. We have made steady progress in maintaining ongoing dialogue with key stakeholders, allowing us to better align our sustainability efforts and corporate governance standards with their expectations. Through proactive engagement, we identify priorities that reflect SEACOR Marine's values and foster strong, transparent relationships to guide decision-making and strengthen trust within our community.

Employees and clients: We prioritize open communication with our workforce through regular surveys, feedback mechanisms and our intranet. Training and development programs are in place to support professional growth, while our online whistleblower system provides a confidential and accessible channel for raising concerns. These initiatives aim to foster a collaborative and meaningful workplace, ensuring fair labor practices and addressing workers' rights and concerns.

Communities: Our engagement with local communities includes participation in community organizations and programs, sponsorships, volunteering and financial contributions. Ongoing dialogue with the communities in which we operate ensures alignment of our business operations with community needs and environmental standards, fostering positive community relations and strengthening our social license to operate.

Regulatory authorities and flag states: We maintain active and ongoing engagement with regulatory authorities, maritime administrations and flag states to ensure full compliance with applicable laws, international maritime conventions and industry standards. We work closely with these bodies through inspections, audits, certifications and regular reporting. This collaboration supports our commitment to safe, secure and environmentally responsible operations, while also ensuring that our fleet remains in good standing across all jurisdictions in which we operate. Our proactive approach to regulatory engagement helps us anticipate and adapt to evolving compliance requirements and reinforces our dedication to operational excellence and responsible stewardship.

Investors: We maintain transparent communication with our investors through quarterly and annual financial reports, sustainability reports, our website and other communications. Moreover, our annual meetings of stockholders provide a platform for investors to engage with leadership and have their queries addressed.

Suppliers: Our engagement with suppliers helps improve our relationships and ensure that suppliers adhere to our business conduct standards. This collaboration manages supplier expectations and enhances overall cooperation.

Sustainability Accounting Standards Board (SASB) framework

The following table provides reference to key performance data and analysis that aligns with the SASB industry-specific reporting disclosures and where the specific information can be found in this report.

SASB Topic	SASB Code	Accounting Metric	Section Reference
Emissions Reduction Services & Fuels Management	EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) On-road equipment and vehicles (2) Off-road equipment	We are working to formalize tracking of our vessel and operations fuel consumption. Please refer to page 13 for a data table detailing our Scope 1 and Scope 2 emissions as well as Carbon Intensity metrics.
	EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	Description of the steps being taken to reduce emissions provided on pages 10-15
	EM-SV-110a.3	Percentage of engines in service that comply with the highest level of emissions standards for non-road diesel engine emissions	All recent newbuild projects have required Tier 2 IMO and Tier 3 EPA standards
Water Management Services	EM-SV-140a.1	(1) Total volume of water handled in operations (2) Percentage recycled	Total volume of freshwater consumed by SEACOR Marine vessels is 78,087,124 liters. For details on recycling and efforts to reduce water waste, see page 18
	EM-SV-140a.2	Discussion of strategy or plans to address water consumption and disposal related risks, opportunities and impacts	Discussion of Ballast Management and Ocean Health promotion policies can be found on page 16
Chemicals Management	EM-SV-150a.1	Volume of hydraulic fracturing fluid used, percentage hazardous	As a vessel operator with no ownership of onshore wells, this is not applicable to our operations
	EM-SV-150a.2	Discussion of strategy or plans to address chemical related risks, opportunities and impacts	Risk monitoring is detailed on page 16 and our waste management process is described on pages 18-19
Ecological Impact Management	EM-SV-160a.1	Average disturbed acreage per (1) oil and (2) gas well site	We do not operate any well sites
	EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	A detailed overview of our sustainability efforts is provided on pages 10-19
Workforce Health & Safety	EM-SV-320a.1	(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Near-miss frequency rate (NMFR) (4) Total vehicle incident rate (TVIR) (5) Average hours of health, safety, and emergency response training for (a) Full-time employees (b) Contract employees and (c) Short-service employees	An overview of our safety statistics and safety training program is provided on pages 24-27 In 2024, our TRIR was 0.034
	EM-SV-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Description of our safety management systems can be found on pages 24-27

SASB Topic	SASB Code	Accounting Metric	Section Reference
Business Ethics & Payments Transparency	EM-SV-510a.1	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Approximately \$7.5 million as detailed on page 32
	EM-SV-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Anti-corruption and anti-bribery policies detailed on pages 31-32
Management of the Legal & Regulatory Environment	EM-SV-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Our aim is to instill a culture that prioritizes ethical and sustainable business practices across all levels of the organization and complies with all relevant laws and regulations. Our full compliance with government regulations is detailed on pages 8 and 33
Critical Incident Risk Management	EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Board oversight of risk management is discussed on page 8 and pages 24-27 detail safety and risk management protocols

Forward-looking statement

Certain statements discussed in this sustainability report, as well as in our press releases, reports, materials and oral statements that SEACOR Marine releases from time to time to the public constitute “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Generally, words such as “anticipate,” “estimate,” “expect,” “project,” “intend,” “believe,” “plan,” “target,” “forecast” and similar expressions are intended to identify forward-looking statements. Such forward-looking statements concern management’s expectations, strategic objectives, business prospects, anticipated economic performance and financial condition and other similar matters. Forward-looking statements are inherently uncertain and subject to a variety of assumptions, risks and uncertainties that could cause actual results to differ materially from those anticipated or expected by SEACOR Marine management. These statements are not guarantees of future performance and actual events or results may differ significantly from these statements. Actual events or results are subject to significant known and unknown risks, uncertainties and other important factors, many of which are beyond SEACOR Marine’s control and are described in SEACOR Marine’s filings with the United States Securities and Exchange Commission. It should be understood that it is not possible to predict or identify all such factors. Given these risk factors, investors and analysts should not place undue reliance on forward-looking statements. Forward-looking statements speak only as of the date of the document in which they are made. SEACOR Marine disclaims any obligation or undertaking to provide any updates or revisions to any forward-looking statement to reflect any change in SEACOR Marine’s expectations or any change in events, conditions or circumstances on which the forward-looking statement is based, except as required by law. It is advisable, however, to consult any further disclosures SEACOR Marine makes on related subjects in its filings with the Securities and Exchange Commission, including Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q and Current Reports on Form 8-K (if any). These statements constitute SEACOR Marine’s cautionary statements under the Private Securities Litigation Reform Act of 1995.

Additional resources

Governance

- › [Corporate Governance Guidelines](#)
- › [Code of Business Conduct and Ethics](#)
- › [Supplemental Code of Ethics](#)
- › [Director Independence Standards](#)
- › [Procedures for Addressing Complaints](#)

Policies

- › [Anti-Corruption Policy](#)
- › [Insider Trading Policy](#)
- › [Related Party Transaction Policy](#)
- › [Harassment Prevention Policy](#)
- › [Quality, Health, Safety, Security and Environment Policy](#)
- › [Supplier Code of Conduct](#)

Statements

- › [Climate Change Statement](#)
- › [Human Rights Statement](#)
- › [Modern Slavery Statement](#)
- › [Corporate Responsibility Statement](#)
- › [Environmental Policy Statement](#)
- › [Diversity Statement](#)

Committee charters

- › [Audit Committee Charter](#)
- › [Compensation Committee Charter](#)
- › [Nominating and Corporate Governance Committee Charter](#)

Financial

- › [Form 10-K](#)

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