

SEACOR
MARINE

A large-scale photograph of an offshore wind turbine installation. A yellow crane is mounted on a platform, lifting a white turbine tower section. The platform is supported by several black piles in the blue ocean. In the background, many other wind turbines are visible on the horizon under a clear blue sky.

sustain
ability

2022-2023 SUSTAINABILITY REPORT

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ABOUT THIS REPORT

This report includes information on the environmental, social and governance program 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, 2022.

This report also aligns with the industry-specific standard for the oil and gas services sector as set by the Sustainability Accounting Standards Board (SASB). The SASB table on page 38 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 the sustainability initiatives and environmental, social and governance program of SEACOR Marine can be found on our website and in the following statements and policies:

- [Climate Change Statement](#)
- [Environmental Policy Statement](#)
- [Corporate Responsibility Statement](#)
- [Human Rights Statement](#)
- [Diversity, Equity and Inclusion Statement](#)
- [Code of Business Conduct and Ethics](#)
- [Supplier Code of Conduct](#)

SUSTAINABILITY AT SEACOR MARINE

SEACOR Marine is one of the world’s leading providers of marine and support transportation services to offshore energy facilities. Core to our operations is safety, sustainability and responsibility, through which we provide safe and reliable services and energy-efficient vessels to our clients.

As a global company, we recognize the importance of our role as a good corporate citizen, and as such, we will continue to align our actions with the plans and goals presented by the United Nations Sustainable Development Goals (SDGs), the United Nations Global Compact - Sustainable Ocean Principles and the Paris Agreement (Paris Climate Accord), and the environmental, social and governance (ESG) frameworks provided by the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-Related Financial Disclosures (TCFD) and the Global Reporting Initiative (GRI).

SEACOR Marine is focused on best-in-class sustainability practices and leading safety measures. Through innovative, industry-leading and sustainable operations, SEACOR Marine aims to provide energy-efficient transportation solutions that are safe, reliable and of outstanding quality. We believe that by prioritizing sustainability we can simultaneously deliver better business outcomes and investor returns, minimize our environmental impact and protect the health and well-being of our employees, clients and the communities in which we operate.

Our Values and Responsible Business Practices



ABOUT SEACOR MARINE

SEACOR Marine has a global presence with operations in all major offshore regions. Our clients include national and international oil companies, independent oil and natural gas exploration and production companies, oilfield services and construction companies, as well as offshore wind farm operations and offshore wind farm installation and maintenance companies. As of December 31, 2022, SEACOR Marine employed 1,286 employees directly and indirectly (through crewing or manning agreements), 1,147 of which are seafarers and 139 are shoreside.

SEACOR Marine's principal executive office is located at 12121 Wickchester Lane, Suite 500, Houston, Texas 77079. The common stock of SEACOR Marine is traded on the New York Stock Exchange under the trading symbol "SMHI".

For more information regarding SEACOR Marine, including our financial results, visit our Investor Relations page on our [website](#).



OUR FLEET

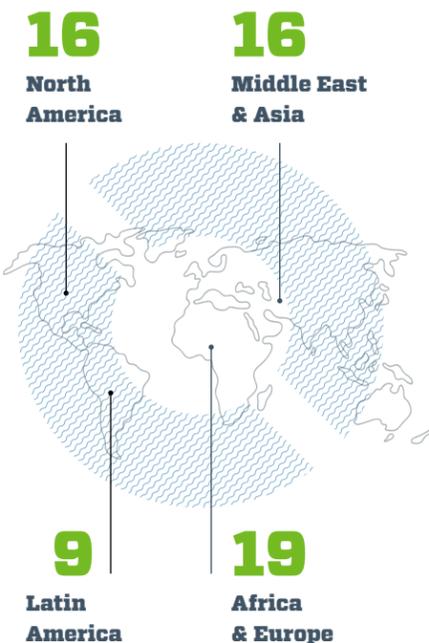
60 vessels
as of Dec 31, 2022

9 yrs
Average vessel age

Overview

SEACOR Marine operates and maintains a diverse fleet to meet clients' needs across the full lifecycle of offshore development. As of December 31, 2022, SEACOR Marine owned and operated 60 support vessels with an average age of nine years, of which six are platform supply vessels (PSV) equipped with hybrid battery power systems (Hybrid PSV) with an average age of four years.

Our fleet works in four principal geographic regions:



Platform Supply Vessels (PSV)



These vessels are used primarily for transporting essential equipment and workers to reinforce shallow and deepwater drilling and production operations. PSVs are versatile and reliable, capable of handling typical construction and maintenance tasks of standard offshore supply vessels. These vessels also provide support during the installation phase of offshore wind farms, including with walk-to-work systems. SEACOR Marine has six Hybrid PSVs in service, with its seventh PSV to Hybrid PSV conversion scheduled to be completed by the end of 2023.

Liftboats



These vessels provide a self-propelled, stable platform 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. SEACOR Marine operates one of the industry's largest fleets of modern liftboats.

Fast Support Vessels (FSV)



These vessels 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.

Anchor Handling Towing Supply Vessels (AHTS)



These vessels are built to provide towing services to relocate and support offshore installations. They are designed to deploy and recover mooring systems for deepwater drilling rigs and offshore floating wind installations, undertake traditional supply duties in support of drilling operations and support subsea construction activities.

LETTER TO STAKEHOLDERS

Since publishing our inaugural sustainability report, SEACOR Marine has continued to reduce our environmental impact and implement best practices regarding governance, diversity and inclusion, leadership, cybersecurity and data privacy. The Company's focus on these areas supports the safety and well-being of our employees, communities and clients.

We have demonstrated our long-standing commitment to sustainability through the execution of various initiatives and investments that are vital to the continued sustained success of our Company. This report outlines our updated measures and progress toward achieving our ESG goals, and serves as a testament to our team's unwavering commitment to sustainability.

Sustainability improvements

We continue to expand our fuel management system across our fleet, which provides real-time data on fuel consumption to help improve fuel efficiency, track and reduce emissions and increase cost savings for clients. This past year, we helped develop and implement a new metric (the carbon intensity indicator) to allow us to accurately measure our carbon intensity by vessel type and operational mode, and we are proud to have begun to report on our Scope 1 and Scope 2 emissions. With this data, we are able to measure our environmental impact and build tactical strategies to reduce our emissions across our fleet and operations.

Further to our sustainability efforts, we have been focused on reducing the amount of single-use plastic waste generated on our vessels and in our offices. The launch of the Safe Water on Board (SWOB) pilot has effectively shifted the culture on our vessels from using single-use plastic bottles to using refillable water bottles as we began providing water filters and branded water bottles to our crew.

Making good on our social commitment

In 2021, we were proud to announce our newly formed Sustainability Council and its mandate to further ESG practices across the Company and to formally develop a dedicated sustainability and ESG program. Today, I'm proud to share that the Sustainability Council has made progress on many of its ambitious goals, particularly in the area of diversity, equity and inclusion (DE&I), the development of our Company and Employee Giving Program and the publishing of our Supplier Code of Conduct.

Our commitment to fostering an innovative and collaborative culture that embraces diversity and inclusion is embedded within the goals of our Diversity, Equity and Inclusion Committee charter. Since its formation in 2021, we have published a Diversity, Equity and Inclusion Statement, implemented mandatory training on this topic to our managers and employees, and have enhanced our employee engagement methods. We view these efforts as critical to building and maintaining an effective workforce at SEACOR Marine. We will continue to pursue initiatives that foster a culture valuing diversity of life experiences and perspectives, and that support our ability to attract the best talent and encourage continuous innovation. We feel strongly that the best teams are composed of people who feel safe, included and respected among their peers.



John Gellert
President and Chief
Executive Officer

Ensuring safety and well-being

Safety is and remains a core pillar for SEACOR Marine. We firmly believe that every employee deserves a secure and safe environment, and we are committed to ensuring their well-being both onshore and at sea. To achieve this, we continuously strive to expand and improve our safety protocols, invest in new technologies and equipment, and ensure that our employees are well-informed and trained in the latest safety procedures to keep them prepared for any potential risks. One notable improvement has been the implementation of vessel real-time location-specific weather forecast and weather alerts across our fleet, providing our crew with more detailed information to plan upcoming operations around forecasted inclement weather. We are dedicated to maintaining a culture of safety across all levels of our organization and in the communities in which we operate.

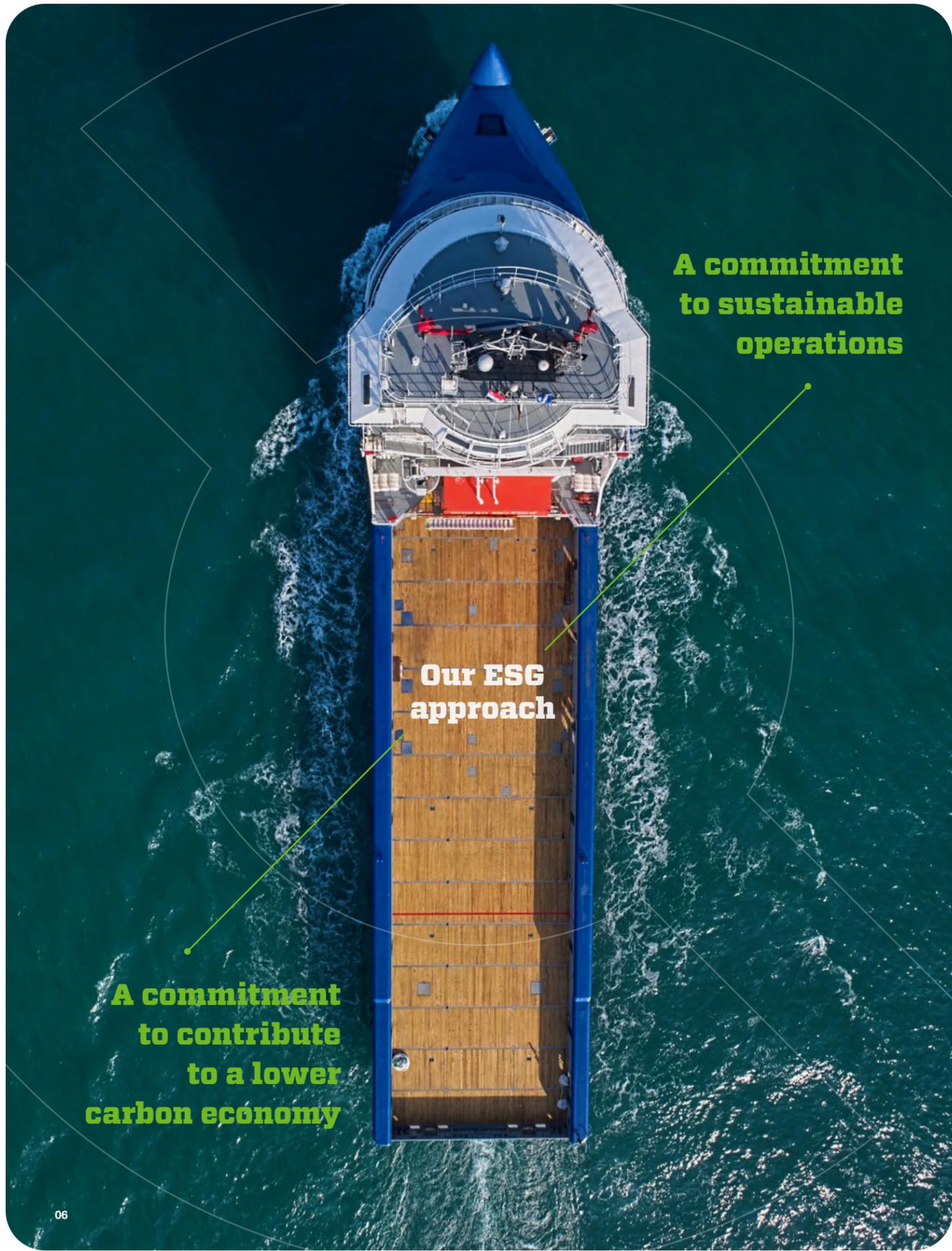
Driving forward on sustainability

We believe that operating responsibly and sustainably contributes to improved risk management, long-term value creation and better business outcomes overall. In the year to come, we will continue to focus on opportunities to improve operational efficiencies, reduce emissions and explore further solutions that will support our decarbonization goals. We will also continue to deepen our commitment to responsible and ethical operations, including sustainable supply chain management. We will remain steadfast in prioritizing the well-being and safety of our employees, while also extending our support to the communities in which we operate.

This is an exciting time for SEACOR Marine as we work to create a brighter and more sustainable future for our Company, our people, our communities and the planet.

A handwritten signature in black ink, appearing to read 'John Gellert', written in a cursive style.

John Gellert
President and Chief Executive Officer



A commitment to sustainable operations

Our ESG approach

A commitment to contribute to a lower carbon economy

DESCRIPTION OF THE COMPANY

Our approach to ESG

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 as a company that provides services to fulfill the world’s growing demand for energy, while also seeking to reduce environmental impacts and climate change risks. Oil and gas continue to fulfill their 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 our Company for the eventual transition to a low-carbon economy and are adapting our business to adjust to the changing environmental landscape.

Advancing our ESG program

We are proud of the meaningful progress made toward our ESG goals since our previous report. Developments of note include:

- Completed pilot project implementing direct (Scope 1) emissions tracking on select vessels and implemented data collection for indirect (Scope 2) emissions through proprietary mechanisms
- Introduced a carbon intensity indicator metric on select vessels
- Supported one of the largest offshore wind projects under development in the United States, the South Fork Wind Farm, located off the coast of Long Island, New York
- Completed implementation of Safe Water on Board (SWOB) on select vessels as part of our pilot project to reduce plastic waste
- Published our Supplier Code of Conduct and developed our Responsible Procurement Policy
- Published our Diversity, Equity and Inclusion Statement
- Created sub-committees and working groups in support of the sustainability and ESG oversight responsibilities of the Board of Directors’ Nominating and Corporate Governance Committee
- Continued development of our Compliance Training Program, including the addition of courses on sustainability, protection of the environment and diversity, equity and inclusion

Over the years, SEACOR Marine has been recognized and awarded for its leadership, innovation and commitment to sustainability, environmental protection and ethical management. The achievements recognized and awarded since our last report include the following:

<p> The Maritime Standard 2022 Green Shipping Award Finalist</p>	<p> National Ocean Industries Association 2022 Innovation Recognition for Emissions Reduction Performance</p>	<p> Guyana Ministry of Natural Resources Recognition for Sustainable Practices in 2022</p>	<p> Offshore Support Journal 2023 Environmental Award Finalist</p>
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Corporate governance

SEACOR Marine has established a robust corporate governance framework that emphasizes adherence to the most stringent ethical and professional standards. 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. We firmly believe that upholding the highest levels of integrity and transparency is vital to ensuring that our decisions are sound and consistent with the best interests of our stakeholders.

Our Board of Directors (Board) is committed to upholding ethical values and adhering to industry-leading governance standards. These principles guide every level of the organization and embed sustainable best practices and ethical conduct into our day-to-day operations and long-term strategic decisions.

Ethics and compliance

At SEACOR Marine, ethics and compliance are fundamental principles that guide all of our operations. We strongly believe in upholding the highest standards of integrity, trustworthiness and excellence, and our commitment to fair and ethical conduct underpins everything we do. By prioritizing ethics and compliance, we aim to build enduring relationships with our stakeholders and foster a culture of trust, transparency and accountability in all aspects of our business.

We expect all employees, officers and directors to read and acknowledge our Code of Business Conduct and Ethics and to adhere to the strict policies outlined therein, including our whistleblower protections. SEACOR Marine employees are required to complete an online Compliance Training Program which includes training on topics such as ethics and conduct, discrimination, workplace harassment, diversity and inclusion, anti-bribery and corruption, anti-trust and competition, anti-money laundering, insider trading, conflicts of interest, cybersecurity and global data privacy, and environmental health and safety.

Board overview

Our Board is dedicated to guiding SEACOR Marine's business and affairs with integrity, transparency and accountability, and for the benefit of all stakeholders. The Board plays an integral role in overseeing SEACOR Marine's risk management, compliance and ESG programs, in addition to fulfilling other important responsibilities detailed further in this report.

Our five-director Board is composed of both male and female members, a majority of which are independent, and come from different backgrounds, experiences and perspectives. This diversity and array of seasoned expertise allows the Board to drive sustainable growth, overcome challenges and set broader business strategy to ensure effective operations. In 2021 and 2022, SEACOR Marine experienced strong shareholder support for all directors, with average support reaching 98% and 94%, respectively. The director with the lowest level of support still received 96% and 92% of the vote in 2021 and 2022, respectively.

ESG oversight

SEACOR Marine's Board and its various committees are responsible for providing strategic guidance, monitoring the performance of executive management, overseeing risk management and compliance with laws and regulations, ensuring transparency and accuracy of financial reporting, promoting ethical and socially responsible behavior within our Company and overseeing SEACOR Marine's ESG performance.



Board committees

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 ESG 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 as well as ensuring effective decision-making and risk management, and is also responsible for evaluating and selecting potential directors.

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.

Sustainability council

The Sustainability Council provides guidance on environmental and social risks and opportunities, trends and developments related to sustainability, the health and safety of the Company's stakeholders, and activities related to stakeholder engagement and community investment. The Sustainability Council assists in the establishment of ESG goals and initiatives, and is responsible for integrating sustainability into business activities across the Company to create long-term value for all SEACOR Marine stakeholders. The Sustainability Council comprises Regional Managers, Heads of Operations, Human Resources, Executive Officers and Senior Management, reporting ultimately to the Board through the Nominating and Corporate Governance Committee.

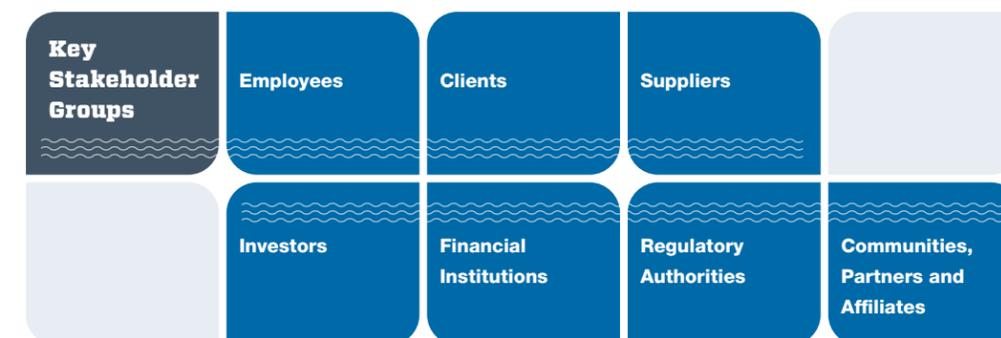
Corporate governance manager

The Corporate Governance Manager runs the day-to-day ESG and sustainability program, reporting and initiatives, and is responsible for flagging sustainability risks to the General Counsel, which are escalated as needed to the executive management team, the Nominating and Corporate Governance Committee and the Board.

Stakeholder engagement plan

Since our last report, we have made meaningful progress in developing our Stakeholder Engagement Plan to deliver a structured and proactive approach for engaging with our stakeholders. The Stakeholder Engagement Plan has allowed us to improve the identification and assessment of the needs of our stakeholders and prioritize material issues that are currently relevant to SEACOR Marine, or may become relevant in the future.

Additionally, we are preparing to conduct a review of our key priorities and areas of focus by engaging our key stakeholders to help drive the development of our sustainability initiatives and ESG program. Through consistent and transparent feedback, we can focus on what matters, identify opportunities, strengthen our engagement and build community confidence.



THE ENVIRONMENT

2023/2024 goals

- Continued implementation and fine-tuning of the carbon intensity indicator (CII) metric across our fleet
- Continued tracking of Scope 1 and Scope 2 emissions
- Continued investment in technologies to improve energy efficiency within our fleet
- Implementation of learned operational efficiencies across our entire fleet and a focus on information sharing with other stakeholders along the value chain
- Continued installation of ballast water treatment systems on vessels in compliance with the IMO Ballast Water Management Convention
- Continued discussions with Flag States to implement Flag State-approved MARPOL electronic record keeping to reduce paper waste
- Continued implementation of SWOB, SmartDose, Sure and Galley Crew Training initiatives across our fleet
- Development of an education campaign to further reduce office waste and environmental impact

SEACOR Marine is committed to aligning our strategy with our environmental sustainability and ESG goals through investments in reliable, safe and green transport solutions, and technology and software to improve operations. We will continue to identify areas for improvement and allocate resources to implement procedural and cultural changes, aiming to enhance processes and minimize our environmental impact.

Commitment to reducing carbon emissions

SEACOR Marine strives to be a part of the solution in the world's transition to a lower-carbon economy by reducing emissions across our business operations. As a global company focused on sustainability, we are committed to meeting the International Maritime Organization's (IMO) target of cutting carbon dioxide emissions by at least 50% by 2050, compared to 2008 levels, with carbon intensity reduced 40% by 2030. SEACOR Marine is compliant with emissions-related regulations, and is reducing the emissions intensity of air pollutants like nitrogen oxides (NOx) and sulfur oxides (SOx) generated by its fleet to meet IMO goals of at least a 50% reduction by 2050.

We respect the goals of the 2015 Paris Climate Agreement and the United Nations Sustainable Development Goal 13 by actively positioning ourselves to adapt to the transition toward a low-carbon economy and to take action to combat climate change and its impacts. We are working to achieve these decarbonization goals in various ways, including through the hybridization of vessels within our fleet, improvements in operational efficiencies, the use of alternate fuels, and leveraging digitization and digitalization to improve energy efficiency and reduce emissions.

→ IMO Carbon Emission Goals

50% reduction in CO₂ emissions
by 2050 compared to 2008 levels

50% reduction in emissions intensity of air pollutants
by 2050

40% reduction in carbon intensity
by 2030



2022 highlights

- Partnered with Spinerie in the development of a carbon intensity indicator (CII) metric for offshore support vessels
- Implemented direct (Scope 1) emissions tracking on select vessels and continued implementation across our fleet
- Developed data collection methods for indirect (Scope 2) emissions through proprietary data collection mechanisms
- Supported one of the largest offshore wind projects under development in the United States, the South Fork Wind Farm, located off the coast of Long Island, New York
- Completed implementation of Safe Water on Board (SWOB) on select vessels as part of the pilot project to reduce plastic waste
- Completed implementation of enhanced software to automate emissions data across our entire fleet and reduce paper waste (Helm CONNECT)
- Completed implementation of a washing liquid smart dosing system (SmartDose) and use of biodegradable and environmentally friendly cleaning products (Sure) on select vessels as part of the pilot project to reduce washing liquids and powders waste
- Completed implementation of remote cook training on select vessels (Galley Crew Training) as part of the pilot project to reduce food waste and improve nutrition

Measuring carbon intensity

Enhancing our ability to track and report our carbon footprint has been a critical element in our sustainability efforts. We have continued to collect data related to the greenhouse gas (GHG) emissions generated directly by our vessels (Scope 1) and have begun collecting data on indirect GHG emissions resulting from the electricity we use for our offices and warehouses (Scope 2). We have also been working to develop reporting methodologies to enable us to accurately measure and report our carbon footprint. These actions have enabled us to gain a deeper understanding of our environmental impact and identify further areas for improvement.

SEACOR Marine has continued to support the maritime industry's shift toward digitization and automation, seeking out digital technologies and solutions for not only operational efficiencies, but for achieving the industry's decarbonization goals.

We continue to install Electronic Fuel Measuring Equipment supplied by FUELTRAX across our entire fleet. By using real-time fuel monitoring and advanced data analytics, we have been able to enhance vessel operational efficiency and significantly reduce our carbon emissions.

We are also introducing a carbon intensity indicator (CII) metric developed with Spinerie to determine the annual reduction factor needed to support continuous improvement for emissions across our fleet. Through our partnership with Spinerie, we have been able to provide the technical data and necessary insights into technical and fleet operations, contributing to the creation of a CII calculation for offshore support vessels. We have also successfully completed a pilot on six of our FUELTRAX-fitted vessels and plan to expand Spinerie's Smart Fleet Management platform and CII tool to 18 additional vessels. The Smart Fleet Management platform leverages client data from disparate systems and third-party data sources to provide comprehensive real-time visibility into fleet performance, focusing on intelligent reporting, operational tracking, and actionable key performance indicators. The CII tool will allow SEACOR Marine to aggregate, analyze and standardize manual, mechanical and automatic inputs to give an accurate snapshot of a vessel's fuel consumption and energy efficiency to guide operations and create an information feed into vessel upgrades and future designs. The Smart Fleet Management platform and CII tool will further encourage and support behavioral change within the fleet regarding fuel usage and will help our clients reduce their fuel consumption.

The IMO has officially supported and approved the utilization of the CII as a viable approach for quantifying and reducing GHG emissions stemming from maritime vessels. Although the utilization of this measurement tool has not been made mandatory, SEACOR Marine's commitment to reducing emissions goes beyond regulations and we will continue to hold ourselves to a higher standard.

IMCA Proxy A CII formula:
$$\frac{\text{Total kg CO}_2 \text{ emitted per year}}{\sum \left(\text{Installed rated power} \times \text{Annual running hours} \right) \text{ for each engine}}$$



SEACOR Marine is committed to achieving the industry's decarbonization goals and continues to support the maritime industry's shift toward digitization and automation.

Measurement - Understanding our impact

2022

Scope 1 Emissions Direct emissions of our vessels and seaborne equipment ¹	251,322.45 t CO₂e
Scope 2 Emissions Indirect emissions from generated electricity purchased by our United States offices ²	580 t CO₂e
Carbon Intensity (CII) Operational efficiency of our vessels and seaborne equipment linking emissions to amount of cargo carried over different activity modes ^{1,3}	179.2 g / gross kWh
SOx Emissions Sulfur dioxide emissions of our vessels and seaborne equipment ^{1,4}	80.9 max t
Water Consumption Freshwater consumed by our vessels and seaborne equipment ¹	78,095,622.89 L
Oil Spills	0

¹ As of December 31, 2022, excludes 3 stacked vessels and 6 vessels for which data was not available

² Implied energy usage based on building square footage and latest energy mix data provided by the United States Energy Information Administration for Texas and Louisiana

³ Based on fuel density of 860 kilograms per cubic meter (kg/m³) at 15 degrees Celsius, using International Marine Contractors Association (IMCA) Proxy A calculation

⁴ Based on a max Sulfur limit of Low Sulfur Marine Gas Oil (LSMGO) of 0.1%

⁵ Includes reported Scope 1 Emissions and Scope 2 Emissions, Scope 3 Emissions excluded

By measuring our direct and indirect emissions, together with the standardization, automation, aggregation and analysis of our data through digitization and digitalization, we will gain a comprehensive understanding of our environmental impact and identify areas where we can improve our operations further. Our ability to accurately measure and report our emissions is a crucial step toward achieving our sustainability goals and demonstrating our commitment to transparency and accountability.

Operational efficiencies

Since our last report, we have continued to improve our operational efficiencies and reduce carbon emissions, and have conducted multiple case studies evaluating power efficiency and fuel usage in our vessel operations:

- Through the use of predictability measurements of fuel needed for a journey and the subsequent reduction of the amount of fuel stored on board and associated vessel weight, we have been able to significantly improve fuel efficiency and reduce fuel consumption
- Through shutting down a duplicate vessel generator, we have been able to maintain normal vessel operations while significantly reducing the carbon emissions of our vessels
- Through the use of our autopilot systems, we have further reduced emissions by mitigating minute deviations and maintaining course better than with manual control
- Through the use of alternative construction materials, such as 5083 aluminum alloys instead of weaker 5086 aluminum alloys, we are able to use thinner plates and less material for construction, resulting in lighter vessels and greater fuel efficiency
- Through the application of enhanced coating systems (silicon-based antifouling) to underwater areas of the hull, installing hull ultrasonic antifouling systems and through polishing propellers, we have been able to lessen water resistance and reduce fuel consumption
- Through the installation of specialized equipment on vessels to support the safe transfer of personnel and equipment to offshore installations, such as offshore wind farms or oil platforms, our walk-to-work solution has reduced the carbon impact of transfer operations by acting as an alternative to helicopter transfers

Harnessing renewable energy

SEACOR Marine recognizes the crucial role that renewable energy plays in the global energy transition, and that this process begins with meaningful innovations. We believe in staying adaptable to the ever-changing landscape, and that is precisely why we remain dedicated to investing in green technology solutions and exploring various fuel alternatives.

This unwavering commitment has allowed us to emerge as the market leader in Hybrid PSVs and we take pride in being the sole owners of large Hybrid PSVs operating in the offshore sector beyond the North Sea and Gulf of Mexico. We currently own and operate nearly 10% of the global fleet of 70 Hybrid PSVs (per Clarksons Research Services World Offshore Register as at June 9, 2023) and we will continue to invest in hybrid battery power systems, with plans to add up to four additional Energy Storage Systems (ESS).

We will continue to evaluate projects that assist in our transition to the future, including cold ironing in port using green hydrogen-powered fuel cells or auxiliary generator sets and Power-to-X technology through harnessing green hydrogen and hybrid stored energy solutions.



Helping clients reduce their carbon footprint

SEACOR Marine takes immense pride in our commitment to sustainability and the results we have achieved thus far. Clients rely on us to navigate the complexities of their own sustainability reporting, particularly when it comes to their Scope 3 emissions disclosures on suppliers. Through our energy-efficient fleet focused on operational effectiveness and environmentally sustainable practices, we position our clients for success, while simultaneously supporting our own sustainable operations.

Committed to the continuous enhancement of operational efficiencies

We will continue to leverage operational learnings across our entire fleet and to explore innovative solutions to optimize our performance. We believe that through incremental, consistent and ongoing improvements we can expand our commitment to sustainable operations.



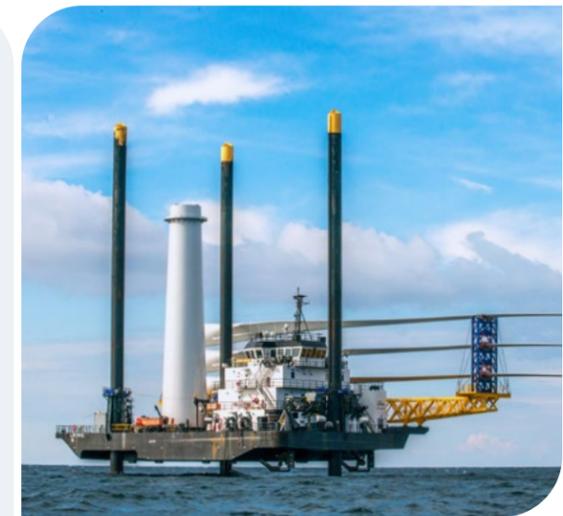
Supporting the energy transition

SEACOR Marine continues to service renewable energy clients through our investment in liftboats and developing the design of other vessels such as support operation vessels (SOV), and we stand to benefit from the growth of offshore wind energy markets, particularly in the United States. SEACOR Marine's liftboats offer a more efficient solution for wind turbine generator feedering, wind farm installation and maintenance and accommodation facilities, compared to deploying multi-purpose service vessels. Where conditions and water depth permit, our liftboats can operate in an elevated position, allowing us to shut down all main engines and rely on a single generator during the project. This approach significantly reduces fuel consumption compared to vessels that need to run all engines to maintain position. By utilizing liftboats, we are able to provide support for offshore wind projects while reducing the environmental impact of our clients and our own operations.

As a company committed to sustainability, we understand the importance of supporting the energy transition while addressing the environmental impact of the offshore oil and gas industry. As such, SEACOR Marine is committed to contributing to the safe decommissioning of offshore wells and platforms for the reduction of methane emissions and preservation of the marine environment. Our liftboats are ideally positioned and fully equipped to support decommissioning efforts in the Gulf of Mexico. Liftboats provide a cost-effective and efficient solution for plug and abandonment operations, as well as platform decommissioning, by elevating out of the water and reducing fuel consumption.

SEACOR Marine's significant role in the United States wind market

Although offshore wind farms in the United States are in their nascent stages, SEACOR Marine has been at the forefront since the beginning, and we are committed to continuing our support of the renewable energy sector. In the past year, we were proud to participate in one of the largest offshore wind projects under development in the United States, the South Fork Wind Farm, located off the coast of Long Island, New York.



As a company, we recognize the potential of offshore wind energy in the United States and the vital role it plays in our transition to a more sustainable future. Since being involved in the installation of the first-ever offshore wind farm in the United States, we have continued to support this emerging industry and we are proud to be a part of building a cleaner energy future for generations to come.

— **Joey Ruiz Jr.**
Vice President of United States Operations



Commitment to ocean health

At SEACOR Marine, we are committed to preserving a clean and healthy environment and recognize the significance of conducting business operations in an environmentally responsible manner. We acknowledge our responsibility to contribute to the protection of ocean health and minimize our impact on the environment. All of our marine officers and crew members complete regular comprehensive training to ensure that they understand our commitment to environmental protection and are equipped with the knowledge and skills necessary to minimize our impact.

Pollution prevention

We take great care to ensure that our policies and procedures exceed environmental laws, regulations and best practices. Our Safety Management System (SMS) is implemented and maintained in accordance with the International Safety Management (ISM) Code, and incorporates pollution prevention measures, risk assessments, management procedures and an Environmental Impact Register, all of which enable us to effectively manage our environmental risks. Some of the sources of marine pollution that we systematically identify and set controls for include fuel and oil spills, contamination from chemicals, acids, cleaning supplies, untreated ballast and bilge water, sewage, refrigerants, garbage and waste.

We are in full compliance with all laws and regulations with respect to 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)

We confirm that these laws and regulations are incorporated within our existing policies and procedures and ensure that each SEACOR Marine vessel holds an International Oil Pollution Protection (IOPP) Certificate and a Shipboard Marine Pollution Emergency Plan (SMPEP). Moreover, our Environmental Management System Manual outlines our environmental policies, procedures and practices to guide employees, management and stakeholders on how to implement, maintain and improve SEACOR Marine’s environmental management system. Our ISO 14001 Environmental Management Systems certification further demonstrates our commitment to environmental management and minimization of our impact on the environment.

Ballast water management

SEACOR Marine is fully compliant with the IMO Ballast Water Management Convention. Our Ballast Water Management Plan reduces the risk of introducing invasive species into new environments and ensures that we can protect local ecosystems. All vessels in our fleet required to comply with ballast water treatment requirements have been duly equipped with fully compliant treatment systems.

Commitment to reducing waste

Since 2020, SEACOR Marine has become increasingly focused on reducing waste across our business, both in our shoreside operations and on board our vessels, including reducing plastic waste, water waste, paper waste, cleaning product waste, office supply waste, food waste and recycling where possible.

Plastic waste

SEACOR Marine is committed to the reduction of the plastic waste produced by our fleet and offices, and to eventually phasing out the use of single-use plastic bottled drinking water and single-use cups. In 2020, our vessels operating in Africa, the Middle East and Asia, produced an estimated 14,860 kilograms (or 32,761 pounds) of plastic waste as a result of bottled water usage on board. This spurred an assessment of whether we could feasibly install water filtration systems across our entire fleet.



SEACOR Marine has since teamed with Hatenoer, a recognized leader in drinking water treatment, to pilot our Safe Water On Board (SWOB) initiative. Through the installation of water purification units coupled with hands-free activated water bottle filling stations, our crew has 100% safe purified and cooled quality mineral water straight out of the water dispensers. When operating in areas where the drinking water supply is not of sufficient quality, the robust and high-quality treatment process ensures that the water is safe, clean and exceeds the World Health Organization (WHO) standards for drinking water. To further reduce single-use plastic and paper cups, crew have been provided with their own SEACOR Marine branded insulated stainless-steel reusable water flask.

Since the introduction of the SWOB initiative in 2021, SEACOR Marine has installed the SWOB system on six of its vessels and has saved an estimated 17,500 plastic bottles from landfills, equating to approximately 450 kilograms (or 990 pounds) of plastic. The initial feedback on the SWOB pilot from our crew is very encouraging and there is a sense of pride amongst seafarers in their contribution to SEACOR Marine’s waste reduction campaign. With the success of our pilot, we are now expanding the SWOB initiative across our fleet.

Safe Water On Board initiative



6-vessel pilot installation

saved from landfills, an estimated

17,500

plastic bottles

equating to

450 kg

990 lbs

of plastic



SEACOR Marine’s introduction of a water dispenser on board Liftboat Jill was a significant cultural change for us, as we were used to having bottled water readily available. However, the Company’s commitment to sustainability and its clear communication of the need to reduce plastic waste made us realize that we all have a part to play. As a result, we have all made the switch to reusable water bottles and are enjoying the convenience of having access to cool, fresh and clean water.

— Coy Duhon
LB Jill Captain

Water waste

We are dedicated to enhancing our water management practices, promoting conservation and acting as responsible stewards in all of our regions of operation.

We have taken measures to reduce water waste in our vessels by addressing the delay in hot water flow. The installation of hot water circulating pumps on most of our vessels has helped prevent unnecessary water wastage. In addition, for those vessels without such pumps, we are implementing small circulation systems where needed to ensure that hot water is always available at the main and tap.

We are continuously assessing our protocols for wash down, fixture inspection and overflow to minimize water waste and to further improve water use efficiency. As a part of this initiative, we have launched an education campaign on water conservation across our entire fleet to increase awareness and encourage mindfulness of this critical issue among our employees and our clients.

We recognize that freshwater is a precious resource, and whenever possible, we responsibly utilize seawater for our operations. Should freshwater be needed, we can desalinate seawater directly on our vessels by utilizing reverse osmosis where seawater is forced through a membrane under high pressure to filter out impurities. This treated water is used for washing down equipment or decks, and sanitation purposes. Moreover, the water filtration systems being installed on our vessels as part of our SWOB initiative can convert most sources of water into 100% safe purified and cooled quality mineral water.

Paper waste

SEACOR Marine recognizes the importance of reducing paper waste, not just in our offices, but also on board our vessels. We are actively exploring ways to cut down on paper usage and implementing initiatives to achieve our goal of a paperless organization.

In our offices, we encourage the use of digital communication and documentation tools, such as email, cloud storage and electronic signatures, and strive toward paperless meetings and presentations. On board our vessels, we are utilizing the Helm CONNECT planned maintenance tool to digitize our vessel operations, including maintenance, safety and compliance reporting. This has significantly reduced the amount of paper used for record keeping and reporting. Moreover, we are actively collaborating with flag states to explore the possibility of complying with their reporting requirements through digital records, as opposed to printed ones. These initiatives will not only serve to reduce our environmental impact but also streamline our operations and improve cost efficiencies.

Cleaning product waste

We are working to reduce the use of polluting cleaning products and overuse of washing liquids as well as powders on board our vessels. Since our last report, we began tracking our consumption of washing liquids and powders and have signed an agreement with Diversey to provide us with a washing liquid smart dosing system (SmartDose) along with 100% biodegradable and environmentally friendly cleaning products (Sure). We piloted the installation of the SmartDose digital solution using Sure products on select vessels and are encouraged by the positive outcomes of this initiative. Through this technology-based dosing system, we can accurately dispense the correct amount of cleaning chemical into the water stream, making it easy for us to track and reduce waste and greywater.

Office supply waste

We continue to focus on reducing waste across all of our offices, including reducing paper usage by promoting electronic communication, reusing and recycling paper, encouraging the use of reusable water bottles, food containers and tableware, properly disposing of electronic waste and reducing our energy consumption by turning off electronics when not in use and using a motion-controlled lighting system that automatically switches on based on occupancy.

We are proud to announce that SEACOR Marine's headquarters in Houston, Texas, has made impressive strides in reducing office waste. This has included the elimination of disposable cups, plates and utensils,

installation of tap water filtration systems for clean drinking water and the replacement of coffee pods with machines that grind fresh beans.

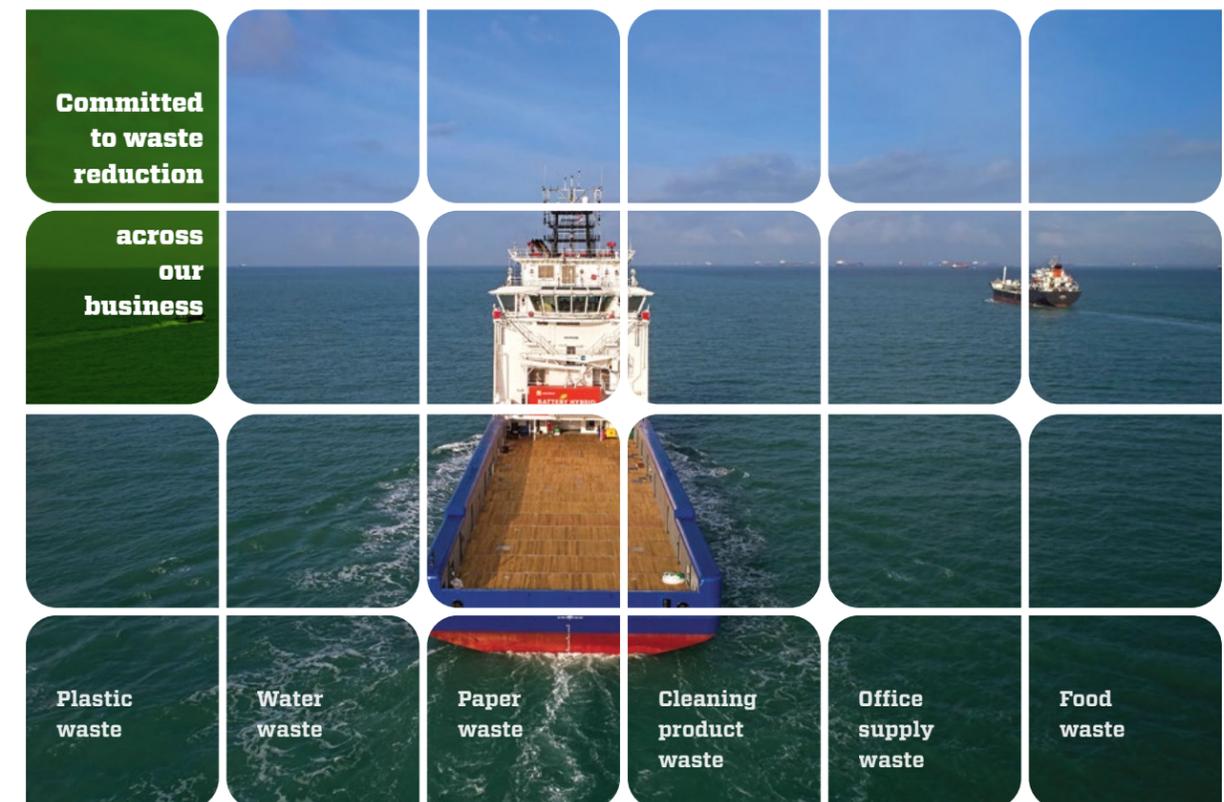
Inspired by Houston's successful initiatives, we are launching an education campaign to ensure that these office waste reduction initiatives are being implemented globally. As part of this campaign, we will also assess our suppliers to ensure that they support our waste reduction efforts and align with SEACOR Marine's broader sustainability and ESG goals as set out in our Supplier Code of Conduct.

Food waste

As part of our ongoing efforts to reduce food waste on our vessels, we introduced a culinary focused training program for shipboard galley staff (Galley Crew Training) on a select group of vessels. This initiative has not only helped us minimize food waste on our vessels, but has further enhanced and built upon galley staff knowledge on cooking techniques, food hygiene and safety regulations, food storage and preservation, dietary requirements, meal planning and portion control. As a result of the success of this initiative, we are now in the process of implementing these learnings across our fleet. SEACOR Marine is also continuing to invest in ethylene filters to extend the lifetime of perishable items in ship stores to reduce over-ripening and waste of certain food items.

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 SSR) and the 2009 Hong Kong Convention for the Safe and Environmentally Sound Recycling of Ships (Hong Kong Convention).



- Developed a Diversity, Equity and Inclusion Statement
- Implemented vessel real-time location-specific weather forecast and weather alerts across our fleet
- Strengthened our safety culture with 72% of reported occurrences being linked to proactive safety measures such as reporting near misses, unsafe acts, unsafe conditions and exercising stop work authority
- Awarded 35 vessels with the GOAL ZERO Award reflecting zero injuries, pollution or damages

2022

highlights



PEOPLE

2023/2024 goals

- Continued support of gender diversity throughout our organization
- Implementation of new audio-visual training for employees
- Development of an all-encompassing cloud-based Crew Management Platform to strengthen our ability to maintain compliance across our global operations
- Continued installation of Hygensea hydroxyl generators on additional systems across the fleet and office locations to eliminate airborne viruses and improve air quality

Commitment to diversity, equity and inclusion

SEACOR Marine's employee-led Diversity, Equity and Inclusion Committee assists the Sustainability Council in fostering an environment that attracts the best talent, encourages innovation, ensures a supportive and non-hostile work environment and values diversity of life experiences and perspectives, including those experiences and perspectives informed by one's race, color, religion, gender, national origin or any other classification protected by applicable law.

Since the formation of our Diversity, Equity and Inclusion Committee, we recently published our Diversity, Equity and Inclusion Statement and identified various employee-led initiatives for further development. We look forward to sharing our continued progress in future reports as we continue to support an inclusive environment that values and respects the diverse perspectives and experiences of our team members.

SEACOR Marine is committed to providing a workplace that is free from discrimination, harassment and retaliation. All employees must undergo mandatory training with respect to our discrimination and harassment prevention policies, including training to help recognize stereotypes, both conscious and unconscious biases, as well as how to recognize and respect different viewpoints and life experiences. As an equal opportunity employer, SEACOR Marine makes hiring and employment decisions based on merit, qualifications and the abilities of candidates. That is why our team is composed of a diverse talent base, dedicated to fostering a culture and environment that promotes a sense of belonging among our employees.



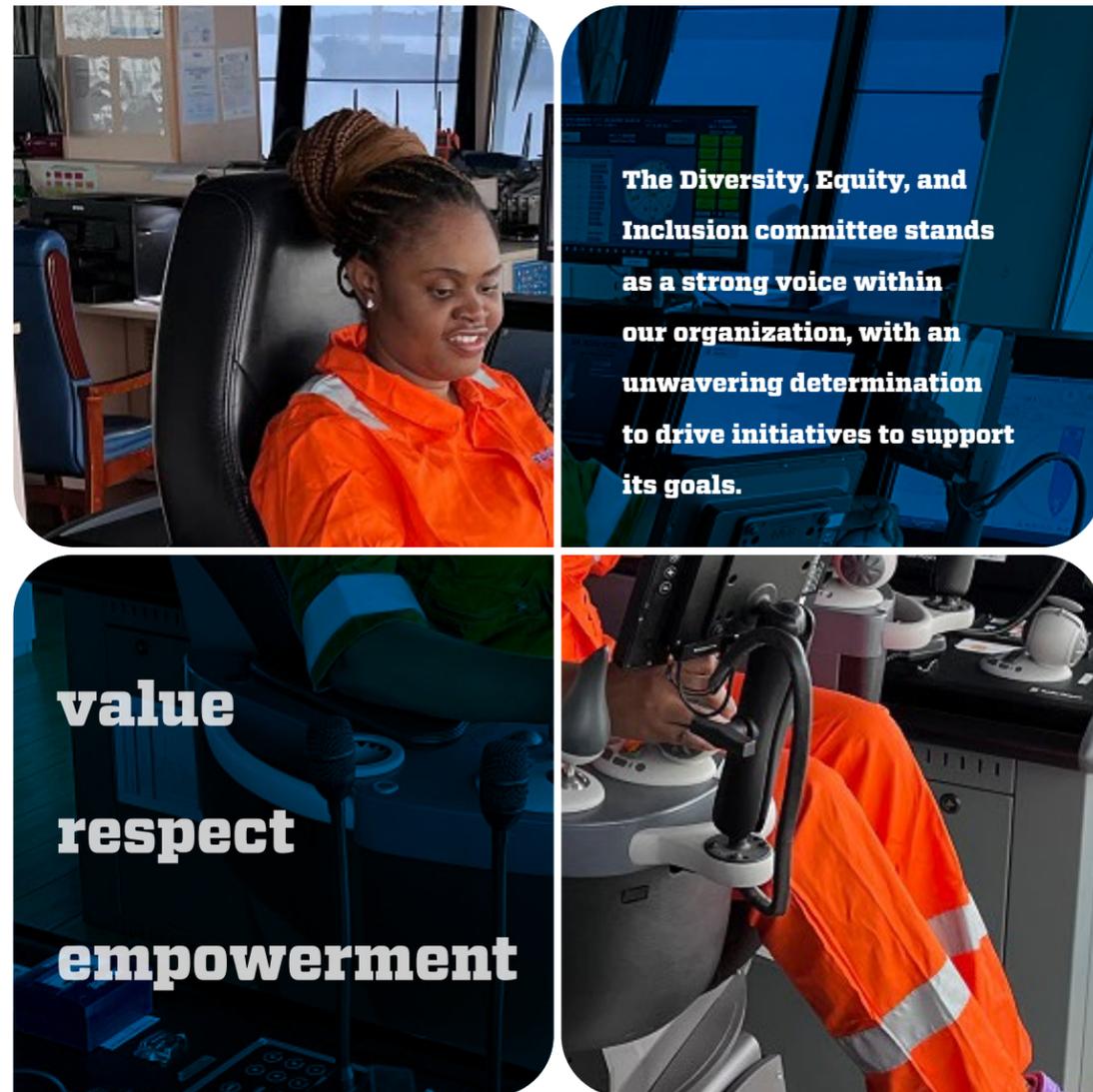
I am honored to work for a company that is dedicated to supporting diversity and advancing women in the maritime industry. SEACOR Marine's commitment to achieve greater gender diversity and inclusivity gives me a sense of pride and optimism for my own growth and development and for other women in this field, contributing to create a more equitable and inclusive industry for all.

— Emma Haywood
Controls Manager

Celebrating together - International Day for Women in Maritime

SEACOR Marine proudly supports and celebrates the IMO International Day for Women in Maritime. This important initiative, which commenced in 2022, focuses on promoting the recruitment, retention and sustained employment of women in the maritime sector, raising the profile of women in maritime, strengthening IMO's commitment to the United Nations Sustainable Development Goal 5 on gender equality and supporting work to address the current gender imbalance in maritime.

While historically women have been underrepresented in the maritime industry, SEACOR Marine will continue to support gender diversity throughout its entire organization, support the empowerment of women and advocate for equal and diversified employment opportunities for all. We will continue to celebrate and recognize the contributions of women in SEACOR Marine and promote their advancement in the maritime industry.

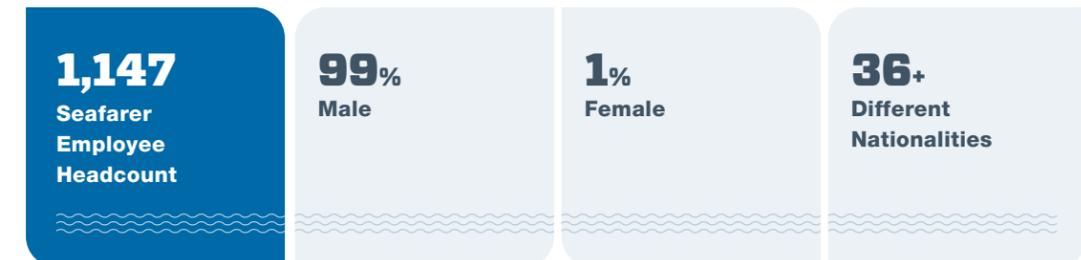


Workforce diversity metrics

Shoreside metrics



Seafarer metrics



SEACOR Marine operates its fleet in four principal geographic regions including the United States (primarily in the Gulf of Mexico), Africa and Europe, the Middle East and Asia and Latin America (primarily in Mexico and Guyana). Vessels are highly mobile, regularly and routinely move between countries within a geographic region, and are redeployed among geographic regions, subject to flag restrictions, as changes in market conditions dictate.



Commitment to safety and well-being

Maintaining a safety first culture

At SEACOR Marine, the safety, health and welfare of our employees, contractors, suppliers and the community at large, is integral to our operations. All of our activities are done with the highest possible regard to safety and we empower every individual with Stop Work Authority. We maintain a GOAL ZERO incident free culture and recognize that ensuring a safe and effective environment within all aspects of SEACOR Marine's operations is everyone's responsibility.

We conduct our operations in strict adherence to rigorous global and local regulations, and subject ourselves to regular audits to ensure that we maintain full compliance, while upholding the highest standards of safety and environmental protection. Our ISO 45001 Occupational Health and Safety Management Systems certification demonstrates our commitment to providing a safe and healthy workplace for our employees.

Our culture of safety is based on the following pillars:

1 Safety Management System (SMS)

Procedural document outlining policies, procedures and best practices for safety compliance requirements

2 Risk Assessments/ Job Safety Analysis (JSA)

Pre-job planning safety risk assessment to properly assess and mitigate risks before carrying out tasks

3 Prevent Accidents Use Safety Equipment (PAUSE)

Behavior-based safety program to identify safe and at-risk working conditions

4 Stop Work Authority (SWA)

Reinforces employee responsibility for the safety of themselves and others throughout our operations

Focusing on a proactive approach to safety encourages forward thinking, identification of preventable incidents and immediacy in emergency response action. SEACOR Marine's management continues to strive for an honest, realistic and practical approach to developing, revising and implementing safety policies and procedures. We continually review and improve:

- **Contractor and Subcontractor Management Process** to ensure the same safety commitment from our contractors and subcontractors and to track their adherence to our safety training requirements
- **Quality Management System (QMS)** to ensure that we meet or exceed client requirements and expectations
- **Environmental Management System (EMS)** to manage the environmental impact of our operations
- **Safety Management System (SMS)** to ensure and improve the safety of our vessels and the people on board
- **Occupational Health and Safety Management System (OHS)** to manage the health and safety risks associated with our operations

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.

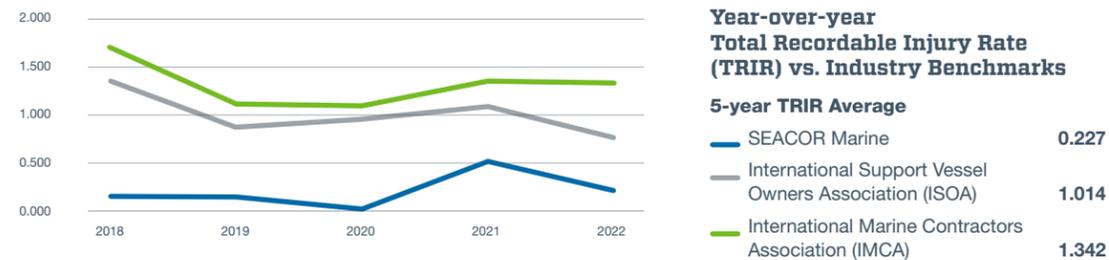
→ **2022 Safety Statistics**

0.202 total recordable incident rate (TRIR)

ZERO pollution incidents

ZERO fatalities

	2018	2019	2020	2021	2022	TOTAL
Lost-time Incidents	0	2	1	4	1	8
Medical Incidents	5	4	0	2	5	16
Fatalities	0	0	0	6	0	6
Total	5	6	1	12	6	30
Man Hours	5,107,195	6,472,040	5,452,152	4,520,303	5,947,632	27,499,322
Total Recordable Incident Rate (TRIR)	0.196	0.185	0.037	0.531	0.202	1.151
Lost-time Injury Frequency Rate	0.000	0.062	0.037	0.177	0.034	0.31
First Aid Treatment	9	6	2	6	15	38
Damages (Hull, Machinery, Equipment)	48	53	31	49	40	221
Near-Miss Reports	138	125	71	101	80	515
Pollution	0	1	0	1	0	2
Stop Work Authority	—	99	88	93	74	354



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

Vessel staffing and qualifications

SEACOR Marine's crew vetting process ensures that our crew members are assigned to appropriate positions based on their experience and credentials, and that only seafarers who possess the required experience and qualifications are appointed. Where necessary, we provide additional vessel-specific or area-specific training, including safety orientations and drills, to preserve our safety and competence standard.

Vessel masters, as designated Safety Officers, conduct monthly Safety Committee Meetings that are documented onboard. Any issues are brought to management's attention and the Safety Committee Meeting minutes are audited annually by the Quality, Health, Safety and Security (QHSE) Internal Auditors and reviewed by the QHSE Department.

Training and assessment

A key priority across our operations is the safety training and regular assessment of our employees. SEACOR Marine provides comprehensive safety training to proactively manage the ever-changing offshore operational risks and foster a strong culture of offshore safety. We collaborate with third-party training experts to ensure access to specialized expertise and delivery of practical and best-practice training.

We continue to maintain an International Safety Management Code (ISM) compliant SMS Training Schedule to ensure that crew members staffed to SEACOR Marine vessels meet necessary training and competency needs. In addition, we provide and mandate job-specific and on-the-job training to both new and transferred employees in accordance with relevant domestic, international and Company requirements.

Our onboard training matrix includes the discussion of the following:

- Risk Assessments, Risk Management and Risk Tolerance
- Safety Pillars (SMS, JSA, PAUSE and SWA) and General Vessel, Operational and Personal Safety Measures
- Security Details
- Weekly Review of Occurrences
- Company, Regulatory, Industry and Client Safety Alerts
- Environmental Protection Measures
- Ethical Conduct and Awareness, including Harassment and Bullying Prevention
- Cybersecurity
- Other general QHSE Topics as they arise

Our annual mandatory health, safety and emergency response training includes:

52
Training videos

52 weeks
SMS-specific training

52
weekly reviews of occurrences

40+
emergency preparedness drills

In addition to mandatory training, SEACOR Marine has developed and implemented a number of measurable quality, environmental and occupational health and safety objectives consistent with our safety policies, which are regularly monitored and annually reviewed. With respect to training and safety, we found that 100% of our chartered vessel crews had current and valid training and certifications.

Accident incident investigation

SEACOR Marine mandates that all seafarers and shoreside staff, including contractors, are responsible for the immediate reporting of all accidents, incidents, near-miss and unsafe acts or conditions to their supervisor. All accidents and incidents are reviewed by the QHSE Department and further investigation requirements are determined by the potential consequence of the incident and the likelihood of reoccurrence using a ranking system as indicated in the matrix below:

Potential Consequence of the Accident / Incident

People	Asset	Environment	Likelihood of Re-occurrence				
			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

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 and senior management. All accidents and incidents, notwithstanding ranking, are investigated to make recommendations to prevent reoccurrences and to mitigate further loss, damage or risk.

Recognizing safety excellence

In 2022, 35 vessel crews completed the year without any preventable incidents involving personal injury, pollution or damages to the vessel. We internally recognize employees' outstanding safety performance by presenting them with awards to acknowledge their achievements. Some of these awards include:



Commitment to employee engagement and retention

Since our last report, we have made significant improvements in our employee engagement. During 2022, we gathered feedback from our employees regarding three areas of focus, namely company culture, working arrangements and compensation and benefits. We are using the feedback generated to identify opportunities for improvement in both the short and longer term.

Our commitment to the employee experience is further evidenced through the creation of regular feedback mechanisms, anonymous engagement surveys, performance reviews, team building events, communication on benefits and health initiatives and periodic updates on our sustainability efforts and ESG program. We also strive to prioritize employee engagement and retention by regularly recognizing and acknowledging the contributions of our dedicated employees through awards, incentives and other forms of recognition.

Shaping meaningful careers

Our efforts to promote retention and employee engagement are further supported by our commitment to the professional growth of our workforce. The Diversity, Equity and Inclusion Committee, in collaboration with the Sustainability Council, is exploring strategies to create a framework to support this initiative for both our shoreside and seafarer employees.

Professional advancement of shoreside employees

We actively encourage our shoreside employees to engage in professional development by providing various opportunities, including attendance and participation in seminars and conferences, as well as online and in-person courses and classes. We also offer tuition assistance and ongoing education reimbursement to support our employees in their pursuit of continued professional education and career advancement.

Professional advancement of seafarer employees

We provide our seafarers advancement initiatives, together with external and in-house investments for opportunities to advance in the ranks, obtain necessary licensure and qualifications and expand their responsibilities. We also maintain regular in-person meetings to facilitate relationships with management, to develop our talent and foster connectivity within our teams.

Attracting talent

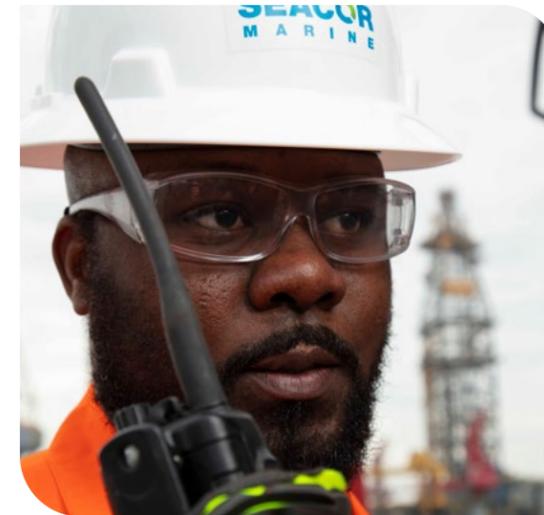
SEACOR Marine strives to attract top talent by providing competitive compensation and comprehensive benefits that are tailored to the diverse requirements of our global and evolving workforce. We also partner with reputable recruitment agencies to ensure that we have access to a broad and diverse talent pool. By leveraging their expertise, we can identify and attract highly qualified candidates who align with our values, support our inclusive workplace culture and possess the skills and experience required for each position.

Employee benefits

In addition to providing competitive compensation, we are committed to offering employees various comprehensive benefits tailored to our regions of operation. Some of these benefits include:

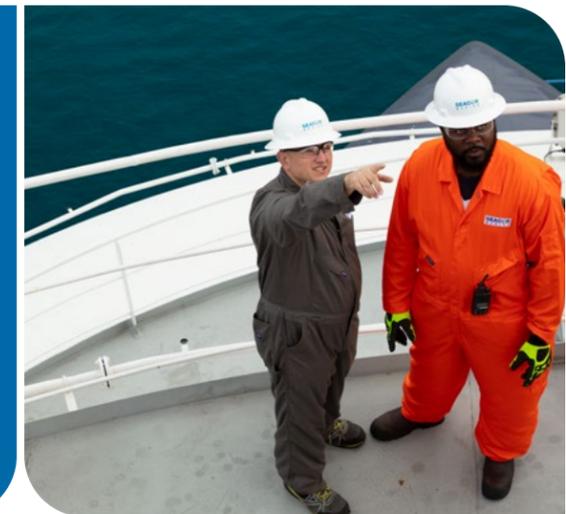
- Competitive salaries and incentive programs
- Health insurance benefits including medical and prescription drug plan, dental and vision coverage
- International Savings Plans
- Health Savings Accounts, with company matching

- Flexible Spending Accounts
- Flexibility to choose between a PPO and a HDHP plan based on individual healthcare needs and budget
- Life insurance benefits, including income protection, short-term and long-term disability benefits and survivor benefits
- Retirement Savings Plans, including defined contribution plans with company matching and pension plans
- Dependent Care Spending Accounts
- Work from home opportunities and flexible schedules
- Paid time off and maternity, paternity, parental and adoption leave
- Reimbursement for continued professional development tuition, seminars and conferences
- Employee assistance programs, including mental health resources and confidential support through our international support hotline
- Life and travel assistance programs
- Will preparation



Committed to shaping meaningful careers, attracting talent and providing competitive compensation and comprehensive benefits.

“ SEACOR Marine will continue to invest in our employees to support their development and to foster a culture of respect, empowerment and continuous learning. We believe that we are building a sustainable workforce that will lead to greater job satisfaction, performance and SEACOR Marine’s overall shared success. — Diane Smart
Human Resources Director





2022
highlights

- Developed a **Supplier Code of Conduct** covering a wide range of topics, including human rights, labor practices, environmental sustainability and business ethics
- Developed a **Responsible Procurement Policy** to guide the selection and retention of suppliers that comply with our rigorous ethical and safety standards
- Developed our **Company and Employee Giving Program**
- Recognized by the **Ministry of Natural Resources in Guyana** for our sustainable practices

GLOBAL CITIZEN

2023/2024 goals

- Continued development of our **Responsible Procurement and Supplier Training Program**
- Global roll out of our **Company and Employee Giving Program**
- Continued strengthening of **partnerships and industry associations supporting our sustainability and ESG goals**

Commitment to ethics and compliance

At SEACOR Marine, we know that embodying transparency and ethics is a key part of good corporate governance, company success and financial viability. We prioritize ethics and compliance as fundamental values that guide our daily operations, and we are dedicated to upholding integrity, trustworthiness and excellence throughout our organization.

SEACOR Marine has established various policies and procedures that our employees, officers and directors must comply with. These policies serve as the foundation of our compliance program which is comprised of risk assessments, whistleblower reporting and employee training, all of which are reinforced by senior management.

We implement regular trainings on a variety of compliance issues, including ethics and conduct, discrimination, workplace harassment, diversity and inclusion, anti-bribery and corruption, anti-trust and competition, anti-money laundering, insider trading, conflicts of interest, cybersecurity and global data privacy and environmental health and safety.

Our publicly disclosed policies and statements, which can be found on our website, help employees, officers and directors understand and adhere to the standards of ethical business practices and gain greater awareness of the ethical issues that may be encountered in carrying out their responsibilities. These statements include:

→ Code of Business Conduct and Ethics	→ Supplier Code of Conduct	→ Anti-Corruption Policy	→ Insider Trading Policy	→ Related Party Transactions Policy	→ Director Independence Standards
→ Procedures For Addressing Complaints	→ Harassment Prevention Policy	→ Diversity, Equity and Inclusion Statement	→ Corporate Responsibility Statement	→ Human Rights Statement	→ Environmental Policy Statement
→ Climate Change Statement	→ Quality, Health, Safety, Security and Environment Policy	<p>Employees, officers and directors understand and adhere to standards of ethical business practices.</p>			

Doing the right thing is embedded in our culture, and we have a zero tolerance policy for any corrupt practices. Our Anti-Corruption Policy is a central component of our compliance program and strictly prohibits any form of bribery involving public officials or commercial bribery among private parties. We do not condone any attempt to give or receive improper payments or other favors, either directly or indirectly, for the purpose of obtaining any business advantage. We have zero reported incidents of corrupt practices to date. For fiscal year 2022, SEACOR Marine generated approximately \$7.5 million in operating revenues in countries with the 20 lowest rankings in Transparency International's Corruption Perception Index. These countries include the Republic of the Congo, Egypt, Nigeria and Mexico.

ZERO
reported incidents
of corrupt foreign
practices to date

Moreover, each employee, officer and director is responsible for promptly reporting any circumstances that such person believes in good faith may be an actual or potential violation of laws, rules, regulations, our Code of Business Conduct and Ethics, our Anti-Corruption Policy, or any other of our policies. SEACOR Marine will not allow any retaliation by reason of making a report. Notably, we work with EthicsPoint, an anonymous, all-hour and secure third-party system, to facilitate whistleblower reporting to ensure individuals can comfortably and safely speak up.

Commitment to human rights

As a company focused on high standards of ethics and compliance, we strive to be a leader in human rights. SEACOR Marine respects 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.

Our Human Rights Statement captures our commitment to respecting and protecting human rights, conducting our business in full compliance with the law, upholding high ethical standards and fostering a diverse, equitable and inclusive environment. We do not tolerate corruption, harassment, discrimination, forced labor, child labor, slavery or human trafficking in any form.



**Building a culture
of ethical standards
and compliance.**



**Fostering a diverse, equitable
and inclusive environment.**

Commitment to legal and regulatory compliance

SEACOR Marine is built on a culture of ethical standards and compliance with all applicable laws and regulations. We also maintain our own strict protocols to manage risk in the regions in which we operate. We have established various policies and procedures, guided by industry-specific organizations, standards and compliance requirements, that our employees, officers and directors must adhere to. Some of the standards that influence our compliance activities include:

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

As an industry leader in compliance, we maintain an ongoing active role in multiple trade organizations and classification society technical committees to ensure we stay apprised of the latest developments in our industry and are aware of evolving best practices. These organizations include:

- International Marine Contractors Association (IMCA)
- Offshore Marine Service Association (OMSA)
- Offshore Service Vessel Dynamic Positioning Authority (OSVDPA)
- South Central Industrial Association (SCIA)
- International Support Vessel Owners Association (ISOA)
- American Wind Energy Association (AWEA)
- Special Committee on Ship Operations
- Special Committee on Small Vessels
- Marine Technical Committee

Commitment to cybersecurity and data privacy

Maintaining cybersecurity and data privacy is critical to safeguarding our sensitive information and assets. In addition to ensuring compliance with legal and regulatory requirements, these measures help prevent financial losses and reputational damage caused by data breaches, maintain client trust and ensure business continuity in the face of evolving cyber threats. SEACOR Marine firmly believes that cybersecurity is a fundamental aspect of our operations, and we treat it as an ongoing process, with full commitment by all levels within our organization.

SEACOR Marine uses the National Institute of Standards and Technology (NIST) and the General Data Protection Regulation (GDPR) as our framework for establishing cybersecurity policies and controls. As part of our commitment to cybersecurity, SEACOR Marine has established a dedicated Cyber Security Office (CSO) that includes representation from various departments, including technology, operations, legal, engineering and quality, health, safety and environment. The CSO holds monthly meetings to address current security concerns and develop roadmaps for further security enhancements, with a strong emphasis on vessel security.

We have also adopted a Cloud First approach to deploying new applications or platforms allowing SEACOR Marine to become 100% cloud based. There are no onsite servers, data centers or colocation facilities. This allows SEACOR Marine to take advantage of mature security models offered by cloud service providers.

SEACOR Marine's Director of Technology is responsible for overseeing our cybersecurity and data privacy efforts, and works closely with senior management and third-party security experts to continually monitor and manage our robust cybersecurity program. Senior management periodically meets with our Board to assess cybersecurity risks and to evaluate the status of our cybersecurity efforts. To address cyber risks, the Company maintains a global set of security policies and standards and regularly evaluates response readiness, disaster recovery and business continuity considerations. In addition, all employees receive annual cybersecurity and phishing training. Our cybersecurity team also consults with industry peers and engages third parties as needed to assess areas of risk as well as the overall maturity of our cybersecurity program.



Commitment to ethical supply chains

SEACOR Marine places great emphasis on upholding ethical standards throughout its business, and ensuring ethical supply chains is a crucial area of focus. We conduct our business globally and collaborate with a worldwide network of suppliers encompassing procurement, manufacturing, materials and logistics companies. We recognize that we can have a positive influence on our suppliers, contractors and their employees to conduct business subject to our own high ethical and safety standards, in full compliance with all applicable laws and in line with SEACOR Marine's ESG goals.

We recently published our Supplier Code of Conduct which establishes the principles, standards and commitments that all suppliers are expected to comply with. The Supplier Code of Conduct addresses the topics of legal compliance, anti-corruption and ethical business practices, labor and human rights, discrimination and harassment, privacy and confidentiality.

We continue to develop our Responsible Procurement and Supplier Training Program, overseen by the Sustainability Council, established to promote sustainable and ethical procurement practices at SEACOR Marine. As part of this program, we have developed a Responsible Procurement Policy setting out our principles, standards, commitments and approach toward the responsible procurement of goods and services. While we recognize that our suppliers vary in size, structure, resources and expertise, we are committed to responsibly sourcing our goods and services through thoughtful selection and by periodically evaluating our suppliers to ensure that they are in line with SEACOR Marine's ethical and safety standards, including our sustainability and ESG goals.

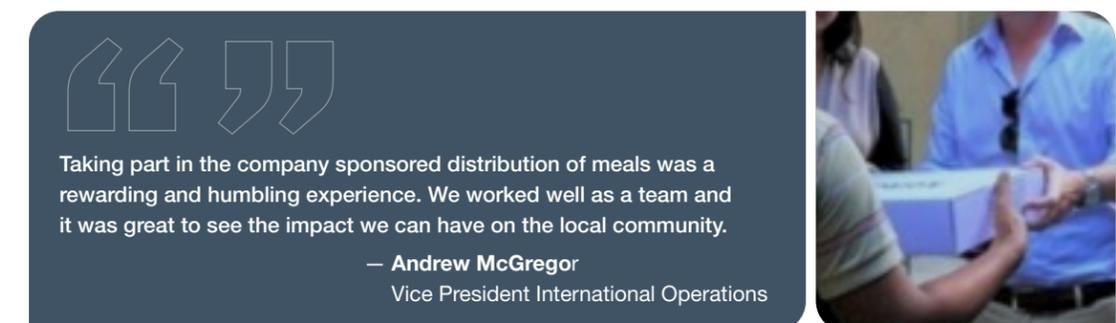
Commitment to our communities

At SEACOR Marine, we are committed to operating responsibly and with integrity as a community partner, and are proud of the continued dedication of our business to use locally sourced suppliers and materials whenever possible. Moreover, our employees exemplify this commitment through their invaluable contributions to the community, dedicating their time and efforts to volunteerism and charitable giving.

Company and employee giving program

In our last report, we announced the founding of a Company and Employee Giving Program. We have used the invaluable insights and feedback received from our global regions of operation to further refine and enhance this initiative, and since our last report, we have made company donations and employees have volunteered their time to various organizations, including:

- Participation at a fun run to raise money to support children born with heart defects and other serious medical conditions and their families
- Attendance at a fundraising event to support the appointment of trained volunteer advocates for children who are victims of abuse and neglect
- Donation to the local Morgan City, Louisiana fire department
- Hosting students from a local university at SEACOR Marine offices, and providing them a vessel tour to share insights on the offshore maritime transportation industry
- Participation at the Guyana Ministry of Labor Annual Occupational Safety and Health Walk
- Holiday donation to Guyana in support of children in the community
- Donation of a model liftboat to the Houston Maritime Center
- Company and employee food donations to a local community in Dubai



Local impact

SEACOR Marine is proud of its continued dedication to supporting local businesses and suppliers in the communities in which we operate. We prioritize working with local suppliers and utilizing local materials whenever possible, and by doing so, we have been able to support the growth of local industries and economies. We make it clear that we are willing to switch to suppliers who invest in meaningful local content, and we actively encourage companies to have local representation. We also leverage local joint venture partnerships to gain access to local knowledge and contacts. Our commitment to supporting local businesses is reflected in our monitoring of the local market and our encouragement of local suppliers to bid on our tenders for goods and services.

Notably, in 2022:

SEACOR Marine received approval from the Ministry of Natural Resources in Guyana for our Local Content Master Plan, and is proud to be amongst the first 15 companies to receive such approval. The plan reflects all of our efforts to embrace the concept of local capacity development and stimulate broad-based economic development, which is necessary to alleviate poverty, achieve prosperity and ensure sustainable economic and social outcomes. SEACOR Marine employs approximately 120 Guyanese in various roles within our local operations and works with local schools and educational institutions to provide training and development opportunities to students and young people who are interested in pursuing careers in the maritime industry. As we continue to grow and invest in the region, we look forward to creating even more employment opportunities for the people of Guyana and further contributing to the sustainable development of the country.

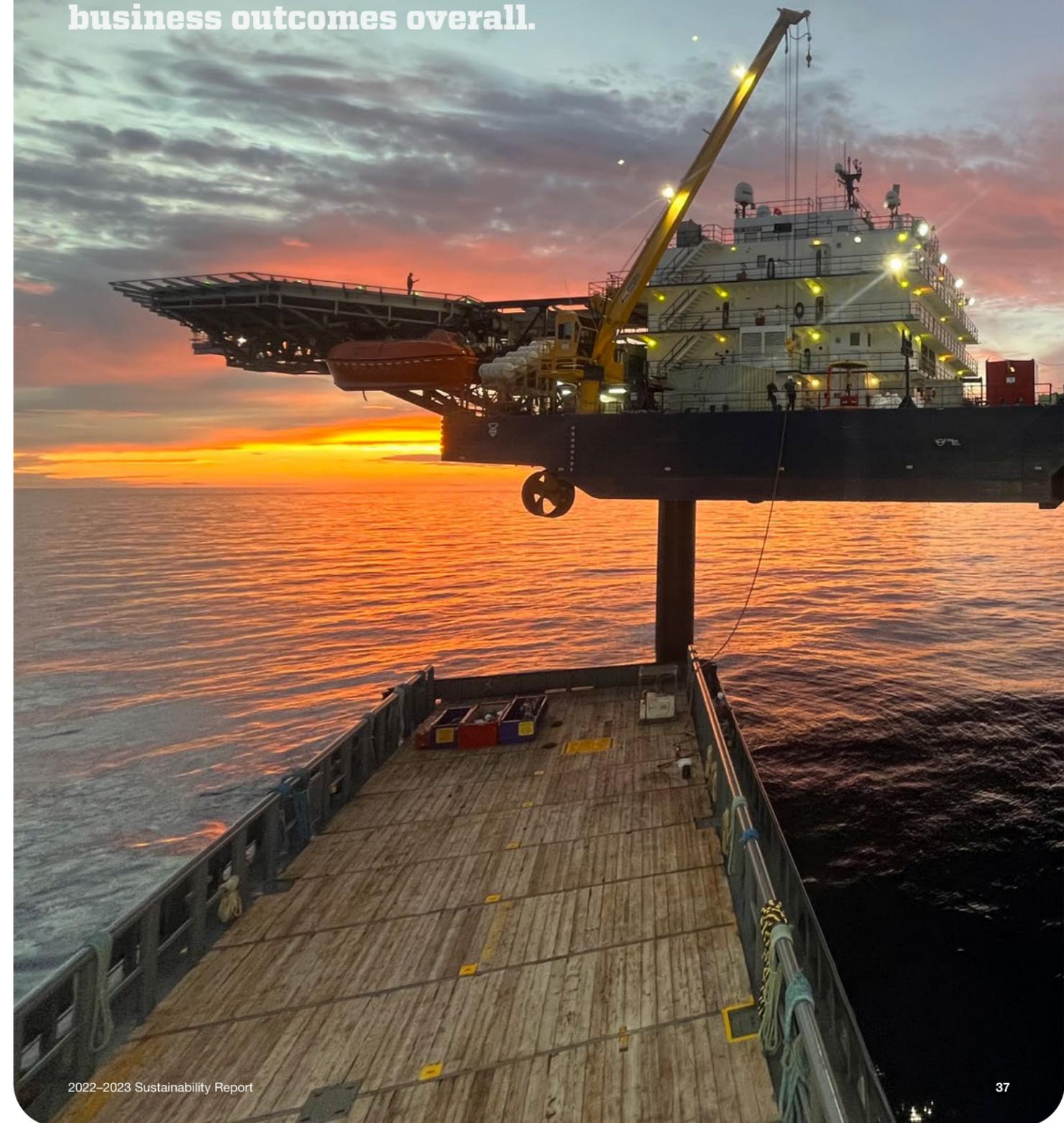
As a member of the Association of Angolan Petroleum Service Companies, and in partnership with The Bridge Global, the Ministry of Mineral Resources, Oil and Gas, and Sonangal Exploration and Production, SEACOR Marine is participating in the CREATE program, which aims to provide opportunities for young Angolans in the oil and gas sector. As part of this program, SEACOR Marine has sponsored three university graduates for 18 months providing them with experience in the maritime industry. Additionally, as part of our ongoing Angolanization Plan, which aims to promote and develop local talent through our operations in Angola, we provide training to our Angolan employees in various departments, including Deck Engine, Catering, Operations, Technical, Logistics, Electronics and Quality, Health, Safety and Environment. We are proud to announce that this year, as a result of our dedicated training program, two of our Angolan Deck officers will be qualified to take command of one of our vessels of up to 3,000 GT, making them some of the most highly qualified Angolan seafarers in the country.

Partnerships and industry associations

SEACOR Marine participates in several trade organizations and partnerships to facilitate collaboration, knowledge-sharing and collective action within our industry. Our executive and senior management team is invited to industry conferences as keynote speakers and participants to share their expertise, insights and experiences with other industry professionals. Through these events, we aim to contribute to the ongoing dialogue on best practices, emerging trends and challenges in our industry, as well as foster meaningful relationships with other stakeholders.

- National Ocean Industries Association (NOIA)
- International Association of Drilling Contractors (IADC)
- Offshore Marine Service Association (OMSA)
- Louisiana Association of Business and Industry (LABI)
- WorkBoat Strategic Leadership Summit (SLS)
- Gulf Intracoastal Canal Association (GICA)
- Greater Lafourche Port Commission (GLPC)
- National Workboat Association (NWA)
- South Central Industrial Association (SCIA)

SEACOR Marine is committed to operating responsibly and sustainably, contributing to improved risk management, long-term value creation and better business outcomes overall.



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, Scope 2 emissions and 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 2022, our TRIR was 0.202
	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

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](#)
- [Corporate Responsibility Statement](#)
- [Environmental Policy Statement](#)
- [Diversity, Equity and Inclusion Statement](#)

Committee Charters

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

Financial

- [Form 10-K](#)

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.

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