SEACOR MARINE

Human Rights Statement

As of November 12, 2026

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Human Rights Statement

SEACOR Marine Holdings Inc. ("SEACOR Marine") is committed 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, modern slavery, or human trafficking in any form.

We strive to be a leader in human rights, and that includes our interactions with all our stakeholders: our employees, suppliers, vendors, investors, customers, business partners, and communities.

SEACOR Marine respects The Universal Declaration of Human Rights and the principles on fundamental rights set out by the International Labor Organization. Our principle is that where national law and international human rights standards differ, we will follow the higher standard, and where the laws are in conflict, we will adhere to national law, while seeking ways to uphold international human rights to the greatest extent possible. We also respect the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Scope

We have a global footprint, and we value the traditions and cultures of the countries in which we conduct business, all the while ensuring that we do not have an adverse impact on human rights.

Given our global footprint, we confirm that this Human Rights Statement applies to activities undertaken by, or on behalf of, SEACOR Marine and its controlled subsidiaries anywhere in the world.

Our Commitment

We believe it is our duty to promote and protect human rights. This includes, but is not limited to, the following:

- We abide by applicable labor, employment, safety, health, anti-discrimination, and other workplace laws and regulations, both within the United States and the other countries within which we operate. We offer equal employment opportunities. It is against our policy for any employee to discriminate against an applicant for employment or another employee on the basis of race, color, religion, gender, national origin or any other classification protected by applicable law.

- We maintain a working environment free of harassment of any type, including sexual harassment. Accordingly, conduct of a harassing nature, which is offensive, hostile, and interferes with another employee's work, is strictly prohibited. It is also the policy of SEACOR Marine to maintain a non-hostile environment.
- We protect the rights of minorities, women, and other groups that may feel marginalized to ensure their voices and concerns are heard and valued at SEACOR Marine.
- We strive to identify potential human rights issues in the due diligence process for contractors and business partners.
- We respect the human right to water, as defined by the United Nations. This entitles everyone to sufficient, safe, acceptable, physically accessible, and affordable water for personal and domestic uses.
- We foster a culture where employees feel responsible for their own safety, the safety of the people around them, and for the environment.
- We conduct trainings on a variety of human rights related issues, including ethics and conduct, anti-bribery and corruption, conflicts of interest, discrimination and harassment prevention, health and safety, environmental protection, human rights, and others.

Our Execution

Our recognition of human rights has been embedded in our internal policies, manuals, procedures, and training programs provided to employees. Our publicly disclosed documents reinforce these assertions and can be found on SEACOR Marine's website (www.seacormarine.com). These documents cover topics including, but not limited to, ethics and conduct, anti-bribery and corruption, conflicts of interest, discrimination and harassment prevention, health and safety, environmental protection, human rights and modern slavery. They serve to help employees, officers, and directors understand and adhere to SEACOR Marine's standards of ethical business practices and to stimulate awareness of ethical issues that may be encountered in carrying out their responsibilities.

Reporting and Oversight

Our commitment to act responsibly is strong, and our employees are supported to make ethical business decisions. SEACOR Marine maintains procedures and systems to encourage the reporting

of concerns, including those related to human rights, directly with the highest tiers of management through to anonymous whistleblower platforms.

Board-level oversight in this area is provided by SEACOR Marine's Nominating and Corporate Governance Committee.

Going Forward

We will continually assess how to strengthen our approach to addressing human rights, and we will continue to support the promotion of human rights across all of our business practices. We hope our actions will inspire the same commitment from other organizations around the world.