Diversity Statement

As of November 12, 2026

Corporate Address:
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Diversity Statement

SEACOR Marine Holdings Inc. ("SEACOR Marine") is committed to fostering a diverse and inclusive environment in which employees from every background can contribute to their fullest potential, feel equally included and valued for who they are and what they contribute, and are provided with equal and diversified employment opportunities.

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.

Scope

Diversity and inclusion have a measurable benefit to all facets of our work. In fostering an environment that attracts the best talent and encourages innovation, SEACOR Marine is committed to facilitating a culture that values diversity of life experience and perspective. This includes increasing diversity at all levels within our organization and a commitment to recruiting employees from the widest talent pool available to fill our needs.

Our Commitment

Respect for diversity and inclusion is a core value at SEACOR Marine, and we will continue to do the following to ensure this commitment:

- Embrace the diversity of our employees, stakeholders and customers, including their unique backgrounds, life experiences and perspectives, and abilities.
- Promote hiring and career development practices that support increased diversity at every level, across our operations and job functions.
- Ensure 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, age, national origin or any other classification protected by applicable law.
- 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.

- 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.

Reporting and Oversight

SEACOR Marine's Sustainability Council has established an Employee Engagement Council to foster a diverse and inclusive environment throughout the organization. SEACOR Marine maintains procedures and systems to encourage the reporting of concerns, either directly with the highest tiers of management or through anonymous whistleblower platforms.

Going Forward

We will continually assess how to strengthen our approach to ensure a diverse and inclusive culture within our organization and will regularly review our policies and practices to ensure they are in alignment with our commitment. Further, we encourage any company or individual conducting business with us to embrace and uphold these principles to the best of their ability.