

**SEACOR**  
MARINE

IMO 9734032

SML ST 2.1-16M TTS

IMO 9734032

**BATTERY HYBRID**

# sustain ability

2020 • 2021 INAUGURAL SUSTAINABILITY REPORT

About This Report	Inside Front Cover
Sustainability at SEACOR Marine	01
About SEACOR Marine	02
Fleet Overview	02
Letter To Stakeholders	04
Description of the Company	07
Our approach to ESG	07
Commitment to building a more comprehensive ESG platform	07
Corporate governance	08
Oversight of our ESG program	09
THE ENVIRONMENT	11
Introduction to our sustainability efforts	11
Our commitment to ocean health	12
Reducing waste	13
Reducing carbon emissions	15
Renewables are the future	16
PEOPLE	21
Our commitment to diversity, equity and inclusion	21
Safety and well-being	22
Employee experience	27
Navigating COVID-19	28
GLOBAL CITIZEN	31
Ethics	31
Compliance	32
Human rights	33
Ethical supply chains	34
Sustainable Accounting Standards Board (SASB) Framework	35
Additional Resources	36

## 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, 2020 or pertains to performance during and activities undertaken in 2020 and 2021.

Safety has always been at the core of SEACOR Marine’s culture, and we have long had a deep sense of responsibility to all stakeholders that are impacted by our operations. We recognize that the SEACOR Power incident that occurred in April 2021 resulted in a tragic loss of life and has deeply affected our employees, our communities, and especially the families and friends of those aboard the vessel. In this report, we also address in detail our process for continuously enhancing our protocols and prioritizing the safety of our employees and communities.

This report 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 35 shows the location of relevant information in this sustainability report.

SEACOR Marine is committed to promoting ethical business practices, operating responsibly, and acting with integrity in all we do. Further information on our sustainability practices, our environmental, social and governance program, and our responsible business operations can be found on our website. Our statements on our core values and ideals include:

- [Climate Change Statement](#)
- [Human Rights Statement](#)
- [Corporate Responsibility Statement](#)
- [Environmental Policy Statement](#)
- [Quality, Health, Safety and Environment Policy](#)

## SUSTAINABILITY AT SEACOR MARINE

Companies around the world rely on SEACOR Marine for a diverse range of industry-leading offshore transport solutions from crew transportation to maintenance support. We meet these needs by providing safe, reliable and diverse transportation services to offshore energy facilities globally through an energy-efficient fleet focused on environmentally sustainable practices.

We closely monitor the ways our operations impact our people, our communities and our planet, whether offshore or onshore.

Currently, our fleet has an average age of seven years, about seven years younger than the average vessel age globally, taking into account all in service Platform Supply Vessels (PSV), Fast Support Vessels (FSV) and Anchor Handling Towing Supply Vessels (AHTS).\* The young age of our vessels allows our Company to provide clients with modern vessels and cutting-edge technologies. Moreover, our PSVs make up approximately 13% of global PSVs under the age of five years.\*

\* According to Clarksons’ research data from July 15, 2021

Our Company is focused on best-in-class sustainability practices and leading safety measures. We recognize that operating responsibly across environmental, social and governance matters can contribute to improved risk management, long-term value creation and better business outcomes overall. Importantly, our corporate sustainability efforts inform our business strategy and the decisions we make as a global company.

### Our Values and Responsible Business Practices



## ABOUT SEACOR MARINE

SEACOR Marine is an industry-leading offshore transport solutions company with a presence in four principal geographic regions, which include the United States (US), primarily in the Gulf of Mexico; Africa and Europe, primarily in West Africa and the North Sea; the Middle East and Asia; and Latin America, primarily in Mexico, Brazil and Guyana. Our clients include oil majors, contractors, independent oil companies and offshore energy producers. As of December 31, 2020, SEACOR Marine employed 1,386 employees.

The Company earned \$141.8 million in operating revenues in the fiscal year 2020 and as of December 31, 2020 held \$36.0 million in cash with outstanding debt totaling \$472.9 million, net of debt discount and issue costs. A majority of debt maturities are beyond 2022.

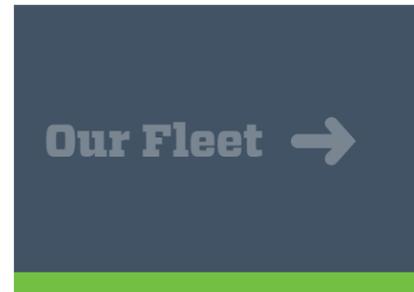
For more information on our financial results and conditions, visit our Investor Relations page on our [website](#).

### Fleet overview\*

SEACOR Marine operates and maintains a diverse fleet mix to meet clients' needs across the full lifecycle of offshore development. As of September 30, 2021, our fleet included 82 support and specialty vessels with an average age of seven years.

Our fleet includes FSVs, PSVs, Liftboats and AHTS, further details of which are outlined on the proceeding page.

\* As of December 31, 2020, prior to the sale of Windcat Workboats, our fleet included 146 vessels.



# 82

vessels  
as of Sept 30, 2021

# 7 yrs

Average  
vessel age



### Platform Supply Vessels (PSV)

These vessels are used primarily for transporting essential equipment and additional manpower 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. SEACOR Marine has nine hybrid PSVs in service, with its tenth hybrid PSV, the SEACOR Warrior, scheduled to be completed March 2022. Currently, there are 53 hybrid PSVs worldwide and we operate 17% of that fleet, or 19% once our tenth hybrid PSV is in service.



### Liftboats

These vessels are built to support projects that range from construction and maintenance to production enhancement, decommissioning and support for offshore wind farms and offshore platforms. SEACOR Marine operates the industry's largest fleet of modern liftboats.



### Fast Support Vessels (FSV)

These advanced vessels are an integral component of the logistics chain for offshore drilling and production operations due to their speed and versatility. These vessels offer a more environmentally sound, safe, cost-efficient, comfortable and flexible option to helicopter transportation.



### Specialty Vessels

These vessels include those used for specific applications including offshore maintenance, well stimulation, construction services such as cable laying, freight hauling services and accommodations for emergency response services.



### 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



**John Gellert**  
President and Chief  
Executive Officer

We are excited to launch our inaugural sustainability report, which recaps significant progress on SEACOR Marine's environmental, social and governance program (ESG) including the formation of our Sustainability Council, which is overseen by the Nominating and Corporate Governance Committee (Governance Committee) of our Board of Directors (Board). This progress reflects our ongoing commitment to elevating ESG concerns to leadership and to continuously building upon and enhancing our sustainability efforts.

### The SEACOR Power

While this report reflects on the progress made over the past two years, we also want to acknowledge the tragic capsizing of the SEACOR Power off Port Fourchon, Louisiana in April 2021. This incident left us heartbroken and grieving with our seafarers, communities and the families of those who were lost. We remain committed to supporting our impacted team members and their families and continue to keep them in our prayers.

We took immediate action to respond to the incident, activating all of our safety protocols in addition to working closely with the US Coast Guard, Donjon-SMIT (our salvage and emergency response contractor) and dive teams from Phoenix International to support the search and rescue efforts. We are grateful for the support of the US Coast Guard, the American Red Cross, the National Transportation Safety Board (NTSB), local authorities, good Samaritan vessels and all who assisted in the search and rescue efforts, salvage operations and in providing support to the families, colleagues and friends of those aboard the SEACOR Power.

The safety and well-being of our employees, communities and clients is of the utmost priority to SEACOR Marine, with safe operations being one of the core values on which we operate. We remain steadfast in our commitment to promoting a culture of safety.

SEACOR Marine's management will continue to review and improve our policies, procedures and best practices. We are continuing to offer counseling and mental health resources to our employees, including providing guidance on where to obtain further support and ensuring that support is delivered. The SEACOR Power incident has highlighted how important those services are, and we have bolstered our mental health outreach through an international support hotline for employees.

We continue to cooperate with the NTSB and US Coast Guard to assist the ongoing investigation, and to provide support to those impacted by the SEACOR Power incident.

### Our response to COVID-19 and the crew change crisis

We recognize the need to address the challenges presented by the crew change crisis caused by the COVID-19 pandemic. We joined more than 850 companies and organizations globally in signing the Global Maritime Forum's Neptune Declaration on Seafarer Wellbeing and Crew Change. Seafarers are essential workers and SEACOR Marine is committed to continued high-standard health protocols and collaboration with charterers to facilitate crew changes.

In response to the COVID-19 pandemic, we continue to prioritize the safety and well-being of our seafarers and shoreside employees. We implemented COVID-19 Vessel Response Plans for SEACOR Marine vessels globally and regularly conduct fleet-wide shoreside and vessel drills. We have also been installing hydroxyl generators into vessel heating, ventilation and air conditioning (HVAC) systems to combat airborne viruses and will continue to do so across our fleet.

### Our Purpose

To provide safe, reliable and diverse transportation services to offshore energy facilities globally through an energy-efficient fleet focusing on environmentally sustainable practices.

### Our continued investment in green technology

We recognize and are preparing for the dual challenges of a coming energy transition and climate change. Our Company is continually adapting its business to adjust to the changing landscape and has increased its focus on reducing fuel consumption and carbon emissions, supporting alternative energy sources and using new technologies to increase the sustainability of our operations and reduce environmental impacts.

We are leveraging technology to move the sector forward towards more environmentally friendly processes, leaning into hybrid power solutions and other technologies. We are a pioneer in the use of hybrid power technology, with solutions that reduce fuel consumption and emissions by up to 20%. We now have a well stimulation vessel that is the only hybrid well stimulation vessel in operation in the world, which reflects our continued commitment to investment in green technology solutions.

As an industry leader, we are committed to complying with the International Maritime Organization (IMO) 2020 Sulphur cap and lowering emissions overall, and we are encouraged by the IMO 2030 targets. In 2020, SEACOR Marine incorporated changes across our organization to abide by the IMO 2020 Sulphur cap. Our vessels are 100% compliant with the current IMO Ballast Water Management Convention (IMO BWM Convention) and, by 2024, as required by the IMO BWM Convention, all vessels will be fitted with Ballast Water Treatment Systems. In a number of our vessels in European Union (EU) waters, we are also beginning to add Inventories of Hazardous Materials (IHM), which are further outlined in the report.

### The next chapter

While we are proud of the progress we have made to date to improve the sustainability and safety of our operations, we recognize there is opportunity for continuous improvement. Moving forward, we aim to further reduce our emissions and help our clients be more sustainable by continuing to invest in hybrid-powered vessels and other green technologies. We have begun to implement fuel usage reporting and waste tracking across select vessels, which we hope to extend across our fleet so we can better measure our carbon footprint and eventually set reduction targets. We remain focused on reviewing and enhancing safety protocols and investing in the employee experience to ensure we maintain an environment where employees can develop a fulfilling career as part of SEACOR Marine.

We look forward to continuing to keep you apprised of our progress.

**John Gellert**  
President and Chief Executive Officer



④ Employees

④ Clients

④ Suppliers

**Key**

**STAKEHOLDERS**

④ Investors

④ Regulatory Authorities

④ Communities Partners & Affiliates

## DESCRIPTION OF THE COMPANY

### Our approach to ESG

SEACOR Marine and its clients continue to progress toward sustainable operations by taking steps to adapt to a lower carbon economy. As a global company, we recognize the importance of our role as a good corporate citizen. As such, we are aligning our actions with plans and goals to support the following external commitments, organizations, principles and ESG frameworks:

- The United Nations Sustainable Development Goals (SDGs)
- The Paris Agreement (Paris Climate Accord)
- The Sustainability Accounting Standards Board (SASB)
- The Taskforce on Climate-Related Financial Disclosures (TCFD)
- The Global Reporting Initiative (GRI)
- The United Nations Global Compact – Sustainable Ocean Principles

In this report, we are disclosing metrics relevant to the SASB Oil & Gas – Services Standard and plan to incorporate GRI reporting in the future. Additionally, we are in the process of creating and implementing a Stakeholder Engagement Plan to offer a process for consistent and transparent feedback and to assist in the identification of ESG priorities. The plan will also allow us to swiftly act on any stakeholder concerns, identify opportunities to strengthen our engagement and build community confidence.

Our key stakeholders include:

- ① 1,386 seafarers and shoreside employees supporting our operations
- ② Clients such as oil majors, contractors, independent oil companies and offshore energy producers
- ③ Investors supporting our Company and providing financing of our vessels and operations
- ④ Suppliers and service providers that support our charters
- ⑤ Regulatory authorities and Flag States we work with
- ⑥ Communities, partners and affiliates where we operate

**Paris Agreement  
(Paris Climate  
Accord)**

**A legally binding  
international treaty  
on climate change,  
adopted in 2015**

### Commitment to building a more comprehensive ESG platform

At SEACOR Marine, we are proud of the meaningful progress made toward meeting our ESG goals.

- We have elevated oversight for ESG initiatives to the Governance Committee
- We have formed a Sustainability Council consisting of Regional Managers, Heads of Operations, Human Resources and Senior Executives, which reports back to the Governance Committee

Additionally, we are formalizing our existing, internal sustainable practices into social and environmental policies and statements and will be disclosing metrics relevant to ESG frameworks set out by SASB and GRI.

SEACOR Marine's ESG progress has also been recognized by outside organizations, with the Company receiving multiple awards for achievements in environmental and operational efficiencies. In 2019, SEACOR Marine was awarded the following:



- 2019 Seatrade Maritime Awards – Green Shipping & Technical Innovation Award
- Environmental Award at the 2019 Offshore Support Journal (OSJ) Conference
- OSJ's 2019 Shipowner of the Year Award



- 2019 Marine Propulsion Awards – Hybrid Power & Propulsion Award
- 2019 OSJ Industry Leader Award by Uptime International

#### ISO 45001

**International standard for occupational health and safety, issued to protect employees and visitors from work-related accidents and diseases**

We have been recognized as an industry leader as we were the first to utilize hybrid vessels in locations such as Mexico, Guyana and the United Arab Emirates and were the first to implement hybrid well stimulation technology. We were also recognized as the first company to have hybrid vessels under the Marshall Islands Registry and the first to receive “Battery-Li” class notation from the American Bureau of Shipping (ABS).

We are committed to implementing environmental, health, quality and safety standards compliant with the International Organization for Standardization (ISO) health and safety management system standards ISO 45001, 14001 and 9001. SEACOR Marine is actively incorporating changes across our organization to abide by the IMO 2020 Sulphur cap and ensure a high level of compliance.

#### ISO 14001

**International standard setting out requirements for an environmental management system**

**It helps organizations improve their environmental performance through more efficient use of resources and reduction of waste, gaining a competitive advantage and the trust of stakeholders**

In 2021, we undertook additional initiatives to meet our ESG goals and will continue to invest in hybrid-powered vessels and greener technologies. We have implemented waste reduction efforts, fuel usage tracking and reporting, expanded Diversity, Equity and Inclusion (DE&I) trainings and began developing a Stakeholder Engagement Plan and Supplier Code of Conduct.

### Corporate governance

SEACOR Marine’s corporate governance structure is designed to ensure decisions are made in adherence to best practices and the highest standards of integrity. We believe this is critical in creating a culture that prioritizes ethical and sustainable business practices at every level of the organization and is in compliance with all applicable laws and regulations.

We strive to continuously strengthen our corporate governance processes. Annually, we conduct Board and Committee Performance Reviews and Self-Evaluations to determine whether the Board and its Audit Committee, Compensation Committee and Governance Committee are functioning effectively and what, if any, actions could improve performance. Additionally, we conduct Board and Committee Charter Reviews to review and assess their adequacy and to amend them when appropriate.

SEACOR Marine’s employees, executives and members of the Board are all guided by, and expected to adhere to, the principles set forth in our [Code of Business Conduct and Ethics](#). These set standards across areas such as human rights, anti-corruption, discrimination and harassment, workplace health and safety and responsible governance.

#### ISO 9001

**International standard based on a number of quality management principles including a strong customer focus, the motivation and implication of top management, the process approach and continual improvement**

**It helps ensure that customers get consistent, good-quality products and services**

SEACOR Marine employees are enrolled in an online Compliance Training Program, which includes training on topics such as ethics and conduct, discrimination and harassment prevention, diversity, equity and inclusion, conflicts of interest, anti-bribery and corruption, anti-trust and competition, insider trading, cybersecurity and data privacy.

We believe that operating responsibly and with integrity for the benefit of all stakeholders begins with the Board. We strive to maintain a Board with wide-ranging expertise and our current directors have extensive experience in a variety of sectors, which include marine support and transportation services, management consulting, finance and capital markets. Our Board currently is comprised of five directors, a majority of which are independent, and includes both female and male directors.

In 2020, we experienced strong shareholder support for all directors, with average support reaching 98.1%. The director with the lowest level of support still received 96% of the vote.

### Oversight of our ESG program

We believe that our commitment to sustainability, integrity and operating responsibly must come from the top, and reverberate through our business to each and every employee. We know it is imperative to demand accountability at every level – from Board members to entry-level employees – and we have implemented policies for key issues including, among others, human rights, environment, governance and safety.



SEACOR Marine’s Board provides comprehensive oversight of the management, governance and strategy of the Company, including its environmental, social and governance performance.

Primary oversight of SEACOR Marine’s sustainability efforts is provided by the Governance Committee. The Governance Committee oversees SEACOR Marine’s policies, initiatives, strategies and practices related to environmental, social and humanitarian matters, and serves to identify and notify the Board of current and emerging environmental and social trends and issues that may affect business operations and performance.

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

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

The Sustainability Council provides guidance on matters relating to sustainability, which includes the Company’s environmental and social risks and opportunities, trends and developments related to sustainability, the health and safety of SEACOR Marine’s stakeholders and activities related to stakeholder engagement and community investment. The Sustainability Council assists in the setting of strategy, establishment of goals and integrating sustainability into business activities across the Company to create long-term shareholder value. The Sustainability Council comprises of Regional Managers, Heads of Operations, Human Resources and Senior Executives, reporting ultimately to the Board through the Governance Committee.

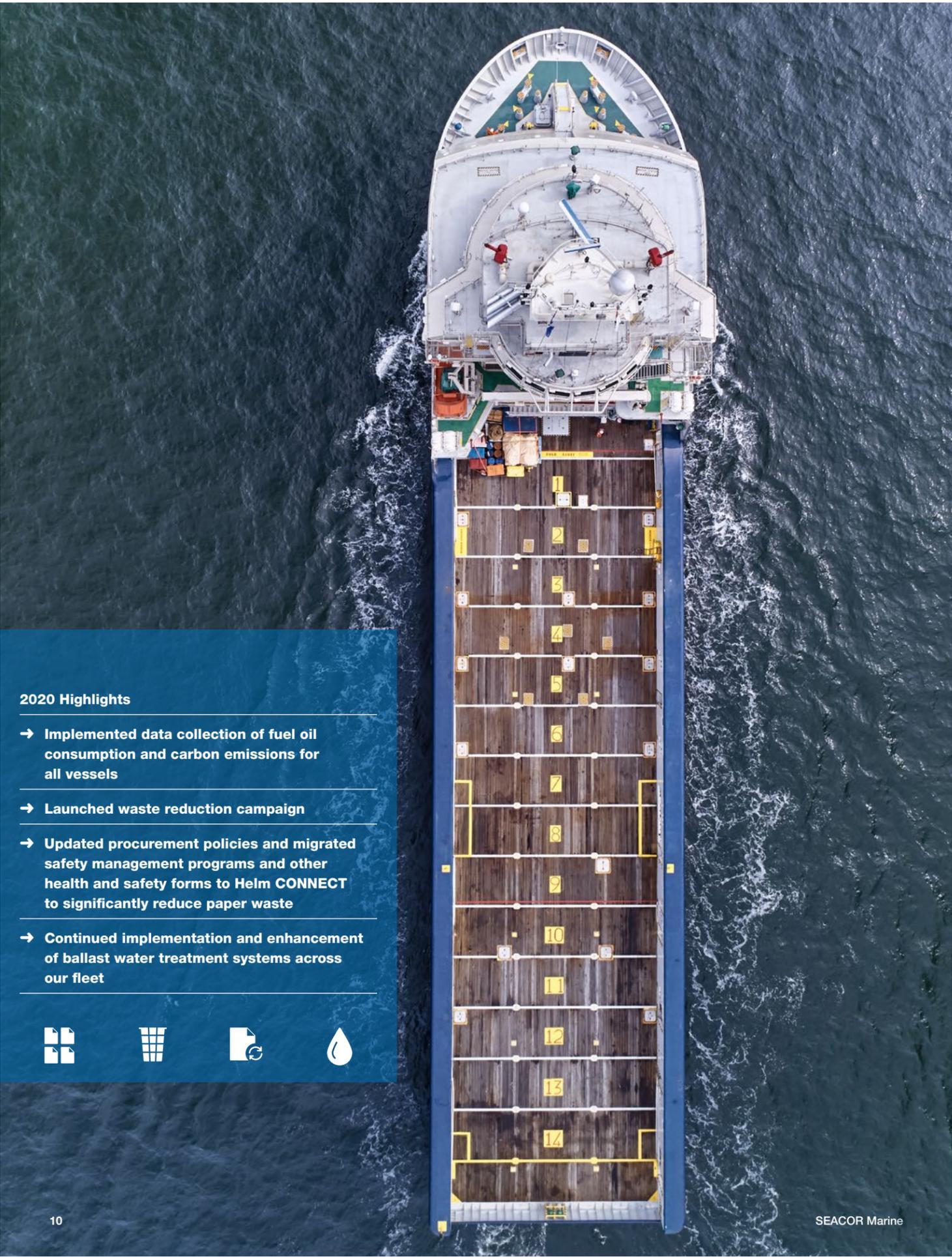
The Corporate Governance Manager runs the day-to-day sustainability program, reporting and initiatives, and is responsible for flagging sustainability risks to the General Counsel, which are escalated as needed to the executive management team, the Governance Committee and the Board.



**to utilize hybrid vessels**

**to implement hybrid well stimulation technology**

**to receive “Battery-Li” class notation from ABS**



**2020 Highlights**

- Implemented data collection of fuel oil consumption and carbon emissions for all vessels
- Launched waste reduction campaign
- Updated procurement policies and migrated safety management programs and other health and safety forms to Helm CONNECT to significantly reduce paper waste
- Continued implementation and enhancement of ballast water treatment systems across our fleet



## THE ENVIRONMENT

**2021/2022 Goals**

- Formalize reporting and tracking of vessel fuel consumption
- Reduce food waste on board by expanding the regions where we use a specialized catering company to order food and train cooks on how to limit food waste
- Track and collect data on reduction of paper waste once Helm CONNECT is fully implemented
- Continue the pilot program water filtration systems on our vessels, which eventually will allow for the rollout of these systems across our fleet, and significantly reduce the need for plastic bottles on board
- Install additional ultrasonic antifouling systems across our fleet

**Introduction to our sustainability efforts**

At SEACOR Marine, we are aligning our purpose with our strategy by investing in reliable, safe and green transport solutions. Our commitment to mitigating the environmental impact from our operations is backed by action. We believe that SEACOR Marine is positioned to deliver sustainable long-term value while addressing the critical issues of safety and climate change, and we believe strongly that it's the right thing to do.

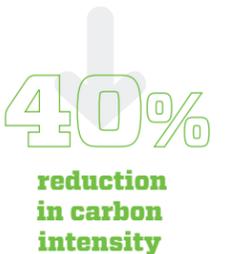
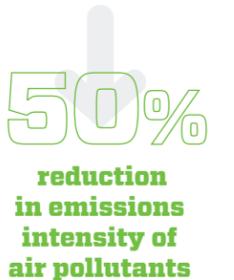
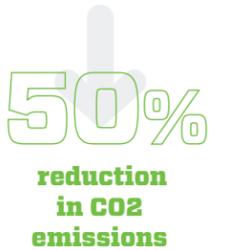
Our focus on environmental sustainability is a top priority and impacts the way we do business – from start to finish. We are striving for environmental excellence across our business and are focused on minimizing our environmental impact and have committed to impact reduction goals. We are meeting IMO's target of cutting carbon dioxide (CO<sub>2</sub>) emissions by at least 50% by 2050, compared to 2008 levels, with carbon intensity reduced 40% by 2030. We are also ensuring 100% compliance with emissions-related regulatory demands, and we are reducing the emissions intensity of air pollutants like nitrogen oxides and sulphur oxides generated by our fleet to meet IMO goals of at least a 50% reduction by 2050.

**Ways we are minimizing our impact**

- We are decarbonizing logistics through innovation, providing lower-carbon offerings to clients and enhancing safety measures
- We are expanding our hybrid fleet to improve efficiency and sustainability of offshore energy projects
- We continue to research the use of alternative fuels, including hydrogen, as an energy source
- We have implemented monthly fuel consumption reporting across our fleet, and will use this data to develop and implement initiatives and solutions to reduce fuel consumption
- We continue to ensure that any hazards and violations are brought to the immediate attention of management
- We continue to explore and employ management software systems for both our onshore and offshore operations to assist with compliance, optimizing operations and improving communication

We continue to provide ESG and sustainability awareness training to our employees and to build our socially responsible practices into our policies, procedures, codes of conduct, orientation materials and Ship Energy Efficiency Management Plans (SEEMP). We are implementing additional operational measures to improve efficiency, reduce carbon emissions and provide more cost-effective outcomes for our clients.

**Environmental Sustainability Goals**



To ensure continuous collaboration with our partners and clients to adopt more sustainable practices, we are in the process of implementing a Supplier Code of Conduct and a Responsible Procurement Policy. We are also exploring new ways to assist chartering companies in meeting our ESG goals through the implementation of on-hire documentation and ongoing education.

## Our commitment to ocean health

SEACOR Marine strives to preserve a clean and healthy environment, and we recognize the importance of operating in an environmentally sound manner. We believe that it is our responsibility to contribute to protecting the health of the oceans and reducing our impact through business operations. We value our environment and actively work to prevent oil spills and reduce the amount of freshwater used in operations.

SEACOR Marine works closely with its clients to ensure that we prioritize ocean health while at sea, through the implementation of stringent policies for the conduct of operations. We work together with clients, and if there are differences between Safety Management Systems (SMS), we opt for the more stringent policy when we conduct operations.

### Ballast water management



We are 100% vessel compliant with the IMO BWM Convention. We began adding ballast water treatment systems to our vessels in 2017 and continue to do so, in addition to posting guidelines for ballast water treatment systems. All vessels that are required to have ballast water treatment systems have the appropriate systems installed. Our goals surrounding ballast water management include evaluating the addition of higher-efficiency equipment on our vessels as well as treatment systems to vessels that are not currently required to have them. We make every effort to utilize municipal water for ballasting purposes.

Our ballast water management efforts are continuously reviewed at multiple levels within the Company. Our SMS integrates ballast management and the International Convention for the Prevention of Pollution from Ships (MARPOL) regulations, which cover the prevention of pollution of the marine environment by ships from operational or accidental causes. Additionally, our SMS is audited internally by SEACOR Marine's Quality, Health, Safety and Environment (QHSE) Department and reviewed annually by each Ship Master. Our efforts are also reviewed externally by the ISO and other regulatory bodies, and are audited by Class Societies, such as the ABS, and by Flag States.

We do not engage in the practice of overboard discharge. We take all feasible precautions to avoid discharge and are 100% fully compliant with all current environmental laws and regulations.

### Supporting the protection of the marine environment

SEACOR Marine is committed to the protection of the marine environment, including High Conservation Value (HCV) areas. HCV areas are identified on nautical charts with notes to seafarers on precautions to be taken in these areas, such as no anchoring, or when possible, avoiding the area altogether. We use programs like "Pole Star" to identify these areas and the migration routes of endangered species such as right whales and sea turtles.

We also provide clients with operational manuals, counsel on managing environmental risks, and provide annual Marine Trash and Debris Training to seafarers on board our vessels.

Marine environment risk monitoring is conducted through our Risk Assessments and Environmental Impact Register. We also have separate daily inspections that we complete to monitor potential risks to include in our reports, and we monitor for prevention of oil spills 24 hours a day. SEACOR Marine reports all oil spills in accordance with regulations in all jurisdictions within which we operate, and the Company has a clear and firm policy regarding oil spill incidents. As a company, we always strive toward zero pollution occurrences and to date have had no oil spill occurrences.

### SEACOR Marine adheres to MARPOL's Annexes on the prevention of pollution from:

- Oil
- Noxious liquid substances in bulk
- Maritime transport of dangerous goods in packaged form
- Sewage from vessels
- Garbage from vessels
- Air pollution from vessels including Ozone Depleting Substances (ODS)

### Each Company vessel has been issued and maintains:

- International Oil Pollution Protection (IOPP) Certificate
- Certificate for equipment to limit discharges
- Oil Record book(s) (record of internal use, storage, transfer of oily substances)
- Approved Shipboard Marine Pollution Emergency Plan (SMPEP) with required equipment and guidelines for crew to deal with potential oil-related containment or spill issues
- Approved Garbage Management Plan and a Garbage Record Log
- Energy Efficiency (EE) Certificate
- International Air Pollution Prevention (IAPP) Certificate
- Engine International Air Pollution Prevention (EIAPP) Certificate
- NOx Technical Code for marine diesel engines

## Reducing waste

In 2020, SEACOR Marine launched extensive research into initiatives which can reduce waste both in our shoreside operations and on board our vessels, including initiatives on reducing water consumption, plastic waste, lubricant waste, cleaning product waste, printing paper and ink reduction, food waste and vessel recycling. The initiatives span our entire business.

### Water Waste

As part of this campaign, we are encouraging the reduction of water consumed to conduct operations. Currently, no water is recycled in our operations. However, some vessels are fitted with high-efficiency fixtures to reduce overall consumption.

We are assessing the viability of point-of-use reverse osmosis (RO) systems, water filtration systems and storage tanks to meet fresh water needs on board and reduce waste, and to track the amount of freshwater consumed by our vessels in Helm CONNECT. We are also working to establish standards with charterers regarding water use through our procurement policy and orientation materials. In 2021, we implemented SMS 18, which included water transfer procedures and water conservation.

### Environmental Impact Register (EIR)

A record of the environmental aspects (including frequency, duration and severity) associated with a company's operations and an evaluation of whether the aspects could significantly impact the environment

### Inventory of Hazardous Materials (IHM)

Document identifying all potentially hazardous materials on board a vessel, which maintain control of hazardous materials by detailing the types, quantities and locations of such materials onboard each vessel

### Safety Management System (SMS)

The formal, top-down, organization-wide approach to managing safety risk and ensuring the effectiveness of safety risk controls, including systematic procedures, practices and policies for the management of safety risk

### International Convention for the Prevention of Pollution from Ships (MARPOL)

The main international convention covering prevention of pollution of the marine environment by ships from operational or accidental causes

### Environmental Management System (EMS)

A framework that helps an organization achieve its environmental goals through consistent review, evaluation, and improvement of its environmental performance

### Plastic waste

In 2020, SEACOR Marine vessels operating in Africa, the Middle East and Asia produced an estimated 14,860 kilograms of plastic waste as a result of bottled water usage on board. This spurred us to begin assessing whether we could feasibly install water filtration systems across our entire fleet, which would reduce several tons of plastic water bottle waste annually. Our pilot program is underway, with the installation of water filtration systems on three of SEACOR Marine's vessels. Although the installation of a water filtration system is not suitable on all of our vessels, the results of the pilot program will assist in rolling out the initiative further. The initial feedback from the pilot program is very encouraging.

Other plastic waste generated on vessels is from single-use plastic tableware and plastic cups. While third-party passengers tend to use single-use plastic tableware, most SEACOR Marine seafarers do not. To reduce the need for single-use plastic cups and plastic bottled water, we are introducing reusable SEACOR Marine water flasks as part of our Safe Water on Board initiative and have already implemented this initiative on three vessels. We are also exploring recycling options where plastic tableware and plastic cups are used by passengers.

All SEACOR Marine vessels have a Waste Management Plan that provides instructions for the collecting, storing, processing and disposing of garbage generated on board. This Waste Management Plan is posted in places where the vessel's garbage is collected, processed or stored.

### Lubricants

We currently use biodegradable and minimally toxic environmentally approved lubricants (EALs), where applicable, on oil to sea interfaces. Since lubricant oil makes up a portion of the waste generated on board our vessels, we are in the process of developing protocols to reduce engine use when on standby, which will in turn reduce lubricant consumption.

In 2021, SEACOR Marine worked to assess exhaust arrangements on board its vessels in order to decrease its lubricant and waste oil generation, and to decrease fuel consumption. We recently formed a working group to identify which of the exhaust systems on board can be improved to increase weather limits, determine when engines can be shut down while a vessel is on standby offshore, and to develop crew awareness and training on existing exhaust systems that have already been enhanced.

### Washing liquids and powders

We are also working on reducing the overconsumption of washing liquids and powders on board the vessels. Our current consumption of washing liquids and powders is not tracked, but we estimate consumption of washing liquids can be reduced significantly through the use of high concentrate environmentally friendly cleaning liquids that take up less volume and reduce the need for packaging. We are also progressing in the implementation of a Washing Liquids Smart Dosage System and Cleaning Liquids Supplier Agreement initiatives, which will help reduce greywater, improve cost control and reduce package waste.

### Office supplies, including printing paper and cartridges

Beginning in late 2020, we introduced Helm CONNECT and other software platforms to reduce the need for printing and thereby reducing paper and cartridge waste across our business. These changes have allowed SEACOR Marine to cut back significantly on the quantity of paper printed by digitizing many previously paper-based forms and documents.

The implementation of our new Responsible Procurement Policy will encourage employees to opt for more sustainable options whenever possible, including purchasing items such as rechargeable batteries with charging stations, recyclable printers and energy-efficient fixtures. Additionally, as part of our 2022 waste awareness campaign, SEACOR Marine will be rolling out company-wide guidance on printing and educating its employees on paper waste.

### Food waste

Reduction of food waste has always been a priority for SEACOR Marine, and for the last few years, we have had a catering company monitor the food ordered on our vessels operating in Africa, the Middle East and Asia. This oversight has not only successfully reduced food waste on these vessels, but has also reduced food expenditures by 12% while improving the quality of the food for our crew and passengers.

SEACOR Marine is looking at the possibility of rolling out remote cook trainings globally to standardize trainings across our domestic and international operations and reduce food waste and food loss. Moreover, we are also purchasing ethylene filters to extend the lifetime of perishable items in ship stores, which will 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. All vessel recycling is done according to best practices, responsibly and sustainably. When a vessel requires recycling, SEACOR Marine will only use approved vessel recycling facilities that have safe, responsible and environmentally sustainable practices as per the EU SRR and the Hong Kong Convention.

## Reducing carbon emissions

SEACOR Marine is working to decrease the production of carbon emissions through innovative solutions, including low-carbon offerings to clients and efficiency measures. We believe in complete compliance with all air emissions regulations.

Hydrocarbons are still a large part of the world's energy ecosystem. However, like our peers, we are focused on adapting our business today as the world transitions to a low-carbon economy. SEACOR Marine honors its commitment to protecting people and the environment by analyzing energy consumption on vessels, using lessons learned and best practices to improve energy efficiency and reduce emissions.

With this focus in mind, we respect the goals of the Paris Climate Accord and are encouraged by IMO 2020, IMO 2030 and the IMO's greenhouse gas (GHG) strategy to facilitate a reduction in the shipping industry's GHG emissions by 50% before 2050. We have been a leader in investing in ways to cut fuel consumption and emissions, as well as implementing strategies to meet reduction goals. Despite an industry downturn, SEACOR Marine has carried on making significant investments in hybrid conversions and vessels, all without any subsidies or grants.

Our commitment to the environment does not stop at reducing fuel consumption and associated emissions. SEACOR Marine prioritizes improving efficiency while reducing overall power consumption on board. We offer fuel efficient PSVs through a combination of hull and propulsor design, advanced underwater coatings, efficient engine plant and hybrid offerings, fuel consumption optimization and systems, and operational procedures to combat biofouling.

### How we promote energy efficiency

All SEACOR Marine vessels have a specific SEEMP to establish procedures for SEACOR Marine to improve the energy efficiency of vessel operation while maintaining operational effectiveness. Each vessel-specific SEEMP designates responsibility and recording actions for all seafarers and operational or technical managers. Some measures SEACOR Marine is incorporating in the energy efficiency operation of our vessels include:

#### Energy Efficiency Measures

##### → Propulsion systems and generating systems maintenance

Carrying out planned maintenance and run-timed based maintenance on all main and auxiliary engines to promote engine efficiency

- **Switching to low-sulphur fuel**  
Purchasing ultra-low or low-sulphur fuel when available to lessen harmful exhaust emissions and encouraging the charterer when the vessel is on hire to do the same
- **Hull and propeller maintenance**  
Applying enhanced coating systems (silicon-based antifouling) to underwater areas of the hull, installing hull ultrasonic antifouling systems, and polishing propellers to lessen resistance and maintain efficiency
- **Route planning**  
Encouraging charterers to navigate on the shortest, safest route and make better use of favorable weather conditions to improve efficiency
- **Voyage execution**  
Liaising with the charterer or offshore installations when possible on their readiness to accept cargo, allowing vessels to arrange arrivals at optimal speed
- **Optimizing vessel propulsion power and speed**  
Assisting charterers with determining optimal speed and, when possible, allowing steaming at optimized power and advising on reductions in emissions by anchoring, mooring or running the engine on standby when not in use
- **Optimizing draft and trim**  
Managing the trim of the vessel to allow efficient steaming
- **Reducing auxiliary power**  
Reducing the number of alternators connected to the board, switching off lights and electronics when not in use and safe to do so, using LED lights, operating domestic appliances to the fullest extent and, when safely moored, shutting down main engines that are not required
- **Drifting**  
Allowing vessels to safely drift on location to save fuel where the weather and sea state permit, whilst ensuring accurate plotting of the vessel's track to ensure there is no danger of drifting into an installation
- **Vessel familiarization**  
Ensuring each seafarer understands the specific vessel's operation and providing training on the ways in which crews' interactions with certain equipment have the potential to waste or save energy

SEACOR Marine monitors progress on the SEEMP by following a variety of control measures. These measures include a monthly fuel report detailing daily consumption, deck logs to show vessel activities and cargo loads, engine room logs for reporting running hours for both main engines and auxiliary engines, dry dock hull and propulsion inspections, monitoring maintenance in accordance with the EIAPP technical file and tracking records for planned maintenance. These records are evaluated for energy efficiency and discussed during Management Review meetings in shore-based offices to determine SEEMP progress and improvements.

### Renewables are the future

SEACOR Marine recognizes the importance of renewable energy and recognizes that a global energy transition begins with incremental innovation. We believe in adapting to the changing landscape, and that's why we continue to invest in green technology solutions. By investing in this belief and committing to this strategy, we have become the market leader in hybrid power PSVs and are the only owner of large hybrid PSVs operating in the offshore theater outside the North Sea and Gulf of Mexico.

### Track record of investing in the future

In 2011, we announced our investment in Windcat Workboats, which grew within SEACOR Marine into one of the leading operators in Europe's offshore markets, with a fleet of over 45 offshore crew transfer vessels. Our decision to sell the Windcat Workboats business in December 2020 is the culmination of our successful investment in Windcat Workboats and its team. We believe the sale of Windcat Workboats provides us with the capital to develop other opportunities in our core markets, particularly with our hybrid battery powered PSVs.

SEACOR Marine continues to service renewables clients through our 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 US.

Additionally, we are evaluating 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

Through our diverse fleet and experience operating in global markets, we are helping clients operate in increasingly environmentally efficient ways. We are making investments that improve vessel efficiency and performance and enhancing our ability to monitor and reduce fuel consumption. For example, we are working with FuelTrax to develop the most efficient energy versus speed ratio. As of September 2021, 21 vessels have been fitted with FuelTrax Electronic Fuel Monitoring Systems (EFMS), including FSVs, conventional PSVs and diesel electric PSVs. This real-time fuel monitoring and tracking assists us in the management of fuel consumption, emissions and vessel performance.

We are also supporting fuel efficiency across our fleet, by using alternative construction materials such as 5083 aluminum alloys (instead of the weaker 5086 aluminum alloys) which allow us to use thinner plates and less material to fabricate FSVs. This results in lighter vessels and promotes greater fuel efficiency for our vessels and customers. Further, we use autopilot systems which also contribute to reduced emissions by mitigating minute deviations and maintaining course better than manual control.



53 hybrid PSVs operating worldwide  
**SEACOR operates 17% of worldwide PSV fleet - soon to be 19%**



**Investing in a more efficient fleet**



**Fast Support Vessels**

Our FSVs present a fuel-saving option for our clients, which serves to decrease costs and emissions. Over the years, our FSV hulls have become increasingly efficient, allowing us to achieve greater speeds without increasing horsepower or compromising safety. Today our FSVs have semi-displacement hulls and many feature Ride Control Technology that optimizes vessel trim and dampens acceleration to reduce fuel consumption.

In 2020, we continued to optimize our hulls by partnering with Incat Crowther to design more efficient hulls through computer modeling and tank testing, and through the installation of whole hull ultrasonic antifouling systems, which are now on four of our FSVs. We are exploring options for similar technology to be utilized on our larger PSVs.

We are pioneers in the use of catamaran hull designs in the oil and gas market, which offer efficiencies over monohull vessels in certain applications that are focused primarily on passenger transport instead of fast cargo transport. We were also an early adopter of waterjet technology in 1996. As waterjet technology has improved, we have been able to achieve higher vessel speeds in almost every deadweight condition without increasing horsepower, again saving fuel and lowering emissions.



**Liftboats**

Our liftboats have the ability to assist in wind turbine generator feeding, windfarm installation and maintenance while providing significant advantages over Multi-Purpose Service Vessel deployment by leveraging fuel reduction once on location. Where conditions and water depth permit, liftboats can support projects while elevated out of the water, shutting down all main engines and relying on one generator during the project, realizing a significant reduction in fuel consumption over vessels that would have to run all engines.

We are currently installing Hygensea hydroxyl generators for air purification, where practical, in our fleet to further enhance safety of the indoor atmosphere for all on board, which is further outlined in the employee experience section of our report.



**Hybrid PSVs**

We are a pioneer in the use of hybrid power technology, with solutions that reduce fuel consumption and emissions by up to 20%, and we own and operate the largest fleet of hybrid PSVs internationally.

SEACOR Marine was the first owner of hybrid PSVs in the Americas, in Asia, in Africa and now is the first to have a hybrid well stimulation vessel in operation. Since 2015 we have invested over \$24 million in optimizing the efficiency of our fleet, including nearly \$8 million in our first project in 2017 to incorporate hybrid

systems into our four large MMC 887 Diesel Electric Class PSVs. Three of these vessels are in service today with all engineering and approvals completed. We expect to complete the fourth vessel when present charter commitments allow. Our second major project began in 2018 with a near \$12 million investment to hybridize six large UT771 WP Diesel Electric Class PSVs, all of which are now in service today.

**20%**

Hybrid power technology solutions reduce fuel consumption & emissions by up to 20%

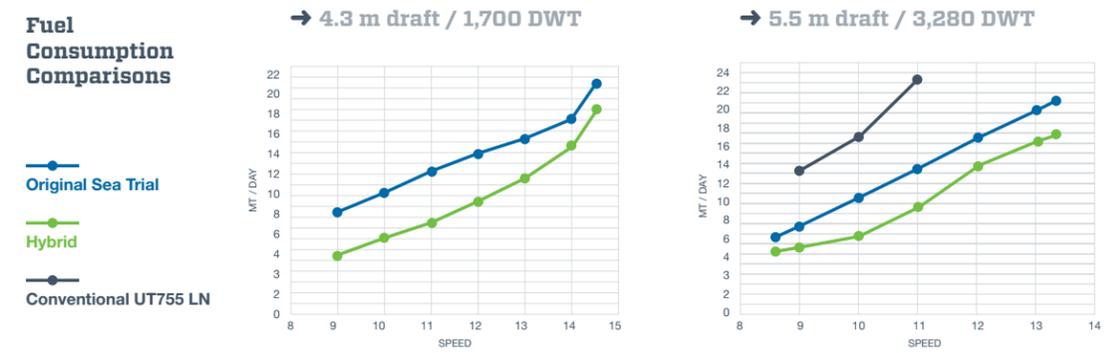
**1st**

owner of hybrid PSVs in the Americas and in Asia

to operate a hybrid well stimulation vessel

Consistent with SEACOR Marine's commitment to reduce fuel consumption and carbon emissions, we have invested over \$4.2 million since 2015 in FuelTrax systems that accurately record fuel consumed and emissions produced on board, and inform vessel crew on optimum throttle settings via best speed and best economy functions. The installation of additional FuelTrax systems across our fleet remains an ongoing focus.

**Fuel Consumption Comparisons**

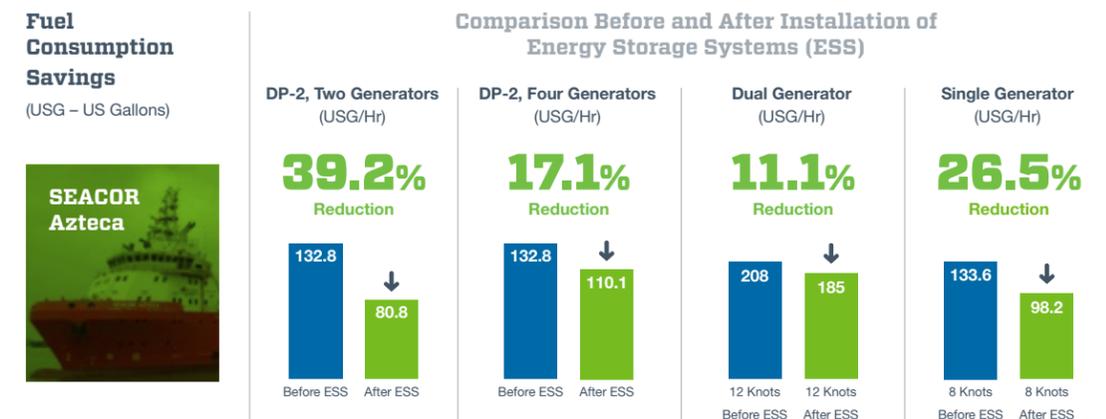


Our commitment to improvements does not end with these efforts. We are evaluating an investment of \$15 million to upgrade five large UT771 CDL diesel electric class PSVs with high-power density Energy Storage Systems (ESS), as well as improving the efficiency of six large UT 771 WP Class hybrid diesel electrics Class PSVs by replacing existing emergency generators with Harbor emergency generators to meet the highest IMO emission standards while also reducing the in port fuel consumption by approximately 20%.

Our current utilization of ESS on board provides significant advantages over diesel electric PSVs in terms of emissions reduction. The potential of this technology is demonstrated through SEACOR Marine's vessel, the SEACOR Azteca, following the implementation of ESS on board.

We leverage new lithium-ion battery power technology and integration on board. Our battery modules are 90-95% recyclable and designed for a 10-year marine duty life. Following the batteries' active marine duty life, they can be reworked by the original equipment manufacturer (OEM), sold into a less arduous industry such as solar or emergency power backup or recycled through a certified recycler of lithium-ion batteries.

**Fuel Consumption Savings**





### 2020 Highlights

- Became a proud signatory to the Neptune Declaration on Seafarer Wellbeing and Crew Change
- In response to risk presented by COVID-19, we began and continue to provision our vessels with application-specific PPE and commenced onboard installations of Hygensea hydroxyl generators
- Made additional strides to ensure seafarer comfort, including increasing broadband connectivity aboard our vessels



**“As a global marine operator, it is important that we build a foundation that includes a diverse and global workforce. Placing emphasis upon, and heightening diversity awareness for all our employees, both shoreside and seafarers alike, aligns with our belief that we can build a stronger team and achieve great things.”**

— SEACOR Marine Human Resources Department

## PEOPLE

### 2021/2022 goals

- Implementing additional DE&I trainings, including region-specific trainings
- Installing Hygensea hydroxyl generators on additional systems across our fleet
- Beginning to circulate employee surveys and capture feedback
- Continuing to focus on enhancing safety across our operations

### Our commitment to diversity, equity & inclusion

SEACOR Marine believes in ensuring an inclusive culture where employees from every background can contribute to their fullest potential with equal and diversified employment opportunities for all.

DE&I has a measurable benefit to all facets of our work. This includes increasing diversity at the most senior levels. At SEACOR Marine, we recognize that diversity fuels innovation and we are committed to improving in this area.

With the formalization of the DE&I Committee on December 1, 2020, we began implementing plans for a variety of trainings including the additions of an awareness level training for DE&I into our offerings to managers for 2021, and a cultural sensitivity training incorporating inclusion-based efforts, together with staff interview trainings from a global perspective.

SEACOR Marine also remains committed to recruiting its employees from the widest talent pool available. Whenever possible, we aim to interview multiple candidates for each open role and we leverage outside recruitment and placement agencies to mitigate any bias and present the best talent to fill our needs. Our consistent use of recruitment and placement agencies allows us to keep a firm thumb on the pulse of the prevailing market salaries for any given role and to ensure we maintain competitive wages.

Upon commencing operations in new regions, we actively seek to engage the local workforce and give back to the communities where we operate, both in our onshore offices and at sea. Representing 34 different nations across the world, our seafarer base reflects our organization’s commitment to building a culturally diverse workforce.

#### Krystyne Jeune

*Krystyne is a QHSE Superintendent at SEACOR Marine and has been with the team since September 2019. Krystyne graduated from the University of Guyana with a BSc. in Environment Studies.*

Upon joining the team, Krystyne was intrigued by the opportunity to meet our seafarers through vessel visits and to learn how the vessels operate and the different types of operations the team is involved in. Krystyne commented, “My overall experience working for SEACOR Marine has been nothing short of an amazing journey. Though I may encounter some challenges, I have a very supportive team. SEACOR Marine has been investing in my career path by providing beneficial training through external organizations such as Lloyd’s Register and RRC International. I have been very fortunate to learn from experienced personnel within the Company as it relates to completing Internal Audits and other tasks. My team and I take pride in doing our work and go the extra mile to produce quality work.”



We are incredibly proud to hire locally and employ talent across the globe. Our contributions are critical to our organization and building an inclusive culture where employees feel like their opinions matter. The way we treat our employees is fundamental to our business and success. SEACOR Marine is committed to maintaining a culture where each employee feels valued, can prosper, and is treated fairly in a safe and healthy working environment.

A major priority for SEACOR Marine is improving gender diversity in our workforce. Currently, 29% of shoreside staff are women while more than 99% of our seafarers are male. While this data is representative of our industry and the gender diversity challenge offshore vessel operators face, we are exploring options to promote greater gender diversity across our operations and job positions.

**SEACOR Marine Shoreside Staff — by Region**

Holland	UK	Abu Dhabi	Saudi Arabia (KSA)	Luanda	Pt. Noire Congo	Doha - Qatar	Singapore	USA	TOTAL
7	5	18	9	5	1	1	5	77	128
5%	4%	14%	7%	4%	1%	1%	4%	60%	
<b>Total Employee</b>									<b>1,386</b>
<b>Female % of Shoreside Support</b>									<b>29%</b>

	Americas	AFRIMEA	TOTAL
<b>SEACOR Marine Crew (Managing Region)</b>	179	1,079	<b>1,258</b>

**Safety and well-being**

Safety is integral to our operations. We have long been dedicated to promoting a culture in which employees feel responsible for their own safety and the safety of those around them. Given this longstanding commitment to safety, the capsizing of the SEACOR Power and loss of crew members was especially painful for our team.

**Our response to the SEACOR Power**

On the afternoon of April 13, 2021, the SEACOR Power encountered severe weather and capsized off of Port Fourchon with 19 individuals on board.

Following the capsizing of the SEACOR Power, our emergency response protocols were immediately activated. The US Coast Guard mobilized search and rescue efforts, which SEACOR Marine assisted with by providing support vessels for dive operations. Six crew members were rescued by the US Coast Guard and good Samaritan vessels following the incident. We contacted the families of the impacted seafarers to provide information and immediate support, such as hotels, meals, childcare and counseling services through the Lafourche Parish Sheriff's Office Police Services division, the NTSB and the US Coast Guard.

The US Coast Guard suspended search and rescue efforts on April 19, 2021, at which point Donjon-SMIT and Phoenix International led the transition to salvage operations and vessel recovery efforts. Throughout the salvage process, all precautions have been taken to preserve any remains and minimize environmental impact, and all salvage plans have been approved by the US Coast Guard.

While we are still grieving from this tragic event, we remain steadfast in our commitment to promoting a culture that prioritizes safety first where all members of the organization strive toward our goal of zero injuries, zero incidents and zero pollution. We will continue to implement our robust safety program which includes:

- Annual safety trainings completed according to a 52-week schedule
- Compliance with various industry standards and Flag State requirements
- Internal and external auditing regarding health and safety, including by clients

- Campaigns and initiatives to ensure our culture of safety, including our weekly review of occurrences, quarterly learning points, Safety Alerts and training reminders
- Use of a management systems Risk Assessment Procedure to identify and mitigate risks

Further, SEACOR Marine's annual management review of all safety procedures and protocols is designed to continuously look for improvement. SEACOR Marine's SMS and emergency response plans are approved by the applicable Flag State and/or Class Society for the vessel's Flag and area of operations. SEACOR Marine's procedures and protocols in response to emergency situations for US-flagged vessels are reviewed and approved by the US Coast Guard.

**Maintaining a safety-first culture**

**Our culture of safety is based on the following pillars:**

<b>Safety Management System (SMS)</b>	<b>Provides SEACOR Marine employees with policies, procedures and best practices to safely complete shipboard operations as well as compliance with regulatory, Flag State and client requirements</b>
<b>Risk Assessments / Job Safety Analysis (JSA)</b>	<b>Pre-job planning safety practice that ensures all work is risk assessed and mitigated before being carried out</b>
<b>Prevent Accidents Use Safety Equipment (PAUSE)</b>	<b>Behavior-based safety program developed to identify safe and at-risk working conditions. These are effectively communicated to employees and documented through web-based observations forms</b>
<b>Stop Work Authority (SWA)</b>	<b>Each employee has personal responsibility for their safety, the safety of co-workers, clients, innocent bystanders, the environment and equipment. It is our obligation to stop any situation that poses a threat to personal injury, environmental impact and property or equipment damage</b>

SEACOR Marine is committed to supporting continuous improvement of our safety culture through training and compliance with relevant procedures and standards, analysis of root causes and the implementation of corrective actions. Our training over the course of a year includes 52 training videos, 52 weeks of SMS training, 52 weekly reviews of occurrences and over 40 emergency preparedness drills.



**2020 Safety Performance**

Our team demonstrated immense dedication throughout 2020 to supporting our safety culture, devoting on average 509,616 hours to health, safety and emergency response training. In 2020, we achieved one of our best safety performances in SEACOR Marine history while working over 5.4 million hours across our global businesses. This included zero pollution incidents, zero medical incidents, a Total Recordable Incident Rate (TRIR) of 0.037 and a near-miss frequency rate (NMFR) 3.53.

Statistics below are through 2020 and therefore exclude the SEACOR Power incident, which occurred in 2021 and will be reflected in future reports.

### SEACOR Marine Holdings Safety Statistics

	2016	2017	2018	2019	2020	TOTAL
Lost-Time Incidents	1	0	0	2	1	4
Medical Incidents	4	3	5	4	0	16
Fatalities	0	0	0	0	0	0
<b>Total</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>20</b>

Man Hours	6,030,491	5,151,295	5,107,195	6,472,040	5,452,152	28,213,173
<b>Total Recordable Incident Rate (TRIR)</b>	<b>0.166</b>	<b>0.116</b>	<b>0.196</b>	<b>0.185</b>	<b>0.037</b>	<b>0.142</b>

First Aid Treatment	7	14	9	6	2	38
Damages (Hull, Machinery, Equipment)	43	57	48	53	31	232
Near-Miss Reports	57	99	138	125	71	490
Pollution	2	4	0	1	0	7



### Vessel staffing and qualifications

SEACOR Marine's crew vetting procedure ensures that only seafarers who have all necessary and appropriate qualifications are appointed to our vessels and that if required, seafarers undergo additional vessel-specific or area-specific trainings. These procedures also ensure that all seafarers are appointed to appropriate positions given their experience and qualifications. Seafarer training is augmented by orientations concentrating on safety practices and supported by joining instructions, documented on board and shoreside drills and monitoring exercises.

Each vessel has a Safety Officer who conducts 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 QHSE Internal Auditors.

In compliance with International Safety Management Code (ISM) requirements, SEACOR Marine has established and maintained procedures to identify training requirements for roles, taking into consideration the level of education, previous training and experience. Additionally, SEACOR Marine ensures that vessel personnel understand all information in the SMS and actively supports and provides training in the following areas:

- SMS and all policies and procedures
- Familiarization with vessel's machinery, systems, and equipment
- Use of lifesaving and emergency equipment
- Standards for Training and Certification of Watch-Keepers
- Health, Safety and Environmental (HSE) procedures and standards

### Training and assessment

Across our operations, we prioritize the training and assessment of our employees, with all seafarers and shoreside staff assessed annually. We have developed a comprehensive SMS Training plan to satisfy general training and competency needs for all crew members staffed to SEACOR Marine operated vessels. SEACOR Marine offers all of its shoreside staff members the opportunity to participate in ongoing trainings that further their subject matter knowledge and expertise on topics that are pertinent to their role within the organization. Both new and transferred employees are provided job-specific training related to their roles and responsibilities.

SEACOR Marine training ranges from on-the-job training (OJT), group training and to self-paced training. All training objectives and programs are determined by domestic, international and Company requirements, and are subject to continuous review and regular updates.

We maintain a SMS Safety Training Schedule that is revised and updated as necessary and used to ensure that all required trainings are completed by each seafarer at least once per calendar year.

### International Safety Management (ISM) Code

Provides an international standard for the safe management and operation of ships at sea

Short Service Employees (SSE), new hires or recently promoted employees with less than six months in their current position, are required to wear an orange high visibility safety hard hat. Short Service SEACOR Marine policies mandate that no SSE shall work alone and a work crew of five or fewer persons shall have no more than one SSE. Additionally, SEACOR Marine manages its subcontractors in alignment with this process. Any subcontractor employee reporting to work must document their experience for the work they are performing, and all subcontractors must adhere to the SSE policies.

Further, we adhere to all regulations and laws regarding oil drill exercises, going beyond what is required. In compliance with US law, we do annual pollution exercises globally for all our fleet and conduct oil spill drills every 90 days. We pride ourselves in conducting drills more often than required by regulations.

#### Accident incident investigation

SEACOR Marine policy 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. An accident or incident resulting in a serious injury or fatality is immediately reported to the Company.

SEACOR Marine also has policies related to the reporting of injuries, illnesses, collisions, groundings, fire, pollution, third-party incidents and major mechanical failures. 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 the matrix below:

Potential Consequence of the Accident/Incident			Likelihood of Re-occurrence				
			A	B	C	D	E
People	Asset	Environment	Very Low	Low	Medium	High	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

Investigations are ranked level 1 through 4, with level 1 being completed on all accidents and incidents, and level 4 being a full investigation at the corporate level in which the team makes effective recommendations to prevent a reoccurrence and ensure that any additional resources that may be deemed necessary are applied to mitigate further loss, damage or risk.

Subsequent accident and incident investigations are carried out to identify root causes, causal factors, and actions to prevent reoccurrence. Investigation techniques include collecting witness reports, developing a timeline, identifying specific injuries, equipment damage and other incident facts.

## Employee experience

SEACOR Marine prioritizes investing in its workforce to improve the overall employee experience. We believe in the importance of offering our employees competitive salaries and wages, together with comprehensive insurance options and healthcare benefits, including medical, prescription drug, vision and dental coverage.

Employees and their family members are provided with tools and resources to assist in adopting and maintaining a healthy lifestyle. For eligible US-based employees, healthcare costs (medical and dental) are shared between SEACOR Marine and employees. SEACOR Marine has designed a medical plan, administered through BCBSTX, that assists employees with obtaining both in- and out-of-network quality care at affordable prices.

SEACOR Marine pays seafarer wages in compliance with International Transport Workers' Federation (ITF) set wages. Where applicable, SEACOR Marine also upholds international seafarer employee agreements, which outline health and social security benefits for seafarers.

All required vessels in our fleet operate under the guidance of the Maritime Labor Condition of 2006. We are also in compliance with IMO Guidelines for Seafarer Rest. On board all of our vessels, seafarers' hours of work are arranged to ensure that they receive a minimum of 10 hours rest in each 24-hour period and a minimum of 77 hours rest in each seven-day period. This minimum daily period of rest may not be reduced below 10 hours except in an emergency.

If seafarers require medical care while onboard, SEACOR Marine will provide medical care free of charge, including access to necessary medicines, medical equipment and facilities for diagnosis and treatment, and medical information and expertise.

#### Improving the employee experience

Our employees are the heart of SEACOR Marine and we continuously strive to create an environment where every employee can excel. We are committed to improving employee engagement through surveys and self-assessment tools as well as regular communications with employees. We have created a working group to enhance and improve employee satisfaction and to promote talent retention. We look forward to making progress in this regard in 2022.

While the rigors of life at sea can often be taxing on our seafarers, we strive to provide our seafarers with on board amenities and outlets to shoreside support. This includes broadband connectivity onboard our vessels, care packages, phone cards, designated exercise areas, quality food, access to emotional support, on board media entertainment and shore leave when safe to do so. For our liftboat seafarers, crew comfort is enhanced by being elevated out of the seas and importantly, our liftboat decks are designed to function as complete containment in the event of an on-deck spill. With one of the most modern fleets in our industry, seafarers are able to enjoy many of the comforts of home onboard our vessels.

#### Mental health

We recognize that the SEACOR Power tragedy continues to weigh on the minds of our onshore staff and our seafarers. We have been making support resources available to our team members and emphasizing the availability of mental health resources through outreach to seafarers and shoreside staff. In the immediate aftermath of the SEACOR Power incident, we made a counselor available on the ground in Port Fourchon as a support resource to employees.

Our organization continues to prioritize seafarer mental health, particularly for those at sea for long periods of time. We staff our vessels with appropriately sized crews to account for the stressors of life at sea and keep a watchful eye on seafarers' Work Rest Hour logs. We have established programs to allow our seafarers to reach out and receive 24-hour counseling.

## Navigating COVID-19

While we have had to evolve and adapt to the many challenges our sector has faced over the past several years, none have prompted as much uncertainty and change as the COVID-19 pandemic. COVID-19 has impacted the daily lives and well-being of seafarers in unprecedented ways, causing a humanitarian crisis at sea. Hundreds of thousands of seafarers have been stranded, industry-wide, working aboard ships beyond the expiry of their contracts.

### Addressing the crew change crisis

We were proud to become a signatory to the Neptune Declaration on Seafarer Wellbeing and Crew Change (Neptune Declaration) in early 2021. We recognize the critical need to address the persisting crew change crisis initially caused by COVID-19 restrictions. As a vessel operator, we have a shared responsibility, along with more than 850 other signatories, to help resolve this crisis.

We support the implementation of four main actions put forth by the Neptune Declaration to address the crisis:

- Recognize seafarers as key workers and give them priority access to COVID-19 vaccines
- Establish and implement gold standard health protocols based on existing best practice
- Increase collaboration between vessel operators and charterers to facilitate crew changes
- Ensure air connectivity between key maritime hubs for seafarers

### Ensuring the well-being of our employees

Following the initial COVID-19 outbreak, we worked quickly to ensure that we were compliant with Flag State COVID-19 requirements in all areas of vessel operation, and provided our offshore employees with PPE COVID-19 care packs. We will continue to provide the following to ensure employee well-being:

- Protective eyewear
- Medical suites
- Medical nitrile gloves
- Boot covers
- Face masks
- Anti-bacterial hand soap and alcohol sanitizers
- Digital infrared thermometers
- Biohazard Spill Pack

In addition to providing PPE, we took and continue to take the following steps to ensure employee safety:

- Providing emotional support and short-term counseling for employees dealing with the stress of COVID-19 and any other issues
- Providing shore leave to employees recovering from COVID-19 when safe to do so
- Implementing Health Screening Questionnaire Novel Coronavirus and Guidelines for anyone boarding a SEACOR Marine vessel, in accordance with Human Resources and QHSE policies
- Providing COVID-19 Vessel Response Plans in place for all SEACOR Marine vessels globally
- Regularly enacting fleet-wide shoreside pandemic illness drills and onboard illness drills enacted
- Installing Hygensea hydroxyl generators into vessel HVAC systems to combat airborne viruses
- Implementing additional COVID-19 screening
- Adding barriers on some vessels to ensure that infected crew can be safely isolated inside the vessel and separated from non-infected crew



Neptune Declaration on Seafarer Wellbeing and Crew Change

Declaration recognizing that seafarers are the frontline workers of the maritime industry carrying 90% of global trade and that the industry has a shared responsibility to ensure that the current crew change crisis is resolved as soon as possible and to use the learnings from the crisis as an opportunity to build a more resilient maritime supply chain



**Employees are the heart of SEACOR Marine and we continuously strive to create an environment where every employee can excel.**

## 2020 Highlights

- Began developing a Supplier Code of Conduct, a Responsible Procurement Policy and a Responsible Procurement and Supplier Training Program
- Published our Environmental Policy, Climate Change Corporate Responsibility and Human Rights Statements
- Rolled out new compliance program trainings for our onshore and offshore employees



**We are committed to operating responsibly and with integrity as a community partner.**

**SEACOR**  
MARINE

## GLOBAL CITIZEN

### 2021/2022 goals

- Conceptualizing a framework for an Employee Giving Program
- Implementing the Supplier Code of Conduct, Responsible Procurement Policy and a Responsible Procurement and Supplier Training Program

### Ethics

At SEACOR Marine, we are committed to operating responsibly and with integrity as a community partner. Our leadership team knows that good corporate governance promotes transparency and ethical behavior, and contributes to a company's longevity, financial viability and overall success. We remain dedicated to promoting ethical business practices and recognize that a strong commitment to sustainability must consider both current and evolving priorities, so we constantly review our operational approach.

#### Our culture of compliance

SEACOR Marine is built on a culture of ethical standards and compliance with applicable laws and regulations. We have stringent protocols to manage risks in all regions. For fiscal year 2019, SEACOR Marine generated approximately \$52 million in operating revenues in countries with the 20 lowest rankings in Transparency International's Corruption Perception Index. These countries include the Congo, Angola, Nigeria and Mexico.

SEACOR Marine also 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 also comprised of risk assessments, whistleblower reporting and employee training, all of which are reinforced by senior management. The following policies are currently in place:

- Corporate Governance Guidelines
- Code of Business Conduct and Ethics
- Supplemental Code of Ethics
- Director Independence Standards
- Procedures for Addressing Complaints/ Whistleblower Protection
- Anti-Corruption Policy
- Insider Trading Policy
- Related Party Transactions Policy
- Harassment Prevention Policy
- Quality, Health, Safety and Environmental Policy
- Drug and Alcohol Policy
- Cell Phone Policy
- Personal Protective Equipment Policy
- Smoking Policy
- Stop Work Authority Policy
- Standby Policy
- Travel Safety Policy

We have a strong culture of always doing the right thing and have zero tolerance for bribery and other corrupt practices. The Anti-Corruption Policy is a central component of our compliance program and establishes clear policies regarding strict adherence to anti-corruption laws and practices, as well as record keeping and internal controls. To date, no incidents of bribery or corrupt practices have been reported.

#### Holding ourselves to high ethical standards

We nurture a true speak-up culture where employees are encouraged to report any ethical, safety or compliance issues without fear of retaliation. SEACOR Marine has engaged EthicsPoint, a confidential and secure third-party system, to facilitate whistleblower reporting.

In addition to senior leadership, we hold our employees to high ethical standards. Employees, both onshore and on board our vessels, receive regular training on a variety of topics and mandatory annual online compliance trainings are offered on:

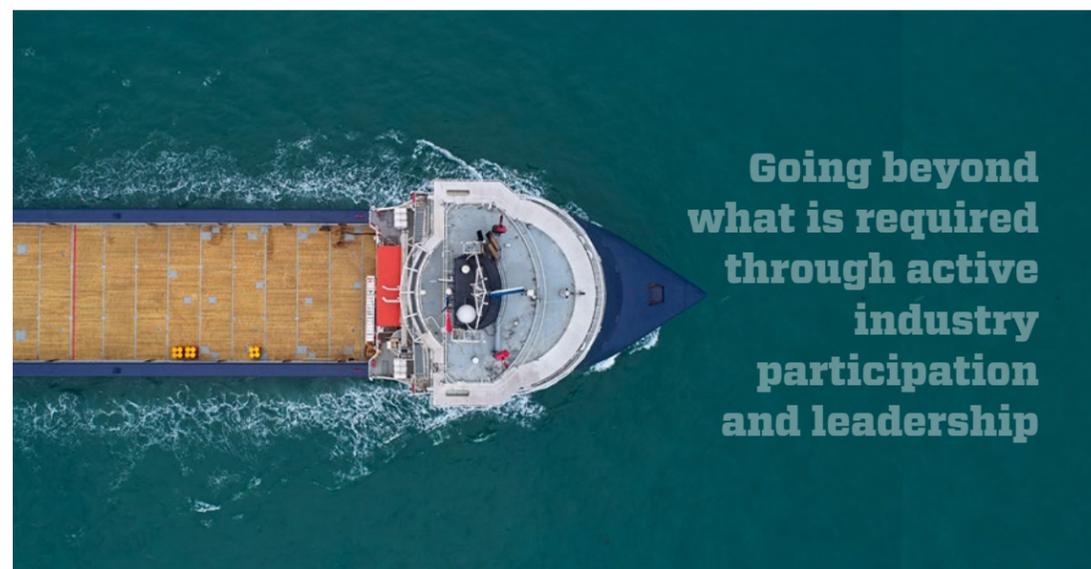
- Ethics and Conduct
- Conflicts of Interest
- Anti-Bribery and Corruption
- Anti-Trust and Competition
- Discrimination and Harassment Prevention
- Insider Trading
- Cybersecurity Training
- Diversity, Equity and Inclusion
- Data Protection and Privacy

Transparency and accountability are key standards in our business. We have internal processes in place to ensure that our partners share the same values and do not engage in corrupt practices. We conduct careful screenings of suppliers we work with and third-party agents representing SEACOR Marine in foreign or domestic jurisdictions. We also aim to enhance current protocols by implementing additional written policies with respect to contract approvals.

## Compliance

At SEACOR Marine, 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 sulphur fuel requirements
- International Safety Management (ISM) code 1998
- The International Ship and Port Facility Security (ISPS) Code 1974/1988, the training and certification of seafarers (STCW 1978), and piracy (ISPS 2002)
- The Maritime Labor Convention 2006 (MLC), an international agreement of the International Labor Organization (ILO) (Seafarers' Bill of Rights)
- The International Convention for the Safety of Life at Sea (SOLAS)



**Going beyond  
what is required  
through active  
industry  
participation  
and leadership**

- The International Convention for the Prevention of Pollution from Ships (MARPOL), covering prevention of pollution of the marine environment by ships from operational or accidental causes
- The International Organization for Standardization (ISO) (Quality Management System 9001, Environment Management System 14001, Occupational Health and Safety Management System 45001)
- The Occupational Safety and Health Administration (OSHA)
- Flag State Requirements (United States and The Republic of Marshall Islands)

In addition to being subject to the compliance requirements within the various regions of our operations, we are committed to going beyond what is required when it comes to how we operate — leading the industry by example. We are active with 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

## Human rights

We strive to be a leader in human rights with all our stakeholders. SEACOR Marine respects the United Nations (UN) Universal Declaration of Human Rights and the principles on fundamental rights set out by the ILO. Our principle is that we follow the higher standard where national law and international human rights standards differ, and we adhere to national law where the laws are in conflict while seeking ways to uphold international human rights to the greatest extent possible. We also support the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

SEACOR Marine believes in preventing and addressing any adverse human rights impacts associated with our business operations. Our recognition of human rights has been embedded in our internal policies, manuals, procedures and training programs provided to employees. Our publicly disclosed statements, which can be found on our website, help employees, executives and the Board 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 our:

- Code of Business Conduct and Ethics
- Harassment Prevention Policy
- Quality, Health, Safety and Environment Policy
- Human Rights Statement
- Anti-Corruption Policy
- Environmental Policy Statement
- Climate Change Statement
- Corporate Responsibility Statement
- Insider Trading Policy
- Related Party Transactions Policy

We continue to focus on generating a positive impact on our communities. Thriving communities are critical to our success, our ability to recruit and retain talent and source products for our vessels. Contributing to our communities results in better relationships with key stakeholders and improves operations. Our leadership team and employees regularly donate their time, talent and financial support to the charitable organizations they find meaningful in the communities where they live and work.

**Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises**

**Recommendations from governments to multinational enterprises on responsible business conduct**

**Universal Declaration of Human Rights**

**An international document adopted by the United Nations General Assembly that enshrines the rights and freedoms of all human beings**

We have begun conceptualizing an Employee Giving Program and are identifying additional causes we can meaningfully contribute to. We are proud of the continued dedication of our time and efforts to engage with communities through social service, volunteering efforts and charitable giving. Some examples of the ways SEACOR Marine has engaged with communities are donations following Hurricane Ida, mattress donations to local organizations, iPad donations in Guyana, partnerships with groups that organize charitable events, and educational awareness programs related to community outreach. We are constantly looking for impactful ways to increase our commitment to Company-sponsored outreach efforts.

### Ethical supply chains

At SEACOR Marine, we remain committed to upholding human rights across every segment of our business and strive to lead by example with our business partners and within our communities. We conduct business with a global network of suppliers, warehouses, cross docks and manufacturing facilities. Our suppliers include procurement, manufacturing, materials and logistics companies.

Whenever possible, we use local suppliers and materials. We have managed to develop the local provision of goods and services by making it clear we will switch to any supplier willing to invest in meaningful local content, putting pressure on companies to have local representation and taking advantage of local joint venture partnerships to access local knowledge and contacts. We monitor the local market closely and encourage local suppliers to bid on our regular tenders for goods and services.

As part of our due diligence, we screen suppliers to ensure they adhere to our ethical standards. By the end of 2021, we aim to standardize current processes across regions of operations to ensure consistent application throughout our global business through the implementation of a Supplier Code of Conduct, a Responsible Procurement Policy and a Responsible Procurement and Supplier Training Program, which will combine existing policies with enhanced and improved procurement controls, systems and practices. The Responsible Procurement and Supplier Training Program will be overseen by the Sustainability Council. This due diligence process will help ensure that our suppliers are meeting our ESG requirements, that they have policies that align with our values and code of conduct, and that they meet our standards for safe and efficient operations.

## Sustainable Accounting Standards Board (SASB) Framework

The following table provides reference to key performance data 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
<b>Emissions Reduction &amp; Fuels Management</b>	EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	We are working to formalize tracking of vessel fuel consumption. Please refer to pages 5 and 17 for further detail
	EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	Description of steps being taken to reduce emissions on pages 15–16
	EM-SV-110a.3	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	No Tier 4 engines presently in service as all recent newbuild projects have required Tier 2 IMO or Tier 3 EPA standards
<b>Water Management</b>	EM-SV-140a.1	(1) Total volume of fresh water handled in operations, (2) percentage recycled	We are working to formalize reporting on freshwater consumed by our vessels as referenced on page 13
	EM-SV-140a.2	Discussions of strategy or plans to address water consumption and disposal-related risks, opportunities and impacts	Discussion of Ballast Management and Ocean Health promotion policies on pages 12–13
<b>Chemicals Management</b>	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 pages 12–13 and our waste management process is described on pages 13–15
<b>Ecological Impact Management</b>	EM-SV-160a.1	Average distributed 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	An overview of our sustainability efforts is addressed on pages 7–8
<b>Workforce Health &amp; Safety</b>	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), and (5) average hours of health, safety, and emergency response training for: (a) full-time employees, (b) contract employees, and (c) short-service employees	Overview of our safety statistics and safety training program on pages 22–26  In 2020, our TRIR was 0
	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 on pages 23–26

# Additional Resources

## Governance

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

## Policies

- [Anti-Corruption Policy](#)
- [Harassment Prevention Policy](#)
- [Insider Trading Policy](#)
- [Quality, Health, Safety and Environment Policy](#)
- [Related Party Transaction Policy](#)

## Statements

- [Climate Change Statement](#)
- [Corporate Responsibility Statement](#)
- [Environmental Policy Statement](#)
- [Human Rights Statement](#)

## Committee Charters

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

## Financial

- [Form 10-K](#)