



CHARTER OF THE SAFETY & SUSTAINABILITY COMMITTEE OF THE BOARD OF DIRECTORS

I. PURPOSE

The primary purpose of the Safety & Sustainability Committee (the “*Committee*”) of the Board of Directors (the “*Board*”) of Tidewater Inc. (the “*Company*”) is to assist the Board in overseeing (1) the Company’s ongoing commitment, policies, programs, practices and disclosures related to health and safety (“*Safety*”), environmental stewardship, corporate social responsibility, and sustainability matters relevant to the Company (collectively, referred to as “*Sustainability*”); and (2) the Company’s management of the corresponding Safety and Sustainability risks, liabilities and opportunities.

II. COMPOSITION AND MEETINGS

A. *Members and Independence.* The Committee will consist of at least three directors, each of whom will meet the independence requirements of the New York Stock Exchange (the “*NYSE*”) and any other applicable laws or policies of the Board.

B. *Appointment.* Committee members, including the Chair of the Committee, shall be appointed by the Board (upon the recommendation of the Nominating & Corporate Governance Committee) and shall hold office until such time as a successor is duly appointed and qualified, or until the director’s earlier death, disqualification, resignation, or removal.

C. *Meetings.* To discharge its responsibilities, the Committee shall each year establish a schedule of meetings. Additional meetings may be scheduled as needed by the Chair, two or more members of the Committee, the Chairman of the Board, the Lead Independent Director (if applicable), or the CEO. The Chair will supervise the conduct of all meetings and, in consultation with the other members of the Committee and management, as appropriate, set the timing and agenda for each meeting. In the event the Chair is not present at a meeting, the Committee members present at the meeting shall designate one of its members as the acting chair of the meeting. The Committee shall be governed by the same rules of the Board regarding meetings (including meetings in person, telephonic or virtually), action without meetings, notice, waiver of notice, quorum and voting requirements.

D. *Minutes; Reports to the Board.* Minutes for all meetings of the Committee shall be prepared and approved by the Committee. The Committee shall make regular reports to the Board.

III. AUTHORITY, DELEGATION, AND RESOURCES

A. *Authority to Engage Third Parties.* The Committee has the authority, in its sole discretion, to retain or engage any consultant, independent legal counsel or other advisors or experts (“*Advisers*”) as it deems necessary or appropriate to carry out its duties. The Committee will be directly responsible for the appointment, compensation, and oversight of the work of any Adviser retained by the Committee.

B. *Delegation and Subcommittees.* To the extent permitted by applicable law and NYSE listing standards, the Committee may form and delegate any of its responsibilities to (1) a subcommittee

consisting of one or more members of the Committee or the Board or (2) one or more members of management, acting separately or together as a management committee.

C. Access to Resources. The Company shall provide appropriate funding, as determined by the Committee, for payment of the compensation to (1) any Adviser retained by the Committee and (2) any ordinary administrative expenses of the Committee.

IV. RESPONSIBILITIES

In furtherance of the purpose of the Committee described above, the Committee shall have the following authority and responsibilities:

A. Safety and Sustainability Initiatives, Risks, Compliance, Disclosures and Goals

1. The Committee shall oversee and periodically review (i) the Company's existing strategy, governance, policies, programs and practices related to Safety and Sustainability matters; (ii) the scope of potential Safety and Sustainability risks, liabilities and opportunities facing the Company; and (iii) the adequacy of the Company's strategy, governance, policies, programs and practices to manage these Safety and Sustainability risks, liabilities and opportunities.

2. The Committee shall (i) oversee the establishment and implementation of any goals or metrics the Company may establish from time to time for its performance with respect to Safety & Sustainability matters; and (ii) periodically review and monitor the Company's performance against and/or progress toward achieving its Safety & Sustainability goals and metrics.

3. The Committee shall review the Company's Sustainability disclosures, including the Company's annual Sustainability Report and any material Sustainability communication plans or public disclosures that may be issued from time to time by the Company.

4. The Committee shall periodically review updates regarding the Company's compliance with applicable Safety and Sustainability laws, rules and regulations affecting the Company.

5. The Committee shall periodically review reports regarding the Company's Safety performance, including any material Safety incident and any material Safety audit.

6. The Committee shall receive, review, investigate or cause to be investigated, any material regulatory notice or complaint related to any Safety or Sustainability matter, including a review of the measures the Company plans to take or has taken to address such incident and assess whether the Company's applicable compliance programs and systems were effective in such incident.

B. Coordination with Other Committees; General Responsibilities

1. In coordination with the Compensation & Human Capital Committee of the Board, the Committee shall monitor the Company's programs, progress, and efforts to address human capital management matters (e.g., workplace health and safety; and safe and respectful workplace environments and cultures) across the Company, including compliance with applicable laws and regulations.

2. At the direction of and in coordination with the Nominating & Corporate Governance Committee of the Board, the Committee shall review and make recommendations with respect to any shareholder proposals relating to sustainability and environmental matters within its purview.

3. In coordination with the Audit Committee of the Board, the Committee shall receive updates regarding, and monitor compliance with, applicable Sustainability laws and regulations that require public disclosures in the Company’s current, periodic and annual reports, proxy statements or other filings made with the Securities and Exchange Commission.

4. The Committee shall conduct an annual evaluation of the performance of the Committee and implement such measures as may be deemed appropriate to improve the performance and administration of the Committee.

5. The Committee will annually review this Charter and recommend any proposed changes to the Board.

6. The Committee shall perform any other activities consistent with this Charter, the Company’s Bylaws, applicable law, and applicable stock exchange regulations, as the Committee deems appropriate or as requested by the Board.

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While the Committee has the duties and responsibilities set forth in this Charter, nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of the Committee members, except to the extent otherwise provided under applicable law.

Approved by the Safety & Sustainability Committee and Board of Directors on March 18, 2025.