TIDEWATER INC.

EQUAL EMPLOYMENT OPPORTUNITY & ANTI-HARASSMENT POLICY STATEMENT

At Tidewater, we are fully committed to providing a work environment in which all individuals are treated with respect and dignity. We expect every employee to show respect for all of our colleagues, customers, and vendors. Harassment by co-workers, supervisors, or any third parties is a form of misconduct that destroys our work environment and undermines our culture of integrity. Every individual has the right to work in a respectful atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment.

Our company policy is to provide equal employment opportunity for all qualified persons without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, gender identity or expression, genetic information, or any other legally protected status. Tidewater will comply with all applicable local, state, federal and country laws concerning equal employment opportunity, and we will not participate in or condone any unlawful discrimination of any kind. The foregoing applies to, but is not limited to, recruitment, hiring, compensation, training, promotion, transfer, demotion, layoff, and termination..

Tidewater is committed to maintaining a work environment that is free of all forms of unlawful conduct, including sexual or other forms of unlawful harassment. Tidewater prohibits any actions by employees, supervisors, or management that abuse individual dignity through slurs or jokes on the basis of race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, gender identity or expression, genetic information, or any other legally protected status, or other objectionable conduct, including harassing or discriminating conduct that interferes with another employee's performance. Prohibited conduct includes, but is not limited to, unwelcome verbal, physical or sexual advances, displaying sexually, racially, or otherwise derogatory or discriminatory materials, making sexually, racially, or otherwise derogatory or discriminatory statements, and requests for sexual favors, especially where: submission to such conduct is made either explicitly or implicitly a term or condition of employment; submission to, or rejection of such conduct is used as the basis for decisions affecting an individual's employment; or such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment on the basis of a protected characteristic. Further, the use of email, social media or the internet that involves unlawful, obscene, offensive or harassing messages is prohibited. Any violation of this Policy will be subject to disciplinary action up to and including termination of employment.

Individuals should always feel welcome to Speak Up if they have a question or a concern. Confidentiality is respected and you may choose to remain anonymous. Individuals who believe they have been subjected to discrimination, harassment or other prohibited behavior should immediately report the incident to their supervisor, higher management, human resource department, legal department or other channel for raising concerns. Employees or supervisors who observe or become aware of harassment should also immediately advise their supervisor, higher management, human resource department or legal department so appropriate corrective steps can

be taken. Tidewater provides several channels for raising concerns, including the Tidewater Helpline and a multilingual, 24-hour service operated by an independent third party. Retaliatory treatment of any employee reporting discrimination, harassment, or other prohibited behavior is strictly forbidden.

Absent a specific written contract to the contrary, employment with Tidewater, its subsidiaries and affiliates may be terminated with or without cause at any time by the employee or the Company. Nothing contained in this policy shall constitute a part of any employment contract or create a required procedure, practice or policy that must or should be followed in the investigation, evaluation or disposition of any personnel matter.

Quintin V. Kneen
President, CEO and Director
Tidewater Inc.

Reviewed and approved effective December 9, 2025