TIDEWATER INC.

COMMITMENT TO DIVERSITY, INCLUSION AND BELONGING

At Tidewater, we are dedicated to cultivating a workplace culture that embraces diversity of backgrounds, experiences, and perspectives, fosters inclusion and promotes a genuine sense of belonging for all. We stand firmly against prejudice, bias and hate, and instead strive to unite our teams through respect, openness and shared purpose.

We believe that integrating diversity, inclusion and belonging into our culture enhances our performance, drives innovation and upholds our 7C's Values. By creating an environment where every individual - whether employee, contractor, supplier, or business partner - is respected and empowered, we unlock greater engagement, personal growth and operational excellence.

To this end, we value individuals who:

- Embody our 7C's Values in their daily actions.
- Demonstrate cultural awareness and adaptability in a global business environment.
- Apply creativity and innovative approaches to seize opportunities.
- Inspire and support others to achieve their fullest potential.

Our pledge to diversity, inclusion and belonging is a global commitment. Leadership and managers, onshore and offshore, are responsible for advancing this culture, while every member of our workforce shares responsibility for fostering an inclusive environment through their actions and attitudes.

Together, we commit to a workplace where everyone can thrive, contribute and feel they belong.

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