



TIDEWATER MIDSTREAM AND INFRASTRUCTURE LTD.
(the “Corporation” or “Tidewater”)

BOARD DIVERSITY POLICY

All nominations or appointments to the board of directors of the Corporation (the “**Board**”) are made considering highly qualified individuals in the context of the skills, expertise, experience, and independence which the Board as a whole requires to be effective. The Corporation recognizes and embraces the benefits of having a diverse Board that enhances decision-making through the contribution of different perspectives and experiences. The Corporation believes that a truly diverse Board will include and make good use of differences in skills, expertise, and industry experience, including attributes such as age, gender, race, disability and other distinctions among directors. At Tidewater, these differences will be considered in determining the optimum composition of the Board and when possible will be balanced appropriately.

The Governance, Compensation, Safety and Sustainability Committee (the “**Committee**”) reviews and assesses Board composition on behalf of the Board and recommends the nomination or appointment of new directors. The Committee also oversees the conduct of the annual review of Board effectiveness.

- In reviewing Board composition, the Committee will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.
- In identifying suitable candidates for nomination or appointment to the Board, the Committee will consider highly qualified candidates against objective criteria and with due regard for the benefits of diversity on the Board.
- In addition to its own search, the Committee may engage qualified independent external advisors to conduct a search for candidates that meet the Board’s skills and diversity criteria.

As part of the annual performance evaluation of the effectiveness of the Board, Board committees and individual directors, the Committee will consider the balance of skills, expertise, industry experience and independence and the diversity representation of the Board, including age, gender, race, disability how the Board works together as a whole, and other factors relevant to its effectiveness.

Periodically, but at least once every five years, the Board shall consider the need for a renewal program intended to achieve what the Board believes to be a then desirable distribution of skills, age, gender, race, disability, and other distinctions and, if deemed necessary, embark upon a program to effect concomitant changes in Board composition. Based upon its experience in candidate searches, the Committee believes that such changes can be made over reasonable and appropriate periods of time.

Diversity and Inclusion Targets for the Board

The Board has established as its objective that women should comprise at least 30% of the directors on the Board of Tidewater by 2025.