



2025 Sustainability Report





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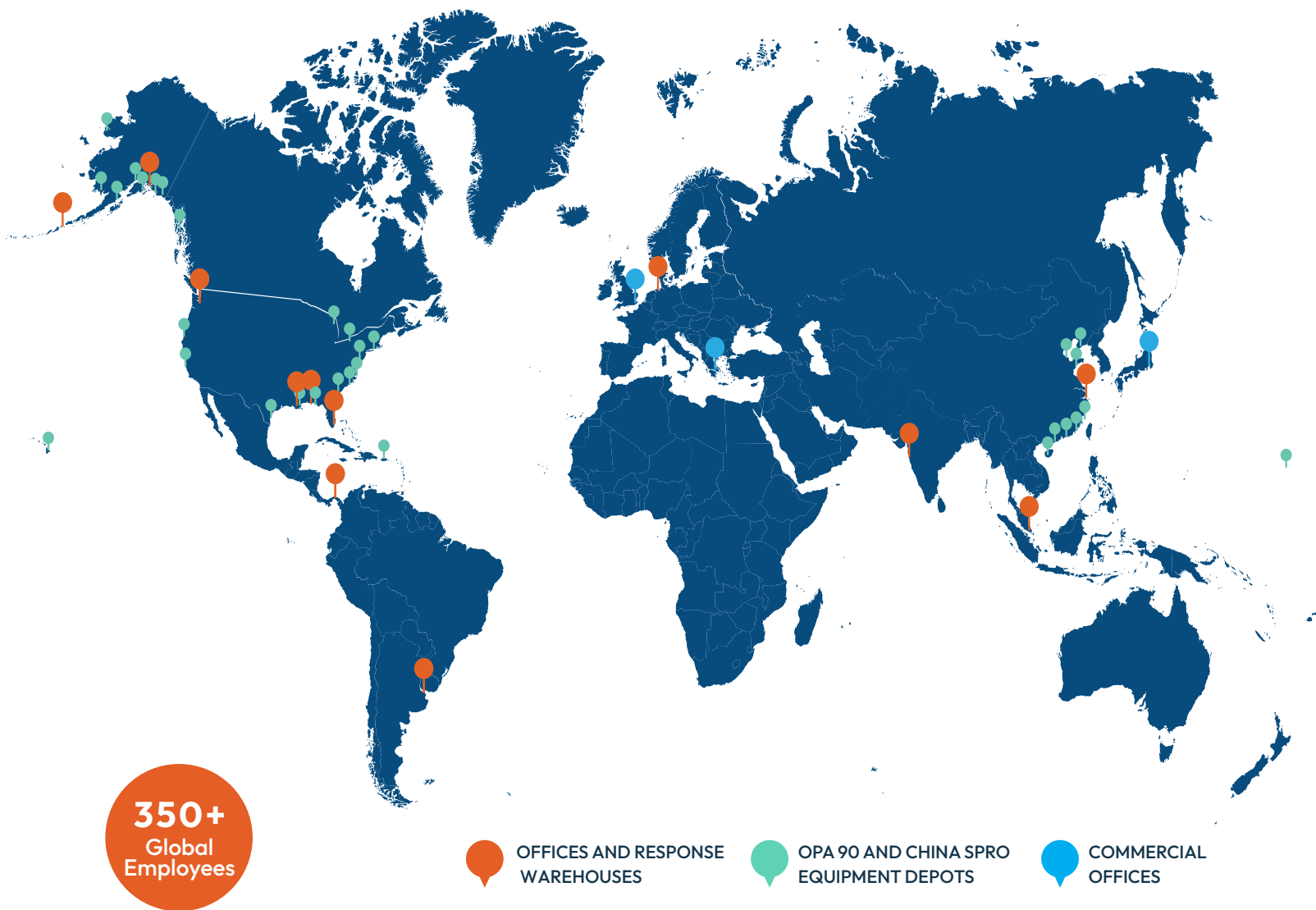
About Resolve Marine

Resolve Marine is a globally recognized leader in innovative marine solutions. With more than four decades of experience, we solve complex marine challenges with expertise, ingenuity, and an uncompromising commitment to safety.

We deliver engineered solutions across the shipping, ports and infrastructure, government, oil and gas, aerospace, and renewable energy sectors. Trusted by leading organizations for high stakes, mission critical projects, our reputation is built on transparency, accountability, and safety.

With 24/7 global response capabilities, Resolve Marine operates an expansive network of strategically located facilities and response depots, supported by floating assets, specialized equipment, and an elite team of maritime professionals. This integrated footprint enables rapid mobilization anywhere in the world to safeguard people, assets, and the marine environment.

Global Presence





Message from the CEO

To our employees, clients, partners, and communities,

When I reflect on 2025, what stands out is not any single operation or milestone, but the consistency of purpose our people brought to every challenge placed in front of them. Across five continents and seventeen countries, Resolve Marine responded to 45 major operations and 29 emergencies, served more than 2,100 companies, and recovered tens of thousands of tons of pollutants and debris that would otherwise have threatened the marine environment. Behind every one of those numbers is a team making careful decisions in difficult conditions, often far from home.

Sustainability, for us, has never been a separate workstream. It is inseparable from how we salvage a grounded vessel on a sensitive coral reef in Palau without a drop of oil released, how we transform a derelict freighter off Florida into a permitted artificial reef, and how we respond to a flooded village in Nightmute, Alaska, with hot meals and supplies alongside our pollution remediation work. These outcomes reflect a discipline we have built over four decades: doing the job right, protecting what matters, and leaving the environment better than we found it.

This year brought meaningful progress in several areas. We earned the 2025 Marine Environment Protection Sustainability Award from NAMEPA for our wreck removal work in southern Chile. We became Great Place to Work® certified, with our people telling us directly that pride in what we do runs at 81%. We maintained our ISO 9001, 14001, and 45001 certifications, became Avetta-certified, delivered more than 4,100 hours of training, and launched VelocityEHS across the organization to strengthen how we identify and act on risk. We also implemented our Anti-Money Laundering Policy, reinforcing the governance foundation on which everything else rests.

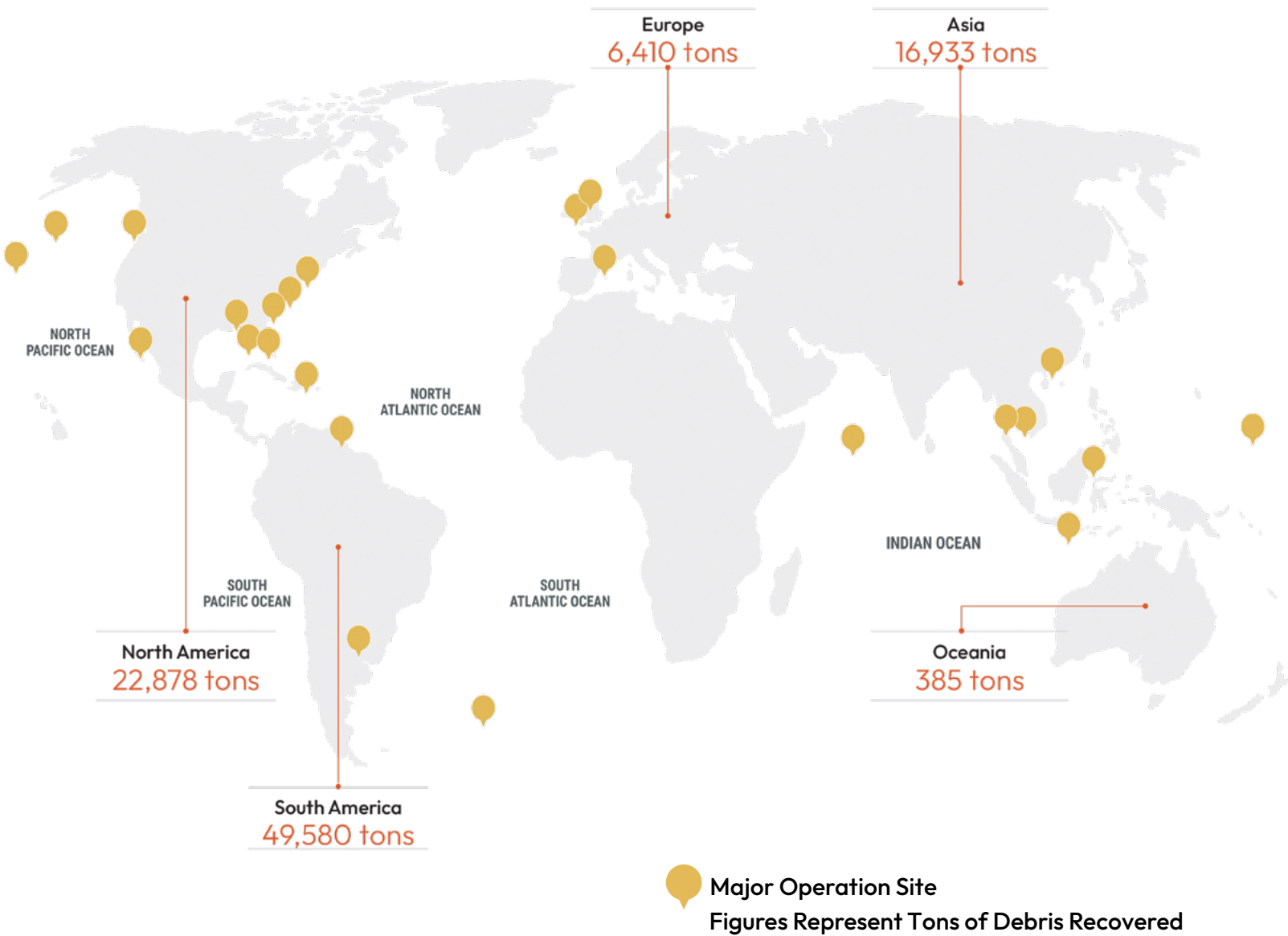
I want to be equally direct about where we have more work to do. Our share of women in leadership moved from 22% to 21% this year, and our overall female workforce representation slipped. These are the wrong directions, and they do not reflect the company we intend to be. We have targets in place for 2027, and we are investing in the pipeline, partnerships, and pay-equity reviews needed to reach them. Transparency on this is the only way we hold ourselves accountable.

None of this work belongs to any one of us. It belongs to the salvage masters, mariners, engineers, instructors, and shoreside teams who show up ready. It belongs to the clients who trust us with their most complex problems, the regulators who hold us to a high standard, and the communities who welcome us when the work is hardest. Thank you for making 2025 what it was. We will build on it in 2026 with the same clear priorities: safety, environmental protection, stronger teams, and the integrity that defines us.

With Appreciation,

Joseph Edward Farrell, III
CEO Resolve Marine

2025 Major Operations



Our Work in 2025



5

Continents



17

Countries



2,136

Companies Served**



45

Major Operations Completed



29

Emergency Response

** This includes Emergency Response, Projects, Compliance, Marine Service Centers and Resolve Academy

Sustainability at Resolve Marine

Our stakeholders have a vested interest in both what we do for them and what they do for us.

Our Sustainability Framework

At Resolve Marine, we believe that how we operate matters just as much as what we do. Our work takes us into challenging environments where the stakes are high for our employees, the local community and the planet. That's why we're committed to doing business responsibly, with a focus on long-term sustainability.

Our relationships with customers, communities, employees, partners, and regulators are built on trust. We know that lasting success depends on doing the right thing, for the right reasons. These relationships help guide our choices, and we see them as a two-way street: what we do for others, and what they bring to us, both matter.

We view transparency as a promise. When we share what we're doing openly and honestly, it keeps us accountable and helps us improve. It also creates space for better conversations and stronger collaboration across everything we care about: safety, compliance, environmental protection, social responsibility and good governance.

Our sustainability framework is woven into our daily operations. It helps us think ahead, make better decisions, and stay focused on what matters most.

Stakeholder Engagement

We know we can't do this work alone. That's why we listen to and work closely with our stakeholders. By understanding what's important to the people and places we impact, we're better equipped to respond, improve and grow. Whether it's a crew at sea, a community near our operations, or a partner working on a shared goal, we're committed to showing up and finding ways to move forward together.

Our Stakeholders

How Resolve Marine Engages with Stakeholders

Customers

We serve clients across shipping, oil & gas, aerospace, ports & infrastructure, government and renewable energy sectors. Engagement includes feedback loops, data sharing, and participation in due diligence and tender processes.

Local Communities

As part of the communities where we operate, we support local nonprofits and humanitarian efforts and often collaborate during marine responses and recovery operations.

Employees

Our success depends on our people. We prioritize well-being, performance reviews, career development, and gender equity.

Suppliers and Business Partners

We work with a trusted global network of partners to deliver specialized expertise and equipment, seeking alignment on ESG values and shared operational standards.

Regulatory Authorities

Our worldwide operations require ongoing coordination with local, national, and international regulatory authorities. Through close collaboration, we ensure operational continuity and compliance with relevant regulatory requirements, such as those established under OPA 90.

Shareholders & Board Members

As a privately held company, governance is maintained through fiduciary oversight, ethical leadership, and adherence to operating principles.

Industry Associations

We engage with trade bodies to align with evolving standards, share best practices, and contribute to policy discussions.

Vision

To leave the world in a better place.



TEAMWORK

We are global collaborators who consider the cooperation, engagement, and input of others. We align and integrate ideas and opinions to ensure that diversity of thought and experience is taken into account and strive to effectively communicate amongst ourselves and with others.



CREATIVITY

We are creative solution experts who are agile, resourceful, and innovative. Ingenuity and experience are core to our continued success in solving problems.



COMMITMENT

We are committed to our people and our organization's mission and purpose. We are dedicated to the communities where we work and live, and to global and local environmental stewardship.



SAFETY

The safety and health of our employees is a guiding principle in how we do business, exemplified by our safety culture. We are committed to continual improvement and keeping our people, clients, and the environment safe.



EXCELLENCE

Our success has been built on delivering quality services to our clients. This stems from our team's passion for knowledge, ingenuity, and an ethos of excellence.



INTEGRITY

We are trusted by clients, respected by our teammates, and take seriously our responsibility for doing the right thing. We are known for being fair, ethical, honest, and treating others with dignity and respect.

Mission

To serve as a world leader in providing safe, innovative marine solutions.



SUSTAINABLE DEVELOPMENT GOALS

Resolve Marine aligns its sustainability efforts with the United Nations Sustainable Development Goals (UN SDGs), focusing on the areas where our work has the most meaningful impact. These goals help us address global challenges, such as environmental protection, community resilience, and gender equality, through actions that are embedded in how we operate every day.

As an organization, we view ESG practices through three interconnected lenses:

ORGANIZATIONAL

Committing to best practices and continuous improvement.

OPERATIONAL

As a leader in creating solutions for some of the marine industry's most complex problems, our day-to-day work has real consequences for environmental remediation and protection.

ASPIRATIONAL

Striving to lead by example, exceed expectations, and contribute to a better, more sustainable future.

Sustainable Development Goals Alignment

In 2023, we committed to three UN SDGs aligned with our business practices. In the 2024 Sustainability Reporting section, we set clear targets to support those goals. In this report, we highlight the progress made against those targets, share key lessons learned, and outline the actions we're taking to strengthen our approach, especially where goals were not fully achieved.



We prevent and minimize the impact of marine pollution.



We support local communities where we live and work and causes across our industry.



Achieve greater gender equality and female empowerment.

Sustainability Reporting

Environment

Environmental Impact of Selected Emergency Response and Project Work In 2025.



Container Ship Collision

UNITED KINGDOM

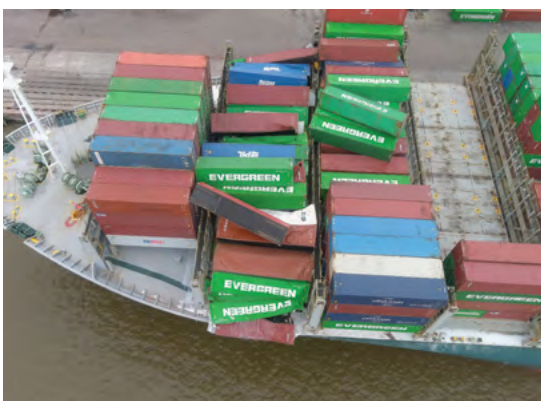
Following a North Sea collision, damaged containers, vessel waste, intact cargo, and fuel oil were safely removed and discharged, preventing marine pollution. The vessel was stabilized and towed to an EU-approved recycling facility for responsible end-of-life processing.



Borocho

FLORIDA, USA

A 227-foot derelict freighter was fully remediated, including removal of fuels, asbestos, hydrocarbons, and entanglement hazards in accordance with U.S. Environmental Protection Agency (EPA) artificial reef standards. The vessel was safely scuttled offshore, transforming an environmental liability into a permitted artificial reef.



Container Collapse

URUGUAY

After a severe container collapse, 102 damaged containers, including units carrying IMO Class dangerous goods, were safely removed with zero additional losses overboard. Coordination with environmental authorities ensured no hazardous materials were released into the harbor.



Typhoon Halong

ALASKA, USA

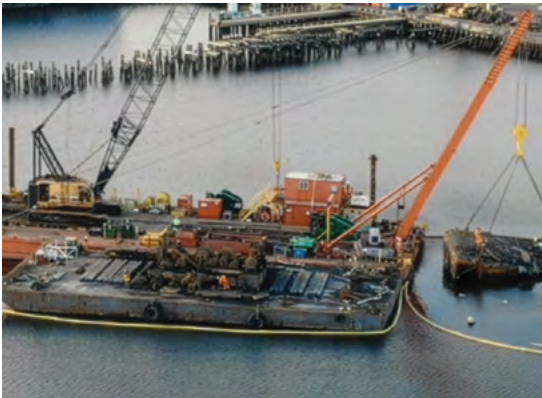
In response to severe flooding in Nightmute, Alaska, personnel and equipment were mobilized to secure damaged fuel tanks and remediate pollution leakage. The team also supported local reconstruction efforts and assisted the community during recovery operations.



Container Ship Collision

VIETNAM

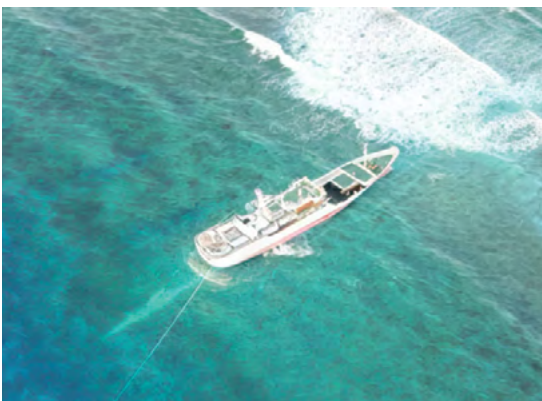
Controlled ballasting and vessel separation operations following a collision reduced further oil spill risk and restored navigational safety. Cargo discharge operations were safely completed, stabilizing the vessel and preventing broader maritime impacts.



Derelict Barge

RHODE ISLAND, USA

A sunken World War II-era crane barge was sectioned, removed, and recycled under NOAA's Marine Debris Program. The riverbed was cleared and verified debris-free, eliminating a long-standing environmental and navigational hazard.



Grounded Fishing Vessel

PALAU

A grounded fishing vessel carrying approximately 100 tons of bait was successfully refloated from a sensitive coral reef system without any oil discharge or reef damage. The operation safeguarded protected marine ecosystems and prevented potential contamination of Palau's environmentally significant coral habitats.

Case Study



Offshore Wind Farm Response

Blade Recovery

Resolve Marine provided specialized engineering and salvage services in response to multiple blade failure incidents at a North Sea wind farm within the territorial waters of the United Kingdom. The company mobilized a Service Operation Vessel (SOV) with a Walk to Work system to deliver a self-sufficient offshore response while minimizing disruption to ongoing field operations.

Resolve Marine designed and implemented a specialized blade removal solution for damaged turbine towers and established safe access systems for nacelles and hubs on turbines that were without power, elevator service, or hub lock capability. Following blade removal, the team executed a large-scale subsea survey and debris recovery campaign using remotely operated vehicles (ROVs) and other specialized equipment. The project was completed successfully within the available weather season.



UN SDG Commitments, Targets and Progress



We prevent and minimize the impact of marine pollution.

Our core business is to prevent marine pollution and we do so through preparedness and response. We document pollutants recovered from vessel casualties, revitalize marine environments, and continually reinvest in our equipment and assets.

14.1 REDUCE MARINE POLLUTION (INCLUDING LAND-BASED ACTIVITIES)

TARGET

Document pollutants Resolve Marine has prevented and recovered from entering the environment.

PROGRESS

Debris Recovered

Category	2023 Recovered	2024 Recovered	2025 Recovered
Bunkers and Oils (tons)	469	850	689
Bulk Cargo, Chemicals, and Hazardous Substances (tons)	80,001	55,685	64,963
Containers (TEU)	0	4,711	1,842
Other (tons)	5,785	11,855	8,718

While industry stats benchmark against pollutants responded to, Resolve Marine is committed to cataloging only true pollutants recovered to provide a clearer view of our environmental impact.

TARGET

Implement recycling and waste management programs across warehouse and office locations.

PROGRESS

Building on the “Make a Real Impact” recycling initiative launched in 2024, Resolve Marine expanded recycling and waste management practices in 2025 by improving accessibility, employee awareness and tracking across warehouse and office locations.

The program introduced recycling bins and clearly labeled Recycling and General Waste containers outside the Fort Lauderdale warehouse to improve sorting for warehouse and dive personnel. Bottle-filling water stations were also installed to reduce reliance on single-use plastics and track usage in real time, with early results showing strong adoption and the potential to eliminate approximately 18,000 plastic bottles annually as participation increases.

Employee education and building consistent recycling habits remain priorities. Tracking limitations persist due to county waste systems that provide limited recycling data. Meanwhile, other locations, including Athens, London, Mumbai, the Netherlands, and Singapore, maintain sustainability practices aligned with local regulations.

Additional efforts across facilities include:

- **Tacoma:** Recycling activities are conducted in accordance with city regulations.
- **Theodore, Alabama:** Continued recycling programs, including approximately 56,000 pounds of scrap metal recycled in 2025.
- **Dutch Harbor:** Ongoing participation in the annual community cleanup event held each May, supporting local environmental stewardship. In 2025, 735 bags of waste were collected.

14.2 PROTECT & RESTORE MARINE AND COASTAL ECOSYSTEMS

TARGET

Formalize ESG considerations into the Tender Board Review process. Where possible, provide options that reflect customer ESG preferences.

PROGRESS

Resolve Marine continues to strengthen how ESG considerations are built into our tender process. Environmental protection, responsible waste management, and transparent governance are now standard considerations during bid development and Tender Board reviews, ensuring these factors are reflected in the solutions we offer clients.

Key elements include:

- **Low-Impact Recovery Method**

Where possible, bids prioritize single-piece recovery and removal instead of in-situ demolition. This approach reduces seabed disturbance and protects sensitive marine habitats, particularly in environmentally sensitive areas.

- **Stronger Environmental Safeguards**

Pollution prevention and response measures are now routinely included in project scopes regardless of the jobsite, ensuring teams are prepared to quickly manage potential spills or environmental risks.

- **Responsible Recycling and Disposal**

Tender packages increasingly include multiple recycling and disposal options for recovered materials, aligned with international frameworks such as the Hong Kong Convention and Basel Convention, as well as local regulations.

- **Clearer ESG Transparency**

Prequalification and tender submissions now provide more information on safety performance, environmental compliance, governance practices, and supplier oversight. When requested, we also address potential carbon reduction measures and estimated emissions impacts.

14.A INCREASE SCIENTIFIC KNOWLEDGE, RESEARCH AND TECHNOLOGY FOR OCEAN HEALTH

TARGET

Quantify reinvestment and investment in environmentally friendly portable equipment, tools and innovation.

PROGRESS

In 2025, Resolve Marine continued investing in technology aimed at improving the safe and efficient removal of oil from legacy WWII wrecks in the United States and internationally. A key focus has been the development of a subsea ROV-operated hot tap drilling system, designed to allow fully remote fuel assessment and removal operations.

This technology is expected to improve safety, reduce operational costs, and minimize environmental risk during subsea fuel removal projects. In 2025, more than \$100,000 was invested in research and development to advance this capability. The system remains under development and is expected to be completed in 2026.



We support local communities where we live and work and causes across our industry.

Responding to and mitigating marine-related natural and environmental disasters is core to our service and response capabilities. We marshal resources and work with partners to supply humanitarian aid relief and supplies when needed. We support nonprofit organizations.

11.5 REDUCE ADVERSE EFFECTS OF NATURAL DISASTERS

TARGET

Aim to donate to local causes when there are direct economic losses from a natural disaster / vessel casualty.

PROGRESS

Our commitment to UN SDG 11 includes supporting organizations and working with partners to supply humanitarian aid relief.

NIGHTMUTE, ALASKA



Resolve Marine supported the Nightmute community following severe flooding caused by Typhoon Halong. Approximately 75 residents remaining in the village were provided with hot meals, while food and essential supplies were delivered to support the broader population of around 300 people during recovery efforts.

The team also assisted with animal welfare efforts, facilitating the relocation and successful adoption of 15 displaced dogs. In total, just under 1,000 pounds of food and supplies were distributed, reinforcing our commitment to community resilience and humanitarian support.

PM CARES, INDIA



We supported the PM CARES Fund, contributing to efforts that provide relief and assistance during public health emergencies and other crises. The fund supports the development of healthcare infrastructure, critical response capabilities, and recovery initiatives for communities affected by natural and man-made disasters.

11.6 REDUCE THE ENVIRONMENTAL IMPACT OF CITIES

TARGET

Support local, regional, and global nonprofit organizations.

PROGRESS

In 2025, Resolve Marine continued to support nonprofit organizations across community, education, marine industry, and environmental causes. Building on the donation framework established in 2024, facilities and offices directed contributions to initiatives with the greatest impact locally and around the world.

Some of our contributions are to:



The Coral Restoration Foundation Restoration of coral and damage reefs, scientific research and education of coral ecosystems.



Feeding South Florida, Inc. secures surplus food and distributes it to people in need across Palm Beach, Broward, Miami Dade, and Monroe counties to combat hunger and food insecurity.



Coastal Conservation Protecting and sustainably managing coastal ecosystems to strengthen shorelines, and support communities that depend on them



Waterfront Rescue Mission - Homeless services, including meals, emergency shelter, case management and programs designed to help individuals move towards stability, employment and permanent housing.



NextGen Tech INSTITUTE

Next Gen Tech Institute provides career-focused training and education in technology fields to prepare students with practical skills for today's digital workforce.



VConnect Foundation - Support group for children with hearing loss, that enables and empowers the children



Umang Foundation supports underprivileged communities by promoting education, healthcare access, and social empowerment initiatives that improve quality of life.

PROUD SPONSORS OF

- Seafarer's house
- The Guy Harvey Foundation
- The Nautical Institute
- Broward County Firefighter Benevolent Fund
- Beach Rugby Team 'Boys Van Ome Loeks'
- And many others globally

MEMBERS OF

- International Salvage Union
- WISTA
- Spill Control Association of America
- NAMEPA
- Oceantic Network
- And many others globally



UN SDG Commitments, Targets and Progress



Achieve greater gender equality and female empowerment.

We are committed to greater gender equality by attracting, hiring, retaining and promoting women throughout our workforce, both on and offshore. We are committed to publishing diversity, equity, and inclusion statistics and over time, aim to demonstrate higher female representation in our workforce.

5.1 END GENDER-BASED DISCRIMINATION

TARGETS

Senior management will:

- Review hiring decisions and define practices that ensure equitable treatment.
- Review pay per position to ensure equitable treatment (base salaries as well as discretionary pay) and implement adjustments when discrepancies are found or identified.
- Publish recruitment statistics for female representation in those receiving interviews and offers made and hired. Implement adjustments for discrepancies.
- Internally promote the Whistleblower Hotline as a mechanism to report harassment, including racism and sexual harassment.

PROGRESS

Resolve Marine continues to advance gender equality by strengthening equitable hiring, compensation, and workplace practices. Reviews of recruitment processes are ongoing to promote fair and inclusive hiring, with a focus on improving consistency and reducing bias.

Efforts to assess pay equity across roles, including base and discretionary compensation, have been initiated, with adjustments made where discrepancies are identified. Advancing the pay equity concept in 2025 was a critical step in strengthening accountability and reinforcing the organization's commitment to fairness. The organization is also working to enhance transparency in recruitment metrics, including female representation across hiring stages.

In support of an inclusive workplace, reporting mechanisms such as the **Whistleblower Hotline** remain in place, with continued emphasis on awareness and accessibility to ensure employees can raise concerns without fear of retaliation.

5.5 ENSURE WOMEN'S FULL AND EFFECTIVE PARTICIPATION AT LEADERSHIP LEVELS

TARGETS

- Review and track advancement opportunities and career tracking by gender. Implement adjustments for discrepancies.
- Aim for 25% of women in leadership positions by 2027.
- Aim that women represent 20% of workforce by 2027.
- Establish a policy that encourages women employees to join WISTA USA or WISTA International.

PROGRESS

Workforce Metrics	2023	2024	2025
Male/Female Mix	84% male; 16% female	84% male; 16% female	88% male; 12% female
Average Age	43 years	43 years	43 years
Average Years Employed	5.2 years	4.7 years	5.6 years
Women in Leadership Positions*	23%	22%	21%

Active employees fluctuate based on ongoing field operations and deployed personnel.

*Defined as women who lead a team of one or more direct reports; 2023 has been restated

Compared to the broader maritime and salvage industry—where female participation remains historically low—Resolve Marine continues to align with global efforts to improve gender diversity, while recognizing the need to accelerate progress to meet internal targets and industry expectations.

Actions Taken in 2025 to Improve Outcomes

Industry Engagement & Partnerships:

Strengthened commitment to gender diversity through active membership and engagement with:

- Women Offshore
- WISTA USA and WISTA International

These partnerships support increased visibility, networking, and development opportunities for women in maritime roles.

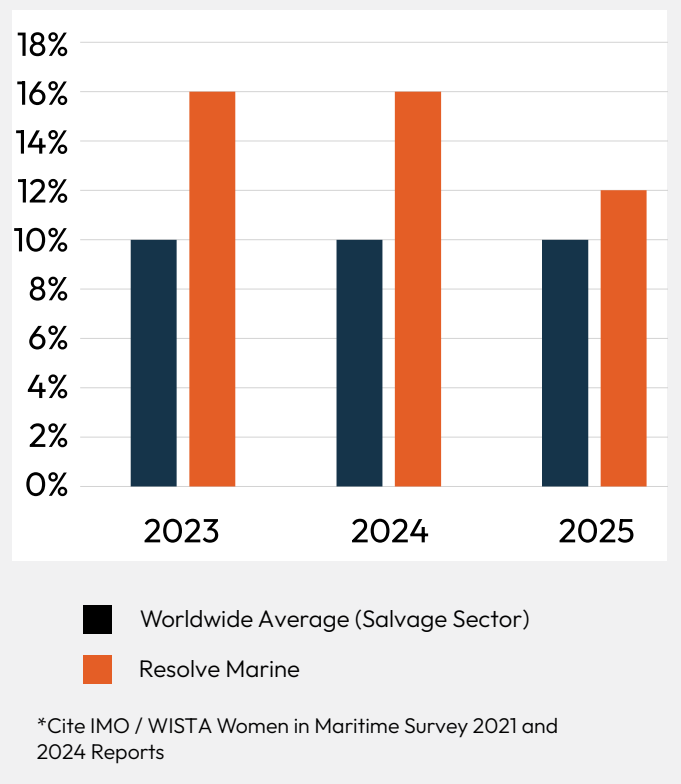
Workforce Awareness & Inclusion Efforts:

Continued emphasis on diversity and inclusion within ESG priorities, reinforcing leadership accountability for gender representation.

Pipeline Development (In Progress):

Early-stage efforts to build a more diverse talent pipeline, particularly in technical and operational roles where female representation remains limited.

SHARE OF WOMEN EMPLOYEES



Health, Safety, Environment & Quality (HSEQ) Programs

The strength of our HSEQ program is built on our people, supported by integrated technology platforms and standardized policies and procedures that enable consistent global collaboration. We prioritize the safety of our teams across all operations while maintaining a strong focus on delivering operational excellence in everything we do.

Commitment to Training and Safety

We remain committed to workforce development and safety compliance. In 2025, Resolve increased training delivery by 10% compared to previous years, with a continued focus on regulatory compliance and core safety protocols.

Workforce Metrics	2024	2025
Total training, all employees	3,878 hours	4,145 hours
Safety training, all employees	3,233 hours	3,500 hours

Compliance and Certifications



This year was a successful year for Resolve Marine. We not only maintained OSHA compliance and our **ISO 9001:2015**, **ISO 14001:2015**, and **ISO 45001:2018** certifications, but also strengthened our internal capabilities through our in-house lead auditors. Working closely with third-party auditors, they support the implementation and continuous improvement of management systems tailored to the unique challenges of our industry.



Resolve Marine became an Avetta-certified contractor, further affirming our commitment to contractor safety, compliance, and risk management, and strengthening our position as a trusted partner to clients, regulators, and industry leaders worldwide.



Our Stop Work Policy remains central to our safety culture, empowering all employees, subcontractors, and visitors to halt work if unsafe conditions are identified.

In 2025, we continued to strengthen safety awareness through a **weeklong Safety Summit** and **international audits and training**, promoting alignment with our integrated safety policies and consistent operational standards across all locations.



Resolve Marine transitioned to VelocityEHS, a centralized platform for reporting and tracking hazards, inspections, audits, near misses, and incidents. Launched organization-wide in August, the system gives all employees direct access to report safety concerns.

In Q4 alone, 734 hazards and 108 near misses were reported, reflecting increased visibility and a stronger safety culture. The platform enables real-time data sharing and supports proactive risk management across all operations.

Global Workforce Training, Talent Development and Communications

Our Achievements in 2025

Talent & Leadership Development: Continued investment in leadership, supervisory, and professional development programs supported employee capability, career progression, and organizational resilience.

Operational Readiness: Maintained a strong focus on role-specific and technical training to ensure employees are prepared for complex marine and industrial operations.

Workforce Safety & Compliance: Delivered over 3,500 training hours in 2025 across approximately 80 courses, with the highest participation in safety and HAZWOPER training, reinforcing operational readiness and risk mitigation.

Training Governance & Access: Leveraged a centralized Learning Management System to standardize training delivery, improve visibility into participation and completion, and support consistent workforce development practices.

Engagement & Communication: Enhanced training communications and reporting processes to promote awareness, accountability, and alignment between training initiatives and business priorities.

Expansion of Salvage & Marine Firefighting Training Programs



In 2025, Resolve expanded its SMFF training program with a series of half-day, in-person seminars held in Seattle (United States), Singapore, and Athens (Greece), reinforcing its commitment to safety, environmental stewardship, and industry collaboration.

The seminars focused on scenario-based learning, combining real world case studies, regulatory insights, and practical discussions to strengthen preparedness and risk mitigation. Transitioning from virtual to in-person delivery enhanced engagement, enabling deeper technical dialogue and collaboration among vessel operators, insurers, regulators, and response partners.

More than 120 industry stakeholders participated across the sessions, with feedback indicating strong relevance and value. Insights from participants are being used to continuously improve the program.

Building on this success, Resolve Marine plans to expand the program to seven global sessions in 2026, further supporting industry readiness and safer maritime operations.





Resolve Maritime Academy, the training and education arm of Resolve Marine supports sustainability through workforce development, operational safety, and community resilience. The Academy delivers immersive, scenario-based response training designed to prepare both Resolve Marine employees, external responders and mariners for real-world maritime and transportation emergencies.

During 2025, Resolve Maritime Academy supported a range of hands-on, high-fidelity training initiatives that strengthened emergency preparedness across military, government, academic, and community stakeholders, training more than 3,000 personnel throughout the year, including select programs delivered at reduced or no cost in support of mission-critical readiness.

U.S. Navy & U.S. Coast Guard Damage Control Olympics

Resolve Maritime Academy hosts the annual Damage Control Olympics (DCO), a hands-on training event simulating real-world shipboard emergencies. In its 19th year, the program brought together 40 Navy and Coast Guard personnel during Fleet Week to participate in timed exercises, including live fire, smoke-filled environments, and flood response scenarios, enhancing practical skills and operational readiness.

National Emergency-Response Training Video (Transportation Community Awareness Emergency Response)

Resolve Maritime Academy expanded its impact by supporting TRANSCAER with training facilities, instructors, and real-world expertise to develop a national training video for land-based fire departments. This collaboration produced a practical, skill-focused resource to strengthen preparedness for hazardous materials and transportation related incidents nationwide.

Offshore Hazmat Training Program (Pilot)

Resolve Maritime Academy delivered three pilot sessions of a customized Offshore Hazmat training program in collaboration with state agencies, academic institutions, and the U.S. Coast Guard. The program validated the curriculum and established a foundation for expanded training for Florida port responders beginning in 2026.



Emergency Response Team Training:

Resolve Maritime Academy delivered advanced maritime emergency-response training to 22 team members, focusing on vessel stability, live-fire firefighting, and hands-on damage control, strengthening readiness for complex incidents.

First Aid / CPR / AED Training:

Training programs equipped employees with essential life-saving skills, reinforcing a culture of safety and preparedness across operations.

Governance



Governance at Resolve Marine provides the framework through which the organization is directed and managed, promoting accountability, transparency, effective risk management, regulatory compliance, stakeholder engagement, and responsible decision-making.

We continue with our core policies:

Code of Conduct Policy

Resolve Marine continued to uphold its Code of Conduct as the foundation of ethical business practices across all operations in 2025. The policy applies to all employees, contractors, officers, and directors, reinforcing clear expectations for integrity, accountability, and full compliance with applicable laws and regulations in every geography in which the Company operates.

Throughout the year, Resolve Marine maintained its focus on promoting a culture grounded in ethical decision-making, transparency, and respect. Employees are expected to complete regular training and acknowledge adherence to the Code, ensuring consistent understanding and application across the organization.

Whistleblower Policy

As part of its governance framework, Resolve Marine continues to uphold its “Speak Up” whistleblower program, supporting a culture of ethics, integrity, and compliance. The program enables employees, contractors, and stakeholders to confidentially and, where permitted, anonymously report concerns related to the Code of Conduct, including harassment, discrimination, and potential legal or regulatory violations.

In 2025, we enhanced awareness and accessibility through regular communications and multiple reporting channels, including phone, email, intranet, and secure online platforms. The program remains independently administered by a third party, ensuring confidentiality, objectivity, and protection against retaliation. All concerns are reviewed and addressed in accordance with established protocols, reinforcing a culture of transparency and accountability.

Implemented in 2025

Anti-Money Laundering Policy

In April 2025, Resolve Marine launched its Anti-Money Laundering (AML) Policy, reinforcing our commitment to integrity, transparency, and responsible business practices. The policy is designed to prevent, detect, and report potential money laundering or sanctioned financing activities, while strengthening internal controls and mitigating legal, financial, and reputational risks.

The policy was rolled out company-wide, with all employees required to review and acknowledge their responsibilities and compliance obligations. As part of our broader governance framework, the AML Policy complements our Code of Conduct and supports our commitment to strong ethical standards and effective anti-corruption practices.

Great Place to Work® Trust Index Survey Results and Certification

In 2025, Resolve Marine reaffirmed its commitment to a workplace built on trust, respect, and collaboration by participating in the Great Place to Work® Trust Index Survey. Employees provided valuable feedback, with 51% of the 371 invited responding.

Survey Highlights

- Overall Trust Score: **73%**
- Credibility: **70%**
- Respect: **69%**
- Fairness: **70%**
- Pride: **81%**
- Camaraderie: **76%**

These results reflect our ongoing progress in fostering a culture of transparency, inclusion, and teamwork.

Certification

Resolve Marine is officially certified as a Great Place to Work® in 2025, recognizing our efforts to create an environment where employees feel supported, valued, and empowered.

Survey feedback will guide our initiatives in the coming year, ensuring we continue to build a workplace where trust, engagement, and excellence thrive.

Board of Directors

The Board meets quarterly, with additional meetings as needed. The Compensation and Audit Committees report directly to the Board, ensuring oversight of executive compensation, financial reporting, internal controls, and compliance.

The Board includes members of the Farrell family alongside two external directors, combining deep institutional knowledge with independent perspectives. Collectively, members bring expertise across maritime operations, finance, legal, and global business management.

Key responsibilities of the Board include:

- Oversight of corporate strategy and capital allocation
- Review of financial performance and enterprise risk management
- Governance of compliance, ethics, and internal controls
- Monitoring of environmental, health, and safety performance

As a privately held company, Resolve Marine does not publicly disclose detailed director profiles but remains committed to maintaining strong governance aligned with industry best practices.

Industry Recognition

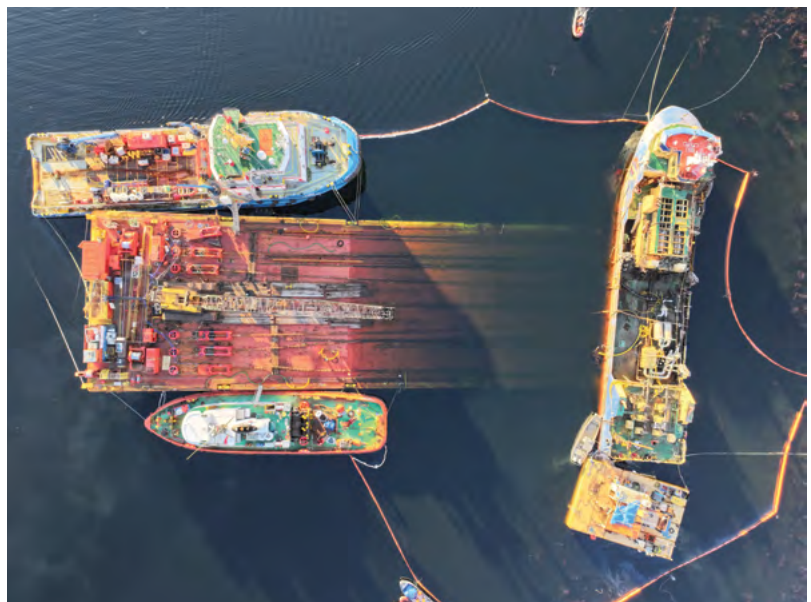
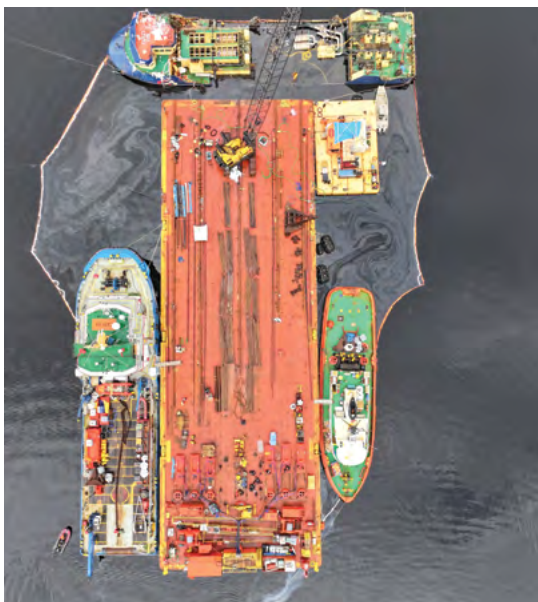


Resolve Marine was honored with the **2025 Marine Environment Protection (MEP) Sustainability Award** by the North American Marine Environment Protection Association (NAMEPA), in partnership with West of England P&I Club, for a complex and environmentally sensitive wreck removal project in southern Chile.



This recognition underscores our ability to deliver innovative, responsible solutions in some of the most challenging marine environments. It reflects the strength of our collaborative approach and our commitment to minimizing environmental impact while executing technically demanding operations globally.

The award highlights Resolve Marine's continued progress in advancing its ESG priorities and setting a higher standard for sustainable outcomes across the maritime industry.



What Our Customers Are Saying



It's difficult to find a team that meets all goals, and Resolve Marine definitely exceeded expectations. I sincerely appreciate the care and professionalism you demonstrated during the operations. Thank you!

- Alaska Maritime Agencies



Resolve was excellent to work with, with clear communication and coordination throughout the project.

- Rhode Island DEM



Resolve Marine Academy is an outstanding training venue, and the professionalism and technical knowledge of your team were evident throughout the process.

- TRANSCAER



We wish to express our gratitude and thank the salvage master and crew for the excellent service, support, and assistance provided.

- D.Oltmann Reederei



Without your professional expertise and dedicated efforts in safely bringing the vessel out of imminent danger, we would not have reached this point.

- Hafnia



The entire Resolve team went out of their way to help get our boat back to fishing. I truly appreciate their attention to detail, focus on safety, and quality of work.

- Erla N LLC



This success reflects the tremendous planning, design, engineering, field adjustments, and quick decision-making that made it possible. I am especially proud of the teamwork, collaboration, creativity, and openness demonstrated throughout the effort—all carried out with a high level of trust, transparency, and alignment.

- Hilcorp



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resolvemarine.com

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