

BRISTOW GROUP INC.

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE COMMITTEE CHARTER

This Environmental, Social, and Governance Committee Charter (this “Charter”) was adopted by the Board of Directors (the “Board”) of Bristow Group Inc. (the “Company”) on July 31, 2024. No term or provision of this Charter may be amended or otherwise modified without the approval of the Board.

This Charter is intended as a component of the flexible framework within which the Board, assisted by its committees, directs the affairs of the Company. While it should be interpreted in the context of all applicable laws, regulations and listing requirements, as well as in the context of the Company’s Amended and Restated Certificate of Incorporation and Amended and Restated Bylaws, it is not intended to establish by its own force any legally binding obligations.

I. PURPOSE

The Environmental, Social, and Governance Committee (the “Committee”) shall assist the Board by: (i) providing oversight of sustainability-related matters to strengthen the Company and better serve its customers, employees, stockholders, and communities in which it operates, which oversight responsibilities shall include, among other things, (a) the Company’s environmental, social, and governance (“ESG”) strategy, programs, and policies and sustainability goals and metrics; (b) strategic response to stakeholder expectations and concerns regarding sustainability, climate-related and other ESG risks and opportunities; (c) climate-related public policy trends and regulatory matters; (d) the Company’s social responsibility programs and policies, including human capital management; and (e) input to the Company’s annual reporting and disclosure regarding sustainability; (ii) identifying, screening, and reviewing individuals qualified to serve as directors and recommending to the Board candidates for election or re-election at the next annual meeting of stockholders and for filling any Board vacancies; (iii) recommending to the Board director nominees for membership on, and the chairperson of, each committee as well as the size and structure of the Board and each committee; (iv) overseeing the evaluation process by which the Board or any committee thereof reviews the Board’s, any committee’s or management’s performance; (v) developing, recommending to the Board and overseeing implementation of the Company’s Corporate Governance Guidelines; (vi) evaluating non-employee director compensation plans, policies, and programs; and (vii) reviewing, on a regular basis, the overall corporate governance of the Company and recommending to the Board improvements when necessary.

The policy landscape is continuing to evolve with respect to sustainability-related matters, and the Committee will work in cooperation with management to regularly assess the Company’s strategy, programs, and policies in light of the evolving public policy landscape.

In discharging its role, the Committee is empowered to investigate any matter brought to its attention with access to all books, records, facilities and personnel of the Company. The Committee has the power to retain outside counsel, director search and recruitment consultants or other experts and will receive appropriate funding from the Company, as determined by the Committee, to engage such advisors. The Committee shall have the sole authority to retain,

compensate, terminate and oversee director search and recruitment consultants, who shall be used to identify director candidates and shall be accountable ultimately to the Committee.

II. COMMITTEE MEMBERSHIP

The Committee shall consist of a minimum of three directors, each of whom has been determined by the Board to be “independent” in accordance with the rules of the New York Stock Exchange (the “NYSE”) and the Company’s independence guidelines for the members of the Committee.

Members of the Committee shall be appointed and replaced by the Board based on recommendations from the Committee. The members of the Committee shall serve for such term or terms as the Board (or the Committee, as applicable) may determine or until their earlier resignation or death. The Board may remove any member from the Committee at any time with or without cause.

III. COMMITTEE MEETINGS

The Board shall designate a member of the Committee as chairperson. The Committee shall meet as frequently as circumstances dictate (but in no event less frequently than semi-annually).

Meetings may be called by the chairperson of the Committee, or at the request of a majority of the members of the Committee or by the Board. A majority of the members of the Committee shall constitute a quorum at Committee meetings.

The Committee may, at its discretion, include in its meetings members of management, or any other person whose presence the Committee believes to be desirable and appropriate. Notwithstanding the foregoing, the Committee may exclude from its meetings any non-member who it deems appropriate to exclude.

IV. KEY RESPONSIBILITIES

The following responsibilities are set forth as a guide with the understanding that the Committee may diverge as appropriate given the circumstances. The Committee is authorized (and is authorized to delegate such responsibilities to an appropriate subcommittee thereof) to carry out these and such other responsibilities assigned by the Board from time to time, and take any actions reasonably related to the mandate of this Charter.

To fulfill its purpose, the Committee shall:

1. oversee environmental and social responsibility matters as they pertain to the Company’s business and long-term strategy, and identify and bring to the attention of the full Board emerging ESG trends, human capital management, including a sustainable and diverse workforce, regulatory developments or public policy trends that affect the Company’s activities, stakeholders, reputation and corporate citizenship;

2. periodically review and receive updates on the Company's ESG programs and policies, and the Company's progress and performance against sustainability goals and metrics;
3. identify, screen and review individuals qualified to serve as directors, consistent with criteria approved by the Board; consider any director candidates recommended by the Company's stockholders pursuant to the procedures set forth in the Company's Corporate Governance Guidelines and described in the Company's proxy statement; consider any nominations of director candidates validly made by stockholders in accordance with applicable laws, rules and regulations and the provisions of the Company's charter documents; review each current director and recommend to the Board whether such director should stand for re-election; and recommend to the Board the nominees for election or re-election at the next annual meeting of stockholders and for filling any Board vacancies subject to any contractual or other commitments of the Company;
4. recommend to the Board for approval, oversee the implementation and effectiveness of, and recommend modifications as appropriate to, the Company's policies and procedures for identifying and reviewing Board candidates, including policies and procedures relating to Board candidates submitted for consideration by stockholders; and review Company disclosures regarding such policies and procedures;
5. review annually with the Board the composition of the Board as a whole, including whether the Board reflects the appropriate balance of independence, sound judgment, business specialization, technical skills, diversity and other desired qualities;
6. review annually the Board's committee structure, and recommend to the Board, for its approval, directors to serve as members and chairpersons of each committee and recommend designation of audit committee financial experts;
7. develop and recommend to the Board for approval director independence standards in addition to those required by the Securities and Exchange Commission and NYSE;
8. review periodically the size of the Board and each committee thereof and recommend to the Board any appropriate changes;
9. develop and oversee a Company orientation program for new directors and a continuing education program for current directors, periodically review these programs and update them as necessary;
10. monitor the practices of the Board and the executive leadership team to ensure compliance with the Company's Corporate Governance Guidelines and principles;

11. establish and recommend to the Board, oversee the implementation and effectiveness of and recommend modifications as appropriate to, the Company's Corporate Governance Guidelines;
12. consider corporate governance issues that arise from time to time, and develop appropriate recommendations for the Board;
13. review and approve potential conflict of interest matters involving the directors, the Chief Executive Officer and other members of the executive leadership team;
14. review and establish all non-employee director compensation and benefits for service on the Board and committees thereof no less frequently than annually, and to recommend any changes to the Board for approval;
15. oversee the annual self-evaluation of the performance of the Board based on objective criteria, including performance of the business, accomplishment of long-term strategic objectives and development of management, among other things;
16. conduct an annual self-evaluation of the performance of the Committee, including its effectiveness and compliance with this Charter, and present the results of the evaluation to the Board;
17. review and discuss with management any significant communications from stockholders and others concerning the Company's governance process or stockholder meetings and make recommendations to the Board in respect thereof if necessary;
18. review and reassess the adequacy of this Charter no less frequently than annually, and recommend amendments to this Charter, as the Committee deems appropriate, to the Board for its consideration and approval;
19. report regularly to the Board on Committee findings, recommendations and any other matters the Committee deems appropriate or the Board requests, and maintain minutes or other records of Committee meetings and activities;
20. recommend to the Board whether to accept or reject a director resignation, or take other action, where a director fails to receive a majority vote as specified under the Company's Bylaws and Corporate Governance Guidelines; and
21. review and advise the Board on significant stockholder proposals relating to environmental and social responsibility matters.