



HORNBECK OFFSHORE SERVICES, INC.  
*Service with Energy*<sup>™</sup>

## **Hornbeck Values:**

### **Integrity...**

We do what we say we will do, with personal accountability and a steadfast adherence to the highest moral principles, ethical behavior and professional standards.

Simply put, we do the right thing.

### **Commitment...**

We are committed to personal responsibility and will be personally accountable for working safely and protecting the environment.

We are committed to being transparent and protecting the Company by operating in full compliance with applicable laws and regulations for the success and well-being of our employees and their families, our customers, investors and the communities in which we operate.

### **Excellence...**

We provide high quality, value-added business solutions and innovative customer service.

We continually learn, improve, and adapt.

We strive for superior financial and operational performance and are a proactive industry and thought leader.

We create shareholder returns through profitability and Company growth.

### **Teamwork...**

We collaborate with each other, our customers, investors, and vendors to get the job done the right way.

We maintain positive attitudes and are honest and respectful in our interactions, but are not afraid to engage in constructive conflict. We are a meritocracy built upon trust and empowerment of others.

We believe in a big “WE” – little “I”.