

Al Seer Marine Expands Leadership Team with the appointment of Mark Hawkes as Chief Financial Officer

- **Mark Hawkes is a senior executive with extensive expertise in operational leadership, financial management, M&A, and strategic planning.**
- **Hawkes will be instrumental in reinforcing Al Seer Marine's financial stability and supporting its vision of becoming a global maritime powerhouse.**

Abu Dhabi, Tuesday 25th November 2025: Al Seer Marine (ADX: ASM), a frontrunner in advanced maritime solutions and a subsidiary of IHC, announced the appointment of Mark Hawkes as its new Chief Financial Officer (CFO) starting this month. Hawkes, a seasoned executive with extensive international experience, is assuming a pivotal role in driving the company's ambitious global expansion and strategic financial roadmap.

Mark Hawkes brings over 25 years of financial and operational leadership across diverse industries, including logistics, investment, and petrochemicals, with a significant career focus in the UAE and wider Middle East. Notably, his background encompasses leadership in sophisticated financial instruments, including managing large-scale funding lines and spearheading major IT/ERP system implementations. This depth signals a strategic move to future-proof the company's financial infrastructure.

Mark Hawkes will support in solidifying Al Seer Marine's financial resilience and providing the robust fiscal framework required to realize its vision of becoming a global maritime powerhouse. His distinguished record in enterprise risk management, governance, and multi-currency financial structuring across diverse international jurisdictions perfectly complements the complexity of the company's portfolio, which spans commercial shipping, yacht management, and advanced technologies like AI and 3D printing. This move clearly communicates that Al Seer Marine is intentionally strengthening its executive core for its next phase of industry leadership.

Guy Neivens, Chief Executive Officer of Al Seer Marine, said: "Al Seer Marine is dedicated to pioneering the future of the maritime industry, driven by innovation, sustainability, and unparalleled operational efficiency. Mark Hawkes' deep-seated expertise in global financial strategy, large-scale funding management, and driving operational efficiency makes him the perfect leader for our finance function. His track record of delivering measurable business results and fostering high-performing teams will be invaluable as we accelerate our transformation and reinforce our position as a global maritime powerhouse. We are delighted to welcome Mark to the leadership team."

Mark Hawkes, Chief Financial Officer of Al Seer Marine, commented: "I am incredibly excited to join Al Seer Marine at such a dynamic phase of its journey. The company's commitment to innovation, technology integration, and aggressive global growth is truly compelling. I look forward to applying my experience in operational excellence, strategic expansion, and robust financial structuring to ensure the company has the fiscal strength and optimized processes to execute its ambitious vision, deliver exceptional value to our shareholders, and solidify our leadership position in the global maritime industry."

This strategic appointment comes as Al Seer Marine continues to execute its growth strategy, the addition of Mark Hawkes to the executive team is a clear commitment to leveraging top-tier talent to reach the company's long-term vision of sustainable growth and industry leadership.

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About Al Seer Marine (ASM)

Al Seer Marine (ADX: ASM), a subsidiary of International Holding Company (IHC), is a global maritime organisation headquartered in Abu Dhabi. Our extensive service portfolio encompasses commercial shipping, yachting, boat building, large-scale 3D printing, unmanned vessel platforms and capabilities, and cutting-edge technological innovations. We seamlessly integrate top-tier services, innovative technological solutions, and a proven track record of operational excellence.

Whether it's operating a fleet of superyachts with luxurious precision, owning & operating a fleet of commercial vessels, employing innovative additive manufacturing processes, or engineering futuristic unmanned vessels, Al Seer Marine stands as a beacon of expertise, capability, and excellence, capable of transforming any maritime vision into a reality.

Our comprehensive service approach ensures a seamless journey from conception to realization, leveraging the latest in commercial ship and yacht management innovations. Our dedicated boat building team not only excels in additive design techniques and precision builds but also offers extensive training and expert maintenance, ensuring the longevity and performance of our creations.

www.alseermarine.com

About IHC

Established in 1999, IHC has become the most valuable holding company in the Middle East and one of the world's largest investment firms, with a market capitalization of AED 878.5 billion (USD 239 billion). Since then, it has transformed to represent a new generation of investors. IHC's commitment to sustainability,

innovation, and economic diversification spans over 1,400 subsidiaries, driving growth across industries like Asset Management, Healthcare, Real Estate, Financial Services, IT, and more.

IHC continually looks beyond the stand-alone value of its assets for opportunities, stepping outside of traditional approaches and artificial barriers to unlock opportunities across its portfolio, enabling sector-agnostic Dynamic Value Networks and creating results that are often much greater than the sum of their parts.

At IHC, we take our responsibility to shareholders, customers, and employees seriously. Our commitment to responsible investment ensures that we create sustainable value by staying connected to the communities we serve, making a positive difference with every investment.

www.ihcuae.com

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