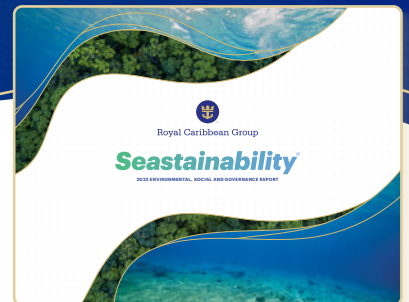




2022 Environmental, Social and Governance Highlights

At Royal Caribbean Group, our mission is to deliver the best vacation experiences — and do it responsibly.

In 2022, we made significant progress in advancing our emissions-reduction strategy, promoting the safety and wellbeing of our guests and employees, and fulfilling our commitments to support ocean communities around the world. And we continued to innovate across our organization and build toward a more sustainable, low-carbon future.



Read our full 2022 Seastainability® ESG Report



Our Strategic ESG Framework

Linked to our core business strategy, our ESG framework provides a roadmap to help strengthen our business, expand and deepen our commitments, and guide our long-term decision making.



ADVANCE NET ZERO INNOVATION

- Emissions Reduction
- Climate Strategy



CHAMPION COMMUNITIES AND THE ENVIRONMENT

- Circular Economy
- Water & Wastewater Management
- Destination Stewardship and Community Development
- Responsible Tourism
- Sustainable Sourcing



GOVERN RESPONSIBLY

- Board Oversight
- Ethics, Integrity & Compliance
- Enterprise Risk Management
- Stakeholder Engagement
- Transparency
- Data Security



PROVIDE UNFORGETTABLE CRUISE EXPERIENCE

- Guest Satisfaction
- Guest Health & Wellbeing
- Guest Safety & Security
- Food Quality and Safety



FOSTER HUMAN RIGHTS AND BE AN EMPLOYER OF CHOICE

- Human Rights
- Diversity, Equity & Inclusion
- Employee Health and Wellbeing





Our ESG Goals

GOAL		TARGET	STATUS
EMISSIONS REDUCTION	Achieve net-zero GHG emissions	2050	Early stages
	Reduce our carbon intensity by double digits from 2019 baseline	2025	On track
	Net-zero cruise ship	2035	Early stages
WATER AND WASTEWATER MANAGEMENT	Increase or maintain 90% potable water production and reduce potable water bunkering in vulnerable areas	2025	On track
	100% of fleet equipped with Advanced Wastewater Purification systems	2025	On track
	100% of fleet equipped with IMO and USCG Certified Systems for ballast water	2025	On track
WASTE MANAGEMENT	Reduce solid waste offloaded to landfill by 90% from the 2007 baseline	2025	Complete
CIRCULAR ECONOMY	Reduce 100% of single-use plastic	2025	On track
SUSTAINABLE SOURCING	Source 100% cage-free eggs globally	2025	On track
	Source 100% of chicken for U.S. operations from Global Animal Partnership Certified suppliers	2025	On track
	Source 100% gestation-crate-free pork globally	2025	On track
	Source 90% Marine Stewardship Council (MSC) certified wild-caught seafood and source 75% Aquaculture Stewardship Council (ASC) certified farm-raised seafood.	2025	On track
	Obtain MSC and ASC chain of custody certification for our ships	2023	On track
DESTINATION STEWARDSHIP AND COMMUNITY DEVELOPMENT	Advance destination stewardship and community development through partnerships, initiatives and responsible practices	2026	Early stages
RESPONSIBLE TOURISM	60% certification of RCG global tours to GSTC standards	2026	On track
	Support sustainable and resilient ocean communities , employee engagement and volunteering through the implementation of our Blue Green Promise SM	2024	Early stages
DIVERSITY, EQUITY AND INCLUSION	Form an Executive Diversity Council , chaired by CEO	2023	Complete
	Review gender pay equity annually for all global employees, including shipboard crew	2024	On track
	Implement program to foster an inclusive and diverse supply chain through our procurement process	2024	Early stages
HUMAN RIGHTS	Publish updated human rights policy and conduct human rights impact assessments	2025	On track
ENTERPRISE RISK MANAGEMENT	Integrate ESG risks into enterprise risk management system	2023	Early stages
TRANSPARENCY	Increase auditability of ESG data and improve climate-related disclosures	2026	On track



2022 at a Glance

Set a short-term target for Destination Net ZeroSM to reduce carbon intensity by double digits by 2025



Renewed our partnership with World Wildlife Fund (WWF) and committed an additional \$5 million to preserve ocean health

\$5 million



Opened the world's first net-zero cruise terminal in Galveston, Texas

Signed a partnership agreement with the Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping



Announced our Blue Green PromiseSM, our commitment to support ocean communities around the world



Named one of the World's Most Ethical Companies for the eighth year in a row by the Ethisphere Institute

Launched a new Executive Diversity Council

Finalized our supply chain infrastructure for our first three liquefied natural gas-powered ships

Launched phase three of our initiative to eliminate single-use plastics on our ships

Developed Propelled by People initiative



Created the Royal Caribbean Kickstarter Program to help tourism-related entrepreneurs in The Bahamas



Completed U.S.'s first renewable diesel pilot on Royal Caribbean International's Navigator of the Seas

Initiated a pilot to create more rigorous safety standards for ships at sea, which aren't subject to OSHA regulations



Environment

Solving the climate challenge requires immediate action. We are accelerating our ongoing decarbonization strategies and innovating with our partners to build a more sustainable cruise industry.

Advancing Net Zero Innovation

In October 2021, we announced our Destination Net ZeroSM initiative to achieve net-zero carbon emissions by 2050. This year, we mobilized across the organization to continue developing a rigorous, multi-phase carbon reduction roadmap. Our focus areas include:

- Advancements in energy and fuel efficiency
- The development of low-carbon fuels and sustainable technologies
- The pursuit of alternative energy sources
- Supplier engagement to shift to low-carbon processes

Collaborating on Climate Solutions

We accelerated our commitment to climate action by signing a partnership agreement with the Mærsk Mc-Kinney Møller Center for Zero Carbon Shipping. With the agreement, we committed to a long-term strategic collaboration to develop zero carbon technologies and solutions for the maritime industry.

Energy Use and Air Emissions

2025 carbon intensity target

Our new short-term emissions target seeks to reduce carbon intensity by double digits by 2025 from a 2019 baseline.

Accelerating shore power

Our new shore power agreement at our net-zero Galveston terminal allows ships in Galveston to “plug in” to local electricity sources.

Renewable diesel pilot

Navigator of the Seas became the first major cruise ship to sail from a U.S. port using renewable diesel.

Net-zero ship concept

With key partners, we completed a joint research project to assess strategies for a net-zero cruise ship.

Water

>94%

of the freshwater used on our ships was produced onboard.

92%

of our ships were equipped with Advanced Wastewater Purification (AWP) systems.

Waste

91%

reduction in solid waste offloaded to landfills from a 2007 baseline.

Innovative waste management

Our upcoming *Icon of the Seas* will introduce a first-of-its-kind waste management system that converts waste to energy onboard.



Social

No business is an island, but it’s especially true of Royal Caribbean Group. From our employees to our guests to the destinations we visit on our cruises, we embrace the opportunity to make a difference in people’s lives.

Blue Green PromiseSM

In 2022, we announced the Blue Green Promise, our commitment to supporting sustainable and resilient ocean communities around the world. The centerpiece of our community engagement efforts going forward, the Promise encompasses three pillars:

- **Protecting our oceans** and marine ecosystems for generations to come
- **Inspiring future generations** through education and skills training
- **Empowering communities** to sustain their cultural and economic vibrancy



In 2022, we developed Propelled by People, a new program that’s anchored in our values to put people first, achieve excellence together, grow with purpose, lead with integrity and be a force for the greater good.

Health & Wellbeing

One of America’s healthiest workplaces

We finished #11 in the Healthiest 100 Workplaces in America rankings from Healthiest Employers®.

#11



Accessible cruising

Royal Caribbean International’s *Wonder of the Seas* boasts 43 accessible staterooms with elevators and accessible bathrooms.

Extra mile on safety

Our OSHA-equivalent workplace safety pilot amplifies our standards while filling a void in maritime guidelines.

Diversity, Equity & Inclusion

Gender pay equity

According to our 2022 pay equity assessment, women are paid 99.98% of what men receive at Royal Caribbean Group.

U.S. workforce by ethnic diversity

ALL TEAM MEMBERS

55% Racial minority

DIRECTOR-PLUS

35% Racial minority

SENIOR MANAGERS AND BELOW

58% Racial minority

Women in leadership

Women serve as president and CEO for two of Royal Caribbean Group’s three wholly owned brands.

Communities

Ocean conservation

Our renewed \$5 million partnership with WWF will fund ocean conservation efforts near our destinations.

\$5 million



Kickstarting entrepreneurship

We invested an additional \$250,000 to help incubate small businesses in the Bahamas and boost entrepreneurship.

+55,000

Guest volunteers have planted more than 55,000 trees since 2014 to support reforestation efforts in Galápagos National Park.



Supply Chain

We seek to build a more responsible, resilient supply chain that promotes the wellbeing of workers, communities, our employees and the environment.

Enhanced Supplier Management

We further enhanced our supplier web portal in 2022, with the goal of full operational deployment in 2023. Our portal provides a single, central hub for collecting information from suppliers, with classification data on supplier diversity, environmental practices and other decision-useful information.

Ready for LNG

With our LNG supply chain finalized, the first of our three LNG-powered ships will debut in 2023.

Sustainable Sourcing

52%

of eggs sourced globally were cage-free.

20%

of chicken for U.S. operations sourced from Global Animal Partnership Certified suppliers.

15%

of pork sourced globally was gestation-crate-free.

83%

of MSC certified wild-caught seafood sourced and 75% of ASC certified farm-raised seafood sourced.

Governance

We are committed to running our business with integrity, honesty and transparency, and to applying best-practice governance principles across our operations.

ESG Steering Committee

Our cross-functional ESG Steering Committee provides a staff-level, company-wide framework and organizational structure to help guide our ESG strategy, progress and reporting. Membership in the committee consists of corporate officers representing all relevant departments across the organization.

Ethics and Compliance

8 years in a row

We were once again named one of the World's Most Ethical Companies by the Ethisphere Institute.



Code of Business Conduct and Ethics

Our updated Code reinforces our commitment to conduct our operations with the highest standards of ethical behavior.

Risk Management



Integrating ESG risks

We launched a comprehensive evaluation of ESG risk priority areas, including ESG risk in our supply chain.

Climate risk analysis

As part of a climate-scenario analysis, we assessed current and emerging climate risks to develop an action plan.

Learn more about our 2022 strategies, initiatives and progress



[2022 Seastainability® ESG Report](#)

[2022 ESG Fact Sheets](#)

[2022 Performance Tables](#)