



Key Performance Tables



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ENVIRONMENT						
AREA	INDICATOR	2022	2021	2020	2019	FRAMEWORKS
Emissions Reduction	Total GHG emissions (Metric tonnes of CO ₂ e) using location-based Scope 2	4,989,942	2,590,041	2,502,145	9,635,214 ⁱⁱ	—
	Scope 1 (metric tons) ⁱ	4,979,842	2,579,274	2,493,580	4,820,278	TR-CL-110a.1 GRI 305-1
	Scope 2 (location based; metric tons) ⁱ	10,100	10,767	8,565	14,490	GRI 305-2
	Scope 2 (market based; metric tons) ⁱ	10,167	10,900	8,690	15,251	—
	Scope 3 (metric tons) ⁱⁱ	ⁱⁱ —	—	—	4,800,446 ⁱⁱ	GRI 305-3
	Emissions intensity in kilograms of CO ₂ e per ALB-km	0.225	0.279	0.334	0.244	GRI 305-4
	Emissions intensity in grams of CO ₂ e /(Gross Ton x Nautical Mile) ^{i, iii}	10.97	—	—	—	GRI 305-4
	Total energy consumed (MWh)	8,242,330	4,232,034	3,832,898	6,524,004	TR-CL-110a.3 GRI 302-1
	Total consumed of non-renewables fuels (MWh)	8,213,386	4,207,030	3,832,898	6,524,004	GRI 302-1
	% energy consumed of non-renewables fuels	100%	99%	100%	100%	TR-CL-110a.3
	Total energy consumed from onshore power supply (MWh)	28,944	25,003	0	0	GRI 302-1
	% energy consumed from onshore power supply	0.3%	1%	0%	0%	TR-CL-110a.3
	Total energy from renewable (MWh)	0	0	0	0	GRI 302-1
	% energy from renewable	0%	0%	0%	0%	TR-CL-110a.3
Average Energy Efficiency Design Index (EEDI) for new ships	7.89	11.49	7.94		TR-CL-110a.4	
Energy intensity per available passenger cruise days (APCD)	0.199	0.359	0.449	0.157	GRI 302-3	
Air Quality	Total SOx (metric tonnes)	229,961	114,821	103,215	285,167	TR-CL-120a.1 GRI 305-7
	Total NOx (metric tonnes)	65,102	32,777	30,326	67,522	TR-CL-120a.1 GRI 305-7
	Total particulate matter (metric tonnes)	6,956	3,469	3,133	7,453	TR-CL-120a.1 GRI 305-7
Waste Management	Solid waste to landfill (pounds per APCD)	0.19 ^v	0.27	0.5	0.32	GRI 306-5
	Food waste (cubic meters)	53,655.60	22,505	28,141	75,520	GRI 306-3
	Total waste recycled (pounds in millions)	61.4 ^v	14.3	11.5	46.9	GRI 306-4



ENVIRONMENT (CONTINUED)

AREA	INDICATOR	2022	2021	2020	2019	FRAMEWORKS
Water and Wastewater Management	Effluent quality for discharged process bilge water (parts per million)	1.79	1.5	1.5	1.5	TR-CL-160a.1 GRI 303-4
	Number of ships with Advanced Wastewater Purification system	48	42	41	38	GRI 303-4
	% of fleet with Advanced Wastewater Purification system ⁱ	92%	88%	87%	85%	TR-CL-120a.1 GRI 303-4
	Total amount discharged (metric tons)	11,015,565	4,539,306	5,444,800	14,081,711	GRI 303-4
	Total amount treated discharge (metric tons)	8,151,606	3,371,293	3,749,850	9,624,254	GRI 303-4
	% of wastewater treated prior to discharge ⁱ	74%	74%	69%	68%	TR-CL-160a.2
	Total amount untreated discharge (metric tons)	2,863,959	1,168,012	1,694,950	4,457,457	TR-CL-160a.3
	% of wastewater untreated prior to discharge	26%	26%	31%	32%	TR-CL-160a.4
	% of fleet with Ballast Water Management System (BWMS) installed ⁱ	100%	94%	81%	95%	GRI 303-3
	Cruise duration in marine-protected areas or areas of protected conservation status	In 2022, we finalized development of our methodology for capturing this data across our fleet, and will be implementing in 2023.	We do not have a standardized method for capturing this data across our fleet. However, we are evaluating methods that will allow us to report this in the coming years.	—	—	TR-CL-160a.4
Number of Notices of Violation (NOV) received for dumping ⁱ	2	0	0	—	GRI 303-3	
Water withdrawal by source - produced water (percent) ^{i,iv}	94%	94%	90%	90%	—	
Environmental Management	Number of ships certified to ISO 14001	48	—	—	—	—

SOCIAL

AREA	INDICATOR	2022	2021	2020	2019	FRAMEWORKS
Our Employees	Total number of employees	102,500	84,700	85,396	82,319	GRI 2-7
	Total number of supervised workers ^{iv,v}	11,951	9,300	5,525	5,737	—
	Employees working onboard our ships	94,300	77,000	78,453	74,240	SASB TR-CL-000.C
	Employees working at our shoreside operations and private destinations	8,200	7,700	6,943	8,400	—
	Full-time employees	102,400	84,600	85,315	82,194	GRI 2-7
	Part-time employees	100	100	81	108	GRI 2-7
	Female employees	25,479	20,700	19,183	21,728	GRI 2-7, GRI 405-1



SOCIAL (CONTINUED)

AREA	INDICATOR	2022	2021	2020	2019	FRAMEWORKS
Learning and Development	Total training hours - shipboard	2,425,311	—	—	—	—
	Total training hours - shoreside	29,759	—	—	—	—
	Average training hours per employee - shipboard	25.72	7 ^x	11	—	GRI 404-1
	Average training hours per employee - shoreside	3.63	12	19	—	GRI 404-1
	% of male and female employees	Female	Male			
	Shipboard: All team members ⁱ	22%	78%	22%F	21%F	—
	Shipboard: 3 stripes and above ⁱ	17%	83%	—	—	—
	Global shoreside: All team members ⁱ	57%	43%	—	—	—
	US shoreside: All team members ⁱ	56%	44%	58% F	57% F	—
	Global shoreside: Director+ ⁱ	37%	63%	—	—	—
	Global shoreside: Sr. Managers and below ⁱ	59%	41%	—	—	—
	Board of Directors	29%	71%	21% F	—	—
	Female Executive Leadership Team (reporting to CEO)	36%	64%	43% F	—	—
	Tenure of employees^{ix}	Female	Male	Total		
Diversity, Equity and Inclusion	North America, Central American and Caribbean	5,277	7,178	12,455	Total: 9,934	
	0-1 year	1,682	1,947	3,629	—	—
	1-5 years	1,362	1,467	2,829	—	—
	6-10 years	784	940	1,724	—	—
	11-15 years	536	944	1,480	—	—
	16-20 years	463	857	1,320	—	—
	20+	450	1,023	1,473	—	—
	South America	1,697	2,594	4,291	Total: 3,792	
	0-1 year	866	1,222	2,088	—	—
	1-5 years	388	627	1,015	—	—
	6-10 years	188	256	444	—	—
	11-15 years	194	312	506	—	—
	16-20 years	45	115	160	—	—
	20+	16	62	78	—	—

GRI 2-7

**SOCIAL (CONTINUED)**

AREA	INDICATOR	2022		2021	2020	2019	FRAMEWORKS	
Diversity, Equity and Inclusion (Continued)	Tenure of employees	Female	Male	Total				
	Africa/Europe	4,329	9,460	13,789	Total: 16,508			
	0-1 year	2,036	3,344	5,380	—	—	—	
	1-5 years	1,124	2,235	3,359	—	—	—	
	6-10 years	759	1,939	2,698	—	—	—	
	11-15 years	239	1,069	1,308	—	—	—	
	16-20 years	110	489	599	—	—	—	
	20+	61	384	445	—	—	—	
	Asia/Australia	8,491	4,276	50,667	Total: 47,031			
	0-1 year	2,916	11,262	14,178	—	—	—	
	1-5 years	2,736	10,419	13,155	—	—	—	
	6-10 years	1,915	10,985	12,900	—	—	—	
	11-15 years	514	5,270	5,784	—	—	—	
	16-20 years	270	2,577	2,847	—	—	—	
	20+	140	1,663	1,803	—	—	—	
	% of ethnically or racially diverse employees (US only)							
		All team members ⁱ		55%		—	—	—
		Director+ ⁱ		35%		—	—	—
		Sr. Managers and below ⁱ		58%		—	—	—
		Board of Directors		21%	14%	—	—	
	Executive Leadership Team (reporting to CEO)		18%	31%	—	—	GRI 405-1	
Overall Diversity Index (gender, ethnicity, veterans, disabled) (US only)								
	All team members		81%		—	—	—	
	Director+		62%		—	—	—	
	Sr. Managers and below		83%		—	—	—	
	Number of countries our employees represent		139	130	—	126		
Distribution by age								
		Shipboard	Shoreside	Totals in percentages				
	Under 30 ⁱ	38,652	1,568	39%	—	—	—	
	30 - 50 ⁱ	51,790	4,159	55%	—	—	—	
	Over 50 ⁱ	4,978	1,419	6%	—	—	—	



SOCIAL (CONTINUED)

AREA	INDICATOR	2022	2021	2020	2019	FRAMEWORKS
Guest Safety & Security	Number of alleged crime incidents involving passengers or employees	26	4	8	—	TR-CL-250a.1
	Fleet average CDC Vessel Sanitation Program inspection score, percentage of inspections failed ⁱ	98.3%; 0	0. No CDC inspections occurred during 2021.	95%	—	TR-CL-250a.2
	(1) Serious injuries per million passengers ^{vi}	5.1 ^{iv}	7.9 ^{iv, xi}	Information not disclosed	—	TR-CL-250a.3
	(2) number of voyages with a gastrointestinal illness count exceeding 2% ⁱ	1	0	0	—	TR-CL-250a.3
	Number of conditions of class or recommendations	114	120	219	—	TR-CL-540a.1
	Number of port state control (1) deficiencies and (2) detentions	(1) 137 ; (2) 1 ^{vii}	(1) 78; (2) 0	0	—	TR-CL-540a.2
Human Rights	Percentage of seafarers paid for overtime	100%	100%	Information not disclosed	—	TR-CL-310a.3
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	In 2022, we did not disclose any monetary losses as a result of material legal proceedings associated with labor law violations.	In 2021, we did not disclose any monetary losses as a result of material legal proceedings associated with labor law violations.	In 2020, we did not disclose any monetary losses as a result of material legal proceedings associated with labor law violations.	—	TR-CL-310a.4
	Seafarer lost time incident rate (LTIR) ^{iv, viii}	1.98	—	—	—	TR-CL-320a.1
	% of employees covered by collective bargaining agreements	88%	86%	89%	89%	GRI 2-30

OTHER OPERATIONAL METRICS

AREA	INDICATOR	2022	2021	2020	2019	FRAMEWORKS
Activity Metric	Available lower berth kilometers (ALB-km)	22,199,586,149	9,281,945,422	7,484,211,023	—	TR-CL-000.A
	Available passenger cruise days (APCD)	41,197,650	11,767,441	8,539,903	—	TR-CL-000.B
	Number of shipboard employees	94,300	77,000	78,453	—	TR-CL-000.C
	Cruise passengers	5,536,335	1,030,403	1,295,144	—	TR-CL-000.D
	Number of vessel port calls	14,663	4,517	1,755	—	TR-CL-000.E

ⁱ Data has been third-party verified by DNV.

ⁱⁱ In 2022, we inventoried our Scope 3 emissions baseline for 2019, the last year representative of pre-pandemic normal operations. We plan to calculate Scope 3 for 2023 and beyond.

ⁱⁱⁱ New intensity metric starting 2022, in line with IMO's CII.

^{iv} Data relates to Royal Caribbean International and Celebrity only.

^v Supervised workers are shipboard contractors or concessionaires.

^{vi} Serious injuries are defined as those resulting in treatment that requires debarkation or airlift for life-saving support.

^{vii} Formal appeal under review in accordance with 46 CFR Subpart 1.03 "Right of Appeal".

^{viii} LTIR is defined as the average lost time (difference from Assignment End date to Sign Off date) x number of signoffs /1M hrs

^{ix} Data relates to all RCG employees minus Silversea shipboard.

^x Correction of 2021 figure due to misprint.

^{xi} Revised 2021 calculation to align with the methodology used in 2022, in line with SASB guidance.