



# EXECUTIVE SUMMARY

## 2023 Environmental, Social and Governance Report



Read our full 2023  
Seastainability  
ESG Report

# OUR ESG PRIORITIES

We're setting the wheels in motion to generate long-lasting change in the decades to come. Our ESG strategy ensures we remain at the leading-edge of cruise experiences and are positioned to tackle global challenges head on.

## SUSTAINING OUR PLANET

with cutting-edge solutions to achieve net-zero emissions by 2050, conserve water, minimize waste and build a more sustainable supply chain

## ENERGIZING COMMUNITIES

in the destinations we visit by creating economic opportunity, inspiring future generations and celebrating local culture

## SUPPORTING OUR PEOPLE

by nurturing a diverse, dynamic culture that values the individual, empowers collaboration and innovation, and promotes employee wellness

## PROMOTING HEALTH AND SAFETY

by continually raising the bar in health and safety, data privacy, accessibility and other areas central to guest wellbeing

## GOVERNING RESPONSIBLY

by holding ourselves and our partners to the highest standards in ethical behavior, accountability and transparency



### Accelerating Innovation

Royal Caribbean Group ships are epicenters of innovation, but our ingenuity extends well beyond creating awe-inspiring guest experiences. Across our business, we pioneer innovative technologies and strategies to move our business and our industry forward. Check out a few of our innovations on the following pages.



# OUR ESG GOALS

GOAL	2023 PROGRESS
<b>EMISSIONS REDUCTION</b>	
Reduce our carbon intensity by double digits from a 2019 baseline by 2025	ON TRACK   6.8% Reduction
Deliver net-zero cruise ship by 2035	EARLY STAGES
Achieve net-zero GHG emissions by 2050	EARLY STAGES
<b>WATER AND WASTEWATER MANAGEMENT</b>	
Increase or maintain 90% potable water production and reduce potable water bunkering in vulnerable areas by 2025	ACHIEVED   93% <sup>1</sup>
Equip 100% of fleet with Advanced Wastewater Purification systems by 2025	ON TRACK   98%
Equip 100% of fleet with IMO and USCG certified systems for ballast water by 2025	ON TRACK   100% & 74%
<b>WASTE MANAGEMENT</b>	
Reduce solid waste offloaded to landfill by 90% from the 2007 baseline by 2025	ON TRACK   87%
Reduce single-use plastics 100% by 2025	ON TRACK   60%
Reduce food waste across our fleet by 50% by 2025	ON TRACK   25% <sup>1</sup>
<b>SUSTAINABLE SOURCING</b>	
Source 100% cage-free eggs globally by 2025	ON TRACK   54%
Source 100% of chickens for U.S. operations from Global Animal Partnership certified suppliers by 2025	ON TRACK   96%
Source 100% gestation-crate-free pork globally by 2025	ON TRACK   45%
Source 90% of wild-caught seafood from Marine Stewardship Council (MSC) certified fisheries for global operations by 2025	ON TRACK   31%
Source 75% of farm-raised seafood from Aquaculture Stewardship Council (ASC) certified fisheries for global operations by 2025	ON TRACK   69%
Obtain MSC and ASC Chain of Custody certification for specified species for our ships by 2024 (goal updated from 2023, see page 50 of 2023 ESG Report)	ON TRACK
<b>RESPONSIBLE TOURISM</b>	
Advance destination stewardship and community development through partnerships, initiatives and responsible practices by 2026	ON TRACK
60% of RCG-offered tours are provided by GSTC certified tour operators by 2026	ON TRACK   39%
Support sustainable and resilient ocean communities, employee engagement and volunteering through our community pillars by 2024	ON TRACK
<b>DIVERSITY, EQUITY AND INCLUSION</b>	
Form an Executive Diversity Council, chaired by CEO, by 2023	ACHIEVED
Review gender pay equity annually for all global employees, including shipboard crew, by 2024	ON TRACK
Implement program to foster an inclusive and diverse supply chain through our procurement process by 2024	ON TRACK
<b>HUMAN RIGHTS</b>	
Publish updated human rights policy and conduct human rights impact assessments by 2025	ON TRACK
<b>RISK MANAGEMENT</b>	
Integrate ESG risks into enterprise risk management system by 2023	ACHIEVED
<b>ETHICS AND COMPLIANCE</b>	
Increase auditability of ESG data and improve climate-related disclosures by 2026	ON TRACK

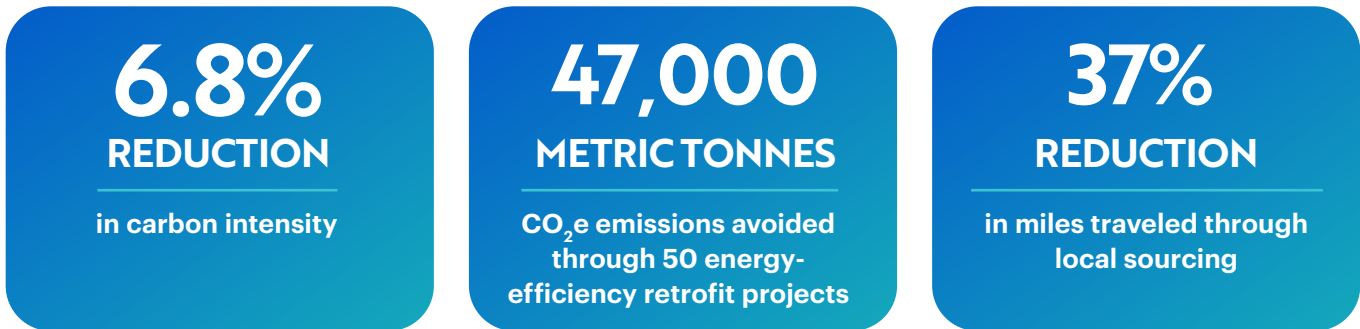
<sup>1</sup> For Celebrity Cruises and Royal Caribbean International only. Silversea will integrate in the near future.



# SUSTAINING OUR PLANET

Together with our partners, we are imagining and developing cutting-edge solutions to reach our goal of net-zero greenhouse gas (GHG) emissions by 2050. We are also spearheading initiatives to conserve water, minimize waste, and build a more responsible and resilient supply chain.

## 2023 Highlights



## 2023 Actions and Achievements

### Energy & Fuel Efficiency

- Launched Silversea’s *Silver Nova*, our first ship powered by liquefied natural gas (LNG)
- Successfully tested biofuel blends on three ships
- Started construction on Celebrity Cruises’ *Celebrity Xcel*, our first methanol-capable ship (2025 delivery)

### Water & Waste Management

- Produced 93% of the freshwater used onboard our ships via desalination systems<sup>2</sup>
- Reached 98% deployment of Advanced Wastewater Purification systems on our ships
- Achieved 25% reduction in food waste<sup>2</sup>

### Supply Chain Sustainability

- Released new Supplier Code of Conduct with revised standards on anti-corruption, human rights and more
- Made substantial progress in sourcing all chickens for U.S. operations from Global Animal Partnership (GAP) certified suppliers (96% in 2023)

<sup>2</sup> For Celebrity Cruises and Royal Caribbean International only. Silversea will integrate in the near future.



### Turning Waste to Energy

In 2023, Royal Caribbean Group became the first company to turn waste to energy onboard a ship with the debut of next-generation waste management systems. Adapting the technology used in land-based waste-to-energy facilities, we launched two of our newest ships Royal Caribbean International’s *Icon of the Seas* and Silversea Cruises’ *Silver Nova*, with systems that allow them to take solid waste and convert it into energy that the ship can use to satisfy certain energy demands of our hotel facilities.

# SUPPORTING OUR PEOPLE

We're committed to building the best possible team by nurturing a diverse, dynamic culture that inspires collaboration, passion and innovation.

## 2023 Highlights



## 2023 Actions and Achievements

### Business & Talent Development

- Launched myCareer Journey career development initiative to empower all shoreside employees with tools to chart their career growth
- Reduced ship-to-ship transfers to give crew members more time to bond with their crewmates

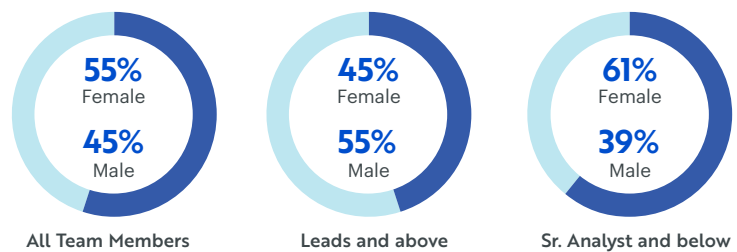
### Crew Health & Safety

- Launched mental wellness program to acclimate new crew members to time away from home
- Initiated new dental care pilot on *Serenade of the Seas* to provide preventative and restorative dental services to our crew

### Diversity, Equity & Inclusion

- Celebrated year two of our Search for Excellence and Adventure University (SEAU) internship program, which featured 61% ethnically diverse groups and 54% women participants
- Strengthened DEI governance company-wide with new three-tiered governance structure

### 2023 Global Workforce Roles by Gender Global Shoreside



### Transforming Safety On Board Our Ships

Moderate injuries among crew members are down 43% since the launch of our Public Safety Officer (PSO) program in late 2022—the latest in a long line of safety innovations at Royal Caribbean Group. Deployed on 17 Royal Caribbean International ships as of the end of 2023, our PSOs take the lead on occupational safety by actively assessing and monitoring risks, educating the crew, and advancing new safety strategies. Moderate injuries for guests are down 53% over the same period.



# ENERGIZING COMMUNITIES

We respect and celebrate our destination communities, and work to ensure their continued cultural and economic vibrancy.

## 2023 Highlights

90+

BAHAMIAN ENTREPRENEURS

received eight weeks of training through Royal Caribbean Kickstarter Programme

500

STUDENTS

participated in our educational ship tours

\$40,000

IN SCHOLARSHIPS

granted to students in the Galápagos Islands

## 2023 Actions and Achievements

- Crafted unprecedented public-private partnership that will give Bahamians the opportunity to own equity in our Royal Beach Club at Paradise Island development (opens in 2025)
- Renewed support for the Sitka Sound Science Center’s Scientists in the Schools (SIS) program
- Continued supporting STEM for Oceans camps in Haiti and the Bahamas



### Taking the Lead on Private Destination Development

Set to open in 2025, Royal Beach Club at Paradise Island is incorporating Royal Caribbean Group’s sustainability principles and practices in the club’s construction while adhering to the Bahamas’ stringent environmental planning process. Royal Beach Club has committed to six environmental principles:

- Zero waste to landfill
- 100% renewable energy by 2030
- No dredging or overwater cabanas
- Best-in-class wastewater treatment
- Native habitat protection
- Local environmental monitoring with public disclosures





# PROMOTING HEALTH AND SAFETY

We honor our guests' trust and loyalty by continually raising the bar in health and safety, data privacy and other areas central to their wellbeing.

## 2023 Highlights

**51%**  
OF GUESTS

completed our post-cruise feedback survey, more than 3 times the industry average

**100/100**  
SCORED

on public health inspections on 10 ships, with a fleetwide average of 97.3<sup>4</sup>

## 2023 Actions and Achievements

- Introduced our first accessible Star Class suite with Genie Service on Royal Caribbean International's *Icon of the Seas*
- We matured proactive measures throughout 2023 to manage our threat landscape. We gather internal and external threat intelligence to take proactive measures against cyberattacks or attacks that may degrade the performance of our technical capabilities.

<sup>4</sup> For Royal Caribbean International and Celebrity Cruises only.



### Enhancing Cruise Ship Medical Care

Shipboard medical teams face unique challenges compared with land-based physicians, including the need to keep infectious diseases at bay in a self-contained environment. To ensure our clinicians are up to speed, we introduced a range of innovative training initiatives in 2023, including a Continuous Training and Education program that prioritizes monthly clinical training and practice, as well as a centralized Training Portal for staying up to date on the most pertinent care strategies.





# GOVERN RESPONSIBLY

Our corporate governance structure is designed to ensure the long-term success of our company and cruise brands, uphold our commitments to our stakeholders and maintain our reputation as a leader in the industry. We hold ourselves and our partners to the highest standards in ethical behavior, accountability and transparency.

## 2023 Highlights

**9th**  
**YEAR IN A ROW**

listed as Ethisphere Institute's  
World's Most Ethical Companies

**120%**  
**INCREASE**

in 3rd party verified metrics of ESG  
data and climate-related disclosures

## 2023 Actions and Achievements

- We provided directors with membership to the National Association of Corporate Directors (NACD), which provides directors with access to continuing education, research materials, and publications relating to corporate governance, board leadership, environmental and sustainability matters, and other topical information relevant to their interests.



### Destination Net Zero

In the past three years, we've focused on building functional teams throughout the organization with the skills necessary to execute our Destination Net Zero strategy. Starting in 2023, the execution of our strategy has been led by our Executive Vice President of Maritime with the support of a cross-organizational team that reports to the Board and our executive leadership.

