

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
L104894

EMPLOYER NAME

ROYAL CARIBBEAN CRUISE LINE INC

ADDRESS

1050 CARIBBEAN WAY

CITY/TOWN

MIAMI

STATE

FL

ZIP CODE

33132

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

980081645

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

483112 - Deep Sea Passenger Transportation

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	16	12	46	3	5	1	0	9	25	1	1	0	0	2	121
First/Mid-Level Officials and Managers	285	306	406	42	57	0	0	39	314	38	43	1	3	29	1563
Professionals	359	463	217	45	57	2	1	22	231	72	41	0	0	21	1531
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	84	198	108	27	5	1	1	11	244	96	13	1	2	18	809
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	1	1	0	1	0	0	0	0	0	0	0	0	0	0	3
Laborers and Helpers	4	0	0	4	0	0	0	0	1	0	0	0	0	0	9
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	749	980	777	122	124	4	2	81	815	207	98	2	5	70	4036
PRIOR 2022 REPORTING YEAR TOTAL	708	928	799	119	109	4	2	9	939	264	95	2	8	24	4010

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/18/2023 - 12/31/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

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MIAMI

STATE

FL

ZIP CODE

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CERTIFICATION COMMENTS (optional)

Data accuracy and report filling certified by VP, Total Rewards - Royal Caribbean Group

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

5/24/2024 9:44 AM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Tracey Tavarez

Title of Certifying Official

VP, Total Rewards

Email Address of Certifying Official

ttavarez@rccl.com

Telephone Number of Certifying Official

305-539-6307

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

Guillermo Garcia

Title and Employer of Primary POC

Lead, Program Delivery
Royal Caribbean Group

Email Address of Primary POC

ggarcia@rccl.com

Telephone Number of Primary POC

305-539-6307