



Royal
Caribbean
Group

2023 COMMUNITY IMPACT REPORT





ICON OF THE SEAS

NASSAU

**PROTECTING OUR
PEOPLE AND PLANET IS
MORE THAN A PROMISE.
IT'S OUR WAY OF LIFE.**

A MESSAGE FROM OUR PRESIDENT AND CEO

As a global travel leader with five best-in-class brands sailing to all seven continents, the beautiful destinations we visit around the world are at the heart of our mission to deliver the best vacations responsibly.

All of us at Royal Caribbean Group are committed to creating unforgettable vacation experiences for our guests while charting a course to a sustainable future. We take great pride in work that allows us to inspire all generations, celebrate local cultures and support economic vibrancy around the world.

In 2023, we launched our SEA the Future initiative as both a platform and a pledge to uphold our values. It guides our commitment to **Sustain Our Planet**, **Energize communities** and **Accelerate Innovation**.

We are sharply focused on continuing to support the communities we visit through responsible tourism programs that promote ocean conservation, education and cultural and economic empowerment, and we are working to accelerate innovation that protects the health of our environment through conservation and community engagement projects.

We are determined to continue being a force for the greater good—for our people, planet and the places we visit.

Our 2023 Community Impact Report reflects the breadth of these community engagement efforts and the depth of our social impact. Propelled by people, it is our great honor to make a positive and meaningful impact all around the world.



Jason Liberty
President and CEO



MAKING AN IMPACT AROUND THE WORLD

Our ships sail to over 1,000 destinations across all seven continents, while our 98,200 employees represent more than 130 countries.

This global mindset is at the core of our mission, as we connect guests with vibrant communities and cultures from the Alaskan frontier to the Australian coast. While we travel the globe, our guests and employees have millions of opportunities to make a difference in people's lives.

In 2023 alone, Royal Caribbean Group supported **over 100 community partners** across the globe with donations and contributions.

But our support goes beyond fundraising and philanthropy. From disaster relief to employee volunteering, our team is always ready to step up, lend a hand and give back to the destinations we serve. Because at Royal Caribbean Group, the world is our community—and giving back is in our DNA.



Bringing Scientists Into Sitka Schools

SITKA, ALASKA

For the second year in a row, Royal Caribbean Group supported the Sitka Sound Science Center, engaging 85% of students in the school district with hands-on lessons from professional scientists.

85%

Of Sitka students engaged with working scientists



Sowing Seeds in The Bahamas

NASSAU, THE BAHAMAS

Food insecurity is a critical issue in The Bahamas. That's why we're fighting against hunger and investing in local agriculture. Through the Agricultural Development Organization, we donated kits to help first-time farmers create over **2,000 backyard farms** and community gardens.

We've also given more than \$450,000 in donations to the Bahamas Feeding Network since 2019, including **25,000 pounds of turkey** this holiday season.



Giving Hope to Galápagos Residents

GALÁPAGOS, ECUADOR

The Galápagos Islands are one of nature's greatest marvels. For local residents, however, it can be difficult to access critical resources and healthcare with the mainland more than 1,000 kilometers away.

We launched the Wings of Hope project to help bridge this gap.

Through Wings of Hope, we offer seats on every Celebrity Cruises' charter flight to community members in need, providing free passage to Quito, Ecuador. In 2023, we donated **100 seats** to help residents and entrepreneurs access opportunities only available on the mainland.

100

Charter flight seats donated to help Galápagos residents access opportunities on the mainland.



Protecting Fiji's Great Sea Reef

SUVA, FIJI

We partner with World Wildlife Fund (WWF) to support conservation across the Great Sea Reef region, helping safeguard the ecosystem while improving local food security. This includes efforts by WWF and local partners to restore mangrove forests, implement sustainable fisheries, design infrastructure to protect against climate change, and secure international recognition of coastal ecosystems as protected areas.

Providing Relief in Times of Need

HAIFA, ISRAEL



When tragedy struck, we responded almost immediately, redirecting Royal Caribbean International's *Rhapsody of the Seas* to help the U.S. State Department **safely evacuate** American citizens from Israel.



SEA THE FUTURE IS OUR VISION FOR A BETTER TOMORROW.

At Royal Caribbean Group, we are committed to sustaining our planet, energizing our communities and accelerating innovation. Because we SEA a future of endless possibilities.

SUSTAINING OUR PLANET

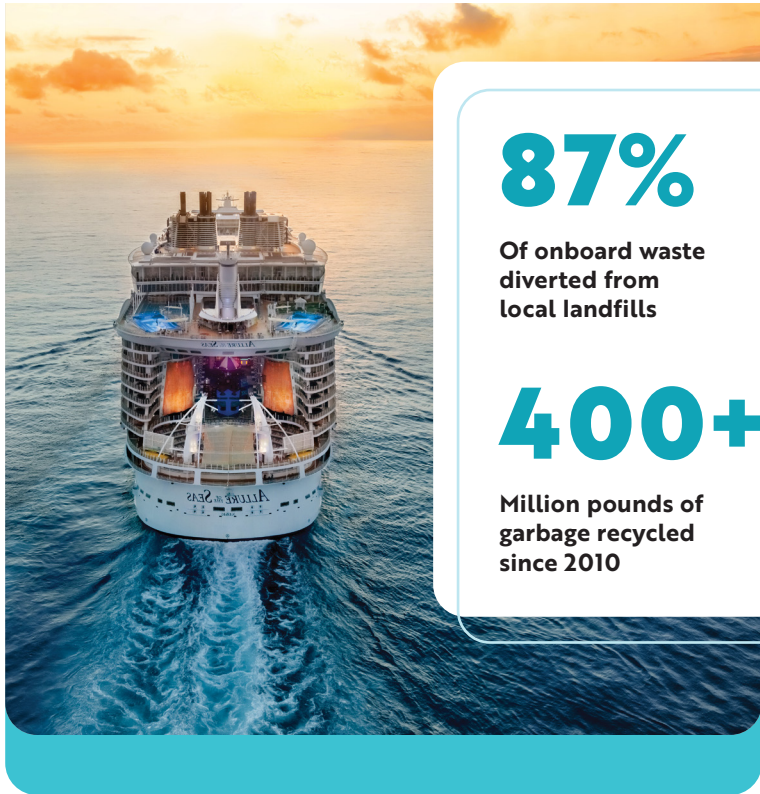
We understand that the future of both our business and our planet depends on the health of our oceans. As a cruise company, our greatest responsibility is to protect the seas we sail and the destinations we visit, while transitioning to cleaner fuels and smarter solutions through our decarbonization strategy: Destination Net Zero.

ENERGIZING COMMUNITIES

We take pride in connecting our guests with the world's most beautiful places, while empowering the people who call these destinations home. We seek to celebrate their cultures, invest in local education and create opportunities for entrepreneurs to thrive in their community.

ACCELERATING INNOVATION

We believe in a culture of continuous improvement, as we embrace innovation and drive progress in the cruise industry and beyond. Our company strives to lead the way forward, pioneering the cutting-edge technology necessary to deliver the best vacation experiences responsibly.



87%

Of onboard waste diverted from local landfills

400+

Million pounds of garbage recycled since 2010

Celebrating Over 30 Years of Save the Waves

Our journey to sustainability began back in 1992—with the groundbreaking Save the Waves program. Royal Caribbean Group was the first in the industry to launch an environmental initiative at this scale, aimed at ensuring no solid waste goes overboard.

Thirty years later, Save the Waves remains the foundation of our sustainability leadership, as we continue to reduce our environmental footprint and protect our ocean communities.

Collaborating on Ocean Conservation

In 2023, we renewed our commitment to oceanic research with OceanScope, a revolutionary program that provides open-source data from Royal Caribbean Group ships to scientists around the world.

Over 20 years ago, we partnered with NASA, the National Oceanic and Atmospheric Administration, the Woods Hole Oceanographic Institute and the University of Miami Rosenstiel School of Marine, Atmospheric and Earth Science to supply our ships with state-of-the-art instruments that monitor the ocean's vital signs as we sail. Our ships follow regular, scheduled routes across the globe, which makes them uniquely equipped to monitor changes in our ocean ecosystems.

To date, OceanScope has collected data from over 100,000 nautical miles, tracking ocean currents, water salinity, surface temperature and even the concentration of carbon dioxide in the water.

Our decades-long partnership has paved the way for critical research in marine conservation, including the discovery and documentation of ocean acidification. This helps scientists understand the impact of climate change and inform policies that will sustain our planet for generations to come.

100K



**ROSENSTIEL SCHOOL
OCEANSCOPE**

Nautical miles surveyed by OceanScope to track ocean currents, salinity, temperature and carbon dioxide concentration



EVERY DESTINATION HAS A STORY TO TELL.

WE'RE LISTENING, LEARNING AND
CELEBRATING THEIR UNIQUE CULTURES.

ENRICHING LIVES BY ENGAGING COMMUNITIES

Our cruises travel to idyllic islands and bustling ports all over the world. But as guests on these shores, we have a responsibility to respect the environment, celebrate their culture and ensure our communities remain as vibrant tomorrow as they are today.



At Royal Caribbean Group, we endeavor to make a positive impact on every destination we visit.

Our team works closely with local leaders to better understand each community's needs, so we can forge partnerships and support initiatives that make a meaningful impact. From business development programs to educational ship tours, we work together to energize our communities and give back to our neighbors in need.

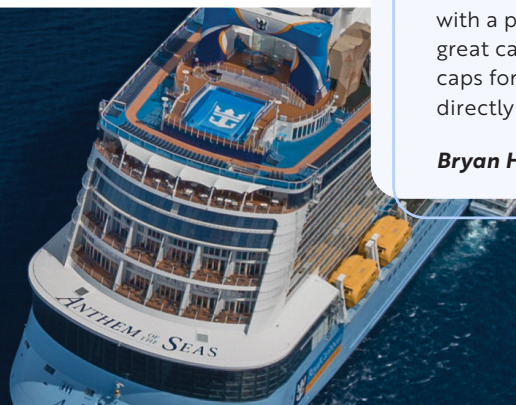
For 25 years, our annual GIVE Day has inspired employees to Get Involved and Volunteer Everywhere, encouraging them to connect with our communities through service. In 2023 alone, we cleaned up **200+ pounds** of trash from coastal beaches and assembled **7,500+ kits** filled with meals, hygiene products, disaster relief and literacy tools.

Altogether, our employees have volunteered more than **57,000 hours** over the past seven years, donating their time to help people across the globe. This community-driven approach is the foundation of our business and why Royal Caribbean Group has been recognized by the Ethisphere Institute as one of the World's Most Ethical Companies for **9 years in a row**.



The Biscayne Bay beach clean-up was very worthwhile and fun, since it was a 'treasure hunt' with a purpose. Knowing that I was able to contribute and make a small difference for such a great cause made it a memorable and enjoyable experience. Seeing all of our collected bottle caps form a new piece of art will hopefully impact future beachgoers to remember how we directly impact nature."

Bryan Halpern, Global Security, Royal Caribbean Group





PROTECTING THE PLANET STARTS WITH CONSERVING OUR OCEANS.

The ocean is a remarkable source of food, nature and life. As climate change threatens the environment, it is our responsibility to keep these ocean communities thriving for the sake of all who call our planet home.

Restoring the Natural Beauty of the Galápagos

After centuries of minimal disturbance, the Galápagos Islands remain a stunning natural environment unlike anywhere else on Earth. To keep it this way, we must safeguard its fragile ecosystem for future generations of world travelers.

Royal Caribbean Group has collaborated with the Galápagos Islands for over a decade, donating more than \$1.5 million to support various initiatives. One of our most impactful projects has been restoring the Scalesia forest on Santa Cruz Island, inspiring over 30,000 guests to get involved in local conservation. Together, we have planted 60,000+ seedlings and restored nearly 70 acres of land, aiding the recovery of endangered species that had all but disappeared.

This year, we also joined the Floreana Ecological Restoration Project—one of the largest restoration efforts in Galápagos history—to help reintroduce locally extinct species to their native habitat on Floreana Island.



Setting Bold Goals for Responsible Tourism

Since 2016, Royal Caribbean Group has partnered with WWF to help ensure the long-term health of our oceans. We worked together to set ambitious sustainability goals for our company, successfully reducing our environmental impact while supporting conservation efforts across the globe.



Now, we've committed another **5 years and \$5 million** through 2026 to WWF to help refine and advance our SEA the Future goals. As we continue this partnership, we look forward to building on our progress with new programs and collaborations that further support resilient coastal ecosystems and help protect some of the world's most majestic wildlife.



\$5M

Committed to another 5 years and \$5 million in support of World Wildlife Fund in 2021

\$11.9M

Invested by Royal Caribbean Group since 2016 in global conservation efforts, from tracking polar bears in the Arctic to protecting whale sharks in the Philippines.



EDUCATION IS THE FOUNDATION OF A SUSTAINABLE FUTURE.

A good education has the power to change lives. As we travel the globe, Royal Caribbean Group provides critical access to education and academic resources for the communities that need it most, exposing the next generation to STEM careers in the tourism and maritime industries.

Inspiring Young Minds to Become Future Leaders

We collaborate with community organizations across the globe to support teachers and empower youth to reach their potential. For nearly two decades, Royal Caribbean Group has partnered with Big Brothers Big Sisters and Kids and the Power of Work (KAPOW) to mentor students in South Florida.

Through the Pan American Development Foundation, we provide hands-on learning experiences that expose students in the Caribbean to environmental science. To date, our STEM for Oceans program has taught **1,265 students** how to operate underwater drones, study marine flora and fauna and develop conservation strategies for coastal habitats.

These programs all go beyond the classroom, allowing students to experience the breadth of careers in tourism, conservation and maritime industries while guiding them on a path to success.

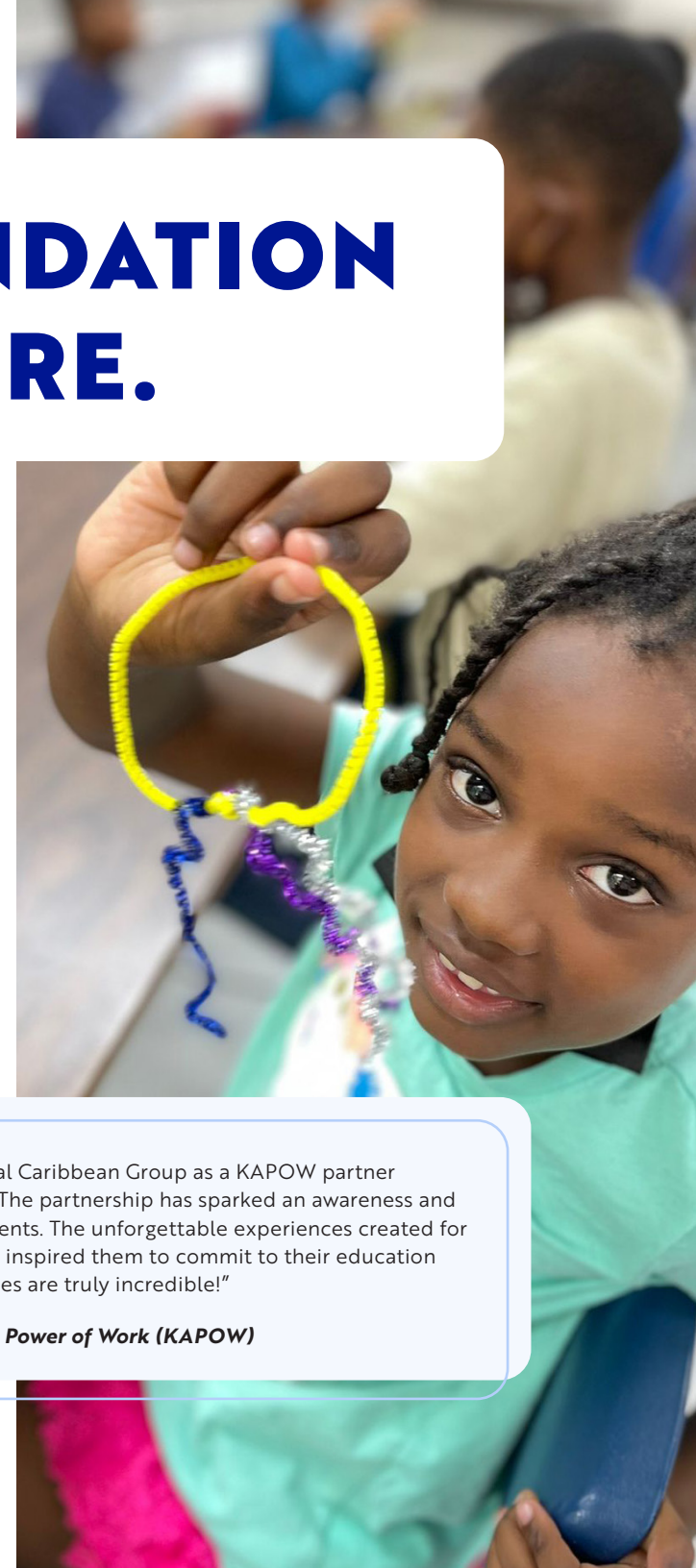
75

Educational ship tours hosted in 2023, giving approximately 1,200 students and community members a unique chance to experience careers onboard



It's been our privilege to have Royal Caribbean Group as a KAPOW partner company, dating back to the 80's! The partnership has sparked an awareness and sense of the future for all our students. The unforgettable experiences created for and shared with the students have inspired them to commit to their education and aim for success. Your employees are truly incredible!"

John Casbarro, CEO, Kids and the Power of Work (KAPOW)



Helping Students Achieve Their Dreams

From youth education to professional development, Royal Caribbean Group sponsors four scholarship programs to support aspiring students in communities both near and far.

- ▶ Through the American Caribbean Maritime Foundation (ACMF), we provide full-tuition scholarships to students pursuing a degree in Marine Engineering or Transportation.
- ▶ Silversea partners with Fundación Scalesia to support youth education in the Galápagos, teaching kids to become active community and conservation leaders.
- ▶ The Fain Scholarship empowers Royal Caribbean Group employees and their families to further their education with university, vocational or technical programs.
- ▶ Our most ambitious scholarship program goes above and beyond to offer a quality education to children in Haiti. In 2010, we built L'Ecole Nouvelle Royal Caribbean (ENRC)—a primary school where students receive 13 years of scholarship-supported education. Over the past decade, we've continued to fund their operations, covering all educational expenses for 350+ students as well as 100+ secondary school scholarships each year.

1,346

Royal Caribbean Group
scholarships awarded since 2002



As I stood on the stage, diploma in hand, I couldn't help but remember the unwavering support the Fain Scholarship provided throughout my college years, enabling me to focus on my studies with dedication and passion. This achievement is not just a reflection of my hard work but also a testament to Royal Caribbean Group's belief in my potential."

Sherby Raine Mojado
Mapúa Malayan Colleges Laguna, Philippines



THE WHOLE WORLD PROSPERS WHEN LOCAL CULTURES THRIVE.

At Royal Caribbean Group, we know our vacations are only as vibrant as the oceans we sail and the destinations we visit. That's why we invest in our communities, working together to promote their culture and empower their success.

Creating Opportunities for Entrepreneurs

Small businesses are the backbone of every economy. They drive innovation, promote industry diversity and bring a wealth of opportunity to our communities. We seek to support these local startups by providing entrepreneurs with the skills they need to successfully grow their business.

In 2023, Royal Caribbean Group helped promote entrepreneurship in the Galápagos by co-sponsoring Misión Ecuador—a program that empowers business owners to become community leaders. A total of 100 local entrepreneurs participated in an intensive 15-day workshop, where they trained with expert professionals and learned essential business skills.

Meanwhile, we partnered with Access Accelerator to provide training and funding for tourism-related startups in The Bahamas. The Royal Caribbean Kickstarter Program encourages innovation by helping entrepreneurs turn their creative ideas into investment-ready businesses. Through the program, applicants participate in a comprehensive eight-week training bootcamp, before competing for up to \$15,000 in pre-seed funding.

Since 2022, the program has distributed over \$127,000 and impacted 90+ businesses, including over 50 women-owned startups.



50+

**Women-owned
startups impacted by
the Royal Caribbean
Kickstarter Program**



Royal Caribbean Group partnered with Valuing Impact to measure the societal impact of our Haiti private destination operations across natural, human, and social capital.



\$4M

Valuing Impact's assessment found that our business generates \$4 million in positive impact through direct job creation, education, and social programs.*

We look forward to using the results of this study to identify new ways to create value for our destinations through environmental and social programs.

*The method used to assess the societal impact of the investment is based on a range of frameworks including The Social and Human Capital Protocol (2019, Capitals Coalition), The Natural Capital Protocol (2016, Capitals Coalition) and A Guide to Social Return On Investment (2012, The SROI Network).

Providing a New Canvas for Regional Artists

In 2023, Royal Caribbean Group launched two initiatives to enhance our guest experience through the power of art.

As part of the Locals Onboard Program Presented by Voyji.com, we invited Alaskan artists to host authentic cultural workshops on our ships. These experiences help guests connect with the local community, teaching them about Native Alaskan cultures through dance, storytelling, photography and more.

We also debuted the Artist Discovery Program, where we commission up-and-coming artists to infuse our ships with their native cultures. Our first cohort painted nine murals throughout Icon of the Seas, immersing guests in the vibrancy of the Caribbean from the moment they come aboard.

125+

We received over 125 art submissions from over 25 countries.



LEADING THE WAY FORWARD

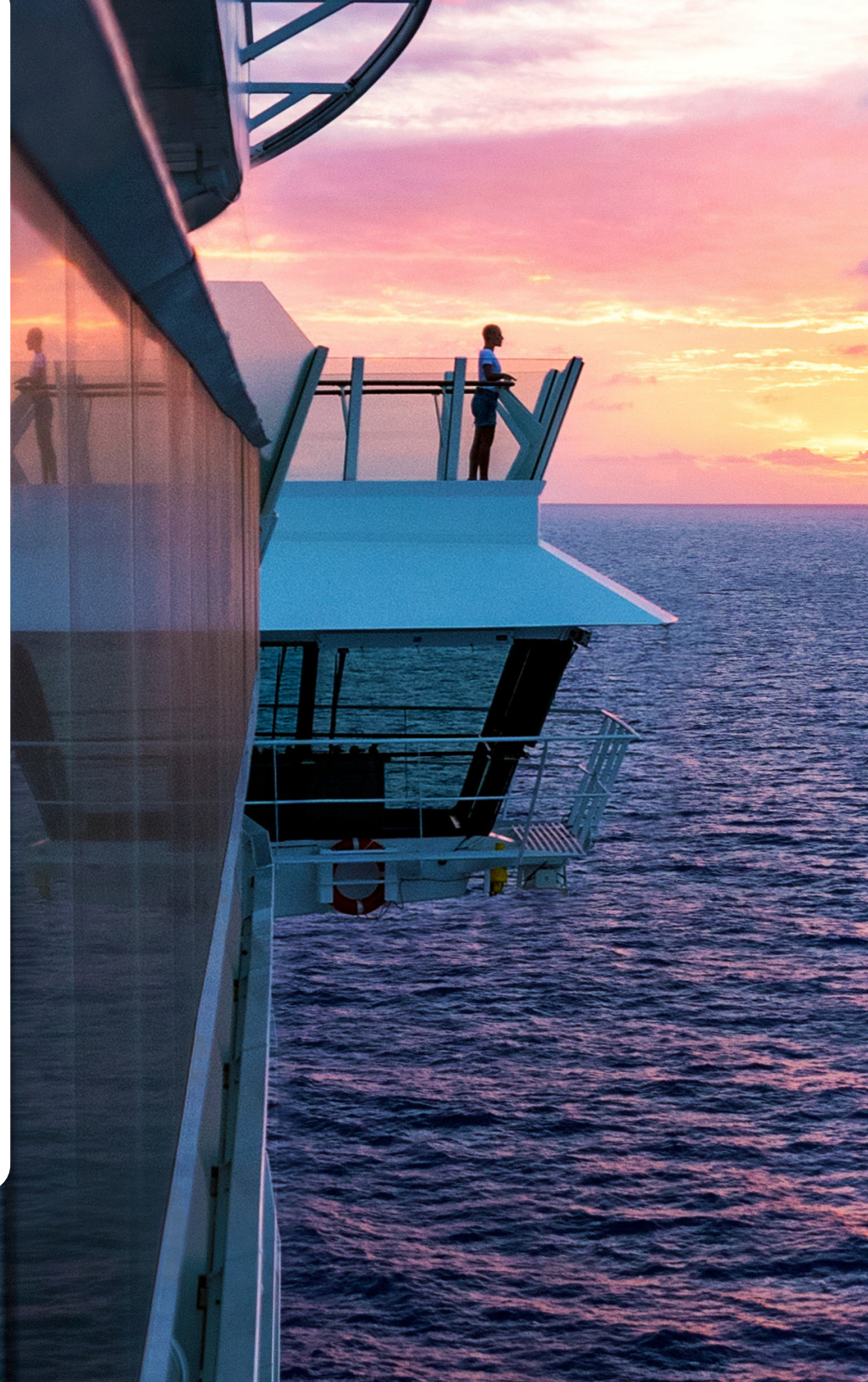
We connect our guests with the world's most beautiful destinations in a way that respects and protects both the communities we visit and the cultures they practice.

Our mantra of continuous improvement drives us to deliver the best vacation experiences responsibly, while ensuring our ocean communities thrive for generations to come.

In the coming year, we look forward to furthering our commitment to **SEA the Future**, as we:

- ▶ Sustain the planet for future generations by promoting healthy oceans and coastlines.
- ▶ Energize our communities with destination-driven programs that promote education, celebrate local cultures and strengthen their economies.
- ▶ Accelerate innovation across the industry to provide a best-in-class experience for both our guests and our destinations.

Our decades-long track record of doing the right thing propels our community spirit and our promise to lead with integrity—always putting our communities first.



HOW WE SEA THE FUTURE

PROMOTE HEALTHY AND VIBRANT OCEAN COMMUNITIES

From coral reefs to mangrove forests, we are committed to revitalizing ocean communities through marine conservation.



FOSTER A CULTURE OF VOLUNTEERISM AT OUR COMPANY

Over a third of our executives currently serve on nonprofit boards across the country. We seek to promote this spirit of service and encourage more employees to give back.



ADVANCE CAREER OPPORTUNITIES THROUGH EDUCATION

We will continue to expand education access in underserved communities by investing in local youth development programs.



SUPPORT UNIQUE DESTINATIONS WITH SUSTAINABLE TOURISM

We are constantly improving our tourism practices to better preserve and promote local cultures, while immersing guests in the authentic experience of each destination.



EXPAND OUR REACH TO IMPACT MORE PEOPLE

From our employees to our guests to our destinations, we strive to make a meaningful difference in the lives of people around the world.





OUR PARTNERS IN PROGRESS

At Royal Caribbean Group, it's our honor and privilege to amplify the impact of local community organizations and universities across the globe.

This philanthropy is only possible thanks to the generosity and dedication of our partners, as we give back to both the destinations we visit and the communities we call home.

Access Accelerator Small Business Development Centre

After-School All-Stars South Florida

Agricultural Development Organization

Alaska Chamber

Alaska Municipal League

Alaska SeaLife Center

Alaska Travel Industry Association

Alaska Travel Industry Association Foundation

AmCham Chile

American Humane

American Jewish Committee

Anchorage Chamber of Commerce

Bahamas Chamber of Commerce and Employers' Confederation

Bahamas Feeding Network

Best Buddies International

Big Brothers Big Sisters of Broward County

Big Brothers Big Sisters of Miami

Boston College Center for Corporate Citizenship

Boys and Girls Club of Greater Washington

Branches, Inc.

Broward Navy Days

California Travel Association

Camillus House

Canaveral Port Ministry

Caribbean Hotel and Tourism Association

Caribbean Tourism Organization

Chapman Partnership

Children's Harbor

Coast Guard Foundation

Cocoa Beach Regional Chamber of Commerce

Community Foundation of Broward

Coral Gables Community Foundation

Dade Heritage Trust

Deering Estate Foundation

Denali Chamber of Commerce

Downtown Seattle Association

Easter Seals South Florida

Educate Tomorrow

Explore Fairbanks

Fairchild Tropical Botanic Garden

Federal Drug Agents Foundation

Florida Chamber of Commerce

Florida Ocean Alliance

Fundación Scalesia

Galapagos Conservancy

Galveston Regional Chamber of Commerce

Global Sustainable Tourism Council

Grand Bahama Chamber of Commerce

Greater Fairbanks Chamber of Commerce

Greater Juneau Chamber of Commerce

Greater Miami Chamber of Commerce

Greater Miami Convention & Visitors Bureau

Greater Sitka Chamber of Commerce

Greater Victoria Chamber of Commerce



TOGETHER WE ARE CHARTING A COURSE TO NEW HORIZONS. BECAUSE WE SEA THE FUTURE.

Haines Chamber of Commerce
His House Children's Home
Humane Society of Greater Miami
International Seafarers Ministry of Miami
Jessie Trice Community Health System
Jewish Adoption & Family Care Options
Jocotoco Conservation Foundation
Juneau Economic Development Council
Junior Achievement of South Florida, Inc.
Ketchikan Chamber of Commerce
Ketchikan Salmon Walk
Ketchikan Visitors Bureau
Kids and the Power of Work
Kristi House
Live Like Bella
Lotus House Women's Shelter

Miami-Dade Chamber of Commerce
Miami-Dade Gay & Lesbian Chamber of Commerce
Mosaic Miami, formerly Miami Coalition of Christians and Jews
National LGBTQ Chamber of Commerce
National LGBTQ Task Force
Network for Teaching Entrepreneurship
Nova Southeastern University
Pan American Development Foundation
Parks Foundation of Miami-Dade
Parque Nacional Galápagos
Port Everglades Association
Prodev Haiti
Resource Development Council
San Pedro Chamber of Commerce

Seafarers' House Port Everglades
Seward Chamber of Commerce & CVB
Shake-A-Leg Miami
Sitka Sound Science Center
Sitka Trail Works
Slow Food Miami
SOS Children's Villages Florida
Southeast Conference
Swiss-American Chamber of Commerce Florida Chapter
Teach for America
The American Caribbean Maritime Foundation
The Miami Foundation
Tourism Cares
Toys for the Poor Foundation

Travel Juneau
United Way Miami
United Way of Broward County
University of Miami Citizens Board
University of Miami Rosenstiel School of Marine, Atmospheric, and Earth Science
University of North Carolina Kenan-Flagler Business School, Chapel Hill Business School Alumni Committee
Visit Anchorage
Visit Seattle
Visit Sitka
Wildlife Trafficking Alliance
Woods Hole Oceanographic Institute
World Wildlife Fund
YMCA of South Florida



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