



CLIMATE ACTION

2030 Goals

Achieve 20% carbon intensity reduction relative to our 2019 baseline measured in both grams of CO₂e per ALB-km and kilograms of CO₂e per ALBD.

✓ **Achieved** 50% reduction in absolute particulate matter air emissions relative to our 2015 baseline.

✓ **Achieved** - Increase fleet shore power connection capability to more than 60% of the fleet.

Expand liquefied natural gas (LNG) program.

Optimize the reach and performance of our Advanced Air Quality Systems (AAQS) program.

Expand battery, fuel cell and biofuel capabilities.

Reduce Scope 3 (indirect) emissions associated with food procurement and waste management.

Identify carbon offset options only when energy efficiency options have been exhausted.

2050 Aspirations

Achieve net zero emissions from ship operations.

Achieve 100% fleet shore power.



CIRCULAR ECONOMY

2030 Goals

✓ **Achieved** 50% single-use plastic item reduction in 2021.

✓ **Achieved** 30% food waste reduction per person in 2022.

Established interim goal to achieve 40% unit food waste reduction by 2025

Achieve 50% food waste reduction per person by 2030.

Increase Advanced Waste Water Treatment System coverage to > 75% of our fleet capacity.

Send a larger percentage of waste to waste-to-energy facilities where practical.

Partner with primary vendors to reduce upstream packaging volumes.

2050 Aspirations

Build ships without the need to discharge to the ocean or air.

Send 100% of waste to waste-to-energy facilities.

Partner with primary vendors to ensure near 100% reuse of packaging materials.



SUSTAINABLE TOURISM

2030 Goals

Establish partnerships with destinations focused on sustainable economic development, preservation of local traditions and capacity management.

Continue to support disaster resilience, relief and recovery efforts.

Build stronger community relationships in our employment bases and destinations via employee volunteering programs.

Achieve 100% cage-free eggs by the end of 2025.

Achieve 100% responsible chicken sourcing by end of 2025.

Achieve 100% gestation crate-free pork by end of 2025.

2050 Aspirations

Be recognized as the leader in global sustainable tourism.



GOOD HEALTH & WELL-BEING

2030 Goals

Committed to continued job creation.

Establish measurable Company Culture metrics in 2022 and set annual improvement targets.

✓ **Achieved** - Implement global well-being standards by 2023.

Reduce the number of guest and crew work-related injuries.

2050 Aspirations

Be a leader in employee well-being measures.

Reduce the number of guest and crew work-related injuries.



SUSTAINABILITY

2030 GOALS AND 2050 ASPIRATIONS



BIODIVERSITY & CONSERVATION

2030 Goals

Support biodiversity & conservation initiatives through select NGO partnerships.

Conduct audits and monitor animal encounter excursions regularly.

2050 Aspirations

Have deep NGO partnerships embedded in the business and supporting strategy execution.

Supply 100% of seafood needs through sustainable fishery programs.



DIVERSITY, EQUITY & INCLUSION

2030 Goals

Ensure our overall shoreside employee base reflects the diversity of the world.

Expand shipboard and shoreside diversity, equity and inclusion across all ranks and departments.

2050 Aspirations

Make diversity, equity and inclusion in management a "given," not a measurement.