

SUSTAINABILITY GENERAL OVERVIEW

Our team is making meaningful progress toward a sustainable future for cruising, which is not only a business priority and vital to our success, but also the right thing to do.

We established a sustainability strategy centered on six focus areas to keep our guests and crew members safe and well, protect the environment, develop and provide opportunities for our workforce, strengthen stakeholder relations and enhance both the communities where we work and the port communities that our ships visit.

1 CLIMATE ACTION

- Reducing greenhouse gas (GHG) emissions is our #1 sustainability priority as we pursue net zero emissions from our ship operations by 2050.
- We are partnering with others within and outside the industry to reduce our emissions and develop and scale alternative fuels and technologies not yet ready for the cruise industry.
- We pioneered lower-emission fuels in the cruise industry like liquefied natural gas (LNG) and have piloted maritime-scale battery technology, fuel cells and biofuels.
- We are improving our fleet with new, more efficient ships and continue to invest in energy-efficiency and emission-reduction technologies and solutions, including Advanced Air Quality Systems (AAQS), Power Saver Packs and air lubrication systems (ALS). We are also expanding shore power capabilities to reduce fuel consumption and GHG emissions.

2 CIRCULAR ECONOMY

- We operate with a circular economy mindset, one which aims to manage natural resources efficiently and focuses on keeping products and materials in use as long as possible through reuse, recycling, refurbishment and maintenance.
- We are minimizing food loss across every aspect of food preparation and dining services onboard, along with investing in innovative food waste management technologies such as biodigesters and dehydrators to help minimize the impact of unused food.
- We have also cut down enormously on single-use items and plastics, removing hundreds of millions of single-use plastic items from the fleet and replacing them with more sustainable options.

3 SUSTAINABLE TOURISM

- We aim to maximize the positive impacts of tourism and minimize potential downsides, and constantly search for new ways to foster shared value, mutual growth, and goodwill with our destination partners.
- We are committed to providing social and economic benefits in a way that respects and protects precious cultural heritages, storied traditions and history.
- It's our collective responsibility to work with our port and destination partners to respect and help them maintain their natural resources and ecosystems.
- We seek out meaningful ways to help address pressing needs in destination communities. For example, we are exploring collaborative waste management solutions with several Caribbean nations.
- We hit our interim targets for responsible food sourcing and are closing in on our 2025 goals for purchasing cage-free eggs, responsibly sourced chicken and gestation crate-free pork.

4 DIVERSITY, EQUITY & INCLUSION

- Our success depends on the diversity, talent and dedication of our global team of 160,000 team members from 150 countries who we empower with an inclusive and supportive work environment with equal opportunities for all.
- As part of our Culture Essentials, we listen actively and seek to understand before responding, because the more perspectives we have, the better decisions we make. All voices matter, and, regardless of level or role, we encourage everyone to speak up when they have questions, comments, concerns or new ideas.
- We're proud to be recognized with several top employer awards for advancing diversity, equity and inclusion in the workplace.
- Our Women Officer Network connects women maritime officers across our fleet, offering them opportunities for empowering conversations, networking, and the further development of professional skills.
- We strive to hire and retain exceptional candidates from diverse groups for both shipboard and shoreside roles. For example, we are sourcing cadets from academies in India (Tolani College), the Philippines (PMMA), Panama (UMIP) and Argentina (Escuela Nacional de Náutica "Manuel Belgrano").

5 GOOD HEALTH & WELL-BEING

- A healthy, engaged workforce directly impacts our performance, so we are working on constantly expanding well-being programs to support our team members' physical and mental health.
- This includes providing the right mix of benefits, programs and policies to support their well-being.
- We have implemented shipboard employee well-being standards, including preventive health offers, such as vaccinations and mental health wellness programs, among other benefits.
- To facilitate successful recruitment, development and retention of our valuable team members, we create opportunities for our team members to grow and develop in their careers.
- We are also focused on listening to our team members' perspectives and ideas by utilizing feedback tools to continuously improve our progress in this area.

6 BIODIVERSITY & CONSERVATION

- Our business relies on a vibrant, natural world that people want to explore and experience, so we are focused on preserving the oceans, lands and habitats in the places we visit.
- Through our companywide environmental stewardship program, Operation Oceans Alive, our team members can show how much they care about and protect our oceans, seas, and waterways.
- We are members of the Global Sustainable Tourism Council (GSTC), which fosters increased understanding and the adoption of universal principles for sustainable tourism.
- We encourage team members and guests to take action and volunteer, and in 2023, we worked together to collect garbage, plant trees and plants, remove invasive plant species and more across our ports facilities and local communities.
- Our ships are designed to operate in sensitive areas, and our shipboard officers receive annual guidance and training on marine mammal avoidance.
- We completed the installation of the OneOcean platform, a voyage planning and execution support software application that provides both real-time and forward-looking environmental information to the crew.

This document includes claims related to our greenhouse gas emissions reductions, goals, initiatives, accomplishments, and progress reports. Supporting data for such greenhouse gas emissions claims, including data verification information, is published in our Sustainability Reports on carnivalcorp.com/sustainability on an annual basis.