HEALTH, ENVIRONMENTAL, SAFETY, SECURITY AND SUSTAINABILITY CORPORATE POLICY

> At Carnival Corporation & plc, our purpose & mission is to deliver unforgettable happiness to our guests by providing extraordinary cruise vacations, while honoring the integrity of every ocean we sail, place we visit and life we touch.

Carnival Corporation & plc and its cruise line brands are committed to:

- Complying with or exceeding all legal and statutory requirements related to health, environment, safety, security (HESS), and sustainability throughout our business activities.
- Protecting the environment, including the marine ecosystems in which our ships sail and the communities in which we operate, striving to use resources sustainably and preserve biodiversity.
- Protecting the health, safety and security of our guests, employees and all others working on our behalf, promoting well-being, and always striving to be free of injuries, illness, and loss.
- Reducing our greenhouse gas and other airborne emissions with an aspiration to achieve net zero greenhouse gas emissions.
- Supporting sustainable tourism practices by respecting the culture, history, natural resources, and people of the communities we visit.
- Supporting a circular economy by engaging employees and working with our supply chain to source responsibly, reduce packaging, reuse materials, increase recycling, and reduce waste.
- Recruiting, growing, and maintaining a workforce that fosters inclusion and belonging and provides opportunities for professional growth.

To implement this Policy, the management of Carnival Corporation & plc and its cruise line brands will:

- Ensure compliance with this policy within each of Carnival's Corporate and brand organizations.
- Identify employees responsible for HESS and sustainability performance and ensure there are clear lines of accountability.
- Develop and implement policies, procedures, and training programs to support our HESS and sustainability commitments.
- Establish, invest in, and act upon goals, objectives, and aspirations to improve our HESS and sustainability performance.
- Identify, assess, monitor, and manage HESS and sustainability risks and opportunities.
- Identify any aspects of our business with the potential to negatively affect the environment or society and take appropriate action to minimize adverse impacts.
- Provide HESS and sustainability support, training, advice, and information, as appropriate, to guests, employees, and others working on behalf of the Company.
- Require our employees and our business partners to understand and comply with applicable legal and statutory requirements related to HESS, labor, and human rights.
- Foster a just and fair culture which promotes transparency, learning and continuous improvement.
- Maintain independent compliance resources shipboard and shoreside.
- Leverage HESS audit and investigation findings and event causes to identify and implement corrective and preventive actions to avoid recurrence.
- Promote the practice of speaking up when there is a concern. Maintain a reporting hotline which allows for anonymous reporting of HESS, ethics, and compliance concerns.
- Prohibit retaliation against anyone who reports a violation of Company, legal or statutory requirements and establish that an employee's failure to notify regarding any such violation is grounds for discipline or dismissal.
- Promote industry best practices and publicly report to and maintain open dialogue and cooperation with stakeholders on HESS and sustainability matters.
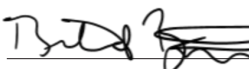- Conduct a corporate senior management review of this policy at least annually.

Approved by:

Josh Weinstein	Lars Ljoen	Richard Brilliant	Micky Arison
Chief Executive Officer	Chief Maritime Officer	Chief Risk & Compliance Officer	Chairman of the Board