



NORWEGIAN CRUISE LINE  
HOLDINGS LTD.



2025 SAIL  SUSTAIN® REPORT  
Technical Appendix

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## About This Report

This report contains information about Norwegian Cruise Line Holdings Ltd.'s sustainability initiatives and performance across stakeholder-relevant sustainability topics. The report includes disclosures aligned with Sustainability Accounting Standards Board (SASB) standards and the International Financial Reporting Standards (IFRS), Sustainability Disclosure Standards, including the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

In addition to this report, sustainability information is externally reported on our website and may be included in our Annual Report on Form 10-K and Proxy Statement. We obtain third-party verification of selected data disclosed in this report. Unless otherwise stated, references to emissions performance, 'lower-carbon,' or 'reduced emissions' refer to relative lifecycle greenhouse gas emissions compared with conventional marine fuels, based on available data, third-party methodologies, and assumptions that may evolve. Awards and recognitions reflect third party assessments using their own methodologies and do not constitute independent verification of all environmental claims.

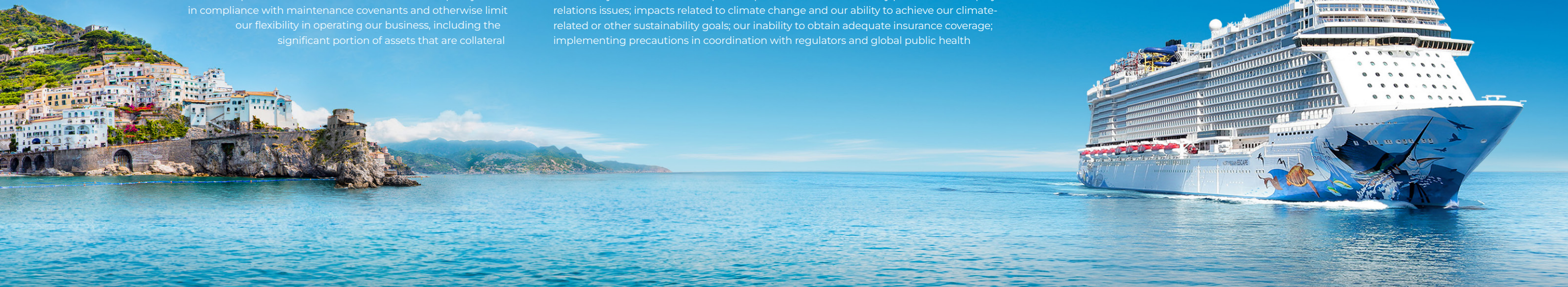
The scope of this report includes information for fiscal year 2025 (January 1, 2025 – December 31, 2025) for Norwegian Cruise Line Holdings Ltd. and its subsidiaries globally, unless otherwise stated. All financial figures indicated in this report are in U.S. dollars, unless otherwise noted. All data are based on estimates. Please refer to the important disclaimer regarding forward-looking statements included on [page 4](#) of this report.

# Cautionary Statement Concerning Forward-Looking Statements

Some of the statements, estimates or projections contained in this report are “forward-looking statements” within the meaning of the U.S. federal securities laws intended to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical facts contained in this report, including, without limitation, statements related to Board composition and our value creation initiatives, our expectations regarding our results of operations, future financial position, including our future capital expenditures, plans, prospects, actions taken or strategies being considered with respect to our liquidity position, expected fleet additions and deliveries, including expected timing thereof, our expectations regarding the impact of macroeconomic conditions and recent global events, and expectations relating to our sustainability program, decarbonization efforts, and alternative fuel sources and related regulation may be forward-looking statements. Many, but not all, of these statements can be found by looking for words like “expect,” “anticipate,” “goal,” “project,” “plan,” “believe,” “seek,” “will,” “may,” “forecast,” “estimate,” “intend,” “future” and similar words. Forward-looking statements do not guarantee future performance and may involve risks, uncertainties and other factors which could cause our actual results, performance or achievements to differ materially from the future results, performance or achievements expressed or implied in those forward-looking statements. Examples of these risks, uncertainties and other factors include, but are not limited to the impact of: adverse general economic factors, such as fluctuating or increasing levels of interest rates, inflation, unemployment, underemployment, tariff increases and trade wars, the volatility of fuel prices, declines in the securities and real estate markets, and perceptions of these conditions that decrease the level of disposable income of consumers or consumer confidence; our indebtedness and restrictions in the agreements governing our indebtedness that require us to maintain minimum levels of liquidity and be in compliance with maintenance covenants and otherwise limit our flexibility in operating our business, including the significant portion of assets that are collateral

under these agreements; our ability to work with lenders and others or otherwise pursue options to defer, renegotiate, refinance or restructure our existing debt profile, near-term debt amortization, newbuild related payments and other obligations and to work with credit card processors to satisfy current or potential future demands for collateral on cash advanced from customers relating to future cruises; our need for additional financing or financing to optimize our balance sheet, which may not be available on favorable terms, or at all, and our outstanding exchangeable notes and any future financing which may be dilutive to existing shareholders; shareholder activism and/or proxy contests; the unavailability of ports of call and the impacts of port and destination fees and expenses; future increases in the price of, or major changes, disruptions or reductions in, commercial airline services; changes involving the tax and environmental regulatory regimes in which we operate, including new and existing regulations aimed at reducing greenhouse gas emissions; the accuracy of any appraisals of our assets; our success in controlling operating expenses and capital expenditures; adverse events impacting the security of travel, or customer perceptions of the security of travel, such as terrorist acts, geopolitical conflict, armed conflict or threats thereof, acts of piracy, and other international events; public health crises, and their effect on the ability or desire of people to travel (including on cruises); adverse incidents involving cruise ships; our ability to maintain and strengthen our brand; breaches in data security or other disturbances to our information technology systems and other networks or our actual or perceived failure to comply with requirements regarding data privacy and protection; changes in fuel prices and the type of fuel we are permitted to use and/or other cruise operating costs; mechanical malfunctions and repairs, delays in our shipbuilding program, maintenance and refurbishments and the consolidation of qualified shipyard facilities; the risks and increased costs associated with operating internationally; our inability to recruit or retain qualified personnel or the loss of key personnel or employee relations issues; impacts related to climate change and our ability to achieve our climate-related or other sustainability goals; our inability to obtain adequate insurance coverage; implementing precautions in coordination with regulators and global public health

authorities to protect the health, safety and security of guests, crew and the communities we visit and to comply with related regulatory restrictions; pending or threatened litigation, investigations and enforcement actions; volatility and disruptions in the global credit and financial markets, which may adversely affect our ability to borrow and could increase our counterparty credit risks, including those under our credit facilities, derivatives, contingent obligations, insurance contracts and new ship progress payment guarantees; our reliance on third parties to provide hotel management services for certain ships and certain other services; fluctuations in foreign currency exchange rates; our expansion into new markets and investments in new markets, businesses and land-based destination projects; overcapacity in key markets or globally; and other factors set forth under “Risk Factors” in our most recently filed Annual Report on Form 10-K and subsequent filings with the Securities and Exchange Commission. The above examples are not exhaustive and new risks emerge from time to time. There may be additional risks that we currently consider immaterial or which are unknown. Such forward-looking statements are based on our current beliefs, assumptions, expectations, estimates and projections regarding our present and future business strategies and the environment in which we expect to operate in the future. You are cautioned not to place undue reliance on the forward-looking statements included in this report, which speak only as of the date made. We expressly disclaim any obligation or undertaking to release publicly any updates or revisions to any forward-looking statement to reflect any change in our expectations with regard thereto or any change of events, conditions or circumstances on which any such statement was based, except as required by law.



# U.N. Sustainable Development Goals

We support progress aligned with the U.N. Sustainable Development Goals (SDGs), which provide a shared blueprint for peace and prosperity for people and the planet to achieve a more sustainable future. Our operations are associated with activities linked to multiple SDGs; we have identified 10 priority goals where we currently focus efforts:

- 3 Good Health and Well-Being**  
Sail & Sustain Report: 30-34, 37

**11 Sustainable Cities and Communities**  
Sail & Sustain Report: 43-48
- 5 Gender Equality**  
Sail & Sustain Report: 35-36, 39-42, 54

**12 Responsible Consumption and Production**  
Sail & Sustain Report: 23-26, 48, 56-57  
Technical Appendix: [10-11](#), [14](#)
- 6 Clean Water and Sanitation**  
Sail & Sustain Report: 26-27, 34  
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**13 Climate Action**  
Sail & Sustain Report: 10-22, 60  
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- 7 Affordable and Clean Energy**  
Sail & Sustain Report: 14-22

**14 Life Below Water**  
Sail & Sustain Report: 11-12, 29
- 8 Decent Work and Economic Growth**  
Sail & Sustain Report: 35-41, 43-44, 47

**15 Life on Land**  
Sail & Sustain Report: 11

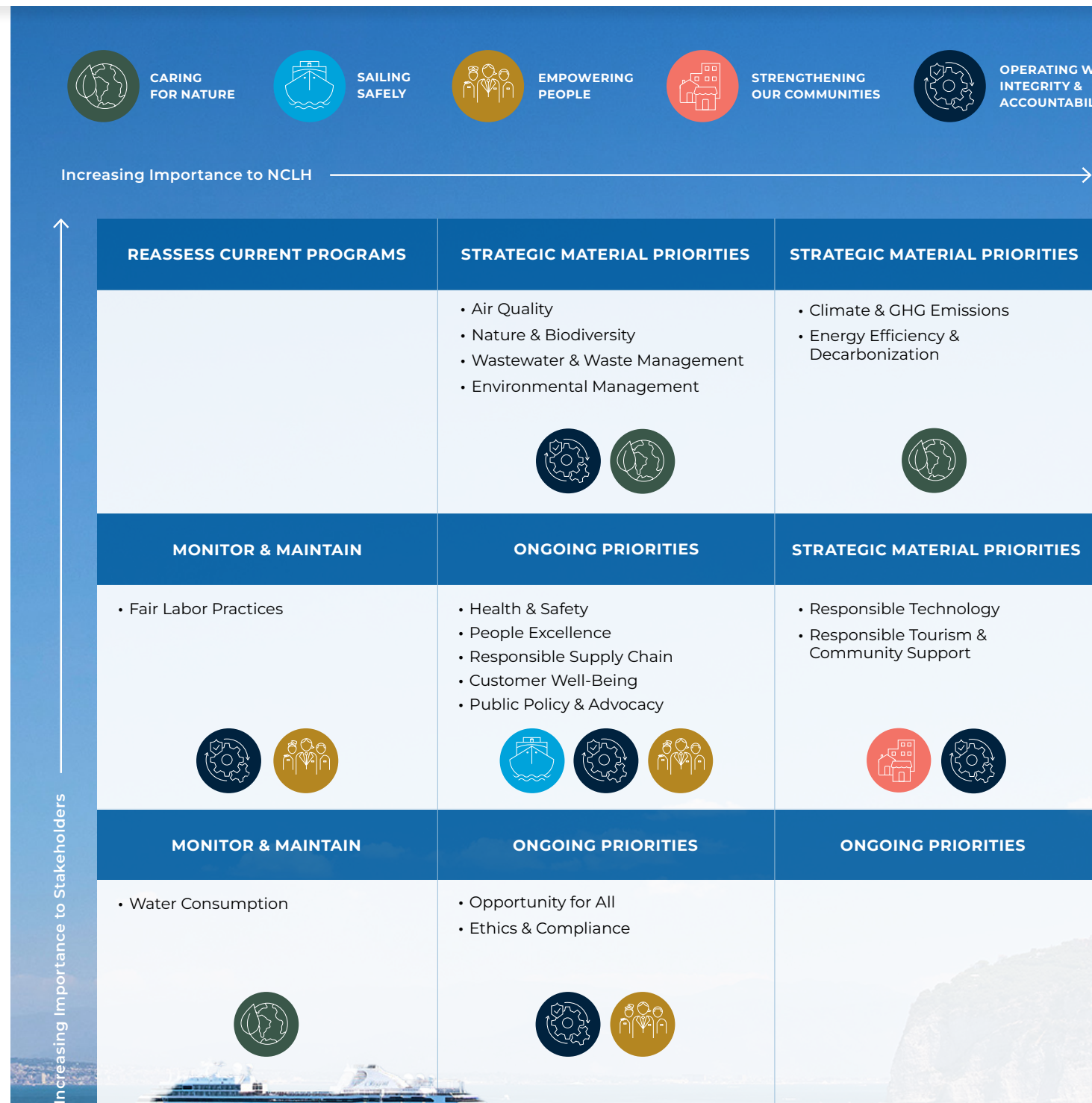


# Double Materiality Assessment

In 2024/2025, we expanded our approach and applied the concept of double materiality in our materiality assessment (DMA). Our updated methodology considers how sustainability topics influence enterprise value and how those topics impact society and the environment. This methodology is informed by sustainability reporting best practices and reporting guidelines such as GRI and EFRAG/CSRD. For impact on enterprise value, scores were based on net risk (the remaining risk with controls in place), while impact on society and the environment was based on gross risk. This aligns with the European Sustainability Reporting Standards and the Company's Enterprise Risk Management (ERM). We considered new sustainability perspectives, evaluating how our Company impacts the world and how we perform financially.

Our cruise line's value chain spans activities around cruise ship operations, terminals, and logistics and guest movements to provide passengers with unique travel experiences. In our upstream value chain, shipyards, fuel suppliers, equipment manufacturers, commercial partners such as travel agencies and third-party logistics providers, as well as service companies, provide essential resources and add an extended workforce for our operations. Our downstream value chain includes passenger activities ranging from travel, including hotel or transportation, to shore excursions, and end-of-life considerations related to cruise ships. The assessment also extends to the communities that we impact through our operations and workers who are part of our value chain, including our suppliers' workforce, who are not part of our own or our contracted workforce. To assess impacts in our value chain where visibility and data are limited, we use consultant-led or industry-specific analysis, articles, scientific research and shared knowledge from stakeholders as input to identify high-risk areas or operations and vulnerable groups.

The results of the DMA may expand our sustainability reporting and evolve our strategy as needed. Through a rigorous process, we reviewed relevant sustainability topics and developed impact, risk and opportunity (IRO) statements. The impact criteria are aligned with the United Nations Guiding Principles salience criteria of scope, scale, remediability and likelihood. We reviewed impacts on enterprise value from a net/mitigated risk perspective while assessing our impact on society and the environment from a gross/unmitigated risk perspective. We engaged with nearly 80 internal and external stakeholders through interviews and surveys to identify and prioritize material sustainability topics. Several workshops with our team members and a survey helped validate the findings. Most of the IRO topics were consistent with our 2021 materiality assessment and aligned with our ongoing program priorities. Our climate and energy strategy continues to be a high priority for our operations, along with environmental management of air quality, wastewater and waste. Over the past few years, we have expanded our program around nature, biodiversity and responsible tourism, which are important drivers for many initiatives. We will continue to use these findings to inform our sustainability strategy, goals and reporting going forward. The graphic represents our priority and material sustainability topics within the areas of environment, social and governance. These material topics are drivers to inform or revise our sustainability strategy where needed.



# Climate-Related Disclosures

We adopted recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) framework for our climate risk disclosures. As TCFD was retired, the framework was moved under the management of the International Financial Reporting Standards (IFRS) in 2024.

## CLIMATE RISK SCREENING

To supplement our enterprise risk management process, in 2025 we updated our climate risk screening which was first conducted in 2021, to identify, assess and quantify our climate-related transition and physical risks and opportunities. Global in scope, this screening includes both organization-wide impacts and asset-level impacts (e.g., highly populated office locations, ports and key suppliers). Supported by a third-party consultant, the assessment helped us gain a better understanding of our risk exposure, create a roadmap for resiliency planning, and inform strategies for leveraging opportunities.

Informed by stakeholder interviews and industry standards conducted as part of our double materiality assessment, impacts, risks, and opportunities identified through the climate screening process were assigned short (0 – 3 years), medium (3 – 5 years) and long-term (>5 years) horizons, based on impact and vulnerability. Through the screening, 12 physical risks and 21 transition risks were identified and prioritized by impact, management approaches and opportunities to further strengthen resilience.

The following transition and physical topics represent a selection of short-term risk samples that were identified in our latest climate risk.

### Selected Transition Risks



1. **Technology:** retrofits and alternative fuels



2. **Market:** cost of carbon and capital and access to financing



3. **Policy and legal:** cost of compliance and rising operational costs

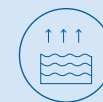


4. **Reputation:** consumer demand and talent retention

### Selected Physical Risks



1. **Acute physical:** infrastructure damage and supply chain disruptions



2. **Chronic:** sea level rise and increased heating/cooling

## SCENARIO ANALYSIS

Scenario analyses were performed to evaluate the potential impact from our highest-priority physical and transition climate risks (i.e., sea level rise and cost of carbon) under alternative future conditions. Both qualitative and quantitative methods were used. The analyses are not necessarily indicative of future performance, and do not account for risk mitigation or adaptation efforts. Instead, they assess how key risks might affect our assets, entities and operations based on the most up-to-date economic and climate projection data.

## TRANSITION RISKS: COST OF CARBON

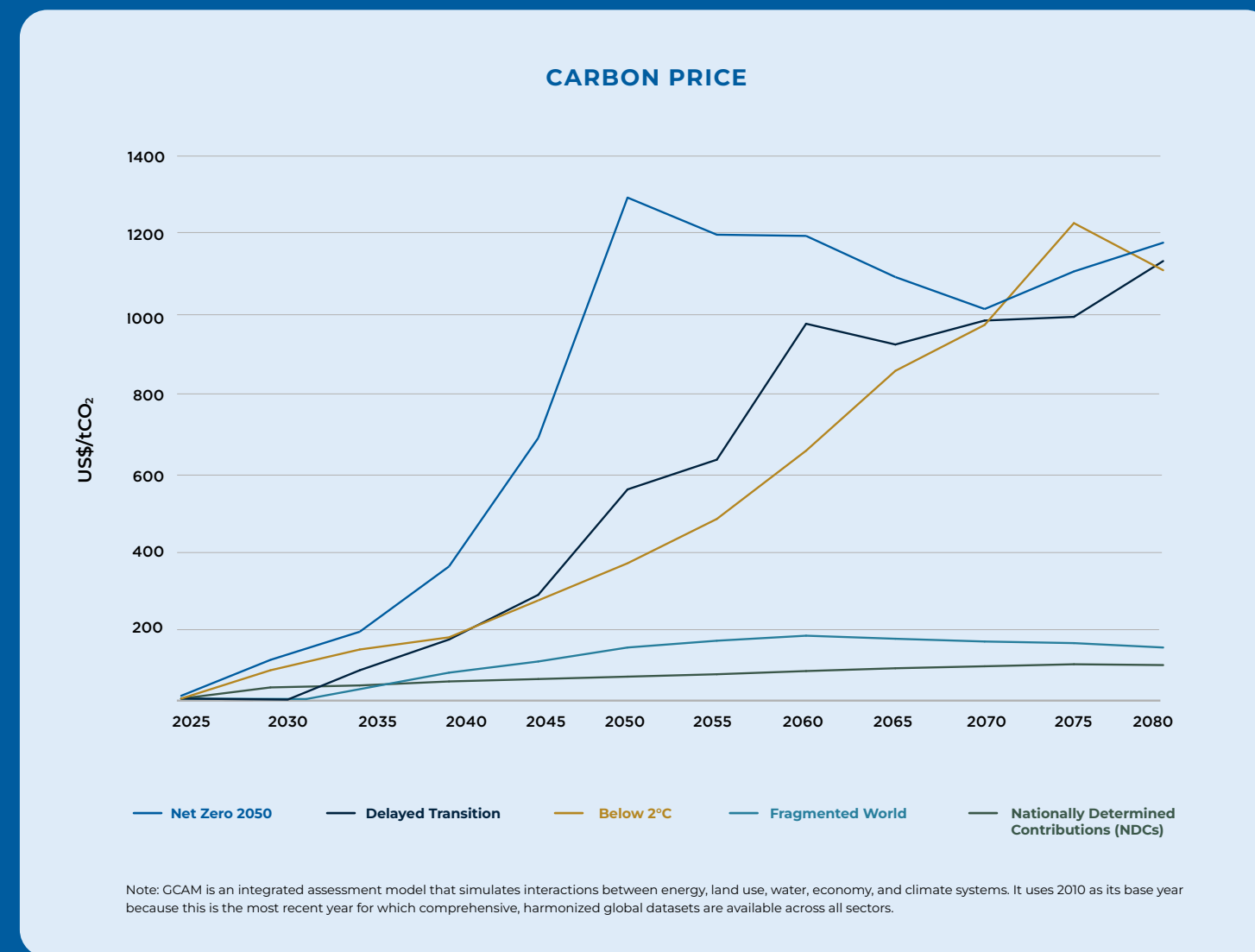
The most significant transition risk identified is the cost of carbon from an aggressive global transition to a low-carbon economy, with potential impacts including direct costs of emissions and costs from ship retrofits and newbuilds. To further understand our exposure to carbon pricing mechanisms, we examined the implications across six plausible scenarios developed by Network for Greening the Financial System (NGFS), Below 2°C, Net Zero by 2050, Delayed Transition, Current Policies, Fragmented World and Nationally Determined Contributions.

Carbon pricing projections for each were driven by the integrated Global Change Assessment Model (GCAM) 5.3 which uses assumptions about population, economic activity, technology and policy to assess the implications of such on key scientific or decision-relevant outcomes. Note that existing and proposed regulations by governing bodies are already or are expected to impose carbon prices on the Company, which are not represented in the model.

We expect that our investments in fuel efficiency may reduce our exposure to future carbon costs and support resiliency during the global transition. Our investments today are expected to better prepare our Company for further strengthened mandates and regulations on carbon emissions from cruise operations and we continue to integrate these findings into strategic and financial planning.

## Carbon Price Model

The Carbon Price was gathered from the NGFS Scenario Explorer tool using the 2.a GCAM 6.0 HGFS: Energy system and policy guidance. The Global Change Assessment Model (GCAM) uses external “scenario assumptions” about key drivers (e.g., population, economic activity, technology, and policies) and then assesses the implications of these assumptions on key scientific or decision-relevant outcomes, such as: commodity prices, energy use, land use, water use, emissions.



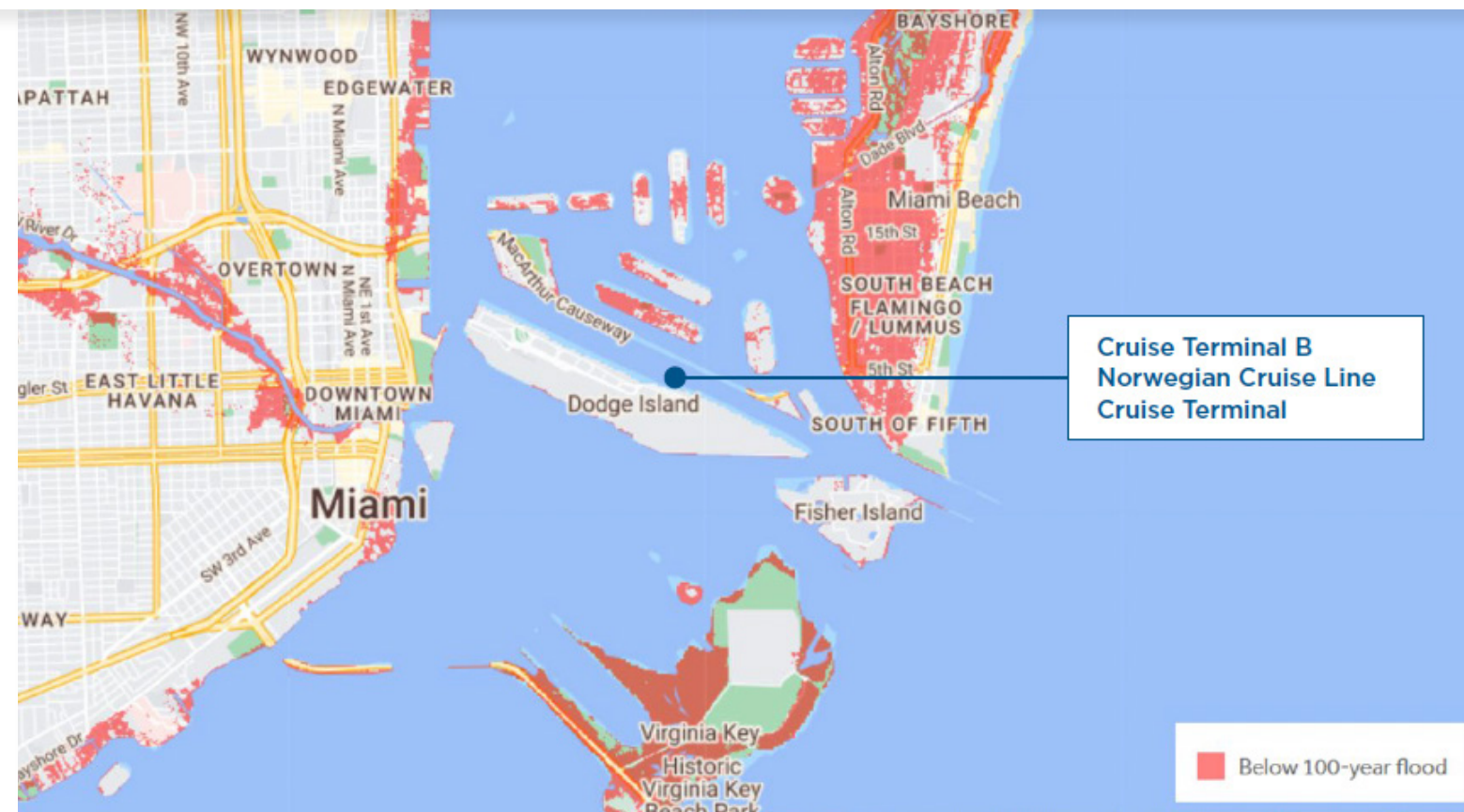
## PHYSICAL RISKS: COASTAL FLOODING FROM SEA LEVEL RISE

Coastal flooding from rising sea levels and storm surge was identified as the top physical risk from our climate screening. Potential impacts from this risk include, but are not limited to, damage to operational infrastructure, supply chain disruptions, and threats to human health and safety. Financial effects could result from lost revenue from itinerary disruptions, asset repair costs, and increasing costs due to the availability of raw materials.

Aiming to prioritize data quality, our analysis utilized NOAA's 2050 Intermediate Sea-Level Rise scenario and storm surge risk maps from the NOAA National Hurricane Center. The 2050 Intermediate scenario was selected as it represents the most likely outcome with higher confidence levels and aligns with a 30-year planning horizon.

To understand the Company's range of exposure, 56 priority port locations were assessed using projected sea-level rise changes and storm surge depths for each. Ports were ranked based on criticality, with the highest-ranked ports representing the greatest level of risk.

With decades of experience in storm avoidance, resiliency to severe weather are integrated into our operations. To prepare for increases in frequency and severity of extreme weather events, our headquarters and ships have contingency plans in place for various extreme weather scenarios. Our itineraries are designed with a high degree of flexibility, allowing us to modify as needed and reroute ships to avoid extreme weather events. Additionally, our captains and other shoreside team members constantly review our itineraries to ensure that we remain flexible. We also partner closely with local and regional governments, including port authorities at our priority ports and locations, to appropriately manage the impact of extreme weather events on port infrastructure. Though we have strong resilience to severe weather already built into our processes, this analysis reinforced the importance of incorporating mitigation and adaptation investment into our long-term financial planning to increase the resilience of critical port infrastructure.



### Levels of Impact

**LOW:** Inundation is projected, but little or no effect is projected to critical port or access infrastructure. Assumed that the impact would be mitigated prior to the event occurring at the future date. The port should be acceptable for future cruises.

**MEDIUM:** Infrastructure is projected to be directly impacted by either sea level rise, storm surge or both. This level of impact would require significant investment by port authorities/ local municipalities to mitigate damage prior to the anticipated timeframe. The port could be impacted on future cruises.

**HIGH:** Infrastructure is significantly impacted, given that the access infrastructure of the port itself will be inundated by a future event. Mitigation would require significant investment by multiple parties. The port will most likely be impacted on future cruises — it is questionable whether the port will be functional under these circumstances.

# Water Supply Risk Assessment

Water supply risk related to potable water bunkering is managed through the Company’s operational processes, which consider both physical and transition risks at the port and regional level. Governance factors, including regulatory stability and institutional integrity, are incorporated through the use of global governance indicators and ongoing local monitoring to support planning and escalation as needed. In 2023 and 2024, the Company conducted a Water Risk Assessment to identify ports operating in water stressed regions, and in 2025 this work was expanded through a more detailed, third-party supported assessment of potable water supply risks associated with shoreside water bunkering across the global port network supporting cruise operations.

**The 2025 review covered nearly 300 ports worldwide and evaluated how freshwater availability, infrastructure conditions, governance factors, and climate-related impacts may affect the reliability, cost, and continuity of port supplied water.**

As onboard water production remains the primary source of operational water, the assessment focused on locations where reliance on bunkered water may create heightened exposure, and the findings are used to inform ongoing monitoring and longer term water resilience planning.

## ASSESSMENT TOOLS AND DATA SOURCES

The assessment combined Company specific operational data with globally recognized external datasets to evaluate both current conditions and future projected risk. Operational inputs included water bunkering volumes, relative reliance on port supplied water, and cost sensitivity.

External indicators were drawn from established, peer reviewed and publicly available sources, including:

- WRI Aqueduct Water Risk Atlas – current and projected baseline water stress, drought risk, and seasonal variability
- Environmental Performance Index (EPI) – national level water and environmental governance indicators
- Biodiversity Intactness Index – environmental sensitivity and ecosystem pressures
- Transparency International Corruption Perceptions Index (CPI) – governance and institutional context relevant to water management and infrastructure reliability

These datasets were selected to capture a broad range of physical, regulatory, and contextual factors that may influence water availability and supply reliability at ports.



## RISK CLASSIFICATION FRAMEWORK

Individual risk indicators were normalized to a consistent 0–5 scale to enable comparison across different data types and geographies. Scores were then combined into composite indices reflecting:

- **Current water supply risk** (present day conditions)
- **Future water supply risk** (mid and late century projections based on climate informed scenarios)

The composite risk scores reflect relative exposure rather than absolute probability of disruption. Weighting and sensitivity testing were applied to ensure that no single variable disproportionately influenced outcomes. Scenario-based analysis confirmed that ports identified as higher risk remain comparatively elevated under a range of assumptions, supporting confidence in the relative ranking.

SCORE	MEANING
1	Minimal Risk
2	Contributing Factor to Potential Risk
3	Known Potential Risk
4	Likely Supply Disruption in the Future
5	Very Likely Supply Disruption in the Future

## RISK IMPLICATIONS

The assessment indicates that water supply risk is concentrated in specific regions rather than systemic across the global port network. Approximately 30 ports currently have composite risk scores at or near 4, corresponding to a Likely Supply Disruption classification, while many of these locations approach a score of 5, or Very Likely Supply Disruption, under future climate-informed scenarios. Ports combining elevated risk with higher operational reliance on bunkered water are geographically concentrated, primarily in the Mediterranean region, the Middle East, and island-dependent locations, where freshwater systems often face structural constraints and limited redundancy. This geographic clustering reduces substitution options and increases the potential for localized operational impacts.

Climate-informed future scenarios suggest that water supply challenges are expected to intensify existing risk patterns rather than emerge evenly across new locations. A subset of ports with higher operational reliance on bunkered water also exhibit elevated current or future risk scores. In these locations, water availability, infrastructure constraints, or governance conditions may affect long term reliability and cost.

The assessment identified water-related risks across three primary categories:

- **Acute physical risks**, such as drought events, flooding, severe storms, or pollution incidents, which may result in temporary supply interruptions.
- **Chronic physical risks**, including long-term water stress, declining availability, saline intrusion, and infrastructure limitations, which may affect planning certainty and operational reliability over time.
- **Transition and regulatory risks**, such as water allocation controls, conservation requirements, pricing mechanisms, or evolving environmental expectations, which may influence long term access, cost, and contractual terms.

Based on this analysis, **water supply is considered a material operational consideration in certain locations.**

## RISK MANAGEMENT AND RESILIENCE

The findings support a **targeted, location-specific approach** to water risk management rather than uniform actions across the entire port network. Ongoing efforts focus on monitoring water related risk indicators, assessing dependence on bunkered water, and strengthening planning and preparedness in higher risk regions.

Over time, resilience may be enhanced through operational flexibility, improved water efficiency, diversification of sourcing where feasible, and continued reliance on onboard water production. The Company also monitors relevant indicators to support oversight, including water related bunkering disruptions and exposure to water stressed locations.



# SASB

Norwegian Cruise Line Holdings Ltd. is committed to managing and reporting material sustainability information for our investors and other key stakeholders. The table below references SASB's Cruise Line Standard, Version 2023-12.

SASB	ACCOUNTING METRIC	2025 DISCLOSURE	REFERENCE
TR-CL-110a.1	Gross-global Scope 1 emissions — metric tonnes carbon dioxide equivalent (MTCO2e)	3,172,087	<a href="#">Sail &amp; Sustain Report: 10-22, 60</a> <a href="#">Technical Appendix: 7-9</a>
TR-CL-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<p>Our long-term ambition is to pursue net zero greenhouse gas emissions by 2050. This goal applies to our shipboard and shoreside operations (Scopes 1 &amp; 2), as well as our value chain (Scope 3), such as our supply chain, well-to-wake fuel emissions, business travel, and more. We also have short- and near-term GHG intensity reduction targets to guide us on our pathway to net zero.</p> <p>Our targets are to reduce GHG intensity by 10% by 2026 and 25% by 2030, compared with a 2019 baseline, with intensity measured on a per-Capacity Day basis. These targets cover the Company's emissions from its fleet of ships, islands, and facilities (Scopes 1 &amp; 2), as well as upstream fuel- and energy-related activities, including well-to-tank emissions (a portion of Scope 3). As such, the targets capture the full well-to-wake emissions impact of the Company's fuel consumption.</p> <p>Based on current projections and planned initiatives, we expect progress toward our 2026 targets. Our efforts to improve energy efficiency and reduce GHG emissions are focused on three pillars: efficiency, innovation, and collaboration. We are improving efficiency across our fleet, innovating long-term solutions, including those that support operation on alternative fuels, and collaborating with our broad network of stakeholders along the way.</p>	<a href="#">Sail &amp; Sustain Report: 10-22, 60</a> <a href="#">Technical Appendix: 7-9</a>
TR-CL-110a.3	<p>(1) Total energy consumed — gigajoules</p> <p>(2) Percentage heavy fuel oil</p> <p>(3) Percentage onshore power supply (OPS)</p> <p>(4) Percentage renewable</p>	<p>(1) 42,975,116 GJ</p> <p>(2) N/A; percent of energy consumed of nonrenewable fuels is 99.22%</p> <p>(3) 0.10%</p> <p>(4) 0.78%</p>	<a href="#">Sail &amp; Sustain Report: 10-22, 60</a>
TR-CL-110a.4	Average Energy Efficiency Design Index (EEDI) for new ships	The average energy efficiency design index for ships launched in 2025 was 9.65	<a href="#">Sail &amp; Sustain Report: 14-15, 22</a>
TR-CL-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O) (2) SOx and (3) Particulate matter (PM10)	<p>(1) NOx 74,672 metric tons<sup>1</sup></p> <p>(2) SOx 2,558 metric tons</p> <p>(3) PM10 5,006 metric tons<sup>1</sup></p>	<a href="#">Sail &amp; Sustain Report: 29</a>
TR-CL-160a.1	Total amount of ship waste discharged to the environment, percentage treated prior to discharge	<p>(1) 7,883,073 m<sup>3</sup></p> <p>(2) ~82%</p>	<a href="#">Sail &amp; Sustain Report: 27</a>
TR-CL-160a.2	Percentage of fleet implementing (1) Ballast water exchange and (2) Ballast water treatment	100% of the fleet has ballast water treatment systems installed and operate in accordance with the Ballast Water Management Convention.	<a href="#">Sail &amp; Sustain Report: 27</a>
TR-CL-160a.3	Cruise duration in marine protected areas and areas of protected conservation status	We currently do not have a standardized method for recording these data across our fleet. However, we are evaluating options that will allow us to report this in the coming years.	
TR-CL-160a.4	Number of notices of violations received for dumping	In 2025, eleven notices were received.	<a href="#">Sail &amp; Sustain Report: 27</a>
TR-CL-250a.1	Number of alleged crime incidents involving passengers or employees <sup>2</sup>	21	<a href="#">Sail &amp; Sustain Report: 32 -33</a>

**Footnotes:**

<sup>1</sup> NOx and PM10 estimates do not take into consideration the air emissions-removal technologies that are deployed on ships within our fleet.

<sup>2</sup> Represents alleged crimes reported pursuant to the U.S. Cruise Vessel Security and Safety Act of 2010.

# SASB

SASB	ACCOUNTING METRIC	2025 DISCLOSURE	REFERENCE
TR-CL-250a.2	Percentage of fleet inspections failed	0% failed	<a href="#">Sail &amp; Sustain Report: 30-34</a>
TR-CL-250a.3	Number of (1) Serious injuries per million passengers and (2) Voyages with a gastrointestinal illness count exceeding 2%	(1) We do not currently disclose this information. (2) Nine voyages exceeded 2%.	<a href="#">Sail &amp; Sustain Report: 30-34</a>
TR-CL-310a.1	Average hourly wage for seafarers, by region	We have competitive compensation programs for our shipboard team, which for the majority of the team are negotiated with various unions and documented in collective bargaining agreements. Per our 2026 Proxy Statement, the median employee was a full-time employee located on one of our ships with an annual total compensation of \$25,954 for the year ended December 31, 2025, calculated in accordance with the requirements of Item 402(c)(2)(x) of Regulation S-K, which includes fixed cash pay, overtime pay, gratuities, and shipboard pension. Due to maritime requirements and the practical implications of employment on ships with worldwide operations, our shipboard employees receive certain accommodations that are not typically provided to shoreside employees, including housing and meals while on the ship and medical care for any injuries or illnesses that occur while in the service of the ship.	<a href="#">Proxy Statement</a> <a href="#">Sail &amp; Sustain Report: 37-38</a>
TR-CL-310a.2	Percentage of seafarers working maximum hours	We do not currently disclose this information. However, we operate in compliance with the Maritime Labor Convention (MLC), an international standard that sets seafarers' rights to minimum working and living conditions.	<a href="#">Proxy Statement</a> <a href="#">Sail &amp; Sustain Report: 37-38</a>
TR-CL-310a.3	Percentage of seafarers paid for overtime	We do not currently disclose this information.	<a href="#">Proxy Statement</a> <a href="#">Sail &amp; Sustain Report: 37-38</a>
TR-CL-310a.4	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	We do not disclose this information at this time. Details on our material legal proceedings can be found in our SEC reports.	<a href="#">SEC Filings</a>
TR-CL-320a.1	Seafarer lost-time incident rate (LTIR)	We do not currently disclose this information.	
TR-CL-540a.1	Number of conditions of class or recommendations	123	
TR-CL-540a.2	Number of port state control (1) Deficiencies and (2) Detentions	103	
TR-CL-540a.3	Number of marine casualties, percentage classified as very serious	18; <1%	
TR-CL-000.A	Available lower-berth kilometers (ALB-KM)	11,791,662,857	
TR-CL-000.B	Average passenger cruise days (APCD)	25,278,352	<a href="#">2025 Form 10-K</a>
TR-CL-000.C	Number of shipboard employees	~39,200	<a href="#">2025 Form 10-K</a>
TR-CL-000.D	Cruise passengers <sup>3</sup>	2,997,829	<a href="#">2025 Form 10-K</a>
TR-CL-000.E	Number of vessel port calls	18,304	

**Footnotes:**

<sup>3</sup> Passengers carried.



## Animal Welfare

We are committed to sourcing safe, high-quality food, and we collaborate with suppliers to establish our expectations of the ethical, legal, and humane treatment of animals across our supply chain. Our [Animal Welfare Commitment](#) guides how we source and manage suppliers, requiring our suppliers to follow all regulations and laws governing the safe and humane treatment of animals. We expect our suppliers to pursue and adopt methods and technologies to improve welfare for animals.

Our approach is grounded in engagement and continuous improvement. We work with suppliers to define expectations and monitor alignment. We also engage with animal welfare experts, researchers, industry organizations and others to integrate new learning, updated standards and technological advancements into our understanding of the humane treatment of animals. This informs how we refine our expectations over time and strengthen our approach to advancing animal welfare across a complex, global supply chain.

### ANIMAL WELFARE PROGRESS

We continue to source products that meet or exceed our Animal Welfare Commitment, subject to factors such as affordability, supply chain disruptions, differences in regional regulations and varying levels of market readiness, which make it challenging to apply fixed targets consistently across all operations and across a global fleet. For example, we have encountered inconsistent regional availability for our pork and seafood purchases. Similarly, we saw market disruptions and animal health events - such as the avian influenza - impact our cage-free egg purchases. We continue to work with suppliers to expand certified sourcing where practical.

The following represents our Animal Welfare progress for 2025<sup>1</sup>:

- 92% of our chicken purchases qualify in meeting GAP or similar standards for chicken welfare.
- 53% of our shell egg purchases were from cage-free suppliers.
- 31% of our pork purchases were from suppliers who do not use gestation stalls for housing pregnant sows.
- 63% of our seafood purchases were certified by a recognized certification authority, such as the Marine Stewardship Council (MSC), the Aquaculture Stewardship Council (ASC), the Best Aquaculture Practices (BAP) or the Global Aquaculture Alliance (GAA).

<sup>1</sup> **Note:** Our reporting addresses global procurement from our contracted suppliers. Actual percentage is based on estimates. We are working to improve our reporting accuracy and consistency to track our main protein purchases.