

SASB DISCLOSURE MATRIX

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 2018-10. As a result of the COVID-19 pandemic, our global cruise operations were suspended beginning in March 2020 and continuing into 2021. This voyage suspension had a material impact on certain 2020 metrics. At this time, there are certain metrics we are unable to provide details for, but we will continue to evaluate additional metrics for inclusion in future reports.



SASB Code	Accounting Metric	2020 Data Response	Reference
TR-CL-110a.1	Gross global Scope 1 emissions - Metric Tonnes Carbon Dioxide Equivalent (MTCO ₂ e)	1,442,306.11 MTCO ₂ e	2020 Report - GHG Emissions Reporting, pg. 26
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>We have a long-term climate action strategy with a goal to reach carbon neutrality through reducing carbon intensity, investing in technology including exploring alternative fuels and implementing a voluntary carbon offset program.</p> <p>In 2018, we signed the Cruise Lines International Association (CLIA) historic commitment to reduce the carbon emissions rate industry-wide by 40% by 2030 compared to a 2008 fleet baseline. We strive to minimize emissions through ongoing investments in systems and technologies to reduce our fuel consumption for both existing vessels and newbuilds. These investments have allowed us to reduce our fuel consumption per capacity day by approximately 17%</p>	2020 Report - Addressing Climate Change, pgs. 24-31, Energy Conservation, pgs. 32-34, Newbuilds and Innovation, pgs. 35-37

SASB Code	Accounting Metric	2020 Data Response	Reference
TR-CL-110a.2 (cont'd)		<p>from 2008 to 2019 for our entire fleet. In addition, we purchase carbon offsets to address gaps in our decarbonization efforts until new technology becomes available with a commitment to purchase at least 3MT in 2021-2023. We have also partnered with CLIA and other maritime organizations to propose the establishment of a \$5 billion collaborative shipping research & development fund dedicated to the ultimate goal of eliminating CO₂ emissions from international shipping.</p> <p>We have also performed four years of GHG inventories and will use this data to consider setting a company specific emissions reduction goal in the next two years.</p>	
TR-CL-110a.3	(1) Total energy consumed - Gigajoules (GJ) (2) percentage heavy fuel oil (3) percentage onshore power supply (OPS) (4) percentage renewable	(1) 18,658,337.74 GJ (2) 99.64% (3) 0.05% (4) 0%	2020 Report - Energy Conservation, pgs. 32-34
TR-CL-110a.4	Average Energy Efficiency Design Index (EEDI) for new ships	<p>Two ships in our fleet have attained an EEDI rating:</p> <p>Encore: 9.301 Splendor: 13.4</p> <p>Our remaining ships were not required to have EEDI ratings when they were built. All of our ships built after 2012 have energy efficiency certificates.</p>	2020 Report - Energy Conservation, pgs. 32-34

SASB Code	Accounting Metric	2020 Data Response	Reference
TR-CL-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, and (3) particulate matter (PM10)	We currently do not have the capability to track this metric but are working with third parties to report air emissions in the near future.	2020 Report - Emissions Regulation, pg. 29, Exhaust Gas Cleaning Systems, pgs. 29-30, Newbuilds and Innovation, pg. 35-37
TR-CL-160a.1	Total amount of ship waste discharged to the environment, percentage treated prior to discharge	Total combined: 2,307,272.47 m ³ Gray Water: 173,074.40 m ³ Treated Sewage: 1,815,646.7 m ³ Bio Sludge: 61,295.64 m ³ Untreated Sewage: 257,255.73 m ³ ~78% of wastewater discharged is treated	2020 Report - Waste Mitigation, pgs. 45-49
TR-CL-160a.2	Percentage of fleet implementing (1) ballast water exchange and (2) ballast water treatment	21 of our 28 vessels use Ballast Water Treatment Systems and seven use exchange (75% BWTS, 25% exchange). Of the vessels still operating under exchange, BWTS are being installed as required by the International Oil Pollution Prevention (IOPP) renewal date.	
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 this data across our fleet. However, we are evaluating options that will allow us to report this in the coming years. The future of our business is closely intertwined with the health of our oceans and the destinations we visit and we continuously seek ways to minimize our environmental impact.	
TR-CL-160a.4	Number of notices of violations received for dumping	We received no notices of violations.	
TR-CL-250a.1	Number of alleged crime incidents involving passengers or employees	Four alleged crime incidents.	

SASB Code	Accounting Metric	2020 Data Response	Reference
TR-CL-250a.2	Fleet average CDC Vessel Sanitation Program inspection score, percentage of inspections failed	93.86. Zero inspections were failed in 2020.	2020 Report – Onboard Public Health & Sanitation, pgs. 81-84
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 at this time. (2) Zero voyages exceeded 2%.	
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 2021 proxy statement , the median employee was a full-time employee located on one of our ships with an annual total compensation of \$30,635 for 2020. 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.	2020 Report – Talent Acquisition, Training & Development, pgs. 92-99, Crew Well-Being, pgs. 106-107
TR-CL-310a.2	Percentage of seafarers working maximum hours	We do not currently disclose this information at this time. However, we operate in full compliance with the Maritime Labor Convention (MLC), an international standard which sets seafarers’ rights to minimum working and living conditions.	2020 Report – Crew Well-Being, pgs. 106-107
TR-CL-310a.3	Percentage of seafarers paid for overtime	We do not currently disclose this information at this time.	2020 Report – Crew Well-Being, pgs. 106-107

SASB Code	Accounting Metric	2020 Data Response	Reference
TR-CL-310a.4	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	We experienced no monetary losses as a result of legal proceedings associated with labor law violations.	
TR-CL-320a.1	Seafarer lost time incident rate (LTIR)	We do not currently disclose this information at this time.	
TR-CL-540a.1	Number of Conditions of Class or Recommendations	35 Conditions of Class or Recommendations received.	
TR-CL-540a.2	Number of port state control (1) deficiencies and (2) detentions	(1) 40 deficiencies (2) Zero detentions	
TR-CL-540a.3	Number of marine casualties, percentage classified as very serious	57 Marine Casualties with 0% classified as very serious. Marine casualties are defined based on the IMO's Code of International Standards and Recommended Practices for a Safety Investigation into a Marine Casualty or Marine Incident. Approximately 5% of marine casualties were environmental incidents that occur at a rate of once every five years and had an insignificant impact after steps to remediate were taken. The remaining casualties were accidents with approximately 75% being treated on board with minimal invasiveness and approximately 19% having non-life-threatening injuries that were better suited for treatment at a mainland hospital.	

SASB Code	Accounting Metric	2020 Data Response	Reference
TR-CL-000.A	Available lower berth kilometers (ALB-KM)	3,659,549,870. Due to COVID-19 we ceased global cruise voyages in March 2020.	2020 Form 10-K
TR-CL-000.B	Average passenger cruise days (APCD)	4,278,602. Due to COVID-19 we ceased global cruise voyages in March 2020.	2020 Form 10-K
TR-CL-000.C	Number of shipboard employees	31,000	2020 Form 10-K
TR-CL-000.D	Cruise passengers	499,729. Due to COVID-19 we ceased global cruise voyages in March 2020.	2020 Form 10-K
TR-CL-000.E	Number of vessel port calls	1,628. Due to COVID-19, we ceased global cruise voyages in March 2020.	