



OPERATING WITH INTEGRITY AND ACCOUNTABILITY

We believe in the importance of operating our business ethically and with integrity in order to build a culture of trust and confidence with all of our key stakeholders including team members, vendors, guests, investors and more. We have a strong corporate governance system in place to provide high standards of transparency and accountability and strive to be a leader in ethics and responsible business practices. Our Board of Directors (Board) and Executive Management team are committed to practicing good governance and continuously seeking ways to improve business practices. Our ESG commitment also extends to the Board level with our Technology, Environmental, Safety and Security (TESS) Committee of the Board responsible for overseeing, among other things, corporate social responsibility and sustainability efforts.

NCLH

NORWEGIAN CRUISE LINE HOLDINGS LTD.



WE ASPIRE TO...

- Practice good governance
- Get results the right way
- Respect human rights
- Protect personal data and respect privacy

AT A GLANCE

TESS

committee created in 2019 to oversee corporate social responsibility and sustainability

9

size of Board of Directors

7

independent directors

55.5%

diverse board

1/3

under-represented minority board

1/3

female board

6.1

year average board tenure¹

100%

code of ethical business conduct certification annually

¹ As of 4/7/21.

Meet the TESS Committee

Our TESS Committee is responsible for overseeing 1) matters, initiatives, reporting and public communications related to corporate social responsibility and sustainability, 2) our programs and policies related to technology and innovation, cybersecurity, data protection and privacy, and 3) our policies regarding safety, security, environmental and climate-related matters.



MARY E. LANDRY (CHAIR)

Former U.S. Coast Guard Rear Admiral



PAMELA A. THOMAS-GRAHAM

Founder and Chief Executive Officer, Dandelion Chandelier LLC

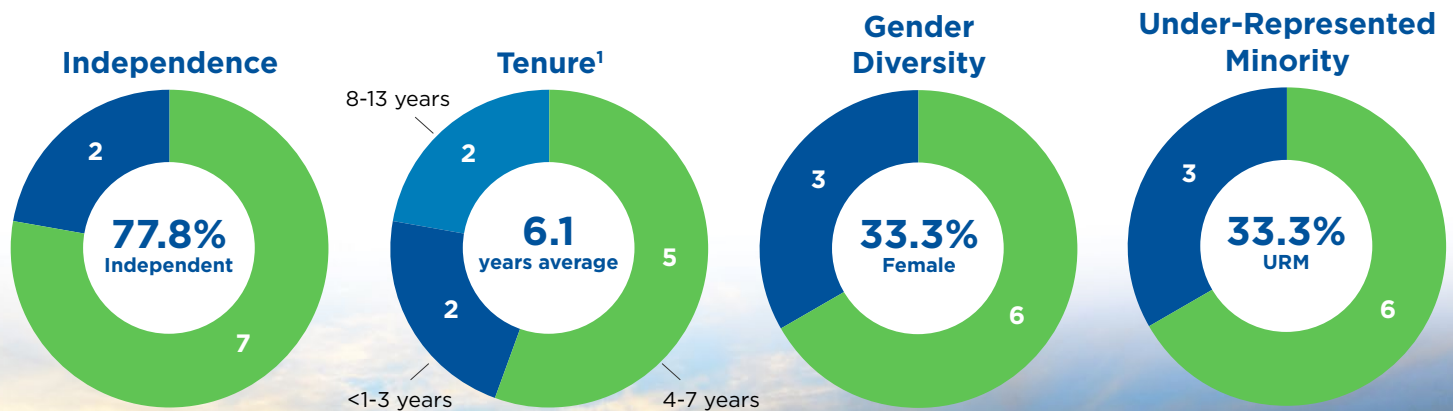


STELLA DAVID

Former Chief Executive Officer, William Grant & Sons Limited

Board of Directors

Our Board helps develop and oversee the implementation of our strategic vision and is committed to fostering an appropriate culture of risk management through the creation of appropriate policies and procedures to encourage ethical and responsible operations. The Board is composed of 9 directors, 7 of whom are independent, all of whom are highly accomplished individuals who bring extensive expertise, experience and leadership to the Company. Our Board is one-third female, one-third under-represented minorities and 55.5% diverse, with two of these diverse directors serving in Board leadership positions.



¹As of 4/7/21.



Risk Management & Oversight

While our management team is responsible for the day-to-day management of our risks and implementing appropriate risk management strategies, our Board is responsible for setting the correct tone at the top, fostering an appropriate culture of risk management, understanding our enumerated top risks and monitoring how management mitigates such risks. Our Internal Audit department facilitates the Enterprise Risk Management process on behalf of our executive management team and the Board's Audit Committee to assess and appropriately manage the Company's major business risks and to identify long-term emerging risks.

Ethics & Compliance

Doing the right thing and getting results the right way is embedded in our core values. We emphasize the importance of conducting business legally and ethically and all team members, executives and directors are required to adhere to our [Code of Ethical Business Conduct](#) (Code) at all times. The Code defines clear expectations to guide our decision making, deter wrongdoing and promote honest and ethical conduct. Our Corporate Ethics Officer oversees the design and maintenance of policies and procedures to maintain our high ethical standards.

Data Privacy & Security

In the normal course of operations, we collect and use information from our guests, team members, suppliers and vendors to provide our world-class vacation experiences. We are committed to protecting this information and implement physical, technical and organizational security measures designed to safeguard the personal data we process. These measures are aimed at providing ongoing integrity and confidentiality of personal data and we evaluate and update these measures on a regular basis. We operate worldwide and therefore comply with local and international regulations. We have a Chief Information Security Officer who oversees and is responsible for our overall data security efforts.

