



Laura Hodges Bethge



EVP, Shared Services Operations
ROYAL CARIBBEAN GROUP

Laura Hodges Bethge is executive vice president of Shared Services Operations, responsible for Royal Caribbean Group's safety, security and environment, risk management and crew movement teams. She adds these areas to the portfolio she was managing in her previous role of senior vice president of Shared Services Operations, which included supply chain, travel services, port services, workplace solutions and real estate.

Prior to that, Hodges Bethge was senior vice president of Product Development for Royal Caribbean International, and led the teams conceptualizing the largest global cruise line's groundbreaking ships, private island destinations, and new experiences introduced throughout the award-winning fleet, including the first island in Royal Caribbean's Perfect Day Island Collection – Perfect Day at CocoCay. She also spearheaded the modernization of 10 ships in four years as part of the Royal Amplified program – an investment of more than \$1 billion; and the design and construction of six new ships, including Spectrum of the Seas and Odyssey of the Seas.

Hodges Bethge joined the company in 2000 to lead the fleet accessibility program for Royal Caribbean and Celebrity Cruises, and she has since held several leadership roles within various areas of the business, including hotel and Marine Operations, Sales, Marketing, Product Innovation and Investor Relations. She was also based in Shanghai as vice president of Market Development where she oversaw commercial operations for this strategic market.

A Florida native, Hodges Bethge is active in her community and serves on the board of Easterseals, a nonprofit dedicated to enriching the lives of people and families with disabilities. She also supports efforts aiding the Police Officer Assistance Trust (POAT), a nonprofit organization that assists officers and their families in times of need.

Hodges Bethge holds a bachelor's degree in psychology, as well as an MBA in international business and finance, from Florida International University.

She lives in Miami with her husband.