



Royal Caribbean Group

FOR IMMEDIATE RELEASE

# Royal Caribbean Group Earns Top Score in Human Rights Campaign Foundation's 2022 Corporate Equality Index

*Royal Caribbean Group earns 100 on the Human Rights Campaign Foundation's annual assessment of LGBTQ+ workplace equality*

**MIAMI – January 27, 2022**– Royal Caribbean Group proudly announced that the company received a score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

"Royal Caribbean Group is proud to be recognized for our strong commitment to LGBTQ+ equality. This is the seventh year in a row we've earned a score of 100 as a best place to work for the LGBTQ+ community," said Amy Alexy, chief human resources officer. "We remain committed to creating a safe and inclusive environment, as well as offering world-class benefits and workforce protections for all employees."

"When the Human Rights Campaign Foundation created the Corporate Equality Index 20 years ago, we dreamed that LGBTQ+ workers could have access to the policies and benefits needed to thrive and live life authentically," said Jay Brown, Human Rights Campaign senior vice president of Programs, Research and Training. "We are proud that the Corporate Equality Index paved the way to that reality for countless LGBTQ+ workers in America and abroad. Congratulations to Royal Caribbean Group for achieving the title of 'best places to work for LGBTQ+ equality' and working to advance inclusion in the workplace."



The results of the 2022 CEI showcase how 1,271 U.S.-based companies are not only promoting LGBTQ+-friendly workplace policies in the U.S., but also for the 56% of CEI-rated companies with global operations who are helping advance the cause of LGBTQ+ inclusion in workplaces abroad. Royal Caribbean Group's efforts in satisfying all of the CEI's criteria earned a 100 percent ranking and the designation as one of the *Best Places to Work for LGBTQ+ Equality*.

In 2002, the first year of the CEI, only 13 companies achieved a top score, demonstrating the incredible impact the CEI has had on the business world over its 20-year life. This year's CEI reflects growth across every measurement category, from the adoption of inclusive non-discrimination policies, to equitable healthcare benefits for transgender employees.

The CEI rates employers providing these crucial protections to over 20 million U.S. workers and an additional 18 million abroad. Companies rated in the CEI include Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities
- Equitable benefits for LGBTQ+ workers and their families
- Supporting an inclusive culture
- Corporate social responsibility

The full report is available online at [www.hrc.org/cei](http://www.hrc.org/cei).

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### **About Royal Caribbean Group**

Royal Caribbean Group (NYSE: RCL) is one of the leading cruise companies in the world with a global fleet of 60 ships traveling to more than 800 destinations around the world. Royal Caribbean Group is the owner and operator of three award-winning cruise brands: Royal Caribbean International, Celebrity Cruises, and Silversea Cruises, and it is also a 50% owner of a joint venture that operates TUI Cruises and Hapag-Lloyd Cruises. Together, the brands have an additional 13 ships on order as of September 30, 2021. Learn more at [www.royalcaribbeangroup.com](http://www.royalcaribbeangroup.com) or [www.rclinvestor.com](http://www.rclinvestor.com).

### **About The Human Rights Campaign Foundation**

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.