



ETHISPHERE ANNOUNCES ROYAL CARIBBEAN GROUP AS ONE OF THE 2022 WORLD'S MOST ETHICAL COMPANIES FOR THE SEVENTH TIME

Recognition honors companies demonstrating exceptional leadership, commitment to business integrity through best-in-class ethics, compliance, and governance practices

MIAMI – March 15, 2022 – Royal Caribbean Group (NYSE: RCL) has been recognized by Ethisphere, a global leader in defining and advancing the standards of ethical business practices, as one of the [2022 World's Most Ethical Companies](#).

Royal Caribbean Group has been recognized for seven consecutive years and is the only honoree in the Leisure and Recreation category. In 2022, 136 honorees were recognized spanning 22 countries and 45 industries.

"We take pride in making the most important decisions with integrity and care," said Jason Liberty, president and CEO, Royal Caribbean Group. "I am honored to receive this recognition for the seventh time. It underscores our commitment to our purpose and values, demonstrating how we continue to work as a team in the most ethical way."

"The employees at Royal Caribbean Group are exceptional in every way -- both our crew who work on our ships and those who work landside," said Amy Alexy, senior vice president and chief human resources officer. "Everyone collaborates and works with the same ethical responsibility to help the Royal Caribbean Group succeed."

"Today, business leaders face their greatest mandate yet to be ethical, accountable, and trusted to drive positive change," said Ethisphere CEO, Timothy Erbllich. "We continue to be inspired by the World's Most Ethical Companies honorees and their dedication to integrity, sustainability, governance, and community. Congratulations to Royal Caribbean Group for earning the World's Most Ethical Companies designation."

Ethics & Performance

According to Ethisphere's Ethics Index, the listed 2022 World's Most Ethical Companies honorees outperformed a comparable index of large-cap companies by 24.6 percentage points from January 2017 to January 2022.

Methodology & Scoring

Grounded in Ethisphere's proprietary Ethics Quotient®, the World's Most Ethical Companies assessment process includes more than 200 questions on culture, environmental and social practices, ethics and compliance activities, governance, diversity, and initiatives to support a strong value chain. The process serves as an operating framework to capture and codify the leading practices of organizations across industries and around the globe.

Honorees

The full list of the 2022 World's Most Ethical Companies can be found at <https://worldsmoethicalcompanies.com/honorees>.

About Royal Caribbean Group

Royal Caribbean Group (NYSE: [RCL](#)) is one of the leading cruise companies in the world with a global fleet of 61 ships traveling to more than 1,000 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 12 ships on order as of December 31, 2021. Learn more at www.royalcaribbeangroup.com or www.rclinvestor.com.

About Ethisphere

Ethisphere® is the global leader in defining and advancing the standards of ethical business practices that fuel corporate character, marketplace trust and business success. Ethisphere has deep expertise in measuring and defining core ethics standards using data-driven insights that help companies enhance corporate character and measure and improve culture. Ethisphere honors superior achievement through its World's Most Ethical Companies recognition program and provides a community of industry experts with the Business Ethics Leadership Alliance (BELA). More information about Ethisphere can be found at: <https://ethisphere.com>.

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