



ETHISPHERE NAMES ROYAL CARIBBEAN GROUP AS ONE OF THE 2023 WORLD'S MOST ETHICAL COMPANIES® FOR THE EIGHTH TIME

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

MIAMI – March 14, 2023 – 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 [2023 World's Most Ethical Companies](#).

Royal Caribbean Group has been recognized eight times and is the only honoree in the Leisure and Recreation industry. This year, 135 honorees were recognized spanning 19 countries and 46 industries.

“This recognition once again exemplifies the standards and integrity that Royal Caribbean Group employees hold themselves to each and every day,” said Jason Liberty, president and CEO, Royal Caribbean Group. “Receiving this recognition, now for the eighth consecutive time, highlights the commitment of our employees and crew members to deliver the very best vacations in the world, responsibly. I am proud to lead this organization as we continue to collaborate in the most ethical and responsible way.”

“Our people truly represent everything this company stands for and can serve as an example for others working in the cruise industry,” said Dana Ritzcovan, executive vice president, chief people and outreach officer. “Continuously being recognized as one of the world’s most ethical companies demonstrates our people’s dedication to Royal Caribbean Group and its core values.”

“Ethics matters. Organizations that commit to business integrity through robust programs and practices not only elevate standards and expectations for all, but also have better long-term performance,” said Ethisphere CEO, Erica Salmon Byrne. “We continue to be inspired by the World’s Most Ethical Companies honorees and their dedication to making a real impact for their stakeholders and displaying exemplary values-based leadership. Congratulations to Royal Caribbean Group for earning a place in the World’s Most Ethical Companies community.”

Ethics & Performance

Ethisphere’s 2023 Ethics Index, the collection of publicly traded companies recognized as recipients of this year’s World’s Most Ethical Companies designation, **outperformed a comparable index of large-cap companies by 13.6 percentage points over a five-year period.**

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 that 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

To view the full list of this year's honorees, please visit the World's Most Ethical Companies website, 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 64 ships traveling to approximately 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 10 ships on order as of December 31, 2022. Learn more at www.royalcaribbeangroup.com or www.rclinvestor.com.

About Ethisphere

[Ethisphere](https://ethisphere.com) 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. Ethisphere honors superior achievement through its [World's Most Ethical Companies](https://worldsmoethicalcompanies.com)[®] recognition program, provides a community of industry experts with the Business Ethics Leadership Alliance (BELA), and showcases trends and best practices in ethics with [Ethisphere Magazine](https://ethisphere.com/magazine). Ethisphere also helps to advance business performance through data-driven assessments, guidance, and benchmarking against its unparalleled data: the Culture Quotient dataset focused on ethical culture and featuring the responses of 2+ million employees around the world; and the Ethics Quotient dataset, featuring 200+ data points highlighting the ethics, compliance, social, and governance practices of the World's Most Ethical Companies. For more information, visit <https://ethisphere.com>.

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