

ETHISPHERE NAMES ROYAL CARIBBEAN GROUP AS ONE OF THE 2024 WORLD'S MOST ETHICAL COMPANIES® FOR THE NINTH TIME

Annual recognition highlights organizations that have demonstrated a commitment to business integrity through robust ethics, compliance, and governance programs

MIAMI – March 21, 2024 – Royal Caribbean Group (NYSE: RCL) has received the 2024 [World's Most Ethical Companies](#)® recognition by Ethisphere, a global leader in defining and advancing the standards of ethical business practices.

Royal Caribbean Group has been recognized nine times and is the only honoree in the leisure and recreation industry. In 2024, 136 honorees were recognized spanning 20 countries and 44 industries.

“Being honored for the ninth consecutive time highlights the commitment of our employees and crew members to deliver the best vacations in the world responsibly,” said Dana Ritzcovan, executive vice president, chief people and outreach officer. “With nearly 100,000 employees from more than 130 countries, people are at the heart — and helm — of everything we do at Royal Caribbean Group, driven by our shared values to lead with integrity, grow with purpose, and be a force for the greater good.”

“It’s always inspiring to recognize the World’s Most Ethical Companies®. Through the rigorous review process, we see the dedication of these organizations to continually improving their ethics, compliance, and governance practices to the benefit of all stakeholders,” said Erica Salmon Byrne, Ethisphere’s Chief Strategy Officer and Executive Chair. “Companies that elevate best-in-class cultures of ethics and integrity set a standard for corporate citizenship for their peers and competitors to follow. Congratulations to Royal Caribbean Group for achieving this honor and demonstrating that strong ethics is good business.”

Ethics & Performance: The Ethics Premium

The listed 2024 World’s Most Ethical Companies® Honorees outperformed a comparable index of global companies by 12.3 percentage points from January 2019 to January 2024.

Methodology & Scoring

The World's Most Ethical Companies assessment is grounded in Ethisphere's proprietary Ethics Quotient®, an extensive questionnaire that requires companies to provide over 240 different proof points on their culture of ethics; environmental, social, and governance (ESG) practices; ethics and compliance program; diversity, equity, & inclusion; and initiatives that support a strong value chain. That data undergoes further qualitative analysis by our panel of experts who spend thousands of hours vetting and evaluating each year's group of applicants. This process serves as an operating framework to capture and codify truly best-in-class ethics and compliance practices from organizations across industries and from around the world.

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 65 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 8 ships on order as of December 31, 2023.

About Ethisphere

Ethisphere is the global leader in defining and advancing the standards of ethical business practices that strengthen corporate brands, build trust in the marketplace, and deliver business success. Ethisphere has deep expertise in measuring and defining core ethics standards using data-driven insights that help companies build strong cultures of ethics and integrity. Ethisphere honors superior achievement through its World's Most Ethical Companies® 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. Ethisphere also advances business performance through data-driven assessments, guidance, and benchmarking against its unparalleled data: the Culture Quotient dataset reflecting the ethical business practices of 3+ million employees around the world; and the Ethics Quotient dataset, featuring 240+ data points on 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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