2024 IMPACT REPORT

Virgin VOYAGES

CONTENTS

3 CEO Letter
4 About Virgin Voyages
5 An Epic Sea Change For All
6 Sustainability & Social Impact Strategy
7 Health and Safety
9 Our Sailors
12 Our Ocean
23 Our Communities
29 Our Partners
33 Our Crew
38 Appendix

ABOUT THIS REPORT

This report is in alignment with the Sustainability Accounting Standards Board (SASB) standards for Cruise Lines. The reporting period is January 2024 - December 2024, unless otherwise stated. This report has not been externally verified or assured. Questions about this report can be directed to the Senior Director of Sustainability and Social Impact at impact@virginvoyages.com.

CEO Letter

Welcome Aboard

Ahoy! 2024 was another year of **growth** and **building excitement** for our brand. It was a year of applying feedback from our customers to give them more of what they want and expanding our product offerings. Highlights from the year included **winning Travel + Leisure and Condé Nast best cruise line (two years in a row for each)** plus another **38 awards**, celebrating the Virgin brand across the fleet with Sir Richard Branson and Boy George on our Celebrations sailings, and **Scarlet Lady** getting her 'glow up' in dry dock, which included converting more cabins into suites, creating a new restaurant, and applying silicone-based paint to the hull to improve efficiency. We also launched new initiatives like our Summer Pass, Annual Pass, weddings, and new wellness offerings. It was the year that established Virgin Voyages as truly the brand of choice for anyone traveling without kids.

In May, we announced plans for the fourth ship in our fleet, **Brilliant Lady**, which starts commercial operation in 2025, and the release of exciting new itineraries, such as our themed Marvelous voyages and sailings in Alaska, launching in 2026.

This year, we continued to prepare for decarbonization regulations and **transitioning to lower-carbon fuels**, and we engaged our board of directors on our near- and long-term strategy. We also celebrated the installation of shore power in Miami, completed the installation of shore power equipment on **Valiant Lady**, and utilized this technology for the first time with Brilliant Lady in Toulon, France. Additionally, we continued to give back with **over 3,500 volunteer hours** donated to our local communities. Finally, we furthered our commitment to being an inclusive brand by onboarding more **accessible tours** and rolling out a fleet-wide training on the value of creating an environment and culture that celebrates diversity and is welcoming to all.

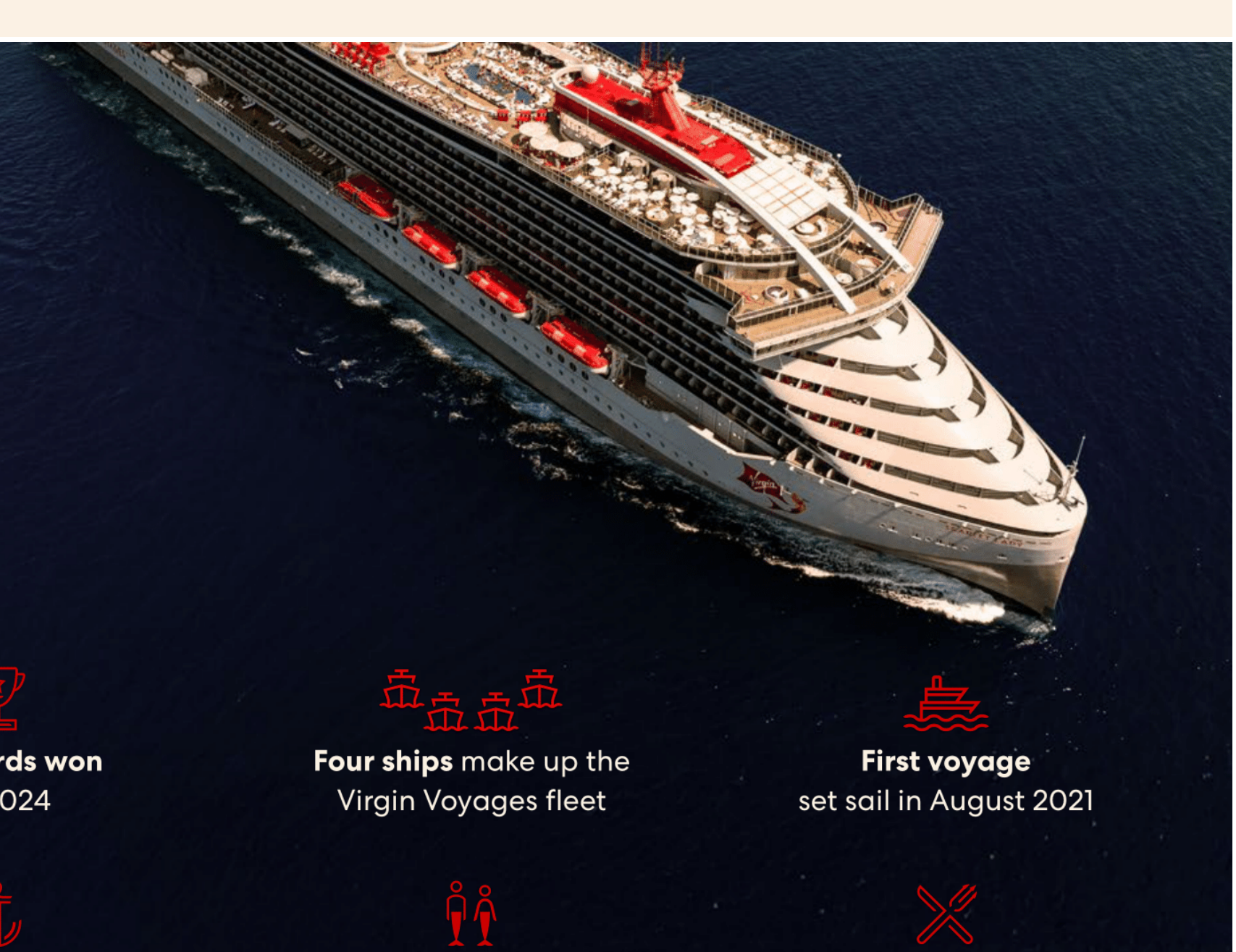
None of this would be possible without the passion, dedication, and hard work of our **incredible Crew**. Their **unwavering commitment** to create unforgettable experiences for our Sailors, their relentless **pursuit of excellence**, and their embodiment of our brand's values are the heart of **Virgin Voyages**. I am incredibly proud to be a fellow Crew member, standing alongside such talented, driven, and inspiring individuals who make our brand shine every day. It's their energy, creativity, and spirit that set us apart and **propel us forward**.

I am once again pleased to share this annual report; I believe it is a true testament to how our commitment to purpose underpins our commercial success.

To our Crew, our partners, and everyone who has been part of this **remarkable journey** — thank you for making 2024 a year to remember. Here's to an even more brilliant 2025!

Nirmal Saverimuttu
CEO, Virgin Voyages

with Love from VIRGIN VOYAGES



About Virgin Voyages

Rooted in our purpose to create An Epic Sea Change for All, Virgin Voyages aims to create experiences that connect our Sailors — to the people, places, and paths they never thought to wander.

38 awards won in 2024

Four ships make up the Virgin Voyages fleet

First voyage set sail in August 2021

Home ports in Miami, San Juan, Barcelona, Piraeus (Athens)

Each ship has **capacity for 1,150 Crew and 2,770 Sailors**

20+ world-class eateries with Michelin-inspired menus curated by world-renowned chefs

LEED Gold certified terminal in Miami

Adult-by-design sailings for travelers aged 18+

93% of cabins **have ocean views** and **86% have balconies**

An Epic Sea Change For All

This is our company's purpose. It drives what we do and guides the decisions we make.

In short, our purpose is about "changing sailing for good" and creating positive change for people and the planet.

DEFINITION

Epic [epik] *adjective*
Awesome, grand, remarkable.

Sea Change [sē] *noun* | [cHānj] *verb*
A major transformation or change for the better that's brought on by the action of the sea.

For All [fôr] *preposition* | [ôl] *noun*
To benefit people and the planet.

Our Sailors
Delivering transformational life experiences

Our Ocean
Securing a healthy future for our ocean

Our Communities
Building positive entrepreneurial relationships

Our Partners
Developing open and rewarding partnerships

Our Crew
Providing a caring and generous place to work

Sustainability & Social Impact Strategy

Using an environmental, social impact, and governance lens, we have defined key priorities that are essential to delivering on our purpose.

Our priorities represent a launching point to meet our larger goals in the years ahead as we expand our operations and create more epic experiences for our Sailors and the places we're so fortunate to visit.

OUR SAILORS
- Ensure Sailor safety and well-being
- Create the best Holiday at Sea and embed sustainability into the Sailor experience

OUR OCEAN
- Minimize environmental impact of operations
- Advance a net-zero future
- Be a champion for ocean health

OUR COMMUNITIES
- Develop strong relationships in our communities
- Promote sustainable and responsible tourism
- Make a positive impact

OUR PARTNERS
- Minimize supply chain risks and amplify impact through like-minded partnerships

OUR CREW
- Promote crew safety and well-being
- Create a culture that reflects our Creeds and purpose
- Enhance crew mix and representation across nationalities and gender
- Develop and retain talent

Health and Safety

Ensuring the health and safety of our Sailors and Crew is always our top priority.

We comply with the International Convention for the Safety of Life at Sea (SOLAS) and International Safety Management Code. The Vice President of Marine Operations and the Director of Policy and Compliance oversee all safety related matters, maintain and update policies in our Management System, and review safety incidents with the Senior Leadership Team (SLT) on a regular basis. Additionally, shipboard Crew are regularly trained to uphold safety requirements and ensure swift response in the event of an emergency.

Anchored in Safety

In September 2024, we launched a fleet-wide "Anchored in Safety" campaign to create awareness around safety being part of everyone's job. As a result, Crew safety incidents rate per 100 crew members decreased by 9% in Q4 compared to the sum of incidents over the first three quarters of the year. Additionally, reports of "Close Calls" increased indicating that Crew were able to self-identify and correct unsafe situations.

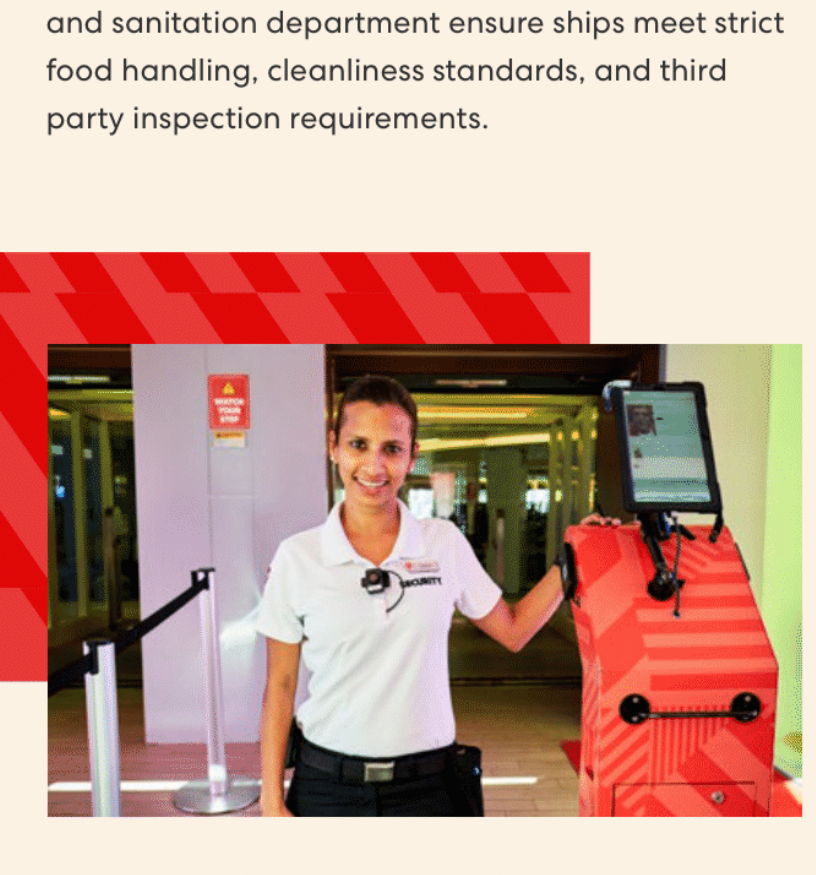
What we do:

- → Our duty of care to our sailors, crew, and partners is our priority, and we create safe conditions for work and play.
- → We proactively identify and assess risks to health, safety, and the environment in our operations, and we implement safe working practices and controls to minimize any risks and negative impacts from our operations.
- → We act with honesty and integrity at all times. We lead with a spirit of accountability and care. We welcome questions, suggestions, and feedback.
- → We handle genuine mistakes fairly and treat incidents and near-misses as important learning opportunities.
- → We provide our crew and partners with the equipment and training they need to do their jobs safely and minimize negative impacts on the environment.
- → We comply with or exceed all legal and statutory, safety, and environmental requirements.
- → We are committed to continuous improvement. We set clear objectives and targets, then we measure, review, and report our safety and environmental performance so that we can prioritize areas for improvement.
- → We expect our partners and suppliers to work toward the same goals and promote industry best practices.

Medical and Public Health

Our Voyage Well initiative is our commitment to keeping our Sailors and Crew healthy and safe while sailing the high seas. Together with leading health experts, the Centers for Disease Control, and close industry coordination — we developed and implemented stringent protocols to prevent the prevalence and spread of respiratory illnesses onboard.

Each ship has a medical center operated by a third party provider, Ideagen Tritan, and consists of two doctors and three nurses. The centers are open daily, with staff available 24 hours in the event of an emergency. Additionally, a Public Health Officer and sanitation department ensure ships meet strict food handling, cleanliness standards, and third party inspection requirements.

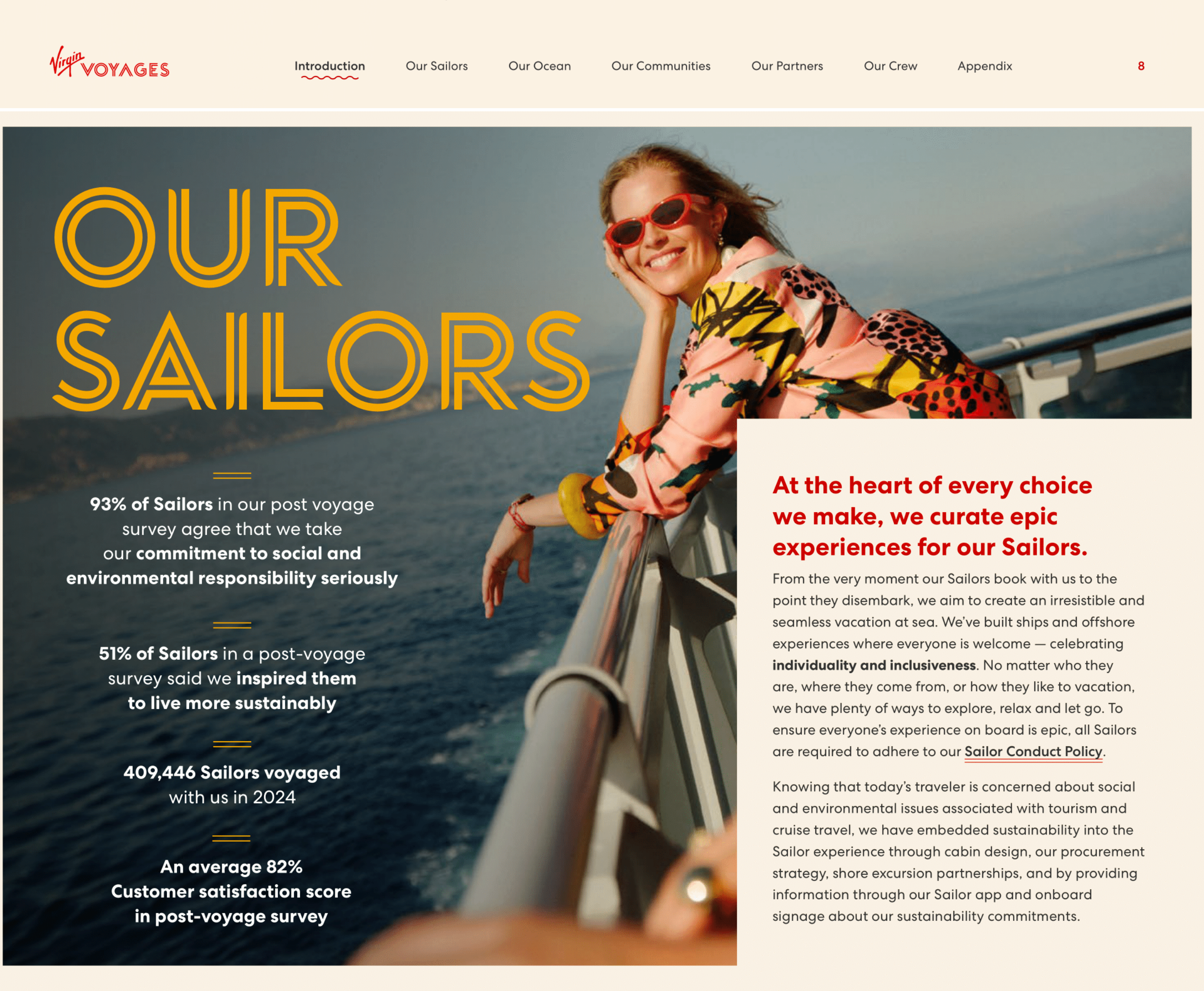


Security

Our security teams welcome our Sailors each time they embark and debark the vessels and they constantly screen, monitor, and ensure our **ships are safe and secure environments** for our Crew and Sailors. All allegations of crime, missing person reports, and medical emergencies are taken seriously, investigated and documented in full. We are committed to responding in an effective and caring manner for those involved. We report all criminal allegations to law enforcement so they can investigate and prosecute to the fullest extent of the law, regardless of where in the world the ship is located at the time of the incident.

Additionally, our information technology team adheres to data privacy regulations, assesses cybersecurity risks, and implements measures to safeguard crew, sailor, and company systems and data. For example, the information technology team receives cybersecurity training and leverages software tools and systems to identify, manage, and address cybersecurity risks. More information about our data privacy measures is available at virginvoyages.com/privacy-notice.

OUR SAILORS



93% of Sailors in our post voyage survey agree that we take our **commitment to social and environmental responsibility seriously**

51% of Sailors in a post-voyage survey said we **inspired them to live more sustainably**

409,446 Sailors voyaged with us in 2024

An average 82% Customer satisfaction score in post-voyage survey

At the heart of every choice we make, we curate epic experiences for our Sailors.

From the very moment our Sailors book with us to the point they disembark, we aim to create an irresistible and seamless vacation at sea. We've built ships and offshore experiences where everyone is welcome — celebrating **individuality and inclusiveness**. No matter who they are, where they come from, or how they like to vacation, we have plenty of ways to explore, relax and let go. To ensure everyone's experience on board is epic, all Sailors are required to adhere to our Sailor Conduct Policy.

Knowing that today's traveler is concerned about social and environmental issues associated with tourism and cruise travel, we have embedded sustainability into the Sailor experience through cabin design, our procurement strategy, shore excursion partnerships, and by providing information through our Sailor app and onboard signage about our sustainability commitments.

The Best Holiday at Sea

Based on the unique designs and capacity levels on our ships, we've challenged what's currently out there by creating a boutique hotel experience at sea — a relaxed, yet luxe, exclusively-adult vacation on the ocean.

2024 AWARDS & RECOGNITIONS

No. 1 in the Mega Ship cruise category	No. 1 in the large cruise ship category	Scarlet Lady named one of the best cruise ships in the world	Resilient Lady named one of the best new cruises in the world	Resilient Lady voted the Best Cruise Line for Adults
Virgin Voyages named one of the best cruise lines for the money	Virgin Voyages awarded Best Cruise line for Dining and Best for LGBTQ+ travelers	Named among the best cruise lines for food and drink	Best onboard wellness program	2024 Sustainability Initiative of the Year — Finalist

Departing from the sun-soaked cities of Miami, Barcelona, Athens, and San Juan, the fleet offers itineraries to more than 100 awe-inspiring destinations across four continents. Having worked with a Creative Collective of the world's most sought-after designers, performance artists, and architects, Virgin Voyages delivers an enchanting boutique hotel at sea with fresh, elevated spaces that strike the perfect balance of nautical chic and glamour. From ditching buffets for 20 individual eateries offering Michelin-star culinary experiences and our jaw-dropping entertainment, to our late-stays and overnights in gorgeous destinations, we've designed an experience at sea unlike anything else.

Inspired by 50-plus years of Virgin history, Virgin Voyages' four Lady Ships — Scarlet Lady, Valiant Lady, Resilient Lady, and soon to be Brilliant Lady — have garnered recognition and accolades from respected organizations within the travel industry. In 2024, we once again received several awards, 38 to be exact (but who's counting?). This included being named the No. 1 cruise line in Condé Nast Traveler's Readers' Choice Awards for the second year in a row and continuing to hold the No. 1 spot in Travel + Leisure's World's Best Awards in the large and mega-ship categories. We also received a new award this year from Women's Heath for being the Best Cruise Line for Fitness. With such acclaim and an average age of 47 years old, Sailors are recognizing Virgin Voyages as the ultimate getaway for foodies, couples seeking relaxing romantic escapes, extended grown-up family holidays, and celebrations among friends.

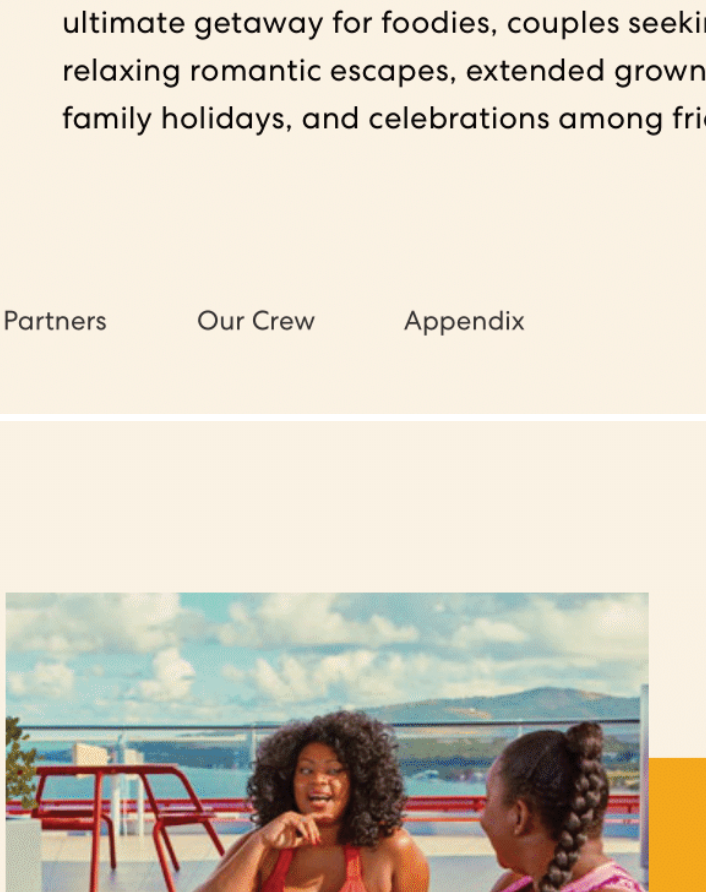
Sustainability as a Brilliant Basic

Sustainability is embedded in the Sailor experience.

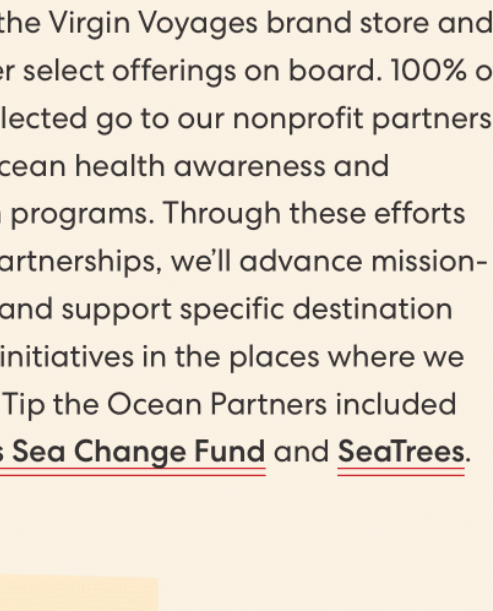
This comes to life in many ways, including through our focus on **reusable items** and efforts to serve **high-quality food and beverages.** We hope these endeavors inspire Sailors to continue making a difference long after their voyage with us, whether that means adopting mindfulness, reducing their consumption of single-use plastics, or giving back to ocean conservation organizations.

TIP THE OCEAN

We invite our Sailors to join us in protecting our oceans by adding one or more dollars to their purchase at the Virgin Voyages brand store and through other select offerings on board. 100% of the funds collected go to our nonprofit partners advancing ocean health awareness and conservation programs. Through these efforts and future partnerships, we'll advance mission-critical work and support specific destination stewardship initiatives in the places where we sail. In 2024, Tip the Ocean Partners included Virgin Unite's Sea Change Fund and SeaTrees.



The Band

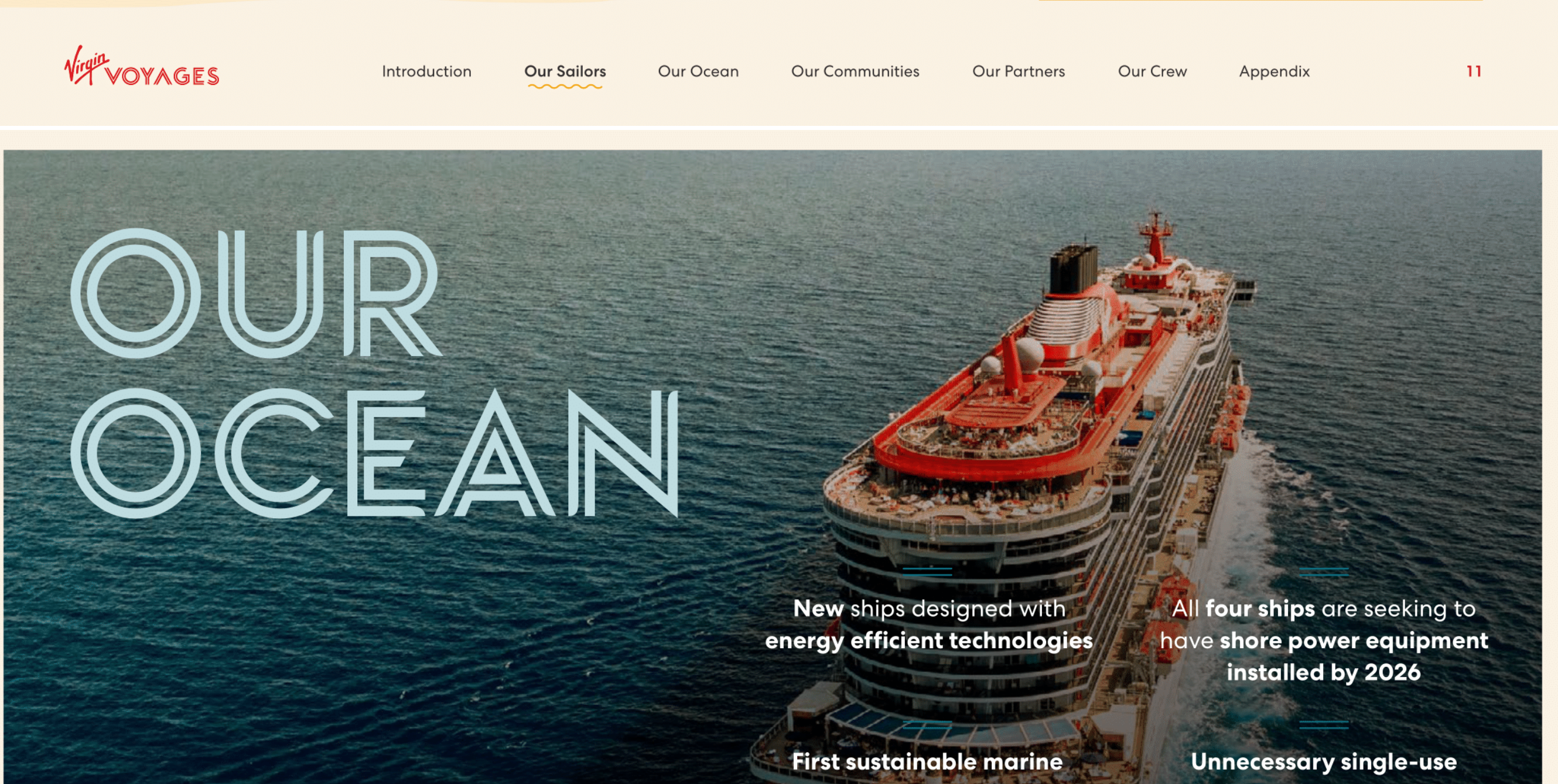


Upon boarding, each Sailor is given a wearable device, called "The Band." This bracelet serves as access keys to the entire experience onboard. It allows you to unlock your cabin and pay for items onboard. Through our collaboration with **BIONIC Yarn**, the bracelet rope material is made from six grams of marine and coastal plastic, equivalent to one-half of a plastic water bottle. After the voyage, the magnetic piece of the band can be easily removed so the bracelet can be a post-journey keepsake. In 2023, we also started collecting these bands post voyage. We sanitize and reuse them, giving the bands a second life. Throughout 2024, we recovered more than 40% of the bands.

VITAMIN SEA

Vitamin Sea is an ideology inspired by the oceans and their importance in the health and well-being of our planet and our daily lives. It's integrated across the Sailor experience with the **wellness options available onboard** to feed one's body and soul: whether that's through a high-intensity workout, as group fitness classes are included with every fare; seeking serenity through meditation; having a fresh juice and healthy brunch; or dancing the night away.

OUR OCEAN



New ships designed with **energy efficient technologies**

All **four ships** are seeking to have **shore power equipment installed by 2026**

First sustainable marine fuel test completed in 2023

Unnecessary single-use plastics have been removed from the Sailor experience

No wasteful food buffets

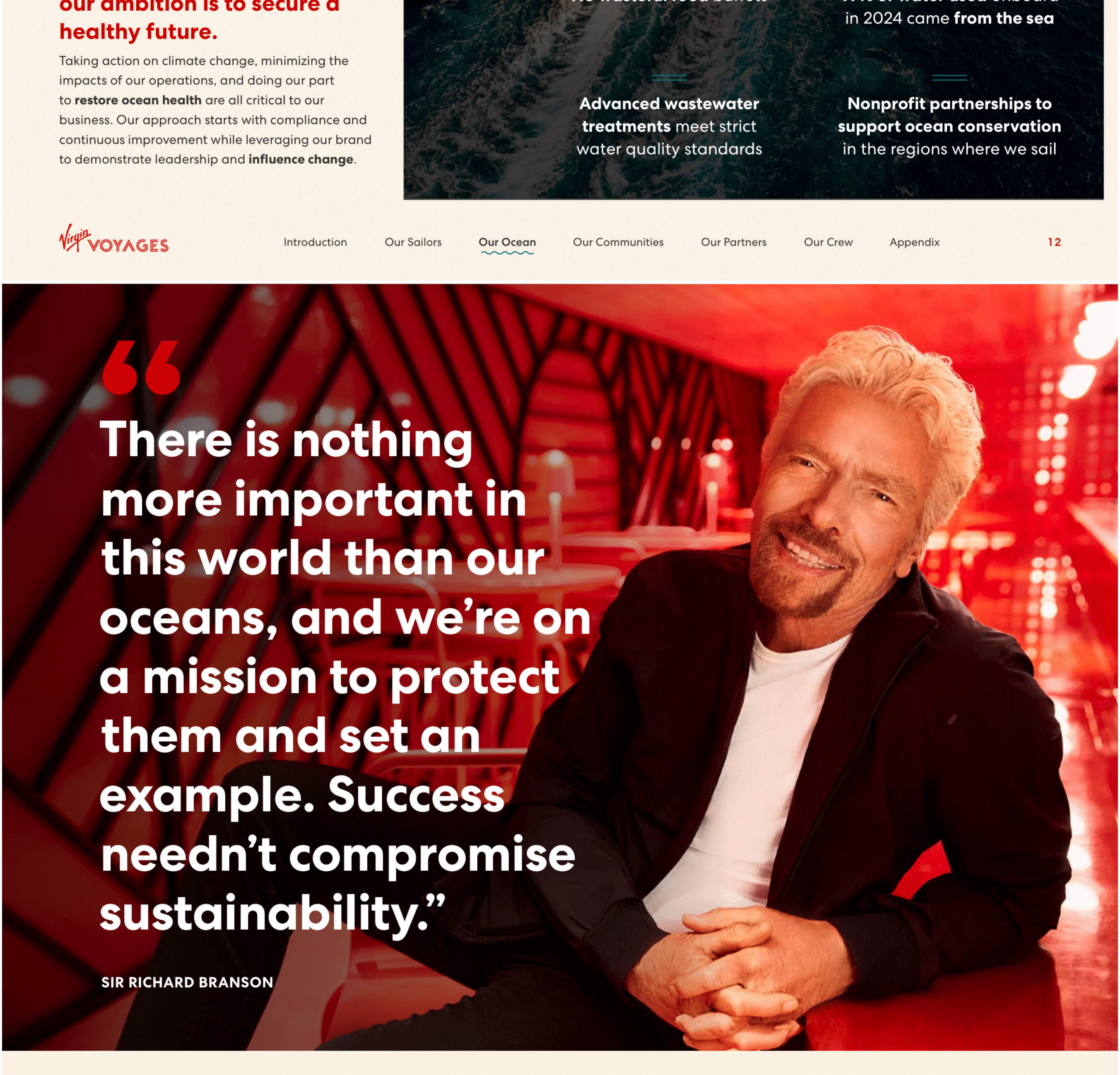
97% of water used onboard in 2024 came **from the sea**

Advanced wastewater treatments meet strict water quality standards

Nonprofit partnerships to support ocean conservation in the regions where we sail

When it comes to our ocean, our ambition is to secure a healthy future.

Taking action on climate change, minimizing the impacts of our operations, and doing our part to **restore ocean health** are all critical to our business. Our approach starts with compliance and continuous improvement while leveraging our brand to demonstrate leadership and **influence change**.



> "There is nothing more important in this world than our oceans, and we're on a mission to protect them and set an example. Success needn't compromise sustainability."
>
> SIR RICHARD BRANSON

Navigating a Low-Carbon Future

Climate change is the biggest threat facing our ocean and humanity. To be a champion for ocean health means taking immediate action to be part of the solution while also planning for long-term improvements.

Climate Action Plan

We're committed to achieving **net-zero emissions by 2050**. We recognize that the decarbonization of our industry is a monumental challenge that requires radical collaboration across the value chain. Additionally, decarbonization regulations in the European Union, and in other regions of the world, are taking shape and going into effect. These regulations will impact operational costs and the sustainable fuels market. For example, in 2024 the EU Emissions Trading System (EU ETS) was extended to include the maritime industry. The regulation now requires the maritime industry to pay for the metric tons of carbon dioxide emitted in qualifying regions. On January 1, 2025, the FuelEU Maritime Regulation also came into effect, requiring vessels to reduce the GHG intensity of the fuels consumed.

To prepare for these regulations, the associated costs, and an evolving sustainable marine fuel (SMF)* landscape, we worked with subject matter experts over the last year to evaluate various sustainable fuel strategies and future pricing and availability scenarios. This exercise resulted in the creation of a near-term carbon reduction strategy and a long-term roadmap for reaching our net zero emissions ambition by 2050. Our near term strategy was signed off by our board of directors and will be revisited annually to ensure energy efficiency CAPEX investments are allocated to the most effective projects. Additionally, we will continue to adjust our long-term strategy as we monitor how the sustainable marine fuels market evolves.

Decarbonization Working Group

We have formed an internal team that meets regularly to improve energy efficiency and advance our decarbonization strategy. As we continue to track fuel and energy consumption over consistent itinerary routes, we are better able to measure and interpret the results of energy savings measures.

In late November 2024, we applied silicone-based low-friction hull paint to the Scarlet Lady during her time in dry-dock. While it's too early to conclude the exact efficiency gains that have been achieved with just two months of data (Jan-Feb 2025), early data suggests that fuel efficiency could be as much as 5% or more compared to fuel consumption on similar itineraries in 2023. We will continue to monitor its effectiveness over the next year.

---

* The term "Sustainable Marine Fuels" as used in this report, refers to fuels that have a lower lifecycle carbon footprint than conventional marine fuels, such as heavy fuel oil and marine gas oil, and meet a third party certification for sustainability criteria, such as avoiding land use changes. At the time of this writing, the industry is working on a standardized definition.

Progress on our Climate Action Plan

We believe a net-zero future will be possible through the following:

Continuously reduce energy consumption and fuel optimization

While we have new, efficient ships, we'll continue to identify energy savings measures, implement new energy reduction technologies and conserve fuel through smart itinerary planning.

2024 progress: We identified energy efficiency improvement projects that we plan to implement across the fleet over the next 3 years. For example, in 2024, we applied Silicone-based paint to Scarlet Lady and quickly realized efficiency gains.

Utilizing plug-in shore power infrastructure where available in port

Only a limited number of ports currently have shore power capabilities but we anticipate availability will increase over time.

2024 progress: We installed shore power equipment on Valiant Lady and she will soon plug in at Port Miami. Additionally, in December 2024, Brilliant Lady used shore power in Toulon, France.

Adopting drop-in sustainable marine fuels

The greatest carbon reductions will come from shifting to lower life-cycle carbon emission options that are compatible with our diesel engines, such as waste-based fuels that meet robust technical fuel specifications and sustainability standards.

2024 progress: We approved plans for a fuel oil module to be installed on Scarlet Lady to prepare for more SMF use to meet regulatory requirements and advance carbon reduction targets.

Advancing nature-based solutions to climate change

We have teamed up with nonprofit organizations to advance nature-based solutions to climate change. This includes, Virgin's Foundation, Virgin Unite, SeaTrees, and Global Coralition.

2024 progress: We raised $27,000 for the Sea Change Fund, which supports conservation efforts in the Caribbean and $25,000 for SeaTrees, which protects and restores blue carbon ecosystems such as seagrasses, mangroves, and kelp forests. Additionally, in partnership with Global Coralition, our Impact Squad planted 6,955 red mangrove trees in the Dominican Republic.

Engaging partners and shaping sustainable fuel policies

We are collaborating with fuel suppliers, policy makers, nonprofits, and our industry association to stimulate affordable, scalable access to sustainable marine fuels and reduce climate emissions in our supply chain.

2024 progress: We continued to advocate for sustainable marine fuel solutions through our CLIA membership, our support of the Roundtable on Sustainable Biomaterials (RSB), and direct collaboration with Sustainable Marine Fuel providers.

VALIANT LADY

Our Carbon Footprint

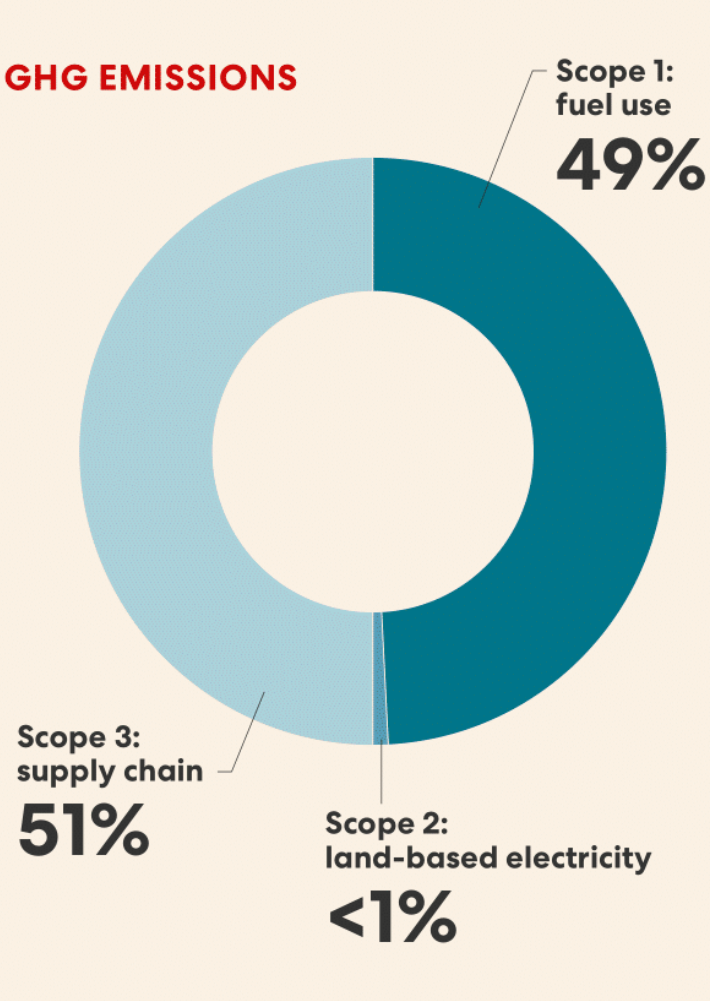
We are committed to the full decarbonization of business operations over time. Our largest source of carbon emissions is from the fuel that we use to power our ships. This activity is reflected in Scope 1 and in a portion of Scope 3 emissions. Combined, it makes up more than 60% of our total carbon footprint. This is also where we have the most operational control. Therefore, reducing emissions from fuel use will be our primary and immediate focus for achieving emissions reductions. Additionally, we will explore ways to reduce emissions related to Scope 2 and other Scope 3 categories as we advance our decarbonization strategy.

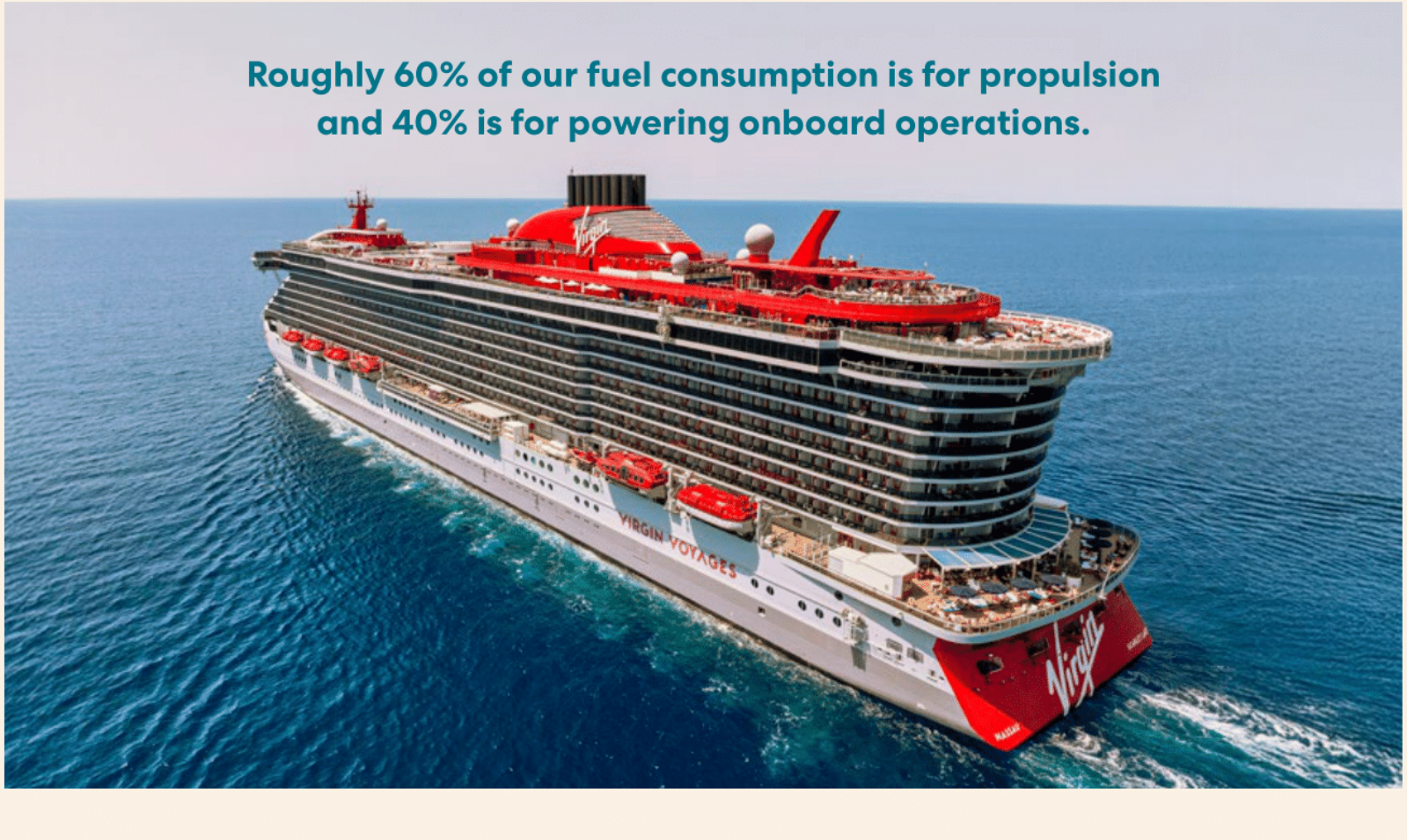
Our Sustainable Marine Fuels Journey

In 2022, we took a deep dive into exploring the availability, affordability, and compatibility of using **advanced waste-based, sustainable marine fuels** (SMF), such as biofuels, on our vessels. In 2023, we continued collaborating with sustainable marine fuel providers to advocate for robust sustainability standards and to explore using SMF in our vessels. By September, **we successfully bunkered 400 metric tons of a B20 fuel**, a fuel made from 20% advanced waste-based biofuel and 80% conventional fuel. This fuel was delivered to Valiant Lady in the port of Barcelona, Spain, making Virgin one of the first cruise lines to bunker SMF in this port. The 20% bio-based fuel met the EU Renewable Energy Directive requirements and was certified to the International Sustainability Standards Board. In 2024, we approved CAPEX plans to install fuel oil modules on our vessels, starting with Scarlet Lady in 2025. The fuel oil module will more easily facilitate the uptake of SMF to meet regulatory requirements and decarbonization goals.

While SMF is not widely available or affordable across the ports we visit, the regulatory environment is evolving to accelerate the industry's transition to lower-carbon fuel usage. **We estimate that shifting to advanced waste-based fuels could reduce fuel life-cycle carbon emissions by 75% or more.**

GHG EMISSIONS





Roughly 60% of our fuel consumption is for propulsion and 40% is for powering onboard operations.

Minimizing Operational Impacts

The cruise industry is one of the most regulated in the entire travel business, and we're committed to meeting and exceeding these mandates.

We abide by the International Convention for the Prevention of Pollution from Ships (MARPOL). In addition, we must navigate local requirements in each destination, adhering to local governance and mandates. We have developed robust environmental management policies and procedures to ensure **our operations meet and exceed what is legally required**. These policies and procedures are governed by our Director of Policy and Compliance and are reviewed and updated regularly.

Efficient Design

We designed our ships for optimal efficiency, featuring technologies to reduce fuel consumption. All of our ships have fuel-efficient hulls and low-friction paint to reduce drag, along with state-of-the-art onboard technologies to optimize energy performance. Additionally, our diesel engines were built with the capabilities to switch to cleaner-burning, sustainable marine fuels as they become more widely available and affordable.

EMISSIONS CONTROL

The combustion of fossil fuels can result in poor air quality and health risks from sulfur dioxide and nitrogen oxide emissions and particulate matter. Two technologies onboard ensure we meet compliance with regulations: **exhaust gas cleaning systems and selective catalytic reduction systems.**

EXHAUST GAS CLEANING SYSTEMS

To comply with the IMO 2020 Global Sulfur Cap, all of our ships are equipped with hybrid Wärtsilä Exhaust Gas Cleaning Systems (EGCS). We operate at the highest possible standard when EGCS (a.k.a. "scrubbers") are in use. These systems use seawater to dissolve sulfur and decrease the amount of particulates from entering the atmosphere. **Scrubbers reduce sulfur emissions from fuel by more than 97% and allow us to operate at 0.1% sulfur content at all times**, whether we are in port or at sea. Our scrubbers are able to operate in both open- and closed-loop modes. Closed-loop allows washwater to be recirculated and held onboard for a period of time. Whether operating in closed- or open-loop, **EGCS washwater is treated before discharge** and the water quality is regularly monitored to ensure it's within the acceptable parameters for acidity, turbidity, and other contaminants. Our internal policy is to operate in closed-loop when we are within four nautical miles of shore.* When the system is not in operation, we switch to compliant fuel.

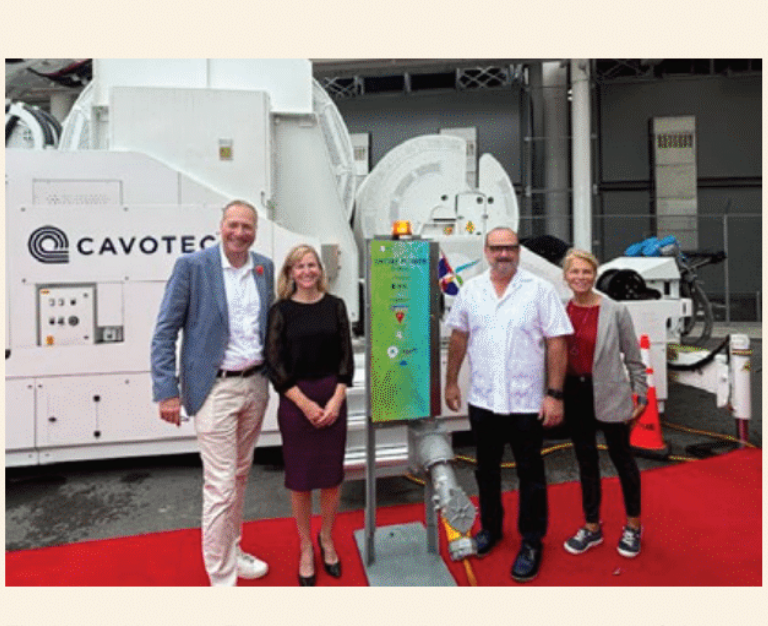
SELECTIVE CATALYTIC REDUCTION SYSTEM

We use a selective catalytic reduction system to reduce nitrogen oxide emissions. This technology **reduces up to 75% of nitrogen oxide emissions** from fuel and is used when traveling through the North America Emission Control Area (ECA) (which is up to 200 nautical miles from U.S. and Canada shorelines) thereby allowing us to comply with MARPOL Annex VI Tier III standards for nitrogen oxide emissions.

* Under non-emergency, normal operating conditions.

Shore Power

One of the most significant ways to protect local air quality and reduce emissions from our operations while in port is through the **use of onshore power supply** (OPS). As shore power technology becomes more widely available across the destinations we visit, our ships will be able to make use of these systems, which draw power from the local electricity grid rather than the ship's diesel generators. Three out of our four ships have shore power installed, and plans to complete the fleet are proposed to take place in 2026. (This timeline has been updated from 2025 per changes in fleet deployment and OPS delays). In December 2024, Brilliant Lady was the first ship in our fleet to use shore power connection, and she successfully plugged in while docked in Toulon, France.



The Virgin Voyages Team celebrates the commencement of shore power installation at Port Miami, the largest system on the eastern U.S. seaboard with shore power capabilities being phased in across five cruise ship berths, including Terminal V starting in 2025.

Getting Smart About Energy

We've implemented a number of ways to conserve energy throughout each ship:

- Sensors in the cabins automatically close window curtains, turn off lighting, and adjust air conditioning settings when unoccupied.
- Efficient cooking equipment such as induction technology cookstoves and M.A.R.V.E.L on-demand ventilation in the galleys.
- Optimized HVAC systems and LED lighting.

Waste Not

The best kind of waste is the kind that doesn't exist.

From the start, we've considered how to minimize waste across all of our operations.

'SEE YA' SINGLE-USE PLASTICS

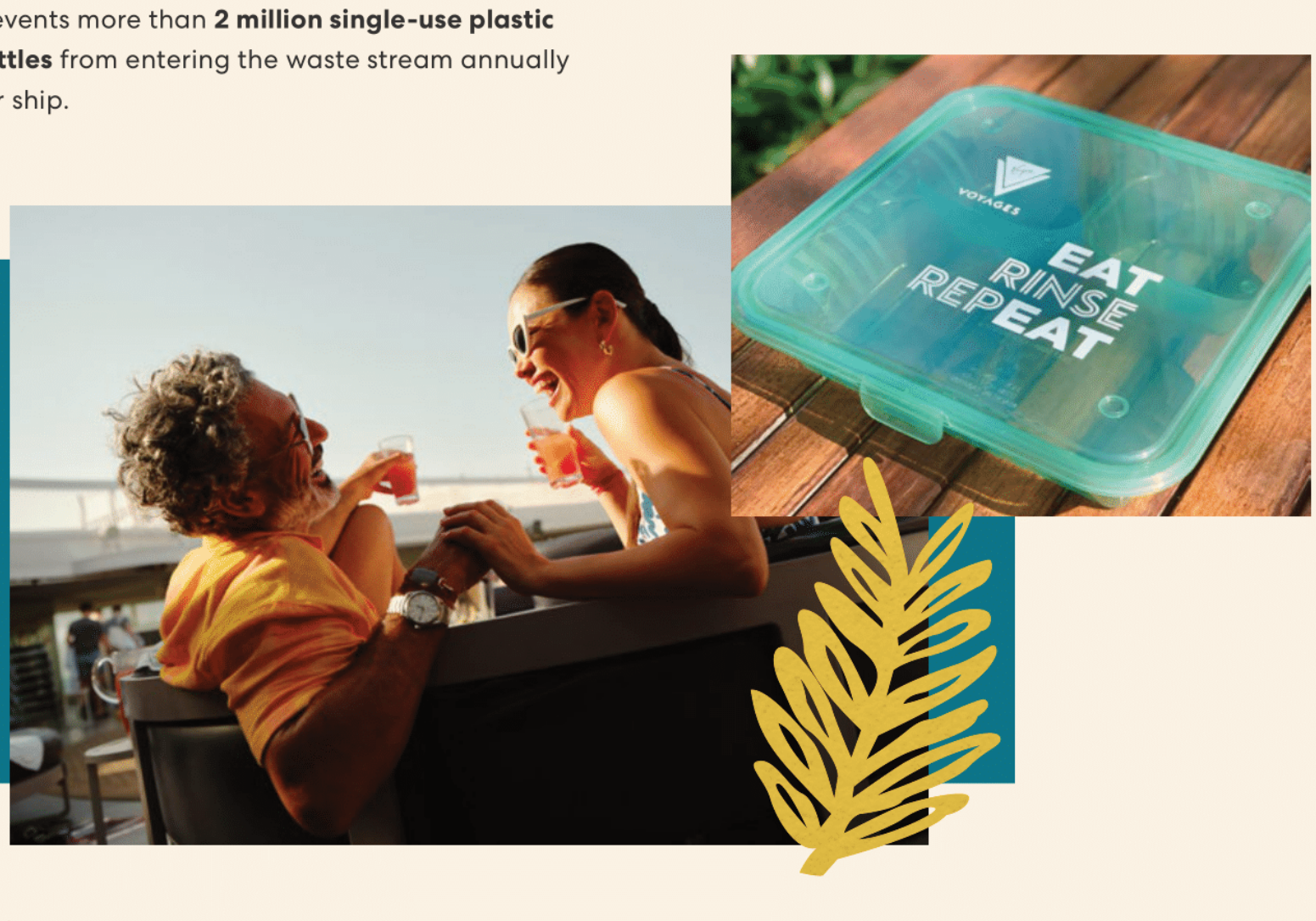
We've removed unnecessary single-use plastics from the Sailor experience. This includes straws, plastic water bottles, coffee cups, ketchup packets, cutlery, bags, coffee stirrers, and to-go containers. We estimate that eliminating bottled water alone prevents more than **2 million single-use plastic bottles** from entering the waste stream annually per ship.

BANISHING THE BUFFET

Food onboard is **made-to-order,** which reduces food waste.

REUSABLES FIRST

We've reduced the use of disposable hospitality items, favoring refillable amenities and reusable containers wherever possible. This includes using reusable clamshells for our grab-and-go food and stackable containers for our food delivery service, "Ship Eats." When we do have to use disposables, we've selected **recyclable materials** or items sourced from **sustainable sources**.



Recycling Program

We aim to **divert as much waste as possible** from the landfill. Onboard we collect metals, glass, plastics, and soft goods for offloading in our primary ports. Additionally, we take back the recycling from our beach club operation in Bimini, Bahamas, for proper recycling in Miami.

PROPER DISPOSAL

Waste generated onboard includes non-hazardous dry garbage, recycling, cooking oil, food waste, and hazardous waste. Waste that cannot be recycled or donated is incinerated onboard when the ship is not in port. Hazardous waste and any dry garbage that is not incinerated onboard is offloaded with approved vendors at our primary ports for proper treatment and disposal.

Food waste is either pulverized and discharged at sea, no less than **12 nautical miles** from shore and at a speed greater than 6 knots, or offloaded ashore.

Water Wise

Treating water like our life depends on it — because it does.

Water matters — and we've optimized our operations for smart, responsible use wherever possible.

WATER FOR ALL

We believe access to clean water is a basic human right. That's why we provide great tasting, complimentary still and sparkling water throughout the ship and deliver it fresh to each cabin, daily. Sailors also have access to onboard water bottle refill stations.

FRESH WATER PRODUCTION

We're meeting nearly all of our freshwater needs through **on-board reverse osmosis desalination systems**, which is a fancy way of saying we remove a range of impurities from sea water to create clean and fresh water for onboard use and consumption. This means we rarely need to source water from land-based water supplies.

SMART WATER USE

Low-flow water fixtures, water-efficient dishwashers, tunnel washers in the laundry, eco-friendly dry cleaning, and vacuum flush toilets ensure **responsible water use onboard**. Additionally, an **upon-request linen change policy** and towel exchange policy reduces laundry energy and water waste.

The amount of water vacuum flush toilets use per flush, compared to conventional toilets, which use 4 liters.

Wastewater Streams

Our operations produce a variety of wastewater streams, and each is treated to meet stringent water quality standards under **MARPOL** and the **U.S. Clean Water Act**. This includes compliance with the **National Pollutant Discharge Elimination System** and **Vessel General Permit**, which are monitored by the **Environmental Protection Agency**.

ADVANCED WASTEWATER TREATMENT PROCESS

Our Scanship advanced wastewater treatment system onboard processes all blackwater (toilets), greywater (sinks and showers), laundry water, galley greywater, and food waste reject water to comply with MARPOL special areas regulation* and is designed to **HELCOM** standards for nitrogen and phosphorus removal and even **surpasses some land-based treatment facilities**.

As a matter of policy, **we regularly collect treated water samples** to ensure we meet specific performance standards. Processed effluent is discharged at distances greater than three nautical miles from shore and treated bio residuals are only discharged once the vessel is more than 12 nautical miles from shore.

BILGE WATER

Bilge water comes from the engine room and may be contaminated with oil. This water goes through a process that separates the oil from the water using **Marinefloc** technology. International MARPOL standards require the **purification of oil** from the water down to **15 parts per million (ppm)**, but our internal policy is to purify down to less than **5ppm**, and, in most cases, it is less than **1ppm**, before being discharged outside of **12 nautical miles** from shore. The oil that is separated from our bilge goes into our sludge tanks and is later landed onshore for proper treatment.

BALLAST WATER

Ballast water is sea water that is held onboard to **maintain the ship's stability**. This water is typically held onboard for long periods of time and can unintentionally transfer animals or microorganisms from one part of the world to another. To ensure this doesn't happen, we comply with the **Ballast Water Management Convention** and the **United States' Ballast Water Management Regulations**.

* MEPC.227(64) reg 4.2

Captaining Further Change

Our commitment to reducing our energy, waste, and water footprint extends to our land-based operations.

PORTMIAMI

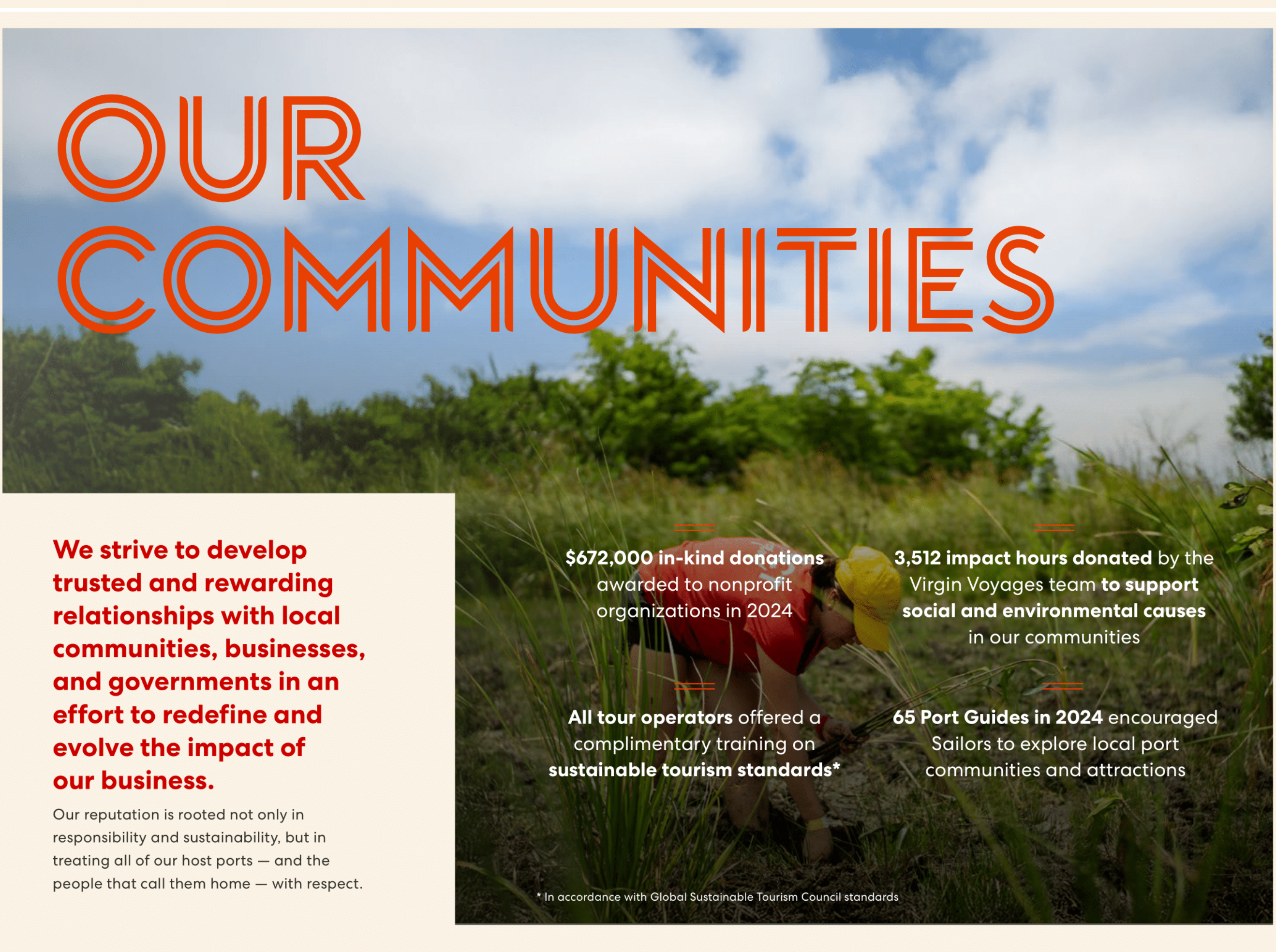
LEED Gold Terminal V

Our flagship terminal at PortMiami opened on February 13, 2022 and it was one of the first cruise terminals designed to **LEED Gold standards.** The terminal design celebrates Miami's iconic palm trees and welcomes Sailors in true Virgin spirit.

With the installation of onshore power supply, some of our calls will utilize **shore power** in 2025. The delivery of this project has been updated from Spring 2024 to early 2025. Utilizing shore power will help **reduce our direct emissions** by allowing us to power our ships from the **local electricity grid**.

A Better Beach Club in the Bahamas

Our private beach club experience in Bimini, Bahamas, is our signature island experience. Here, we continue to **prohibit single-use plastics** alongside regular operations to minimize our environmental impacts. The beach club features the use of **natural materials**, a **recycling takeback program**, and **low-flow water fixtures**.



OUR COMMUNITIES

We strive to develop trusted and rewarding relationships with local communities, businesses, and governments in an effort to redefine and evolve the impact of our business.

Our reputation is rooted not only in responsibility and sustainability, but in treating all of our host ports — and the people that call them home — with respect.

$672,000 in-kind donations awarded to nonprofit organizations in 2024

3,512 impact hours donated by the Virgin Voyages team **to support social and environmental causes** in our communities

All tour operators offered a complimentary training on **sustainable tourism standards***

65 Port Guides in 2024 encouraged Sailors to explore local port communities and attractions

* In accordance with Global Sustainable Tourism Council standards

We Want to be the Ship the Community Loves to See in Port

Valiant Lady's inaugural call to the British Virgin Islands, welcoming community members, employees, and local partners on board to celebrate.

In December 2024, we partnered with the Florida Caribbean Cruise Association to deliver toys and joy to children in Martinique.

Good relationships matter — especially with the governments, businesses, and residents in the communities where we sail.

One of the most significant ways we can positively impact our communities is by supporting the local economy and **encouraging responsible tourism**.

Together with our industry association, CLIA, we engage with port communities to inform stakeholders about cruise ship operations and build positive relationships. One example of this is our adoption of the French Charter.

French Charter Agreement

The French Charter is a voluntary agreement, adopted by CLIA member lines, to demonstrate operational commitments that go beyond compliance. The charter is a demonstration of shared objectives with the French Government and an alignment with sustainable cruise tourism practices. The goals of the agreement are to adopt measures that **go beyond regulatory compliance, such as reducing atmospheric emissions, preserving marine life**, and **raising passenger awareness about the importance of protecting Mediterranean waters**. The charter requirements include a training program for our bridge Crew members on how to spot whales, record sightings, and prevent collisions.

We also organize community engagement events in ports of call to celebrate inaugural calls and host special events and ship tours. These events create shared learning experiences for community stakeholders and for our brand.

Promoting Responsible Tourism

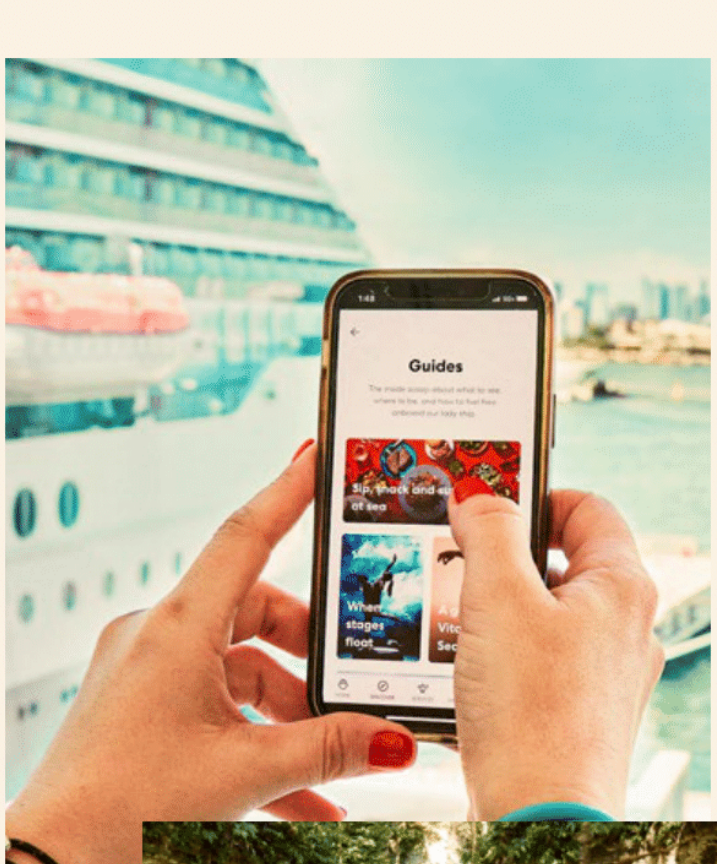
Each tour operator must adhere to our Tour Operator Code of Conduct, which outlines our standards for environmental, labor, and safety practices, including animal welfare standards. As a matter of policy, we will not promote tours featuring captive whales or dolphins, such as captive 'swim with' programs. Our overall approach to shore excursions, what we call **"Shore Things,"** is to offer a variety of experiences, ranging from cultured, to daring, and includes some smaller tour sizes (less than 20 people) where possible. In 2024, nearly a quarter of our tours hosted 20 people or less, allowing for a more personable experience.

We work with several operators who have received a third-party certification for meeting the **Global Sustainable Tourism Council** (GSTC) standard. As we have significantly expanded our operations, the number of tours with an operator that meets the GSTC standard has decreased from 65%, in 2022, to 20% in 2024. In response to this rapid growth, and to continue to promote the highest standards in responsible tourism, we rolled out a complementary training for all tour operators on the GSTC criteria in 2024. Through this interactive program with GSTC experts, operators received practical advice on how to incorporate the GSTC criteria into their everyday business practices. Thirty percent of our tour operators completed the training this year. Looking ahead, we will continue to offer training and support to our operators and promote the adoption of sustainable and responsible practices.

Additionally, we partner with local tour operators and entrepreneurs to curate experiences that are unique to Virgin Voyages. These tours are called Virgin Select tours, due to their exclusive offering. For each **"Virgin Select"** shore excursion booked, we donate $1 to our not-for-profit partners who are supporting important work in our destinations.

PORT GUIDES FEATURE LOCAL ATTRACTIONS

Through our sailor app we feature port guides for each destination we visit. These guides encourage our sailors to explore the local destination and experience the culture and what makes each port of call unique. Also included are "Savvy Sailor Tips," which highlight responsible tourism practices.



SAVVY SAILOR TIPS

TAKE ALL THE MEMORIES LEAVE ONLY FOOTPRINTS

The beauty of **sea-ing the world with Virgin Voyages** is that you have the opportunity to discover some of the globe's most exciting destinations, their popular landmarks, plus fabulous (and lesser known) finds — **customized exclusively for our Sailors.** While soaking in all the natural beauty and the abundance of rich cultures, here are some **responsible sailing tips** to keep in mind:

- From the shores to the mountains to the city streets — please **dispose of all waste properly**
- **Keep it local** by dining, shopping, and exploring local spots — this helps **boost the economy** of each destination
- **Cut down on plastic waste** by bringing a refillable water bottle and reusable tote bag
- Take advantage of nighttime activities whenever possible, just **be mindful of noise levels** — especially in residential areas after dark
- Take it all in and photos too — be sure to **respect private property** (like, no selfies on someone's rooftop), public spaces, and people who don't want to be (or that have requested not to be) photographed

Being able to explore rainforests and jungles, lounge along perfectly manicured beaches, sail the coasts of tiny islets, and visit historic sites is **made possible by the locals** who call each place home. While traveling, you're not just a visitor, but you're **a global ambassador as well.** During port days, please remember to **make responsible choices** so that when you head out, your footprints (and a lasting connection) is what you leave behind.

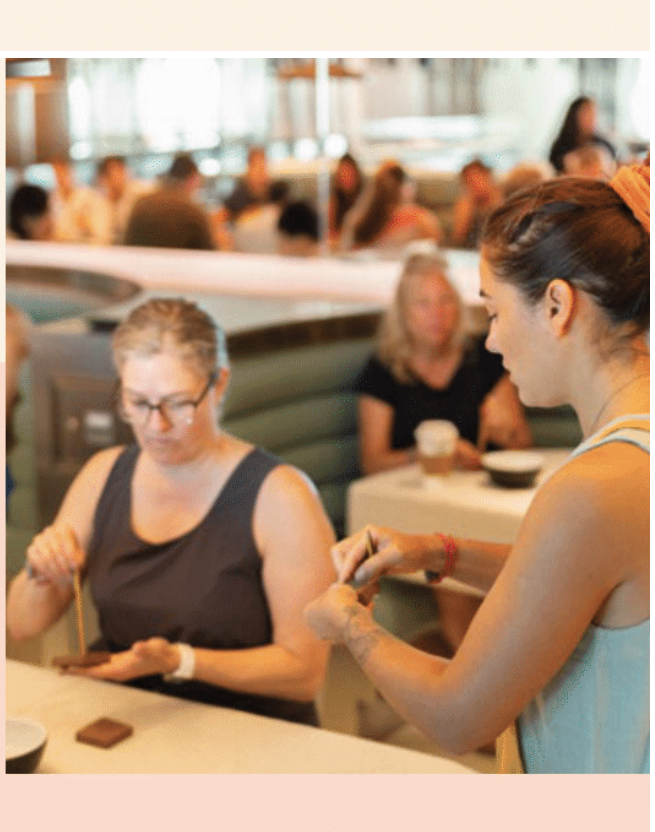
Partnerships for Impact

As a brand, we strive to make a meaningful impact in our communities, and we believe the best way to do so is by building strong partnerships that amplify our reach.

INTEGRATING IMPACT WITH VIRGIN CELEBRATION VOYAGES

Every year, we host dedicated sailings that celebrate the Virgin Brand. This celebration wouldn't be complete without highlighting how all Virgin brands are committed to leading with purpose, and "changing business for good." In addition to being innovative and an industry disruptor, leading with purpose means creating positive change for both people and the planet. Across all three ships, we showcased this commitment through engaging onboard activations, Sailor and Crew volunteer activities in our ports of call, and onboard fundraising for our strategic nonprofit partners. We raised nearly $30,000 through onboard fundraising across the fleet to support ocean advocacy and conservation work.

A VIRGIN CELEBRATION 2024 SAILING CLUB VOYAGE



Highlights from our 2024 Impact Initiatives

RESILIENT LADY

In **Amsterdam**, Virgin Voyages Crew participated in an impact tour, fishing for trash with the Plastic Whale Foundation. Together, they removed over a dozen bags full of trash from the canals.

SCARLET LADY

In partnership with our nonprofit partner SeaTrees, Sailors and Crew created underwater art with a local artist, Pini Ponce. These "sea cookies" were used to help restore critical seagrass habitat in **Palma de Mallorca**. Each cookie is placed on the ocean floor and seagrass is able to take root on its surface. Sailors and Crew also had the opportunity to visit the sea grass restoration site on a snorkeling trip with local marine scientists.

VALIANT LADY

In the **Caribbean**, we hosted a special Purpose Panel for our Sailors, featuring leaders from Virgin Voyages, Virgin Unite, and the Branson Center for an inspiring discussion on leading with purpose. Sailors were also invited to various workshops exploring purpose-themed workshops.

Additionally, Sailors took part in an ocean conservation and community restoration Impact Tour. For the first time ever, both Crew and Sailors teamed up to plant mangroves in **Puerta Plata, Dominican Republic**.

Crew volunteering and impact hours

Giving back is just what we do. In 2022, we launched our Impact Squad to celebrate community volunteering and engagement.

Now in its third year, we donated more than **3,512 impact hours** in 2024 (more than double the amount from 2023) to support social and environmental causes in our communities. Our Crew regularly volunteers in our destinations. Common activities include community and beach clean-ups with the support of local nonprofit organizations. Fifty-five impact events were held across 14 countries from January to December, including beach and community clean-ups, volunteering with nature and wildlife rehabilitation organizations, and participating in cultural events in our destinations. This year, even some of our Sailors joined our Impact Squad activities!

Since 2020, our headquarters team has also continued to volunteer with local organizations, including Feeding South Florida, which supports area residents struggling with food insecurity, and Global Empowerment Mission, a disaster-relief organization that distributes supplies around the world when a crisis strikes.

Volunteering for Impact

3,512
volunteer hours we donated

55
impact events held

14
countries in which we made a positive impact

OUR PARTNERS

To create a Sea Change, we know we can't do it alone.

We rely on great partners who are like-minded and share our values. We're committed to working with suppliers, vendors, and tour operators who understand that in order for cruising to be transformative, they have to be just as open, transparent, and **committed to progress** as we are.

Responsibly sourced disposable products with companies like Emerald Brand

Balcony cabins feature **Yellow Leaf Hammocks** — a more **responsible way to relax**

Complimentary coffee onboard supports a **direct-trade** model

Quality ingredients guide our food philosophy and sets a roadmap for **responsible sourcing**

10% of the retail brands sold onboard Virgin Voyages have a commitment to social or environmental responsibility.

Working with Our Partners to Amplify Impact

Together with our partners and suppliers, we are creating a responsible supply chain and a network committed to continuous improvement.

Responsible Sourcing

Our suppliers agree to our Supplier Code of Conduct which details our guidelines for working with vendors and upholding standards for ethics, labor, safety, and environmental practices.

Additionally, we've developed procurement guidelines, conducted reviews with individual suppliers, and have discussed future ambitions with our partners. We also publish our Modern Slavery Statement annually, which lays out a path for engaging suppliers on this important topic.

Purposeful by Design

Our onboard retail and spa collection was curated with brands that reflect Virgin's ethos and values. Products have included B Corps such as Elemis for skincare products and Farm Rio for women's apparel, and other purpose-led brands like Sea Bags and Citizen watches.

Our onboard designs highlight unique and sustainable furniture pieces and artwork. For example, while ships traditionally use teak for hand railings, we opted for **aluminum**, which requires less maintenance and is recyclable. Each balcony cabin on board includes a beautiful, handwoven hammock from **Yellow Leaf** — a social enterprise in rural Thailand that is breaking the cycle of poverty by providing artisans with a reliable source of income to support themselves and their families.

Hotel Operations

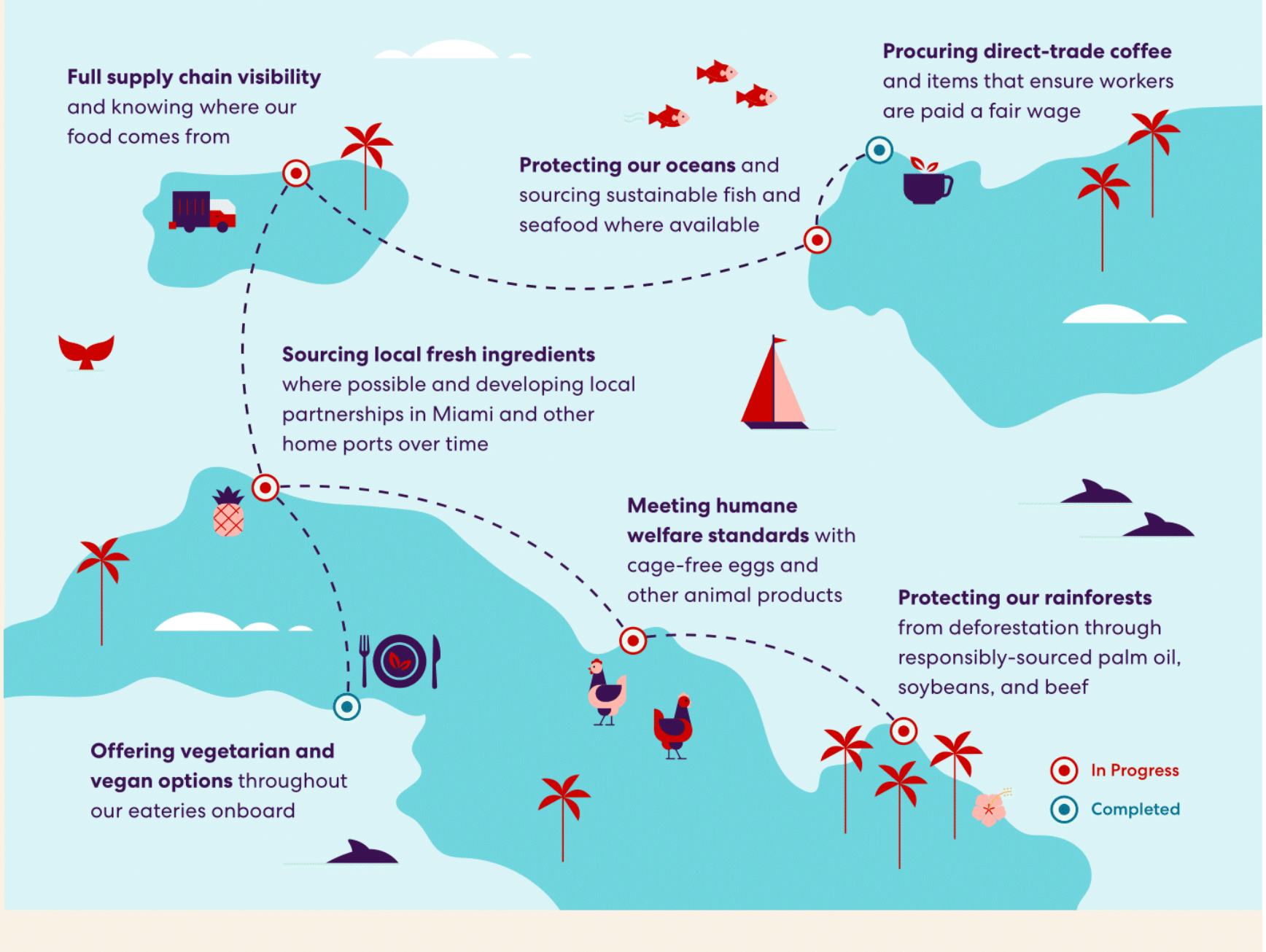
To support our hotel operations, we procure thousands of products for use onboard our ships including equipment, linens, cleaning supplies, and more. We've hand-selected several suppliers **who align with our values** and are offering more **sustainable solutions**. For example, through our partnership with Emerald Brand, our to-go coffee cups and some of our paper towel and tissue products are made from sustainably sourced materials, including agricultural by-products such as sugarcane and wheat stalks and Forest Stewardship-Certified (FSC) paper.

Our Food Sourcing Philosophy

Before we officially launched our operations, we worked with the Sustainable Restaurant Association to create a food philosophy and a roadmap for sourcing ingredients responsibly, such as animal products that uphold welfare standards. While we have not fully realized our ambitions in this area, we continue to work with our food suppliers to increase transparency.

FOOD SHOULD TASTE AND DO GOOD

We believe that enjoying good food is **essential to our personal well-being** and that a healthy food system is **critical to the future of our planet**. We are committed to continuously evaluating our sourcing practices to provide the **best quality products** and we aim to support the following principles as we continue to expand our operations:



Full supply chain visibility and knowing where our food comes from

Protecting our oceans and sourcing sustainable fish and seafood where available

Procuring direct-trade coffee and items that ensure workers are paid a fair wage

Sourcing local fresh ingredients where possible and developing local partnerships in Miami and other home ports over time

Meeting humane welfare standards with cage-free eggs and other animal products

Protecting our rainforests from deforestation through responsibly-sourced palm oil, soybeans, and beef

Offering vegetarian and vegan options throughout our eateries onboard

FOOD & BEVERAGE PARTNERS

With our flagship port in Miami, we've hand-selected some local partners to bring a taste of South Florida to our Lady Ships sailing the Caribbean.

Filthy Foods is a cocktail garnish company based in Miami. Started by two brothers, they believe high quality ingredients free from harmful chemicals are key to the perfect cocktail. Additionally, they have adopted sustainability principles into their operations, like reducing packaging materials to cut down on waste, and they give back to community and social causes. What we especially love is the fact that they use discarded vegetables from a salsa factory to make the perfect bloody mary mix, which we serve on board.

Jojo Teas provide a range of incredible organic blends, ethically and directly sourced from around the world. Founder Michael Ortiz shares a passion for promoting a healthier lifestyle, reducing waste by cutting down on packaging, and finding the best — just like us.

Cerveceria La Tropical is a Miami-based brewery with Cuban roots and a commitment to sustainability. We feature the beer on board the Lady Ships sailing from Miami. Sailors can enjoy this ale at the Draught Haus on Deck 7.

MEP is our supplier of all of our cold pressed, fresh, specialty juices. They bring the freshest local ingredients and flavors from South Florida onboard our Miami-based ships, while skipping single-use plastic packaging.

Zak the Baker We proudly serve these handcrafted artisanal sourdough breads made with organic and local ingredients from this popular kosher bakery located in the arts district neighborhood of Wynwood.

Additional partners with a sustainability and social impact focus include:

- Beyond and Impossible products
- Bob's Red Mill
- King Aurther
- Oatly
- Barry Callebaut chocolate
- Joyce Farms chicken

INTELLIGENTSIA COFFEE

Our complimentary and specialty coffee doesn't just brew strong, it has strong values, too. Intelligentsia has a direct trade model that pays workers **above a fair wage** and **provides education** to farmers on how to increase quality and yields. We worked with the team at Intelligentsia to create our "Nauti Blend" using coffee beans from farms in both the Northern and Southern Hemisphere, ensuring the brew is constantly fresh and aligned with the growing season.

OUR CREW

5,683 Shipboard Crew

36% female representation across shipboard positions

84% of shipboard Crew feel like they **can be themselves** at work*

100 nationalities represented

89% of shipboard Crew feel connected to our purpose and believe their job contributes to delivering An Epic Sea Change for All*

Our greatest strength is our people

We make it a point to celebrate everyone on our team, no matter where they came from. The root of a great Sailor experience starts with a fulfilled Crew, and we've gone to great lengths to ensure our hardy bunch feels right at home, even when out at sea.

* 2023 Annual Crew Survey. Updated Crew Survey is scheduled to take place in 2025.

The Best Gig Ever

We want our Crew to love their job at Virgin Voyages. We work to foster an environment where one's passions and our Culture naturally support each other.

89%*
SEAS the DAY

of shipboard Crew feel connected to our purpose and believe their job contributes to delivering An Epic Sea Change for All

* 2023 Annual Crew Survey. Updated Crew Survey is scheduled to take place in 2025.

Culture is Everything

What's a ship without a top Crew? We are a **rapidly growing** team of both — Crew who have worked in the industry for years and those who are new. Together, we are **shaping an industry-leading culture** built to **embrace those from all walks of life**. The building blocks of our culture are the values we live by — what we call our **Creeds**.

- **Family Love** - *Our Caring Creed* supports us to love and care for each other like family.
- **One for All** - *Our Fairness Creed* gives everyone a voice, even when a few own the decisions.
- **Oceans of Joy** - *Our Happiness Creed* empowers us to make the hard work fun.
- **Dive into Different** - *Our Diversity Creed* says that our greatest strength is our ability to come together as unique individuals united as one.
- **A Crew's Ship** - *Our Ownership Creed* gives us pride in our work. We don't wait for anyone else to make things ship shape.

Through our annual rewards and recognition program, we celebrate Crew who go the extra mile and bring our Creeds to life in their daily roles. Across our fleet, 33 Crew members received an award. This year, we introduced the 'Sea Change Award' to honor Crew who model our commitment to changing business for good, such as participating in Impact Squad volunteer events or initiating projects to reduce our environmental footprint.

Crew Recognition

A CREW'S SHIP AWARD

Every year, Crew nominate fellow team members who emulate the company Creeds. In 2024, Aidil ("Baso") was the first Virgin Voyages Crew Member to win a Creed Award three times over four years!

"Baso takes ownership and really cares about the ship, Crew and Sailors. He works hard with action and compassion for his job. If there is anything that needs to be corrected, he reports it for everyone's wellbeing."

Aidil Baso
Deck Manager,
Housekeeping Department

Resilient Lady Crew celebrate 2024 award winners.

CADET CONNECT

In 2024, we launched our new Cadet Connect program, which recruits cadets from maritime schools and offers candidates several months of sea time in support of their studies. These positions focus primarily on deck and engine roles, and help create a pipeline of future talent. While on board, Cadets work alongside our Crew and experience hands-on training, mentorship and guidance, and get to experience life onboard as they continue to pursue their career ambitions in maritime. In support of our dive into different creed and inclusion goals, we strive to ensure equal representation between males and females in this program. In 2024, we welcomed six Cadets and, moving forward, we have a goal to host two Cadets per ship.

Dive into Different

We take pride in our ability to come together as unique global individuals.

At Virgin Voyages, **everyone is welcome to come as they are** — with diverse hopes, experiences, and backgrounds — and be the best version of themselves.

Our Crew are from **100 nationalities** (and counting!) and we believe we have one of the most diverse teams at sea, both overall and across departments. Additionally, **we're on track to have some of the highest female representation in the industry**. Currently, females make up 36% of our Crew population, which is above the industry average of just over 20%.

As we grow, we're taking a number of steps to create a diverse and inclusive environment where our Crew can see themselves in every corner of the company.

In the near term we are looking to:

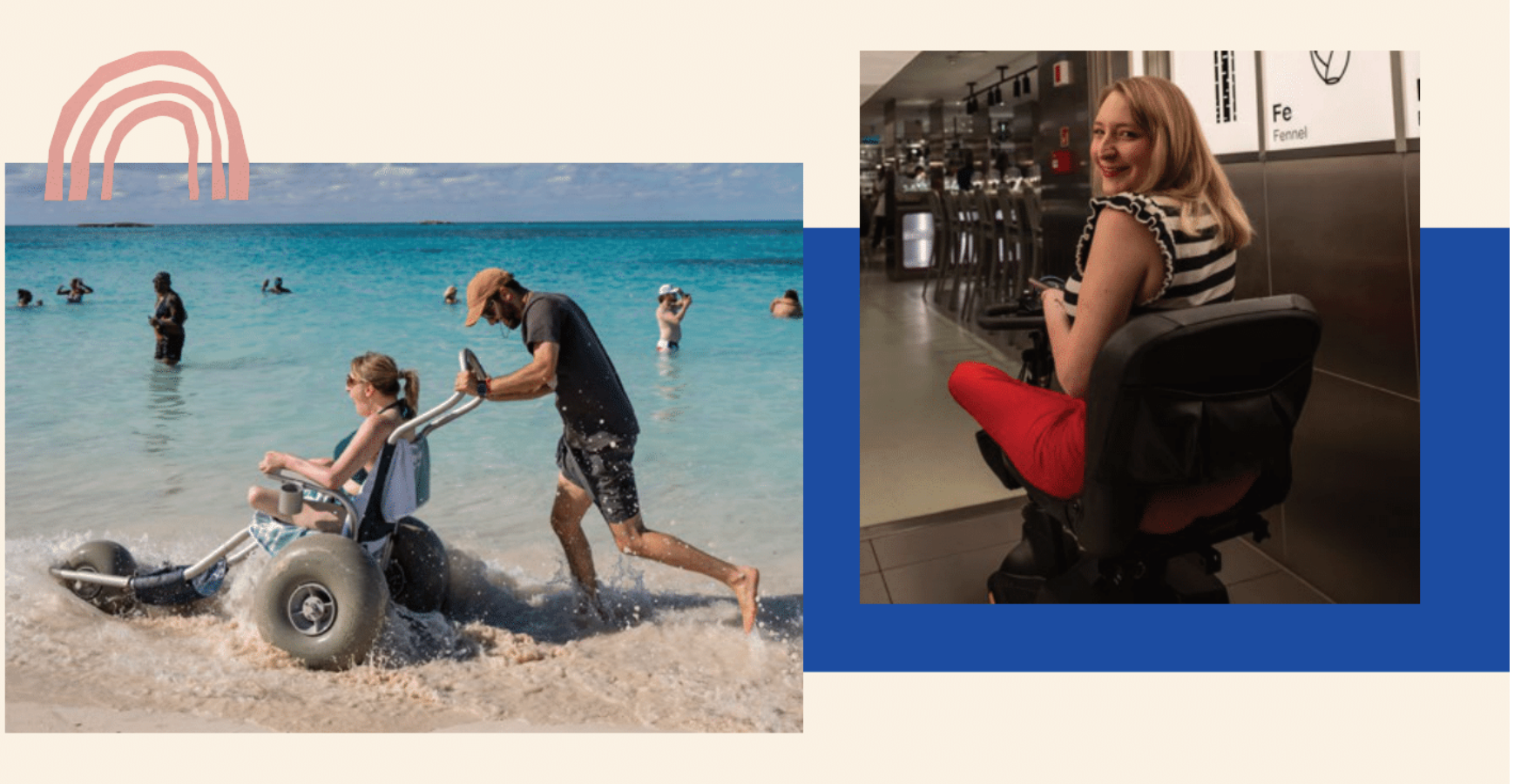
- Achieve 40% female representation once all 4 ships are in operation
- Reflect the human geographies of where we work and sail.
- Balance the mix of nationalities across teams and leadership levels

Universal Access

Our ongoing commitment to accessibility ensures Sailors with disabilities are supported during their voyage.

Services include providing accessibility information and addressing the medical needs of our Sailors before and during their voyage. In 2024, our Universal Access team worked with individuals living with disabilities to better inform our services and approach. For example, our accessibility website allows Sailors to complete a service-request form pre-voyage describing their specific accessible or disability-related needs. This approach minimizes the emotional labor often associated with disclosing personal information, allowing our Sailors to navigate their requests with greater ease and comfort. One notable offering is our linguistic accessibility services. We have offered American Sign Language; British Sign Language (BSL); and Auslan (Australian Sign Language) interpreter services.

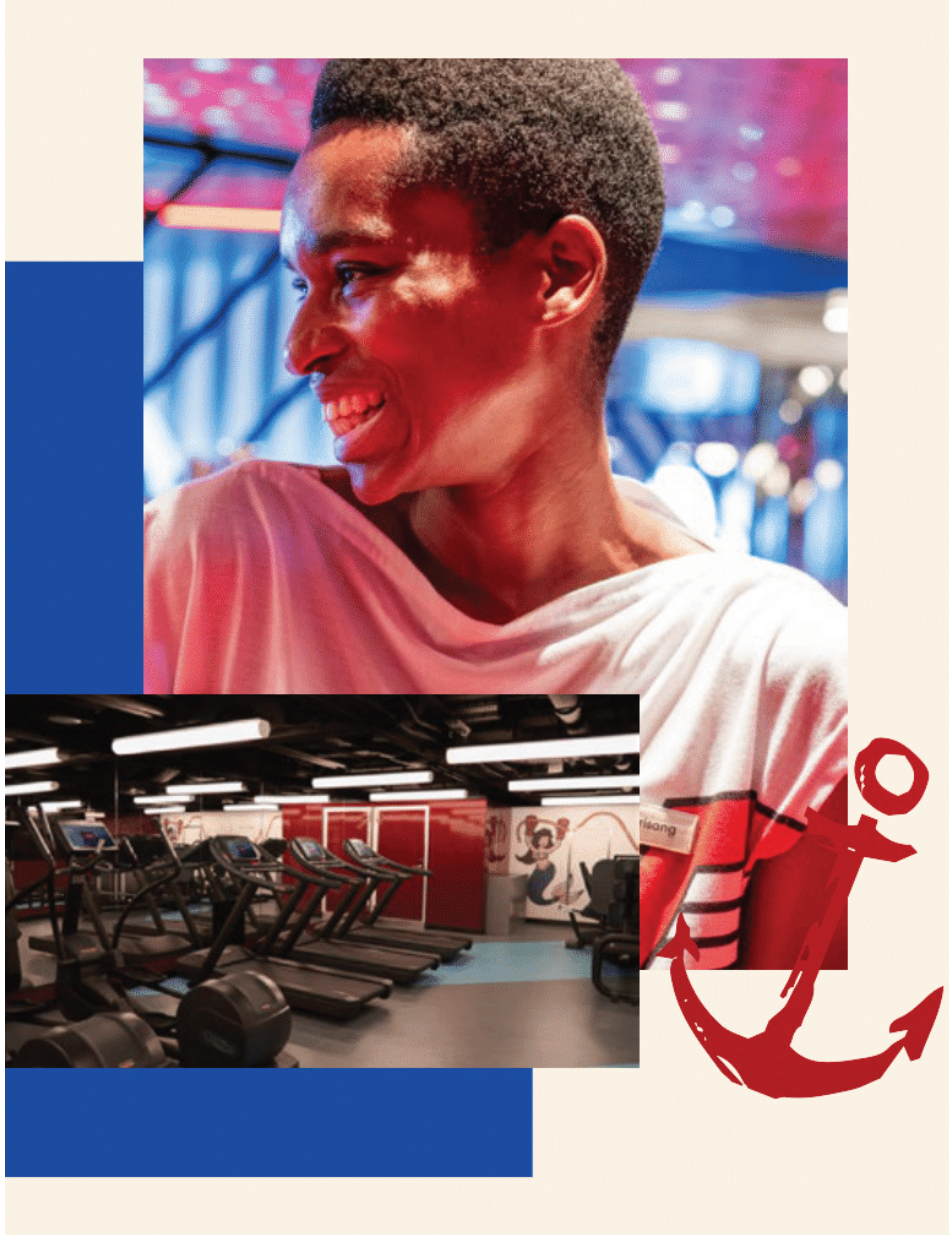
In 2024, we celebrated our first Disability Pride month across our office and fleet. This initiative focused on sharing knowledge, personal experiences, and launching a brand-wide training on accessibility. By raising awareness and promoting understanding of accessibility challenges and our service solutions, we aim to create an atmosphere of acceptance and empowerment.



Crew Well-being and Quality of Life

Looking after one's physical and mental well-being is a top priority for us.

Our Crew benefits model our Creeds and are intended to offer peace of mind so Crew can excel in their roles and provide our Sailors with their best vacation ever.



How We Lead

Equal pay for equal work, regardless of nationality or gender.

Leadership training, including inclusive leadership behaviors, that ensure our Crew are celebrated.

Designer uniforms (no stripes onboard to denote rank!) so our Crew can feel and look their best.

Personalized coaching to support one's mental well-being. This virtual service is available to all Crew members free of charge.

Access to a variety of high-quality, healthy food options, gym facilities and Sailor spaces, regardless of position or title.

We cover employment-related flights, necessary job training, and uniforms.

We're working on a range of leadership and growth opportunities in an effort to help Crew succeed.

40% of Crew cabins are single-occupancy (the most in the industry) and there are no more than two Crew to a room.

Free wifi for our shipboard Crew to stay connected to their friends and family back home.

APPENDIX

Sustainability & Social Impact Governance

The implementation of our sustainability and social impact strategy is a collaborative effort that begins with our Senior Leadership Team (SLT) and threads through our organization with cross-functional teamwork and regular updates to our board of directors.

Our priorities are included in our annual corporate objectives and are largely driven by the Senior Director of Sustainability and Social Impact. This role defines our strategy and how we bring it to life across the entire company.

Our governance structured is made up of:

Board of Directors: Approves strategy and leads oversight of risks and opportunities.

Senior Leadership Team (SLT): Manages strategy, risks and opportunities, and ensures we're mindful of our 'sea change' ethos in our business decisions.

Senior Director of Sustainability & Social Impact: Develops strategy, programs and KPIs and collaborates across teams to drive progress. Progress is tracked through regular updates with functional teams, internal communications and updates to SLT.

SASB Performance Table

The table below references SASB's Cruise Line Standard, version 2018-10. Data provided is for calendar year 2024, and covers Scarlet Lady, Valiant Lady and Resilient Lady passenger operations. The data in this report is not verified or assured by a third party but is reported in good faith by the company.

SASB TOPIC/CODE	ACCOUNTING METRIC	2024 DISCLOSURE (RESILIENT, VALIANT & SCARLET)
GREENHOUSE GAS EMISSIONS		
TR-CL-110a.1	Gross global Scope 1 emissions	277,853.27 metric tons of CO_2e Scope 1 Emissions are calculated in accordance with the types of fuels we use on our ships and report to the IMO DCS and EU MRV. The values reflect our commercial sailings.
TR-CL-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	In alignment with our industry, Virgin Voyages is committed to achieving Net Zero carbon emissions by 2050. We designed our ships to the latest efficiency standards and with state-of-the-art technologies to optimize fuel and energy performance. In 2024 we developed a five year carbon reduction strategy, and set an internal carbon reduction target that has been signed off by our board of directors. We are committed to continuous improvement and we will revisit our strategy annually to ensure we are investing in the highest performing efficiency projects and advancing our goals. In 2025 we are prepared to meet regulatory requirements and to uptake Sustainable Marine Fuels in accordance with FuelEU Maritime regulations. Additionally, three of four ships have shore power technology installed and will begin utilizing this technology where it is available. See pages 14-18 for more information.
TR-CL-110a.3	(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage onshore power supply (OPS), (4) percentage renewable	(1) 3,618,943 GJ (2) 94% (3) 0% (4) 0%
TR-CL-110a.4	Average Energy Efficiency Design Index (EEDI) for new ships	10.4 grams of CO_2 per ton-nautical mile

SASB TOPIC/CODE	ACCOUNTING METRIC	2024 DISCLOSURE (RESILIENT, VALIANT & SCARLET)
AIR QUALITY		
TR-CL-120a.1	Air emissions of the following pollutants: (1) NO_x (excluding N_2O), (2) SO_x, and (3) particulate matter (PM10)	Data is not currently available but we are working on how to calculate and report this data in the future.
DISCHARGE MANAGEMENT & ECOLOGICAL IMPACTS		
TR-CL-160a.1	Total amount of ship waste discharged to the environment, percentage treated prior to discharge	Total combined: 980,899 cubic meters Percentage treated prior to discharge: 100% Waste includes greywater and treated sewage, bioresiduals, food waste discharged, treated ballast water, clean bilge water, treated EGCS closed-loop washwater and the volume of solid waste incinerated onboard (please note: ash from the incinerator is offloaded onshore). For more information, see page 19.
TR-CL-160a.2	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	(1) 0% (2) 100% of ballast water was treated
TR-CL-160a.3	Cruise duration in marine protected areas or areas of protected conservation status	954 days Most of the time we operate in a protected area as defined either by IMO Special Areas and Particularly Sensitive Sea Areas (PSSAs) or by MARPOL. The exception in 2024 were days in transit across the Atlantic Ocean.
TR-CL-160a.4	Number of notices of violations received for dumping	0

SASB TOPIC/CODE	ACCOUNTING METRIC	2024 DISCLOSURE (RESILIENT, VALIANT & SCARLET)
CUSTOMER HEALTH & SAFETY		
TR-CL-250a.1	Number of alleged crime incidents involving passengers or employees	10 Crimes are reported using the CVSSA definition for reportable crimes for all Virgin Voyages vessels, regardless of the jurisdiction in which the ship was sailing or crime occurred. In 2024 we had 10 reportable incidents.
TR-CL-250a.2	Fleet average CDC Vessel Sanitation Program inspection score, percentage of inspections failed	CDC Vessel Sanitation Program Inspection Score: 94.7% There were no failing inspections.
TR-CL-250a.3	(1) Serious injuries per million passengers and (2) number of voyages with a gastrointestinal illness count exceeding 2%	(1) 0 (2) 0 voyage exceeding 2%
LABOR PRACTICES		
TR-CL-310a.1	Average hourly wage for seafarers, by region	Our seafarers are not compensated on an hourly basis, as they are contracted on voyage contract term basis and compensated on a monthly basis. All seafares are paid in US dollars.
TR-CL-310a.2	Percentage of seafarers working maximum hours	We follow the Maritime Labor Convention (MLC), an international standard which sets seafarers' rights to minimum working and living conditions. Which includes required hours of rest.

TR-CL-310a.3	Percentage of seafarers paid for overtime	We are in full compliance with the Maritime Labor Convention (MLC) and our Collective Bargaining Agreement.
TR-CL-310a.4	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	US $5,000
EMPLOYEE HEALTH & SAFETY		
TR-CL-320a.1	Seafarer lost time incident rate (LTIR)	0.32

SASB TOPIC/CODE	ACCOUNTING METRIC	2024 DISCLOSURE (RESILIENT, VALIANT & SCARLET)
ACCIDENT MANAGEMENT		
TR-CL-540a.1	Number of Conditions of Class or Recommendations	4
TR-CL-540a.2	Number of port state control (1) deficiencies and (2) detentions	9 deficiency 0 detentions
TR-CL-540a.3	Number of marine casualties, percentage classified as very serious	38 Marine Casualties. 0 classified as very serious. We classify and report events as defined by IMO, BMA and U.S. Coast Guard.
ACTIVITY METRICS		
TR-CL-000.A	Available lower berth kilometers (ALB-KM)	1,219,592,987
TR-CL-000.B	Average passenger cruise days (APCD)	4,050,888
TR-CL-000.C	Number of shipboard employees	5,691
TR-CL-000.D	Number of cruise passengers	409,446
TR-CL-000.E	Number of vessel port calls	759

Virgin VOYAGES