

ROYAL CARIBBEAN GROUP VACCINE POLICY

Revised March 29, 2022

At Royal Caribbean Group, our primary focus is to keep our crew, private destination team members, guests, and the communities we visit safe and healthy. Our vaccine policy is in place to prevent infectious diseases – such as COVID-19 and the seasonal flu – that may be reduced by vaccinations. Getting vaccinated is the most effective way to protect yourself and those around you.

This vaccine policy provides an overview of our vaccine requirements and practice. Additional information about COVID-19 vaccines can be found in our [Vaccines at a Glance infographic](#).

VACCINE AND BOOSTER REQUIREMENTS



All crew members and private destination team members must be fully vaccinated for seasonal flu and COVID-19 to be able to work onboard or on our private destinations. For COVID-19, all crew members must be fully vaccinated and willing to get boosted when eligible.

These vaccine requirements are in line with public health guidance and best practices, intended to keep everyone onboard and at our private destinations safe as we focus on healthy sailing. This requirement will remain in effect for the foreseeable future.

We understand that vaccination is a personal choice that we will always respect. Those who refuse to be vaccinated or get boosted when eligible will remain employees of Royal Caribbean Group; however, we cannot provide these employees an assignment until they are fully vaccinated.

FLU (INFLUENZA) VACCINATION



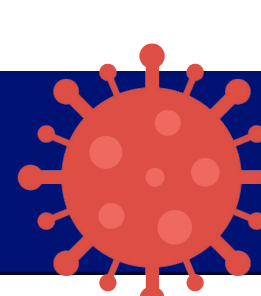
VACCINATE AT HOME

All crew and team members are required to get the flu vaccine. They must present evidence of immunity to seasonal flu as part of their medical certification, and they are required to get it every year after, even if their medical certification is not expired.

WE CAN GIVE YOU A FLU VACCINE

Royal Caribbean Group can get our crew and team members vaccinated against seasonal flu onboard or on private destinations if they are not able to get this vaccination at home.

COVID-19 (CORONAVIRUS)



VACCINATE AT HOME

Crew and team members must be **fully vaccinated** with an approved FDA/WHO vaccine before joining a ship or private destination and be willing to receive a booster vaccine when eligible.

Current RCG-Preferred Vaccines are:

- Pfizer
- Moderna
- Johnson & Johnson
- AstraZeneca/Covishield (8-12-week dose interval recommendation)

Crew members that have access to other vaccines approved by public health authorities should make the personal decision to vaccinate for their own safety; however, these crew members may be subject to additional testing, vaccination, and/or assignment/itinerary restrictions.

Partially vaccinated crew will **not** be accepted onboard or on a private destination.

BOOSTER AT HOME

If crew members become eligible for a booster while at home, they should get boosted. We recommend getting boosted with:

- Pfizer
- Moderna

If these are not available at home, the crew member can get this additional vaccine dose onboard.

VACCINATION RECORDS

Crew members are expected to upload their vaccination records to MyRCL / C-TRAC as part of their documentation. Regardless of which vaccine is received, the vaccination certification should include the following legible basic information:

- Complete first and last name
- Date of birth
- Name of the vaccine administered and the lot number
- Number of doses administered with the date of each injection
- Name of the organization, hospital or clinic that provided the vaccine

Note: Crew members should not resubmit vaccination records that have already been submitted. However, crew should upload records of all new vaccine doses they receive.

WE CAN GET YOU BOOSTED

Royal Caribbean Group can get our crew boosted with high efficacy vaccinations when our crew become eligible for their booster onboard.

Team members on our private destinations will get boosted through a local, third-party entity led by the Ministry of Health (Bahamas) / Ministry of Public Health (Haiti).

By accepting an assignment and agreeing to get vaccinated, the crew or team member is acknowledging that they are willing to be boosted once they are eligible.

Onboard or Private Destination

Crew members that are onboard or at a private destination and decline getting boosted once they are eligible, will have their assignment canceled, and will be signed off at a specified time. They will not be eligible for an assignment until they are willing to get boosted.

Crew members that decline a booster onboard will need to get a booster at home before returning for another assignment should one be offered.

Vaccine Acknowledgment

Crew members that decline a booster must cancel their Vaccine Acknowledgement intent by 'unchecking' the box in C-TRAC or in MyRCL app.

By unchecking the acknowledge box, crew members are officially confirming that they are not willing to get boosted.

COVID-19 VACCINE ACCEPTANCE



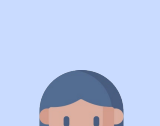
To create a safe environment for our crew members, it is important that crew onboard are vaccinated with high-efficacy vaccines, and this includes booster vaccines. RCG-preferred vaccines are currently globally accepted for all assignments. Crew members that have received other vaccines approved by public health authorities will be assigned to ships and itineraries accordingly. These assignments will be based on local vaccine acceptance and efficacy data monitored by the company. At this time, there are no RCG vaccine bans; however, crew with lower-efficacy vaccines may be subject to additional testing, vaccination, and/or assignment/itinerary restrictions.

We are operating as a **CDC Highly Vaccinated ship**. These are ships with more than 95% passengers and 95% crew who are **fully vaccinated**, but with less than 95% of passengers and 95% of crew **up to date** with their COVID-19 vaccines. CDC definitions include:



FULLY VACCINATED:

An individual that has completed all the required doses of a WHO or FDA authorized vaccine, but is at least 1-month overdue for a booster



UP TO DATE:

An individual that has been fully vaccinated AND has received a booster when eligible OR an individual that has been fully vaccinated and is not yet eligible for a booster (including 1-month grace period)



NOT FULLY VACCINATED:

An individual that is not yet vaccinated or has not yet completed a full series of a WHO or FDA authorized vaccine (for example, between two required shots)

VACCINE JOINING REQUIREMENTS



U.S. SHIP; CDC JURISDICTION

Crew members must arrive either:

1. **Fully vaccinated** with an RCG-preferred vaccine.
2. **Up to Date** which is fully vaccinated with an RCG-preferred vaccine, including any eligible booster vaccine.
3. **Fully vaccinated** with another WHO-approved vaccine – including any eligible booster vaccines; additional testing and assignment restrictions may apply.
4. **Fully vaccinated or up to date** with mRNA vaccines; that is any Pfizer and Moderna 1st or 2nd dose combinations.

GLOBAL, NON-CDC SHIP

Crew members must arrive either:

1. **Fully vaccinated** with an RCG-preferred vaccine.
2. **Up to Date** which is fully vaccinated with RCG-preferred vaccines, including any eligible booster vaccine.
3. **Fully vaccinated** with another WHO-approved vaccine – including any eligible booster vaccines; additional testing and assignment restrictions may apply.