

Global Ports Holding – ESG Targets

Carbon emissions

Global Ports Holding is committed to leading the cruise industry in sustainability.

We currently measure and report our Scope 1 and 2 greenhouse gas (GHG) emissions and have set ambitious climate targets: to achieve carbon neutrality by 2035 and Net Zero emissions by 2040.

These goals place us significantly ahead of the wider cruise industry's target of Net Zero by 2050 and reflect our commitment to reducing our environmental impact across all operations.

To ensure transparency and drive progress, we also monitor emissions intensity metrics, including Scope 1 and 2 CO₂ emissions per full-time equivalent (FTE), per cruise call, and per passenger—providing greater insight into the efficiency and performance of our operations.

2024 Scope 1 & 2 Emissions Data

CO2e Emissions (Tonnes)	
Scope 1 - Direct Emissions	
Direct: Total CO2e Emissions (Tonnes)	2,581.56
Scope 2 - Indirect Emissions	
ELECTRICITY	
Location based (KWh)	3,203.01
Total Scope 1 and 2 Location Based	5,784.58
Carbon Intensity Metrics	
Emissions Per Employee (FTE)	7.524
Emissions Per Passengers	1.257
Emissions Per Cruise Call	0.000431

Water

Our water usage assessment in the 2024 Reporting Period indicates that water usage was 110.4 million litres. We are now focussing on better understanding our water usage, so we can assess what actions can be taken to reduce our water consumption and appropriate water usage reduction targets can be set across our ports.

Gender Representation Targets

Global Ports Holding is committed to improving gender diversity across all levels of the organization, with a particular focus on senior and management roles.

As of October 2024, women represented 32% of the total workforce and 36% of those in management roles at or equivalent to manager level. Female representation declines further at more senior levels, with women comprising 31% of Directors and Port GMs, and just 20% at the Board and C-Level Executive levels.

To address this imbalance, GPH has established realistic yet ambitious targets for improving female representation through to 2035. These targets are based on internal workforce analysis, acknowledge the Group’s relatively low turnover, and are designed to align with our long-term growth model, which includes expansion through acquisitions.

Targets apply specifically to new hires and promotions, and will be reviewed periodically as global HR data quality and coverage improves.

Gender Target Ranges by Seniority/Role

Employee Level	Female Representation (2024)	Target for New Hires & Promotions	Target Female Representation (2030)	Target Female Representation (2035)
Board (excluding external representatives)	20%	50%	N/A	N/A
C-Level Executives	20%	40–50%	N/A	N/A
Directors (Regional Director / Port GMs)	31%	50–60%	37%	42%
Management / Equivalent Seniority	39%	50–60%	43%	50%
Supervisor / Team Leader	37%	57–60%	41%	45%

These gender representation targets are supported by wider initiatives set out in GPH’s DEI Policy, including improvements to internal promotion processes, targeted recruitment practices, and leadership development for women. Progress will be monitored biannually and transparently reported in future ESG disclosures.