



2024 Annual ESG Report

Navigating for a greener future

April 2025





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Abbreviations used in this document

AECO	Association of Arctic Expedition Cruise Operators
APCN	Available Passenger Cruise Nights, this is a measure of capacity
CSRD	The Corporate Sustainability Reporting Directive, an EU regulation mandating companies report on ESG performance
DNV	Det Norske Veritas
ERP	Enterprise Resource Planning
ESG	Environmental, Social and Governance
EU ETS	European Union Emissions Trading System
IAATO	International Association of Antarctica Tour Operators
IMO	International Maritime Organisation
LEED	Leadership in Energy and Environmental Design
LTIF	Lost Time Incident Frequency
NBCR	Nature-Based Carbon Removal
PCN	Passenger Cruise Nights, this is a measure of occupancy
SBTi	The Science Based Targets Initiative, the implementation arm of the Paris Agreement

For any questions, please contact:
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Dear Fellow Explorers...

2024 was the final year of the Hurtigruten Group. I am delighted that we have successfully separated the companies so that HX Expeditions is an entirely separate company to Hurtigruten.

As such, for the first time, we are publishing a separate HX ESG report. This is also an opportunity to remind ourselves why we publish this report. At HX, our commitment to being the most sustainable expedition cruise company means defining metrics and transparently reporting them widely to ensure internal progress and to inspire others in our industry to follow suit. We are beginning to see progress across the industry but there is still a long way to go.

This year we were delighted to continue winning awards for our ESG and sustainability efforts, these are detailed in the body of the report. I would particularly like to highlight the Princess Training Award which really highlights the lengths to which we go to ensure that our people and our guests are safe in some of the most challenging environments on earth.

2024 also represented the first year of the application of the EU ETS scheme to the maritime sector. We are pleased to see the EU take the lead in taxing carbon emissions and welcome the expected introduction of similar regulations in other areas to which we travel. Next year represents the first year of FuelEU Maritime which will further incentivise companies to reduce their emissions through use of cleaner fuels.

In addition to this ESG report, which is more of a backward look at the previous year, we will publish a comprehensive sustainability strategy which will outline our strategy and position going forward.

We welcome any comments or feedback on our reports.

All the best,

Gebhard Rainer
CEO, HX

Introduction to Our ESG Pillars

As an expedition cruise company, we go to some of the remotest parts of the planet. This gives us a front row seat when it comes to seeing the urgency of protecting its most fragile regions. It is why we have adopted the highest ESG standards and aim to be transparent in all that we do. We arrange our ESG efforts around four pillars underpinned by a strong foundation of Governance:



Emissions

We aim to reduce our emissions ahead of the requirements of the Paris agreement



Nature

We aim to support the global goal of “nature positive by 2030” with full recovery by 2050



Community

We aim to leave the communities we visit better off than before we visited them, every time, whilst working together as a force for good



People

We aim to be recognised and celebrated as the most diverse and inclusive expedition cruise company globally



GOVERNANCE

Reporting Cadence

We recognise the importance of ensuring visibility throughout the year to key stakeholders within the business. As such, we have the following cadence of reporting:



Progress in 2024

We have continued to push for firmer global regulations to ensure all travel operators abide by rules designed to protect the special places where we all operate. We were involved in establishing the Association of Arctic Expedition Cruise Operators (AECO) and are active members on the climate committees of both AECO and the International Association of Antarctica Tour Operators (IAATO). We also work with global research institutes and universities as part of our Science & Education Program.

Preparation for EU CSRD Reporting

This year, we prepared for our reporting obligations under the EU Corporate Sustainability Reporting Directive. As part of this we carried out a detailed double materiality assessment to ensure that we are reporting on the main impacts we have on the world around us. The process of doing this has highlighted the importance of this report in ensuring that we are measuring the right KPIs. Our methodology was audited by PwC and our first CSRD report will be next year.

HX Trophy Cabinet 2024



This year we won several awards in relation to our ESG and sustainability credentials. In particular, we would like to highlight the Friends of the Earth scorecard which ranks cruise companies based upon the environmental credentials of their fleets. In this we came joint top with our sister company Hurtigruten. We were also the top-scoring expedition cruise company in The Nature and Biodiversity Conservation Union (NABU) rankings, which asks “Where do shipping companies stand in terms of climate and environmental protection?” Finally, as a result of our commitment to compiling and releasing this very report each year, we were also awarded an “Excellence” and “Leading Company” categorization at the first European ESG Transparency Awards.



Two more awards are highlighted later in the report as they illustrate pillar-specific achievements: we were awarded a Princess Training Award for our Polar bear training (See page 34) and also the prestigious Expedition Initiative of the year at the Seatrade awards for our Rapid Response fund (see page 28).

Emissions

AMBITION: WE AIM TO REDUCE OUR EMISSIONS FASTER THAN THE REQUIREMENTS OF THE PARIS AGREEMENT

Curbing greenhouse gas (GHG) emissions is crucial in reducing the inevitable impacts of global warming. The travel industry is a significant contributor to emissions and we have a responsibility to address this directly. As such, we have set targets which go beyond those recommended by the industry bodies such as the DNV and the IMO.

Our targets are:

- 1) Carbon Neutral Scope 1 emissions by 2040
- 2) Net Zero Scope 1, 2 and 3 emissions by 2050

2024 OUTCOMES

TOTAL CO₂ EMISSIONS

73,107 T_{CO₂} ↓ **27%**
ON 2023*

*Due to Maud moving to Hurtigruten and increased docking activity in the rest of the fleet.

CO₂ EMISSIONS PER GUEST PER NIGHT SCOPE 1 PER APCN

140 KG_{CO₂} ↑ **13%**
ON 2023*

*Due to fuel expended in periods of docking without passengers.

OUR EMISSIONS STRATEGY

Our scope 1 emissions come directly from the burning of marine gas oil to power our ships. We have minimal scope 2 emissions which result from our use of shore power and our power usage in our offices. Finally, our scope 3 emissions are significant, with a large majority of these emissions coming from air travel for our guests and employees. The other major component of our scope 3 emissions is logistics such as food and mechanical spare parts.

We are committed to reducing our scope 1 emissions first through the options open to us: technological, operational, and with biofuels. We have invested very heavily in fleet upgrades and have built two of the most advanced hybrid expedition cruise ships in the world – the Roald Amundsen and the Fridtjof Nansen. Additionally, we are always looking for ways to reduce our operational emissions, for example, by reviewing our itineraries to ensure that they are as efficient as possible. Once technological and operational solutions have been exhausted, the final opportunity to reduce our emissions is through biofuel. Regrettably, the availability of high-quality biofuels is not good in the locations we operate and, where it is available, the price is very high.

Emissions-Related Definitions

Scope 1: HX direct emissions (e.g. Fuel)

Scope 2: Emissions from HX energy usage (e.g. Offices, shore power)

Scope 3: Emissions from suppliers (e.g. Airlines)

Carbon Neutral: Reducing emissions and compensating for these... by removing an equal amount of CO₂ from the atmosphere... this balancing practice is known as carbon offsetting

Net Zero: Net Zero on the other hand means that a company reduces its absolute emissions across its whole supply chain, to support the target to limit global temperature increases to 1.5 degrees Celsius, as agreed in the 2015 Paris climate summit

Progress in 2024

Our ships and operations have an impact on the environment, including contributing to climate change. We are committed to reducing this as efficiently and quickly as possible so we have set ambitious emissions reduction targets. As noted above, in 2024, we experienced significant changes to our fleet composition which make comparisons with previous years difficult. For example, our overall emissions reduced by 27% but our emissions per APCN increased by 13%, largely because fuel is used to maintain hotel operations during docking periods.



Itinerary Planning to Reduce Fuel Consumption

This year we have developed and introduced a new itinerary planning tool which allows our product team to estimate the carbon emissions from new itineraries. This tool automatically flags routes which have higher than average carbon intensity and has already led to the reformulation of currently planned itineraries to reduce emissions.

Adding Fuel Consumption Considerations to new Shore Excursions

Another first step was taken in 2024 in relation to shore excursions where we created a template for new excursions which includes a full carbon accounting. As a result of this exercise and the resulting discussion about the trade-offs, we have decided to include a full carbon removal programme for shore excursions with exceptional emissions.

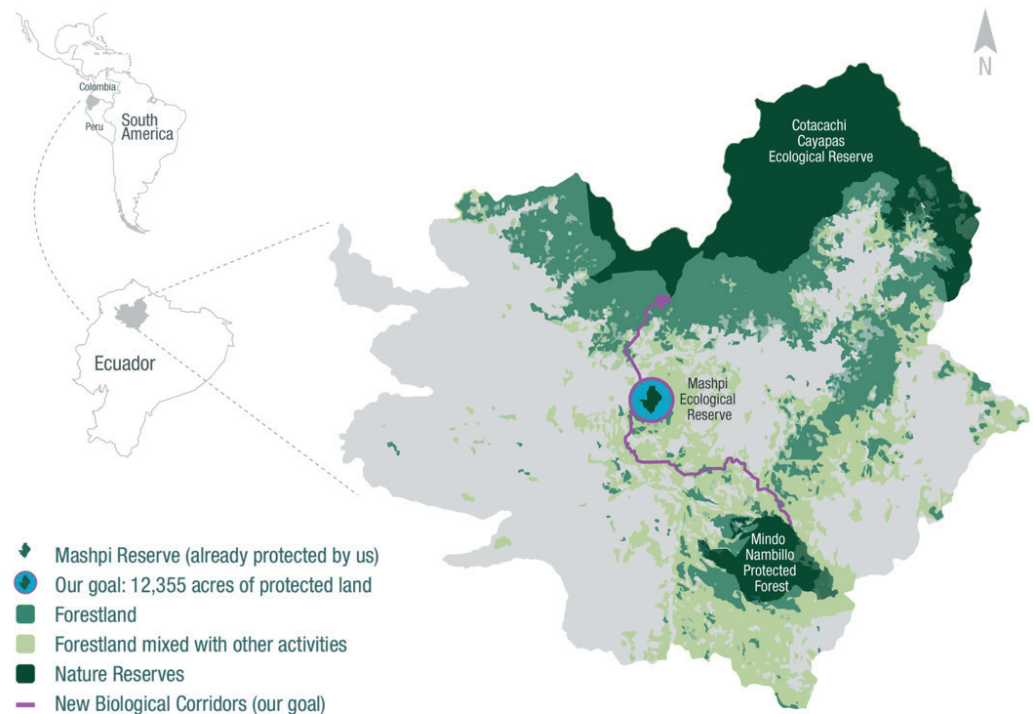


MS SANTA CRUZ II, GALÁPAGOS

©Ashton Ray Hansen / HX

Supporting the Grupo Futuro Foundation in Restoring the Choco Andino forest

As part of our charter of the Santa Cruz II, we have been contributing USD\$6.5 per available guest night to the NFTree project in Chocó Andino to remove 100% of our operational emissions. This project aims to restore over 12,000 acres of megadiverse cloud forest to create a wildlife corridor between two other protected reserves. They do this by paying local landholders to restore and protect the cloud forest on their property with long-term payments providing financial security. Where this is not possible e.g. where the land is being used or planned to be used for mineral exploitation, the land is purchased and then declared a reserve which protects it in law. Over the past four years, HX has contributed over €600,000 to this project, restoring and protecting over 600 acres of forest.



HX at COP29

As part of our commitment to campaigning for improved sustainability in our sector (and beyond!) we were delighted to attend COP29 as two separate delegations. The first under the HX Foundation Director, Henrik Lund, who took part as an accredited observer to COP29 and the second under Dr Verena Meraldi, our chief scientist who participated in a roundtable discussion. As a respected leader in the maritime sector, the Ocean Conservancy invited Dr Meraldi to speak at the Implementation Lab at COP29. The title of the session was “Ocean Breakthroughs for 1.5°C: Scaling Ambition in NDCs” and the panel discussed international partnerships, private sector engagement, and financing strategies to scale ocean-based climate solutions.

There were three main causes that were raised as requiring significant focus in the panel, on the travel day, and throughout:



Contributions to Science

The general agreement in the panel discussion was that there is a lack of data and scientific communication in general and that every sector, including the travel industry, could help fill the gaps.



Improving Ocean Literacy

This needs to be a topic openly discussed in households – collaborations like the blue bag can support this (see page 23).



Collaboration Between Sectors

Collaboration between Industry, NGOs, Governments and Academia is more important than ever to combat global climate change

Looking Forward

The path to Carbon Neutrality by 2040 is constantly evolving, but we must act now without waiting for complete certainty. While we will always prioritise reducing carbon emissions through technology (e.g. Hybridisation), operational changes (e.g. less far, less fast) and biofuels, the scale and pace of decarbonisation required by the Science Based Targets initiative (SBTi) currently requires additional approaches. We are developing our sustainability strategy which will have a full decarbonisation plan.

Nature

AMBITION: SUPPORTING THE GLOBAL GOAL OF "NATURE POSITIVE BY 2030" WITH FULL RECOVERY BY 2050

As a leader in expedition cruising sustainability, our operations can have a positive impact on the environments and communities we visit. The two core actions of our Nature strategy which will contribute to the achievement of our North Star are Leaving No Footprint and Restoring Nature.

2024 FIGURES

A RECORD YEAR FOR OUR SCIENCE & EDUCATION PROGRAM



1911
CRUISE NIGHTS
DONATED TO GUEST SCIENTISTS

WASTE CONSUMPTION (2024 VS 2023)

19% **26%**
↓ TOTAL WASTE ↑
ACROSS THE FLEET* WASTE PER APCN*

*Partly due to Maud moving to Hurtigruten and increased dry-docking activity in the rest of the fleet.

*Partly due to waste created by crew operations during docking periods

FOOD WASTE

162g **48%**
PER GUEST (PCN) ↓ ON 2023

OUR NATURE STRATEGY

In **Leaving no Footprint**, our focus is on managing and reducing the waste streams generated by our operations. With most of our water produced on board through reverse osmosis and evaporators, we ensure minimal burden on water-scarce regions. Advanced water treatment facilities discharge drinking-quality water, while robust processes ensure responsible handling of black water, recycling, and landfill waste. We are also addressing broader environmental risks, such as the transmission of invasive species, and taking steps to assess and improve the environmental practices of our suppliers.

Under **Restoring Nature**, we amplify our positive impact through our Science & Education Program and the HX Foundation. Our Science & Education Program engages guests through lectures, practical sessions and citizen science initiatives; supports cutting-edge research in the remote environments we visit; and fosters a deeper understanding of fragile ecosystems. The HX Foundation complements these efforts by funding critical conservation and community projects, as well as providing immediate support to local initiatives through its award-winning Rapid Response Fund. We further our impact through hands-on activities, such as beach litter cleanups, and are exploring opportunities to contribute to larger-scale waste removal efforts.



Progress in 2024

Leaving No Footprint

We must note that 2024 was an unusual operating year. In 2024 our overall waste reduced by 19% and water consumption by 20%, mainly due to a reduction in capacity. However, our waste per guest (PCN) increased by 17% due to the continued production of waste by hotel operations for the crew whilst the ships were docked.

The most unequivocal win in 2024 was a 48% reduction in food waste per guest (PCN) due to an increased focus supported by the dedication of our Public Health Operations Manager, Robin Thompson. Robin monitors the food waste data on a weekly basis and calls the ships if figures escalate to intervene early and put contingency measures in place. A majority of the savings have come from reducing the pre-preparation requirements for the food served in our fine-dining Lindstrom restaurant. This means there is less requirement to anticipate potential guest orders and therefore less food waste. We have also stepped up our savings at our Aune restaurants where we have focused on better monitoring of the buffet to ensure that we do not over-cater towards the end of service.

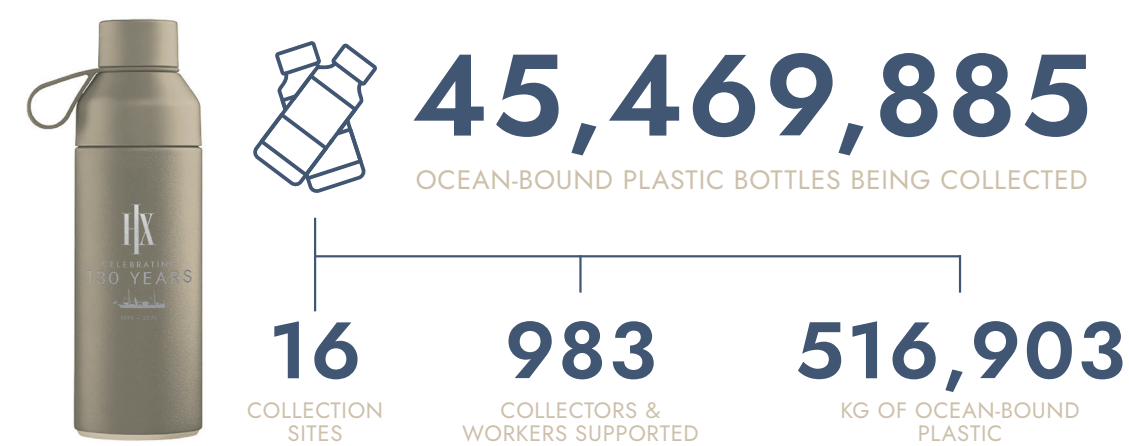


Restoring Nature

Last year was another record year for the Science & Education Program we run on board. In 2023, we celebrated the huge milestone of 1887 cruise nights committed to guest scientists on board our ships. In 2024 – even with reduced capacity – we have managed to surpass this, donating 1911 cruise nights. This dedication is yielding results for the scientific community. In 2024, HX was mentioned in 98 presentations and publications including academic papers – up 36% on 2023. Additionally, our Green Stay programme – representing 24% of all passenger cruise nights – saved over 650,000 litres of water and 3,700 litres of washing detergent.

Ocean Bottles

This year, we partnered with Ocean Bottle to provide over 40,000 re-usable thermally-insulated flasks to our guests and staff. This comes as part of our war on plastic, HX being the first expedition cruise company to ban non-essential single-use plastic* in 2018. Through this collaboration with Ocean Bottle, we have removed or stopped the entry into the ocean of over 45m plastic bottles weighing over 516 tonnes. For the latest Ocean Co. verified figures, please see below:



* use of single-use plastics remain where impractical to remove (e.g. medical items)

Big Blue Bag



The HX Foundation proudly partnered with marine biologist Monty Halls to launch the ‘Big Blue Bag’ initiative, a groundbreaking programme designed to empower individuals of all ages to play an active role in conserving the world’s coasts and shallow seas. The bag provides participants with a specially designed bag containing easy-to-follow sampling protocols. These protocols enable users to collect crucial data on marine health, including microplastic pollution, species biodiversity, water temperature, and coastal debris.

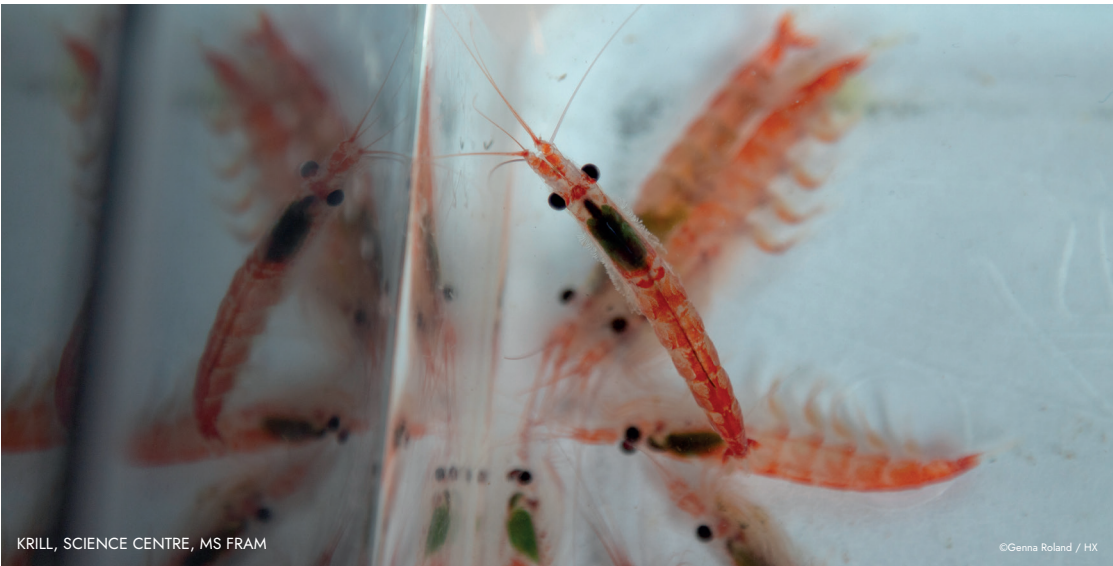
The collected data will be uploaded to an app (currently in development), contributing to a global citizen science network aimed at informing marine conservation efforts worldwide. By directly engaging communities and travellers, the Big Blue Bag initiative not only gathers vital information about ocean health but also fosters a deeper connection between individuals and the environments they help protect. This innovative approach exemplifies our commitment to inspiring conservation action and creating meaningful change.

Pioneering the First University Module for Guests

Building on our longstanding collaboration with the University of Tasmania and its Institute for Marine and Antarctic Studies, HX became the first expedition cruise company to offer an accredited university short course for guests and staff. This ~6-hour course, designed for Antarctic voyages, delves into the region’s governance, history, fauna, ecosystems, geology, and glaciology, enriching participants’ understanding before they set foot on the continent. By mid-February 2025, over 1,870 participants had enrolled, with 760 receiving completion certificates, symbolising their newfound knowledge. This initiative not only fosters a stronger connection between our guests and science teams but also nurtures ambassadors for Antarctic preservation.

Sound Traps Supporting Whale Research and Krill Fishing Quotas

The Norwegian Polar Institute, with support from HX, deployed state-of-the-art sound traps around the Antarctic Peninsula in 2024. These devices monitor cetacean movements and their interactions with the environment. The data will contribute to the work of the Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR), informing critical discussions on krill fishing quotas — unchanged since the 1980s. This project underscores our dedication to collaborative research and the sustainable management of marine resources.



Logistic Support to Research Institutions

Our long Antarctic itineraries provided essential logistical support to research institutions. HX vessels transported equipment, researchers, and station personnel across remote locations, including King Edward Point and Stanley, facilitating the reopening of Signy Station in the South Orkney Islands. In return, scientists and station personnel delivered enriching lectures on board, offering guests unique insights into polar science. By dedicating cabins and resources to research institutions, we strengthen our shared mission of advancing polar research and education.

Ships Contributing to Environmental Monitoring

In 2024, MS Fridtjof Nansen was equipped with advanced environmental monitoring systems. These systems measure critical parameters such as water temperature, salinity, CO² and O² levels, and even collect microplastics and environmental DNA samples. Additionally, an atmospheric monitoring device tracks aerosols, gas concentrations, and weather patterns. This initiative both supports our esteemed partners the Alfred Wegener Institute and Hereon from Germany and exemplifies our commitment to science.



Combining Impact and Itineraries

The HX Foundation has been supporting the Ecuadorian NGO Fundación de Conservación Jocotoco since 2021 in their mission to protect the critically endangered Galápagos Petrel. Foreign predators such as rats and feral cats have caused significant nest failure, with 72% of nests failing to produce offspring. Thanks to Jocotoco's efforts, the number of successful fledglings has grown from just 4 in 2020 to 22 during the 2021-2022 season, and the latest figures indicate up to 37 chicks will be fledged. Inspired by this success, we have adjusted our itineraries to visit the project, allowing our guests to witness this impactful conservation work and see firsthand how travel with HX contributes to meaningful change.

Looking Forward

The challenges of preserving biodiversity and mitigating human impact on natural ecosystems are immense, but we cannot afford to delay action. While we continue to prioritise minimising our operational footprint through measures such as stringent waste management, recycling, and reducing water usage, we recognise the need for deeper, more collaborative efforts.

From 2025 we will further our commitment to nature restoration through our NBCR programme, rigorous supplier vetting and refining our Science & Education Program. These efforts, alongside guest engagement through activities like beach clean-ups and the Green Stay programme, will ensure that we contribute meaningfully to the restoration and preservation of the environments we explore.



Community

AMBITION: WE AIM TO LEAVE THE COMMUNITIES WE VISIT BETTER OFF THAN BEFORE WE VISITED THEM, EVERY TIME, WHILST WORKING TOGETHER AS A FORCE FOR GOOD.

At HX, we recognize that the remote communities we visit are at the heart of our expeditions, offering unique cultural experiences and a deep connection to the places we explore. With this privilege comes a responsibility to ensure that our presence is not only respectful but also supportive of their needs and aspirations.

2024 FIGURES

HX FOUNDATION
FIRST YEAR OF ESTABLISHMENT
OF THE HX FOUNDATION

€229,107

DONATED FROM GUESTS
TO THE FOUNDATION

€421,840

DISBURSED TO
58 PROJECTS IN
19 COUNTRIES

LOCAL SOURCING

31%

SPENDING WITH
LOCAL SUPPLIERS

44

LOCAL
VENDORS

2 MEMBERS OF THE PRODUCT TEAM

HIRED DIRECTLY FROM INDIGENOUS COMMUNITIES – AN INDUSTRY FIRST

OUR COMMUNITY STRATEGY

Our community strategy is built on two core actions: involving and respecting communities and maximising the direct benefits they receive from our visits. We are dedicated to understanding and measuring the full scope of our impact on these communities — encompassing the economic opportunities we provide as well as any potential pressures on their resources and way of life. By working closely with local stakeholders, we incorporate their perspectives into our operations, ensuring that our interactions are sustainable, mutually beneficial, and culturally enriching for our guests and crew.



Progress in 2024

Our community progress is told through the stories herein. The relationship between expedition cruising and the remote communities we visit has not always been without challenges, but we are committed to transforming these interactions through a community-first approach. This means engaging directly with local stakeholders during itinerary planning to ensure mutual benefits, hiring team members from the very communities we visit to provide authentic representation, and offering comprehensive community engagement training for our crew.



Rapid Response Fund Wins Expedition Initiative of the Year

We were thrilled that the Rapid Response Fund was awarded the prestigious Expedition Cruise Initiative of the Year at the Seatrade Cruise Awards. The fund empowers our ships and product managers to take swift and meaningful action, allocating foundation funds directly to support the needs of communities we visit. Born from the insights of Expedition Leaders and Science Coordinators who interact with local communities during HX Hurtigruten Expeditions sailings, the fund reflects our commitment to creating a positive impact wherever we travel.

Since its launch in late 2023, the Rapid Response Fund has been utilised 7 times to address diverse needs across the globe. Its inaugural contribution supported the Hebridean Whale and Dolphin Trust, funding equipment for their research vessel, Silurian, which monitors marine life in Scotland's Hebrides. Subsequent grants included welding and fabrication training for disadvantaged youth in the Community of Cambridge Bay, food purchases for the Gjoa Haven Community Food Charity, and school supplies and musical instruments for the Wayuu community school in Cabo de la Vela, Colombia. This initiative exemplifies how responsive, targeted efforts can make a profound difference in the communities we visit.

Increasing impact of the HX Foundation

The HX Foundation aims to strengthen local communities, protect endangered species, and back environmental initiatives. Last year we donated more than €420,000 in grants to 58 different projects and raised €229,107 from our guests with more than €42,000 being donated through our Green Stay programme.

HX at the Forefront of Greenland's New Era of Connectivity

On 28th November, HX proudly stood as the only expedition cruise company to attend the opening of Greenland's new international airport in Nuuk, solidifying our commitment to this remarkable destination. We have committed heavily to Greenland itineraries departing from Nuuk. This commitment includes the hiring of both product and expedition team members from the communities we visit. Three of our team were honoured to arrive on the inaugural international flight, symbolising HX's dedication to forging strong ties with Greenland.



Local Sourcing of Ingredients: Supporting Communities and Reducing Our Footprint

At HX, we are committed to sourcing locally whenever possible, prioritising partnerships that bring clear benefits to local communities and reduce carbon emissions. This approach not only supports regional economies but also ensures that our guests enjoy authentic, sustainable dining experiences tailored to the unique destinations we visit.

However, there are always trade-offs for us to consider. For example, given the remote nature of many of these locations, we remain mindful of the potential to overwhelm local resources and carefully balance our sourcing to protect these communities. Another factor to consider is the traceability of semi-locally procured goods (e.g. beef from Argentina) and understanding whether this is associated with deforestation.

As such, we do not set goals for local procurement but are guided by our procurement policy which details the trade-offs to be considered.

Showcasing Local Flavours Across the Globe



Sustainable Seafood from Tobermory Fish Company (UK)

Guests sailing the British Isles are treated to fish and oysters sourced from the renowned and family-owned Tobermory Fish Company. These ingredients, all locally farmed, reflect our dedication to sustainable practices while offering an unforgettable taste of Scotland's natural bounty.



Anhelado Ice Creams in South America

On selected South American and Antarctic voyages, we deliver delicious Anhelado ice creams - both dairy and non-dairy - locally made in Chile.



Sourcing Local Draft Beers from North and South

We support local breweries wherever possible, from Vancouver down to Ushuaia, giving our guests the opportunity to discover their new favourite craft beers after a long day of excursions.

Looking Forward

We aim to maximise the positive impacts of our operations, from economic and educational benefits to cultural preservation and environmental advocacy. Programmes like the Rapid Response Fund and a focus on community co-benefits such as education and the payment of a steady conservation income as part of our NBCR programme illustrate our commitment to supporting local resilience and livelihoods. Going forward, we are investigating the potential to introduce a net promoter score for communities and the creation of a total community value metric to further inform our interactions with those communities and ensure we are maximizing that value.

People

AMBITION: WE AIM TO BE RECOGNISED AND CELEBRATED AS THE MOST DIVERSE AND INCLUSIVE EXPEDITION CRUISE COMPANY GLOBALLY.

People are at the core of HX. Our employees create exceptional travel experiences for our guests, and we are committed to supporting them by fostering an inclusive and safe work environment at all times. We aim to reflect the diverse communities we work with, both on land and at sea and ensure that every individual feels a sense of belonging and purpose.

2024 FIGURES

958 TOTAL NUMBER OF EMPLOYEES

70% SHIP-BASED

76% MEN
24% WOMEN

26% 3-STRIPE OFFICERS AND ABOVE ARE WOMEN

30% LAND-BASED

47% MEN
53% WOMEN

40% MANAGERS ARE WOMEN

SAFETY

1.53 LTIF IN 2024* **↓ 50%** VS 2023

*Lost Time Incident Frequency



OUR PEOPLE STRATEGY

Within HX we have over 950 employees representing 60 different nationalities. They are the cornerstone of our business and as such we are committed to ensuring their employment is a fulfilling and rewarding experience.

Operating in the marine sector, it is natural that the health and safety of employees remains our foremost priority. We are constantly reviewing our practices to ensure we meet the highest safety standards and have a robust internal whistleblowing procedure to encourage our people to come forward with concerns.

Finally, as a global employer we have an important responsibility to uphold human rights both within our company and in our supply chain. We undertake periodic reviews of both our suppliers and the specific items we procure to ensure that these rights are upheld.



Progress in 2024

2024 has been largely the story of setting HX up as a fully separate company. Our People & Culture team have performed near-miracles in the pursuit of this – setting up independent systems for everything from an integrated enterprise resource planning system (ERP) to standing up an independent Guest Excellence centre as a hub for travel talent, technology, and shared services.

Recognised Excellence in Training: Princess Royal Training Award

HX is proud to have been honoured with the prestigious Princess Royal Training Award for our industry-leading “Guiding in Polar Bear Environments” course. This award, presented by The Princess Royal, recognises organisations that demonstrate outstanding commitment to training and development through a rigorous application and adjudication process. Our innovative course equips guides with the skills and knowledge to operate safely and responsibly in polar bear habitats, reflecting our dedication to both safety and sustainability in the unique environments we explore.



Industry Leading Crew Training Using Simwave

As part of our commitment to providing the most advanced training for our Crew, we have partnered with Simwave in Rotterdam to create realistic training scenarios specific to our operations. This world-leading simulator allows our crew and officers to practice the skills they will need in a safe environment but under realistic conditions and pressure.

New Office in Prague

As we have moved towards an independent trading future, HX has opened a new office and Guest Excellence Centre in Prague. We chose to locate the office in the Dockin5 building with a Gold LEED certification – a stamp of advanced sustainability in building. We have already hired more than 70 people across the Guest Excellence, IT, Finance and HR departments and will be looking to grow this further in the new year.



Launch of Employee Resource Groups

2024 marked the launch of our first Employee Resource Groups which foster inclusivity and address the needs of underrepresented groups from across the organisation. The first two to launch were ShEquality at HX and Rainbow Explorers.

Looking Forward

With the full separation of HX from Hurtigruten comes the opportunity to reset baselines and define a detailed strategy for HX going forward. This affords us the opportunity to ensure inclusion and guest-centricity is reflected in our Code of Conduct, Employee Policies, and HX Spirits. As part of our Inclusion & Belonging strategy, we are empowering our ERGs to have a voice in reviewing initiatives, communication, and policies to ensure that our approach is welcoming and representative of our employees. Finally, we will be focusing on building two-way communication throughout our organisation to ensure that important information is widely disseminated and that employee voices are heard at all levels.



MS ROALD AMUNDSEN AND MS FRIDTJOF NANSEN IN CUVERVILLE ISLAND, ANTARCTICA

Emissions

Fleet Scope 1 and 2

KPI	Unit	2023	2024	'24 vs '23
Scope 1 (Direct CO ² Emissions)	mt	100,519	73,107	-27%
Scope 1 (Direct CO ² Emissions) per APCN	mt	0.12	0.14	13%
Scope 2 (Indirect CO ² Emissions)	mt	1.24	0.86	-31%
Sum of Scope 1 & 2 Emissions	mt	100,520	73,107	-27%
SOx Emissions	mt	13.1	13.7	5%
NOx Emissions	mt	1,256	1,065	-15%

Electricity

KPI	Unit	2023	2024	'24 vs '23
Number of ships	#	6	4	-33%
Hybrid electric ships	#	3	2	-33%
Ships with shore power connectivity	#	5	4	-20%

Energy Consumption

KPI	Unit	2023	2024	'24 vs '23
Scope 1 energy consumption - fleet	GJ	1,338,785	973,690	-27%
Scope 2 energy consumption - fleet	GJ	0	425	N/A
Scope 1 & 2 energy consumption - fleet	GJ	1,338,785	974,115	-27%
Fleet heavy fuel oil	%	0	N/A	N/A
Fleet biofuels	%	0	0	N/A



Nature

Water Management

KPI	Unit	2023	2024	'24 vs '23
Water consumption	m3	147,811	117,785	-20%
Water bunkered	m3	8,491	7,815	-8%
Water production	m3	139,320	109,970	-21%
Water consumption per APCN	m3	0.18	0.22	24%

Waste Performance

KPI	Unit	2023	2024	'24 vs '23
Total waste produced	kg	2,481,209	2,018,074	-19%
Food waste as a % of waste	%	6	3	-55%
Total waste produced per APCN	kg	3.03	3.82	26%
Food waste per guest (PCN)	kg	0.31	0.162	-48%
Spills to the environment	#	1	0	-100%
Litter collected shoreside during ship operation	kg	3,051	3,624	19%

Science & Education

KPI	Unit	2023	2024	'24 vs '23
Number of Citizen Science sessions provided to guests	#	N/A	3,425	N/A
Number of guests attending all sessions (NB one guest can attend multiple sessions)	#	N/A	28,706	N/A
Citizen Science Projects offered to guests	#	20	21	5%
Total number of submissions to citizen science projects	#	N/A	30,547	N/A
Science Collaboration Projects supported	#	31	32	3%
Scientific Collaboration Cruise Nights	#	1,887	1,911	1%
External science-related publications and representations	#	72	98	36%

Green Stay

KPI	Unit	2023	2024	'24 vs '23
Green Stays	%	26%	24%	-8%
Water saved	LTR	998,949	658,748	-34%
Washing detergent saved	LTR	5,685	3,749	-34%
Electricity saved	kWh	1,186	782	-34%

People

Employees

KPI	Unit	2023	2024	'24 vs '23
Total number of employees	#	1155	958	-17%
Total number of third party workers	#	801	533	-33%
Employees working on ships	#	1089	666	-39%
Employees working at our land-based offices	#	66	292	342%
Ratio working sea	%	94	70	-26%
Women on ships	%	23	24	4%
Women on land	%	24	53	120%
eNPS	#	4	22	450%
Employee turnover	%	4	8	93%
Maritime Apprentices / Cadets	#	11	19	73%
Completed online/digital training sessions	hrs	4116	2356	-43%
Land employees covered by a collective bargaining agreement	%	94	71	-25%
Ratio of our highest paid individual to average salary in company	#	12	9	-26%

Diversity & Inclusion

KPI	Unit	2023	2024	'24 vs '23
Average age (in years)	#	39	40	3%
Nationalities	#	56	60	7%
Women in Executive Ledership Team (ELT)	%	1	2	100%
Women in senior leadership level (see definition in comment field)	%	41	34	-17%
Women at manager level on land	%	34	40	17%
Women as Captains	%	0	0	0%
Women as senior officers/leadership onboard	%	21	26	24%
Age Distribution: Under 30 years	%	16	8.7	-46%
Age Distribution: 30-50 years	%	72	72.9	1%
Age Distribution: Above 50 years	#	12	16.8	40%
Age Distribution: Youngest employee	#	20	22	10%
Age Distribution: Oldest employee	#	82	74	-10%

Health & Safety

KPI	Unit	2023	2024	'24 vs '23
LTIF	#	3.06	1.53	-50%
Incidents reported to NMA	#	1	1	0%
Port state control detentions	#	0	0	0%
Port state control deficiencies (average per inspection)	#	1.4	1.6	+14%

Community

Foundation*

KPI	Unit	2023	2024	'24 vs '23
Projects supported through HX Foundation (in countries)	#	N/A	58 (19)	N/A
Raised funds for HX Foundation	€	N/A	229,107	N/A
Donations to supported projects	€	N/A	421,840	N/A
People positively impacted	#	N/A	106,032	N/A
Tons of plastic litter collected by supported projects	T	N/A	98	N/A
Number of locations cleaned by supported projects	#	N/A	4,925	N/A
Number of communities supported by the HX foundation	#	N/A	33	N/A

*2024 first year of independent HX Foundation operation

Local Value Creation

KPI	Unit	2023	2024	'24 vs '23
Local vendors in Norway	#	N/A	N/A	N/A
Local vendors globally	#	24	44	83%
Percent spending from local suppliers (F&B)	%	37	31	-16%
Number of ports we purchase F&B locally from	#	32	30	-6%

Responsible Business

Support

KPI	Unit	2023	2024	'24 vs '23
Board diversity	%	33	0	-100%
Corruption risk	#	5	3	-40%
Fines	#	1	3	200%
Completed Code of Conduct e-learning	#	N/A	1,009	N/A
Completed Code of Conduct e-learning	%	N/A	93	N/A
Privacy related complaints from external parties sent to the Data Protection Officer	#	N/A	0	N/A
Data breaches reported to regulatory bodies	#	N/A	0	N/A
Internally recorded data privacy breaches	#	N/A	0	N/A
Data privacy training completion (of total employees)	%	N/A	97%	N/A



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