

CARNIVAL CORPORATION & PLC
BUSINESS ETHICS DISCLOSURE FORM AND NON-DISCLOSURE AGREEMENT

As described in the Carnival Corporation & plc Code of Business Conduct and Ethics (the "Code"), our Company is committed to avoiding conflicts of interest. Our employees are required to make many decisions which have safety, financial and other consequences. Those decisions should not be compromised by a conflict of interest.

We have created this Disclosure Form to help you and our Company manage potential conflicts of interest. All potential conflicts must be disclosed at least once per year even if you have disclosed the conflict previously. Attach additional sheets if necessary.

If you are unsure how to answer any question, please ask for guidance from the Human Resources Department or Ethics & Compliance Department. If you are unsure as to whether your situation presents a potential conflict of interest, please either ask about the matter or disclose it so that we may review the situation and address it. Remember: Having a conflict of interest is not automatically a violation of our Code, but failing to disclose it is.

Completed Disclosure Forms will be accorded the same level of confidentiality as is applicable to your personnel file. Once you have submitted a Disclosure Form, you should complete and submit a new one if your circumstances change.

Definitions

- A conflict of interest is any situation in which your personal activities or interest interfere with your ability to do your job or make unbiased decisions on behalf of the company.
- The term "Related Person" includes your spouse, domestic partner, parents, grandparents, siblings, children and any person with whom you are in a romantic relationship.
- The term "Carnival Company" includes Carnival Corporation and plc or any of their subsidiaries, affiliates or brands. Examples include AIDA Cruises, Carnival Australia, Carnival Cruise Line, Carnival UK, Costa Cruises, Costa Asia, Cunard, Holland America Line Inc., HAL Antillen N.V., Holland America Line N.V., Holland America Princess Alaska Tours, P&O Cruises (UK), P&O Cruises (Australia), Princess Cruises, Seabourn, Westmark Hotels and Worldwide Shore Services, any of their subsidiaries or ships operated by any of the these entities.

Name:
Employee/Crew Number:
Position:
Department:
Department Head:
Company:

1. Are you or a Related Person an owner of or have any role (for example, act as an employee or consultant) with:
- an entity that competes with a Carnival Company? Yes
 - an entity that does business with a Carnival Company? No
 - an entity that seeks to do business with a Carnival Company?
- If the other entity is publicly traded, you only need to answer "yes" if you own more than 1% of the entity's stock.

If yes, provide detailed information as requested below.

a. Give the name of the entity and how it interacts with a Carnival Company. If there is more than one entity, please list them all here.

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b. Describe the relationship between this entity (entities) and you (or your Related Person).

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c. Attach prior approval received from your brand President or CEO if you are owner or have any role (for example, act as an employee or consultant) with an entity that competes, does business with, or seeks to do business with a Carnival Company. Please send attachments to the Ethics & Compliance Department at Ethics@hollandamericagroup.com

2. Have you or a Related Person received any items of value exceeding \$200 from:
- an entity that competes with a Carnival Company? Yes
 - an entity that does business with a Carnival Company? No
 - an entity that seeks to do business with a Carnival Company?
- Items of value may include salary or other types of compensation, gifts, meals, entertainment, discounts, product samples, familiarization trips, and other travel-related benefits.

If yes, provide detailed information as requested below.

a. Give the name of the entity and how it interacts with a Carnival Company. If you have received items of value from more than one entity please list them all here and describe how each interacts with a Carnival Company.

b. Describe all items of value that were received, offered, or promised to you or your Related Person by this entity or entites.

c. Please attach relevant documentation if a gift was returned or if a donation was made to offset the value of the items provided. Please send attachments to the Ethics & Compliance Department at Ethics@hollandamericagroup.com.

3. Have you or a Related Person conducted personal business (for example, purchased or sold items or services) with:
- an entity that does business with a Carnival Company?
 - an entity that seeks to do business with a Carnival Company?

Yes
 No

You do not need to disclose business conducted on standard terms such as a personal mobile phone agreement with a phone company that also provides services to a Carnival Company.

If yes, provide detailed information as requested below.

a. Give the name of the entity and how it interacts with a Carnival Company. If you have conducted personal business with more than one entity, please list them all here.

b. Describe the relationship between this entity and you (or your Related Person) and explain the business you (or your Related Person) conducted with the entity.

4. Have you given or received any gifts or loans to or from another Carnival Company employee in excess of \$200 USD (or its equivalent) in the past year?

Yes
 No

If yes, provide detailed information as requested below.

a. Provide the name of the other Carnival Company employee(s) below and explain the circumstances around the gifts or loans.

5. Do you have a direct or indirect reporting relationship with or the ability to influence employment decisions for a Related Person?

Yes
 No

If yes, provide detailed information as requested below.

a. Give the name of the other employee.

b. Explain the reporting relationships and business interactions between you and your Related Person.

6. Are there any other potential conflicts you wish to disclose that are not specifically addressed in the preceding questions?

Yes
 No

a. If yes, please provide all relevant details.

7. Any conflicts disclosed in this form will be evaluated by representatives of the Legal, Ethics & Compliance, and Human Resources Departments so that conflict mitigation plans can be established. If you disclosed a potential conflict of interest, please explain steps taken to date to manage the conflict and/or mitigate the conflict. If not applicable, please type not applicable.

8. I acknowledge that I have reviewed the Code. I further acknowledge that I have complied with and will continue to comply with the Code and all compliance policies referenced therein (for example, Anticorruption Policy, Antitrust Policy, Securities Trading Policy, OFAC Compliance Policy, and Reporting of Improperities Policy), copies of which are available at our intranet websites or through Human Resources, Legal, or the Ethics & Compliance Department. Check to confirm

9. I understand that during the course of my employment with a Carnival Company, I may come into possession or otherwise learn of certain proprietary or confidential information. I understand that I am precluded, both during my employment as well as after I conclude my employment, from disclosing or otherwise utilizing any confidential information without the prior written consent of an authorized officer of Carnival Corporation & plc. I understand that I must not disclose or misuse the Company's confidential information. I further understand that conflict information will be centrally stored in the U.S. and will be accessible by select Legal and Human Resources representatives across the Carnival Company for purposes of identifying and resolving potential conflicts, as appropriate. Check to confirm

10. I certify that, to the best of my knowledge, the information provided in this Disclosure Form is true and correct. Check to confirm

Signature:

Date: