



EXPEDITIONS

ESG 2025 Report

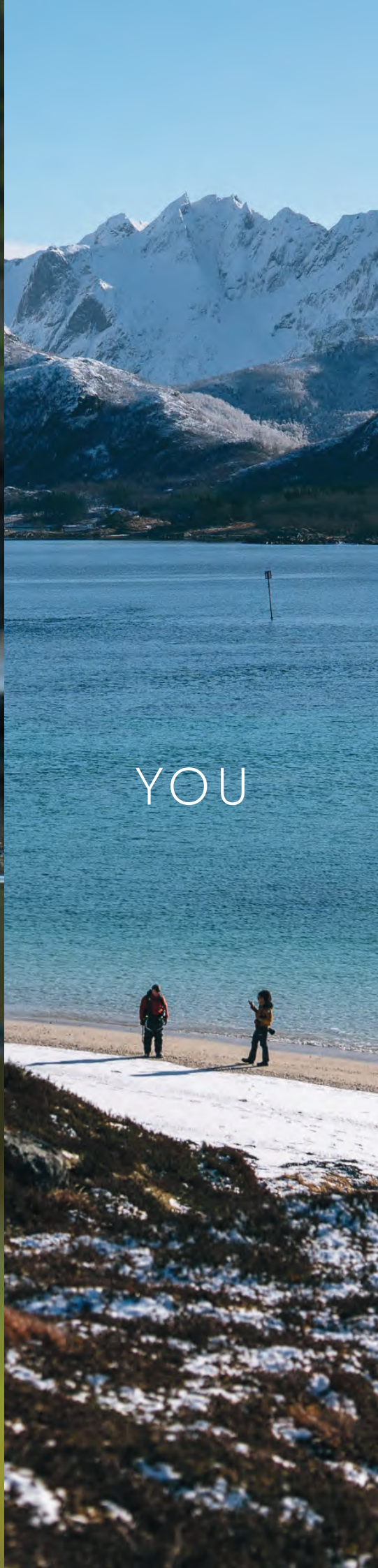




CHANGE



THE WAY



YOU



SEE THE WORLD

Honouring the Places We Explore

Our expedition cruises take guests to some of the most remote and remarkable places on Earth. Places shaped by scale and silence, where life exists in its rawest form; from extraordinary wildlife to communities whose connection to land and sea has endured for generations.

To experience these environments is to see the world differently. It sharpens perspective, and with it, a sense of responsibility: to tread more carefully, to understand more deeply, and to consider the impact of every decision we make.

At HX, ‘Change the way you see the world’ is not only about what you witness. It is about what follows: the actions we take to improve how we travel, the technologies we invest in, and the constant effort to reduce our impact in the places we explore.

This report reflects that ongoing work: where progress is being made, where challenges remain, and how we continue to adapt.

Thank you for being part of our journey.

G. Driner



“
Change the way
you see the world
”
is not only about what you witness.
It is about what follows.

Recognition

We are grateful to the industry for recognising our commitment to sustainability. This widespread recognition across sustainability, science, and expedition travel validates our position as a leader in responsible tourism.

This year, we are pleased to have MS Fridtjof Nansen recognised as one of the world’s most sustainable expedition cruise ships for a second time.

This prestigious title also highlights the exceptional design and environmental performance of her sister hybrid-electric ship, MS Roald Amundsen.

- WAVE AWARDS (UK)**
AWARD Best Sustainability Initiative, 2025 ★
- SEATRADE CRUISE AWARDS**
FINALIST Sustainability Initiative of the Year, 2025 ★
- NATURE LUXURY & TRAVEL AWARDS (ANZ)**
AWARD HX Expeditions Sustainability Award, 2025 ★
- BLUE OCEAN AWARDS (DENMARK)**
AWARD Blue Ocean Award, 2025 ★
- TRAVEL WEEKLY MAGELLAN AWARDS (USA)**
AWARD Three Gold Magellan Awards, 2025 ★ ★ ★
- Three Gold Awards, including:
- Best Education Program: HX’s Science & Education Programme turns its ships into mobile research platforms and donated over 1,900 cabin nights to guest scientists in 2025
 - Best Expedition Itinerary: HX’s Grand Greenland - Mythical Land of the North was co-created with Greenlanders, establishing long-term partnerships and income in the communities visited
 - Best Eco-Friendly “Sustainable” Cruise Ship: HX’s MS Fridtjof Nansen sets industry benchmarks through hybrid-powered propulsion and extensive emissions reduction technologies



Recognising MS Fridtjof Nansen with the Gold Magellan Award for ‘Overall - Eco-Friendly ‘Sustainable’ Cruise Ship

- Travel Weekly Magellan Awards (USA)

Governance

HX has published an ESG report annually since 2017. It is by far the longest-running report in the expedition cruise industry. We also remain the only expedition cruise company transparently report disclosed emissions and waste data.

We do all this to make sure our work in key areas is real, measurable, and consistent. This annual report is part of a wider governance driving force behind the decisions we take, how we track progress, and how we hold ourselves accountable over time.

STRATEGY

2025 marks an important step for HX, with the introduction of our first formal sustainability strategy. It sets clear priorities and measurable goals through to 2030, giving greater structure to the work already underway and helping guide decisions across the business. It is a live strategy which we will review and strengthen annually, reporting back in our ESG report.

STANDARDS

We continue to align our reporting with recognised frameworks, including CSRD. While not yet mandatory for us, applying these standards improves consistency and allows our progress to be compared more meaningfully over time.

TRANSPARENCY

We have reported consistently since 2017, allowing us to track change over time and understand where progress is being made. This year, we are also providing greater transparency around data sources, assumptions, and methodology, strengthening accountability and enabling more informed scrutiny.

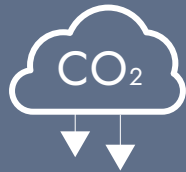
◀ HUMPBACK WHALE,
ORNE ISLANDS, ANTARCTICA

Sustainability at HX

Sustainability at HX is shaped by where we travel and how we travel. Operating in remote environments means understanding our impact in real terms: from the emissions we generate, to the ecosystems we enter, to the communities we connect with along the way.

Our approach is grounded in continuous improvement. Some changes are operational, some are technological, and others come from working more closely with the people and places we visit. Together, they form a more considered way of exploring the world.

We focus on three areas where we can have the greatest impact: **emissions, nature, and communities**. Each reflects a different aspect of how we operate, and how we continue to evolve.



Minimising emissions is one of the most direct ways we can improve how we operate. Our focus is on doing whatever we can to cut emissions from our ships, while also addressing the wider footprint of our operations over time.

1. Reducing Direct Emissions

2. Reducing indirect Emissions

Emissions



The environments we explore are often fragile and highly sensitive to change. Our approach is to lessen our impact wherever we operate, while supporting efforts to protect and restore natural ecosystems.

Leaving no trace

Restoring & Protecting Nature

Nature



Our voyages bring us into close contact with communities in remote regions. We aim to ensure that our presence creates positive outcomes; connecting with local people, respecting culture, and building

Supporting Our People & Culture

Rewarding Communities & Partnerships

Communities

Emissions

Reducing emissions is one of the most direct ways we can improve how we operate. Our focus is split across two areas: the emissions we produce directly, and those created more indirectly through the way we operate.

REDUCING DIRECT EMISSIONS

These come primarily from our ships, specifically the fuel used to power them. This is where we can have the most immediate impact, and where we focus our efforts first.

REDUCING INDIRECT EMISSIONS

These sit beyond our ships, across our wider operations. They include supply chains, logistics, and travel related to our voyages. While less visible, they form a significant part of our overall footprint.

SCOPE 1	2024	2025	25 VS 24
CO2e PER APCN* (kg)	139	145	+4%
NOx PER APCN (kg)	2.02	2.05	+1%
SOx PER APCN (kg)	0.03	0.02	-41%

*Note that absolute emissions reduced largely as a result of MS Maud being transferred from our fleet, data is standardised per Available Passenger Cruise Night to control for this adjustment

UNDERSTANDING OUR EMISSIONS

- Scope 1** emissions come directly from the fuel used to power our ships.
- Scope 2** emissions are those generated by energy used to support operations — in our case through shore power and energy use in our offices
- Scope 3** emissions are those emitted by other companies in service of delivery of our product and are not within our direct control. For us, the majority come from air travel for guests and employees, followed by logistics such as food supply and spare parts. Due to the complexity of our supply chain we are unable to report our **Scope 3** emissions in this report but we are working towards a full accounting of our **Scope 3** emissions by 2029 at the latest.

HOW WE'RE ADDRESSING THIS

- Our priority is to reduce **Scope 1** emissions first, using the options available to us today, through technology, operational improvements, and fuel.
- We have invested heavily in fleet upgrades, including two of the most advanced hybrid expedition ships in the world: MS Roald Amundsen and MS Fridtjof Nansen.
- Operational changes also play a role. We continually review routes and itineraries to improve efficiency and reduce fuel use where possible.
- Biofuel remains a potential solution, but availability is limited in the regions where we operate, and costs remain high. For now, it is an area of ongoing testing rather than a scaled solution.

Please see the Data Tables section for more detailed information.

Key Initiatives >

Progress in emissions comes from a combination of operational changes and longer-term investment in technology. In 2025, our initiatives have focused on reducing fuel use while testing lower-emission solutions in real operating conditions.

> RESTORING THE CHOCO ANDINO CLOUD FOREST

Our Galapagos sailings are carbon neutral thanks to our collaboration with the NFTree project in Ecuador’s mega-biodiverse Chocó Andino cloud forest.

Last year, our guests restored ~200 acres of this forest just by exploring the Galapagos on the MS Santa Cruz II. This project aims to restore over 12,000 acres to create a wildlife corridor between two protected reserves to the north and the south of the Mashpi Reserve.

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 planning to be used for mineral exploitation), the land is purchased and then declared a reserve, which protects it in law.

Over the past five years, we have contributed over 660,000 Euros to this project, restoring and protecting over 650 acres of forest.



SCIENCE BOAT, ANTARCTICA



MS SPITSBERGEN, SVALBARD



TRANØYA, NORWAY

> SILENT SCIENCE BOATS

In 2025, we launched a fully electric science boat as part of a pilot to explore the potential of zero-emission, low-noise technology in expedition environments.

This next-generation MK5 vessel, equipped with RAD Propulsion’s RAD 40 electric drive system, is designed to reduce underwater noise pollution and local environmental impact. Operating from our hybrid electric-powered MS Fridtjof Nansen, it supported science teams and guest researchers in both the Arctic and Antarctic, enabling quieter engagement with marine ecosystems.

While the initial trials have been encouraging, they have also highlighted limitations in operational range and suitability for the extreme conditions in which we operate. Further testing will be required before electric boats can be introduced more widely across the fleet. Our focus remains on advancing this technology responsibly, balancing innovation with safety, reliability, and environmental performance.

> BIOFUEL AND FUELEU MARITIME

As part of our compliance with FuelEU Maritime requirements, MS Spitsbergen bunkered biofuel in Hamburg during 2025.

We welcome the European Union’s leadership in accelerating decarbonisation through the increased use of alternative fuels. However, availability remains a challenge. High-quality biofuels are not widely accessible across the regions where we operate, and where they are available, costs remain high.

Wider adoption of similar regulatory frameworks would help create a more level playing field, enabling meaningful decarbonisation across the industry rather than progress limited to specific regions.

> SLOW CRUISING AND ITINERARY DESIGN

Our expedition product continues to evolve towards ‘Slow Cruising’, prioritising depth of exploration over distance travelled.

Itineraries in the British Isles and Norway show how shorter transits and more time in destination can reduce emissions while enhancing the overall experience. From January 2026, our Norway itineraries will build further on this approach.

This shift also supports a broader redistribution of tourism, away from heavily visited locations and toward smaller, less-visited communities, including destinations such as Tranøya. In doing so, we reduce operational intensity, support local value creation, and explore regions in a way that better reflects both environmental limits and community needs.

Emissions Smart Goals

Reducing Direct Emissions

- In 2026, explore potential to share voyage-level emissions with guests
- In 2026, explore AI navigation technology to optimise routing to reduce consumption
- In 2026, investigate and report on alternative and next-gen propulsion for potential retrofitting



In 2027, release near-term decarbonisation targets and accompanying plan

By 2050, achieve Net Zero carbon emissions

2026

2027

2028

2029

2050



By 2027, have full inventory of supplier commitments and assess for alignment with our requirements – to be defined in next report

By 2029, full accounting of Scope 3 emissions across value chain

Reducing Indirect Emissions



Nature

The environments we explore are often among the most fragile on Earth. Our approach is shaped by that reality: to minimise our impact wherever we operate, and to contribute to the protection of the ecosystems we depend on.

This work sits across two areas: reducing our footprint in the moment, and supporting longer-term protection and restoration.

LEAVING NO TRACE

Our first priority is to operate with as little impact as possible. This includes how we move through environments, how we manage waste, and how we interact with wildlife and ecosystems.

RESTORING AND PROTECTING NATURE

Beyond minimising impact, we support research, conservation, and restoration efforts in the regions we visit: working with scientists, local partners, and our own onboard teams.

1,652 nights donated to guest scientists

tonnes of plastic removed thanks to partnership with Ocean Bottle
1,200

Food Waste Per Guest Night (PCN)
162g in 2024, 151g in 2025 –

reduction of 7%

UNDERSTANDING OUR IMPACT

Our presence in remote environments creates both responsibility and opportunity.

Operationally, our impact comes from:

- Waste generation
- Water use
- Physical presence in sensitive environments

At the same time, our voyages create access for scientific research and environmental monitoring that would otherwise be difficult to carry out.

HOW WE'RE ADDRESSING THIS

Our focus is to reduce our operational footprint first: through waste reduction, resource efficiency, and careful expedition practices.

Alongside this, we support scientific research, conservation initiatives, and partnerships that contribute to a broader understanding and protection of the environments we explore.

Please see the Data Tables section for more detailed information.

Key Initiatives

Progress in nature comes from a combination of how we operate, how we source, and how we contribute to a wider understanding of the environments we explore. In 2025, our initiatives focused on reducing our footprint in operation, improving the sustainability of what we procure, and expanding our Science & Education Programme to support research and awareness in the regions where we travel.

REDUCING UNDERWATER NOISE

In 2025, we joined the European LOWNOISER initiative as the only operational partner. Funded by a €6.3 million grant from the EU's Horizon Europe programme, this four-year, 15-partner consortium addresses the threat that Underwater Radiated Noise poses to marine ecosystems.

Through this collaboration we deployed instrumented buoys to measure noise profiles against varying operational factors, such as engine settings and motor mountings. Technical partners, including Kongsberg Maritime, Lloyd's Register, and Bergen Engines, will use this data to design noise-mitigation systems.

The initiative will conclude with full-scale testing of these newly developed technologies directly on our ships. This work establishes a data-driven understanding of how ship operations influence underwater sound, supporting the development of quieter maritime practices in sensitive environments.

TURNING SCIENCE INWARD: USING RESEARCH TO IMPROVE OUR OWN OPERATIONS

Supporting independent research remains central to HX's commitment to transparency and continuous improvement. In 2025, we deliberately turned our Science & Education (S&E) programme inwards, using our vessels not only as platforms for external research but also as case studies to better understand and reduce the environmental impacts of our operations.

In collaboration with international researchers, HX supported two peer-reviewed studies examining chemical exposures associated with expedition cruise activities. The first, published in Environmental Science & Technology Letters, analysed treated wastewater from Arctic expedition vessels and identified more than 160 compounds, including pharmaceuticals and personal care products. While all wastewater met regulatory discharge standards, the study provided important baseline data on substances that may still enter marine environments. In response, HX has begun working with the manufacturers of our onboard wastewater treatment systems to explore additional treatment steps that could further reduce or remove these compounds.

A second study, published in Environmental Science: Advances, examined flame retardant chemicals in indoor dust collected from expedition vessels. This was the first comprehensive assessment of such compounds in expedition cruise interiors and highlighted how ship design choices, materials and refit histories can influence indoor environmental quality. The findings are informing internal discussions on procurement standards, refit specifications and material selection to further reduce potential onboard exposures for crew and guests.

By embedding independent researchers within our operations and openly examining our own environmental footprint, HX is using its Science & Education programme not only to inform guests, but to challenge, test and improve the way we operate. This approach ensures that learning on board translates into practical, evidence-based improvements across our fleet and supports more responsible expedition cruising in sensitive polar regions.



The Big Blue Bag connects our global operations with grassroots conservation and ocean life

Monty Hall,
Marine Conservationist

THE BIG BLUE BAG: CITIZEN SCIENCE IN ACTION

The initiative provides a practical toolkit for communities, schools, and Citizen Scientists to collect data on marine health, including microplastics, biodiversity, and coastal pollution. A valuable complement to HX's long-established Science & Education Programme, it offers another meaningful way for guests to engage with science and contribute to environmental monitoring.

With initial funding from HX Foundation, 50 co-branded kits and a supporting app are being rolled out across the UK, and each HX ship will carry a kit on board from summer 2025 onwards.

The Big Blue Bag connects our global operations with grassroots conservation and ocean literacy.



REDUCING PLASTIC THROUGH PRODUCT PARTNERSHIPS

Building on our longstanding collaboration with Ocean Bottle, which has removed over 1,200 tonnes of plastic from oceans and waterways to date, we extended the partnership in 2025 through the launch of a special 130-year edition bottle and additional retail items.

We also introduced Vinoble Cosmetics on MS Roald Amundsen and MS Fridtjof Nansen, replacing single-use guest amenity packaging with refillable dispensers and recyclable materials, helping to reduce waste and unnecessary product disposal. These initiatives continue to support the collection of ocean-bound plastic while reinforcing the shift away from single-use plastics across our operations.

In parallel, we are reviewing land-based excursion products and have already started replacing plastic water bottles for third-party excursions with alternative formats such as canned water, further reducing plastic use beyond our ships.

LONG-STANDING OCEAN RESEARCH PARTNERSHIPS AND NEW CAPABILITIES

Significant gaps persist in global ocean data, particularly within the polar regions where we operate. The scale of this deficit is substantial; for example, the current margin of error regarding the volume of CO₂ sequestered by the world's oceans each year is equivalent to the total annual emissions of the EU.

To bridge this data gap, the SOOP (Shaping an Ocean Of Possibilities) platform is working to turn vessels into floating, real-time water sampling tools. Their objective is to develop and deploy an affordable, reliable, and comprehensive water sampling system that can be readily installed on any ship operating in these remote regions.

MS Fridtjof Nansen provided the initial platform to test the operational viability of this system, specifically verifying its capacity to monitor CO₂ levels, temperature, salinity, microplastics and even environmental DNA (eDNA).

This initiative reinforces our long-term commitment to water sampling in support of marine science. It follows the conclusion of our 94-year partnership with the Norwegian Institute for Water Research (NIVA) in 2025 which was one of the longest-running academic-private collaborations in the world. The SOOP platform, which also focuses on water sampling, particularly in areas lacking data, such as polar waters, represents a huge leap forward in our technical capability and direct scientific contribution.

Nature Smart Goals

Leaving No Trace



In 2026, lobby for and invest in portside infrastructure including electric charging, next-generation fuels, and waste management



- By 2027**, Provide community engagement/ inclusion and accessibility training for all staff
- By 2027**, support/attend >5 outreach events p.a. to increase female representation in maritime sector
- By 2027**, one volunteer day per employee to support local community or HX Foundation partner



By 2028, recycle 100% of recyclable material where possible

2026

2027

2028

2029

2030



- By 2027**, launch a Science & Education Programme guest feedback metric and use it to improve engagement quality year-on-year
- From 2027**, make 3,900 cruise nights available to guest scientists per year, increasing our dedicated capacity by 30% on a 2025 baseline (3000 were dedicated in 2025)

By 2028, expand University-administered courses to deliver a full guest education programme to support a transformational onboard experience across all polar regions

- By 2030**, 50% of guest nights will be Green Stays (2024 baseline 24%)
- By 2030**, double volume of waste picked up in beach clean-ups (based on final 2025 baseline)



Restoring and Protecting & Partnerships

Communities

Our operations connect a global network of employees with some of the world’s most remote destinations. To ensure our presence creates a positive impact, our community strategy is structured around two distinct pillars: supporting our internal community of shoreside and shipboard personnel, and delivering tangible benefits to the external communities we visit.

SUPPORTING OUR PEOPLE AND CULTURE

We are dedicated to building a diverse and inclusive workplace where all of our staff, on land and at sea, are empowered and supported. Our focus is on professional development, knowledge-sharing, and creating a safe, equitable environment that celebrates different cultural perspectives within our own teams.

REWARDING COMMUNITIES AND PARTNERSHIPS

We actively partner with and support the communities along our routes. Our approach prioritises local procurement, hiring local guides, and collaborating with local organisations to ensure that economic benefits are retained and shared. We are committed to fostering long-term, mutually beneficial relationships that respect local cultures and knowledge.



€215,195

donated from guests to the foundation;

€226,370

donated to 28 high-impact projects

Local Sourcing:

27% Food & Beverage
from 44 local vendors

Women in senior leadership:

from 34% to 45%

UNDERSTANDING OUR IMPACT

We employ over 1,600 people directly and indirectly whilst visiting over 250 destinations world-wide. This operational scale means our business has a huge impact on people’s lives, bringing both clear economic opportunities and substantial responsibilities to the areas where we operate.

Our impact is shaped by:

- Employment, leadership, and representation
- Local sourcing and economic contribution
- Support for community initiatives
- How tourism is distributed across destinations

At the same time, expedition travel creates structured opportunities to support local livelihoods, strengthen regional partnerships, and foster greater mutual understanding between guests and host communities.

HOW WE’RE ADDRESSING THIS

We visit some of the remotest communities on the planet. Our focus is on ensuring that the benefits of our operations are shared more widely and equitably.

This includes supporting employee wellbeing, strengthening diversity across our organisation, sourcing from local suppliers, investing in community initiatives through HX Foundation, and designing itineraries that encourage more balanced tourism flows. Together, these actions help create positive, measurable outcomes for the people and places connected to our operations.

Please see the Data Tables section for more detailed information.

Key Initiatives ➤

The true heartbeat of our journeys are found in the warmth of the people who welcome our guests ashore. We work hand-in-hand with local leaders to ensure our presence leaves a lasting, positive impact. By investing in sustainable enterprises and preserving vibrant cultural traditions, we ensure that as we explore these extraordinary places, our host communities thrive.

➤ RAPID RESPONSE FUND: SUPPORTING CREW IN TIMES OF CRISIS

Through HX Foundation’s Rapid Response Fund, we provided direct financial support to 11 crew members whose homes were destroyed or severely damaged by typhoons in the Philippines.

The fund enables fast, targeted assistance in response to urgent needs identified by our people on the ground, supporting employees and their communities during periods of acute hardship.

➤ HX FOUNDATION SCHOLARSHIPS: INVESTING IN EDUCATION

In 2025, the HX foundation welcomed two new scholars to our Philippines scholarship programme which we have developed as another way to support our onboard crew and their families. The new scholars, AJ and Lhean, are pursuing degrees in Civil Engineering and Education respectively.

With the support of the OSM-AD Foundation, the scholarship programme was expanded to Malibcong, Abra (Philippines) – a remote mountain municipality where communities face geographic isolation and a poverty incidence of 47.4% (2021), with farming as the primary livelihood. In contexts such as this, access to education can have a transformative impact.

AJ and Lhean join our existing scholars, Julie, Baby Joan and Jerrimy, who continue to progress in their studies and demonstrate how long-term educational support can strengthen resilience and opportunity within underserved communities. We have committed to selecting two further scholars in 2026.

➤ SUPPORTING LOCAL BUSINESSES THROUGH RESPONSIBLE SOURCING

In 2025, we strengthened local value creation through a collaboration with The Coffee Board, a family-run Hamburg coffee roastery that now supplies coffee across the HX fleet.

The company operates its own farm in Kenya and follows a Direct Trade model designed around fair pricing and long-term producer relationships. For every kilogram of coffee sold, €0.50 is donated to a Kenyan orphanage, supporting local community development alongside the supply chain itself.

🔍 **RESEARCH ON RESPONSIBLE
TOURISM IN POLAR REGIONS**

HX continues to collaborate with the University of Tasmania and the Institute for Marine and Antarctic Studies (UTAS/IMAS) to better understand the social dimensions of expedition cruising.

In 2025, HX vessels supported research examining how passengers and crew perceive tourism impacts in Antarctica, contributing evidence to discussions around responsible visitation and the risks of overtourism in remote environments.

Insights from this work help inform both policy discussions and industry practices as interest in polar travel continues to grow.

🔍 **EDUCATION THROUGH
ACADEMIC PARTNERSHIP**

In 2025, HX continued its collaboration with the University of Tasmania (UTAS) through educational initiatives designed to deepen understanding of the polar regions. These include the accredited Antarctic short course and a forthcoming Arctic courses, offering science-based learning for guests and expedition staff before, during, and after voyages.

As part of this work, the HX | UTAS Pre-Voyage Short Course was piloted ahead of Antarctic departures. By March 2025, more than 2,100 travellers — around 20% of HX's annual Antarctic guests — had registered, with a completion rate of 40.7%, significantly above typical online learning benchmarks.

Feedback was overwhelmingly positive, with 99% of participants rating the content highly and 98% reporting they felt better prepared for their voyage. By combining academic expertise with expedition travel, this partnership supports more informed travel and a deeper understanding of the polar regions.

Communities Smart Goals

Supporting Our People & Culture



From 2026, continuously evaluate and address pay equity

2026



By 2027, Provide community engagement and inclusion training for all staff

2027

By 2028, establish UK shoreside apprenticeship scheme with >50% diverse apprentices

By 2028, one volunteer day per employee to support local community or HX Foundation partner

By 2028, achieve gender balance in maritime cadet intakes — avg across following 3 intakes — to support long-term leadership diversity at sea

2028



By 2030, achieve an engagement score of 30 across both land and sea

By 2029, establish a shoreside apprenticeship scheme with diverse representatives

2029

2030



By 2027, publish a community contribution framework to quantify and track impact across all regions

From 2027, all itinerary planning in areas with indigenous communities includes representation

From 2027, Expedition Team cultural awareness training in 3x regions with indigenous populations

From 2027, implement a recurring internship/cadetship programme for Greenlandic nationals (Deck and Engine)



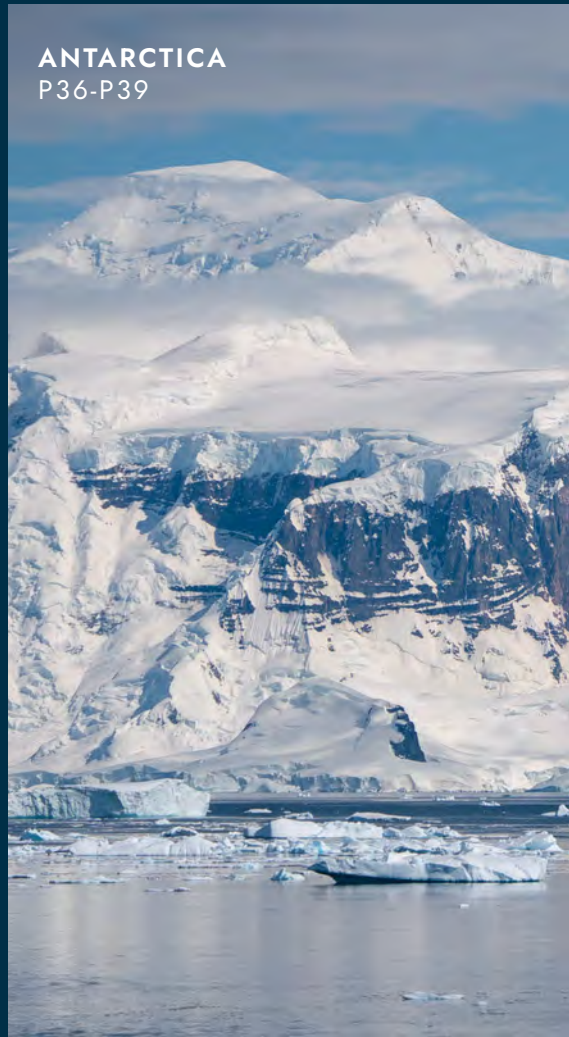
By 2030, disburse Rapid Response Fund to over 50 communities, with >2,000 people positively impacted p.a. 2026–2030

By 2030, introduce a minimum of 500 community youth to expedition cruising



Rewarding Communities & Partnerships

ANTARCTICA
P36-P39



BRITISH ISLES
P42-P43



GREENLAND
P46-P49



Sustainability approach by destination

In addition to the general actions highlighted under each of the pillars, this year, we are also showcasing our unique approach to sustainability at a destination level.

SVALBARD
P52-P55



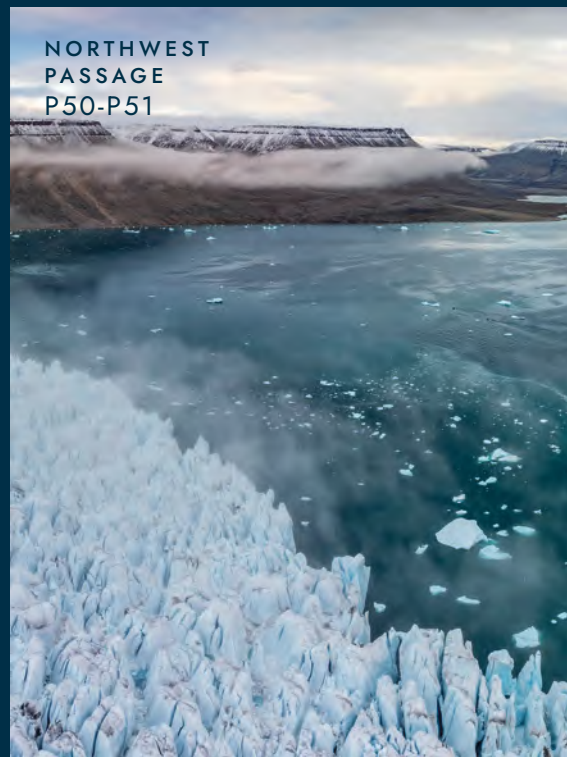
ALASKA
P40-P41



GALÁPAGOS
P44-P45



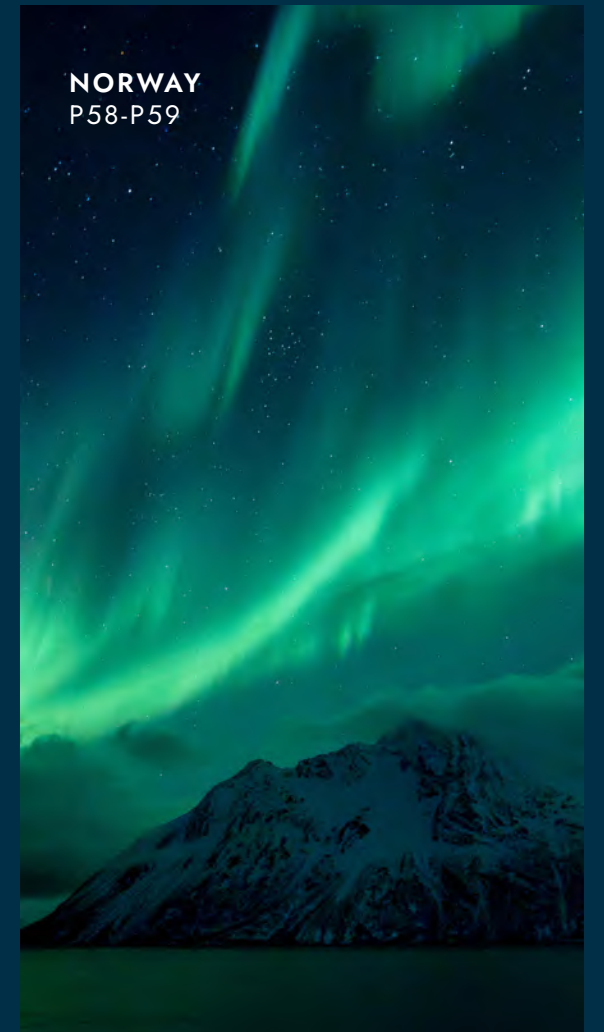
NORTHWEST
PASSAGE
P50-P51



ICELAND
P56-P57



NORWAY
P58-P59



Antarctica

HX is the largest operator in Antarctica, with the MS Fram, MS Roald Amundsen, and MS Fridtjof Nansen operating throughout the season. We are proud to have representatives on every relevant committee at International Association of Antarctica our Operators IAATO, including the Chair of the Climate Change Committee.

SCIENCE IN ANTARCTICA: TURNING ACCESS INTO IMPACT

Antarctica remains one of the most important natural laboratories on Earth, yet access to the region is limited, costly and logistically complex. Through our commitment to allocating two dedicated science cabins on every Antarctic sailing, HX enables researchers to access remote environments, collect long-term datasets and integrate scientific work directly into expedition operations. This approach transforms our vessels into platforms of opportunity, supporting research that would otherwise be difficult or impossible to undertake.

Across the 2024–2025 Antarctic season, this commitment supported a diverse portfolio of scientific projects spanning marine biology, cryospheric science, acoustics, biodiversity monitoring and social science. In each case, research activity was embedded into normal operations and paired with guest engagement through lectures, workshops and real-time fieldwork updates. This model not only advances scientific understanding of rapidly changing polar systems, but also strengthens science literacy and stewardship among our guests.

CRYO-ADAPT: UNDERSTANDING LIFE IN A WARMING CRYOSPHERE

During the 2024–2025 Antarctic season, HX supported the Cryo-Adapt project aboard MS Fram, led by researchers from Queen Mary University of London and Aix-Marseille University. The project investigates how microorganisms survive in extreme cryospheric environments by entering dormancy — a reversible state of minimal activity that enables life to persist under freezing temperatures, intense UV radiation, and limited nutrients.



SNOW ALGAE AND ANTARCTIC MELT DYNAMICS

HX continued to support cryospheric research through collaboration with Western Washington University, where students from Dr Khan's Cryospheric Sciences Research Group joined multiple Antarctic voyages to investigate snow algae and their role in accelerating snow and ice melt. During the 2024–2025 season, the team collected 84 snow samples from eight locations across the Antarctic Peninsula, including Damoy Point, Neko Harbour and Deception Island.



Researchers collected snow, glacier ice and sediment samples from South Georgia and the Antarctic Peninsula during regular HX landings, with all samples processed and preserved onboard for subsequent genomic and activity-based analyses in home laboratories.

These microbial communities play an important role in global carbon and nutrient cycles, yet remain poorly understood despite polar regions warming at approximately twice the global average. By enabling safe access to glacial environments and integrating scientific operations into standard expedition logistics, HX helped advance research that is both climate-relevant and time-critical, while engaging guests through lectures and Science Centre discussions.



Samples of red, green and algae-free snow were melted and filtered onboard MS Roald Amundsen before being analysed in the laboratory for algal cell density, pigment composition, trace metals and nutrient concentrations. Preliminary results suggest a positive relationship between phosphate availability and algal growth in Antarctic samples — a pattern not observed in comparable Arctic datasets.

This work contributes to a wider, seven-year NSF-funded programme combining field data with satellite and drone imagery to better quantify algae-driven snow darkening and melt. Throughout the voyages, researchers engaged guests through lectures and Science Centre sessions, connecting microscopic processes directly to visible climate impacts.

**SOUNDS GOOD! LISTENING
TO ANTARCTIC ECOSYSTEMS**

The Sounds Good! project completed its first Antarctic field season aboard MS Fram during the 2024–2025 austral summer, exploring how soundscapes can deepen understanding of polar ecosystems while enhancing guest engagement. Led by Professor Marcos Santos (University of São Paulo), the project recorded over seven hours of terrestrial and marine soundscapes across 14 locations.

Sound recordings were integrated into onboard lectures and Science Centre sessions, encouraging guests to experience Antarctica through listening. Building on this successful pilot, the project is developing plans for long-term monitoring and a shared sound library.

**PROTECTING WHALES IN A
RECOVERING SOUTHERN OCEAN**

With whale populations recovering and vessel traffic increasing, HX continued to support long-term cetacean monitoring through a partnership with ORCA and the British Antarctic Survey. Now in its third season aboard MS Fram, the programme uses standardised distance-sampling surveys to identify whale abundance, distribution and high-risk areas for vessel strikes, particularly around South Georgia.

During the 2024–2025 season, researchers recorded thousands of whale observations across multiple species, including blue, fin and humpback whales. Data from this work are shared with international bodies such as the International Whaling Commission and inform mitigation strategies aimed at reducing collision risk. Expedition staff and guests were actively involved through training, deck-based observations and citizen-science contributions, reinforcing the role of tourism vessels in large-scale conservation monitoring.

**EXPLORING THE UNSEEN:
LIFE BENEATH THE ICE**

The Exploring the Unseen 2.0 project, led by researchers from the Universidad Nacional de Córdoba and partially funded by HX Foundation, used remotely operated vehicle (ROV) technology to explore benthic ecosystems of the West Antarctic Peninsula. Over multiple deployments from MS Roald Amundsen, the project captured hours of high-resolution footage from depths of up to 145 metres, documenting diverse and rarely observed marine life.

Beyond data collection, the project placed strong emphasis on guest engagement. Live ROV viewings, lectures, creative workshops and video screenings helped bring the hidden Antarctic seafloor into the public imagination, demonstrating how cutting-edge research and expedition travel can work together to deepen understanding of fragile marine ecosystems.

**LONG-TERM MONITORING FOR
LONG-TERM PROTECTION**

HX continued its support for Penguin Watch, a long-term international monitoring programme led by Tom Hart at Oxford Brookes University. The programme is closing critical data gaps on penguin populations across the Southern Ocean and HX is supporting by providing researchers with consistent access to remote colonies via HX vessels and funding through HX Foundation.

During the 2024–2025 season, Penguin Watch continued to collect important data in the Falkland Islands and South Georgia, advanced innovative 3D colony-counting techniques, and contributed evidence to inform drone-use regulations. Guest-funded research further enabled a full biodiversity survey of Saunders Island, illustrating how onboard science, philanthropy and operations can reinforce one another.

WHALE POPULATION HEALTH SURVEYS

2025 marked the third and final year of HX Foundation support for a research partnership with the University of California, Santa Cruz and Professor Ari Friedlaender, focused on understanding how climate change is affecting humpback whales in Antarctica.

Conducted onboard HX vessels as part of our Science & Education Programme, researchers from the California Ocean Alliance studied whale health, behaviour and population dynamics across the Antarctic Peninsula during the 2024–2025 season. Using non-invasive drone surveys and biopsy sampling, the team collected data on body condition, stress and reproduction, helping build one of the most comprehensive datasets on Southern Ocean whale health to date. By integrating long-term research, guest engagement and expedition operations, this partnership demonstrates how HX Foundation funding and onboard science can work together to advance marine conservation in a rapidly changing climate.

**SUPPORTING THE LIGHTHOUSE
SEAFARERS MISSION**

In 2025, HX Foundation awarded a €5,000 grant to the Lighthouse Seafarers Mission in Port Stanley, Falkland Islands, supporting essential welfare services for seafarers calling at the port. The Mission provides a safe, welcoming space offering practical assistance, free WiFi, refreshments and community support to crews from around the world. During MS Fram's visit, HX crew were welcomed at the Mission, which recognised the partnership with a diploma of appreciation. This support reflects HX's commitment to seafarer wellbeing and to strengthening the social infrastructure that underpins the maritime communities we visit.

“With HX’s support, we have reached dozens more sites, particularly around the Falklands and South Georgia”

Penguin Watch End of Season Report, May 2025



Alaska

HX explores Alaska on expedition routes that connect the Inside Passage, the Aleutians and the Bering Sea, using small-ship operations to reach remote communities, wildlife-rich coastlines and culturally important landscapes beyond the standard cruise circuit. This creates opportunities to work more closely with local partners, support place-based storytelling and contribute to science and community initiatives in a region where environmental change is increasingly visible.

YUPIK VOICES ON BOARD

During our Vancouver—Nome voyages, HX welcomed Yupik cultural ambassador Norma Runfola on board to share stories, knowledge and perspectives from the region's Indigenous culture. Her presence helped connect guests more deeply to the places we sail through, particularly along the Bering Sea coast and the Yupik homelands that shape the cultural landscape of western Alaska.

By creating space for cultural interpretation on board, HX aims to make Alaska exploration more informed, respectful and locally rooted. It is one example of how destination knowledge can be shared directly by people with lived connections to the places we visit.

MONITORING HARMFUL ALGAL BLOOMS

Supporting research that improves understanding of rapidly changing marine ecosystems remains a key focus of our Science & Education programme in Alaska. HX collaborates with the NOAA Phytoplankton Monitoring Network (PMN) programme studying harmful algal blooms, which are becoming a growing concern in Alaskan waters as warming conditions increase the risk of toxins that can affect marine life, fisheries, subsistence harvesting and coastal communities.

By providing access to remote coastal areas during voyages, HX vessels can help scientists collect water samples and environmental observations that strengthen regional monitoring and early-warning efforts. This work helps connect expedition operations with practical science that supports ecosystem health and community resilience in a changing Arctic and sub-Arctic environment.

KEEPING SITKA'S TRAILS OPEN

In 2025, HX Foundation awarded a €10,000 grant to Sitka Trail Works, a nonprofit dedicated to trail stewardship and community engagement in Alaska's Tongass National Forest. The funding helped sustain local trail maintenance capacity in one of the world's largest temperate rainforests, supporting access to routes that are important for both residents and visitors.

By backing practical, locally led infrastructure work, the grant supported jobs, volunteer engagement and the outdoor assets that underpin Sitka's visitor economy. It is a good example of how relatively targeted funding can create lasting community benefits in the places we visit.



BIRDING AND COMMUNITY IN UTQIAĠVIK

In 2025, HX Foundation support helped enable the launch of the Utqiaġvik Birding Trail and the third annual Utqiaġvik Migratory Bird Festival, delivered with the National Audubon Society as part of the project Ecotourism as an Economic Driver in Alaska. Located on the Chukchi Sea coast, Utqiaġvik is the northernmost community in the United States and an important hub for both Arctic birdlife and local cultural knowledge.



The new trail and festival celebrate the region's exceptional birdlife while creating opportunities for locally led, sustainable tourism. By supporting community-designed ecotourism infrastructure and events, the initiative shows how conservation, education and economic resilience can be advanced together in remote destinations.



British Isles

HX explores the British Isles through coastal voyages that combine small-ship access with a strong emphasis on local communities, marine ecosystems and place-based storytelling. From island conservation projects to citizen-science initiatives on shore, the region offers opportunities to connect expedition travel with practical action for nature and community resilience.

LAUNCHING THE BIG BLUE BAG

In 2025, HX helped launch The Big Blue Bag during British Isles sailings aboard MS Spitsbergen, working with broadcaster and marine conservationist Monty Halls to connect expedition guests with hands-on coastal citizen science. The initiative – partly funded by the HX Foundation – gives communities, schools and travellers a practical toolkit for gathering data on marine health, including microplastics, water temperature, coastal debris and biodiversity, turning a simple beach visit into a structured contribution to wider research and awareness.

Alongside the launch, beach clean-up activity in the British Isles showed how the programme links education with direct action. By combining shoreline litter collection with standardised data gathering, HX can use guest participation to support ocean literacy while contributing to a broader grassroots picture of marine pollution in the places we visit.

SINGING GAELIC TRADITION ON MULL

On Mull, guests experience a live performance by the Mull Gaelic Choir, whose repertoire celebrates the depth and resilience of Scottish Gaelic culture. Founded in 1978, the choir now has 38 members and performs both locally and at competitions including the National Mòd, the annual celebration of Gaelic language and arts. Their programme includes puiirt-a-beul, or mouth music, alongside songs tied to Scottish history, island identity and the sea.

SOURCING LOCAL SEAFOOD FROM TOBERMORY

In Tobermory, HX sources local fish for use on board, helping direct spending into a small island community whose harbour remains central to the economy of Mull. Known for its colourful waterfront and working-port character, Tobermory offers a clear example of how destination-based provisioning can support local producers while strengthening the connection between the onboard experience and the places we visit.

SUPPORTING ACHAMORE GARDENS THROUGH THE RAPID RESPONSE FUND

HX Foundation support in the British Isles also included emergency assistance for Achamore Gardens on the community-owned Isle of Gigha after severe storm damage in early 2025 destroyed more than 100 trees.

Through the Rapid Response Fund, HX was able to help the gardens respond quickly after extensive damage threatened an important community asset and visitor destination. The award-winning Rapid Response fund allows our crews to disburse €1,000 quickly and with a minimum of paperwork, ensuring that the money makes it to where it is needed.



PROTECTING NATIVE BIRDS IN ORKNEY

In 2025, HX Foundation continued its support for the Orkney Native Wildlife Project in year two of a three-year partnership with the RSPB. The project is helping protect Orkney’s internationally important native wildlife by tackling invasive stoats, which threaten ground-nesting birds, the endemic Orkney vole and wider ecosystem health across the islands.

During the year, the project reached a major milestone, progressing into the final stage of eradication across East Mainland and the Linked Isles. Stoat numbers have been reduced to very low levels, with an estimated 14–17 breeding females remaining in the target area ahead of



the breeding season. This marks a significant step towards restoring ecosystem balance across the islands. HX Foundations support has also helped enable the deployment of innovative conservation approaches, including Europe’s first stoat detection dog team and the expanded use of AI-enabled thermal imaging cameras. These tools enhance monitoring precision and allow for more targeted and effective responses in the final phase of eradication.

The addition of new conservation detection dogs is further strengthening field capacity at a critical stage. Together, these efforts demonstrate how targeted funding, technology and expertise can work in combination to deliver measurable biodiversity outcomes and support the long-term recovery of native species in Orkney.

Galápagos

HX operates its Galápagos programme in partnership with Metropolitan Touring, one of Ecuador’s most venerable and experienced travel operators. Together, we explore the archipelago aboard MS Santa Cruz II, combining science-led guiding and low-impact expedition operations in one of the world’s most tightly protected natural environments, where 97% of the land is national park and the surrounding waters form a vast marine reserve.

BARTOLOMÉ ISLAND, GALÁPAGOS



CARBON-NEUTRAL VOYAGES THAT RESTORE FOREST

Our Galápagos sailings are carbon neutral through collaboration with the NfTree project in Ecuador’s Chocó Andino cloud forest, linking travel in one iconic ecosystem with restoration in another. By exploring the Galápagos on MS Santa Cruz II, guests help fund forest protection and reforestation in one of the most biodiverse regions in the world, where habitat restoration is helping create a wildlife corridor between protected reserves.

Over the past five years, HX has contributed more than €660,000 to the initiative, helping restore and protect



more than 650 acres of cloud forest. The model supports local landholders through long-term payments for conservation, or secures land for permanent protection where restoration through stewardship is not possible, creating a practical link between expedition travel, climate action and biodiversity recovery in Ecuador.

PROTECTING THE GALAPAGOS PETREL ON SAN CRISTÓBAL

In 2025, HX Foundation continued its support for Fundación Jocotoco in year two of a three-year partnership focused on protecting the critically endangered Galapagos petrel on San Cristóbal Island. Building on a long-standing relationship in the Galápagos, the partnership supports



habitat protection, nest monitoring and conservation management in one of the species’ most important remaining breeding areas.

During the year, funding contributed to the development and protection of the Los Petreles Reserve, safeguarding around 118 hectares of native forest, seven nesting colonies and more than 140 monitored nests. The project is helping strengthen long-term recovery prospects for the species while also creating future opportunities to connect guests more directly with local conservation efforts in the Galápagos.

Greenland

HX explores Greenland through voyages that rely on close collaboration with local communities, suppliers and cultural partners across the coast. In a destination where access is limited and local knowledge is essential, this creates opportunities to design more authentic guest experiences while directing more value into Greenlandic food culture, small businesses and community-led tourism.

LOCAL SOURCING FOR A GREENLANDIC-CULINARY PROGRAMME

In 2025, HX worked with renowned Greenlandic chef Inunnguaq Hegelund to develop a distinctive culinary programme showcasing the rich and diverse flavours of Greenlandic cuisine, supported by a rotating team of local chefs across the season. The programme combined specially curated menus, collaborative recipes and culinary storytelling, helping connect guests more directly to Greenland’s food culture and the landscapes and communities that shape it.

Local sourcing is central to the programme. HX committed to sourcing 30 percent of food products from local and regional suppliers, including seafood, fish, meat, microgreens and beer from Greenland, and partnered with Qajaq Brewery to include locally crafted beer in the all-inclusive drinks selection. “This partnership is not just about food; it’s about sharing Greenland’s deep cultural heritage through its flavours. By sourcing ingredients locally and collaborating with community suppliers, we’re creating a truly authentic culinary experience that highlights the unique beauty of Greenland.” Stefan Engl, VP of Hotel Operations at HX

COMMUNITY-DESIGNED EXPERIENCES ACROSS GREENLAND

In 2025, Greenland itineraries and excursion programmes were shaped in close collaboration with communities and designed by a Greenlandic product manager, helping ensure that guest experiences reflected local priorities, culture and knowledge.



Included activities were intentionally structured so that benefits extended beyond a single supplier, with community participation across folkloric dance performances, kaffemik (traditional coffee and cake) gatherings, open churches and museums, hunter and sled-dog demonstrations, school visits, football matches and small-scale local sales.

Many of these visits also directly supported small businesses and traditional skills, including the wool workshop in Qassiarsuk, the tannery in Qaqortoq and the skin workshop in Qaanaaq. By building shore experiences around community participation and locally run enterprises, HX helps keep spending in destination while contributing to the visibility and continuation of cultural practices that remain important to Greenlandic identity.

SUPPORTING COMMUNITY-LED TOURISM IN NUUK

HX was the only cruise operator invited to participate in the inaugural Air Greenland flight into Nuuk in 2024, marking an important milestone for tourism connectivity in Greenland. Building on this, HX completed its first-ever turnaround in Nuuk on 12 June 2025, with more than 500 guests travelling via Nuuk Airport in a single day — the largest number from a single partner since the airport opened. This underlined both the growing role of Nuuk as a gateway and HX’s contribution to building tourism flows that support Greenlandic infrastructure and local economic activity.



The occasion was marked by a cultural celebration at KATUAQ featuring local voices including Qupanuk Olsen and designer Nickie Isaksen, reinforcing that the milestone was not only operational but cultural. For HX, the turnaround reflects a broader commitment to supporting community-led tourism development in Greenland and building closer connections between expedition travel, local identity and long-term destination resilience.



SISIMUT, GREENLAND

GEOTOURISM AND COMMUNITY DEVELOPMENT IN GREENLAND

A University of Delaware researcher joined two HX Expeditions Greenland voyages aboard MS Fridtjof Nansen in June 2025 to examine the intersection of mining, tourism, and community development. Through engagement with local residents, government agencies, and guests, the research highlighted concerns around artisanal mining, mineral governance, foreign investment, and the need for better integration of tourism and future mining activities.

Findings identified strong guest interest in Greenland’s geology, gemstones, and local stories, creating opportunities for enhanced geotourism programming, community partnerships, and educational content. Recommendations included strengthening local economic engagement, expanding geology interpretation, and exploring funding options to support sustainable geotourism initiatives.



SUPPORTING CHILDREN AND YOUNG PEOPLE ACROSS GREENLAND

HX Foundation has a long-term partnership with the Association of Greenlandic Children, its longest-standing partner from 2016 to 2025, with support dating back even earlier. The organisation works to improve the wellbeing and future opportunities of vulnerable children and young people in Greenland through education, empowerment and community-based initiatives, including month-long summer camps in smaller towns and settlements that are co-created with local communities and municipalities.

The organisation also delivers a school-based violence prevention programme and a child advocacy scheme, providing essential support to children and young people in vulnerable situations. In 2025, the Foundation continued its support in the third year of a three-year partnership and, building on the impact of this collaboration, renewed the partnership for 2026 to ensure support continues in the year ahead.

A COMMUNITY CHRISTMAS IN SISIMIUT

For the second year running, HX Foundation supported a Christmas Eve initiative at the Seamen’s Home in Sisimiut, helping create a warm and inclusive celebration for the local community. With a €5,000 grant, the Seamen’s Home hosted 125 guests, including around 40 children, many of whom might otherwise have spent the holiday alone. The evening included a traditional Christmas meal, gifts for children and safe transport home, showing how relatively small, targeted support can have a meaningful impact on community wellbeing.

RAPID SUPPORT FOR THE UUMMANNAQ COMMUNITY MUSEUM

In 2025, MS Fridtjof Nansen used the HX Foundation Rapid Response Fund to support the Uummannaq Community Museum. The award-winning Rapid Response fund allows our crews to disburse €1,000 quickly and with a minimum of paperwork, ensuring that the money makes it to where it is needed. In this case, the funding was used to repair the collapsed front wall and deteriorating roof of a historic turf hut, helping secure the building ahead of the winter season.

As one of the highlights of community visits in Uummannaq, the museum plays an important role in preserving local cultural heritage, including traditional peat houses last inhabited in the late 20th century. Timely support helped safeguard an important historical asset for both the local community and future visitors.



Northwest Passage

HX explores the Northwest Passage through voyages that place community partnership at the centre of the guest experience. In one of the world’s most remote and logistically complex regions, this means working with Inuit communities to develop experiences that are locally designed, culturally grounded and capable of delivering direct economic value in places where tourism opportunities remain limited and highly seasonal.



COMMUNITY-LED ARCTIC EXPERIENCES

In 2025, HX launched a first-of-its-kind programme of community-led excursions in Arctic Canada, co-created with Inuit Elders, local residents and community-born staff in places including Gjøa Haven, Pond Inlet and Cambridge Bay. The experiences are designed to give guests a more personal understanding of life in the North through activities such as storytelling, qulliq (traditional Inuit oil lamp) lighting, Arctic conversations, art-making and land-based experiences led by local hosts.

The model is designed to ensure that benefits flow directly into communities. In its first year, 100% of excursion revenue went straight to participating individuals, artists and local businesses in Nunavut,



RAPID SUPPORT FOR FOOD SECURITY IN GJØA HAVEN

During Northwest Passage sailings in August 2025, MS Fridtjof Nansen used the HX Foundation Rapid Response Fund to support the Hamlet of Gjøa Haven Food Bank and Food Security Program in Nunavut.

The award-winning Rapid Response fund allows our crews to disburse €1,000 quickly and with a minimum of paperwork, ensuring that the money makes it to where it is needed.

The contribution helped strengthen local food distribution efforts ahead of winter, at a time when the community was

while standard community visits continued to generate significant income managed through local hamlets. In summer 2025 alone, standard community visits across two NWP itineraries generated approximately €260,000 in direct economic impact, with revenues managed by hamlets and reinvested into community projects.

In addition, HX introduced optional, community-led excursions — a new approach within the expedition cruise industry — generating a further ~€77,000 that was paid directly to participating individuals. By aligning expedition operations with experiences shaped by the people who live in the region, HX is helping create a more locally rooted and economically meaningful approach to Arctic tourism.



also receiving its annual supply delivery, making the support especially timely and practical. As an essential local resource, the programme plays an important role in supporting households facing food insecurity, particularly in a remote Arctic community where costs are high and access can be limited.

The grant reflects how small, fast-disbursing support can meet immediate needs while reinforcing HX’s commitment to practical community support in the destinations we visit.

Svalbard

Svalbard is one of HX’s signature expedition destinations and the destination of our first expedition back in 1896. This is a land where long experience, rigorous operating standards and close collaboration with local partners are essential. In a place shaped by strict environmental rules and a small but highly specialised community, our approach combines responsible exploration with direct support for local businesses, science, and best-in-class polar bear training.

SUPPORTING SVALBARD PRODUCERS ON BOARD

In Svalbard, HX sources beer from Svalbard Bryggeri, the world’s northernmost brewery in Longyearbyen, and purchases locally made products such as chocolates and soaps for resale and onboard guest moments. By choosing locally produced items with a strong connection to the archipelago, HX helps direct spending into Svalbard’s small business community while giving guests a more place-based experience of the destination.

CREATING MORE TIME AND VALUE IN LONGYEARBYEN

Rather than using Longyearbyen only as a turnaround point, HX includes an overnight stay on each Svalbard voyage, giving guests time to explore one of the world’s northernmost towns and engage more meaningfully with the local community. Across roughly 17 turnarounds, this creates additional opportunities for spending at museums, cafés, souvenir shops and other independently run businesses that benefit from guests having time ashore.

For the 2026 programme, HX has also developed a guest map of Longyearbyen highlighting selected local stakeholders with whom agreements are in place, making it easier for guests to discover locally owned businesses during their stay. This is a simple but practical way of increasing visibility for small operators and ensuring that more of the value created by expedition travel stays in destination.

CLEANING UP SVALBARD’S REMOTE SHORES

HX participates in Clean Up Svalbard, AECO’s long-running marine litter initiative, through cleanup activity at landing sites during expedition operations.

In 2025, HX guests and staff removed 306 kg of waste from Svalbard’s shores, contributing to a broader effort that helps keep remote coastal environments cleaner while also building awareness among guests and expedition teams of the scale and persistence of marine debris in the Arctic.



HELPING SHAPE RESPONSIBLE TOURISM THROUGH AECO

HX plays a wider role in helping shape responsible tourism standards in Svalbard – and the whole Arctic region - through AECO, the Association of Arctic Expedition Cruise Operators.

HX currently holds the Chair of AECO’s Executive Committee as well as participating in key committees and working groups, helping to develop the operational and environmental guidelines that underpin safer, more sustainable expedition tourism across the Arctic.



UNDERSTANDING UNDERWATER NOISE IN SVALBARD

In 2025, HX supported the Sound-Cruising research project led by the Norwegian Polar Institute and academic partners, investigating underwater noise generated by expedition cruise operations in Svalbard. The project combines passive acoustic monitoring with vessel tracking data to understand how different cruise activities contribute to soundscapes in sensitive Arctic fjords.

During the season, acoustic recording stations and handheld devices were used to capture noise during activities such as Zodiac cruising and kayaking. The resulting dataset will help identify risks for marine mammals and inform future operational, technical or regulatory measures to reduce underwater noise. HX will continue to support the project in 2026 and integrate the work into the onboard Science & Education programme.



TRAINING FOR SAFE GUIDING IN POLAR BEAR COUNTRY

“We easily have the largest Polar Bear safety course in the Expedition industry, having trained hundreds of people to operate safely in Svalbard over the past 4 years” Niek Van Eck, HX Product Manager

The polar regions demand a particularly high standard of safety and judgement, especially in Svalbard where operations take place in polar bear habitat. To meet that challenge, HX developed its in-house Guiding in Polar Bear Environments programme rather than relying solely on external expertise, building a consistent safety culture across the expedition team.

The programme was recognised with a 2024 Princess Royal Training Award after HX trained more than 200 expedition guides in 2023–2024 through hands-on scenarios, safety procedures and role-based exercises.

Training combines technical proficiency with realistic field simulation, including firearms handling and carefully designed scenario work to prepare guides for rare but high-consequence encounters. By investing in long-term capability within its own teams, HX strengthens both guest safety and responsible wildlife practices in one of the most demanding expedition environments in the world.

TRAINING SEARCH AND RESCUE DOGS ON SVALBARD

HX Foundation has supported Norwegian Rescue Dogs Svalbard (Norske Redningshunder Svalbard) over several years, helping strengthen search and rescue preparedness in a remote Arctic environment where emergency response capacity is especially important.

In 2025, the Foundation continued this support by covering travel and accommodation costs for instructors from the mainland who delivered training in Svalbard, ensuring the continued development of rescue dogs and handlers. Building on this long-standing collaboration, the Foundation has now entered a new three-year partnership for 2026–2028 to support ongoing training, preparedness and operational readiness.



Iceland

HX has a long expedition heritage in Iceland and helped open places such as Djúpavík as expedition destinations long before they became more widely known on cruise itineraries. Today, our Iceland programme builds on that legacy through smaller-scale landings, direct relationships with local partners and a growing focus on experiences that strengthen local value creation while preserving the distinctive character of the places we visit.



LOCALLY SOURCED ICELANDIC LAMB

In Iceland, HX sources Icelandic lamb for all vessels from Pure Arctic, supporting a food system rooted in local heritage, environmental stewardship and animal welfare. Icelandic sheep have grazed freely in mountain landscapes since the country’s early settlement, feeding on wild grasses, herbs and berries that shape the meat’s distinctive flavour. By sourcing locally, HX supports rural livelihoods, reduces transport requirements and brings a more place-based food experience on board, linking what guests eat more directly to the landscapes they are exploring.



Similar work is being expanded in places such as Vigur and through continued destination scouting across the country, with the aim of creating more curated experiences that support local businesses and retain the distinctive character of Icelandic communities.

PROTECTING ATLANTIC PUFFINS IN ICELAND

In 2025, HX Foundation supported the **SEA LIFE TRUST Beluga Whale and Puffin Sanctuary** in Iceland through funding for the renovation of its puffin hospital and the creation of a dedicated avian flu sterile testing area. The sanctuary plays a critical role in protecting Atlantic puffins around Vestmannaeyjar by providing



WORKING DIRECTLY WITH LOCAL PARTNERS IN THE WESTFJORDS

One of the clearest examples of HX’s direct-to-local approach in Iceland is our long-running collaboration with the Sheep Farming Museum (Sauðfjársetur á Ströndum) in the Westfjords. Developed directly with the owners and managers of the site, the experience gives guests insight into Iceland’s rural heritage and the role sheep farming continues to play in local culture, while ensuring that value flows straight to the people and institutions delivering the experience.

This model is helping shape a more sustainable Iceland presence built on personal relationships, local knowledge and smaller-scale collaboration rather than standardised port calls.



specialist care for injured or vulnerable birds brought in each year. As Kim Cupples, General Manager of the Sanctuary, noted: “By funding the renovation of our puffin hospital and Avian Flu sterile testing area, we can say in confidence that the many puffins brought to our sanctuary each year will be treated in a safe and comfortable environment.” This support strengthens local conservation capacity and reflects HX Foundation’s ongoing commitment to safeguarding vulnerable species in the destinations we visit.

Norway

Norway is the birthplace of HX, and in 2026 we will celebrate our 130th anniversary, marking the first voyage in 1896. Our expertise in Norway has allowed us to create an incredibly adventurous itinerary that goes off the beaten track and reveals the “true Norway” that many other tourists never get to see.



BRINGING COASTAL HERITAGE TO LIFE AT THE HURTIGRUTEN MUSEUM

At the Hurtigruten Museum in Stokmarknes, HX has developed a bespoke visitor experience created exclusively for our voyages in collaboration with the museum team to showcase our heritage. The museum tells our story of the historic coastal route that for generations served as a vital connection between northern Norway and the rest of the country.

The experience is delivered entirely by local people, from musicians and actors to guides, and channels significant spending directly into the local economy. In 2025 our visits invested close to €300,000 directly in the museum and surrounding community. It is a strong example of how heritage interpretation, local employment and destination spending can be combined into a more locally rooted model of expedition tourism.

DEVELOPING DIRECT-TO-LOCAL TOURISM IN TRANØYA

Tranøya is a good example of how HX can help develop sustainable tourism in places with strong local character but limited visibility in the wider cruise market. Identified through destination scouting, the island is privately run by a family business that works to preserve local heritage and the natural environment through small-scale tourism. By building a direct relationship with the family rather than working through an intermediary, HX has helped create a reliable new source of demand that supports the long-term viability of the business.



During the season, HX visited weekly for 12 consecutive weeks, directly putting over €50,000 into the local economy — and our guests added significantly to this figure. This model keeps more value in destination and shows how expedition travel can help ease pressure on more crowded areas by creating viable alternatives in nearby communities. We are also exploring how to strengthen this approach further through collaboration with local governments in Norway on sustainable destination management.



USING LOCAL STAFFING FOR PORT SECURITY

International Ship and Port Facility Security (ISPS) regulations mandate strict on-the-ground oversight, including access control and terminal surveillance, whenever a vessel is berthed. To meet these requirements, we hire shoreside personnel from host communities rather than using shipboard crew or importing external security contractors. This operational strategy ensures rigorous compliance while directly injecting over €13,000 into local economies over the course of the season.



Data Tables

For the first time, we include ESRS mapping alongside each KPI to show alignment with our material topics and support our progress toward CSRD disclosure. We use “per guest” figures to increase inter-year comparability. The two measures we use are:

- 1) **APCN**: Available Passenger Cruise Nights - for figures which are not meaningfully impacted by occupancy
- 2) **PCN**: Passenger Cruise Nights - for figures which are meaningfully impacted by occupancy

Emissions ESRS E1, E2

Fleet Emissions ESRS E1, E2

Please note: all emissions reduced this year in part due to the removal of MS Maud from our fleet.

KPI	UNIT	2024	2025	‘24 VS ‘25’
Scope 1 (Direct CO2 Emissions) ¹	mt	73,107	64,630	88%
Scope 1 (Direct CO2 Emissions) per guest (APCN)	mt	0.14	0.14	104%
Scope 2 (Indirect CO2 Emissions) ²	mt	0.86	0.32	37%
Sum of Scope 1 & 2 Emissions	mt	73,107	64,630	88%
SOx Emissions ³	mt	13.75	6.81	50%
NOx Emissions ⁴	mt	1,065	914	86%
Scope 1 (Direct CO2 Emissions)	mt	73,107	64,630	88%

- 1. Based upon an emission factor of 3.206 t CO₂/t of MDO. A reduction is applied for consumed biofuels based on the ISCC Proof of Compliance Certificate.
- 2. Scope 2 consumption based upon invoices from the port of Reykjavik, reduced this year due to fewer MS Fridtjof Nansen port calls in Reykjavik as a result of Nuuk turnarounds.
- 3. Sulphur content listed on BDN is used to calculate the amount of sulphur in the consume fuel. In 2025 we had a consistent delivery of LSMGO which is required to have less than 0.1% sulphur.
- 4. NOx reduction is nearly exactly in line with the reduced fuel consumption so that is to be expected. Standard values from Norwegian NOx fund are used to calculate NOx emissions. Urea consumption is recorded on a monthly basis onboard and is monitored in the tank level system and in the SCR.

Electricity ESRS E1

KPI	UNIT	2024	2025	‘24 VS ‘25’
Hybrid electric ships ¹	#	2	2	100%
Ships with shore power connectivity ²	#	4	4	100%
Electric Zodiacs	#	n/a	1	n/a

- 1. Hybrid vessels are recorded as those with the DNV Class notation Battery (Power)
- 2. All of our ships are shore-power ready but very few of the ports in which we berth have shore power connections and even fewer have the right voltage connections for ships the size of our fleet

Energy Consumption ESRS E1

KPI	UNIT	2024	2025	‘24 VS ‘25’
Scope 1 Energy Consumption fleet ¹	GJ	973,690	861,948	89%
Scope 1 Energy Consumption fleet ²	GJ	425	159	37%
Scope 1&2 Energy Consumption fleet	GJ	974,115	862,107	89%
Energy Consumption fleet biofuels ³	GJ	0	0.20%	+0.2 p.p

- 1. Scope 1 energy consumption is calculated by multiplying fuel consumed by the LCV. LCV for MDO: 42.7GJ/t, LCV for 100% HVO: 43.26GJ/t
- 2. Scope 2 consumption based upon invoices from the port of Reykjavik, reduced this year due to fewer Nansen port calls in Reykjavik as a result of Nuuk turnarounds.
- 3. Biofuels % based upon bunker delivery notes across whole fleet

Nature ESRS E1, E2, E3, E5, S4

Science & Eduation ESRS S4

KPI	UNIT	2024	2025	‘24 VS ‘25’
Number of people engaging with UTAS Courses	#	680	3,181	+467%
Number of Citizen Science sessions provided to guests	#	3,425	3,027	-13%
Citizen Science Projects offered to guests	#	21	17	-24%
Number of total submissions to Citizen Science projects	#	30,547	46,466	+52%
Science Collaboration Projects supported	#	32	42	+31%
Scientific Collaboration Cruise Nights ¹	#	1,911	1,652	-16%
External science-related publication & representations	#	98	119	+21%

- 1. Science nights reduced proportionally to cabin nights as a result of MS Maud leaving the fleet. When controlled for proportional reduction the number increased.

Water Management ESRS E3

KPI	UNIT	2024	2025	‘24 VS ‘25’
Water consumption ¹	m3	117,785	107,603	-9%
Water bunkered ²	m3	7,815	2,785	-64%
Water production ³	m3	109,970	104,818	-5%
Water consumption per guest (APCN)	m3	0.3	0.36	+1%

- 1. Consumption is water produced and bunkered is consumed in vessel processes or by passengers and crew. This is taken as an aggregate of water bunkered and produced and is cross checked against the total sewage discharged.
- 2. Water bunkered based upon port flowmeter data and receipts
- 3. Water produced by desalination based upon machinery System Automation data

Waste Performance ESRS E2, E5

KPI	UNIT	2024	2025	‘24 VS ‘25’
Total waste produced ¹	kg	2,018,074	3,205,054	+59%
Total waste produced per guest (APCN) ¹	kg	3.82	7.18	+88%
Spills to the environment ²	kg	0	0	
Litter collected shoreside during ship operation ³	kg	3624	497	-86%
Food waste per guest – edible (PCN) ⁴	kg	0.162	0.151	-7%

- 1. In 2025, 48% of our operational waste came from dry docking for refurbishment and repair. MARPOL defines Operational Waste are those solid wastes that are collected on board during the normal maintenance or operations of a ship so we have included them in our total.
- 2. Spills to the environment are required to be recorded in company ISM system and in official log books, none were recorded in 2024 or 2025
- 3. Significant reduction due to itinerary adjustment
- 4. Per occupied cruise night as waste production is significantly affected by occupancy

Green Stay ESRS E1, E3, E5

KPI	UNIT	2024	2025	'24 VS '25
Green Stays (per PCN) ¹	%	24%	20%	-4 p.p
Water saved	LTR	658,748	505,507	-23%
Washing detergent saved	LTR	3,749	2,877	-23%
Electricity saved	kWh	7,824	6,004	-23%

1. A Green Stay is where guests foregoes cabin cleaning in exchange for a donation to the foundation. This saves water, detergent and electricity. This figure is the % of passenger nights which were Green Stays. ~32% of cabins participate at some point across the voyage.

Community ESRS S1, S2, S3, S4, E5

Employees ESRS S1, S2

KPI	UNIT	2024	2025	'24 VS '25
eNPS ¹	#	22	13	-41%
Total employees ²	#	958	1,171	+22%
Total third-pary workers	#	533	593	+11%
Employees working on ships	#	666	745	+12%
Employees working at our land-based offices ³	#	292	426	+45%
Ratio working at sea	#	70%	64%	-6 p.p
Women on ships	#	24%	27%	+3 p.p
Ratio of our highest paid individual to average salary in company	#	9	12	+33%
Maritime Apprentices/Cadets ⁴	#	19	10	-47%

All employee data is taken from Microsoft Dynamics (shore) and OCS (sea)

- 1. Average across three surveys spread across the year, two full surveys and one pulse check
- 2. Includes third-party workers
- 3. Increase is due to the establishment of our Prague office to in-house back-end services provided on contract by Hurtigruten Group
- 4. Reduction in cadets reflects an increase in length of cadet posts from 6 months to 12 months

Diversity & Inclusion ESRS S1

KPI	UNIT	2024	2025	'24 VS '25
Women in Executive Leadership Team (ELT)	#	2	5	+150%
Nationalities ¹	#	60	58	
Women in senior leadership level ²	%	34%	45%	+11 p.p
Women at manager level on land	%	40%	43%	+3 p.p
Age Distribution: Under 30 years	%	10%	15%	+5 p.p
Age Distribution 30-50 years	%	73%	70%	-3 p.p
Age Distribution: Youngest employee	#	22	20	-10%
Age Distribution: Oldest employee	#	74	74	
Women as Captains	%	0	0	0
Women as senior officers/leadership on board	%	26	20	-6 p.p

- 1. Figure from 24 April 2026
- 2. Senior Leadership defined as N -1 from ELT with direct reports; includes executive HR, IT and Strategy functions; includes ELT

Health & Safety ESRS S1, S4

KPI	UNIT	2024	2025	'24 VS '25
LTIF ¹	#	1.53	1.35	-11%
Incidents reported to NMA ²	#	1	1	
Port state control detentions ³	#	0	0	
Port state control deficiencies (average per inspection) ⁴	#	1.6	2.54	+59%
Vessel Sanitation Programs average score ⁵	%	93%	97%	+4 p.p

- 1. Data taken from accident reports recorded in the Company ISM system. Reduction in LTIF can be attributed to strong emphasis on safety culture at a operational leadership level and reinforced by onboard leaders
- 2. Records of communications with the NMA are filed and maintained together with the incident reports. No marine casualties or severe LTI injuries occurred in 2025 necessitating reporting
- 3. Data taken from PSC reports recorded in the Company ISM system
- 4. 13 PSC inspections in 2025, 5 accounted for all our findings. 62% of PSC inspections resulted in Nil Deficiencies. Data taken from PSC reports recorded in the Company ISM system
- 5. Required for Canadian operations

HX Foundation ESRS S3

KPI	UNIT	2024	2025	'24 VS '25
Number of projects supported through HX Foundation ¹	#	58	28	-52%
Funds raised for HX Foundation	Euro	229,107	215,195	-6%
Donations	Euro	421,840	226,367	-46%
Rapid Response Fund disbursements	#	4	14	+250%

- 1. This year HX Foundation has pivoted its strategy from many small donations to doing fewer, more meaningful donations

Local Value Creation ESRS S3

KPI	UNIT	2024	2025	'24 VS '25
Local vendors globally ¹	#	44	44	
Spending on local suppliers (F&B) ²	%	31%	27%	-4 p.p
Number of ports HX purchase F&B locally from ³	#	30	27	-10%

- 1. Please note that it is not always best to source locally, particularly given the remote regions from which we operate. We are careful to balance benefit and burden when making sourcing decisions.
- 2. Decrease due to standardization of goods, new bar set-up. Overall number of local projects growing, but each with small monetary impact
- 3. New ports: Larne, Nanaimo, Itaquí, Praia

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EXPEDITIONS

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