

Arnold W. Donald
CEO, Carnival Corporation
Personal Background Summary & Official Biography

Arnold W. Donald

Arnold Donald has been president & chief executive officer of Carnival Corporation & plc, the world's largest leisure travel company, since July 2013. He was also appointed chief climate officer in January 2022. Prior to that, he served on the board for 12 years. He currently serves on the board of Bank of America Corporation and as the chair of the World Travel & Tourism Council (WTTC).



Mr. Donald spent more than 20 years at Monsanto Company as corporate senior vice-president, president of the consumer and nutrition sector, and president of the agricultural sector. Following Monsanto, Mr. Donald was chairman of Merisant Company, which manufactures leading global sweetener brands Equal and Canderel.

Immediately prior to Carnival Corporation, Mr. Donald was president and CEO of the Executive Leadership Council, a professional network and leadership forum for African-American executives of Fortune 500 companies, and president and CEO of Juvenile Diabetes Research Foundation International, the world's largest charitable funder of diabetes research.

Below is a summary of Donald's career progression prior to running day-to-day operations at Carnival Corporation, along with his education history and personal background.

Family Background

- Arnold Wayne Donald was born on December 17, 1954, in New Orleans.
- Son of Hilda Aline Melancon Donald and Warren Joseph Donald, Sr.
- Donald grew up in the Ninth Ward of New Orleans during the segregation era.
- His father was a carpenter by trade and built the family's home.
- In addition to being the youngest of five children, his parents welcomed a total of 27 foster children over the years.
 - They supported this extended family despite neither parent obtaining a complete high school education.
- Married Hazel Alethea Roberts in 1974.
- Arnold and Hazel have three adult children:
 - Two daughters, Radiah Alethea and Alicia Aline, and one son, Stephen Zachary.
- They also have six grandchildren who they spend as much time with as they can.
- Arnold Donald and his wife have homes in St. Louis and Miami.

Education and Career Timeline

- St. Augustine High School, 1967-1972
- Carleton College, Northfield, Minn., 1972-1975
- Washington University, St. Louis, 1975-1977
- University of Chicago Booth School of Business, 1977-1980
- Monsanto Company, 1977-2000 (SVP & President: 1998-2000)
- Merisant Company, 2000-2005 (Chairman: 2000-2005) (CEO: 2000-2003)
- Juvenile Diabetes Research Foundation International, 2006-2008 (President and CEO)
- Executive Leadership Council, 2010-2012 (President and CEO)
- Carnival Corporation, 2001-present (Board: 2001-present); (CEO: 2013-present)
- Cruise Lines International Association (CLIA), 2017-2018 (Global Chair)

- World Travel & Tourism Council (WTTC), 2021-present (Chair)

Education Background

St. Augustine High School | 1967-1972

- Donald attended St. Augustine High School, an African-American, all-boys Catholic school in New Orleans.
 - Three times a day over the PA system the school would announce to the students, “Gentlemen prepare yourselves, one day you’re going to run the world.”
 - As a junior, Donald declared that it was his goal to become a general manager at a Fortune 50 science-based global company (although he now admits he wasn’t even sure he knew what that meant at the time).
- Received numerous scholarship offers, including Yale, Princeton, Stanford and the U.S. Military Academy at West Point, in addition to Carleton College.

Carleton College | 1972-1975

- Decided to attend Carleton College, a smaller liberal arts school in Northfield, Minnesota.
- Met his wife Hazel while both were touring campus prior to attending the school.
- Earned a B.A. in economics from Carleton College.
- Recognized as a National Achievement Scholar.

Washington University in St. Louis | 1975-1977

- Attended Washington University in St. Louis on a scholarship.
- He was a student in the Dual Degree, or 3-2, Engineering Program.
- Chose to pursue two distinct degrees to improve his chances of acceptance to an elite-level business program.
- Earned a B.S. in mechanical engineering.
- First national vice president of the National Society of Black Engineers.

University of Chicago Booth School of Business | 1977-1980

- Attended the University of Chicago Booth School of Business.
- Earned an M.B.A. in finance and international business.

Career Progression

Monsanto Company | 1977-2000

Intern, 1974-1977

Industrial Chemical Sales, 1977

Product Supervisor, Research Analyst

President of Agricultural Sector, 1995-1998

Corporate Senior Vice President & President, Nutrition and Consumer Sector, 1998-2000

- Donald began at Monsanto as an intern and the company made him a job offer contingent upon his graduation from college.
- Donald worked at the leading global developer of agricultural products and consumer goods from 1980-2000, after having interned at the company for three years.
- Held various leadership positions, including specialty crops director, lawn and garden business director, vice president and general manager of crop protection products, senior vice president and general manager of the North American division.
- Was responsible for overseeing Monsanto’s popular Roundup weed-killing products.
- In 1996, he was recognized by the agricultural industry as Agri-Marketer of the Year.
- Named Executive of the Year by Black Enterprise Magazine in 1997.

Merisant Company | 2000-2005

CEO, 2000-2003

Chairman, 2000-2005

- Donald was at Merisant Company from March 2000 to November 2005, including serving as chairman and CEO.
- Donald helped form the company, joining with a group of investors to buy the company's line of artificial sweeteners.
- The company marketed 19 different sweeteners around the world, including Equal.
- Donald was involved in positioning Equal as an effective alternative to sugar for the increasing population of people diagnosed with Type 2 diabetes.

Juvenile Diabetes Research Foundation International | 2006-2008

President and CEO

- The leading global organization funding Type 1 diabetes research.
- President and CEO from January 2006 to February 2008.

Executive Leadership Council | 2010-2012

President and CEO

- Association of top African-American executives dedicated to increasing opportunities for minorities at top-tier companies.
- President and CEO from November 2010 until June 2012.

Carnival Corporation | 2013-present

President, CEO and Chief Climate Officer

- Donald joined the board of directors in 2001.
- Donald came out of semi-retirement to accept the position of president and CEO of Carnival Corporation in 2013, after being recommended to the board by chairman and then-CEO Micky Arison (son of the company's founder Ted Arison) who sought to separate the chairman and CEO titles to align with UK corporate governance guidelines.
- While he frequently acknowledges he originally hesitated, he now often says if he had known how enjoyable and fulfilling the experience would have been, he would have "begged for the opportunity."
- Since becoming CEO, Donald has led a period of remarkable turnaround and growth for Carnival Corporation, including doubling the stock price, doubling earnings, doubling return on invested capital and changing how company does business by having brands work together to leverage scale, generate new sources of revenue, realize cost efficiencies and share best practices.
- In January 2022, Donald was also appointed chief climate officer.

Cruise Lines International Association (CLIA) | 2017-2018

Global Chairman

- The world's largest cruise industry trade association and leading authority of the global cruise community.
- Donald was appointed as global chair in January 2017, and completed his two-year term in the position at the end of 2018.

World Travel & Tourism Council (WTTC) | 2021-present

Chair

- The World Travel & Tourism Council (WTTC), a volunteer organization of over 200 global business leaders that includes the chairs, presidents and CEOs of top travel and tourism companies, is the global authority on the travel sector's economic, employment and social impacts.
- Donald was appointed as chair in April 2021.

Current Board Appointments

- Carleton College Board of Trustees, 1995-present
- Missouri Botanical Garden, 2001-present
- Washington University (St. Louis) Board of Trustees, 2011-present
- Bank of America Corporation, 2013-present



- Greater New Orleans Foundation, present

Past Board Positions

- Oil-Dri Corporation of America
- The Scotts Company
- The Laclede Group, Inc.
- Russell Corporation
- BJC Healthcare
- Crown Holdings, Inc.

Additional Leadership Positions

- Appointed by President Clinton to serve on President's Export Council (PEC), November 1998
- Appointed by Governor of Missouri to the Missouri Life Sciences Research Committee, 2001
- Re-appointed by President Bush to the PEC, February 2003
- National Advisory Council for Washington University School of Engineering, present
- Catalyst CEO Champions for Change, present
- President of the Leadership Center of Greater St. Louis
- Corporate roundtable member of the Keck Graduate Institute of Applied Life Science
- Corporate roundtable Member of the Caux Roundtable

Awards and Honors

- Named Executive of the Year by Black Enterprise Magazine, 1997
- Received the Washington University Distinguished Alumni Award, 1998
- Received the Eagle Award from the National Eagle Leadership Institute, 1999
- Received the Black Engineers President's Award, 2000
- Named No. 17 on Fortune Magazine's list of "The 50 Most Powerful Black Executives in America," July 2002
- Received the Business Leadership award from The Trumpet Awards Foundation, 2015
- Named Maritime Person of the Year by the Propeller Club of the Port of New Orleans, 2015
- Carnival Corporation named one of 100 Best Corporate Citizens by Corporate Responsibility Magazine (CR Magazine), 2016, 2017, 2018, 2019, 2020
- First travel industry executive to deliver opening keynote at CES, 2017
- Named No. 1 on EMpower 100 Ethnic Minority Leaders List presented by Financial Times, 2017
- Carnival Corporation honored for supporting women's leadership and workplace diversity as part of the Catalyst CEO Champions for Change initiative, 2017
- Named among the 100 Most Powerful Executives in Corporate America by Black Enterprise Magazine, 2017
- Carnival Corporation recognized by Fast Company as being among the "Top 10 Most Innovative Companies" in both the design and travel categories for the development of Ocean Medallion™, 2017
- Carnival Corporation earned perfect score in Human Rights Campaign's Corporate Equality Index (CEI), 2017, 2018, 2019, 2020, 2021, 2022
- Carnival Corporation named one of America's Best Large Employers by Forbes, 2018, 2019, 2021
- Carnival Corporation named to first-ever NAACP Equity, Inclusion and Empowerment Index, 2018
- Received the CEO of the Year Award in the Best By Farr awards, 2018
- Carnival Corporation named one of America's Best Employers for Diversity by Forbes, 2019, 2020
- Carnival Corporation named one of America's Best Employers for New Graduates by Forbes, 2019
- Carnival Corporation named among America's Most Responsible Companies by Newsweek, 2019, 2021
- Carnival Corporation named among World's Best Employers by Forbes, 2021
- Named among South Florida Business Journal's Top 250 Power Leaders, 2019

- Named to Florida Trend's annual list of Florida's 500 Most Influential Business Leaders, 2019
- Named one of the Most Influential Black Executives in Corporate America by Savoy magazine, 2020
- Carnival Corporation named one of America's Best Employers for Women by Forbes, 2020
- Carnival Corporation named among World's top Female-Friendly Companies by Forbes, 2021
- Named Best Place to work in 2021 by Glassdoor, 2021
- Carnival Corporation named among Best Companies for Latinos to Work by Latino Leaders Magazine, 2021

ARNOLD DONALD – OFFICIAL COMPANY BIOGRAPHY

Arnold W. Donald

President, Chief Executive Officer & Chief Climate Officer
Carnival Corporation & plc

Arnold Donald is president, chief executive officer and chief climate officer of Carnival Corporation & plc. Carnival Corporation is one of the world's largest leisure travel companies with a portfolio of nine of the world's leading cruise lines sailing to all seven continents. With operations in North America, Australia, Europe and Asia, its portfolio features Carnival Cruise Line, Princess Cruises, Holland America Line, Seabourn, P&O Cruises (Australia), Costa Cruises, AIDA Cruises, P&O Cruises (UK) and Cunard.

Together, these brands comprise the world's largest cruise company with a fleet of more than 90 ships visiting over 700 ports around the world. A total of nine new ships are scheduled to be delivered to Carnival Corporation's brands through 2025. Carnival Corporation & plc also operates Holland America Princess Alaska Tours, the leading tour company in Alaska and the Canadian Yukon. Traded on both the New York and London Stock Exchanges, Carnival Corporation & plc is the only group in the world to be included in both the S&P 500 and the FTSE 250 indices.

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Immediately prior to Carnival Corporation, Mr. Donald was a founder and president and chief executive officer of the Executive Leadership Council, a professional network and leadership forum for African-American executives of Fortune 500 companies, and the president and chief executive officer of the Juvenile Diabetes Research Foundation International, the largest charitable funder of diabetes research in the world.

A native of New Orleans, Mr. Donald received a Bachelor of Arts degree from Carleton College in Northfield, Minnesota, a Bachelor of Science degree in mechanical engineering from Washington University in St. Louis, and a Masters of Business Administration from the University of Chicago Graduate School of Business.

Mr. Donald has a strong commitment to higher education and serves on the boards of two of his alma maters, Carleton College and Washington University in St. Louis. He is also on the boards of the Greater New Orleans Foundation and St. Louis-based BJC Healthcare, among others.



Source: Carnival Corporation, Corporate Communications / January 2022