



The Z Factor

ESG REPORT 2024

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Captured by **Alex Ginzburg**,
ZIM HQ, Israel

LETTER FROM OUR PRESIDENT & CEO



The past year, 2024, was filled with both significant challenges and remarkable achievements for ZIM. The geopolitical landscape has been turbulent, with conflicts and dramatic changes impacting many aspects of our operations. However, our commitment to Environmental, Social, and Governance (ESG) principles has remained unwavering, as detailed in our 2024 ESG report presented here.

One of our most notable accomplishments this year is the successful completion of our fleet renewal program. All 28 LNG vessels, with significantly reduced emissions, are now fully operational, part of a total of 46 new state-of-the-art, efficient, and eco-friendly vessels in our fleet. This milestone not only enhances our operational effectiveness but also underscores our dedication to sustainable practices.

Our ESG efforts continue across all domains. We have made investments in companies that align with our core business and ESG values. These strategic investments demonstrate our ongoing commitment to fostering a sustainable future. We have expanded our cooperation with ESG-related organizations and joined new cross-industry initiatives to promote ESG in shipping. These collaborations are crucial to driving industry-wide progress and innovation in sustainability practices.

A special mention must be made of our investments in our employees. In 2024, we have provided unwavering support to our team members during emergencies and stressful times. Our dedication to their well-being is a cornerstone of our ESG strategy, and we are proud of the positive impact we have made. Furthermore, we have increased our contributions to important social causes. Our focus on supporting medical centers and healthcare organizations has been a key priority. These efforts reflect our deep commitment to making a meaningful difference in the communities we serve.

It has been a year of resilience and progress. We have navigated through challenges with determination and have emerged stronger, with a continued focus on our ESG goals. I am confident that our dedication to these principles will drive our success in the years to come.



Eli Glickman

President & Chief Executive Officer

LETTER FROM OUR COO



As we reflect on 2024, we are proud of the significant strides we have made toward our sustainability goals and optimizing operational performance.

This year, ZIM's commitment to both operational excellence and environmental responsibility has been clearer than ever. We have successfully navigated a rapidly changing geopolitical landscape and at the same time, responded to emerging challenges with creativity and agility, ensuring our service and operational excellence remain uncompromised.

One of the most significant achievements this year is the continued success of our fleet renewal program. We deployed 46 new, modern and highly efficient vessels to our fleet, 28 of which are LNG-powered. Moreover, we have made substantial technical improvements to our existing vessels, focused on enhancing their performance and optimizing fuel efficiency. These upgrades have resulted in the dramatic improvement of ZIM's overall energy efficiency and a meaningful reduction in GHG emissions, going beyond our expectations.

In addition to renewing our fleet, we continue to invest in advanced data-processing systems that drive operational optimization. They enable ZIM to manage voyages more effectively by considering weather conditions, fuel consumption as well as optimal routing and contribute to enhanced fleet performance. Our ongoing investment in these technologies further reduces fuel consumption, increases operational efficiency and minimizes environmental impact.

ZIM's goal of achieving net zero emissions by 2050 remains a central focus. We continue to implement clear short, medium and long-term strategies to reduce GHG emissions, while ensuring that we are fully prepared to meet climate-related challenges through proactive risk-management and continued investment in sustainability.

At the core of ZIM's success is our team - highly skilled professionals and experts who lead us toward excellence every day. We are deeply committed to their safety, health and well-being, both at sea and on land. Providing a safe, supportive and respectful work environment is a top priority, and we continue to invest in training and resources to ensure they operate at their best. Our employees and seafarers' dedication is fundamental to ZIM's continued success.

We are proud of the progress ZIM achieved and confident that our ongoing investment in innovation, sustainability and our people will further drive ZIM's success. We remain fully committed to providing the highest level of service while leading the way in operational excellence and environmental responsibility, with a clear ideology focused on innovation, sustainability and care for both the environment and our people.



David Arbel

EVP Chief Operations Officer

ABOUT THIS REPORT

This is the seventh annual ESG report of ZIM Integrated Shipping Services Ltd. (“ZIM” or “the company”). Information and data disclosed in this report address ZIM’s activities and performance for the period from 1 January to 31 December 2024, and provide information regarding all entities included in the company’s financial statements, unless otherwise noted.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option and the Sustainable Accounting Standards Board (SASB) Standards: Marine Transportation Industry metrics. The 2024 ESG Report is not part of ZIM’s financial statements.

The company’s internal quality assurance, controls and processes assisted us in ensuring the reliability and accuracy of the data and information provided. The financial data and information presented in the report is in accordance with the company’s 2024 audited Financial Report and the externally assured carbon emissions data, as required by and reported to the Smart Freight Center.

This report underwent an external assurance for specific topics in the report, as detailed in the Limited Assurance Report, by KPMG Somekh Chaikin.

For any comments and questions about this report or about ESG topics at ZIM please contact our Global ESG Department at ESG@zim.com.

Additional information about ZIM and its services can be found throughout this report and at www.ZIM.com.

New topics covered in this report:

- Progress on our fleet renewal program
- Detailed track to net zero
- Investments in innovative startups
- New partnerships and initiatives
- Supplier risk survey
- Climate risk analysis (TCFD)
- Safety in the offices
- New ESG targets
- FUEL EU Maritime implementation

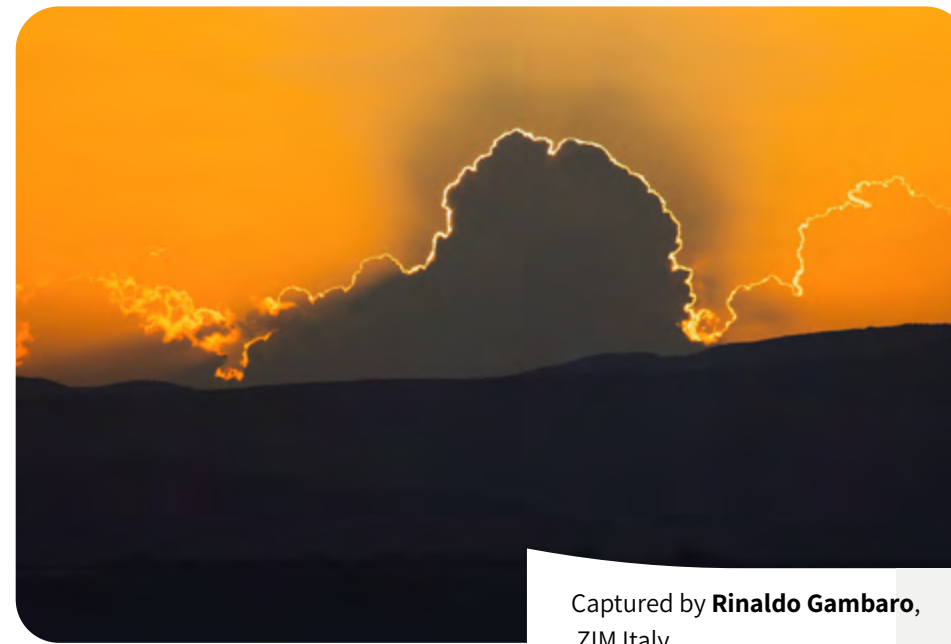


SEASCAPES & LANDSCAPES

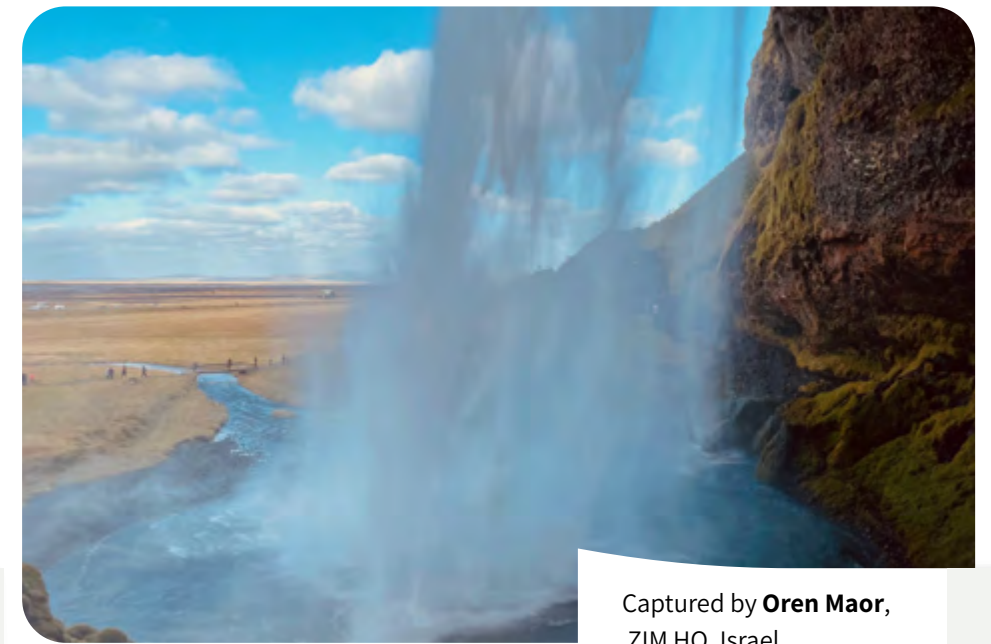
A Global View by ZIM Employees

To celebrate ZIM's 80th anniversary, our 2024 ESG report showcases the driving force behind our sustainability efforts: our employees. We invited them to submit photographs of various natural and cultural environments they encountered in their work globally.

Submissions poured in from employees across the globe, including retired personnel and captains, showcasing stunning scenes that truly impressed us. We are honored to incorporate a selection of these remarkable photos throughout the 2024 ESG Report, reflecting our collective commitment to sustainability and creativity at ZIM.



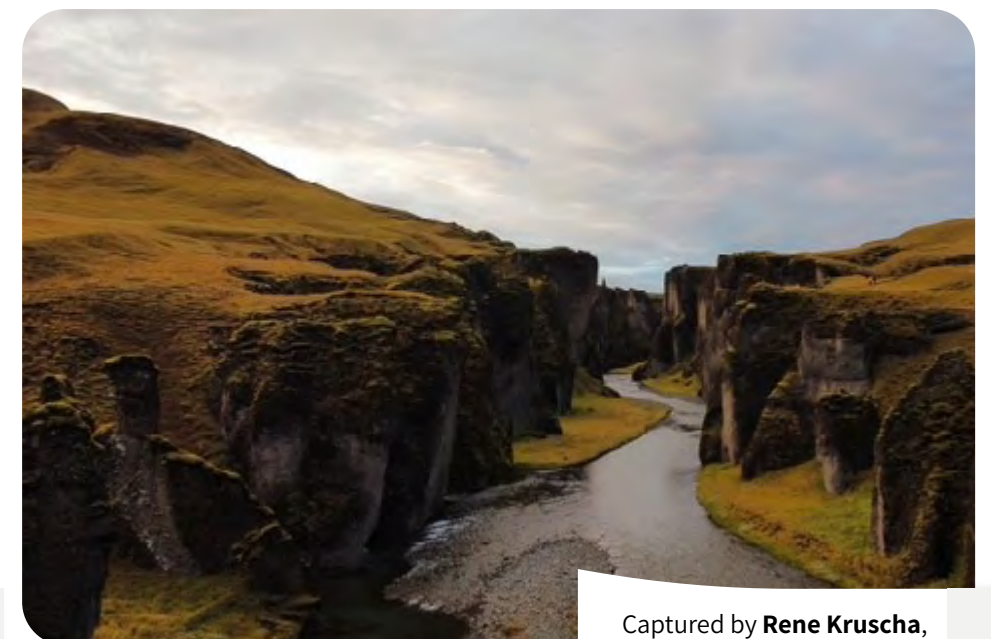
Captured by **Rinaldo Gambaro**,
ZIM Italy



Captured by **Oren Maor**,
ZIM HQ, Israel



Captured by **Winnie Wong**,
ZIM Hong Kong



Captured by **Rene Kruscha**,
ZIM Germany

ABOUT ZIM



HOW DO WE DELIVER INNOVATIVE SHIPPING AROUND THE WORLD?

Captured by **David Ames**,
ZIM Thailand

ZIM AT A GLANCE



145 Vessels: **130** container vessels + **15** car carriers

56 weekly lines

784,847 TEU vessel capacity

3,750,709 TEU volume

Calling over **330** ports

80 years of history

~32,700 clients

4,850 full-time employees

More than **200** offices and agencies in more than **100** countries

* Figures are as of 31.12.2024

Captured by **Oren Maor**,
ZIM HQ, Israel

OUR VISION: INNOVATIVE SHIPPING DEDICATED TO YOU



The Z Factor

The Z Factor is our guiding force in achieving our unique organizational culture and successful business results. It sets us apart in a competitive and challenging market and encompasses the six core specializations of ZIM: digitize, globalize, freeze, optimize, personalize, and socialize.



OUR VALUES ARE OUR COMPASS

They reflect our dynamic, colorful, global company.



Captured by **Nurit Siman-tov**,
ZIM HQ, Israel



Captured by **David Ames**,
ZIM Thailand



Captured by **David Ames**,
ZIM Thailand



Captured by **Avner Shats**,
ZIM HQ, Israel



Captured by **Muntazir Lalkate**,
ZIM India

Can Do Approach

We always have the will and will always find the way.



Results-Driven

We deliver great process and will be measured by the bottom line.



Agile

We adapt quickly to market currents, changes, trends and needs.



Sustainability

We treat our oceans and our communities with care and responsibility.



Togetherness

We are many and diverse, yet we act as one ZIM team.



CHARTING THE COURSE

Key Management

Our senior management team consists of talented leaders with extensive experience in shipping, logistics, and business. They are dedicated to fostering a collaborative organizational culture that prioritizes innovative shipping solutions and exceptional customer service logistics and business. Their commitment drives ZIM's success and maximizes stakeholder value. Further details are available [here](#).



Eli Glickman
President & Chief Executive Officer



David Arbel
EVP Chief Operations Officer



Eyal Ben-Amram
EVP Chief Information Officer



Xavier Destriau
EVP Chief Finance Officer



Saar Dotan
EVP Countries & Business Development



Arik Elimelech
EVP HR & Organization



Hani Kalinski
EVP Pacific BU



Noam Nativ
EVP General Counsel & Company Secretary



Yair Teitelbaum
EVP Global Sales



Assaf Tiran
EVP Cross Suez & Atlantic BU



Nissim Yochai
EVP ZIM USA President



Nir Avni
VP Medium & Small Countries



Eran Epstein
VP Latin America BU



Sami Jubran
VP Financial Planning & Analysis



Abdallah Metanes
VP Intra-Asia BU



Irit Samuel
Global VP Network Development & Cooperation



Karin Schweitzer
VP Global Customer Service

Board of Directors

Board members offer extensive experience across finance, corporate law, global shipping, technology and operations. Further details are available [here](#).



Yair Seroussi
Chairman



Yoav Sebba



Birger Johannes Meyer-Gloeckner



Nir Epstein



Yair Caspi



Liat Tennenholtz



William (Bill) Shaul



Anita Odedra



* Our senior management are presented above as on the ZIM website.

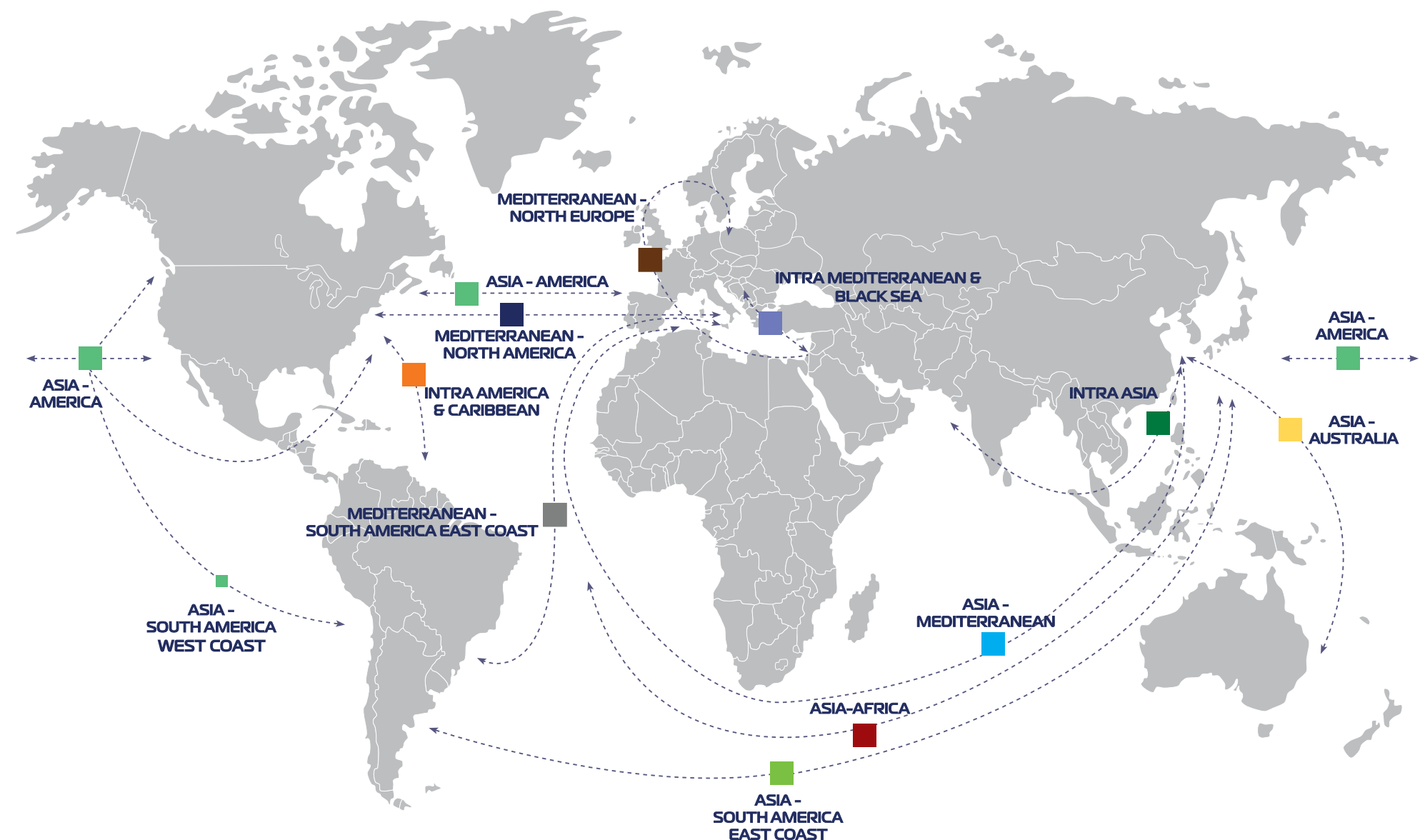
BRIDGING HORIZONS WITH OUR GLOBAL NETWORK

Delivering on Our Promise

ZIM was established in 1945 and began operating global cargo and passenger shipping lines in the 1950s. By the late 1960s, the company had shifted its focus exclusively to cargo services and launched its first container service in 1972. Throughout the 1980s and 1990s, ZIM continued expanding its routes and services, and underwent privatization in 2004. After the restructuring of our network of independent lines and services in 2017, and after the launch of our new vision and values, ZIM completed an IPO on the New York Stock Exchange in 2021. Since then, we launched an ambitious fleet renewal program, and by the end of 2024, we had incorporated 46 new vessels to our fleet, including 28 new LNG-fueled ships.

We maintain a global footprint through operations in five geographic trade zones: Transpacific (42.8%), Atlantic (14.8%), Cross Suez (8.8%), Intra-Asia (19.9%), and Latin America (13.7%), reflecting carried TEUs for the year ending December 31, 2024. Within these trade zones, we strive to increase and sustain profitability by selectively competing in niche trade lanes where we believe that the market is underserved and that we have a competitive advantage versus our peers. These include trade lanes where we have in-depth knowledge, a long-established presence, and strong market position, as well as new trade lanes where we are often driven by demand from our customers.

Due to the security threat to safe passage of ships in the Red Sea through the Bab-El-Mandeb straits, ZIM and most shipping services providers took proactive measures by re-routing vessels around Africa. These changes impact the global supply chain with longer voyage schedules, higher costs of operations, and increased greenhouse gas emissions. We continuously monitor the situation to ensure safe and secure shipping for our customers and employees. ZIM's focus on network optimization, as well as our efficient and agile fleet management, provide us with a solid foundation to navigate in this uncertain environment.



New Operational Cooperation with MSC on Transpacific Trade

In 2024, we announced a new long-term operational collaboration involving a vessel sharing agreement and slot swap with Mediterranean Shipping Company (MSC). This partnership, which focuses on the Asia - US East Coast and Asia - US Gulf trades, commenced

in February 2025. Through this cooperation with MSC, an industry leader and long-standing ZIM partner, we are able to provide customers with extensive port coverage, while achieving significant operational efficiencies. It is a direct outcome of our

fleet renewal program, allowing us to better serve the Asia to US East Coast trade.

The partnership, completed with a smooth transition, has established us as the central service network in that region.

Our Integrated Shipping Services

From shore to door, ZIM offers our customers comprehensive solutions for their transportation needs – from point of origin to final destination. Our shipping capabilities span the main ocean lanes and ports around the globe, and our inland solutions include intermodal transportation by barge, rail, and road.

BY SEA

We transport different types of cargo around the world, with 145 ships – including 130 container vessels and 15 vehicle transport vessels, sailing on 56 weekly lines.



Dry cargo

Goods and products shipped in containers.



Car carriers (Ro-Ro)

Vehicles and large wheeled machinery



Special cargo

Special objects, from geothermal turbines to historic planes, shipped in flats, open tops, and tankers, using exclusive monitor equipment. It includes out-of-gauge, oversized cargo and breakbulk cargo that often demand innovative solutions.



Reefer cargo

Food, medicine, and sensitive cargo shipped in refrigerated containers. ZIMonitor offers advanced tracking, monitoring, and environment control for refrigerated shipping (more info on [p. 77](#)).



Dangerous cargo

Hazardous goods shipped across categories, size, and type

BY LAND

ZIM's shipping capabilities reach far beyond ocean lanes and ports to meet customers' intermodal shipping needs. Our extensive inland transportation services include door-to-door services and multiple haulage options to ensure cargo is seamlessly delivered.

Our comprehensive logistics services provide customers with the best mode for their cargo's journey. By road, rail, or barge, we provide the right solutions and routes to accurately fit their needs.



Making Shipping Simple Through Digitalization

Our digital solutions offer a simple, customized, and convenient shipping experience. They provide customers with digital independence and a personal touch, enabling efficient online shipment management that saves time and resources.

myZIM

The myZIM customer personal area is an online platform that provides customers with an efficient, convenient way to manage all their shipments in one place, with easy documentation access, and personal notifications.

eZQuote

eZQuote provides immediate price quotes, with fast-track confirmation, guaranteed rates, and secured space on board. Customers gain 24/7 access to real-time quotes, and can save their bookings and pick up where they left off.

eZIM

eZIM is a fast, easy way to manage bookings, where customers can directly submit eBookings and eShipping instructions, supported by live chat.

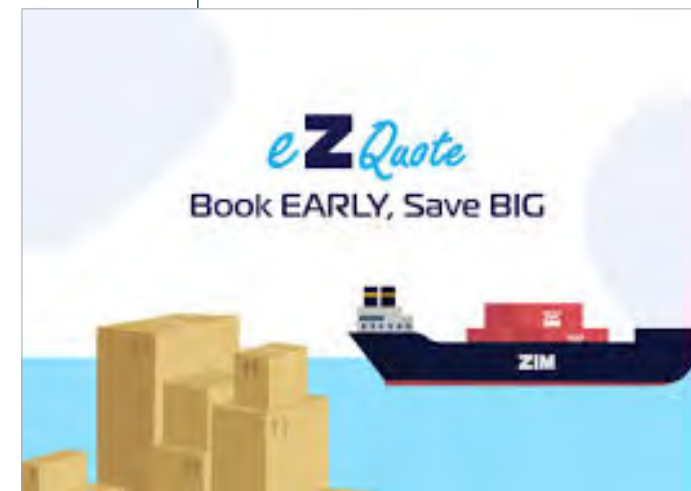
Mobile Application

Shipping at your fingertips.

wave BL

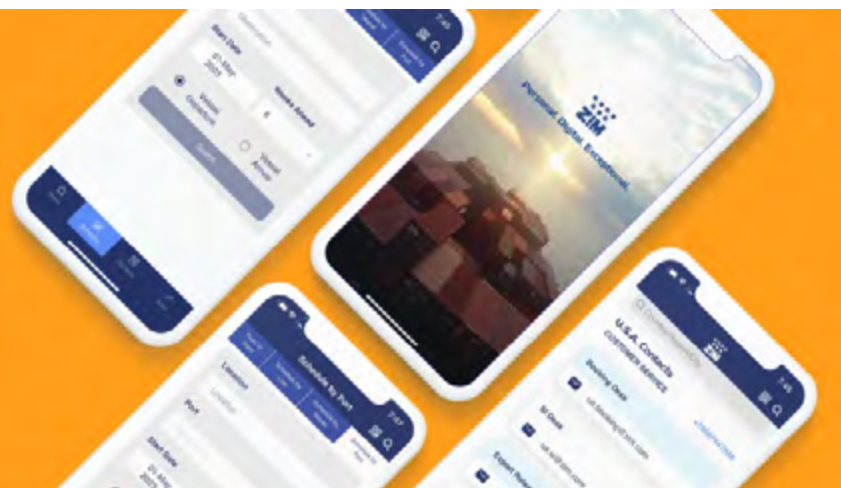
eB/L, powered by Wave B/L, is a digital alternative to the traditional bill of lading. It offers a seamless, secure, and efficient transaction process that saves time, resources, paper, and courier trips.

More info on eB/L is on [p. 78](#).



Draft B/L

Draft B/L enables customers to view, approve, and edit their bill of lading online. This paperless system provides a secure platform for final approval, with instant feedback and updates. It saves time and reduces the need for printing and scanning.



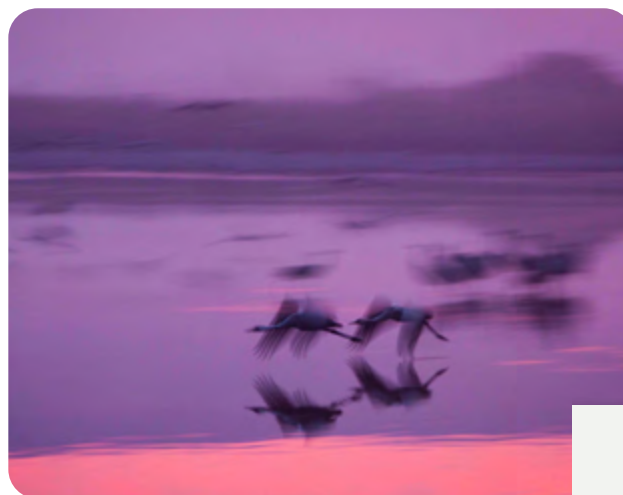
SETTING SAIL WITH OUR REVAMPED FLEET

Our fleet renewal program is the primary pillar of ZIM's strategic transformation, intended to support our long-term growth strategy.

We have made substantial advancements in our fleet renewal program, resulting in a highly competitive and fuel-efficient modern fleet now comprising 46 newbuild containerships, including 28 LNG-powered vessels. Our overall operating capacity has also been enhanced to more effectively align with our commercial strategy.

Our ongoing fleet strategy development aims to sustain operational flexibility, commercial agility, and competitiveness in the global market while supporting our growth objectives. We recently secured four additional 7,900 TEU containerships, with an anticipated delivery date in 2027, and , and ten 11,500 TEU liquefied natural gas (LNG) dual-fuel container vessels, with delivery expected between 2027 and 2028.

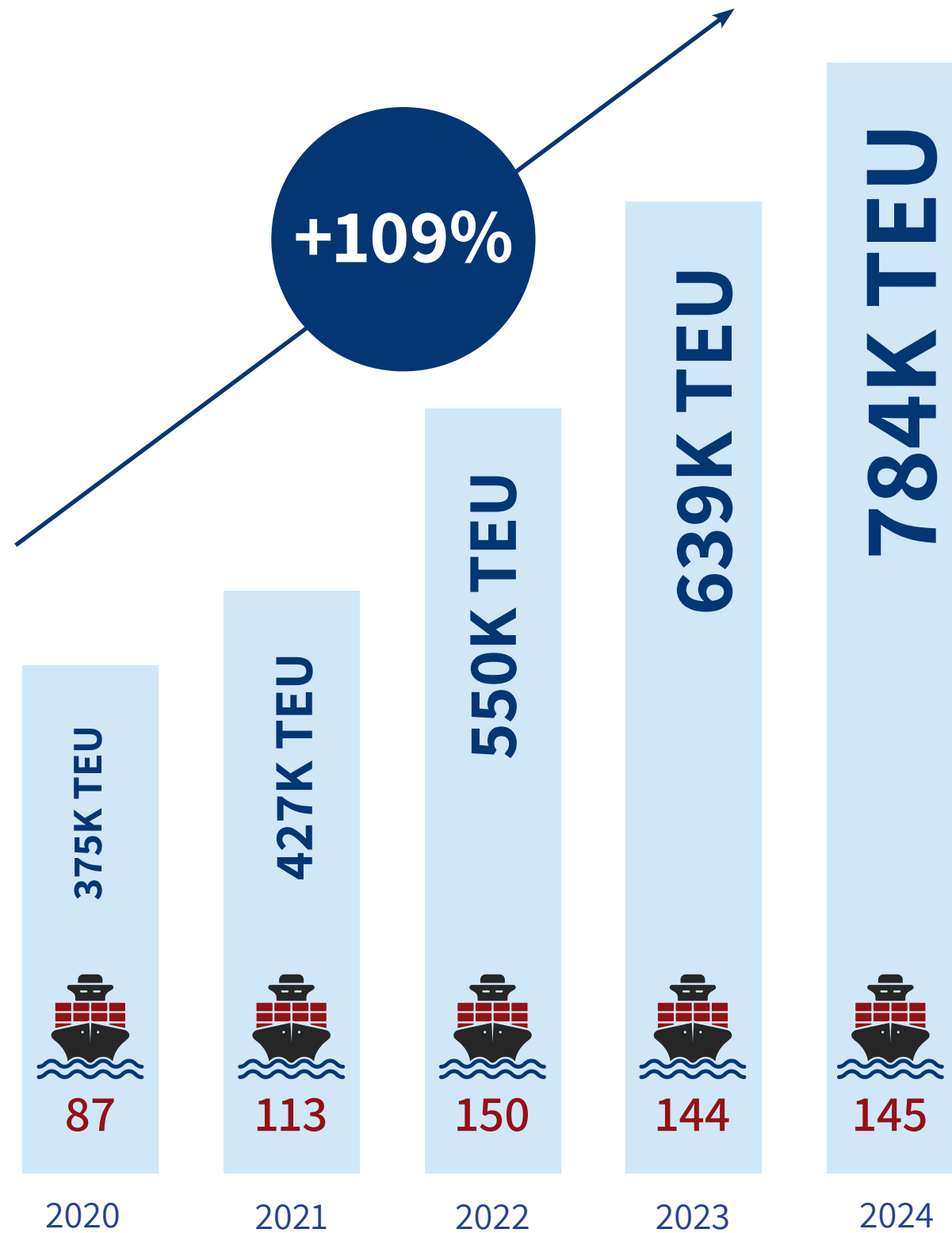
With our updated fleet, over 50% of our operated TEU capacity is composed of newbuild vessels, and approximately 40% is LNG-powered. This revamped fleet not only supports our business expansion but also assists our customers in their carbon reduction efforts by providing opportunities to lower their scope 3 emissions and minimize their environmental footprint.



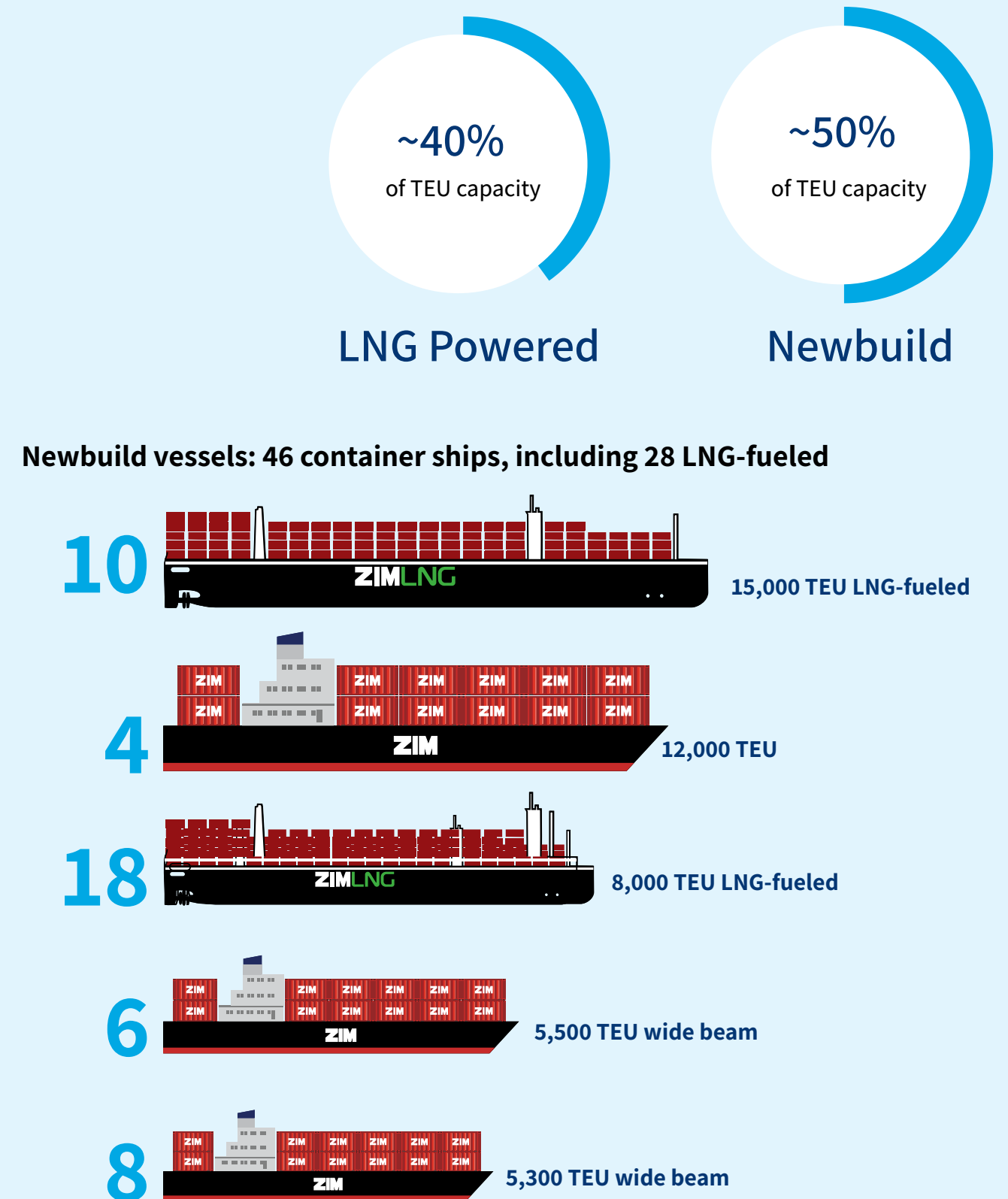
Captured by **Oren Maor**,
ZIM HQ, Israel



EVOLUTION OF OUR OPERATING CAPACITY: LARGER, NEWER, GREENER



OUR TRANSFORMED FLEET



Note: fleet information as of year-end; vessel count includes containerships and car carriers; TEU capacity refers only to container ships.

ZIM Sammy Ofer

In February 2023, we named our flagship vessel, ZIM Sammy Ofer, at the SHI Shipyard. Featuring dual-fuel LNG technology, it is fuel efficient and reduces emissions significantly. This vessel is part of our advanced LNG-powered fleet, highlighting our dedication to innovation and environmental sustainability. The ZIM Sammy Ofer sets a new standard for energy-efficient and green shipping, aligning with our vision of more efficient maritime operations and environmental protection.



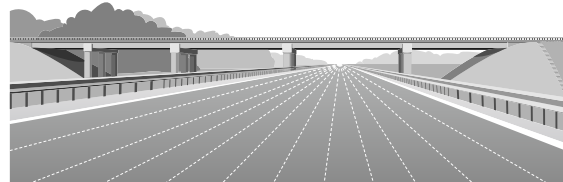
GHG Intensity:
21.91
gr CO₂/TEU*km

Fuel Efficiency:
12.845
Kg/TEU*1000Nm

Visualizing the scale

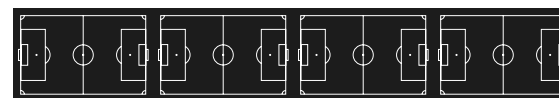
Width

Wider than a **12-lane** highway



Length

As long as **4** football fields lined up



Height

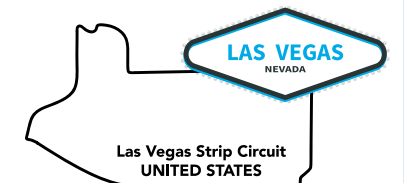
Stands nearly **twice** the height of the Statue of Liberty (excluding the pedestal)



Massive transport capacity

Heavier than **250** fully loaded Boeing 747 aircraft

Enough to cover the Las Vegas Strip **20 times** if placed end to end



SUSTAINABILITY IS OUR NORTH STAR

Adhering to our core value of sustainability and our Code of Ethics, we strive to uphold and advance principles related to environmental, social, and governance concerns. We are dedicated to mitigating the environmental impact of our activities and fostering responsible corporate practices to create long-term, sustainable value for all stakeholders.

ZIM adopts a proactive approach to environmental stewardship to ensure our business remains resilient to climate change. **We are committed to achieving net zero emissions in alignment with the International Maritime Organization (IMO) 2050 net zero greenhouse gas emissions target.**

To achieve this ambitious goal, we have developed a comprehensive roadmap with both interim and long-term milestones. Our strategy includes adopting proven, environmentally superior fuels and optimizing our vessels and operational systems for maximum efficiency. For a detailed breakdown of our net zero reduction plan see p. [35](#).

We prioritize our employees' growth and advancement, and invest in both their professional and individual development. Our commitment to excellence extends to maintaining the highest ethical standards in our operations while building a resilient, secure, and responsible supply chain.

We recognize that the implementation of ESG-focused strategies is an ongoing process, and we are extremely proud of all ZIM employees across the world who contribute their talent and vision every day to creating a more sustainable shipping industry.



Captured by **David Ames**,
ZIM Thailand

OUR ESG STRATEGY HOW DO WE IMPLEMENT ESG?

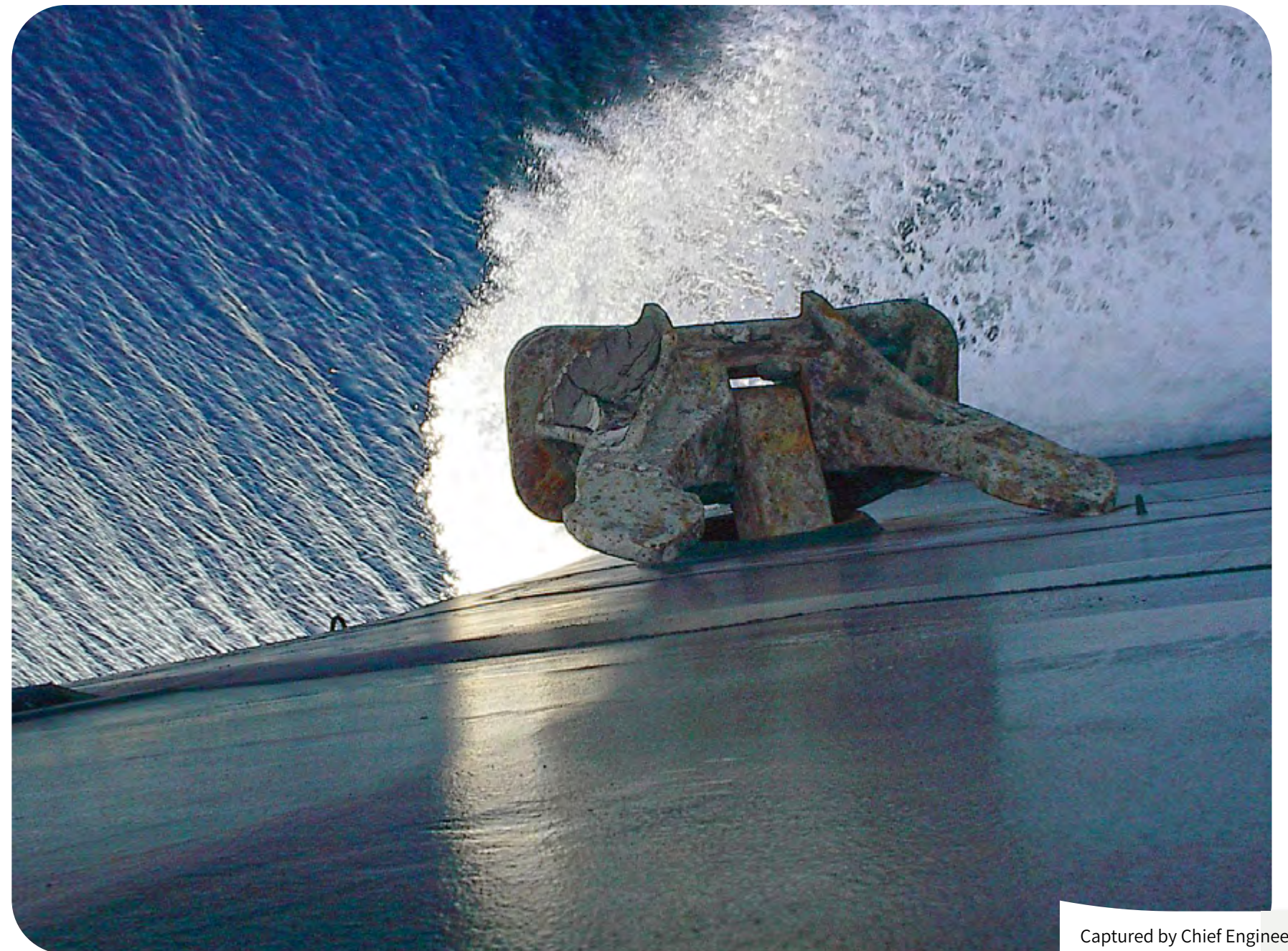


Captured by **David Ames**,
ZIM Thailand

OUR ESG VISION

We aim to **act fairly**,
considering our **society**
and our **environment**,
while **striving for**
excellence.

We are dedicated to monitoring, advancing, and reporting our ESG activities to ensure continuous improvement. Our commitment extends to collaborating with customers, partners, and other stakeholders who share our core values and objectives. We empower our employees and supply chain to act responsibly and ethically, creating long-term value. Additionally, we seek opportunities to develop innovative solutions that support ESG practices and contribute to a sustainable shipping industry.



Captured by Chief Engineer
Shimon Uzan, a ZIM veteran

OUR ESG PILLARS

We have identified the following ESG material topics to focus on:

PLANET

- Decarbonization
- Environmental Management: energy, waste and biodiversity
- Climate Risk Management

PEOPLE

- Health and safety
- Diverse Talent
- Employee Wellbeing and Development

PROSPERITY & GOVERNANCE

- Ethical Governance
- Economic Impact
- Sustainable Procurement

PARTNERSHIPS

- Innovative Services
- Industry Leadership

THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The UN has identified 17 Sustainable Development Goals (SDGs) that provide a shared blueprint for peace and prosperity for people and the planet, now and in the future. ZIM actively promotes the following SDGs, as detailed in this report.



Captured by **Alexandra Vaughan**,
ZIM USA

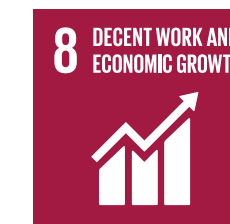
PARTNERSHIPS



PLANET



PEOPLE



PROSPERITY & GOVERNANCE



MANAGING OUR ESG APPROACH

ZIM's proactive ESG management covers business operations, workforce, and geographic areas, focusing on activities that align sustainability with company growth. The COO oversees the program, while the Global ESG Unit handles daily tasks and serves as the company's ESG knowledge center.

The ESG team is committed to preparing ZIM for forthcoming ESG regulations and ensuring alignment with stakeholder expectations through a cross-organizational approach, involving collaboration with all relevant company stakeholders. The team also addresses current and upcoming regulations. For more information on this and all applicable environmental regulations, please refer to page [40](#). Additionally, the ESG team conducts comprehensive ESG performance analytics across the organization and focuses on process improvements and data optimization, including the measurement of emissions and scopes, in collaboration with operations analytics experts.

The ESG Steering Committee meets frequently over the year, and includes executives from various departments who direct the development and implementation of ESG policies and strategies across the ZIM business units. The COO presents the ESG activities to the Board of Directors throughout the year, and to the CEO and top management on a regular basis. These updates include progress on our workplan, the company's

readiness for upcoming environmental regulations, ESG report updates, highlights of current and new ESG activities, and climate risk information.

The ESG team is dedicated to ensuring alignment with stakeholder expectations through a cross-organizational approach. This involves collaboration with all relevant company stakeholders, including information-sharing sessions with ZIM's operational and environmental experts, who provide valuable professional, technical, and maritime knowledge. The team conducts comprehensive ESG performance analytics across the organization and focuses on process improvements and data optimization. This includes measuring emissions for all 3 scopes, in collaboration with operations analytics experts.

Additionally, the team manages ESG reporting, responds to ESG-related requests and surveys across the supply chain, and oversees efforts to improve ESG rating scores. As part of its responsibilities, it also conducts research on future fuel alternatives and

contributes to expanding ZIM's services by developing tailored sustainable offerings designed to help clients reduce their environmental footprint. In 2024, several large clients audited ZIM's conduct regarding ESG aspects, information security, business continuity, documentation, and emissions reporting. The ESG team provided responses for these audits. Additionally, ZIM conducts audits of its suppliers to maintain a sustainable supply chain. For more information, please refer to the procurement section of this report.

The ESG lead team is responsible for enhancing employee training and knowledge through dedicated ESG training and educational materials, as well as lectures and training sessions across the company. Collaborating with the company's training and marketing divisions, the team developed a tailored ESG module for employees. In 2024, 87% of employees globally completed this training. Additionally, the team works closely with the ESG and Safety Trustees to ensure compliance with ISO 45001 requirements.

87%

of employees completed an ESG training module globally



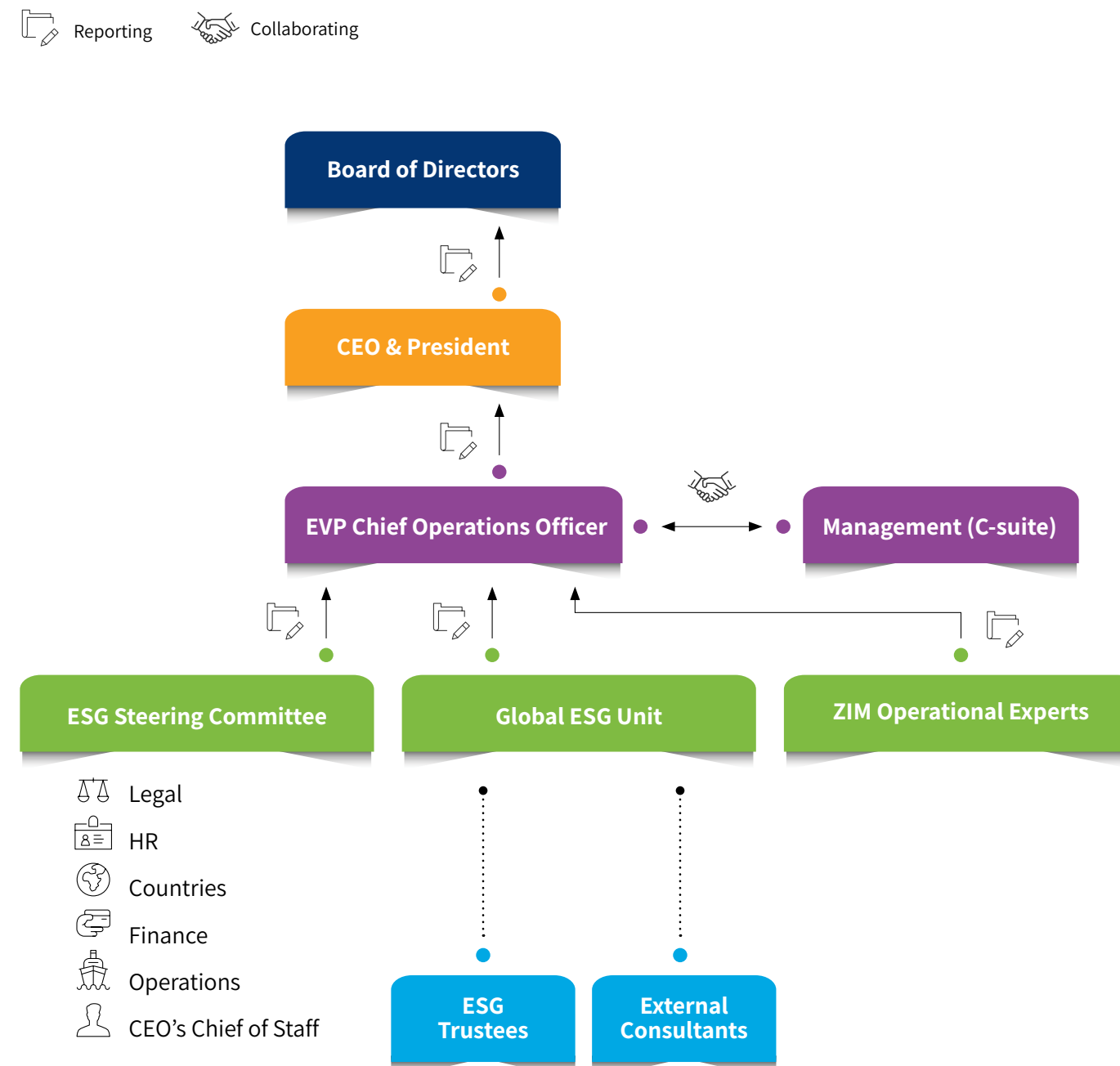
ESG Trustees

To further support our worldwide ESG activities, in 2023 we nominated 39 ESG Trustees across the company, who help expand our local ESG activities, increase awareness and education, and ensure compliance with local regulations. The ESG Trustees also serve as Safety Trustees, representing every ZIM owned or joint venture (JV) agency, to support the integration of ZIM's ESG principles across global operations, regardless of location or organizational structure. They also work to improve ESG data collection and enhance local community engagement.

In 2024, trustees were assigned safety responsibilities, and they promote a culture of safety globally and report safety incidents.

The ESG Trustees come from a diverse range of departments, including finance and HR managers, and share a strong commitment to sustainability. They receive professional guidance from ZIM's ESG unit, which provides them with designated training and regular forums, empowering them to serve as the primary point of contact at each agency for ESG issues or any query from employees or customers.

ZIM ESG MANAGEMENT STRUCTURE



The implementation and global emphasis on ESG in 2024 have been remarkable, and it's thrilling to witness the growth and development of this field. I had the honor of attending a three-day training session in 2024 organized by our trade association, which was invaluable in deepening my understanding of ESG, and highlighted its significance and relevance to our business.

I was proud to be appointed as an ESG trustee and I am sure that in 2025 we will support the implementation of more ESG initiatives. I'm hopeful that the insights I gained will translate into tangible actions and initiatives, both large and small, that will engage and benefit everyone.

Beatrice Radi

General Ledger, Finance

ESG Trustee

ZIM Italy








PLANET

HOW DO WE REDUCE OUR ENVIRONMENTAL IMPACT?

Captured by **David Ames**,
ZIM Thailand

OUR TARGETS & PROGRESS

Target	Rationale	Progress
Reducing GHG emissions Reduce carbon intensity (gr CO ₂ /TEU*km) by 30% by 2025, compared to the baseline year of 2021.	To align with global decarbonization efforts to fight climate change, minimize operational emissions, and meet regulatory and stakeholder expectations and requirements.	2025 Target -30% 2024 -35% 2023 -23%  TARGET SURPASSED
Energy Consumption and Emissions Calculator By 2024, offer our customers an emissions calculator for sea and land shipping services aligned with the Smart Freight Center, GLEC framework, and ISO 14083.	To improve emissions transparency and empower customers with reliable scope 3 data for their decarbonization efforts.	 TARGET ACHIEVED
Sustainable offices Annually increasing renewable energy consumption (Scope 2) worldwide by 3% from the 2022 baseline.*	To reduce Scope 2 emissions and transition ZIM's operations to cleaner energy sources.	2025 Target 17% 2024 14% 2023 11%  TARGET ACHIEVED
Protecting Marine Life Zero ship collisions with marine mammals in 2024, recurring annually.	To protect marine mammals and mitigate ship collision risks.	NEW  TARGET ACHIEVED
Zero oil or hazardous material spills from our ships into oceans and seas in 2024, recurring annually.	To prevent marine pollution and protect ecosystems from exposure to harmful materials.	NEW  TARGET ACHIEVED



* We are improving measurement methodology and exploring certification options for verified Scope 2 reductions

** Achieved targets are colored in green

MANAGING OUR ENVIRONMENTAL IMPACT

As a leading global container shipping company, we acknowledge our significant responsibility toward environmental stewardship. We recognize our operations have a direct impact on the planet's climate, oceans, land, and biosphere, and have established environmental management as a top priority across the organization.

Our commitment goes beyond compliance, as we actively seek opportunities to minimize our environmental footprint throughout our operations, implement innovative strategies to support business growth, and assist our customers in reducing their environmental impact. This positions us as leading the way to a more sustainable industry.

We are currently engaged in a comprehensive decarbonization journey that represents the cornerstone of our environmental strategy. This includes the strategic introduction of new, highly efficient liquefied natural gas (LNG) powered vessels to our fleet, enhancing operational and technical efficiency in our existing fleet, and sourcing innovative climate solutions. In addition, we make ongoing efforts to reduce and treat waste on our ships, manage our water use, and protect biodiversity in the oceans.

We have made significant progress in realizing our environmental management targets. **In 2024, we not only met, but exceeded our target for reducing our carbon intensity.** We enhanced the transparency, accuracy, and range of tools available for analyzing emissions, both for our own operations and our customers.

We are dedicated to maintaining our past environmental accomplishments and driving further progress. As a reflection of this commitment, we developed new targets in 2024 for coming years and will continue to take proactive steps to meet our targets annually.

Our New Environmental Management Policy

In 2024, we introduced a new **Environmental Management Policy** that reinforces our core values of sustainability and environmental protection. It details our commitment to ongoing environmental performance improvement, pollution prevention, and environmental risk mitigation. It describes our **ambitious net zero target for 2050** and reinforces our commitment to transparency through sharing environmental performance data with external stakeholders.

Recognizing the potential harm of environmental pollution via spills of oil and fuel, hazardous materials, chemicals, or waste, the policy includes a **'zero spills to the sea'** initiative. This seeks to eliminate marine pollution at its source through strict adherence to safety standards and relevant regulations. The policy also addresses biodiversity protection through ballast water management, anti-fouling measures, and noise reduction initiatives. It includes the adoption of a **'zero collision'** initiative to protect marine life from vessel strikes, especially in bio-sensitive and protective areas.

To ensure environmental responsibility throughout the organization, the policy mandates compliance with all applicable regulations, supported by

comprehensive employee training and awareness initiatives. To foster a culture of environmental stewardship, we promote open communication with our crews, conduct regular compliance inspections, and actively engage in dialogue with relevant

stakeholders to minimize environmental risks. The policy further details our mandate for suppliers and contractors to meet environmental standards aligned with ZIM's requirements. To maintain its effectiveness, the policy will be reviewed every two years.



PROGRESSING ON OUR PATH TO DECARBONIZATION

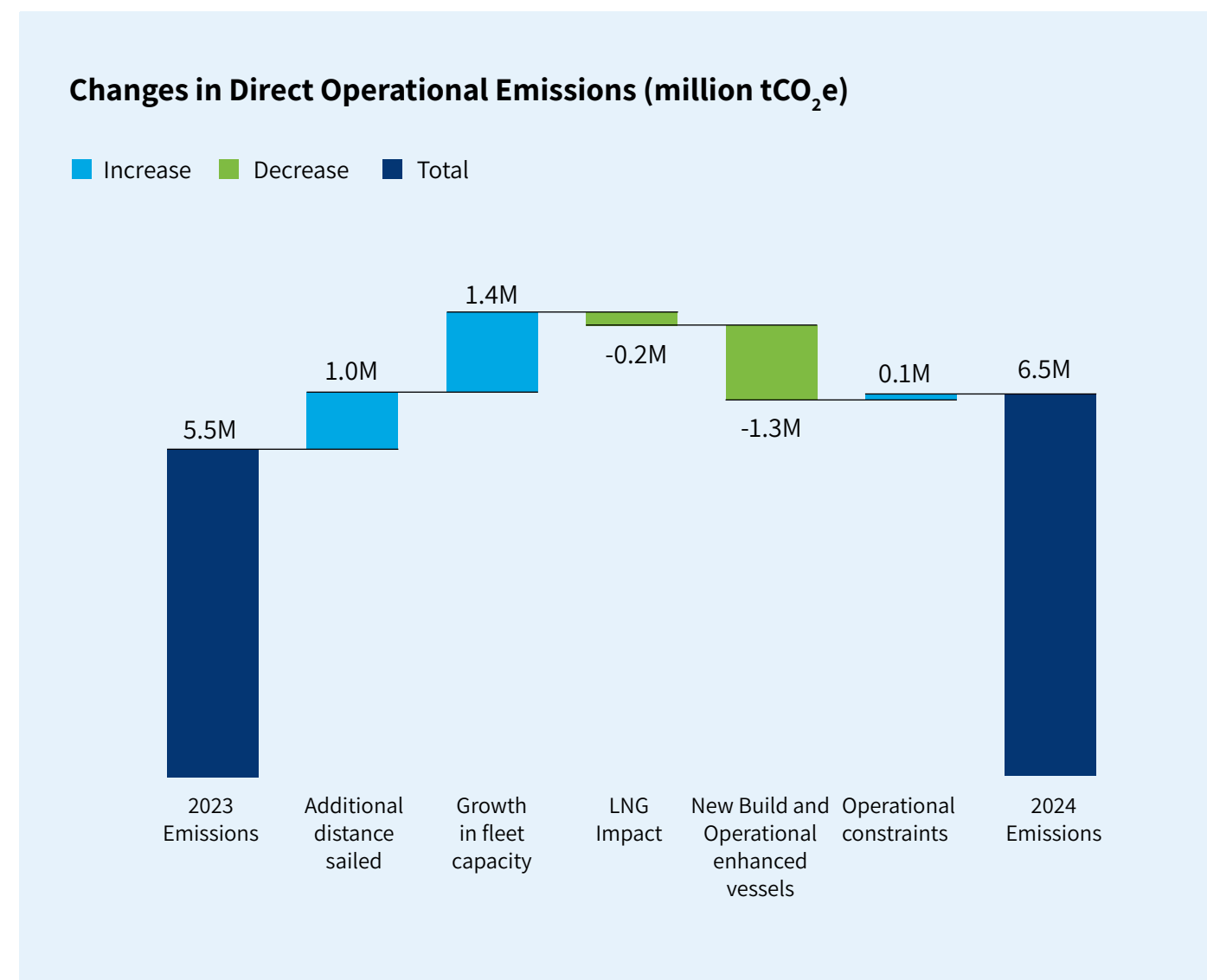
Decarbonization is one of the greatest challenges in the shipping industry, mostly in terms of technological and operational implementations, and the maturity of available solutions. In 2023, ZIM committed to achieving **net zero GHG emissions by 2050**, aligning with regulatory requirements. Subsequently ZIM has developed a net zero Strategy, which is a roadmap to decarbonization, with short, medium, and long-term targets, backed by action plans, presented in this report for the first time (p. 35).

As part of this process, we collaborated with an external expert to conduct a comprehensive analysis of key industry trends, evolving regulatory requirements, and emerging technical advancements. We are also assessing our current GHG emissions to identify challenges and leverage opportunities and to develop a clear, actionable strategy for our net zero transition by 2050. Our plans are designed to be in compliance with relevant regulations, such as the IMO's upcoming Global Fuel Standards (GFS) and enacted CII and EEXI requirements, and the EU's EU ETS and FuelEU Maritime environmental regulations. (Complying with Decarbonization Regulations - p. 42).

We take an evidence-based approach to developing our roadmap, prioritizing investments in scalable, proven solutions, while closely monitoring and evaluating emerging technologies as they reach maturity. We are developing financial resilience and partnerships, while exploring alternative financing models, and developing contracts to mitigate cost risks. In addition, we are staying updated on the evolving regulatory landscape, actively participating in professional forums and collaborating with relevant internal and external stakeholders.

The path to decarbonization is complex, and requires a multifaceted approach. It involves our internal proactive actions, while balancing external factors that affect shipping and our business growth.

The following graph illustrates the changes in direct operational emissions related to our vessels from 2023 to 2024 (Tank-to-Wake). It shows the overall increase in total absolute emissions, with the various contributing factors.



The total increase in emissions is due mostly to our shipping fleet's massive growth and an increase in our total TEU capacity – shipping more cargo for greater distances. Similar to the rest of the shipping sector, we also had longer transportation distances in 2024, due to the ongoing geopolitical situation, and particularly in the Red Sea.

Even with these challenges, **we managed to offset a significant part of these increases** with the massive transformation of our operated fleet into a modern and efficient fleet, building both on the introduction of LNG as well as efficient vessel design.

TRACKING OUR GHG EMISSIONS

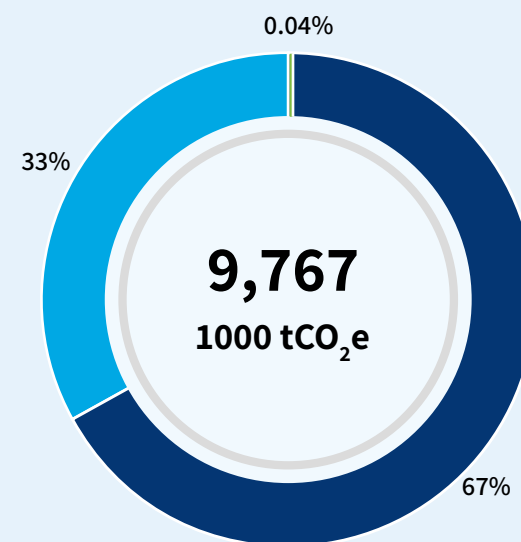
As part of our commitment to meet our net zero target, we are continuously developing and improving tools to measure, monitor, and report GHG emissions across our entire supply chain, including scopes 1, 2, and 3.

We consider robust data management as the foundation of our effective decarbonization strategy, and accurate and timely emissions data allows us to track performance against targets, comply with complex and evolving regulations, and identify inefficiencies and emission hotspots. In addition, it enables us to make data-driven operational decisions and increase transparency with stakeholders.

To ensure rigorous oversight of greenhouse gas emissions, ZIM has incorporated Scope 1 and 2 emissions monitoring into its Sarbanes-Oxley (SOX) system. This integration aligns emissions management with financial reporting standards, supporting compliance and performance tracking.

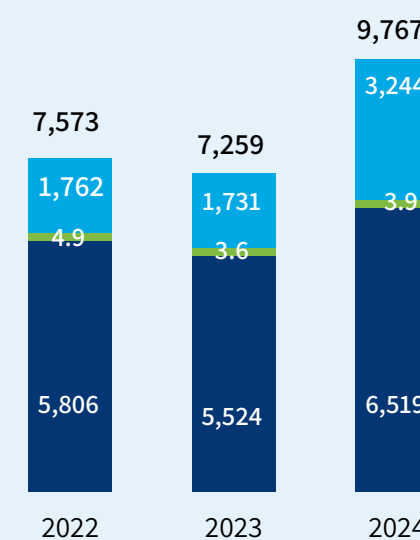
Carbon footprint

- Scope 1
- Scope 2
- Scope 3



Total emissions (1000 tCO₂e)

- Scope 1
- Scope 2
- Scope 3



Carbon Footprint:

We track Scope 1, 2, and 3 emissions according to the Greenhouse Gas Protocol. Climate-related impacts for ships under our operational control (owned and chartered), are reported according to SFC methodology.



Scope 1

Direct emissions from our operations and worldwide sites where we have operational control. Our scope 1 emissions include the fuel used in our ship fleet, the fuel used in our company vehicles and offices, and our use of cooling gas. 99% of our emissions come from fuel use in our ship fleet.



Scope 2

Indirect emissions from the generation of purchased energy in our company sites.

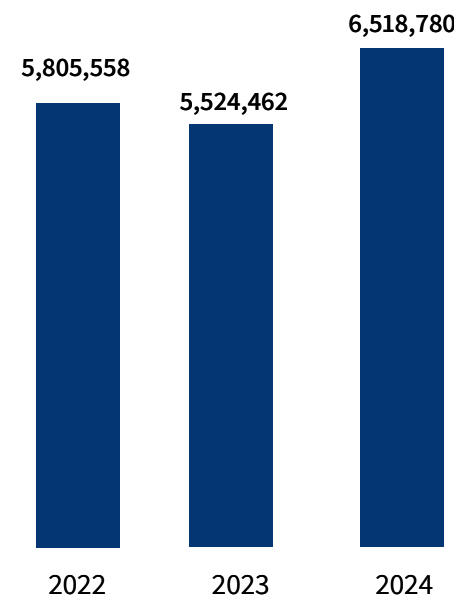


Scope 3

Indirect emissions that occur in our value chain, including both upstream and downstream emissions.

Scope 1

Scope 1 tCO₂e Emissions



In 2024, ZIM experienced an increase in its absolute carbon footprint, particularly in Scope 1 emissions. This rise can be attributed to two primary factors.

Firstly, our strategic expansion of operations has led to a switch to larger ships, with greater capacity for cargo delivering, even though the absolute number of ships remained relatively the same, our total capacity increased by more than 20%. While this expansion reflects our commitment to meeting growing market demands, it also highlights the necessity of implementing effective measures to mitigate our environmental impact as we scale our operations.

Secondly, the changing geopolitical landscape has affected passage in the Bab El Mandeb Straits in the Red Sea. In response, ZIM, along with the rest of the shipping sector, has taken the precaution of rerouting our vessels to ensure the safety of our crew, vessels, and cargo. These diverted routes involve navigating around the Cape of Good Hope, which significantly increases the distances traveled and, consequently, fuel consumption and associated emissions.

Scope 2

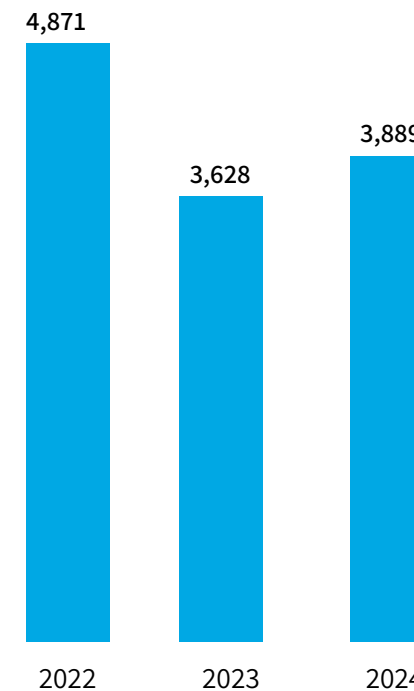
Scope 2 tCO₂e Emissions (Location-Based)

We categorize Scope 2 emissions into two distinct approaches: location-based, which reflects the average emissions intensity of the grid where our operations are situated, and market-based, which accounts for the specific emissions associated with the energy contracts we choose to purchase.

In 2024, ZIM's Market-based Scope 2 was 3,560 tCO₂e, while Location-based emissions in Scope 2 were 3,889 tCO₂e.

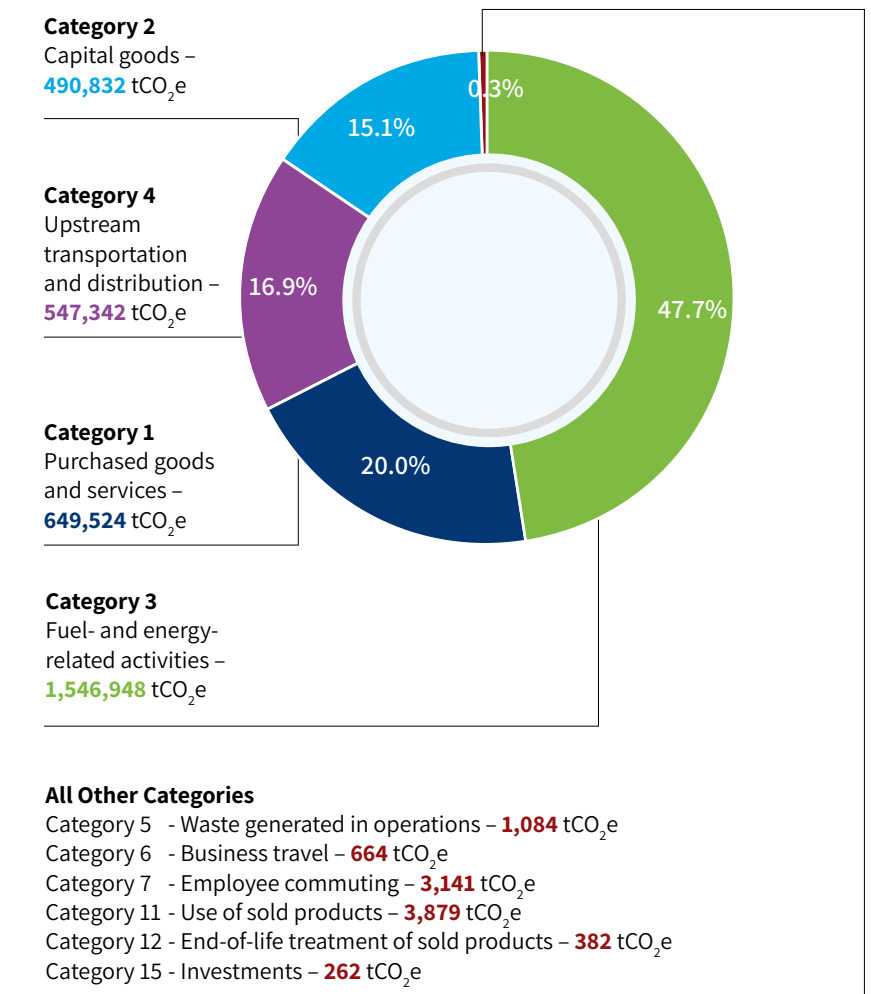
We have reached our annual goal of increasing the share of energy from renewable sources in our offices by reaching 14% from renewable sources. We are committed to strengthening these efforts and enhancing the accuracy of our data through validation and certification. This validation will include the verification of the specific energy mix provided by local energy suppliers, when available.

Starting next year, we are transitioning to a computerized data collection system. This shift will eliminate manual processes, substantially improve data accuracy, and establish the framework for us to continue increasing the share of our energy produced from renewable sources through a variety of measures. We plan to invest in Renewable Energy Certificates (RECs). Our plan is to significantly increase the share of our renewable energy in the coming years, by investing in Renewable Energy Certificates to offset the energy consumption from headquarters.



Scope 3

Scope 3 breakdown (Scope 3 emissions by category)

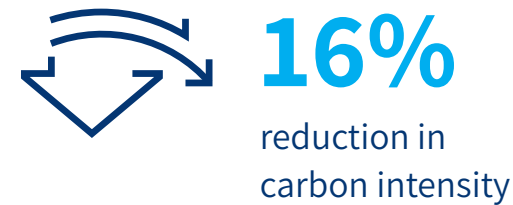


The increase in Scope 3 emissions reflects our ongoing efforts to **widen the scope of our disclosure and measurement practices**, particularly in Categories 1 and 2. This increase is the result of an in-depth, comprehensive process we undertook in collaboration with our financial and operational teams, where we mapped all relevant expenses across the company. This initiative has provided us with a clearer understanding of our upstream emissions, allowing us to identify and quantify emissions associated with our supply chain and purchased goods and services more accurately.

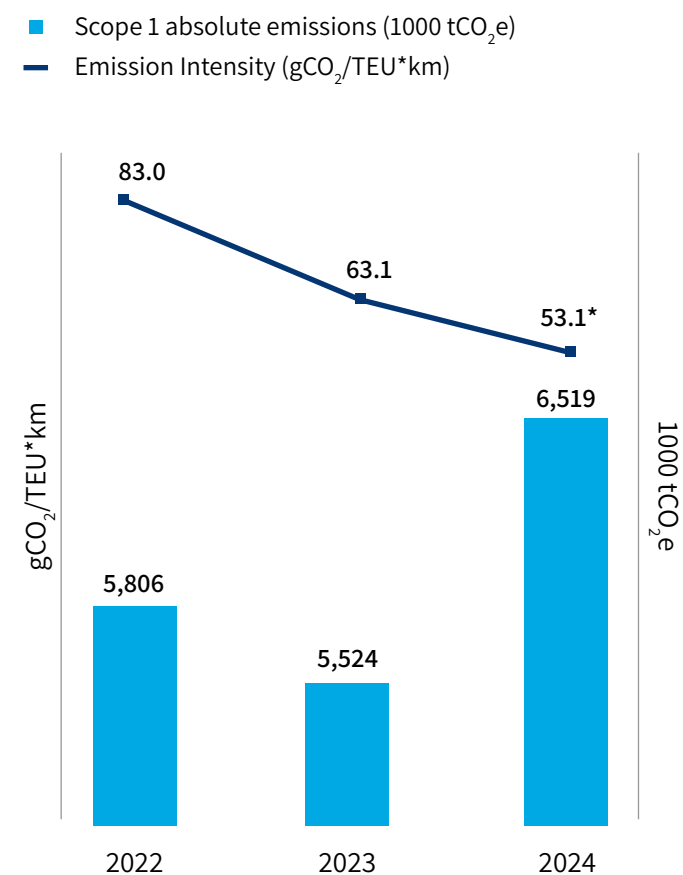
Carbon Intensity

While we carefully track both absolute and intensity emissions, we have selected carbon intensity as our primary emissions metric, as this allows us to more accurately monitor our progress as we expand our fleet size and operational capacity. This intensity-based approach enables more accurate performance tracking over time, and aligns with IMO and FuelEU targets, as well as methodologies from the Smart Freight Center and Clean Cargo initiative. Our carbon intensity is calculated in TTW (Tank-to-Wake) terms according to the Smart Freight Center's Clean Cargo methodology.

While our total direct emissions increased in 2024, notably, **our carbon intensity continues to decrease**. In fact, from 2023 to 2024, we achieved a remarkable **16% reduction** in carbon intensity. This trend underscores our comprehensive efforts to reduce our carbon impact, including our transition to LNG, the introduction of new builds, and our extensive efficiency improvements.



Direct Emissions vs. Emission Intensity

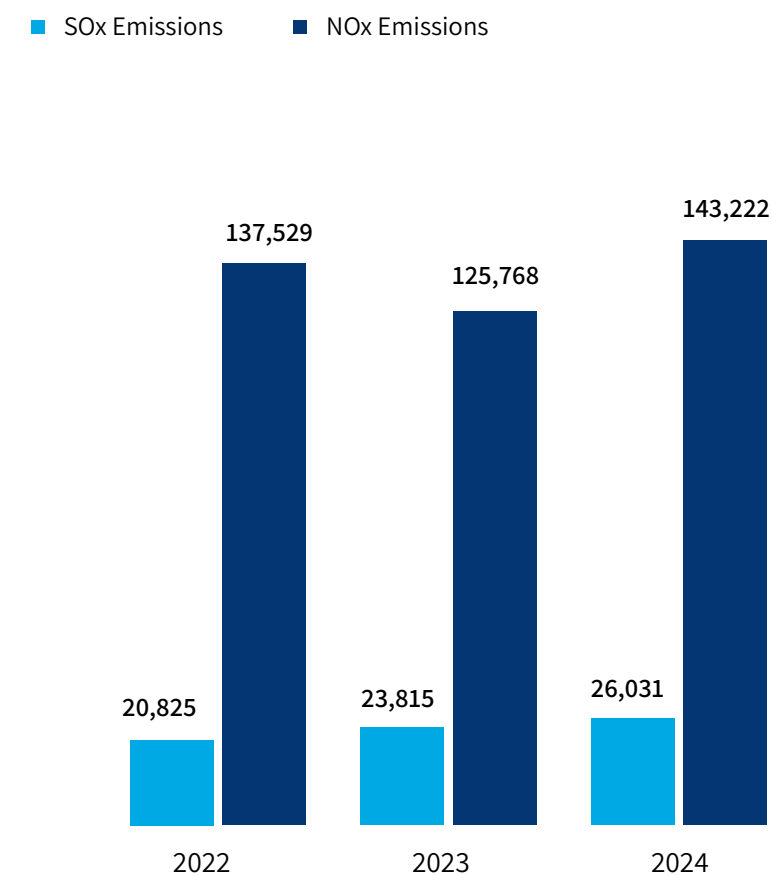


*In 2024, the methodology was expanded to report emissions as CO₂ equivalent, that includes other greenhouse gases other than CO₂, like methane and N₂O.

Air Pollution Emissions

In 2024, our NOx emissions grew by 13% in comparison to 2023, due to the growth in shipping distances and cargo. All of our vessel engines comply with the NOx emission regulatory limits detailed in Regulation 13, Annex VI, of the MARPOL Convention, and we strive to reduce SOx emissions by purchasing fuel with reduced sulfur content. We use ultra-low sulfur fuels in Sulphur Emission Control Areas (SECAs), and about 92% of our fuel purchased for ships in 2024 were fuels that are low in sulfur, including very-low sulfur fuel (0.5%), ultra-low sulfur fuel (0.1%), and LNG.

Air Pollution Emissions (tons)



OUR DECARBONIZATION STRATEGY

Our decarbonization strategy is built on four key pillars: fuel transition, operational efficiency, technological efficiency, and climate innovation.

We are developing short, medium, and long-term targets, in alignment with relevant regulations. We are proud that we have already achieved our 2025 carbon emissions target due to the proactive, dedicated efforts of employees across the organization.

We have implemented a range of measures that support our fuel transition and optimize our operational and technology efficiency. While these actions help us to meet our short- and medium-term targets, we are also actively exploring climate innovation technologies that will help us and the rest of the sector achieve the ultimate goal of decarbonization of the shipping industry by 2050.

Fuel Transition

A core part of our decarbonization strategy is our newly expanded LNG ship fleet, **ZIM has the highest percentage of LNG powered ships of the top 20 major shipping companies** - 37% percent of the fleet capacity. We consider LNG an interim solution until carbon-neutral or/and carbon-free fuels become widely available. LNG is a lower-carbon alternative to traditional fossil fuels. It is currently the most environmentally friendly, mature, scalable, and commercially viable alternative for shipping, allowing us to immediately reduce our GHG emissions at a reasonable cost, rather than delaying action until future technologies or alternative fuels are developed and available in the market.

As part of our extensive fleet renewal strategy, we added 28 new LNG-powered vessels by 2024. The majority of the newly added LNG ships were deployed on the Far East to US East Coast trade route. As a result, **ZIM has the lowest carbon emissions on the Far East to US East Coast trade rate**, according to [the Xeneta and Marine Benchmark Carbon Emissions Index \(CEI\)](#).

LNG-powered ships offer several advantages: they immediately reduce GHG emissions by approximately 19% on a Well-to-Wake basis and 25% on a Tank-to-Wake basis compared to conventional heavy marine fuels. In addition, LNG offers a high calorific value in comparison to many other fuels. Its calorific value is typically ~48 MJ/kg, while HFO and Grey Methanol are typically ~41 and ~20 MJ/kg, accordingly. This high energy content allows for more energy to be produced per unit of fuel. LNG also enables more efficient storage compared to other fuels, which maximizes cargo space on ships. As a result, we can deliver more with each voyage, reducing the total number of voyages required.

In addition, LNG emits virtually no Sulphur Oxides (SOx) or particulate matter (PM) and can produce up to 95% less nitrogen oxide (NOx) emissions compared to existing heavy marine fuel oils. Furthermore, LNG poses no pollution risk to marine ecosystems, unlike traditional marine fuels.

Although methane slip poses a potential risk during the handling and transport of LNG, it is a recognized challenge that the industry is actively addressing.

Technologies to significantly reduce methane slip from ship engines show great promise and are currently being piloted. All our LNG-fueled vessels are equipped with high pressure fuel supply systems to achieve exceptionally low methane slip emissions.

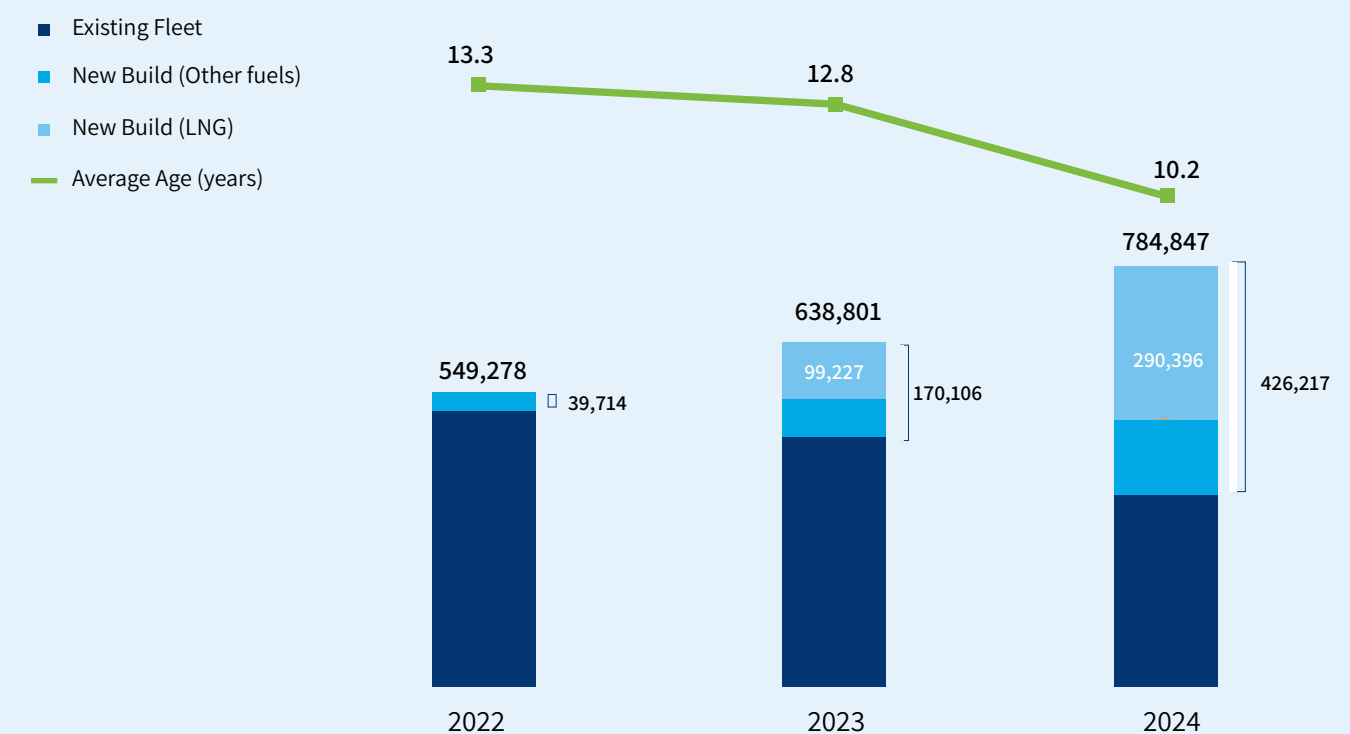
We have transformed our fleet dramatically in just two years, evolving from zero LNG vessels in 2022 to 37% of our cargo capacity volume transported via LNG vessels in 2024. We plan to continue expanding our LNG fleet in the coming years. We recently signed a long term chartering agreement for additional new

ships, including ten 11,500 TEU liquified natural gas (LNG) dual-fuel container vessels, expected for delivery in 2027-2028.

37%

of our fleet is LNG powered, the highest rate in the industry

Fleet Transformation (Nominal Capacity (TEU))



Operational Efficiency

To maximize operational efficiency, we focus on a range of strategies, including deploying new build ships designed for optimal fuel consumption, upgrading older vessels through retrofitting, and continuously optimizing fuel usage across our fleet.

New Builds

New state-of-the-art ships, designed with the latest technological advancements that enhance the vessel's performance and efficiency through implementation of propulsion improving devices both Post- and Pre-swirl, optimized vertical bow, tailor-fitted to operation profile, equipped and prepared to switch from its onboard power generation to an onshore power source provided by the ports.

Five vessels have been constructed with an ammonia-ready notation, specifically designed to safely store ammonia as a fuel, aligning with sustainability goals and upcoming regulatory requirements.

Since 2023, ZIM has expanded its fleet through the addition of 46 new build vessels, including 28 LNG powered ships. An internal study on our ships conducted in the last quarter of 2024 assessed the performance of these new vessels and their impact on the overall fleet, revealing a significant **22% reduction in the fuel efficiency Key Performance Indicator (KPI) measured in TTW kgCO₂/TEU*1000Nm compared to January 2023.**

The addition of New Build vessels has dramatically reshaped our fleet. Within two years, we increased the percentage of New Build vessels capacity to **37% of the entire fleet**, and reduced the average age of our vessels from 13.3 to 10.2 years. Our renewed, state of the art fleet is standing out compared to market averages, where only 26% of the capacity is New Build and the average age is 14.1.

Retrofitting Our Vessels

We are in the process of upgrading five of our owned older vessels and have achieved a return on investment within just a few months. These upgrades are tailored to optimize the operational profile of each vessel and have resulted in **fuel savings of 5-10%**. The modifications significantly contribute to our operational and sustainability goals by reducing fuel consumption, lowering emissions, and enhancing overall vessel efficiency. We plan to implement similar upgrades on two additional vessels in 2025.

Operational enhancements include:

- Gradual transition to **low-friction paint**, which is estimated to achieve fuel savings of about 10% or more for every ship on which it is applied.
- Efforts to **reduce hull friction**, including regular cleaning and the application of advanced anti-fouling paint. This prevents biofouling and maintains optimal vessel performance by minimizing friction, resulting in an estimated 1.5-3% improvement in fuel efficiency compared to vessels with traditional anti-fouling coating. In addition to increasing fuel efficiency, it also mitigates the spread of invasive species and microorganisms.
- **Bulbous Bow optimization** to match vessels operating profile, resulting in better hydrodynamics and decreased resistance, thereby lowering fuel consumption.
- **Propellers redesign** to improve propulsion efficiency and further reduce fuel consumption, while recycling the old propellers.



For the rest of our fleet, we have taken additional measures to increase operational efficiency and lower fuel consumption. This includes the installation of **mass-flow meters** on our vessels for precise fuel consumption. In 2024, this system was added to five more ships, bringing the total to 6 out of 16 owned vessels equipped with this technology, representing 37.5% of our self-owned fleet. We are committed to increasing this percentage as part of our ongoing fuel efficiency initiatives.

In addition, we have also begun implementing **Alternative Marine Power** in ports, which reduces the need for onboard electricity generation when ships are docked. Currently, this measure goes beyond compliance at certain ports; however, we are preparing for anticipated regulations that will make this mandatory in various regions in the future.

On-Board Fresh Produce

We are currently piloting an innovative project on one of our ships, utilizing an advanced fully autonomous AI system that empowers the crew to effortlessly grow a wide range of premium, year-round, chemical-free vegetables. By enabling vegetable production onboard, we also significantly reduce packaging, transport, food waste, associated with traditional supply, lowering our emissions and environmental footprint.

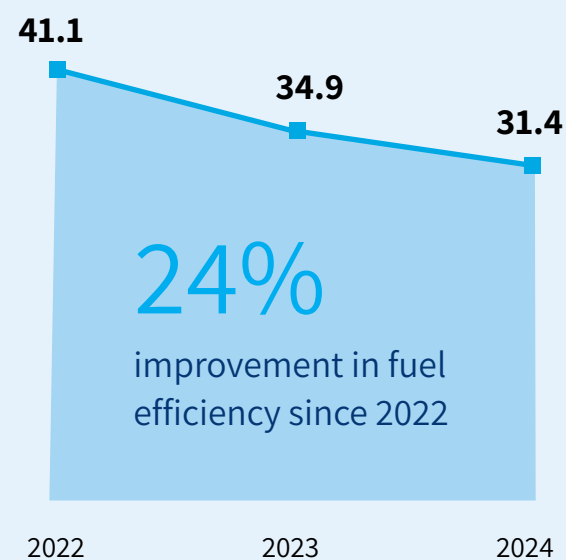


Fuel Efficiency

Fuel efficiency is a key sustainability metric for us, directly impacting our environmental footprint and demonstrating progress towards our sustainability and regulatory commitments. Due to our implemented fuel reduction measures, we have accomplished a **10% improvement in fuel efficiency between 2024 and 2023**.

In addition to our NB vessels, in order to reduce overall fuel consumption, we have implemented several measures and closely monitor operational data and performance. This includes optimizing port call sequences to prevent unnecessary acceleration, and refining sea routes to avoid extreme weather conditions and subsequent speed increases.

Fuel Efficiency (kg/TEU*1000Nm)



Maritime sustainability is in the spotlight today to reduce environmental impact. One of the most effective ways is the implementation of Onshore Power Supply (OPS), also known as Alternative Marine Power (AMP) or Cold Ironing. This involves connecting ships to the local electricity grid while docked in ports, replacing the need for onboard electricity generation.

ZIM has decided to take a proactive step toward sustainability, and we have installed state-of-the-art AMP systems onboard 5 of our vessels. This transition reduces carbon dioxide, air pollutant emissions, and noise, leading to improved air quality in port cities and enhancing the quality of life for surrounding communities.

After completing preparations in 2024, **we successfully connected to the shore power supply at SIGP Bayport Haifa in April 2025.** This milestone marks a turning point in our journey to integrating AMP. By integrating renewable energy sources into the onshore supply, ZIM can further decrease its carbon footprint.

As environmental regulations are becoming increasingly stringent, OPS stands out as a viable solution to advance maritime sustainability, while ensuring compliance with regulations. The adoption of OPS requires collaboration among various stakeholders – including port authorities, shipping companies, and local power suppliers. I am proud to be part of the collaborative efforts driving our OPS initiatives.

Mikhael Serebro

Fleet Technical Manager,
Global Operations



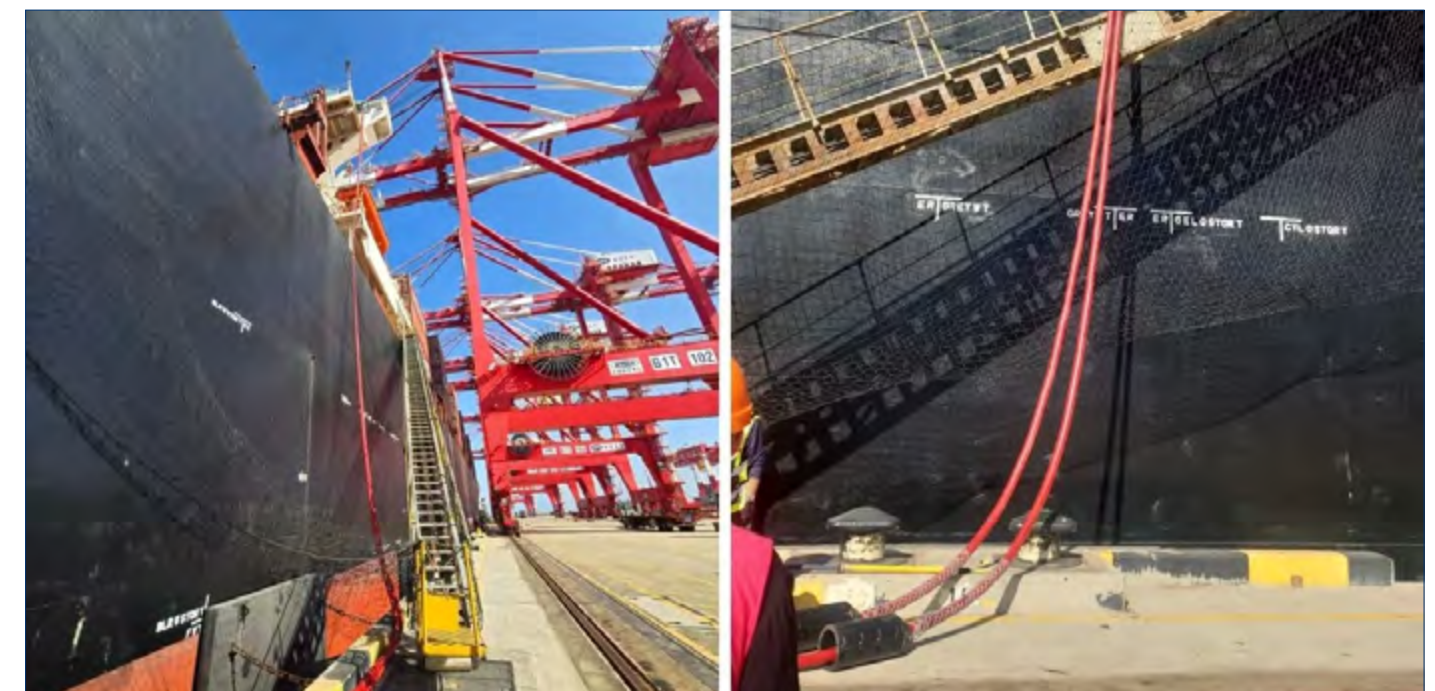
Technological Efficiency

We deploy a range of advanced technology solutions to improve operational efficiency and ensure regulatory compliance. To optimize route planning, we use a Voyage Planning System (VPS), which utilizes AI for efficient shipping routes, and a weather system provider that delivers high-resolution weather data, forecasting, and environmental performance data. These tools help us identify the shortest, most environmentally friendly routes, thereby enhancing efficiency and reducing shipping time, fuel consumption, and GHG emissions.

We have also established a comprehensive dashboard for reporting and monitoring ship data. Each vessel's status is continuously tracked, using both external and internally developed tools. The tools provide us with real-time data and enable simulations to explore potential improvements in our efficiency, such as adjustments in sailing speed and the deployment of vessels across different routes.

To enhance vessel efficiency, we utilize trim optimization software that optimizes the trim and draft of our ships. This approach minimizes ballast quantities, improves vessel performance, reduces water resistance, and lowers fuel consumption and air emissions. We have also implemented waste heat recovery systems in our vessels' exhaust boilers and freshwater generators, which enhances fuel and engine efficiency, leading to significant fuel savings and a reduction in air emissions.

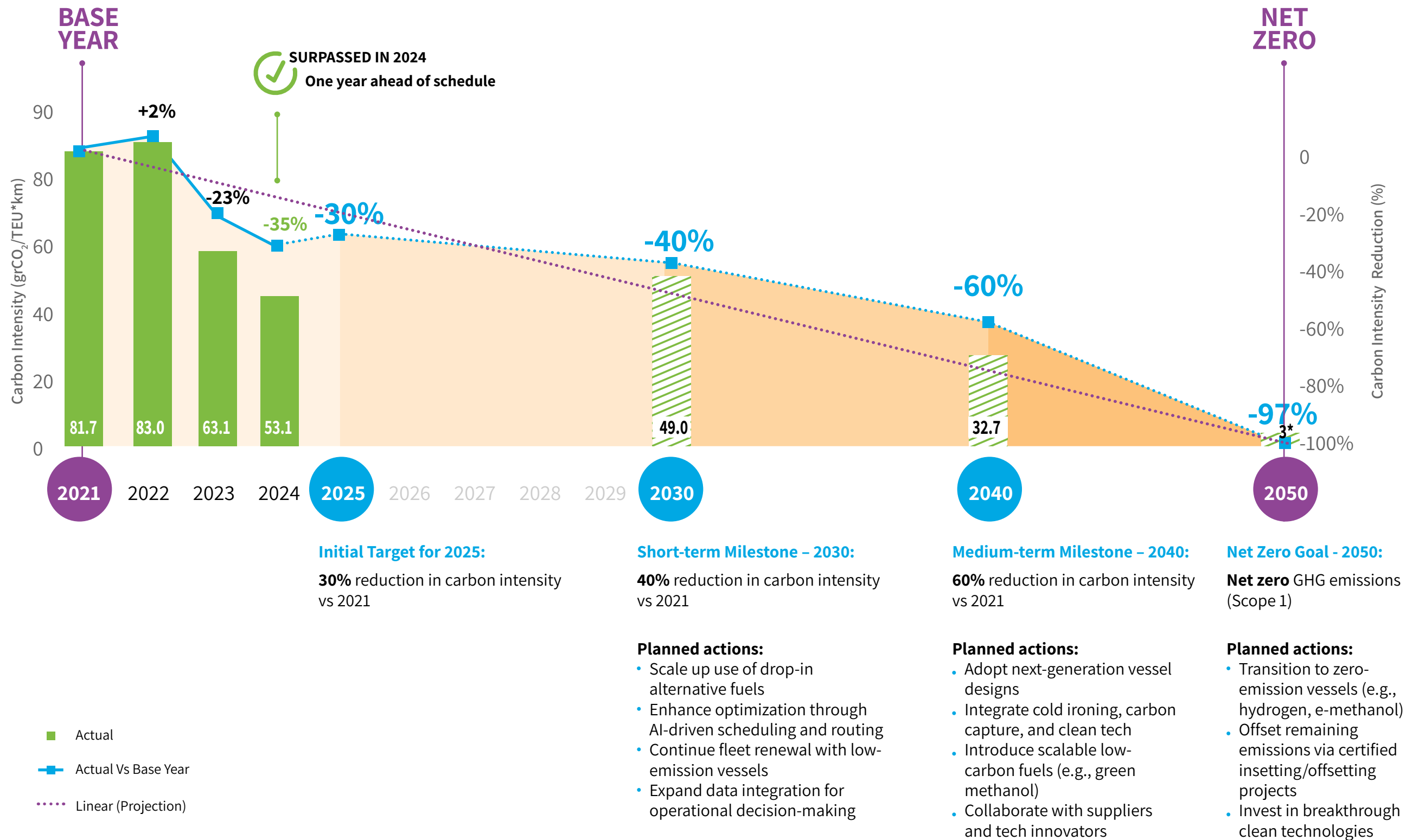
In the future, we plan to develop an automated fuel procurement process to further streamline operations. We are also in the process of implementing a new reporting tool that will improve the reporting of operational and environmental data. This internal development is expected to be completed within the next two years, enhancing our ability to track and communicate our sustainability initiatives effectively.



ZIM'S PATHWAY TO NET ZERO

Our 2050 Transition Plan: Charting the Course to Net Zero

In 2024, we developed a comprehensive plan to reduce greenhouse gas emissions from our operating fleet (Scope 1). The plan outlines key milestones and specific action items, covering the period from our 2021 baseline through to our 2050 net zero target.



* Net zero insetting/offsetting certified initiatives and projects

SUPPORTING OUR CUSTOMERS ON THE PATH TO DECARBONIZATION

In addition to working on our own path to decarbonization, we are taking proactive measures to support our customers in their own efforts to minimize their environmental footprint. As a crucial player in the supply chain for many of our customers, we recognize our responsibility in helping to transition the global transportation sector to a low-carbon economy.

ZIM Emissions Calculator

As part of our commitment enhancing emissions data accuracy and transparency for our customers, we have partnered with EcoTransIT to integrate their calculator tool to develop automatic emission calculations for large amounts of transportation data. The ZIM Emissions Calculator tool, based on the Smart Freight Center methodology, calculates emissions on a Well-to-Wake basis, adhering to the ISO 14083 standard and GLEC guidelines.

It is available to customers upon request, offering them a deeper understanding of their scope 3 emissions and environmental impact of both their maritime and land transportation. We anticipate making the calculator publicly accessible in the near future, further empowering our clients to better manage their emissions and environmental footprint.

Low Emission Transport Services

The sector is witnessing a growing demand for low carbon fuels and energy sources in transport services, as companies work towards transitioning to low or zero carbon transportation. This shift is driven by several factors, including new regulatory requirements, which necessitate the adoption of lower carbon fuels. Beyond regulatory compliance, many organizations are also motivated by their organizational climate targets and goals to reduce emissions from transport services.

Our strategic planning and recent actions over the course of the past few years have enabled us to offer low emission transport services through the use of biomethane (Bio-LNG). This fuel, known for its high caloric value and lower supply chain emissions, has a 90-95% energy conversion efficiency. This initiative provides customers with the opportunity to reduce their carbon emissions by up to 80% compared to conventional fuel, through their shipments with ZIM.



MANAGING WASTE

To improve onboard waste management and protect marine ecosystems, and in alignment with MARPOL requirements, in 2024 we implemented a Waste Management Plan for each vessel in our fleet.

Key elements include comprehensive crew training on waste identification, segregation (particularly non-biodegradable materials), and record-keeping, supported by clear signage. An Environmental Control Officer oversees compliance on each ship, and our protocols focus on minimizing waste generation and promoting sustainable practices within the shipping industry.

To ensure proper treatment or recycling, waste on board ships is separated into different types, such as plastics, food waste, cooking oil, e-waste, etc. We continue our efforts to improve waste data collection on our ships, and vessel reports have been updated with new fields for waste data. All of our vessels are in full compliance with obligatory MARPOL and IMO regulations regarding materials and waste treatment.

In 2024, no containers fell to the sea and no ships were sold for demolition.

In alignment with our commitment to environmental protection and protecting marine life, we have set a target of **‘zero spills’ of oils and hazardous materials from our ships by 2025, and every year until 2030.** We achieve this through rigorous monitoring and continuous improvement of our practices to eliminate marine pollution at the source and safeguard marine ecosystems.

There were **zero spills or leaks to the sea in 2024**, and we are committed to proactively maintaining this target through 2030. We conduct regular evaluations of our performance for this goal.

0 spills or leaks to the sea in 2024

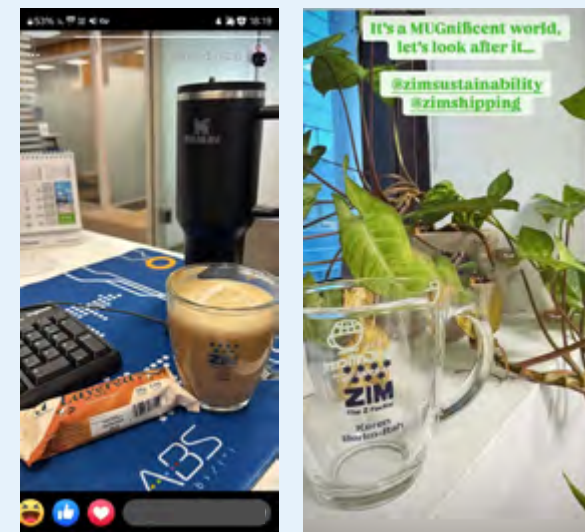
2024 (cubic meters)

Sewage Treated	Garbage Disposed at Sea	Garbage Incinerated	Garbage (including ashes)	Sludge and Oily Water
14,806	395	719	4,626	31,489

Waste Reduction & Recycling Initiatives at Our Headquarters

2024, ZIM launched two initiatives to foster a green work environment and reduce our waste volume on land. First, we eliminated single-use paper cups in the office and provided personalized mugs to all employees.

In addition, we partnered with Matam Industrial Park, where our offices are located, to create a comprehensive recycling center for employees. It includes electronic waste recycling, areas for clothing donations, and collection bins for packaging and cardboard recycling. These efforts reinforce our commitment to promoting a culture of environmental responsibility and sustainability, and aim to reduce our land-based environmental footprint.



WATER USAGE

On Ships

We manage ballast water according to ZIM's Ballast Water Plan, which details ballasting and de-ballasting procedures. Sewage is treated onboard and stored in designated tanks. Bilge liquids are purified through a bilge separator, and sludge is stored for onshore disposal at approved facilities, exceeding regulatory standards.

Freshwater is produced onboard through desalination, utilizing waste heat from the ship's engines, with approximately 20 cubic meters of water desalinated on each vessel daily. The crew utilizes about one-third of this water for daily activities, such as showering, cooking, and laundry, while the remainder supports ship operations, including engine cooling and boiler functions. Additionally, the evaporation method is utilized to produce fresh water from seawater while sailing, using the temperature of exhaust gases as a heat source. Certain additives are introduced to the distilled water to ensure its suitability for drinking.

In Our Offices

At our headquarters, we utilize rainwater reuse systems and are undertaking extensive renovations in the restrooms to install more efficient water fixtures.

We are currently collaborating with our Trustees to gather water consumption data across all our offices. This process is challenging, as many of our offices are managed by external companies. As part of this effort, we will conduct a pilot to collect precise water consumption data from our headquarters in Haifa. Following this pilot project, we will establish targets and gradually expand the initiative to our other offices.

PROTECTING MARINE WILDLIFE & BIODIVERSITY

ZIM is committed to protecting marine wildlife and biodiversity, and we have established a target of ‘**zero collisions**’ with marine mammals by 2025, and every year through 2030.

Implementing Enhanced Vigilance Protocols

To meet this target, we are implementing enhanced vigilance protocols, including continuous monitoring of marine wildlife and immediate speed reduction upon whale sightings. **As a result of these efforts, there were zero collisions in 2024.** We will continue to take proactive measures to meet this target annually.

Furthermore, to protect whales and other marine life, we address vessel strikes and underwater noise. Our ship staff maintains constant vigilance, reducing speed and altering course upon sightings, and reports all sightings to local authorities. We also participate in voluntary slowdown programs like Enhancing Cetacean Habitat and Observation (ECHO) near Vancouver and adhere to speed limitations in critical habitats such as the Stellwagen Bank National Marine Sanctuary near Boston, a vital whale habitat in Massachusetts Bay.

We also take measures to minimize pollution in sensitive marine environments. In the US West Coast, we prevent pollution in the Channel Islands National Marine Sanctuary in California by adhering to mandatory regulations, specifically observing the Area to be Avoided (ATBA). This ensures our cargo vessels avoid designated sanctuary areas, protecting marine life.

0 collisions in 2024



ZIM was recognized in 2024 for its efforts to protect whales by reducing ships' speed.

Preventing Invasive Species

Invasive species in the marine transportation industry refer to non-native organisms introduced into new marine environments through various means, including ballast water, hull fouling, and other forms of marine transport. Common invasive marine species include Zebra mussels, Asian carp, lionfish, green crabs, and certain types of algae. These species can disrupt local ecosystems, outcompete native species, and cause significant economic and environmental harm.

Every ZIM vessel is equipped with a ballast water treatment system designed to prevent the transfer of species between different habitats worldwide. We also perform ballast exchanges in mid-ocean to minimize the risk of transferring marine life from one region to another. Most of our ships employ the UV method for water treatment.

We also employ additional methods that assist in mitigating the transfer of species, such as hull cleaning of our ships and the use of low-friction paints for maintenance.

Partnership with EcoOcean

ZIM is proud to partner with EcoOcean, a nonprofit organization dedicated to empowering individuals to care for Israel's marine and coastal environment, and the Morris Kahn Marine Research Station at the University of Haifa, Israel. Through this collaboration, we supported the acquisition of a new coastal research vessel that will serve as a platform for marine research and education. This vessel is more than just a tool for advanced marine exploration; it bridges ocean enthusiasts with the sea, science with the community, and vision with reality.





Israel Marine Mammal Research and Assistance Center (IMMRAC)

This significant organization, supported by ZIM, continues to advance the protection and understanding of marine mammals. In 2024, they proceeded with a project funded by ZIM to enhance the security system on trawlers. The project's aim is to modify the security cable associated with fishing systems to save dolphin lives. The study involves analyzing the functioning of the trawler system, removing fishing gear that leads to accidental dolphin deaths, and proposing a feasible solution that aligns with fishing activities. Improving the system forms part of a broader process that ultimately aims to establish necessary legislation for the fishing sector in Israel.

The organization's second major project in 2024 focused on restoring and displaying the skeleton of the largest whale found in the Middle East, which measures 17.5 meters in length and was discovered washed up on a beach in southern Israel. Volunteers excavated the skeleton from the sands, disassembled it, and underwent a complex preservation, restoration, and reconstruction process, followed by assembly and preparation for display. The whale's skeleton is now exhibited in Jerusalem, raising public awareness about marine mammal research and conservation efforts in Israel and the Mediterranean.



Photo: Israel Marine Mammal Research and Assistance Center (IMMRAC)



Preventing Illegal Wildlife Trafficking (IWT)

ZIM is implementing the NCB tool, a cutting-edge technology solution designed to detect undeclared and mis-declared wildlife products within cargo bookings. This system addresses the limitations of traditional, slow, and reactive detection methods by leveraging data from global maritime logistics. By creating a rule-based system that analyzes cargo combinations, origins, destinations, and transit points, the tool identifies suspicious consignments. Production is expected in Q2-Q3.

The NCB tool integrates directly with client booking systems via API, providing a consolidated platform for global booking processes. It conducts screenings throughout the booking cycle, building behavioral patterns and utilizing anomaly detection, visual analytics, and comprehensive rule libraries. This proactive approach enhances efficiency and accuracy in identifying illegal goods, ultimately contributing to the prevention of wildlife trafficking.



Captured by **Capt. Avi Lugasi Gal**,
ZIM Veteran

COMPLYING WITH DECARBONIZATION REGULATIONS

To promote decarbonization within the shipping industry, several key sector and regional regulations have been introduced in recent years, with some already in effect and others pending. ZIM is committed to ensuring ongoing compliance with these regulations, accomplished through integrated and collaborative efforts across the organization.

IMO's Road Map to Net Zero by 2050

The Energy Efficiency Existing Ship Index (EEXI) and the Carbon Intensity Indicator (CII) rating scheme are integral components of the IMO's strategy for achieving net-zero GHG emissions by 2050. Medium and long-term reduction targets were also announced in the spring of 2025, providing further guidance for the industry.

Our Actions

ZIM is fully in compliance with the CII regulation, and we have implemented a range of innovative technologies and practices across our fleet to enhance energy efficiency and minimize emissions. Proactive measures include optimizing vessel operations through advanced route planning, utilizing waste heat recovery systems, and adopting cleaner fuels such as LNG. Additionally, we continuously monitor and assess our carbon intensity metrics to ensure alignment with regulatory targets.

We are taking proactive measures to ensure our ships are CII compliant. In 2024, we successfully increased the share of our rated-A vessels. In addition, we actively manage vessels with lower ratings through corrective measures. For owned vessels, this includes dry-docking for operational improvements, performance optimization, and addressing the vessel's technical aspects. For chartered vessels, we ensure close monitoring and maintain ongoing dialogue between the chartering unit and the vessel owners.

We comply with EEXI, by ensuring that the calculated EEXI value for each of the relevant ships is below the required EEXI, to ensure the ship meets the energy efficiency standard required.

EU Fit for 55

The EU 'Fit for 55' plan aims to reduce the EU's total GHG emission by 55% by 2030 (compared to 1990 baseline) and reach zero emissions by 2050. **The EU Emission Trading System** (EU ETS) is designed to enforce the regulations by creating a cap-and-trade system for carbon allowances. As of 2024, all ships above 5,000 gross tonnages (GT) operating in the EU are required to acquire and surrender emission allowances for their GHG emissions.

A second element of the Fit for 55 plan is **the FuelEU Maritime** regulation which came into effect in January 2025 to promote the use of renewable, low-carbon fuels and clean energy technologies for ships. FuelEU Maritime sets maximum limits for the yearly average GHG intensity of energy used by ships over 5,000 gross tonnage calling at European ports, regardless of their flag. The regulation aims for a gradual reduction in GHG intensity, starting with a 2% decrease in the yearly average by 2025 and reaching 80% reduction by 2050 – covering CO₂, methane, and nitrous oxide emissions on a Well-to-Wake basis. To reduce air pollution in ports, the regulation mandates that container ships must use on-shore power supply (OPS) or alternative zero-emission technologies at designated ports starting in 2030, and at all EU ports with OPS capacity by 2035.

Our Actions

To the best of our knowledge, we are in compliance with EU ETS, which went into effect last year, through the systematic efforts of different units across the company and coordination with external stakeholders such as ship owners, as needed.

We have taken several measures to prepare for the FuelEU Maritime regulations and its upcoming GHG reduction targets. "We established the necessary accounts in the EU and created an internal process for reporting, monitoring, and acquiring allowances as required". Our transition to LNG dual-fuel propulsion vessels will be sufficient for reaching the FuelEU standards on our operations in the coming years, serving as a strong foundation for transitioning to even more sustainable fuels in the future. We have also begun implementing OPS during port stays, utilizing shore-based electrical power or equivalent zero-emission technologies to further minimize emissions.

Looking ahead, ZIM is committed to exploring innovative solutions to meet the long-term FuelEU regulations requirements for 2050. We are focused on adopting proven and sustainable technologies, such as e-LNG and synthetic LNG, as they become available. In addition, drop-in biofuels, such as biodiesel and biomethane, can be blended with LNG and fuel oil, accordingly, to effectively reduce GHG emissions and achieve a lower carbon intensity. Currently, we have five vessels prepared for ammonia fuel, positioning us to adopt this technology when it becomes more viable and available at scale.

The FuelEU regulation determines a pathway for reducing carbon intensity per unit of energy production over time until the year 2050. Given **LNG's high calorific value along with lower carbon content**, its clear advantages in availability and infrastructure and considering that regulations allow for pooling and borrowing mechanisms to strategically plan the fleet's intensity, LNG will be sufficient to meet regulatory requirements until the years 2035-2040.

MANAGING OUR CLIMATE RISKS

ZIM considers climate risk management as a fundamental part of its strategy, essential for building resilience and identifying business opportunities.

We strongly believe that effective risk management is not only a strategic necessity but also a catalyst for growth. Active risk management is a crucial element of our decision-making processes, key to achieving our objectives, and an integral part of our operations.

In 2024, ZIM undertook a comprehensive initiative, going beyond compliance with the Task Force on Climate-related Financial Disclosures (TCFD) framework, and reinforcing our commitment to transparency and accountability in climate-related matters.

This initiative involved a thorough assessment of our climate risks, through interviews with management and rating of the risks to create a heat map of our main climate-related risks, which we integrated into our governance and strategic planning processes. Through this assessment, we identified key climate-related risks that could impact our operations and profitability.

Building on this foundation, we advanced our climate risk mapping process by validating our climate risk assessment and conducting qualitative climate scenario analyses. Additionally, we implemented internal controls to enhance the integrity of our data collection processes, ensuring the completeness and accuracy of our measurements for scopes 1 and 2 emissions. This holistic approach not only strengthens our risk management framework but also positions us to respond effectively to the challenges posed by climate change.

Risk identification and strategy

Prioritization of climate risk topic and ZIM's response to each risk

To reflect the climate change related uncertainties surrounding ZIM's markets and business operations, ZIM identified 5 key climate risks in the climate risk assessment. Our strategy in response to these risks is detailed in the table below:

Risk	Risk Category	Risk Topic	Risk Description	ZIM's Response
Transition Risks	Policy & Legal	IMO Carbon Intensity Index (CII)	Vessels with noncompliant CII ratings (Energy Efficiency index) may be restricted in deployment and operational profile as well as exposing the company to potentially higher charter hire rates.	ZIM is proactively tackling this risk by modernizing its fleet with 46 new vessels delivered in 2023-2024, enhancing efficiency and regulatory compliance. We have implemented two internal real-time GHG emissions monitoring systems, supported by an external system to validate our sustainability commitment and adherence to international standards. Given that vessel owners bear responsibility under this regulation, we established direct communication and mitigation processes to promptly address any deviations.
		Existing or emerging regulations	Inability to comply with existing or emerging climate related regulations may expose the company to penalties and reputation damage.	ZIM proactively monitors policy changes and actively participates in industry committees, ensuring we stay at the forefront of regulations and minimize non-compliance risks while enhancing operational efficiency. We leverage technology, including routing and weather platforms, to analyze our performance and exceed regulatory standards, maintaining resilience in a regulated maritime industry. ZIM anticipates future regulations and aims to exceed compliance, demonstrating our readiness for upcoming challenges.
	Market	GHG emissions management	Inability to reduce our GHG emissions in line with long term strategy may expose the company to profitability and reputation damage.	In response to these risks, ZIM has enhanced data collection and reporting beyond regulatory standards. Trained local ESG trustees have been appointed, and computerized systems have been optimized for accurate data gathering. To ensure precise GHG emissions reporting for scopes 1 and 2, we implemented internal controls, reinforcing our stringent governance and ensuring the completeness and accuracy of our data collection process.
Physical Risk	Chronic	Changing Water Levels (Panama Canal)	Changes in water levels in the Panama Canal and European rivers may lead to increased costs and delays and damage ZIM's profitability and reputation.	ZIM strategically deploys its fleet, optimizing ship sizes for routes and exploring alternatives to the Panama Canal. The company invests in proactive measures, enhances systems, and maintains insurance. By adapting routes and employing innovative solutions like strategic unloading and speed adjustments, ZIM effectively manages this risk.
		Weather events	Increased frequency and severity of weather events may affect ZIM's operations and damage the company's profitability and reputation.	ZIM employs adaptive strategies to mitigate weather-related risks, including swift route modifications and prompt responses to weather events. We have invested in predictive tools and advanced weather monitoring systems for proactive measures. Emphasizing proper cargo handling minimizes damage during extreme weather. Additionally, ZIM collaborates with maritime insurance clubs to develop industry-wide solutions for loss compensation. As weather patterns change, we anticipate strategic route adjustments will enhance efficiency, reduce journey times, and lower emissions.

Qualitative Climate Scenario Analysis

A comprehensive analysis of the risks identified under various scenarios, in accordance with the scenarios defined by the IPCC, was conducted to identify and quantify the risks identified across different scenarios and timeframes, according to the TCFD methodology.

Following the identification of climate-related risks, we conducted a thorough qualitative climate scenario analysis to enhance our understanding of potential impacts on our operations and strategic objectives.

This process involved the following key components:

1. Scenarios and Timeframes

To ensure a robust understanding of how climate change may affect ZIM's operations over time, each risk has been evaluated under two distinct global climate scenarios, in line with the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6):

- **Low Carbon Economy (LCE, RCP 2.6)** – representing a future where global efforts to reduce emissions succeed, resulting in limited warming (~1.6°C by 2100).
- **High Carbon Economy (HCE, RCP 8.5)** – reflecting a business-as-usual path with continued high emissions, leading to significant warming (~4.5°C by 2100).

For each scenario, risk impacts were defined for three different time horizons in accordance with TCFD guidelines: short-term (until 2030), medium-term (until 2040), and long-term (until 2050). This approach ensures a comprehensive evaluation of all prioritized risks and opportunities.

2. Stakeholder Engagement

We collaborated with subject matter experts to gather insights and perspectives on the different risks and the actions taken by ZIM to ensure a comprehensive understanding informed by diverse viewpoints.

3. Risk Categorization

Identified risks were categorized based on their likelihood and potential impact. This prioritization allowed us to focus on the most significant risks that could affect our long-term sustainability and operational resilience.

4. Strategic Implications

The qualitative analyses provided valuable insights into the strategic implications of climate risks. We identified areas for innovation and adaptation, as well as areas where we may need to enhance our resilience to climate-related challenges.

Through this structured qualitative climate scenario analysis process, we gained a clearer understanding of the potential impacts of climate change on our organization, enabling us to make informed decisions and enhance our resilience in the face of evolving climate risks.

Governance and Oversight of Climate Risks

ZIM's governance structure actively oversees climate-related risks and opportunities through the activities of the Board of Directors, ensuring that climate considerations are integrated into strategic decision-making processes. Climate risks and opportunities are discussed within the Audit Committee, providing a dedicated forum for addressing these critical issues.

The COO presents updates on climate and ESG topics yearly to the CEO and the Board, as well as specific updates as needed, covering the company's progress on initiatives, identified climate-related risks, and mitigation measures. By integrating climate and sustainability priorities into our governance processes, ZIM ensures these considerations influence strategic decisions, leading to more sustainable outcomes. The Board conducts annual reviews of our risk management, which include discussions on climate risks and opportunities, keeping members informed about potential challenges and growth avenues.

ZIM's governance framework effectively manages climate-related risks and opportunities through the assignment of clear roles and responsibilities, regular reporting, and the strategic integration of ESG considerations into decision-making.

Management's Role in Governance of Climate Risks and Opportunities

ZIM has formed a **TCFD Task Force** to systematically manage climate risks and opportunities. The task force includes senior managers from finance, ESG, and more, and is led by the CFO, highlighting the integration of climate considerations into financial planning and decision-making. The Key Risk Indicators (KRIs) that assess the level of risk associated with climate are presented to management on a quarterly basis.

The operations department, overseen by the COO, addresses both physical risks, and transition risks. This includes navigating policy changes, technological advancements, and market dynamics. ZIM management coordinates efforts across departments to effectively govern climate risks and opportunities, reflecting a proactive approach to the challenges posed by climate change.

Including Climate Risks in our Overall Risk Management

ZIM's strategic approach to Enterprise Risk Management (ERM) is comprehensive and includes the identification, assessment, mitigation, and monitoring of all types of risks ranging from operational and financial to regulatory and environmental. The inclusion of climate-related risks into our ERM process demonstrates our commitment to address and integrate new and rising risks and provides assurance that they are adequately addressed in alignment with our broader ESG objectives.

The ERM process, which follows the Committee of Sponsoring Organizations Framework, is designed to promote visibility to the Board and governing bodies of our main risks and mitigation strategies. Under the ERM framework, potential risks are identified and evaluated in terms of their impact and likelihood, guiding our strategic decision-making and helping to prevent threats to business operations. The evaluated risks are visually aggregated into a risk matrix to ensure proactive management, which steers risk prioritization and facilitates the development of specific mitigation strategies. This comprehensive ERM framework allows us to maintain operational excellence, business continuity, and long-term sustainability, while emphasizing our firm commitment to risk management and mitigation.

For more information on TCFD topics, including metrics and targets, see the TCFD Index in the Appendix.

PEOPLE

HOW DO WE KEEP ZIM A GREAT PLACE TO WORK?

Photo by **David Ames**,
ZIM Thailand

OUR TARGETS & PROGRESS

Target	Rationale	Progress
Internal upward mobility 35% of open positions filled by ZIM employees in 2024, recurring annually.	Enabling ZIM employees to grow, develop, and apply their knowledge within the company.	<div> <div>2025 Target</div> <div>35%</div> <div>2024</div> <div>37%</div> <div>2023</div> <div>31%</div> </div> <div>TARGET SURPASSED</div>
Voluntary attrition <10% of employees leaving voluntarily in 2024, recurring annually.	This reflects ZIM as a preferred workplace where most people choose to stay for the long run.	<div> <div>2025 Target</div> <div><10%</div> <div>2024</div> <div>9%</div> <div>2023</div> <div>11.4%</div> </div> <div>TARGET SURPASSED</div>
Employee training At least 85% of responses for training feedback should be graded 9 out of 10 or higher in response to the question: "Was the training relevant to your daily work?" in 2024, recurring annually.	Ensuring training sessions are relevant and effective for employees.	<div>TARGET SURPASSED</div>
Health and Safety Maintain ISO 45001 certification at offices in 2024, recurring annually.	Ensuring safety in office activities related to managing ZIM operations.	<div>NEW</div> <div>TARGET ACHIEVED</div>
Preventing Child Labor Zero child labor across all ZIM operations in 2024, recurring annually.	Combat underage labor to ensure children receive an education and grow healthily.	<div>NEW</div> <div>TARGET ACHIEVED</div>



OUR PEOPLE

At ZIM, we are all about our people. With 4,850 employees across 100 countries, we are united in our mission to deliver innovative shipping around the world. Our experienced professionals – at sea and onshore – contribute their skills, knowledge, and talents to drive our mission forward, and we value every individual while recognizing that we act as one ZIM team.

We strive to support every individual's professional and personal development, and we place the highest priority on the health, safety, and wellbeing of our employees. In 2024, our workforce increased by 1.5% from 2023, with 690 new hires due to the increase in the number of ships and our business activities.

1.5%

Workforce increase from 2023 to 2024 - 690 new hires

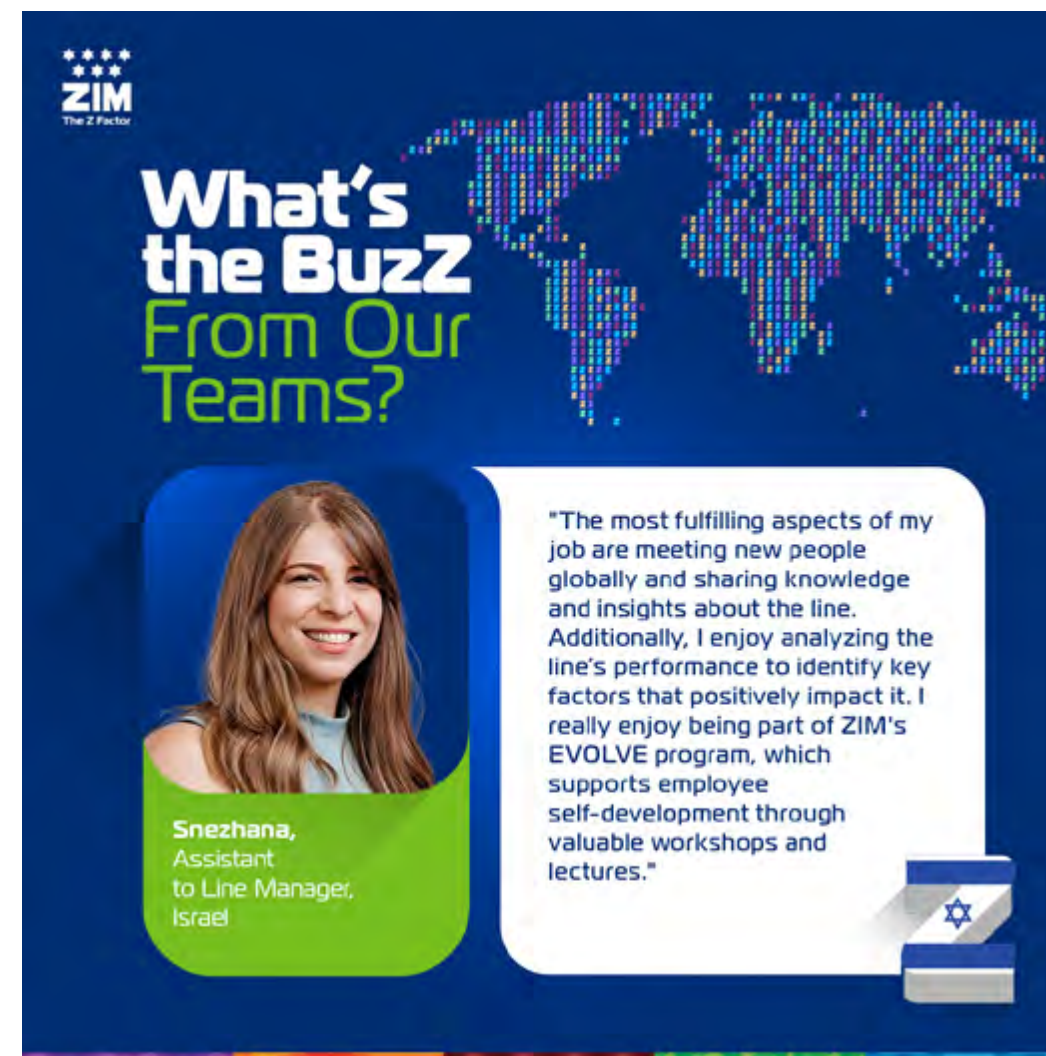
ZIM'S EMPLOYEES WORLDWIDE

	2023			2024		
	Women	Men	Total	Women	Men	Total
Full-time	2,461	2,268	4,729	2,503	2,298	4,801
Part-time	31	18	49	31	18	49
Total	2,492	2,286	4,778	2,534	2,316	4,850

We are proud to report that nearly 100% of our employees hold permanent positions, and approximately 99% are full-time. In addition to our 4,850 full-time employees based onshore, we employ 1,847 contractors. Our workforce is globally distributed, with 858 in Israel, 580 in the United States, 1,064 in China, and 2,348 across over 90 other countries. As of December 31, 2024, we had 151 seagoing staff on our vessels, including 86 contract workers.

32 of our 39

country managers are local nationals



858

employees in Israel

580

employees in the US

1,064

in China

2,348

across 90+ other countries

151

seagoing staff

PROVIDING GREAT WORKING CONDITIONS

We aim to provide employees with working conditions that support their professional success and personal wellbeing. This approach includes competitive salaries, full benefits packages in line with local labor laws and market standards, hybrid work options where applicable, and policies promoting a healthy work-life balance. Investing in employees' overall well-being is considered essential for mutual success.

Comprehensive Benefits

Our comprehensive benefits package is designed to address the diverse requirements of our global workforce. We offer an array of benefits that are tailored to comply with local labor laws and market standards in each country where we operate. These benefits include comprehensive health care coverage, life insurance, disability protection, parental leave, stock ownership, and more. Additionally, in select locations, we provide supplementary contributions to enhance local government health services with private insurance options.

We offer retirement provisions, including pension plans and contributions provided by ZIM according to local employment. Disability coverage is available through pension funds at select locations. Additionally, we make monthly contributions to severance pay funds for all employees. To support financial planning, we provide training seminars on savings and pension funds for our Israeli employees.

We abide by all local labor laws that govern conditions of employment. This includes workday length, procedures for hiring and dismissal, annual leave, adherence to anti-discrimination laws, and more. In

Israel, part-time employees are eligible for sick leave and reimbursement of expenses, in accordance with the percentage of their employment status. Eligible employees in Israel receive benefits such as retail discounts, mobile phone reimbursement, advanced education support, children's tuition assistance, and transportation reimbursement. In most European countries, we offer public transportation contributions or car allowances, meal allowances, and vouchers for birthdays, weddings, and births.

There are collective bargaining agreements in select countries where we operate. In countries without these agreements, local labor laws apply. In Israel, 89% of employees work under collective agreements, receiving benefits such as a competitive salary, more annual leave and sick time than legally required, and additional pay for certain shifts. Furthermore, employees receive standard benefits.

Beyond these standard benefits, employees have access to no-interest loans, travel insurance coverage, special offers from select banks and mobile operators, and gym membership and entertainment discounts. Any procedures that generally affect employees

require consultation with the workers' union, and in the past three years, there have been no labor-related work stoppages or strikes in Israel.

Israeli seafarers' wages, as per their collective agreement, were increased annually by 1.1% from

2020 - 2025. A newly signed agreement extends this 1.1% annual increase through 2026 - 2030. Wages for non-Israeli seafarers were last upgraded in 2022 and are expected to increase again in 2025.



Fair Work Environment

We respect and protect our employees' fundamental rights and freedoms, as outlined in the ZIM Code of Ethics. Our new complimenting guidelines document, 'Managing Code of Ethics Compliance', reinforces our commitment to legal compliance, fairness, and integrity in our business practices. These guidelines detail our **comprehensive labor policy**, which includes creating a fair and supportive work environment, ensuring equal employment opportunities, safeguarding employee safety and health, preventing sexual harassment, and providing non-retaliation protection for those reporting potential violations. Additionally, this document specifies key performance indicators for training on the Code of Ethics, other sustainability metrics, enforcement mechanisms, responsibilities, and further details on the implementation of the code.

We uphold a fair and equitable work environment and ensure labor rights for all employees. ZIM offers equal opportunities in recruitment, promotion, benefits, and training, regardless of race, color, gender, sexual orientation, religion, national origin, family status, age, or disability. We comply with labor laws where we operate and provide equitable employment terms, fair pay based on experience, and social benefits according to local regulations.

We believe in the fundamental right of a work environment that is free from discrimination, sexual harassment, bullying, or other unacceptable behaviors. We have a zero-tolerance policy for this type of behavior, and this policy covers ZIM operations at sea and onshore. The ZIM Anti-Harassment policy and the Code of Ethics detail our commitment to prevent discrimination throughout the organization.

Every employee is informed of the person they can report such harassment to, and they may also report

through the anonymous whistleblower mechanism.

The Code of Ethics is displayed prominently on office and ship walls and is emailed to all employees. All employees are required to complete a training module each year on preventing sexual harassment and fostering a respectful work environment. In 2024, the completion rate for this module was 91%.



Parental Leave

We encourage both men and women to take parental leave when they have a new child, and offer time off in accordance with local labor laws. To further support employees' families, we offer flexible work terms for new parents after they return to work from parental leave, and so our return-to-work ratio for new parents after parental leave is 93%.



93%

Return to work rate for new parents after parental leave



2024

	Women	Men	Total
Total number of employees that were eligible for parental leave in this reporting period	63	8	71
Total number of employees that took parental leave in this reporting period	63	8	71
Total number of employees that were due to return to work this year after parental leave ended	63	8	71
Number of employees that actually returned from parental leave	58	8	66
Return to work rate	92%	100%	93%

Note: data for Asia, Americas and Israel offices.

ENSURING SAFETY

We ensure the safety of employees both at sea and onshore by maintaining global safety measures and policies. We comply with ISO45001, the international standard for occupational health and safety management systems, which covers all ZIM Global's operational and office activities, and ISM standards on our ships, valid until the end of 2025 and verified annually. Additionally, safety trustees in offices across 39 countries monitor safety KPIs, promote safety, and report safety data to HQ.

Safety at Sea

We take all precautions and measures possible to ensure the physical safety of our crews and vessels. We have developed extensive safety procedures for ZIM-owned ships and ZIM seafaring employees, which are also applicable for third party suppliers that board our ships, such as stevedores and seaport pilots. Extensive training is provided on health and safety issues, with a focus on marine safety, safe working practices, and protection of the marine environment. In addition, employees at sea receive training on our anti-harassment and anti-bullying guidelines. ZIM ensures that all workers are well-trained to handle emergency situations and are fully aware of the risks associated with their roles before performing tasks. We provide sufficient, safe spaces for workers to eat and rest, ensuring these areas are free from hazards. We conduct regular safety briefings for employees onboard and on shore, and crew members are encouraged to report any safety hazards to the captain and through a designated platform.

Each ship has a designated marine manager who is responsible for safety, and safety inspections are conducted annually on every ship. To help us track

and manage safety performance, we have an internal Safety Management System (SMS) in place, compliant with the ISM code for 2024. It is continuously updated and enforced by ship captains and officers, and includes safety checklists, work hazard notifications, and procedures for handling safety incidents. All safety incidents are tracked internally, and if necessary, an investigation is conducted by the ZIM Marine Department Manager. When necessary, we share safety and investigative reports, including preventative recommendations, across the fleet to promote transparency and knowledge sharing. Our management approach to safety at sea is reviewed annually, with updates implemented as necessary.

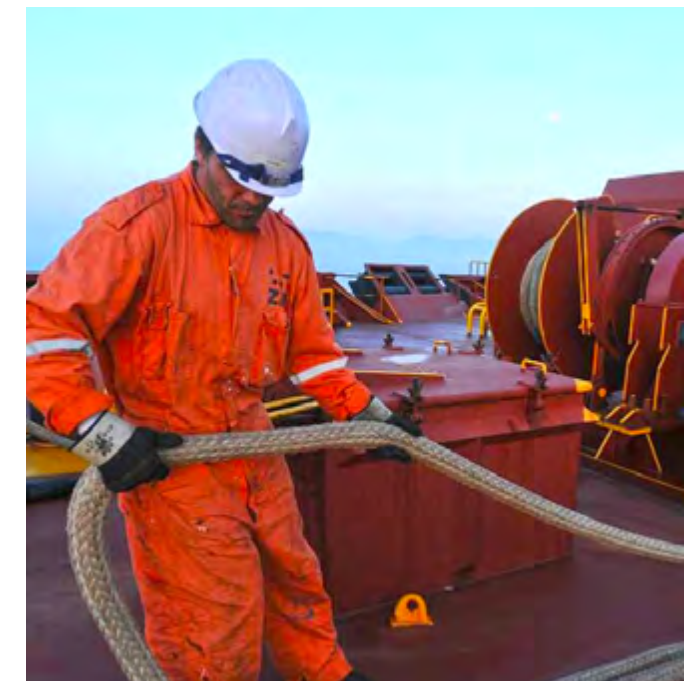
To ensure employees' health needs are taken care of at sea, we have a medical consultation service that is available 24/7 via video. Additionally, all deck officers are trained in first aid. **In 2024, there were 8 accidents that caused a loss of a day's work at sea and the long-term injury rate (LTIR) was 1.32, the same as in 2023¹.**

There were no fatal accidents or work-related ill health

cases.

In addition to internal safety procedures, we comply with all mandatory regulations. These include International Safety Management (ISM) and Maritime Labour Convention (MLC) regulations that verify our compliance every 2.5 years, and the International Convention for the Safety of Life at Sea (SOLAS) from the International Maritime Organization (IMO) that audits our ships annually.

Annual internal and external audits are conducted across our ships, technical crews, and marine departments to ensure regulatory compliance. They cover a broad range of safety topics, including safe mooring, watertight integrity, fire detection systems, smoking policy, and lifesaving appliances, with any incidents or non-conformity events reported. In 2024, 12 internal safety audits were conducted, as well as an annual external safety inspection for each ship conducted by flag authorities and the classification society surveyor. We successfully passed all of these inspections.



1.32

LTIR remains the same
for 2023 and 2024

¹ LTIR at sea is calculated as the number of lost day accidents X 200,000 per OSHA formula, divided by the total hours of exposure at sea for ZIM managed ships, calculated as: average number of seamen on each ship X 365 workdays a year X 24 hours a day, since seamen can be injured at all hours while they are on the ships X the number of ships managed by ZIM.

Safety Onshore

We are committed to ensuring a safe and secure work environment for all, and in 2024 we created a comprehensive new safety management system for onshore employees and our offices.

The process included the development of a new safety policy for ZIM offices, with detailed safety and security procedures, followed by a management safety hazards survey. To ensure employees are familiar with the new procedures, we conducted safety training and drills at ZIM headquarters and the ZIM Haifa Port office, managed by the ZIM safety team, an emergency safety squad, and ZIM administration teams. The scope of ISO45001 encompasses ZIM headquarters, which houses the company's management team, as well as various departments, including the business unit, operations, sales, customer service, finance, legal, human resources, and executive divisions. To raise awareness, safety procedures are posted in company offices, with detailed information of ZIM's security teams. In addition, we created a bulletin board to share safety updates and an online safety hazard and safety incident reporting form that is accessible to all employees.

To oversee and monitor the new system, a Safety Committee was expanded to include employees, managers, senior executives from across ZIM business units, and external consultants. It meets monthly to discuss safety and security cases, adherence to procedures, performance improvement, and monitoring and enforcement. Its protocol is reported to the government safety control authority. All members of the Safety Committee have undergone external safety training as safety trustees.



To further promote a culture of safety across global locations, we appointed our ESG Trustees as Safety Trustees, and their responsibilities now include promoting safety awareness and reporting safety issues locally. To effectively fulfill their expanded roles, they received dedicated training on safety and hazard identification.

Furthermore, safety requirements for suppliers and subcontractors have been expanded. Safety conditions and training by subcontractors were reviewed and a safety clause was added to their contracts. Supplier audits were also conducted by an external reviewer.

We've implemented a comprehensive safety module, covered emergency procedures in the case of an earthquake, fire and other types of emergencies, as well as daily office safety practices, such as appliance handling and kitchenette safety. The training was completed by 92% of employees. Israel Port Office employees received specialized safety training and new, advanced safety equipment. Also, **in 2024 we started measuring our LTIR in our 3 biggest offices: Israel, the US and China. In 2024, there were no work accidents at any of these locations, so our LTIR for onshore activity is zero².**

0

LTIR for onshore activity

² LTIR on shore is calculated as the number of lost day accidents X 200, 000 per OSHA formula, divided by the total hours of exposure on shore, calculated as: number of employees X 50 work weeks a year X number of work hours a week per location.

PROMOTING HEALTH & WELLBEING

We prioritize the holistic well-being of our employees, offering a range of programs and initiatives to support their health both at work and beyond.

In 2024, our employees took part in many diverse wellness activities, including the Tel Aviv marathon in Israel, and onsite yoga classes in the US.

Additionally, in April we held **'Health Week'**, where we offered sport activities, healthy lifestyle workshops and lectures, and stations to measure blood pressure and heart rate. We also conducted a First Aid course onsite at our office in Vietnam where employees received onsite first aid training that equipped employees with critical life-saving skills and ensured

they are prepared to respond effectively in an emergency situation.

To promote preventative health, we hosted a mobile mammography unit at ZIM Norfolk twice over the past year, with full appointment capacity.

For employees aged 45 and over covered by collective agreements, we provide periodic company-sponsored medical examinations. Additionally, following extended sick leave, employees are referred to an occupational doctor to ensure a safe return to work.

On ships we make sure the crews have comfortable living condition, including individual rooms for the majority of workers that offer personal space and comfort, high-quality meals, and recreational facilities onboard. In addition, there is a budget for social activities, and suitable facilities are available for sick workers, allowing optimal rest and isolation to support recovery and protect the health of others.

We are committed to safeguarding employee health information, and adhere to all applicable laws,

including GDPR regulations in Europe. We maintain strict confidentiality, ensuring that personal health data is neither requested nor stored, and paper records are securely locked and accessible only to authorized HR personnel. Our internal policies reinforce this commitment, guaranteeing that private information is handled on a need-to-know basis and will not be used for discriminatory purposes.



CREATING A HEALTHY, INCLUSIVE AND MERIT-BASED WORKPLACE

We believe that a qualified and diverse global workforce is one of our greatest strengths, and we are dedicated to ensuring equal treatment and opportunities for everyone, regardless of gender, race, religion, or cultural background. This resonates deeply with ZIM's core value of **Togetherness**.

Our global recruitment efforts are guided by our inclusive and merit-based policy which details our commitment to promote qualified employees while maintaining diversity and inclusion in the organizational practices, procedures and behaviors, and to create an environment where individual differences are respected, valued and seen as an essential advantage and a driver for creativity. ZIM strives to increase self-awareness, education, promote an ongoing dialogue with employees at all levels. We do so by learning from our strengths and points for improvement, and through our collaborations with different organizations and community partners. Regional HR teams are responsible for managing a recruitment work plan which seeks qualified, diverse, and inclusive individuals the global frame, with KPIs and targets based on local regulations and activities to support recruiting managers and connections with relevant organizations.

ZIM encourages diversity in several countries where we operate, with a focus on promoting qualified minority groups and people with disabilities. For the latter, we have surpassed our hiring target set in 2024, and we aim to reach a share of 3% employees with disabilities representation in 2025 exclusively in Israel. In some countries we also emphasize recruiting and supporting qualified underrepresented populations, according to local needs and culture. For example, in the US we promote veterans and in Thailand we promote members of the LGBT+ community. In Israel, we concentrate on underrepresented groups, such

as Arab Israelis, Israeli Ethiopian Jews, and Ultra-Orthodox religious communities, new immigrants and people with disabilities.

Globally, we act in a variety of ways to enhance diversity at ZIM. We work with organizations that are in touch with qualified but underrepresented members of the workforce, and we attend employment fairs that are specifically designated for under-represented groups. In addition, we take part in conferences that promote awareness and education on the topic, and we continue to provide knowledge and practical tools for people from under-represented groups to improve their hiring chances and skill sets.



Gender Equality at ZIM




39%
of managers
are women

For International Women’s Day, we organized events globally, with special activities in Turkey, Italy, Israel, Germany, Hong Kong, and other countries. In the US, for Women’s History Month, senior executives shared their professional journeys and accomplishments, offering guidance to women navigating their career development paths. Company-wide, the WiZdom initiative featured ten ZIM women from around the world sharing valuable insights and advice they would offer their younger selves. Throughout the year, we also organized various events, including a collaborative networking event in Australia with Young Shipping Australia and the Women’s International Shipping & Trading Association (WISTA), designed to

connect female executives from across the industry. We also support NGOs that empower teenage girls and give them tools that will allow them to realize their aspirations and potential.

In compliance with Israeli law, we annually report any gendered wage differences. The analysis³, which categorizes employees according to comparable positions, shows that in some categories male wages are higher, while in other categories female wages are higher. We attribute these differences primarily to tenure and seniority, and notably, there is no wage gap between men and women in their first year of employment.

³ The last analysis available is for 2023. The analysis for 2024 will be published in June 2025.

Employees by gender, age and seniority

	Age	Gender		Totals
		Women	Men	Category Total
Executive (C-Suite)	<30	0	0	17
	30-50	1	4	
	>50	2	10	
Senior Management	<30	0	0	135
	30-50	27	39	
	>50	11	58	
Managers	<30	7	6	843
	30-50	255	317	
	>50	81	177	
Non-managers	<30	581	305	3,855
	30-50	1,254	1,033	
	>50	333	349	
Total		2,552	2,298	4,850



Celebrating Our Differences

Ernest Small has worked at ZIM USA for over 20 years. Currently, he serves as an Import Customer Service Representative at the Contact Center, where he assists customers with freight and customs releases, resolves exam holds, and provides critical updates on vessel ETAs – providing creative solutions to challenges and ensuring top-tier customer satisfaction.

Ernest thrives in his role, and with ZIM’s dedication to fostering an inclusive environment for all employees, including those with disabilities, the challenge of navigating in his wheelchair is a little easier. Ernest notes that the company’s and his team’s support has empowered him to perform at his best:

“ ZIM has been very supportive of my career. The accommodations provided allow me to excel despite the challenges I face. This commitment to inclusion shows that ZIM truly cares about the wellbeing and success of all its employees, and I’m proud to be part of this organization. ”

Ernest also notes that what makes an inclusive environment is the importance of accessibility, raising awareness, encouraging open communication, and fostering a culture that celebrates diversity. These efforts can help individuals with disabilities thrive and contribute fully to the workplace.

Ernest Small

Import Customer Service Representative, ZIM USA



We celebrated and honored our diverse experiences, cultures, and backgrounds by hosting a wide range of activities throughout the year, across multiple locations. This included global cultural events, such as a Diwali holidaya potluck party, and cultural social hours in Hong Kong. In the US, we observed Martin Luther King Jr. Day and organized a letter-writing campaign for service members in November to commemorate Veterans Day. At ZIM headquarters, two of our employees shared the story of Sigd, the Ethiopian Jewish holiday, and their firsthand experiences and personal reflections, highlighting its tradition and what it means to them personally. We also celebrated Pride Month with events and lectures across multiple locations, including Israel and Thailand. In the US we celebrated LGBTQ+ History Month by featuring the personal stories of two US employees in video spotlights.



Captured by **Esther Ajayi**,
Lagos & Niger Shipping Agency Ltd.

Our Varied Flavors

Our commitment to fostering a respectful and inclusive workplace empowers every employee and drives our collective success. To mark International Tolerance Day in 2024, we created **A Taste of Culture: Recipes from Around the World**, a special ZIM recipe book featuring over 20 dishes shared by our employees. Each recipe tells a personal story, celebrating our diverse cultural heritages. The book was distributed company-wide, aiming to inspire employees to explore new flavors, learn about different cultures, and foster tolerance in all aspects of life through our shared experience of food.



We recognize tolerance as essential to building an inclusive workplace and are committed to actively recruiting and supporting people with disabilities. Our comprehensive plan ensures their seamless integration, providing employees and managers with the necessary tools for success. To demonstrate this commitment, we proudly illuminated our headquarters in purple on the UN International Day of Persons with Disabilities, joining the global **#PositivelyPurple** movement that celebrates the contribution of employees with disabilities around the world.



PROVIDING TRAINING & EDUCATION

Professional training and development are key components of our employee program. We dedicate significant resources to support career advancement at every stage of an employee's experience at ZIM, from onboarding to management training. Our holistic approach, overseen by HR, encompasses a wide range of programs across topics and disciplines, including professional skills development, management coaching, and specialized training for various business roles.

To enhance industry knowledge, we provide opportunities for employees to learn about our different business units and activities, as well as trends and development in the shipping sector. We recently held 'ZIM's Shipping Course', a comprehensive five-day program designed to give employees an in-depth understanding of the company. The sessions covered a wide range of topics, from strategy, operations, and finance to ship management, sustainability, sales, and agency management, offering a holistic view of ZIM's ecosystem.

Evolve Program



In 2024, we further developed the Evolve program, launched in 2023, which aims to support employee professional growth and career development by focusing on individual strengths. There are 3 key components to the program: .

- **Identifying Strengths** – Participants completed a Gallup Strengths Assessment and met individually with an HR representative to discuss their strengths and career goals. In collaboration with HR and their direct manager, they explored potential career paths.
- **Skills Development** – A tailored training plan was designed for each participant, incorporating lectures, workshops, and events throughout the year to support continuous learning and skill enhancement.
- **Career Exploration** – Our dedicated internal portal provides information on approximately 90% of roles at ZIM, whether currently open or not. Each role includes a detailed job description and is classified into key professional areas: strategic, financial, technological, commercial, operational, and HR.

In 2024, the program expanded to 120 participants who attended workshops on project management and leadership, interface collaboration, successful negotiation, and other enriching topics like the effective use of AI and data analytics. Program feedback was overwhelmingly positive, with participants particularly appreciating the Gallup strength recognition process and how the program helps them leverage their natural abilities for career advancement.



Learning New Skills

As a global organization, we prioritize providing our people the tools to manage their day-to-day work interactions more professionally with internal and external parties. To support this, we utilize a unique platform for English language training. In 2024 there were nearly 350 active learners from 17 global regions. In total, they completed ~1,200 1:1 English lessons with a private teacher, with an 80% exercise completion rate. We consistently monitor employee satisfaction and the relevance of training sessions to their roles.

We are committed to continuous employee development through targeted training programs. To enhance customer service excellence, we trained 100 leaders and managers globally, focusing on instilling ZIM's service concept, empathy development, and effective written communication. Additionally, we provided advanced sales skills training to over 150 account owners in key markets, which focused on building stronger customer relations by empowering salespeople to act as trusted advisors and maximizing the customers' potential.

We are driving the adoption of new technologies, including AI integration company-wide, and have implemented training for the Microsoft 365 AI tool, Copilot. To facilitate knowledge transfer and organizational adoption, we established a network of champions to support these efforts.

In addition, we continue to offer soft skills and general professional development training. In Israel, we launched the Women Leading IT program, which pairs female employees with mentors and department managers from across the organization. This provides networking opportunities, facilitates peer learning, and encourages personal inspiration and motivation for further career advancement.

To support effective cross-cultural work, we offered a workshop in Hong Kong presented by an external expert with a focus on working effectively in a multicultural environment, including communication tools and process management tips. Simultaneously, we held workshops in Israel on how to effectively work with colleagues in Asia. Several hundred employees participated, with the aim to create effective collaborations across cultures. In 2025 we plan to roll out similar training to senior management levels.

~1,200

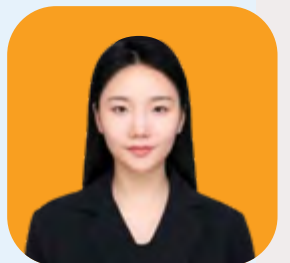
one-on-one English lessons
completed across 17 regions



LinkedIn Learning

In 2024, we provided 1,000 employees with access to LinkedIn Learning, which offers over 6,000 online training courses and skill building to support employees' self-learning. Employees are granted 4 study hours a quarter and have benefited from a wide range of courses.

“ After finishing this online course, I had a deep understanding of how to utilize Excel in a more efficient way. I use Excel often during my daily work and learning how to work with statistical functions and information functions, I get to develop my own style of working, and these functions are easily transferred to my day-to-day work. ”



Cynthia Huang, HR Specialist, ZIM China
Completed the Excel Advanced Functions Course

“ LinkedIn Learning has been an eye-opening experience for me. I was introduced to Power Query by team members, but when I signed up for this course, I truly felt the ease of navigating the Power Query steps. I began with a three-part series, and as a result of these courses, I now create a weekly forecast report that facilitates decision-making regarding the repositioning of empty containers, without compromising export releases. ”



Suraka Issifu, Equipment Coordinator, ZIM Australia
Completed the Excel: Power BI Course

Management Training

Our comprehensive management training programs are designed to provide leaders at all levels across the organization with the tools and skills necessary for both their own and their team's success. We offer three core programs: **Basic Management**, which provides foundational skills in feedback delivery and task management; **Situational Leadership**, which focuses on adapting management styles to individual employee developmental stages; and **Mojo Moment**, which explores strategies for fostering employee motivation.

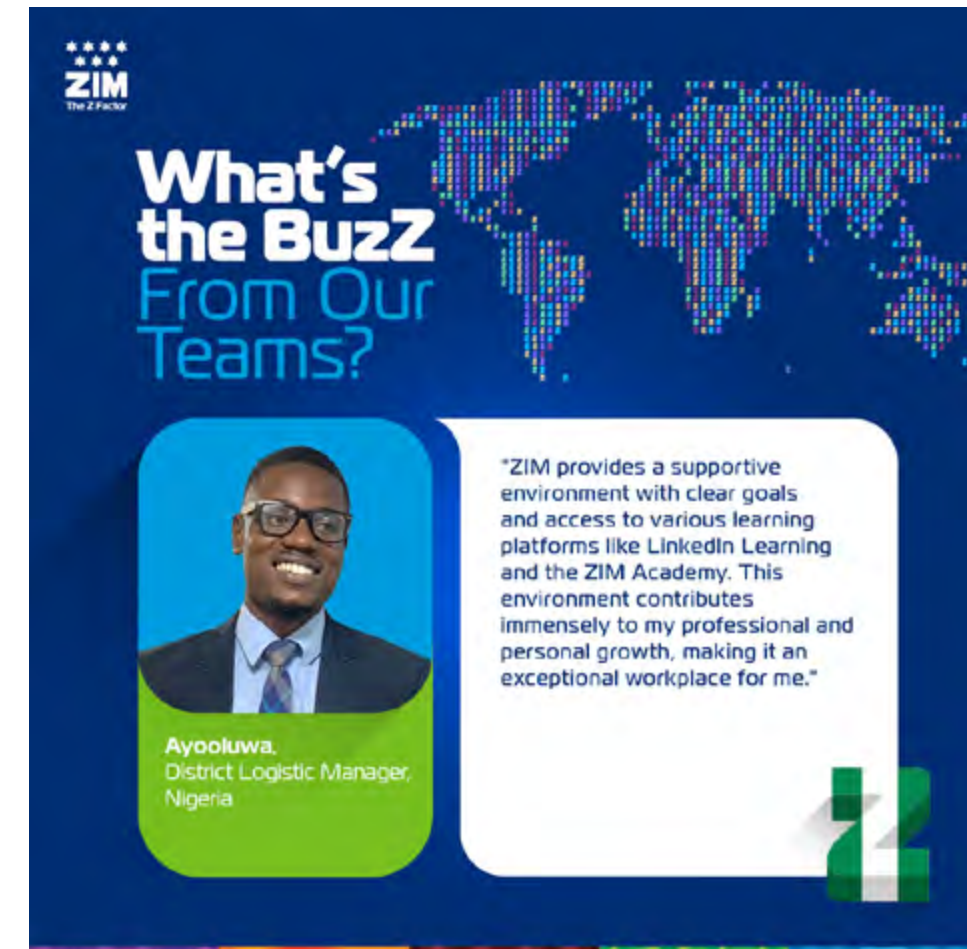
We utilize a range of globally recognized management tools to support our leadership approach, including Blanchard Management Essentials and the Blanchard SLII Experience, which empowers leaders to become adaptive and lead situationally by giving their people the right support and direction at the right time. These programs collectively address the diverse needs of our managers, ensuring they can effectively lead and inspire their teams.

Beyond these programs, we offer personalized support for managers seeking to deepen their leadership capabilities. Through Growthspace, a global talent development platform, participating managers receive personalized one-on-one coaching and mentoring sessions. This coaching experience gives them a structured framework where they can explore their leadership style, define their team vision, and address specific challenges in employee management and task prioritization.

Our **Horizon Program** provides managers and division managers in Israel with tools for navigating leadership in a complex environment. It focuses on four key pillars: relationships, team development, collaboration, and transformation, while giving participants the opportunity to reflect upon and



leverage their personal leadership cores. We plan to expand this program globally, with upcoming sessions in the US and Hong Kong for senior managers, ensuring a consistent leadership approach and development across the organization.



ENGAGING WITH OUR EMPLOYEES

We value open communication and feedback from employees. To support this, we conduct an employee engagement every year and a half. Our last survey in July 2023 had an 83% employee participation rate. Based on the feedback, we developed tailored workplans for each country to address weaker aspects, and we have managed to improve on all of them in 2024. We also created a dedicated workplan for 2024 to address identified areas for improvement.

Throughout the year, we hold regular activities to support employee engagement. The CEO hosts roundtables with employee and managers quarterly. As part of our action plan based on the employee engagement survey, Executive VPs now conduct roundtables with their respective departments quarterly.

In addition, the annual review process provides employees with valuable opportunities to receive and share feedback, allowing for focused discussions with their managers on individual priorities and development areas.

98%

of non-managers and managers received personalized feedback from their managers in 2024



Sharing the ZIM Experience & Attracting Top-Tier Talent

To showcase the ZIM experience and attract top-tier talent, we employ a comprehensive employer branding strategy that highlights our unique culture and 'Life at ZIM'. Although our recruitment process prioritizes internal candidates to support internal mobility, many job listings are posted internationally. As we continue to grow, we are also seeking to attract top-tier talent from around the world.

Our employer branding is developed strategically at the local level, based on employee focus groups, leadership sessions, individual interviews, employee surveys, and market and competitor analysis. In regions where we are growing significantly, such as the US and Hong Kong, we have implemented tailored approaches, including social media campaigns to target relevant talent according to location, title and experience. Success is measured through such KPIs as media value, social media and employee engagement, and the percentage of quality candidates reached.

In the US, we held an Employer Brand Launch week in 2024, engaging over 500 employees who participated in workshops focused on hiring training for managers, LinkedIn optimization, employee referrals, marketing, and effective writing, for them to be able to effectively promote their ZIM experience. We also conducted an extensive external social media campaign across six platforms, including LinkedIn, Facebook, Instagram, and Indeed, achieving over 2.9 million campaign views and more than 18,000 engagements.

Our efforts to provide great working conditions are well recognized, both by our employees and externally. More than a quarter of new hires in 2024 were made by referral from current employees, and **37% of positions were filled internally by ZIM employees, surpassing our target of 35%.**

37%

of positions filled internally in 2024, surpassing the target of 35%

ZIM is proud to be an employer of choice around the world

Great Place to Work certified:

Vietnam, India, Brazil, USA, Singapore, Romania



Glassdoor: 4.3 rating; 96% CEO Approval, Global



HR Asia Best Companies to Work for Award, 2024, Hong Kong



HR Asia Diversity, Equity, and Inclusion Award, 2024, Hong Kong



Caring Company Award, 2024, Hong Kong



Top HR Management Awards by 51job, 2024, China



Employee Experience Awards, 2024, Thailand



#1 Service Company for Excellence & Business Leadership by BDI Code, 2024, Israel



HR Excellence Award
1st Place for ZIM's AI Recruiter, 2024, Israel
1st Place for ZIM's Employer Branding Strategy, 2024, Israel



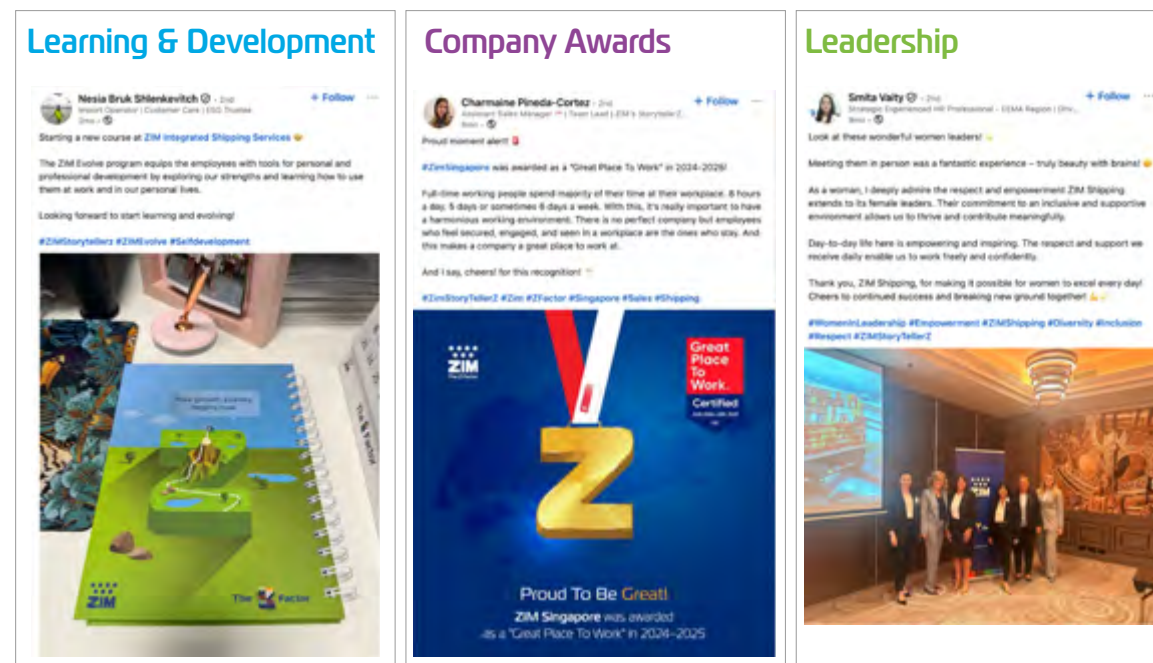
HRD Award for Global Employer Branding:
ZIM StorytellerZ Global Community, 2024, Israel



Global StorytellerZ Community

We believe that ZIM's story is a great one, that should be told. It's not only about being part of a fast-changing shipping world, but also a story of innovation, sustainability, agility, togetherness, collaboration, and our results-driven, can-do approach. Most of all, it is the story of our people. And there's no one better to tell the story than the very people who make the company what it is- our employees.

The Global StorytellerZ Community grew further in 2024 to 53 passionate ZIM employees, representing 19 countries and diverse departments, who have been with ZIM spanning from one to 32 years. They are passionate about their work and have chosen to share their experiences with the public through social media. Participants meet every month in dedicated StoretellerZ sessions, where they can discuss personal goals, develop writing skills, and share ideas for posts. The community also meets with ZIM leaders to learn more about the company and gain inspiration from stories of organizational growth and development. The program not only cultivates employee pride and belonging, cross-unit collaboration, and personal development, but also strengthens our recruitment efforts with authentic, employee-generated social media content. In 2024, the StorytellerZ created over 800 posts, reaching 800,000+ impressions and 35,000+ interactions.



StorytellerZ LinkedIn posts





IMPACTING THE COMMUNITY

ZIM forges strategic partnerships with global nonprofits and institutions to support sustainable community development. Our dedicated Social Donation Committee carefully evaluates initiatives to optimize resource allocation and align with our impact objectives.

Our contributions span financial support and employee volunteer time across critical areas: ocean conservation, beach cleanups, and environmental stewardship, as well as social programs addressing community health, food security, and youth development. We conduct initiatives year-round across our global locations that emphasize personal responsibility and collaborative actions to fulfill our shared community and sustainability vision.

In 2024, we also contributed to health organizations, including funding for medical and rehabilitation institutions to acquire innovative patient care technology and essential medical equipment.

Ocean Conservation & Beach Cleanups



Ocean Conservation Event at ZIM South China

ZIM South China hosted an ocean conservation event with the theme “Less Plastic, Bluer Sea” for employees and their families. It focused on ocean conservation with engaging activities like marine life sound experiences, energy-generating bike rides, and plastic bottle cap art creation. The event emphasized personal responsibility and the implementation of our shared vision of sustainability, and included insights from Kevin Li, President of ZIM South China and Hong Kong, on his insights and aspirations for ocean conservation, and an educational lecture by an ocean conservation expert.



Beach Cleanup at ZIM Japan

Embodying ZIM’s core values of sustainability and togetherness, our Japan team participated in a beach cleanup at Odaiba Seaside Park, where their hands-on efforts contributed to a cleaner beachfront environment.



Beach Cleanup at ZIM Virginia Beach

The ZIM Virginia Beach team conducted a beach cleanup, where they removed litter to leave the coastline cleaner. The initiative demonstrated our commitment to sustainable practices, with team members participating in an enjoyable, collaborative effort with visible results.



Summer Volunteer Campaign at ZIM Vietnam

ZIM Vietnam employees joined a large-scale volunteer campaign organized by the Youth Union of Vung Tau City, collaborating with over 300 volunteers from other business and civic organizations. As part of the ‘Green Marching’ team, they cleaned a 2 km stretch of coastline, successfully collecting over one ton of garbage.

Fostering Dialogue Through Hands-On Sustainable Activities



Farm to Table Event at ZIM Singapore

Sustainability is always on my radar, but what does it look like in practice? At ZIM, we turn ideas into action to create meaningful impact. In 2024 we held a "Farm to Table" event that brought together local partners and customers for a unique experience at two nearby agricultural spots – the high-tech Hay Dairies Goat Farm and the Bollywood Veggie Farm. Participants engaged in hands-on farm activities, and the event culminated with a farm-to-table lunch. The event fostered dialogue on the environmental impact of food transportation, with participants exploring how the shipping and logistics sector can contribute to a more sustainable global food system, throughout the supply chain.

Internally, we launched the "Every Employee A Plant" initiative, where each employee cares for their own plant, promoting a hands-on understanding of sustainability and personal accountability.

By embedding sustainability into our daily lives we are not only fostering a proactive mindset among our employees, but also positioning ZIM Singapore as a driver of positive change for our customers and industry. Let's continue to work together to shape a sustainable future.

Alice Tham

Country Manager, ZIM Singapore



Farm to Table



Tree Planting with ZIM India

ZIM India partnered with Mission GREEN Mumbai for a Tree Plantation Drive, planting over 1,000 native saplings to enhance Mumbai's green cover. Additionally, the team observed the continued success of their 2022 water harvesting percolation pit initiative, which aids groundwater recharge and resource conservation, highlighting the positive environmental impact of collective action and long-term projects.



Harvesting with ZIM Turkey Izmir

ZIM team members harvested tangerines together with children assisted by LOSEV (The Foundation for Children with Leukemia). The event was a fundraiser for the nonprofit organization, which provides support to children with leukemia and their families, including medical care, social and emotional support, and educational and vocational assistance.



ZIM Hong Kong does the Ocean Park Conservation Charity Run

Employees and their families participated in a charity run organized by Ocean Park Conservation Foundation HK to raise funds for giant panda habitat conservation. It was a fun family event where employees had the chance to educate their children on the importance of conservation via 'walk the talk'.



SUPPORTING FOOD SECURITY AND COMMUNITY NEEDS



Food Drive at ZIM Virginia Beach

The ZIM US HR team volunteered at the Mayflower Marathon, where they packed food donations at the largest holiday food collection in the region, hosted by the Foodbank of Southeastern Virginia and the Eastern Shore, which provides thousands of meals for local families in need. ZIM's team brought a strong sense of togetherness to their efforts, demonstrating their commitment to community support and embodying the spirit of giving back.



Food Drive at ZIM Singapore

Partnering with Touch Home Care, a local nonprofit that works to combat food insecurity, employees from ZIM Singapore dedicated two days to distributing food to families in need. Over 35 ZIM volunteers participated, demonstrating effective teamwork and strategic planning to successfully fulfill their mission.



Holiday Gift Drive with ZIM Romania

ZIM Romania, in collaboration with local partners Tomis Multimodal Services, KREISS Transport & Logistics, and Skybridge Networks, organized a holiday gift drive to collect donations for children at local orphanages. Employees at the Bucharest office volunteered their time to create marketing materials and set up collection points at our office. ZIM also contributed a driver, truck, and 40-foot High Cube container to transport the gifts, and ZIM employees distributed the donations to the children at a festive holiday event.



ZIM HQ Israel does "Good Deeds Week"

ZIM employees contributed to the national 'Good Deeds Week' by dedicating their time to meaningful volunteer activities, including visiting seniors at a community center, cleaning local beaches, and packing food packages for families in need.

PROSPERITY & GOVERNANCE

HOW DO WE CONDUCT OUR BUSINESS RESPONSIBLY?

OUR TARGETS & PROGRESS

Target	Rationale	Progress
Ethics Training 100% of active employees trained on Code of Ethics in 2024, recurring annually.	Ensuring our employees understand and sign the Code of Ethics.	2025 Target 100% 2024 90%
Suppliers' ESG Commitment 80% of suppliers accepting ZIM's supplier code of conduct by 2026	Ensuring our suppliers share and meet our values.	2026 target 80% 2024 75% 2023 70%
Cyber Security Zero successful cyberattacks and minimal interruption to business continuity in the event of a successful attack, in 2024, recurring annually.	Continuous uninterrupted business operations.	TARGET ACHIEVED
Response to Whistleblower Complaints Handle employee complaints within 5 working days in 2024, recurring annually.	Ensuring employee complains receive a prompt response.	NEW TARGET ACHIEVED
ESG Learning 90% successful completion rate of the ESG learning module in 2024, recurring annually.	Educate our employees about the principles of ESG to embed them in the ZIM culture.	NEW 2025 Target 90% 2024 87%



VALUES-DRIVEN GROWTH

We are dedicated to responsible governance principles as a reflection of our commitment to ethical business practices and compliance with relevant regulations.

ZIM's innovative shipping vision is realized through our focused strategy and agile operations, enabling us to deliver innovative services that meet customers' needs while adapting to evolving market and global conditions. We combine data-driven insights with personalized service to uphold our 'customer first' philosophy – all guided by our core values and commitment to responsible corporate governance.

We are proud of the value we generate for stakeholders and share our prosperity with the countries in which we operate through the wages and taxes we pay. For a detailed account of ZIM's business performance and financial information, see the ZIM Financial Report for 2024.

Direct Economic Value Generated and Distributed 2024

	Total in millions of USD
Direct Economic Value Generated	
Revenues in millions of \$USD (Net sales + revenues from investments and sales of assets)	\$8,617.3
Direct Economic Value Distributed	
Operating costs (payments made outside the organization for services, materials, and other cost types)	\$5,441.5
Employee wages and benefits	\$496.8
Distributions to providers of capital (dividends + interest on debt, etc.)	\$1,050.9
Distributions to governments (income taxes etc.)	\$51.2
Community Investments	\$6.3
Total Direct Economic Value Distributed	\$7,046.7
Direct Economic Value Retained	
	\$1,570.6

Our Approach to Tax

We comply with the various applicable local and international tax laws and tax-related obligations in the countries and territories in which we operate. Due to the complexity of tax rules, ZIM may face differences in interpretation with local tax authorities, and it reserves the right to contest any adjustments that it considers unfounded.

Due to our global business activities, we are liable to pay taxes in many countries with differing regulatory requirements. The respective national tax laws, in conjunction with bilateral agreements to avoid double taxation, set the legal parameters. Additionally, a multilateral agreement that is part of the BEPS (Base Erosion and Profit Sharing) program of the OECD is authoritative and is the basis for country-by-country reporting.

ZIM's global tax activities are overseen and monitored by ZIM's tax department, and relevant responsibilities and reporting requirements are regulated through our internal tax guidelines. Tax risk management is an important component of ZIM's overall risk management process, and we adopt a responsible approach to tax management and control, based on documentation and internal control reports of tax processes.

ZIM supports fair and transparent company taxation. We are proud of the value we generate for all our stakeholders, and our prosperity is shared with local communities and the countries in which we operate through, among other means, taxes. Our tax strategy is guided by the principles of transparent dialogues with relevant tax authorities, strict compliance with all legal requirements, and punctual payment of corporate taxes.

In 2022, the OECD published an implementation package for Pillar Two model rules. The Pillar Two rules were introduced to ensure that large multinational enterprises (MNEs) pay a minimum level of tax on the income arising in each jurisdiction where they operate.

Pillar Two legislation has been enacted or substantively enacted in certain jurisdictions in which ZIM operates, and the legislation went in to effect for the ZIM Group for the financial year beginning on 1.1.2024.

ZIM Group is in scope of the enacted legislation and has performed an assessment of the impact of Pillar 2 on its activity. This assessment is based on the most recent tax filings, country-by-country reporting, and financial statements for the constituent entities of the ZIM Group. Based on the assessment, Pillar Two effective tax rates in most of the jurisdictions in which the ZIM Group operates are above 15%.



Captured by **Gambaro Rinaldo**,
ZIM Italy

IMPLEMENTING OUR CODE OF ETHICS

The ZIM Code of Ethics is designed to guide ZIM employees in making business decisions and in the ethical management of our business activities. The Code is an extension of our core values and helps us attain our corporate vision.

The Code of Ethics includes information on a range of topics, including:

- Commitment to uphold and comply with the law
- Commitment to fairness in business and integrity in doing business
- Protecting company assets
- Creating an equitable and supportive work environment
- Equal employment opportunities
- Environmental awareness
- Community involvement

The Code of Ethics is distributed to all ZIM employees and agents. Employees complete an updated tutorial annually, administered by the Global Training & Organizational Development Department. The tutorial provides information on the Code, evaluates employees' understanding, and includes a conflict-of-interest declaration. In 2024, 90% of our employees reviewed it successfully.

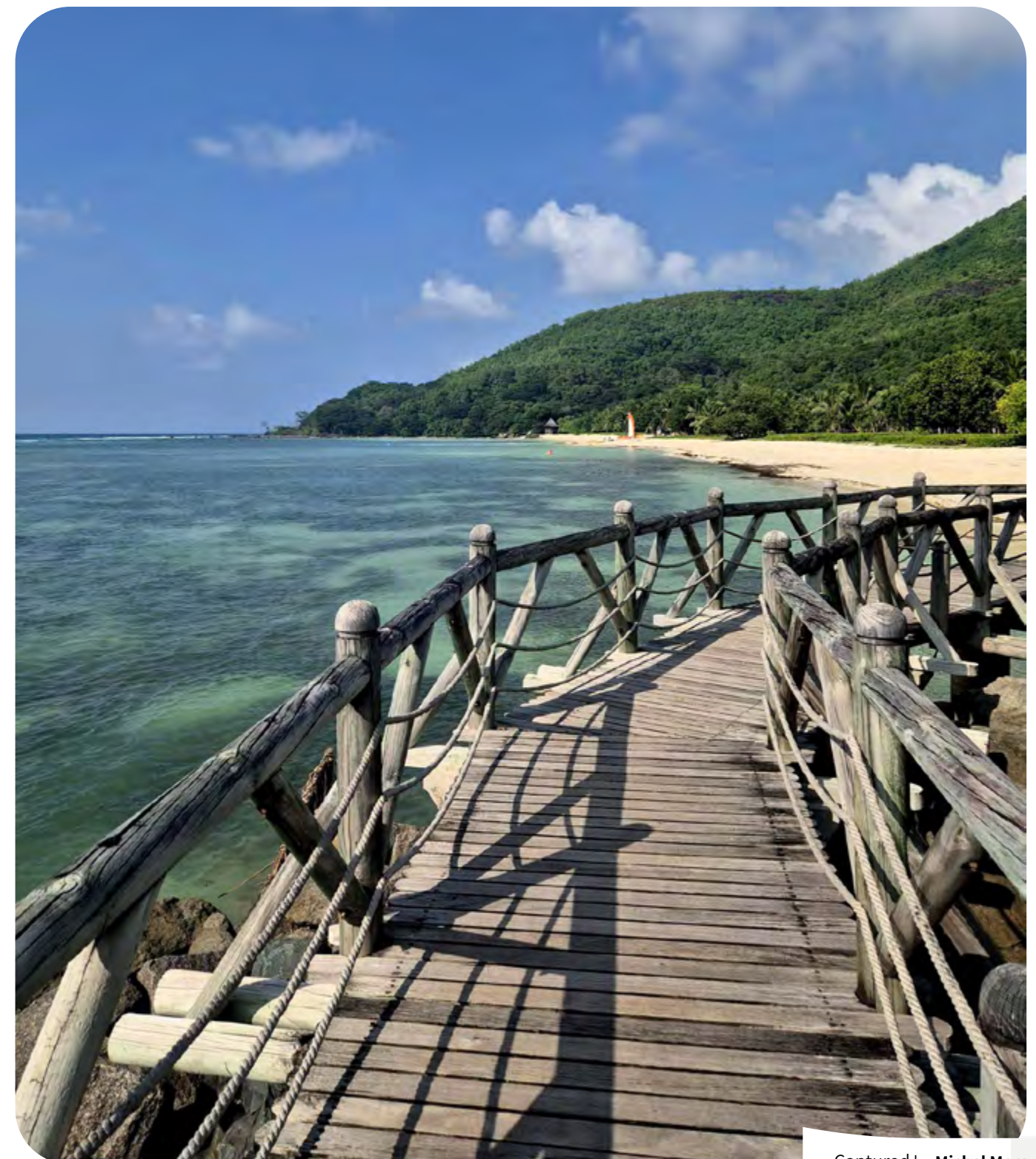
In 2024, we released new guidelines, 'Managing Code of Ethics Compliance', signed by the CEO and EVP of Human Resources. This policy accompanies the Code of Ethics and details organizational responsibilities regarding the Code, including setting its values and principles, implementation and process control,

updates and training, and overseeing violations. Additionally, it further reinforces employee labor rights through the establishment of clear guidelines, KPIs, designated responsible parties, and effective enforcement mechanisms.

Furthermore, the guidelines outline our expanded approach to prohibiting child labor, establish our emissions reduction target (as detailed in our ESG Report), and define an information security goal with the Information Security Unit Manager responsible for ensuring minimal disruption of business continuity in the event of a cyberattack.

The ZIM Code of Ethics is available on our website, and any concerns related to violations can be reported through the ZIM whistleblower hotline.

90%
of our employees
successfully reviewed our
Code of Ethics In 2024



CORPORATE GOVERNANCE

ZIM upholds the highest standards of ethical business practices and regulatory compliance through our comprehensive governance structure.

Our Board

Our Board of Directors oversees company management and direction, while the Chief Executive Officer is responsible for daily operations, in accordance with the Israeli Companies Law and our articles of association. Our leadership structure maintains a separation between the Chairman and CEO roles, and the CEO is appointed by and serves at the discretion of the Board of Directors. All other executive officers are appointed by the CEO, with their employment terms subject to approval by the compensation committee and the Board.

The Board has adopted corporate governance guidelines that provide a clear framework for its oversight and accountability, including the establishment and responsibilities of committees. New board members are selected according to professional background, skills, and knowledge of the shipping sector. In 2024, one board member stepped down, leaving the board with eight members as of the publication of this report, including two women. The board includes the Audit Committee and Compensation Committee, and convenes at least once a quarter, with members receiving updates as needed. Members receive information on ZIM's anti-corruption policies and review the corruption risk assessment annually. Additionally, they complete a yearly questionnaire to disclose any potential risks of noncompliance with the corporate governance rules.

Throughout the year, the Board receives regular updates on ESG topics from the CEO and COO. In 2024, the COO presented ESG updates to the Board, covering our ESG workplan and achievements, the progression of the fleet renewal plan with LNG vessels, a review of relevant changing regulations and our compliance readiness, insights on our climate risk assessments, and emerging alternative low carbon shipping solutions.

Preventing Corruption

We strive to act honorably in all our business doings and comply with relevant anti-bribery and anti-corruption regulations in all countries where we operate. Recognizing that we operate within a sector and in geographic areas with a high risk of corruption, we take a zero-tolerance approach to bribery or corruption.

The ZIM Anti-Corruption and Anti-Bribery Policy is available on our website and details the conduct required by employees as they conduct business on behalf of ZIM. Training is provided on the policy to all employees annually, including new employees. **In 2024, almost 100% of employees successfully completed the training course on Anti-Bribery & Anti-Corruption.** To ensure compliance with the policy, we conduct a risk assessment in specific locations or agencies once a year.

In 2024, there were no significant corruption cases against ZIM, and the company is currently not involved in any legal proceedings associated with bribery or corruption allegations. ZIM does not accept money from governments and does not give political donations.

In 2024, almost **100%** of employees successfully completed the training course on Anti-Bribery & Anti-Corruption

Eliminating Corruption in the Shipping Sector

ZIM is a member of the Maritime Anti-Corruption Network (MACN), a global business network working towards the vision of a maritime industry free of corruption that enables fair trade to the benefit of society at large. MACN and its members work to eliminate maritime corruption by raising awareness of the challenges, implementing MACN Anti-Corruption Principles, sharing best practices, and working with government and non-governmental organizations to identify and mitigate the root causes of corruption.



Captured by **Rinaldo Gambaro**,
ZIM Italy

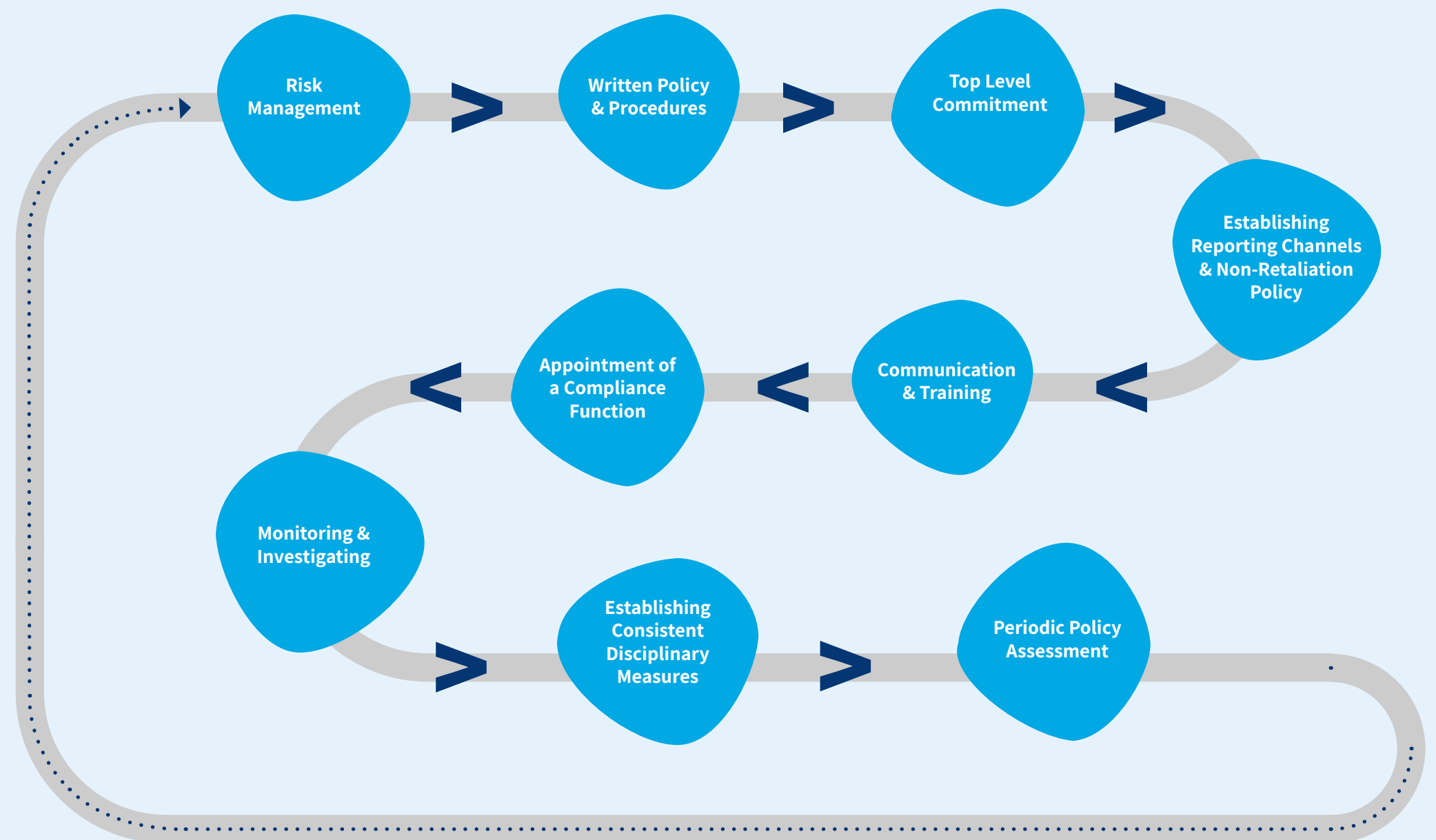
Ensuring Compliance

To make sure we maintain strict compliance with all applicable laws and regulations across our business operations, and to identify any potential areas of violation, we have an extensive compliance program in place, led by our legal department. In addition, we engage with external auditors and conduct surveys as part of our risk assessment process.

We also conduct internal audits and reviews throughout the year, managed by our ZIM internal auditor, according to The Institute of Internal Auditors (IIA) standards and our comprehensive annual work plan under the guidance of the audit committee. A ZIM Compliance Trustee acts as the main point of contact for employees related to issues or questions on fair competition or anti-trust, and serves as a liaison with headquarters regarding compliance issues.

Compliance implementation is an ongoing process at ZIM, involving a broad range of assessments, procedures, implementation, as well as training and awareness activities conducted throughout the year. The company's corporate compliance structure and framework is in accordance with NYSE rules and the Israeli Companies Law.

COMPLIANCE IMPLEMENTATION AS AN ONGOING PROCESS



We have extensive policies in place to guide employees in compliance with regulations, which detail their expected business conduct. In addition to the **Anti-Corruption and Anti-Bribery Policy** and the **Compliance with Global Antitrust Laws Policy**, we have a range of other policies, including the **Insider Trading Policy and Regulation Fair Disclosure Policy**. These policies are available on the ZIM website, and training is provided to employees to ensure awareness and knowledge of the issues and the policy details.

In addition, all employees receive mandatory training on sexual harassment prevention and the importance of creating a respectful work environment. Posters are displayed in our offices with contact info to report to company sexual harassment commissioner who deals with any issues. In 2024, approximately 91% of employees completed the training on a respectful work environment, which addresses sexual harassment and the promotion of respectful interactions.

Whistleblower Program

We know it is crucially important that employees feel safe and secure to report any suspected irregularities or improper behavior that goes against our policies or the law. To that end, the **ZIM Whistleblower and Internal Complaints** policy outlines how reported complaints are handled within the company. As stated in the policy, all ZIM employees with knowledge of suspected irregularities are required to report them. Furthermore, ZIM does not tolerate any form of threat, retaliation, or other action against employees who have reported a suspected irregularity in good faith.

The ZIM whistleblower hotline is available for employees or other stakeholders to anonymously report any irregularities from any location around the world via phone, email, website, or mail. There is also a drop-off box at our headquarters. All reports made

through the whistleblower hotline are reviewed by the company's internal auditors, and shared with the Audit Committee when relevant. We have set a target of responding to whistle-blower complaints within 5 days and met this target in 2024.

In 2024, 43 reports were made related to misconduct, a respectful working environment, and HR practices. Most of them were found to be justified or partially justified and were dealt with at the administrative, procedural and/or disciplinary level. The company was not convicted of any violations of laws or regulations in 2024. At the date of publication, there is one legal action pending against the company.

Compliance for Data Protection

As a global company, we are witnessing increased legislation and regulatory supervision on the methods by which we retain, process, and safeguard the personal information of our customers, vendors, and employees, and we are taking the necessary measures to meet these requirements. We have implemented a compliance plan for the protection of personal data in accordance with applicable laws and regulations, such as GDPR, and we are taking steps to comply with future requirements. For example, a new and extensive amendment to the Israeli Protection of Privacy law was passed and is expected to enter into effect in August 2025. It will require certain Israeli companies to appoint a Data Protection Officer and a Chief Information Security Officer, as well as a compliance plan and meeting other legal requirements; we are making plans to meet these requirements.

Further information related to corporate compliance can be found in the ZIM 2024 Financial Report.

Promoting Competition

We firmly uphold the principles of free and honest competition, and we believe that innovative, efficient companies will thrive in the market by providing excellent services and products at a fair price. We are committed to putting these beliefs into practice and adhere to all laws related to anti-trust and competition.

The ZIM policy **Compliance with Global Antitrust Laws** summarizes the fundamental principles of those laws, with the aim to assist employees in recognizing potential antitrust issues and guidance for how to

proceed in such situations. Employees must complete a training module on fair competition twice a year, which includes learning scenarios and test questions. The policy is available on our website.

In 2024, we were party to certain investigations or proceedings involving allegations of anti-competitive behavior in Israel, the US, Turkey, and Nigeria, which were initiated before 2024. We firmly believe we have been, and continue to be, in compliance with all applicable competition laws.

In 2024, almost approximately **91%** of employees completed the training on a respectful work environment



Captured by Shelly Levi-Tsur,
ZIM HQ, Israel

Practicing Sustainable Procurement

Ethical conduct is fundamental to ZIM's operations, and we extend this expectation to our business partners and suppliers.

Supplier Code of Conduct

The ZIM Supplier Code of Conduct, introduced in 2021, establishes clear standards and expectations for our suppliers related to responsible business practices, and we implemented a Third-Party Anti-bribery & Anti-corruption due diligence process, focused on major vendors and those representing ZIM in government interactions. By the end of 2024, 75% of our suppliers signed the Supplier Code of Conduct. In addition, we have added a list of ESG standards into our standard supplier contract.

75%

of suppliers signed the
Supplier Code of Conduct

ESG Self-Assessment Questionnaire

It is a priority for us to support and promote ESG practices throughout the value chain, as it is only as strong as its weakest link. By ensuring responsible supplier conduct, we can maintain a responsible and resilient supply chain.

To further support our ESG efforts and promote sustainability in our supply chain, in 2024, we expanded our ESG/Sustainability Self-Assessment Questionnaire for suppliers. Criteria on the questionnaire were developed based on a comprehensive analysis of stakeholder priorities,

and covers a range of topics, including company management's involvement on ESG matters, working conditions and human rights, environmental stewardship, business ethics, employee training, and supplier and value chain management. The questionnaire was distributed to all medium and large-sized suppliers – both new and existing, with near-complete participation from new suppliers. We conducted random reviews of responses to identify and complete insufficient data.

Supplier ESG Risk Assessment

Based on the information we received from the questionnaire and public documents, we conducted a comprehensive ESG risk assessment and analysis for our top 100 suppliers (by spending). These assessments also consider the supplier's operating country, based on established country risk indices for environmental, labor, corruption, information security, and ethical factors, as well as their sector, reflecting inherent industry vulnerabilities. Additionally, we evaluate their participation in voluntary reporting frameworks like EcoVadis and adherence to ISO standard 14083 for the quantification and reporting of GHG emissions arising from transport chain operations. This multi-faceted analysis results in an overall risk factor score for each supplier.

This risk assessment tool is crucial in our supplier monitoring strategy and guides our ongoing ESG audits of suppliers, helping us to identify which suppliers and specific ESG areas require monitoring. In addition, ZIM Regional Operations Managers, who are in close contact with suppliers, recommend

candidates for on-site ESG audits, which they conduct several times a year.

As we promote sustainable procurement, so do our clients- we were recognized in 2024 by DHL for our effort and dedication demonstrated in our ESG initiatives, as part of DHL's Global Forwarding ESG Supplier Awards.

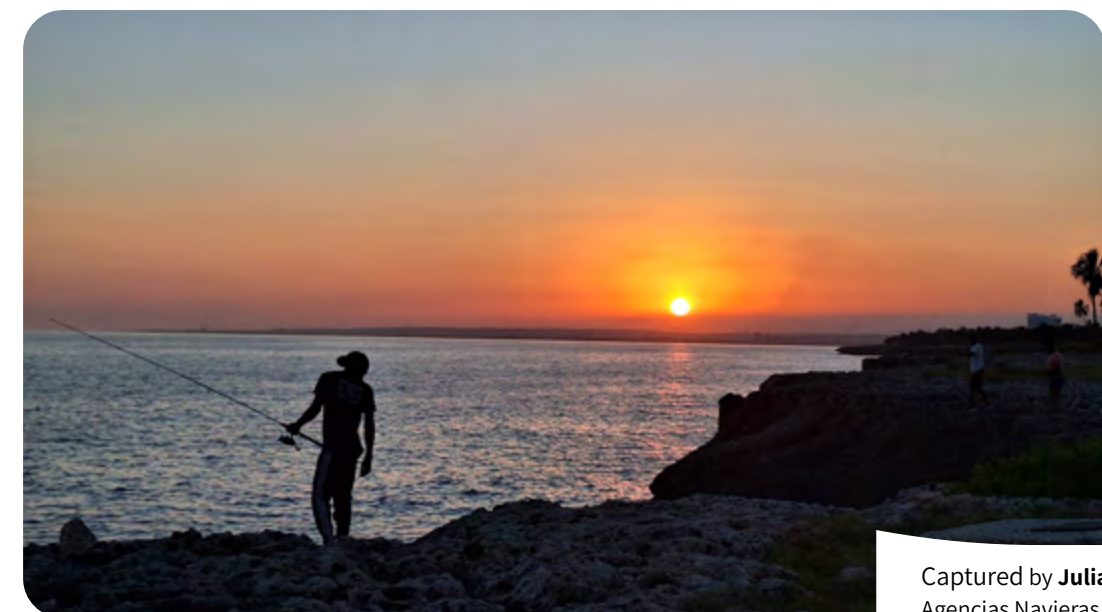
On-Site Audits

To verify that ESG standards are indeed met by our suppliers, we carry out on-site audits include physical visits to offices and operation grounds, reviewing documents that support the supplier's ESG policies, including training of employees, receiving supplier's response to reporting organizations such as the CDP, meeting relevant office holders, and witnessing working conditions.

As part of ZIM's commitment to improving its suppliers' ESG performance, we collaborated in the development of Concargo.



Concarga is an innovative digital platform that helps land transport companies plan and optimize their container reuse, avoiding empty trips and boosting profitability. Furthermore, it helps companies reduce the carbon emissions related to their land transportation, improving sustainability performance throughout the supply chain. In 2024, Concarga enabled 6,525 empty container diversions for 512 companies, which translates to 2,158,056 kg of CO₂ emissions saved for customers, according to Concarga.



Captured by **Julia Cruz**,
Agencias Navieras B&R

PROTECTING PRIVACY & CYBERSECURITY

ZIM recognizes the crucial importance of safeguarding our data and technology infrastructure. We take a comprehensive approach toward these issues, grounded in cutting-edge technology and extensive employee awareness and readiness.

The **ZIM Cyber Security** policy provides clear guidelines and procedures for the responsible handling of data and infrastructure, and we adhere to all relevant privacy regulations, including GDPR and local mandates. Furthermore, our attainment of **ISO 27001 and ISO 27701** certifications underscores our adherence to internationally recognized standards for information security and privacy management. These certifications cover the company's operations, offices, computers, and information systems and are valid through 2027, to be renewed each year.

Our dedicated information security team, supported by ZIM's 24/7 Global Operations Center (GOC), enables the continuous monitoring and rapid response to potential cyberthreats. The Chief Information Security Officer (CISO) holds ultimate responsibility for the development and enforcement of information security controls across the organization, and oversees privacy protection and GDPR compliance, ensuring our practices align with regulatory requirements. In 2024, there were zero privacy complaints received from external parties or regulatory bodies, reflecting the efficacy of our privacy measures.

We take proactive measures to enhance our cyber resilience, and in 2024, we conducted cyber readiness drills in 10 countries across East Asia, Israel, and North America. The Global Operation Center (GOC) also

launched a new Cyber Resilience portal, providing a centralized platform for managing data backups and cyber readiness procedures. The portal also facilitates knowledge sharing, standardizes incident response, and provides a dedicated environment for cyber drills. The GOC is also in charge of maintaining ZIM's business continuity plan and cyber readiness measurement methodology, enabling us to identify and address potential vulnerabilities in our defenses.

ZIM continuously monitors and enhances our cyber defenses to ensure ongoing resilience, and maintains comprehensive backup for our data and information systems.



DEDICATED TO CUSTOMER SERVICE

"Delivering service the ZIM way" is not just a phrase; it's the driving force behind our success, built on customer satisfaction and strong relationships.

Through our annual **Customer Experience Survey**, we engage with customers to hear their feedback directly and identify any areas for improvement. In 2024, we achieved a record number of responses – nearly 5,400 customers, an increase of 18% from the previous year.

The feedback we received highlights the high level of service we provide across all customer touchpoints. Notably, **95% indicated they will continue using ZIM services**, and nearly 90% would recommend us as a shipping carrier. Our sales team received excellent ratings, with 90% of customers scoring them as very good or excellent, and 80% rated our customer

service professionalism and general attitude in the same categories. This valuable feedback helps guide our future initiatives to further improve customer satisfaction and reinforce our industry leadership.

95%

indicated they will continue using ZIM services, and nearly 90% would recommend ZIM as a shipping carrier



PARTNERSHIPS

**HOW DO WE
INNOVATE
AND CREATE
PARTNERSHIPS?**

Captured by **Capt. Avi Lugasi-Gal**,
ZIM Veteran

Partnerships Enable It All

At the foundation of our ESG pillars- People, Planet, and Governance- lies our commitment to innovative services, strategic partnerships, and meaningful sector collaborations.

These elements enable us to deliver innovative shipping solutions to our customers, keep ZIM a great place to work, reduce our environmental impact, and conduct our business responsibly. They help us extend our reach and support industry-wide progress towards more responsible and sustainable shipping practices, and through our innovation and partnerships we continuously create a positive impact for customers and the global supply chain.



CREATING ADDED VALUE FOR OUR CUSTOMERS

Within our global network, we offer a range of value-added services to customers, helping them to improve and optimize their logistics and operations.

ZIMLog

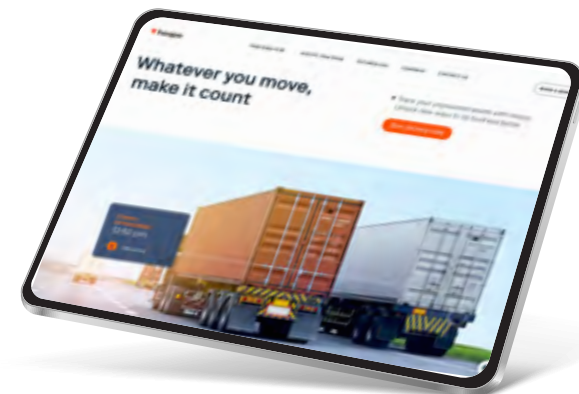
ZIM Log seamlessly integrates transportation into customers' supply chains, providing end-to-end solutions to manage all freight forwarding needs globally. With a comprehensive suite of services—including ocean, air, and land transport, customs brokerage, warehousing, e-commerce solutions, and cargo insurance—ZIM Log expertly handles diverse cargo types, leveraging its network of over 300 employees across nine global locations.



hoopo

Hoopo helps businesses track and manage their logistics operations more efficiently by providing real-time data and analytics. With its innovative, smart tracking devices on dry containers, it offers unmatched tracking visibility in the shipping industry – at sea and on shore.

The solution significantly improves container visibility, giving customers critical real-time data to enable better decision making across their supply chain and mitigate risk when cargo is in transit, both on ships and intermodal transportation. Hoopo's product also holds significant environmental benefits: real-time tracking reduces many unnecessary container movements, empty transports or searches for a container, which all create emissions, thus eliminating a significant source of potential emissions.



The HoopoSense solar device has a battery life of over 12 years, with superior performance in real-world conditions, while maintaining data accuracy and reliability. The solution is the only tracker on the market with an integrated door sensor, enabling door status monitoring without the need for additional devices and cost. It is available across our entire container fleet, offering enhanced visibility to customers throughout their cargo's journey.

ZIMonitor

ZIM's refrigerated reefer container fleet has experienced rapid growth, increasingly sevenfold in recent years to about 27,000 refrigerated containers. With an average age of four years, ZIM's reefer containers are the youngest in the market, 4 years on average, resulting in efficient and economical energy use. Reefer containers offer many environmental benefits, including advanced refrigeration systems that enhance energy efficiency, fewer potential points for refrigerant leakage, and noise reduction measures.

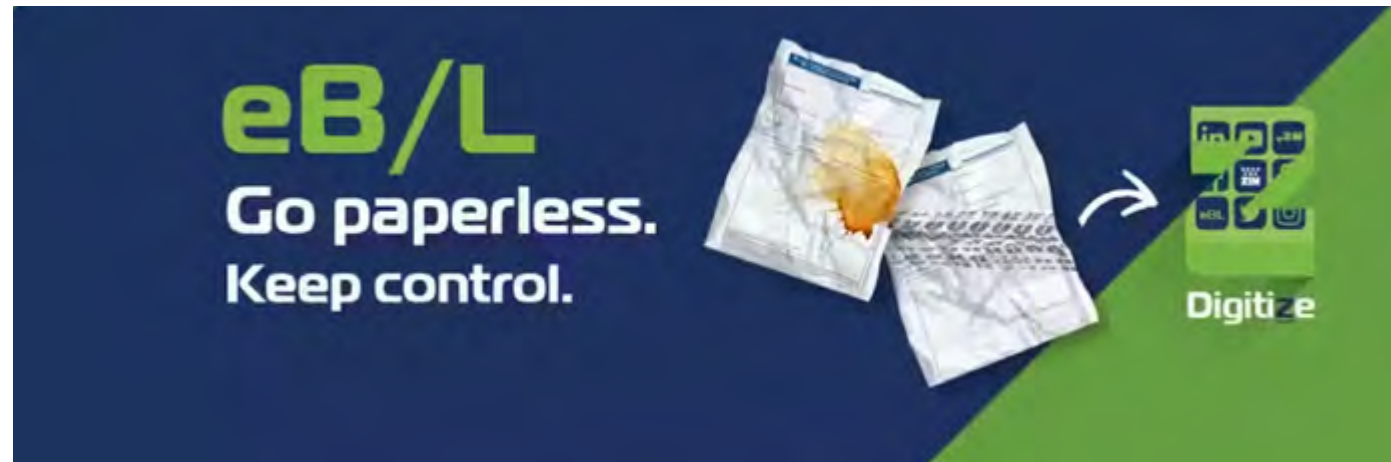
ZIMonitor is our premium reefer cargo tracking service, allowing customers to track, monitor and remotely control sensitive high-value cargo, such as

pharmaceuticals, food, and delicate electronics. It monitors a range of features, including GPS location, temperature, humidity and unnecessary container door opening. The service provides customers with 24/7 online alerts to enhance the monitoring of their high value cargo. It also supports extended food product shelf life, reducing food loss and the associated waste of energy and water resources used in food production.



ZIM's reefer containers are the youngest in the market

eB/L



eB/L, powered by Wave B/L, is the digital alternative to a traditional bill of lading – a fundamental document in international trade, serving as a shipment proof and contract evidence. The platform digitizes all trade documents, improving supply chain efficiency while reducing environmental impact. By eliminating paper documents and also courier deliveries, especially in the resource-intensive "last mile", the platform also decreases fuel consumption and emissions.

Documents are secured through blockchain technology, and every transaction is recorded and verifiable, eliminating loss, delay, or forgery. The service has the added environmental benefit of allowing for significant savings in paper while improving customer service and making it much easier to do business. We continue to bring innovative

solutions to our customers, and in 2024 we exceeded our targets for eBL adoption, leading the shipping industry in adapting digitization with significant results:

- **20.3% adoption rate** - an increase from 13% last year, and the highest adoption rate in the market.

- **1,110 new active customers,**

Notably, in the North Pacific trade, we reached a 68% adoption rate, revolutionizing how we do business in this area. These results are a true testament to the dedication and commitment of all our teams, and we continue to drive the industry-wide effort to digitization with our goal of reaching 100% electronic bills of lading by 2030.

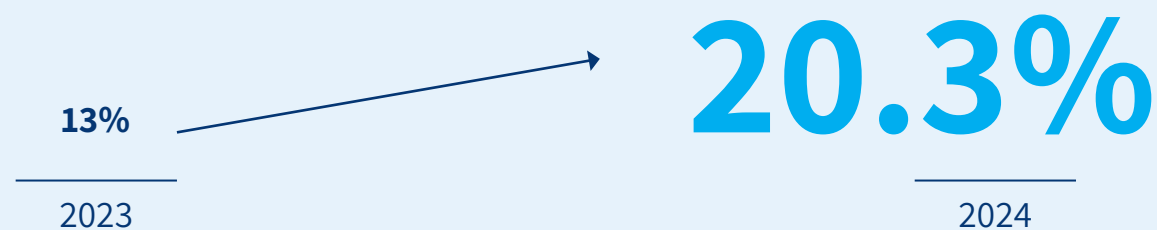
1,110

new active eB/L customers



Captured by **Alexandra Vaughan,**
ZIM USA

eB/L Adoption Rate



PROMOTING INNOVATION AT ZIM

At ZIM, innovation is part of everyone's job. We empower employees to be creative in their work, and seek ways to continuously improve processes, develop new work models, and create new offerings and solutions.

Innovation Ambassadors

In 2024, we expanded the Innovation Ambassadors program to 38 employees who represent diverse roles and departments across ZIM. The ambassadors champion innovation across business units, serving as key contacts for employees and driving a broader, more inclusive approach to new ideas. In 2024, the ambassadors participated in specialized workshops to develop their skills in fostering innovation and supporting others in developing new ideas.

CEO Award for Creative Thinking

Our annual award empowers employees from around the world to drive innovation by developing new projects or services for implementation at ZIM. Projects are evaluated on their creativity, potential impact, alignment with our values, estimated business value, and cross-functional collaboration between business units and countries. In 2024, the first-place winner in the "ideas" category was Kudos, a platform for employees to share knowledge, give kudos to their colleagues for their work that helps create a cooperative and supportive work environment, which is in the PoC stage. First place award in the "Projects" category went to a project that aims to bridge the gap between ZIM and its customers through direct, engaging, and informative interactions. ZIM is the first

shipping company to implement regular livestreams, setting a new standard for digital communication in the industry. The award also recognized an idea for a metal mold that helps install Hoopo on dry containers more efficiently.

We also foster employee innovation through friendly competitions. In 2024, we held a contest to develop a dashboard tool to help us better utilize our 100+ business dashboards to aid informed, data-driven decision making across the organization. Analysts in the ZIM Business Intelligence unit developed a Tableau-based tool that transforms vast amounts of global data into actionable insights across departments.



Znovate

To promote innovation, we use our designated platform, Znovate, where employees contribute their ideas, sometimes addressing challenges raised, including submissions for the CEO Award for Creative Thinking. In the first stage, a group of Innovation Ambassadors examines the ideas to see whether they are applicable, and if they have been proposed before. Then, division managers in the relevant field review the ideas, and if they determine that they are viable, send the ideas to the relevant VP to determine if they could be developed and adopted, and to the CEO if needed.

Global Innovation Days

We hosted global innovation days in January 2024 at ZIM locations worldwide. The event featured live lectures by external innovation leaders, senior ZIM managers, and a select team from our innovation ambassadors. The events showcased new innovation tools insights, were attended by 700 employees, and broadcast to our worldwide offices.



PROMOTING INNOVATION THROUGH INVESTMENT

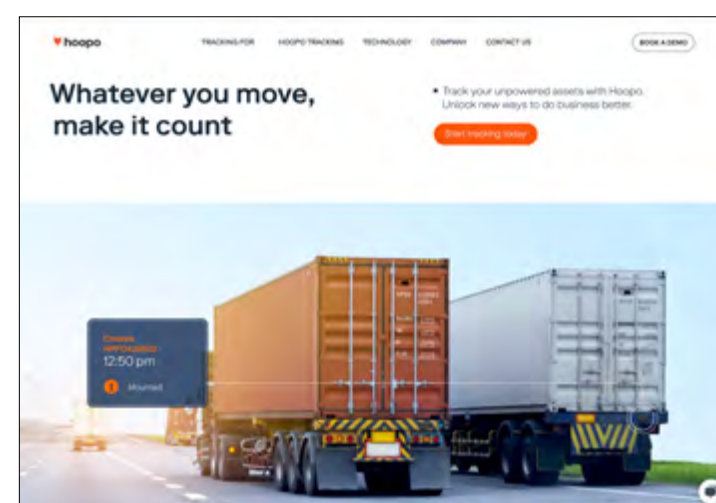
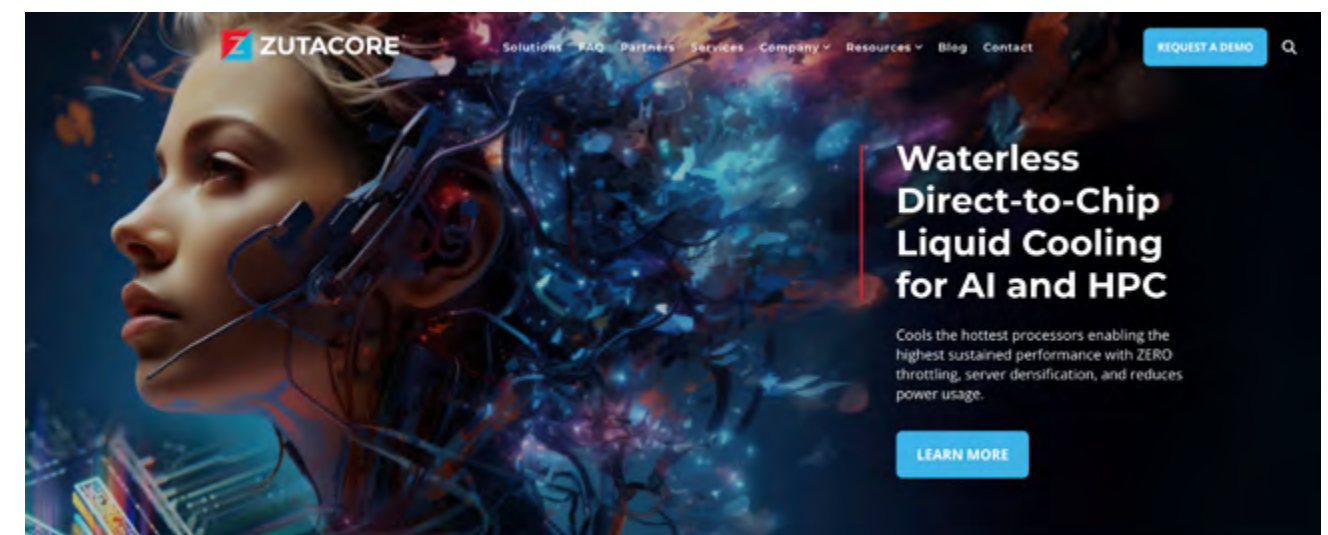


Through ZIM Ventures, our corporate investment arm, we invest in companies that are developing disruptive technologies that serve as growth engines for the shipping and logistics industries. We are also looking ahead, with investments in sustainable technologies that make the world a better place.

Recent impact investments include **Zutacore**, which develops advanced cooling technologies for data servers, thereby reducing the substantial energy demands of data centers and so their associated GHG emissions; **Carbon Blue**, whose technology extracts carbon dioxide from any water source, enhancing water's natural ability to absorb greenhouse gasses from the atmosphere, effectively transforming any water source into a carbon-negative asset and contributing to the global fight against climate change; and **Newton Tech**, which utilizes sophisticated technology to analyze and track an individual's unique movement patterns over time, with the potential to detect early signs of disease like Parkinson's, even before symptoms manifest.

We have also invested in **Spinframe**, which leverages AI to provide the automotive industry with efficient vehicle assessments across the entire value chain. Their solution for shipping and ports allows for vehicle documentation, identification, and damage detection across the entire journey.

We also invest in Hoopo and Wave which have significant environmental benefits, mentioned [above](#).



BEING PART OF OUR INDUSTRY'S LEADERSHIP

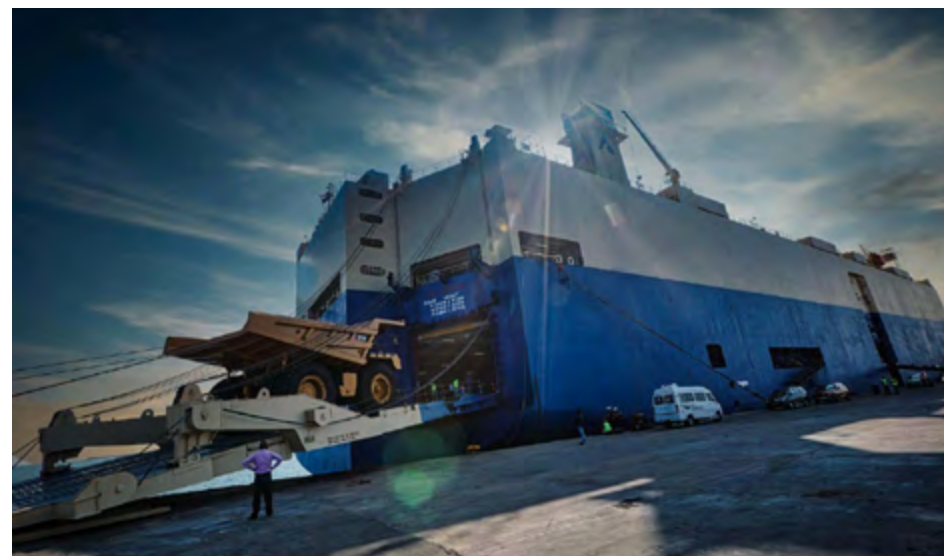
We are proud to take a role in steering the shipping industry to innovative sustainability practices.

ZIM is a long-time member of the Smart Freight Centre (SFC), an international non-profit organization focused on reducing the emission impacts of global freight transportation. The program is a collaborative partnership between ocean container carriers, freight forwarders, and cargo owners focused on tracking and reducing greenhouse gas emissions from container

shipping and sharing ocean container freight decarbonization best practices.

Furthermore, in 2024, **ZIM's Global ESG Lead was elected by the Clean Cargo members to join the Clean Cargo Method Committee**, a specialized group that focuses on developing and refining the methodologies used for carbon emissions calculation,

data reporting and verification, environmental benchmarking, and sustainability initiatives. Starting in 2024, ZIM is also an active member in SFC's new Global Ro-Ro Community, which focuses on forming a new reporting methodology for car carrying vessels.



PARTNERSHIPS & INDUSTRY COLLABORATIONS

We believe strategic partnerships are essential to achieving the company's vision and advancing the shipping sector. We value our collaboration with industry associations, nonprofit organizations, and other institutions to promote social and environmental change and drive innovation in the sector.

Memberships in Associations and Initiatives



Smart Freight Centre

A global non-profit that runs the world's only independent environmental disclosure system for companies, capital markets, cities, states and regions to manage their environmental impacts.



Global Maritime Forum

The Global Maritime Forum is an international non-profit organization that brings together leaders from across the maritime industry to shape the future of global seaborne trade. It focuses on collaboration, sustainability, and long-term impact, especially around decarbonization, on a framework for financial institutions to assess the climate alignment of ship finance portfolios and on seafarers' rights, well-being, and fair treatment.



Cargo Incident Notification System

Initiative designed to increase safety in the supply chain, reduce the number of cargo incidents onboard ships, and highlight the risks caused by certain cargo or packing procedures.



Digital Container Shipping Association (DCSA)

Creates new digital standards in the maritime shipping industry to enable global collaboration, and make shipping services easy to use, flexible, efficient, reliable and environmentally friendly.



Getting to Zero Coalition

The Getting to Zero Coalition of the Global Maritime Forum is an alliance of more than 200 organizations within the maritime, energy, infrastructure, and finance sectors. The Coalition is committed to getting commercially viable zero-emission vessels powered by zero-emission fuels into operation by 2030 - an essential milestone to achieve the shipping industry's ambitious goal of full decarbonization by 2050.



Maritime Anti-Corruption Network

MACN and its members work towards the elimination of all forms of maritime corruption by raising awareness of the challenges faced; implementing the MACN Anti-Corruption Principles and co-developing and sharing best practices; collaborating with governments, non-governmental organizations, and civil society to identify and mitigate the root causes of corruption; and creating a culture of integrity within the maritime community.



World Shipping Council

The WSC works towards smart, global climate regulation that will help accelerate the decarbonization of shipping. It also works to ensure a safe workplace for crew and on-shore transport workers and increase the security of ships, cargo, and personnel.



EcoTransIT

The most widely used software worldwide to automate the calculation and analysis of energy consumption and freight emissions. It is accredited by Smart Freight Centre to be in accordance with the GLEC Framework and also meets the requirements of EN16258 and the GHG protocol.



Multi-sector industry coalition established to demonstrate LNG's benefits as a viable marine fuel to facilitate a global LNG marine fuel value chain that enables the transition to sustainable shipping with lower emissions.



An industry-wide initiative, launched at the UN COP28 conference dedicated to cutting carbon emissions in the frozen food supply. It explores the feasibility of moving from -18°C to -15°C as the international standard for transporting frozen food. This small change can make a big impact on the shipping sector's environmental footprint, without compromising food safety by creating energy savings of around 25TWh and potentially saving 17.7m metric tonnes of CO₂ per year.



CN EcoConnexions Partnership Program

CN, a leading North American transportation and logistics company, created the EcoConnexions Partnership Program with Tree Canada to recognize sustainability efforts among their supply chain partners and customers in Canada and the US. In 2024, we achieved an 89% overall score in the program's scoring matrix, which evaluates performance across sustainability policies, reporting, climate action targets, partnerships, and initiatives related to carbon reduction and biodiversity.

ESG Ranking and Recognition

We are proud of the recognition we have received from external entities for our ESG achievements.



Ma'ala

Corporate membership organization promoting corporate social responsibility (CSR) in Israel. ZIM has been a member of the senior leadership forum since 2021.



Platinum+ in the Maala ESG Rating

We were proud to continue our achievement of Platinum Plus rating in the 2024 Maala ESG Rating, reflecting our leadership in ESG performance. Ma'ala is the leading organization in Israel that promotes ESG knowledge, and its implementation and its rating is the de facto ESG standard in Israel. It has over 150 member companies, among them Israeli's major banks and top companies from all sectors. In 2024 ZIM assumed a Leadership role at Ma'ala which allows us to take part even more in the promotion of sustainable practices throughout the Israeli economy. We were also part of a forum of leading Ma'ala members recognized by Israel's president. Notably, this year we earned a 5-star rating for Diversity and Inclusion, demonstrating our profound commitment to merit-based inclusivity and excellence on a global scale.

We were also evaluated by the following organizations and rose in ranking:



Captured by **Anna Blicharska**,
ZIM Poland

INDEXES

ENVIRONMENTAL DATA TABLE

	Unit	2022	2023	2024
Energy consumption within the organization (302-1)				
Fossil energy consumption	GJ	75,138,978	69,938,394	79,678,940
Energy consumed from electricity	GJ	31,022	28,606	30,237
Total Energy consumed	GJ	75,170,000	69,967,000	79,709,177
Energy Intensity (302-3)	MJ/TEU*km	0.89	0.70	0.54
Emissions (305)				
Total GHG emissions	tCO₂e	7,572,249	7,259,169	9,766,728
Direct (Scope 1) GHG emissions (305-1)	tCO₂e	5,805,558	5,524,462	6,518,780
Energy indirect (Scope 2) GHG emissions (305-2)	tCO₂e	4,871	3,628	3,889
Market-based	tCO ₂ e			3,560*
Location-based	tCO ₂ e	4,871	3,628	3,889
Other indirect (Scope 3) GHG emissions (305-3)	tCO₂e	1,761,820	1,731,079	3,244,058
Category 1 - Purchased goods and services	tCO ₂ e	5,843	7,414	649,524
Category 2 - Capital goods	tCO ₂ e	70,353	82,412	490,832
Category 3 - Fuel- and energy-related activities	tCO ₂ e	1,309,398	1,264,004	1,546,948
Category 4 - Upstream transportation and distribution	tCO ₂ e	350,851	355,875	547,342
Category 5 - Waste generated in operations	tCO ₂ e	948	2,178	1,084
Category 6 - Business travel	tCO ₂ e	1,984	2,411	664
Category 7 - Employee commuting	tCO ₂ e	2,322	3,105	3,141
Category 11 - Use of sold products	tCO ₂ e	16,258	10,229	3,879
Category 12 - End-of-life treatment of sold products	tCO ₂ e	2,736	2,233	382
Category 15 - Investments	tCO ₂ e	1,129	1,218	262
GHG emissions intensity (305-4)	gCO₂/TEU*km	83.02	63.60	53.01
Air pollutants (305-7)				
NOx	Ton	137,529	125,768	143,222
SOx	Ton	20,825	23,815	26,031
Effluents and Waste (306)				
Sewage Treated	m ³	14,180	17,783	14,806
Garbage Disposed at Sea	m ³	1,035	554	395
Garbage Incinerated	m ³	1,512	1,057	719
Garbage (Including ashes)	m ³	4,238	5,876	4,626
Sludge & Oily Water	m ³	29,571	34,141	31,498

*In 2024, we enhanced our carbon analysis by incorporating a market-based methodology.

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GRI Standard	Disclosure	Location
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A special thanks to the photographers who granted permission for the use of the images included in this report, including Bayport, Eldad Refaeli, Yosta Tixell, Craig Cooper, Warhaftig Venezian Professional Photography, LiveStudios Photography Pte. Ltd, Glenn Fajota, Penutt Sierra Roxana, and Jacky Hung & Cathy Luk Hong Kong. Some of the images in this report are used non-commercially, in accordance with section 27A to the Copyright Law, 5768-2007. Insofar as any creator or any of their heirs contact us during the term of the copyright, we will lawfully regulate the use with them.

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SASB STANDARDS - MARINE TRANSPORTATION

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE/ PAGE NUMBER
Greenhouse Gas Emissions				
Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO ₂ e	TR-MT-110a.1	6,518,780
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	“Discussion and Analysis”	n/a	TR-MT-110a.2	pg. 32-35
(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TR-MT-110a.3	(1) 79,709,177 (2) 9% (3) 14%
Average Energy Efficiency Design Index (EEDI) for new ships	Quantitative	Grams of CO ₂ per ton-nautical mile	TR-MT-110a.4	None of the owned ships were built after 2013
Air Quality				
Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	Quantitative	Metric tons (t)	TR-MT-120a.1	(1) 143,222 (2) 26,031
Ecological Impacts				
Percentage of fleet implementing ballast water (1) exchange and (2) treatment	Quantitative	Percentage (%)	TR-MT-160a.2	100%
(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m ³)	TR-MT-160a.3	No spills
Employee Health & Safety				
Lost time incident rate (LTIR)	Quantitative	Rate	TR-MT-320a.1	1.32

SASB STANDARDS - MARINE TRANSPORTATION

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE/ PAGE NUMBER
Business Ethics				
Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Number	TR-MT-510a.1	93 calls
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	TR-MT-510a.2	0
Accident & Safety Management				
Number of marine casualties, percentage classified as very serious	Quantitative	Number, Percentage (%)	TR-MT-540a.1	No serious accidents
Number of Conditions of Class or Recommendations	Quantitative	Number	TR-MT-540a.2	Condition of Class – 16 (SMD vessel)
Number of port state control (1) deficiencies and (2) detentions	Quantitative	Number	TR-MT-540a.3	Number of port state control – 17 Number of Deficiencies -11 detentions – 0
ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE/ PAGE NUMBER
Number of shipboard employees	Quantitative	Number	TR-MT-000.A	151
Total distance traveled by vessels	Quantitative	“Nautical miles (nm)”	TR-MT-000.B	13,537,307
Operating days	Quantitative	Days	TR-MT-000.C	51,253
Deadweight tonnage	Quantitative	“Thousand deadweight tons”	TR-MT-000.D	9,962,151
Number of vessels in total shipping fleet	Quantitative	Number	TR-MT-000.E	145
Number of vessel port calls	Quantitative	Number	TR-MT-000.F	8,402
Twenty-foot equivalent unit (TEU) capacity	Quantitative	TEU	TR-MT-000.G	784,847

In case of inconsistencies, inaccuracies, or conflicts between the financial content of this report and the company's financial statements, the latter shall prevail.

TCFD INDEX

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b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	41 20F for 2024 pp.10-23
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c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	26



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Independent Limited Assurance Report to the users/readers of ZIM Integrated Shipping Services Ltd. 2024 ESG Report

We were engaged by the management of ZIM Integrated Shipping Services Ltd. (further referred to as “**ZIM**” or “**the Company**”) to provide limited assurance on the specified topics as mentioned in the table below (further referred to as “**topics**”), regarding the information presented on ZIM’s 2024 ESG Report for the year ended 31 December 2024 (further referred to as “**the Report**”).

It should be noted that the assurance refers to the information and data included in the topics listed in the table below, regarding the reporting year only:

Topics	Unit	2024 data
Total scope 1 emissions	tCO ₂ e	6,518,780
Total scope 2 emissions (location based)	tCO ₂ e	3,889
Percentage of women in management	%	39
Percentage of employees completing ethics training	%	90

Further information and details, including the scope, content, assumptions, and estimates determined by the Company regarding the topics included in the process, can be found in the relevant chapters of the Company’s ESG Report.

ZIM management is responsible for:

- the preparation and the presentation of the Report in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) as described on the relevant page of the Report, and the information and assertions contained within it;
- for determining ZIM’s objectives in respect of sustainable development performance and reporting;
- for establishing and maintaining appropriate performance management and internal control systems from which the information is derived, to be free from omissions and material misstatements whether due to fraud or error;
- the identification of stakeholders and material issues for reporting.

Our responsibility is to provide a limited assurance engagement and to express a conclusion based on the work performed. We conducted our engagement in accordance with *the International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB)*. The Standard requires that we comply with applicable ethical requirements, including independence requirements, and that we plan and perform the engagement to obtain limited assurance about whether the Report is free from material misstatement.

A limited assurance engagement, regarding data and information of the specified topics in the ESG Report, consists of making interviews, primarily of ZIM employees responsible for the preparation of information presented in the Report, and applying analytical and other evidence gathering procedures, as appropriate. These procedures included:

- Examination of the specified topics in the Report, for the purpose of performing a limited assurance, based on public information sources, knowledge of the Company business and other comparative information of similar organizations.
- Interviews with management and relevant staff of ZIM to gain an understanding regarding the specified topics and concerning corporate responsibility strategy and policies for the specified topics, and the implementation of these across the business.
- Interviews with relevant staff at corporate and business unit level responsible for providing the information in the Report.
- Comparing the information regarding the specified topics presented in the Report to corresponding information in the relevant underlying sources to determine whether all the relevant information contained in such underlying sources has been included in the Report.
- Where relevant, conducting interviews regarding the calculation, aggregation and methods used to collect and report the specified topics in the Report.
- Reading the information presented in the Report to determine whether it is in line with our overall knowledge of, and experience with, the corporate responsibility performance of ZIM.

As part of the process of performing a limited assurance, we reviewed the changes made to the draft 2024 ESG Report of ZIM and reviewed the final version of the Report to ensure that it reflects our findings.

Limited assurance is less than absolute assurance and reasonable assurance. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Based on the limited assurance procedures performed and the evidence we have obtained, described in this report, nothing has come to our attention to indicate that the specified topics as mentioned in the table above, in ZIM’s 2024 ESG Report are not presented, in all material respects, in accordance with the GRI and ZIM’s reporting criteria.

Our limited assurance report is made solely to ZIM in accordance with the terms of our engagement. Our work has been undertaken so that we might state to ZIM those specified parts we have been engaged to state in this limited assurance report and for no other purpose or in any other context. We do not accept or assume responsibility to anyone other than ZIM for our work, for this limited assurance report, or for the conclusions we have reached.

29 May, 2025

KPMG Somekh Chaikin

Tel Aviv, Israel



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Captured by **Wattanasupt Ekachai**,
ZIM Thailand