



ESG REPORT 2022



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LETTER FROM THE CEO



“ As a company that has adopted ESG and sustainability as core values, one of our central pillars in this regard is the renewal of our fleet. ”

Our 2022 ESG report highlights the challenges and opportunities that ZIM faced throughout the year. While the COVID-19 crisis faded, the war in Ukraine broke out, with significant impact on the markets and changes to operational routines around the world. We used our innovative spirit and agile approach to quickly adjust to the market dynamics, while maintaining our ESG commitment as a top priority. The 2022 report provides a comprehensive and detailed overview of the company’s varied and detailed goals and commitments.

With the impact of global climate change becoming more evident, especially on our industry, and in recognition of our responsibility to deal with the challenges it poses, I presented ZIM’s Board of Directors with our new emissions reduction target: net-zero emissions by 2050, which is above and beyond the IMO goal. It has been approved, and we are now building a comprehensive roadmap with science-based targets to achieve this target. At ZIM, we believe that innovation is an important factor that contributes to the reduction of our environmental footprint. We acquire and integrate new technologies into our operations each year, and taking precautionary measures to integrate climate risks into the company’s risks and opportunities analysis.

As a company that has adopted ESG and sustainability as core values, one of our central pillars in this regard is the renewal of our fleet. New efficient vessels are joining our fleet, while older vessels are being phased out. Out of a total of 46 new vessels planned to join our fleet, 28 will be LNG-fueled. While LNG is a fossil-based fuel, it is the best available alternative at this stage, and ZIM expects an immediate decrease in GHG emissions as these vessels begin to operate. We also anticipate that the

LNG infrastructure will provide a pathway for green fuels in the medium and long-term. To ensure a steady and efficient supply chain, ZIM has partnered with Shell as its LNG supplier and is exploring options for the supply of bio-LNG in the near future.

ESG is not only about the environment, but also a commitment to conduct our business in an honest and ethical manner, provide a safe and strong supply chain for our customers, offer a healthy and rewarding work environment for our employees, and be responsible to the communities in which we operate. Our Zimpact Committee cooperated with numerous environmental, social, diversity, and educational organizations, and some of the impacts are presented in the report.

Diversity, inclusion, and empowering all employees, are also key topics for ZIM. In 2021, the company established strong diversity KPIs and goals, and achieved them in our HQ in 2022. In 2023, the company intends to broaden its diversity efforts to our worldwide offices, and set goals for every country and region in which we operate.

2022 was unique – and looking ahead, a strong and resilient ZIM is ready to take on upcoming challenges, comply with new regulations, and meet stakeholder expectations, but most importantly, meet our own expectations.

Eli Glickman, President & Chief Executive Officer

LETTER FROM THE COO



In 2022 we took our commitment to ESG as a core value at ZIM further. We developed an ambitious new ESG strategy that was approved by the Board of Directors, created a management-level ESG Steering Committee, and initiated a wide range of ESG activities.

Our biggest achievement was the recent launch of our first LNG-powered vessel, the ZIM Sammy Ofer, with a secured safe and reliable LNG bunkering supply through our long term agreement with Shell. In the next two years, 27 more newly built LNG vessels will join our fleet, providing a further 25% reduction in our Carbon footprint and a significant reduction in sulfur and other particulate matter. Additional 18 newly built, state-of-the art efficient fuel oil vessels will join our fleet, which will enable us to comply with the new CII and EEXI regulations while maintaining an excellent service level to our customers. This massive fleet renewal will put us in good position for our journey towards decarbonization. At the same time, we keep monitoring all relevant technological developments for further GHG reductions, and plan to embrace them with the agility that has always given us an edge in the market.

We also grew our fleet by 30% and launched new trade lanes in 2022. This growth, along with the integration of the new IMO 2023 regulations, required us to adopt more advanced tools and technologies to manage our fleet more efficiently. We believe innovation is a critical building block in our ESG journey, and we will continue to seek new technologies.

2022 was a good year for ZIM's overall ESG performance – we advanced significantly across our KPIs, our external ESG ratings improved across various rating agencies, and we are ranked among the industry's leaders. We increased employee training and awareness, and our Sustainability Challenge had over 100 submissions from our offices across the world. We will build on this success and continue our efforts to implement more environmentally friendly solutions in our global operations and offices. We strive to go beyond regulation compliance in all ESG aspects, and have adopted a mode of on-going improvement, as more regulations are introduced, and stakeholder demands increase.

We look forward to 2023 and aim for it to be a breakthrough year in our path to decarbonization. Despite the many uncertainties in our industry, I am certain that ZIM's ESG and environmental journey will continue to grow and advance as we sail ahead.

David Arbel
EVP Chief Operations Officer

LETTER FROM THE HEAD OF ESG



Last year we saw significant progress in our ESG program. One of the highlights was the launch of our Net Zero targets for 2050, and we are working diligently to build a new decarbonization road map to reach this ambitious goal. This year marks the second in a row that we measure our full Scope 1,2,3 GHG emissions, and we have improved the measurements this year to collect our emissions data even more accurately. This is partly due to the growing demand from stakeholders for Scope 3 data, and as we look ahead at regulations coming from the IMO, EU, and US SEC, we recognize the data needs to be as precise as possible, with the proper assurance and validation.

We strengthened our ESG management structure, with more involvement from our board and management, and a new ESG Steering Committee to promote cross-function involvement on this important strategic focus for the company. We also saw more employee engagement with ESG, including high attendance at Earth Day and International Tolerance events, and a successful company-wide Sustainability Challenge, with over 100 initiatives submitted around the world.

We also focused our efforts on implementing the ZIM Supplier Code of Conduct and making our supply chain more sustainable. Strengthening our supply chain sustainability is a priority, and we believe each stronger link in the chain builds confidence and stability. We worked on strengthening our partnership with more organizations on environmental issues, including sea research and ocean cleaning. Our work with Eco Ocean, the IMMRAC Coastal Patrol, and other nonprofits focusing on the environment, education and health, are having a real impact on the environment and communities globally. In 2023, we plan to launch our Global ESG Trustees program, expand our diversity targets to more countries, and more fully align our social programs with our ESG strategy.

Worldwide, the impact of climate change has become more evident, resulting in greater understanding by major stakeholders of the urgency in addressing this challenge. Hopefully this will make the planet a better place for us and for future generations. I am proud that we have built a strong ship to take on any challenges ahead. We know the risks but see them as an opportunity. Everyone understands what we have to lose and what we can gain from proper management of our Environmental, Social and Governance Strategy.

Shay Levy
Head of ESG

ABOUT ZIM



ABOUT THIS REPORT

This is the fifth annual ESG report of ZIM Integrated Shipping Services Ltd. (“ZIM” or “the company”). The information and data disclosed in this report address ZIM’s activities and performance for the period January 1 to December 31, 2022, and provide information regarding all entities included in the Company’s consolidated financial statements, unless otherwise indicated. This year, the report is being published shortly after ZIM’s annual financial report.

New topics covered in this report include:

- **Our updated ESG strategy** ([p. 26](#))
- **Improvements in our ESG and sustainability rating** ([p.29](#))
- **Updated ESG materiality topics** ([p.33](#))
- **Actions to address climate change and our “net zero program”** ([p.40](#))
- **Expansion of our LNG fleet** ([p.44](#))
- **Information on climate risk management** ([p. 56](#))

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainable Accounting Standards Board (SASB): Marine Transportation Industry metrics. The 2022 ESG Report is not part of ZIM’s financial statements.

This report has not been externally assured. 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 2022 audited Financial Report and the externally assured carbon emissions data, as required by and reported to the CCWG.

For any comments and questions about this report or any 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 on our website at www.ZIM.com.



OUR STORY

ZIM was founded in 1945, as a carrier of immigrants from war-torn Europe. In the 1950s and 1960s, we expanded our fleet and global shipping lines, and in 1972 we launched our first cargo shipping service. Since then, we've grown into a leading global shipping company with a successful IPO on the New York Stock Exchange in 2021.

For over 75 years, we have provided customers with innovative seaborne transportation and logistics

services, making us one of the oldest shipping liners currently in operation. Today, ZIM has developed into a global shipping company with a modern spirit focused on innovation, agility, and a customer-centric approach.

As we grow and evolve, we are initiating new dedicated lines and services, and responding to changing market dynamics. This enables us to provide customers with industry-leading transit

times, and service excellence. In addition, we consider Environmental, Social, and Governance (ESG) issues central to our strategy of continued growth and excellence, and we are energized by our efforts to be an industry leader in mitigating the impact of our business operations on the planet.

History

1945
ZIM established

1947
Purchase of first ship: the TSS Kedmah

1950s
ZIM goes global with both cargo and passenger shipping lines

1960s
ZIM's fleet expands to include bulk carriers, refrigerated vessels and tankers

1950-60s
ZIM offers luxury cruises in the Mediterranean and in the Caribbean

Late 1960s
Elimination of all of ZIM's passenger routes

1972
ZIM launches its first container service (ZCS)

1980-90s
ZIM introduces new routes and services, adds presence in China

2004
Privatization of the company

2014-16
Successful financial restructuring and new ownership structure

2017
Launch of ZIM's restructured network of independent lines and services

2018
Strategic Cooperation agreement with the 2M Alliance

2019
ZIM launches its new 2023 strategy and new Vision and Values

2020
Launch of The Z Factor concept and preparation for IPO in early 2021

2021
\$217.5M IPO on the New York Stock Exchange (NYSE:ZIM), strategic chartering deal of 28 LNG-fueled vessels

2022
Fleet grows by 30%; launch of new ESG strategy; signing of long-term LNG purchase agreement with Shell



KEY MANAGEMENT



Yair Seroussi
Chairman of the Board



Eli Glickman
Chief Executive Officer and President



David Arbel
EVP Chief Operations Officer



Yakov Baruch
EVP Human Resources & Organization



Eyal Ben-Amram
EVP Chief Information Officer



Xavier Destriau
Chief Financial Officer



Saar Dotan
EVP Countries & Business Development



Danny Hoffmann
EVP Intra Asia Trade BU



Hani Kalinski
EVP Pacific BU



Yael Livnat
EVP Network Development & Cooperation



Noam Nativ
EVP General Counsel & Company Secretary



Yair Teitelbaum
EVP Global Sales



Assaf Tiran
EVP Cross Suez & Atlantic BU



Karin Schweitzer
VP Global Customer Service



Nissim Yochai
EVP LATM BU and ZIM USA President



Nir Avni
VP Medium & Small Countries

Our board includes members with a variety of specializations and professions, having diverse capabilities and skills needed to effectively address ZIM's operational and strategic challenges and opportunities.



ZIM AT A GLANCE

150
Vessels

549,278
TEUs

~34,000
Clients

67

Weekly lines calling at ~300 ports and 440 terminals, delivering cargo to over 90 countries

4,830

Employees on shore and 141 seagoing staff

+170

Offices and agencies in over 90 countries

Chartered 46 new built state of the art vessels, including 28 LNG (Liquified Natural Gas) dual-fuel

The Z Factor

In 2020, we adopted our vision and values under the rubric the “Z Factor”, which is our guiding force to achieve our unique organizational culture and successful business results.

The Z Factor is built upon the six specializations of Zim:



Digitize: driving the digital transformation of our business and sector



Globalize: offering the best service through our global network of trades and lines



Freeze: providing smart refrigerated containers for fresh and frozen cargo



Optimize: working to utilize fewer resources as key to achieving sustainability



Personalize: ensuring all stakeholders get personalized service across the globe



Socialize: sharing information and supporting engagement through social media

OUR NETWORK

Our global reach extends to over 90 countries, with a network of global and regional shipping services that connects the four corners of the earth.

This wide span of services allows our customers’ business to reach strategic ports around the world. ZIM has 67 lines, which include 12 trades connecting approximately 300 ports around the world.

We provide our customers with comprehensive logistics solutions to fit their entire transportation needs. We partner with regional and local land

transportation operators to provide a range of inland transportation services via rail, truck and river barge, often combining multiple modes of transportation to ensure efficient and cost-effective operation, with minimum transit time. In 2022, approximately 20% of our TEUs utilized additional elements of land transportation.



EXPANDING OUR REACH

We continue to grow and adapt our network to market conditions and customer needs



New service lines

In 2022, we **added 24 new lines**, including:

ZXB - ZIM Ecommerce Baltimore Express, a new speedy ecommerce service from China and South East Asia to the US East Coast. Designed for the increasing needs of ecommerce customers and time-sensitive cargo, ZXB offers the fastest transit time to Baltimore, and expedited rail/air/road connections to inland destinations.

Yantian - Cai Mep - Baltimore - New York - Boston
- Yantian

MXC - Mexico Central America Express, connecting Central America and the Caribbean with a round trip of only 14 days, and expanding ZIM's coverage and scope in Mexico.

Kingston - Progreso - Veracruz - Altamira - Santo Tomas De Castilla - Puerto Cortes - Kingston

VEL - new Intra America Caribbean line, expanding our network in Venezuela and the Caribbean

Kingston - La Guaira - Puerto Cabello - Cartagena - Panama Manzanillo - Kingston

In 2022, we also added **new agencies** around the world.

To expand our presence in different markets and offer services to more audiences, we added agencies in **Bolivia, Chile, Ecuador, and Peru**, as well as **southeast Asia, Africa, Australia, and New Zealand**.

We expanded our **carrier service** to 11 vessels, including our **Intra-Asia (VE1)** and **Asia-Europe (VEC)** vehicle carrier service.

Shipping makes the world go round

As recognized by the United Nations Conference on Trade and Development (UNCTAD), maritime transport is the backbone of international trade and the global economy. **Over 80% of the volume of international trade in goods is carried by sea.**

According to the [UNCTAD Review of Maritime Transport 2022](#), factors such as Covid, the war in Ukraine, climate change, and geopolitics have greatly affected maritime transport and logistics. This has led to some ports being overcrowded and other ports closing, with effects on reconfiguring routes, extending delays, and pushing up shipping costs. Disruptions in ports and on shipping lanes means food, energy, medicine, and other essential items cannot reach those in need, while businesses may be left without supplies, and prices for producers and consumers may rise.

UNCTAD has called upon the global shipping industry to invest now to shore up its resilience to future crisis and climate change. According to UNCTAD, ports, shipping companies and transport operators need to expand capacity, renew and expand fleets and equipment, ensure adequate and skilled labor, improve connectivity and performance, reduce emissions, and safeguard competition to ensure maritime transport can weather the next storm.

At ZIM, we take these calls to action seriously, and we are working on all of them. We have made it our mission to focus on our customers' needs while putting environmental, social, and governance issues at the center of our organization, so we can sail forward together, efficiently and responsibly.

WHERE IN THE WORLD WE SHIP



A GLIMPSE INSIDE THE CONTAINERS

Reefer Cargo

We specialize in temperature-controlled cargo, including pharmaceuticals, electronics and perishable goods, such as fruit and meat.



Out-of-Gauge Cargo

Cargo that is overweight, over-height, over-length or width requires proper stowage, securing, and handling.



Bitumen tanks, each weighing 9,200 kgs, shipped from Shanghai to Melbourne

Car Carriers and RORO



RORO (Roll On Roll Off) service from Guangzhou's Nansha Automobile Port to South America



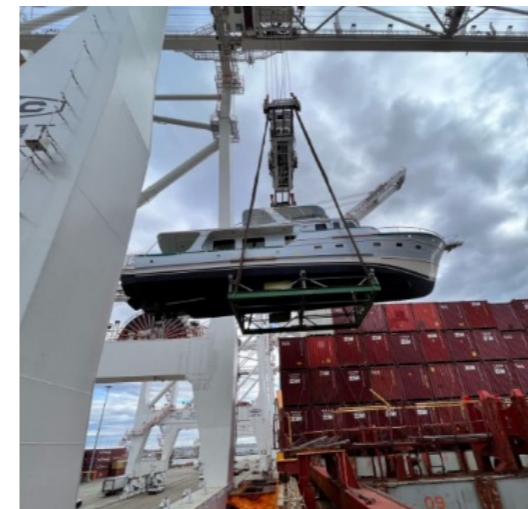
Car carriers have an internal capacity of 4,000 – 6,000 vehicles

Dry Cargo

We ship all types of commodities, from stuffed animals to clothing, from housewares to furniture.



Amplification equipment for a Deep Purple concert



21-meter yacht, shipped from Kaohsiung to Baltimore, US



Mobile PET isotope production lab



Electric buses shipped from China

OUR ESG STRATEGY



MANAGING OUR ESG APPROACH

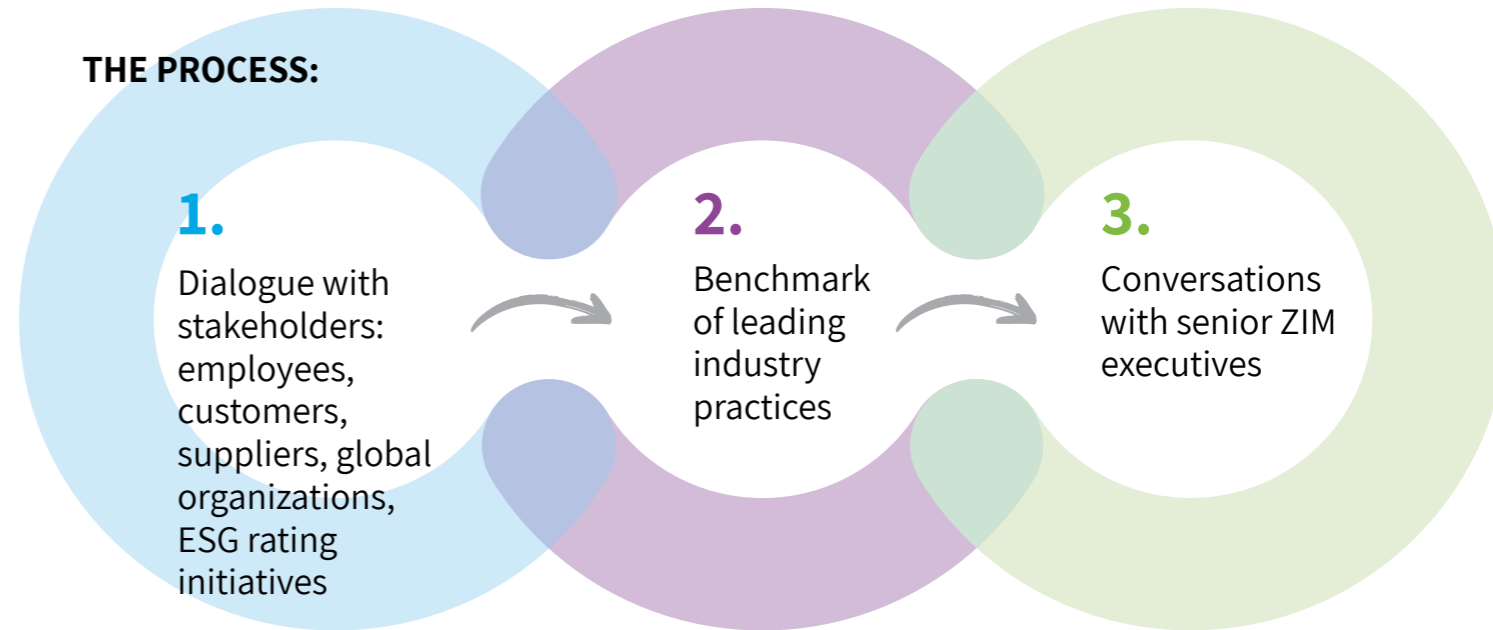
As a veteran global carrier, ZIM has always maintained the highest standards with respect to business ethics, human resources, and environmental protection. As awareness of sustainability issues has continued to grow in the face of climate change and resource depletion, and as we continuously develop a culture of safety, transparency, and dialogue with our employees, suppliers, and other stakeholders, we have invested significant resources to implement procedures to address these issues across our organization, with special attention devoted to minimizing our carbon footprint.

In 2022, to build upon our past work and in recognition that our improvement efforts are constant and ongoing, we decided to undertake an extensive process to further develop our ESG strategy and vision.

To develop our new strategy, we conducted, with the support of external experts, an extensive review of our business practices, benchmark relevant organizations and companies, and engaged with a wide variety of stakeholders to learn about their ESG expectations for the shipping industry and for our business.

Materiality Analysis

THE PROCESS:



Stakeholder Engagement

To identify key issues related to our updated ESG strategy, we reached out to a variety of internal and external stakeholders. We conducted an extensive benchmark of critical issues and expectations across relevant regulators, reporting frameworks, ESG rating initiatives, nonprofit organizations, and other companies in the sector. The issues reviewed ranged from employee health and safety to diversity, innovation to economic impact, decarbonization, and more.

As a result of this process, we identified critical ESG topics for ZIM, and defined our priorities. The material issues were reviewed and approved by ZIM senior management and Board of Directors, and are shared in this ESG report.

The process helped us redefine our ESG vision, and we have built a strategic methodology to implement our updated program and goals.

See 'Our ESG Pillars' (p. 33) for the updated ESG materiality topics,

The many actions we took this year to upgrade ESG management throughout the company have also lead to improvements in our rating in several ESG rating initiatives: Ma'ala, CDP and Ecovadis.

Our ESG topics are aligned with the five core ZIM values that drive our day-to-day work: can-do approach, results driven, sustainability, and togetherness.



CAN DO APPROACH

RESULTS-DRIVEN

AGILE

SUSTAINABILITY

TOGETHERNESS

OUR ESG VISION

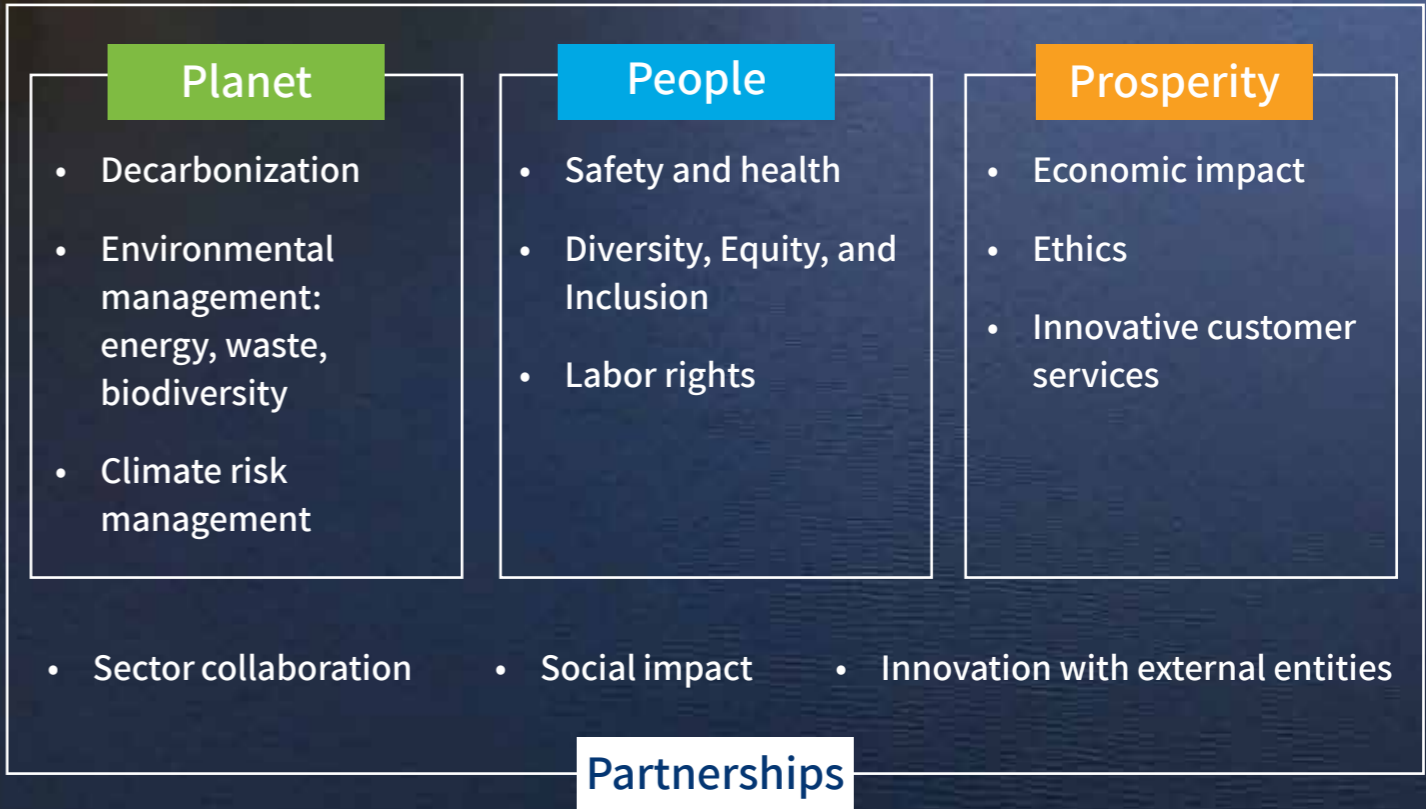
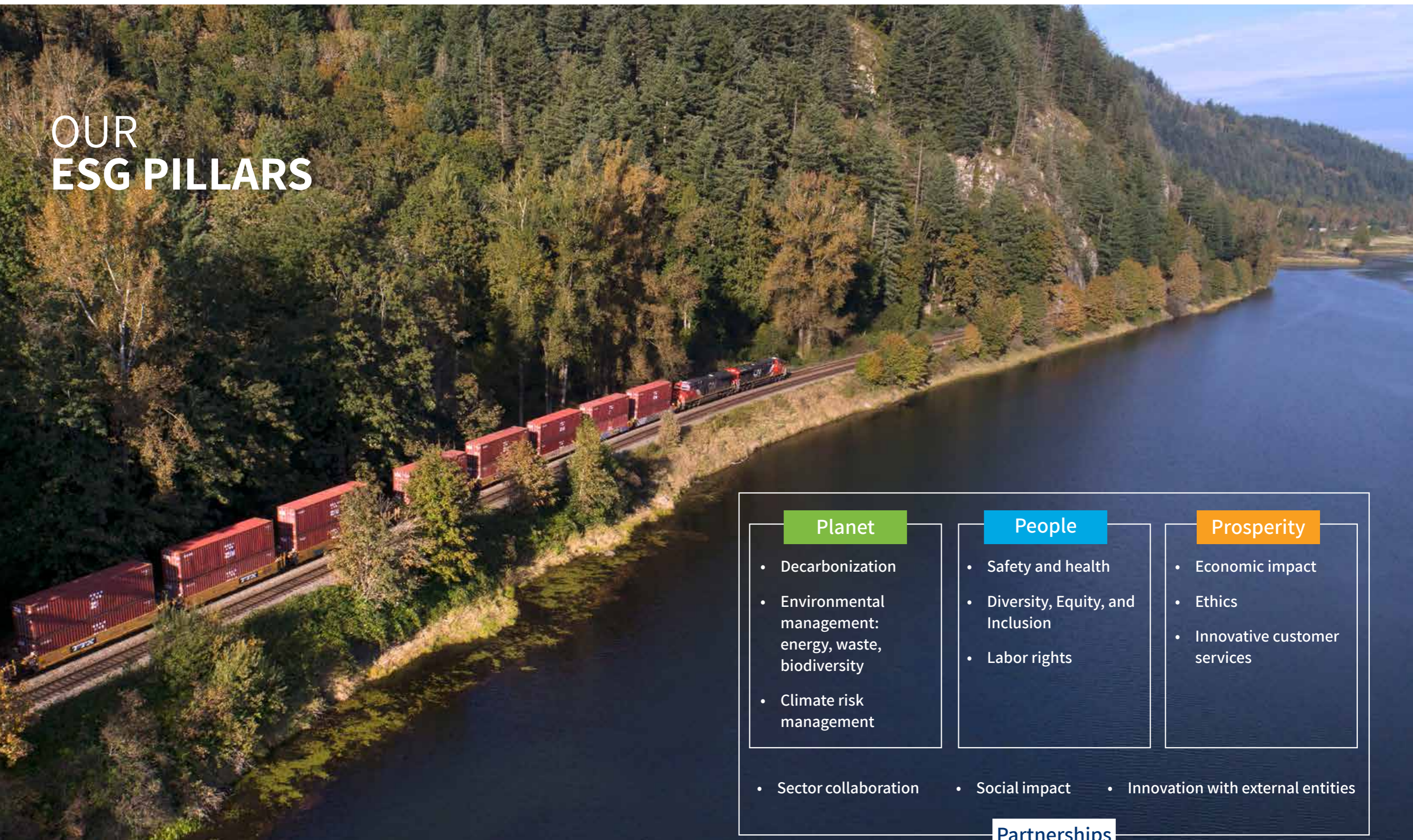
To **act fairly** and consider the **society and environment** in which we operate, and **strive for excellence** in all our activities.



We are committed to:

- Ensure our business is resilient to climate change and aligned with a net zero GHG emission agenda.
- Work with investors, partners and clients who share our core values and objectives.
- Empower our people and supply chain to act responsibly and ethically to create long-term value.
- Identify opportunities and develop innovative solutions.
- Implement an ESG culture of advancement, monitoring, and reporting to enable continual improvement in both the implementation and ESG ratings of the company.

OUR ESG PILLARS



THE UNITED NATIONS SUSTAINABILITY DEVELOPMENT GOALS (SDGs)

The ZIM ESG strategy takes into account the UN Sustainable Development Goals, with a focus on SDGs relevant to our operations and sector.



The 17 SDGs are at the core of the 2030 Agenda for Sustainable Development, adopted by all United Nations member states in 2015. The goals recognize that ending poverty and other deprivations globally must go together with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests. The following SDGs are relevant for ZIM and are described in detail throughout the report.



OUR PLANET



MANAGING OUR ENVIRONMENTAL IMPACT

TARGETS:

- Improve the fleet's average CO₂ emissions per TEU (gCO₂/TEU km) every year by 2%
- 10% renewable energy consumption out of total consumption (Scope 2), with a 3% annual increase
- Collaborate with 2 NGOs that actively promote biodiversity and preserve marine environment

ALIGNS WITH ZIM VALUES:



RESULTS-DRIVEN

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



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.

We recognize the environmental challenges specific to the shipping industry, and we appreciate our role as a leading global container line shipping.

With operations in select trades across five geographic trade zones, ZIM is a significant market participant with a sizeable market share and global footprint. We consider environmental protection and management one of our highest priorities, and we make every effort to protect the environment and mitigate the impact of our operations on the planet.

Over the past year, we have taken further steps in terms of our environmental and climate risk management, and we are focusing our efforts on decarbonization, energy management, and biodiversity. At ZIM, we take a broad view of the company's services, operations, and we are working on operational efficiency across the value chain, with a focus on climate related issues.

Managing our Environmental Performance

We are committed to continuously improving our environmental performance, in both regulated and non-regulated areas. ZIM works diligently to prevent pollution, with an emphasis on source reduction, including the allocation of necessary labor and financial resources to effectively maintain and repair relevant systems and equipment. We continuously monitor environmental risks with the goal of reducing them, and we are committed to sharing our environmental performance with stakeholders in a transparent, open manner.

To support our environmental management approach, we conduct ongoing monitoring, internal assessments, and generate annual reports. We strive to go beyond regulation across our environmental practices and initiatives. ZIM was one of the world's first shipping companies to obtain the ISO 14001:2004 standard certification for its company-owned fleet, which specifies the requirements for an Environmental Management System (EMS). Our EMS registration is regularly assessed, certified and issued by an independent third party (ClassNK). ZIM is also certified for ISO 14001:2015 of the Ship Management Directorate (SMD).

Various managers and teams are responsible for overseeing our environmental management and activities across the company, including the Fleet Technical Division Manager, Global Operations Performance Manager, Global Operations Center, and Bunkering Division. They work closely across business units and coordinate their efforts with the ESG Steering Committee.



Decarbonization

International shipping is a large and growing source of greenhouse gas emissions (GHG) that are the driving cause for global climate change, emitting 2-3% of global GHG emissions.

To minimize the carbon impact of shipping, the International Maritime Organization (IMO) **has agreed on an ambitious goal of reducing GHG emissions from shipping by at least 50% by 2050**. To support this effort, a powerful alliance was formed by over 140 companies in the maritime, energy and infrastructure sectors: the Getting to Zero Coalition. ZIM has joined this initiative, promoted by the UN, and is committed to achieving this formidable objective.



ZIM is striving to cut GHG emissions to net-zero by 2050, a far more ambitious goal than IMO's goal of a 50% reduction by the same target year.

Our net-zero agenda has been approved by the ZIM Board of Directors, and we plan to start implementing our climate plan in 2023 and share it in our next ESG report, along with a detailed step-by-step roadmap to decarbonization. In addition, we are developing science-based targets that will be aligned with the Science Based Targets initiative ([SBTi](#)) in the future.

Our Carbon Footprint

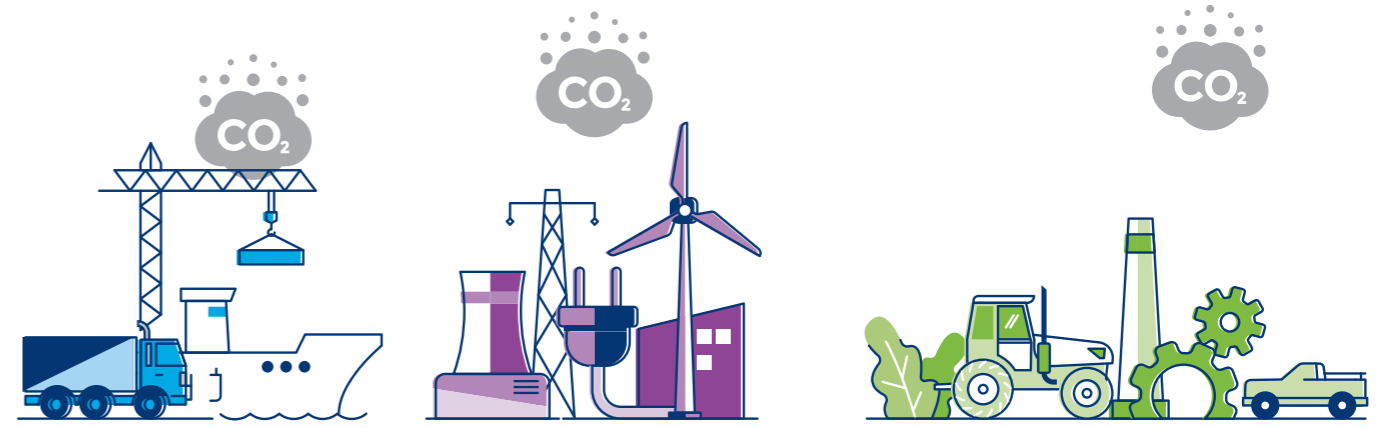
We continue to work diligently on achieving our emissions and decarbonization targets. In addition to CO₂ emissions reported according to the Clean Cargo Working Group (CCWG) methodology in our previous ESG reports, this year our environmental reporting includes a more comprehensive overview of ZIM's GHG emissions, including emissions from the company's sites, such as fuel use and ozone depleting substances (Scope 1), electricity use, heating, and cooling (Scope 2). **The report also includes, for the first time, information on Scope 3 emissions from our suppliers from Categories 1-7, 11,12, and 15 (see below).**

For this report, Scope 1, 2 & 3 emissions are tracked and monitored according to the GHG Protocol. We report climate related impacts for ships under our operational control (owned and chartered), according to CCWG methodology.

Since 2016, ZIM has been collecting some of its Scope 1 data, and in 2020 we started collecting Scope 2 data from our operations and sites where we have operational control. In 2022, we began to collect Scope 3 data from categories 1-7, 11, 12 & 15. We are planning on continuing the process of data collection with our sites and partners and strive to constantly improve and make our carbon footprint data collection process more accurate. Where possible, we strive to collect information based on operational data, instead of data based on spend.

In 2022, we took the opportunity to examine our emissions data collection process. Through extensive research and in-depth work, we developed processes to expand and deepen our collection and measurement processes, for more accurate and comprehensive data. This will help us further identify areas for potential carbon reduction.

OUR 2022 GHG Emissions (tCO₂e)



Scope 1

Direct emissions from our operations and worldwide sites where we have operational control. 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.

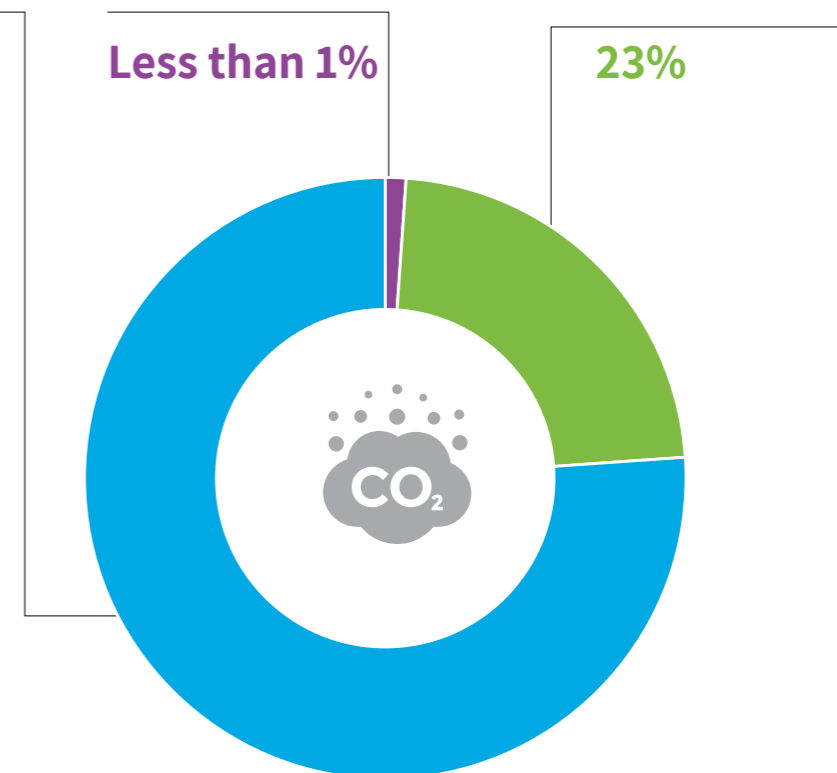
Scope 3

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

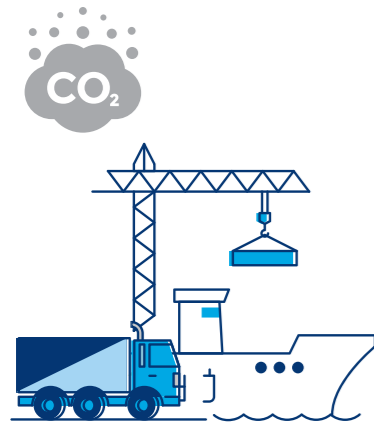
77%

Less than 1%

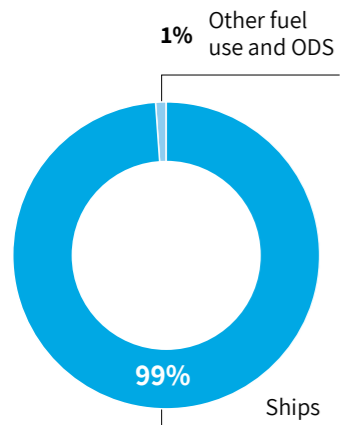
23%



OUR 2022 GHG Emissions (tCO₂e)

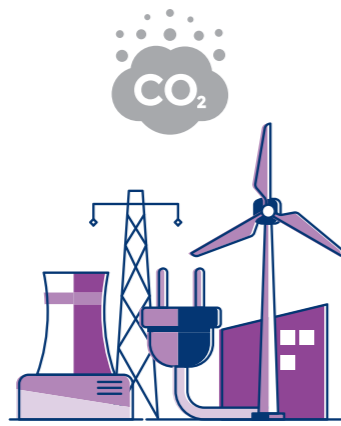


Scope 1

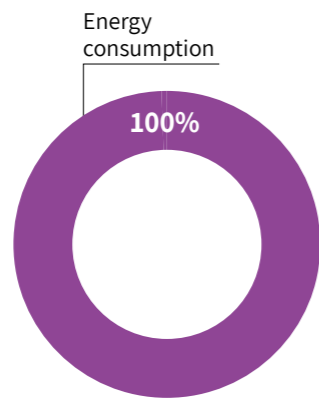


Our total Scope 1 GHG emissions in 2022:

5,805,558 tCO₂e

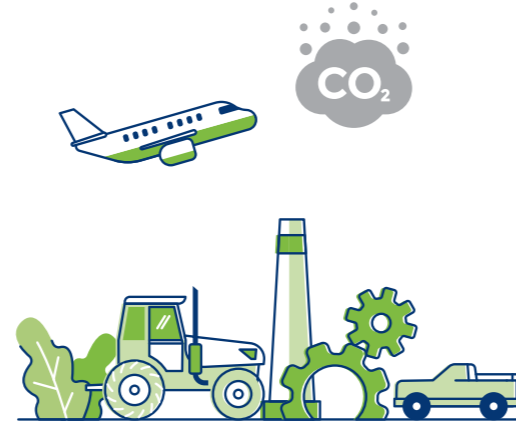


Scope 2

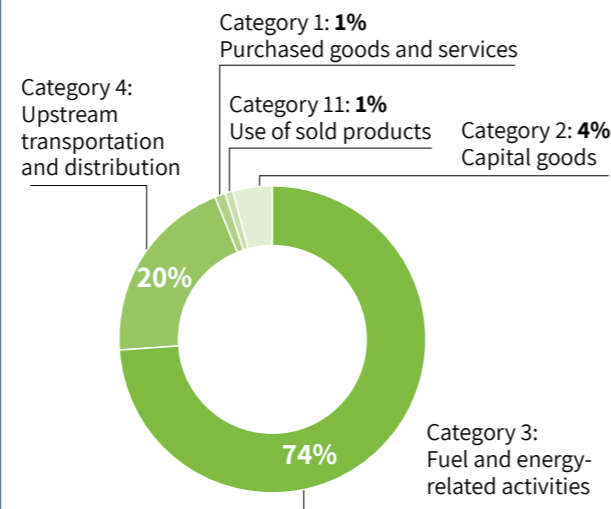


Our total Scope 2 GHG emissions in 2022:

4,871 tCO₂e



Scope 3



Our total Scope 3 GHG emissions in 2022:

1,761,820 tCO₂e

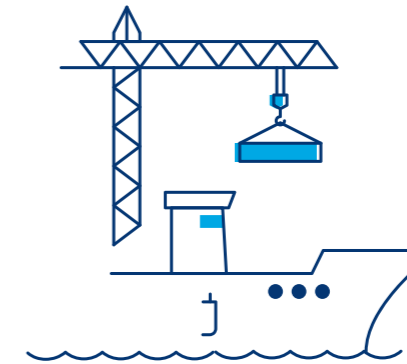
TOTAL GHG EMISSIONS: 7,572,249 tCO₂e

CO₂ EMISSIONS



	2019	2020	2021	2022*
CO ₂ Emissions (tons CO ₂ e)	3,047,696	2,931,720	4,509,751	5,805,558

*Emissions for 2019-2021 are according to CCWG methodology, 2022 emissions are Scope 1 emissions according to the GHG Protocol methodology, as detailed above.



We measure our carbon intensity according to CCWG methodology and strive to improve the fleet's average CO₂ emissions per TEU. Our carbon intensity value in 2021 was 81.72 (gCO₂/TEU-km), and 83.02 (gCO₂/TEU-km) in 2022.

The significant increase in carbon intensity that occurred between 2020 and 2021 was mainly due to the increase in average speed of vessels and the use of smaller, less efficient, vessels in response to rising demand and supply chain disruptions. In 2022, given a similar operated fleet profile, carbon intensity was maintained at a similar level as in 2021. With the phasing-in of the fleet's new state-of-the-art, efficient ships built with the latest technological developments, we expect an improvement in carbon intensity in 2023. We monitor our performance and have already seen a decrease in speed towards the end of 2022 and beginning of 2023, which will also positively impact results in 2023.

We continue to work diligently on achieving our emissions and decarbonization targets. With the arrival of 46 newly built ships, including 28 LNG ships that will constitute a significant part of our operational capacity, we expect a considerable reduction in future carbon footprint.

We are working carefully on developing science-based targets and strategies, and are investing in research and development, as well as working with external consultants on our climate management plan. We are constantly seeking environmentally friendly alternatives to vessel fuel, and we are confident that with our flexible and agile approach, we will be able to adopt new and available solutions that the market will offer. We are also achieving notable GHG reductions through our many energy reduction initiatives, detailed in a separate section on page 50. We believe these efforts will help us meet our decarbonization goals.

46 new ships

28 LNG ships expected in the next two years

10 15,000 TEU LNG ships intended for use in the ZCP line

18 7,700 TEU LNG ships intended for use in various lines

18 state-of-the-art, innovative ships built with the latest technological developments

14 5,300 – 5,500 TEU ships with efficient wide beam structure

4 12,000 TEU ships built for efficiency and equipped with scrubbers



In 2022, we signed a ten-year marine LNG sales and purchase agreement with Shell, the global energy giant, for the securement of a steady, safe, reliable LNG bunkering source.

These new ships are facilitating the renewal of ZIM's fleet, by replacing older ships that consume more fuel with ships that are more efficient.

OUR CURRENT PATH TO DECARBONIZATION

Liquified natural gas (LNG) is the only fuel currently available on a large scale to the shipping sector that immediately provides emissions reduction, compared to common existing alternatives.

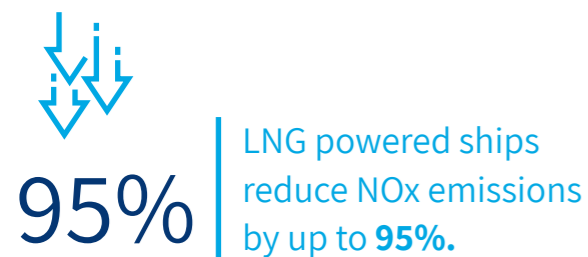
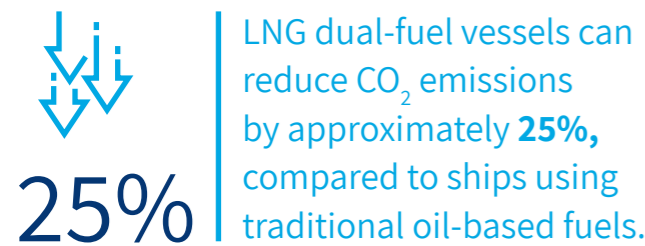
ZIM considers LNG to be a transitional solution that helps us set up a strong, stable infrastructure to implement the fuels of the future, such as ammonia, methanol, bio-LNG and e-LNG (a renewable synthetic), when they become available.

LNG is natural gas that has been cooled to a liquid state and has a lower carbon content than conventional marine fuels. It emits ~25% less CO₂, and negligible Sulphur and particulate matter (PM) levels. It has a higher caloric value than fuel oil, making it more efficient when less fuel is used over the same distance compared to heavy fuel oil, and poses no pollution risk to ocean environments through fuel spills, in contrast to traditional marine fuels.

We have chartered **28 state-of-the-art LNG dual-fuel vessels** under long-term agreements. The first LNG vessel set sail in February 2023, making ZIM the first, and so far only, carrier to operate an LNG vessel on the Asia to US East Coast trade route.



By 2024, approximately 30% of our operated capacity fleet is expected to be LNG fueled – a key commercial differentiation in the sector.



Twenty-five out of the 28 new LNG ships are equipped with Alternative Marine Power for onshore power supply. Using electricity from the grid instead of burning fuel in port can lead to an improvement in air quality in the port area and will potentially allow for savings in GHG emissions as grid electricity shifts worldwide to low-carbon and renewable sources of energy. We are working with select ports to enable this feature as soon as the infrastructure is in place.

While LNG is a more environmentally friendly option than traditional marine fuels, there are several areas of concern related to its use. This includes the release of natural gas, composed mostly of methane, into the atmosphere through leaks during handling or transport, known in the industry as methane slip.



This is a recognized issue by engine manufacturers, and LNG engine solutions available to ZIM today effectively have no slip. In addition, protocols for safe operations are in place to avoid LNG releases.

LNG dual-fuel vessels play an important role in laying the infrastructure for future biological and synthetic fuels, and as such, will allow for a smooth agile transition when these fuels are commercially viable. Five of our vessels have ammonia ready tanks,

which enables a simple retrofitting for ammonia operation (if found to be a feasible alternative), making ZIM among the first shipping carriers to have ammonia-ready vessels, an innovative feature that can significantly ease the transition to next-level fuels when they become available. We are currently evaluating options for cleaner fuels, such as synthetic LNG, as well as options to implement a biofuel pilot test on one ZIM vessel route.



EMISSIONS CONTROL

We have implemented a range of measures and initiatives for air pollution emissions control, increased fuel efficiency, and the use of eco-friendly services and equipment. These include:

- **NOx** – all vessels’ engines comply with the NOx emission limits detailed in Regulation 13, Annex VI, of the MARPOL Convention.
- **SOx** – we strive to reduce sulfur oxide emissions by purchasing fuel with reduced sulfur content, and we use ultra-low sulfur fuels in SECAs. More than 90% of the fuel in 2022 was very low sulfur fuel oil (0.5) or ultra-low sulfur fuel (0.1).
- **Use of special TBT-free hull paints** on all vessels to avoid harmful effects on the endocrine and immune systems of marine life.

We also took action to prepare for new EEXI/ CII regulation that went into effect in 2023. In preparation for the IMO 2023 regulation, **ZIM is in the process of upgrading its fleet with 46 modern new ships**, already built according to the EEDI standard. For the existing fleet, ZIM has worked closely with ship owners to ensure they are all EEXI compliant. Although CII reporting will only be required at the end of 2023, ZIM has worked to develop internal monitoring capabilities to identify, in real-time, vessels that are in danger of reaching non-compliant CII ratings. This allows us to analyze the reasons and - acting in full cooperation with vessel owners, take corrective actions to avoid a non-compliant ship rating.

We track and monitor our air emissions data according to CCWG methodology, to which we collect and report annually.

FLEET AIR POLLUTION EMISSIONS

	2019	2020	2021	2022
SOx Emissions (tons)	17,262	4,506	13,337	20,825
NOx Emissions (tons)	71,019	68,136	112,255	137,529

ENERGY MANAGEMENT

We continuously track the operations and efficiency of ships across a variety of systems.



To reduce our overall fuel consumption, we undertake a range of measures, such as optimize port call sequence to avoid unnecessary acceleration, optimize sea routes to avoid extreme weather conditions and thus unnecessary speed-ups, and optimize port productivity to reduce time in port and thus avoid unnecessary high speed sailing to the next port.

While there was minor decrease in fuel efficiency in 2022 vs. 2021, we slowed the decreasing trend that started from 2020 to 2021. That notable decrease can be attributed to the increase of smaller ships, which are less fuel efficient, as well as the need to recover

schedule delays arising from port congestion, to meet the increased global demand for shipping. We expect to see an improvement in fuel efficiency in 2023.

FUEL EFFICIENCY (kg/TEU*1000Nm)

	2020	2021	2022
	34.8	40.3	41.1

We have a wide range of initiatives in place to reduce our energy use and operate more efficiently, including:

- The use of IT tools for **optimizing route planning** onboard our vessels, including the use of external services such as WNI (WeatherRoute) to assist route planning, increase the safety of the vessel and crew, reduce fuel consumption, and minimize air emissions and GHGs. These tools also assist in monitoring CII and EEXI vessel behavior (new IMO regulations see p. X for more info).
- **Trim optimization** software is used together with the vessel's planning system software to optimize the vessel's trim and draft, to minimize ballast quantities, improve the vessel's performance, and reduce its fuel consumption and air emissions.
- A **waste heat recovery system** has been deployed in the exhaust boilers of all vessels, as well as in the evaporator (FW generator) system, for more efficient engine use, resulting in fuel savings and reduced air emissions.
- Reducing vessels' **water resistance** through optimal trim, as well as continuous hull and propeller cleaning and polishing
- Optimizing vessels' **demand and load/cargo efficiency** through greater cargo consolidation, using JV carriers as partners and alliances worldwide, thereby reducing emissions, as fewer vessels are used on the same trade, and they are more optimally utilized.
- Promoting **container-sharing initiatives** with third party suppliers, such as partner shipping companies, container leasing companies and container traders, to avoid shipping containers that are less than full, thereby utilizing their full capacity and reducing the total quantity of containers shipped.
- **Reducing fuel consumption** and emissions due to land cargo transportation by **selecting rail transportation** over road transportation whenever available. To this end, we have entered into the Steelwheel agreement for inland rail transportation in the US.

The new ships we are expecting also include a range of energy efficiency measures and installations, including economizers for the engines that supply energy to the ship through heat recovery, reusing exhaust heat produced by the auxiliary engines for use in steam boilers, and propulsion improvement devices to increase the efficiency of the ship's propeller, thereby reducing fuel consumption.

To further promote energy efficiency, we work together with ports around the world. ZIM shares its Code of Conduct with the ports, and they receive a questionnaire related to environmental issues. We continue to have an open dialogue with ports on the subject and to work in cooperation with them on environmental initiatives. In the future, we may assess ports according to set environmental criteria, and give priority to ports with better environmental performance. Issues to consider may include refueling with LNG, and the ability to connect to the electricity grid while in port. We consider the environmental performance of ports a high priority.



Energy diversification onshore

Many of our sites around the world are transitioning to renewable energy sources, including ZIM offices in Rotterdam, Antwerp, and Liverpool, where 100% of the energy comes from renewable sources.

Since March 2018, ZIM has been voluntarily replacing its global car fleet by introducing eco-friendly hybrid or electric models. In Israel, 60% of corporate vehicles are now hybrid or electric vehicles (EV), and 16% are standard vehicles that are fuel-efficient.



WASTE & MATERIALS MANAGEMENT

On Ships

We operate a zero-spill policy and aim to eliminate the possibility of marine pollution at the source. We do so by ensuring the highest standards of safety and awareness are maintained and all relevant legislation, regulations, and conventions are followed.

Our fleet complies with all mandatory standards and abides by all relevant treaties for the prevention of marine pollution, including:

- IMO resolutions
- The International Convention for the Prevention of Pollution from Ships (MARPOL)
- The International Convention for the Safety of Life at Sea (SOLAS)
- Flag administration
- The Shipboard Oil Pollution Emergency Plan (SOPEP) regarding oil spills
- The International Maritime Dangerous Goods (IMDG) code
- Other standards regarding sewage, garbage and air pollution, as well as all national, regional and local regulations



All our vessels are in full compliance with the obligatory MARPOL and IMO regulations regarding materials and waste treatment.

Ballast water is managed according to the Ballast Water Plan, which sets ballasting and de-ballasting procedures. Sewage is treated in a special treatment system and is collected on board in specific tanks used for storage. Bilge liquids are collected and purified through the 'bilge separator', and sludge is collected in a dedicated tank on each vessel for disposal and treatment at a designated facility on shore, a practice which goes beyond regulatory requirements.

Waste on board ships is separated into types, such as plastics, paper and food waste, to allow for the proper treatment and recycling of each material. Over the past few years, we have embarked on the process of expanding and improving our waste tracking data, and vessel reports have been updated with new fields for waste data.

In 2022, no ships were sold for demolition.

WASTE FROM SHIPS (2022)

Sewage Treated (m ³)	Garbage Disposed at Sea (m ³)	Garbage Incinerated (m ³)	Garbage (Including ashes) (m ³)	Sludge & Oily Water (m ³)
14,187	1,035	1,510	4,239	29,554

While there was an increase of waste in 2022 compared to 2021, this is partly due to technical issues related to the process of collecting waste data in 2021. These issues caused the waste data for 2021 to be partially reported. While these issues have been fixed this reporting year, at the same time, we assume the amount of waste was higher in 2022 vs. 2021, due to an increase in the number of ships operational this year.

Onshore

We invest great efforts in reducing the amount of waste and the resources used in our offices. Many of our offices restrict the use of disposable dishware and we encourage the use of biodegradable materials. We have minimized printing by switching to electronic documentation and billing, and apply a default setting for double-sided printing and collect used batteries to be recycled.

We are currently working on starting to measure and collect waste data across our company sites.

Wherever possible, we strive to reuse or donate materials from our offices. In 2022, for example, we replaced the desk chairs at our headquarters, and gave employees new, ergonomic chairs. The old chairs were in good condition, so we donated them to several local charities and institutions, including HaGal Sheli, a nonprofit that teaches at-risk youth life skills through surfing, as well as a local school.



Water Consumption

This year, we started to collect information on water use in our office locations around the world. A large number of these offices are rental spaces, so it is more complex to gather the exact water usage and data for the office space we use. When necessary, we use estimates to arrive at our water usage data. In 2022, we used 27,763 m³ of water across our global locations. We are working on collecting more accurate data in the future.

PROTECTING BIODIVERSITY

We strongly believe in conserving ocean biodiversity and supporting a clean marine environment, and we implement several initiatives to that end.

Ballast water treatment

Each ZIM ship has a ballast water treatment system installed to prevent the transfer of species, and we conduct ballast exchange in mid-ocean to reduce the effect of transferring marine life from one area to another. Most of our ships utilize the UV method for this treatment; in several ships, we have installed the Pure Stream system from the Israel-based company Atlantium. This innovative system allows the transfer of water only once through the UV treatment process, unlike other systems that require the water to be transferred twice, thereby saving time and energy.

Eco-friendly materials

We use environmentally friendly paints on our ship hulls that do not contain substances that are harmful to sea life. In addition, we clean the hull of each ship and its propeller every eight months or as needed. Furthermore, hull cleaning is important to prevent the transfer of invasive aquatic species by ships (biofouling) and it also helps avoid additional drag and waste of energy. Part of our fleet uses environmentally friendly lubricants that are biodegradable, and we are working on switching our entire fleet towards this more environmentally responsible material.



Training on ecological risk and good practices is conducted regularly onboard our vessels, with clear instructions and guidelines on how to keep the oceans clean and avoiding throwing any garbage or oil into the ocean. Educational material on environmental protection, including Q&A, is published and available on the internal ZIM employee portal.

ZIM scouts and staff on ships are always on the lookout and attentive to marine wildlife that may cross our paths at sea. For example, if a whale is spotted, to avoid collision, the captain will decrease speed and alter the route and staff will report the sighting to the nearest Coast Guard or other certified authority. In the Vancouver area, we are part of Enhancing Cetacean Habitat and Observation (ECHO), a voluntary slowdown program for vessels approaching or leaving the Vancouver area, which helps prevent disturbance to the local habitat, particularly for killer whales.

To ensure our shipping operations do not contribute to harmful biodiversity practices, we have an internal procedure that prohibits the shipping of endangered wildlife or wildlife products.

To support our biodiversity preservation efforts, we participated in research conducted by the Israel Nature and Heritage Foundation on ballast-exchange and marine life found inside the ballast tank.



CLIMATE RISK MANAGEMENT

ZIM considers climate risk management an integral part of the company’s strategy, both to maintain the company’s resiliency and also as a business opportunity. The company recognizes its role in encouraging and supporting its customers in the process of transitioning to a sustainable economy.

Climate risk is a developing risk characterized by higher uncertainty and a longer time frame compared to other risks. The high level of uncertainty surrounding the timing of the realization of these risks increases the need to take a cautious and dynamic approach in the way the risks are managed.

ZIM constantly monitors regulatory and technological developments and works to adapt the tools and its risk management methodologies to address climate risks.

Throughout 2022, ZIM carried out a climate risk assessment process, aligned with its overall risk management program, and its risk appetite statement. We recognize the importance and the benefits of integrating climate-related risks and opportunities into our business and ongoing decision making process. We believe that this helps the company deliver a centralized, transparent and comprehensive framework for abating climate risks, and ensuring consistency of risk handling across the company, across all risk types, lines of business and control functions and prioritize material risks.

The process included the mapping and assessment of climate related risks which may have a material impact on ZIM’s business and consolidated financial statements over the short, medium or long term, and prioritizing the response to them. The risk mapping was based on sector benchmark as well as the TCFD’s framework and included both physical and transition risks.

In alignment with the TCFD definitions, transition risks are those related to transitioning to a lower-carbon economy that may require extensive policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change. Depending on the nature, speed, and

focus of these changes, transition risks may pose varying levels of financial and reputational risk to companies.

Physical risks resulting from climate change can be an event driven (acute) or longer-term shifts (chronic) in climate patterns. Physical risks may have financial implications for companies, such as direct damage to assets and indirect impacts from supply chain disruption. Companies’ financial performance may also be affected by changes in water availability, sourcing, and quality; and extreme temperature changes affecting companies’ premises, operations, supply chain, transport needs, and employee safety.



These identified risks were categorized in accordance with the TCFD recommended categories. The table below demonstrates the identified risk types:

Transition risks

- Policy and legal
- Reputation
- Market
- Technological

Physical risks

- Chronic (change in sea levels)
- Chronic (transporting dangerous goods)
- Acute (increased frequency and severity of weather events)

ZIM assumed that the physical effects of climate change will increase in frequency. For each risk, the likelihood of its occurrence was evaluated, as was its severity and the escalating market-based activity in response. Each risk was then assigned an owner at ZIM, and both existing and potential mitigating activities were devised to support ZIM’s continued resilience.

To illustrate the climate change related uncertainties surrounding ZIM’s markets and business operations, below are 4 examples of risks which were identified throughout the climate risk assessment.



1.

Increase in transporting of dangerous and sensitive goods due to transition to electric energy sourcing

Physical risk: Chronic

Transporting dangerous and sensitive goods, such as lithium batteries due to the world’s transition to electric energy in an effort to reduce GHGs can pose additional risks for the company. Transportation of lithium batteries can pose significant risks to the safety of ships, cargo, crew, and the environment. Failing to mitigate these risks may have a negative impact on the company’s bottom line, as well as its reputation, and can also pose a significant safety risk.

ZIM’s response:

We have established strict policies and procedures, that are aligned with IMO guidance, to reduce the potential exposure. Our a dedicated Hazardous and Special Cargo department manages and operate hazardous materials transportation and a careful vessel planning process is done to ensure an optimal and safe loading onto ZIM’s ships.



2.

Carbon price planning

Transition risk: Policy and legal

Some governments or regulatory bodies may implement carbon pricing mechanism to put a price on carbon emissions, including carbon tax or a cap-and-trade system. Inability to manage a strategic process for carbon price optimization can have several potential impacts on the company, including financial, reputational, compliance, competitive and strategic impacts.

The company preparing for the implementation of the EU ETS in the shipping industry, resulting in the need to pay for EUA (EU allowances) on carbon emissions from, to and within EU ports. As this will increase ZIM’s fuel cost, operating older, less efficient ships on these lines, will result in an increased cost disadvantage. Failing to address these risks may potentially have financial, reputational, compliance, competitive and strategic impacts on ZIM.

ZIM’s response:

We are in the process of modernizing our fleet to new built efficient vessels, which will reduce our CO2 emissions and the resulting costs. In addition, we are establishing a formal mechanism to optimize our carbon planning and pricing.



3.

Stakeholder Management / Social License to operate - Company’s commitment to go beyond compliance

Transition risk: Reputation

The company is committed to operating beyond compliance to social and environmental laws. Climate change can pose reputational risks for the company due to various reasons, including environmental accidents or spills, lack of transparency, failure to adapt to changing customer preferences, failure to meet investor expectations, etc.

Inability to operate in a manner that is socially and environmentally acceptable and in accordance with stakeholder’s expectations may have significant negative impacts on the company, due to negative perception of stakeholders, such as customers, investors, suppliers, and regulators, potentially damaging relationships and eroding trust and support, which can lead to decreased demand for the company’s services, difficulties in raising capital, etc.

ZIM’s response:

We have set targets to reduce the emission of GHGs beyond current IMO regulation, and are working on a clear roadmap to reach this ambitious goal. We conduct open and transparent communications with our customers and other stakeholders, and have chosen to participate in voluntary ESG ratings initiatives such as Ma’ala, CDP and Ecovadis.



4.

Carbon Supply Chain Management

Transition risk: Market

As suppliers and customers become more aware of the impact of climate change, the company may face increased supply chain pressure from suppliers and customers to take actions to reduce emissions and minimize environmental impact. GHG emissions requirements set by ZIM’s customers and suppliers could require it to tighten its GHG emission monitoring emission throughout its supply chain in order to decrease its exposure to decreased demands, partnerships and JV difficulties, etc.

Ineffective carbon supply chain management can pose several risks for the company (both in relation to customers and suppliers), which may lead to loss of customers, difficulty in obtaining financing, difficulty in building partnerships, difficulty in obtaining permits and licenses.

ZIM has already implemented certain processes to mitigate some of its climate change risks in its day-to-day operations and will continue to develop and carry out reduction plans and activities to address its significant climate related risks.

ZIM’s response:

We have established effective data gathering and reporting capabilities for GHG scopes 1, 2 and 3 emissions and are working in close transparent collaboration with our customers on the matter. We are in the process of further improving the data quality for scope 3 emissions and increasing the level of engagement with our suppliers.

OUR PEOPLE



OUR PEOPLE ARE THE DRIVING FORCE FOR OUR SUCCESS

As a company whose operations span the globe, we are proud to be a diverse and dynamic workplace for our employees worldwide. We employ thousands of people in a variety of functions and business units, and are committed to providing a supportive employee experience and maintaining a safe workplace environment for all our employees globally.

TARGETS:

- Zero Long Term Injury Rate (LTIR)
- Over 85% of employees grading training as 4/5 or higher
- Employee turnover rate less than 15 %

ALIGNS WITH ZIM VALUES:



CAN DO APPROACH

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



TOGETHERNESS

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



ZIM's ESG values are implemented across business units and organizational levels, and we promote togetherness through a safe and equal work environment. We take our ESG commitment seriously and communicate this throughout the company, demonstrating clear steps to achieve our targets, so we are all forging ahead towards the same goals.

We hold ourselves to the highest levels of safety for our employees on land and at sea, and are committed to upholding all labor rights across global locations. We are proud of our diverse workforce and uphold the value of an inclusive, safe work environment for all, and we are dedicated to supporting employees' professional and personal development, across our business units.

ZIM EMPLOYEES WORLDWIDE

	2021			2022		
	Women	Men	Total	Women	Men	Total
Total	2,398	1,517	3,915	2,536	2,294	4,830

*Data as of 31 Dec. 2022

4,830

Shore employees

141

Seagoing staff
(Zim owned and operated vessels)

90

Locations in
over 90 countries

HEALTH AND SAFETY

The health and safety of our employees is a priority at ZIM.

In this report, we focus on safety on ships, as we see this as a material issue for ZIM. Ships are hazard-filled work areas, with a range of risks arising from with a range of risks arising from working in high spaces, enclosed spaces with potentially hazardous gases, and during storms and inclement weather. We strive to create a culture of safety through the organization and to ensure safety measures are followed across our operations. From upholding the International Convention for Safety of Life at Sea (the SOLAS Convention) and ensuring local, national, and international regulations are followed at sea and at land, our approach to safety is comprehensive and detailed. To support compliance and maintain a safe working environment, we provide extensive training and education to employees on a regular basis.



On Ships

ZIM is wholly committed to managing our vessels safely and in compliance with maritime and international regulations. The work that is conducted at sea and in ports involves unique risks and requires the utmost attention to safety. ZIM employees are highly trained to work safely in these environments. Emphasis is placed on marine safety, safe working practices, and the protection of the marine environment. We aim to have zero safety incidents at sea.

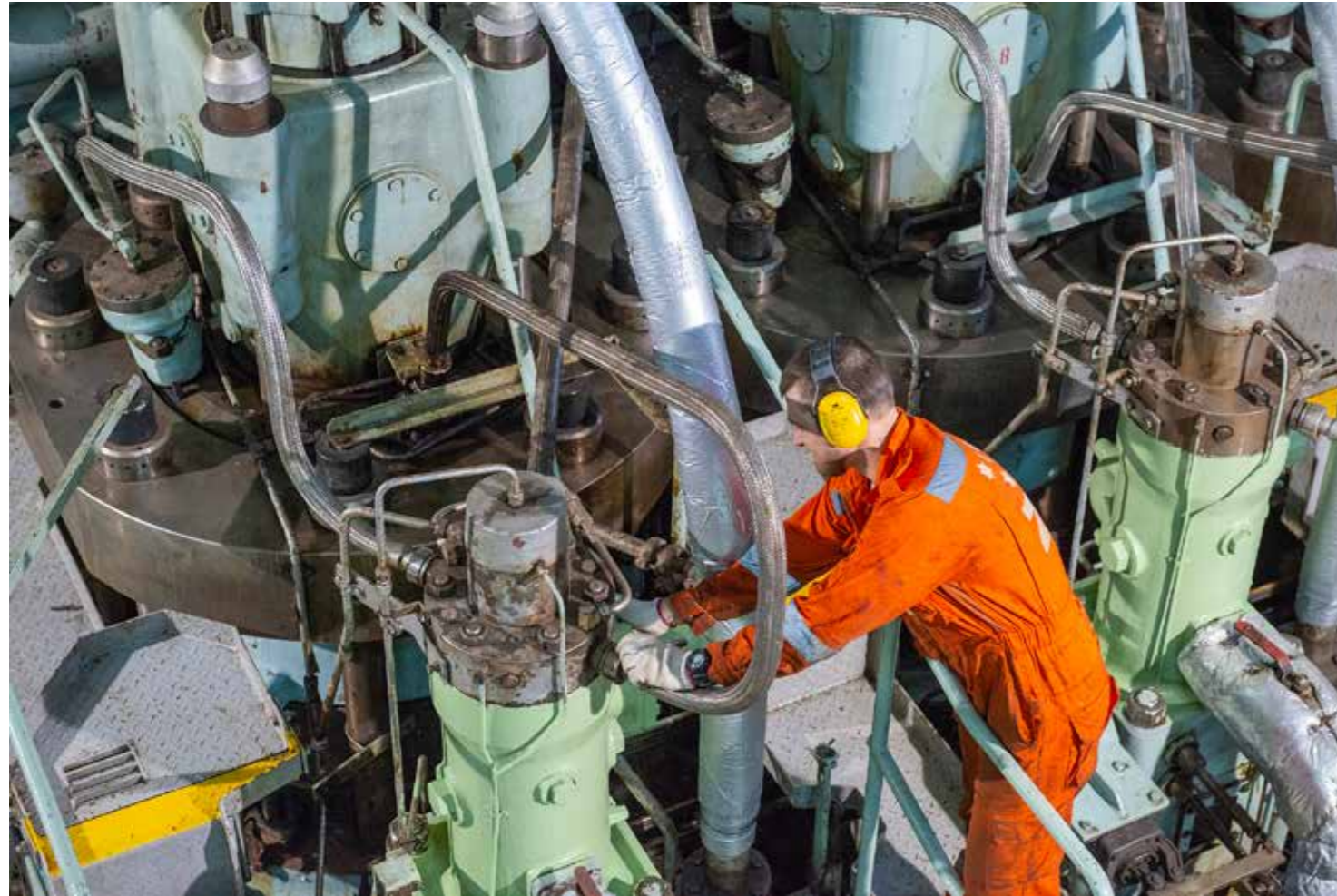
ZIM safety policies and regulations apply to ships owned by ZIM and pertain to ZIM seafaring employees, as well as third party suppliers that board our ships, such as stevedores and seaport pilots. Employees receive regular briefings and training sessions on health and safety, including anti-sexual harassment and bullying, before and after journeys, in addition to on-board training. Any unusual job on ship is authorized through a work permit that includes a risk assessment, and any crewmember who believe there is a safety risk can refuse to perform a task until a preventative measure for that risk is implemented.

We comply with all relevant external regulations regarding the operations of our vessels, including the International Safety Management (ISM), Maritime Labour Convention (MLC), and International Maritime Organization (IMO) regulations, such as the International Convention for the Safety of Life at Sea (SOLAS).

Our Safety Management System (SMS) is ISM-code compliant and was developed internally by ZIM. It is continuously updated and applies to all ZIM owned and managed vessels, and it is implemented and enforced by all captains and officers. The system includes standard safety check lists and work hazard notifications. For any safety incident reported,



ZIM is wholly committed to managing our vessels safely and in compliance with maritime and international regulations.



an investigation is carried out by the ZIM marine department manager, who determines whether to issue a safety alert and/or investigation report with recommendations to all fleet vessels to prevent a recurrence.

A designated marine manager (Captain level) is responsible for the management of safety at sea. There is an extensive safety reporting procedure in place that tracks and monitors all safety incidents, including injuries and illnesses; remediation actions are implemented where relevant. Additionally, internal audits are conducted onboard ZIM vessels on a daily, weekly, monthly, and yearly basis. There is a Health & Safety Committee on board each ship that meets with employees, as needed, and once a month to review any safety issues. In addition, every ship undergoes an annual inspection by the head of safety onboard the ship and by the technical superintendent twice a year. The head of safety on each ship conducts an annual inspection.

There is an annual review of our management approach to safety, with updates made as necessary. Continuous improvement is achieved through training, sharing relevant memos and procedures, internal audits, safety and general alerts, and incident investigation reports. Crew members can report any complaints to the captain, who forwards the complaint to headquarters through a non-conformity report.

ZIM cares about the health of its crew members. All deck officers are trained and certified in first aid and there is 24/7 medical consultation available at sea through online video. In 2022, there were 6 injuries at sea and 15 cases of illnesses, with 2 employees evacuated from sea to land by helicopter, and 2 employees brought to a hospital after reaching port. We maintain strict confidentiality of any personal health-related information, with information stored in an electronic archive system where data is confidential.

Onshore

Just as safety at sea is a priority, so is the health and safety of our employees onshore. Safety at our headquarters is overseen by the ZIM Safety Committee, which is comprised of dedicated employees and managers, a safety supervisor, and maintenance manager. The Committee meets monthly to examine incidents, review lessons learned, and implement remediation actions and plans, as needed.

Safety procedures are established by the safety Committee, as well as an external safety officer. A tour

of all ZIM sites in Israel is conducted once a week, with checks of fire detection and extinguishing systems, cables, outlets, and more. Electrical systems are checked once a month.

Safety training is provided to relevant employees regularly, including the Safety team, and employees can report safety concerns through the employee portal. We have installed defibrillators on each floor at our headquarters, and conducted training for employees on how to operate them. **There were no safety incidents at our headquarters this year.**

DIVERSITY, EQUITY, AND INCLUSION

We operate our business with the belief that diversity, equity, and inclusion (DEI) make us stronger as a company.

We promote diversity among our teams, with a focus on developing quality training courses for all employees to further their professional skills and advance in their careers. We invest resources in promoting diversity, and we monitor gender diversity across the company on an annual basis.



We respect and protect our employees' fundamental rights and freedoms in line with our Code of Ethics and human rights and are committed to preventing all forms of discrimination throughout our organization.

The ZIM **Global Diversity & Inclusion** policy communicates our commitment to promote diversity and inclusion in our organizational practices, procedures, and behaviors, and to create an environment where individual differences are respected, valued, and seen as an essential advantage. We believe diverse and inclusive practices are essential for the creation of a unified, agile, and innovative environment, enabling us to bring a variety of life experiences, skills, ideas, and perspectives to decision-making processes. Furthermore, they help us foster creativity, better meet the needs of our customers, and improve our business results.



We strive to build a culture of diversity and inclusion by increasing self-awareness, education, and promoting an ongoing dialogue with employees across all levels, and by learning from different community partners and organizations.

We collaborate with nonprofit organizations to increase the hiring of employees from diverse backgrounds, as well as those with disabilities. We participate in various community and professional events to raise awareness of the value of diversity, and communicate our DEI efforts globally, both internally and externally. Additionally, we cooperate with social NGOs to support underprivileged groups and promote equal opportunities for diverse populations.

ZIM EMPLOYEES BY SENIORITY, AGE AND GENDER

	Age	Gender		Totals	
		Women	Men	Total Category	% Women
Executive (C-Suite)	<30	0	0	13	23%
	30-50	1	2		
	>50	2	8		
Senior Management	<30	1	0	238	37%
	30-50	55	65		
	>50	25	72		
Middle Management	<30	14	11	716	40%
	30-50	203	281		
	>50	69	138		
Non-managers	<30	649	369	3,883	56%
	30-50	1,174	1,002		
	>50	343	346		
Total		2,536	2,294	4,830	52%

We are amplifying our efforts to increase diversity and the representation of minorities and underrepresented populations. Worldwide in 2022, 40% of the managers at ZIM are women, and at the head office in Israel, out of 827 employees there were 33 employees from minority groups, 19 employees with disabilities, 29 ultra-Orthodox employees, and 15 new employees over the age of 45. We strive for diverse representation across our global sites, and in 2022, 36 out of 39 country managers were from the local region.

In accordance with Israel law, and in recognition of the importance of equity in the workplace, every year we report the wage differences between women and men to our employees. While we recognize there is still work to be done for wage equity within in Israel, the wage differences at ZIM are significantly lower than the general market. The differences that do exist are attributed to seniority in positions; according to our data and analysis there is no difference in wages between men and women in the first year of employment. In addition, in some departments, the wage difference is in favor of women.

International Day of Tolerance



For the second year in a row, in 2022 we marked International Day of Tolerance through a companywide event. Over 1,000 employees participated in a virtual global conference where they learned about ZIM's diversity and inclusion initiatives, including a panel with significant representation of ZIM women employees. We also shared the importance of equal opportunities for people with disabilities, across all areas of life.



"I speak 5 languages, hold two BA degrees and am currently studying an LLM degree"

Yonatan Cohen
Recruitment Coordinator,
Global Recruitment Dept.

Managing our approach to DEI

ZIM regional HR managers are responsible for managing the company's diversity and inclusion workplan across locations. Activities range from monitoring and measuring the diversity data of candidates, promoting diverse recruitment, and ensuring we support diversity and inclusion in our ongoing daily work, as well as encourage mobility and promotion opportunities within the company. We plan to expand these activities to more regions in 2023.

Throughout the year, ZIM employees are provided with training and education on the recruitment and employment of people with disabilities. This includes a review of local labor laws, the status of employees with disabilities in the current Israeli workforce, and understanding the common types of disabilities and the advantages of recruiting and employing such workers. The programs emphasize the importance of making adjustments as needed to accommodate employees with disabilities, to help them reach their full potential. Efforts are being made to increase representation of minority and underrepresented groups at our headquarters through working with nonprofit organizations that focus on this area.

Promoting diverse recruitment

We promote a diverse and inclusive recruitment process through:

- Working with nonprofit organizations that support candidates from diverse groups, such as people with disabilities, older candidates, and minority groups, and sharing open positions with them.
- Posting ZIM positions on dedicated job boards for diverse groups and participating in events that aim to promote diverse employment, such as job fairs and other community events.
- Conducting interviews and LinkedIn training sessions to give candidates tools and support in their job search process, whether at ZIM or other companies.

We take care to provide and maintain a workplace environment that is accessible for our employees, and work to make our facilities and offices accessible in accordance with local requirements. To support these efforts, we have an accessibility coordinator who oversees our inclusion activities.



40%

Worldwide in 2022, 40% of the managers at ZIM were women, an increase from 39% in 2021.

Capt. Shani Ben-David



In April 2002, Shani Ben-David was appointed Captain at ZIM, making her the first woman to achieve the top naval rank in the Israel merchant marines. According to Capt. Ben-David, she chose a maritime career “out of love of the sea and out of a desire to accomplish a huge professional challenge in a field that is not so well known to the general public. Serving at sea,” she says, “is exciting, challenging, and rewarding.”

In addition, she has always felt a deep connection to protecting the environment and animals.

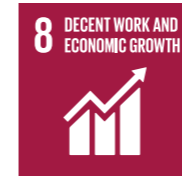
Capt. Ben-David started her maritime career with ZIM as a third officer and as she moved up the ranks, she went back to the Maritime Education Institute at Acre for further studies to become a first officer and captain, paid for by ZIM. According to Capt. Ben-David, she always told herself to “concentrate on the mission.” While her goal was not necessarily to become the first woman captain in the merchant

marines in Israel, it was her goal to do her best “every step of the way and be content and happy about it.”

Capt. Ben-David serves as an inspiration and role model to young people everywhere to turn their love of the sea and the environment into a fulfilling career.



LABOR RIGHTS



We protect labor rights and promote a safe and secure working environment for all workers. We support a healthy work-life balance for our employees, and invest in employee training worldwide to support individual growth and development, professionally as well as personally.

ZIM is compliant with all labor laws in the locations in which we operate, and we uphold the value of a fair and equitable work environment. As outlined in our Code of Ethics, we are committed to providing employees with equitable employment terms, paying fair remuneration in accordance with the type of work conducted, and paying wages and social benefits in accordance with the relevant legislation in each country in which we operate. In 2022, we were proud to share our successful year with employees through bonuses and raises, as well as added benefits, such as

vacations together, family events, company parties, and vouchers to local attractions and activities.

In various global locations we have collective bargaining agreements, and in all other locations we follow local rules and regulations regarding employment and labor rights. In Israel, 88% of our employees work under collective bargaining agreements. We have not experienced labor-related work stoppages or strikes in the past three years. Globally, 4.2% of the ZIM employees are covered by collective bargaining agreements, mostly in Europe and select countries in Africa. All other employees’ working conditions, terms of employment, and labor hours comply with local labor laws.

Our dedication to creating a fair and equal workspace is reflected in the high scores we receive on Glassdoor, where employees anonymously rate employers. Our current ratings, from over 1,000 reviews by employees include scores of 4.4 out of 5 overall, 4.4 for culture & values, 4.4 for diversity & inclusion, and 4.1 for work/life balance. 93% of reviewers would recommend ZIM to a friend. (Source: Glassdoor, accessed March 26, 2023).



SOCIAL BENEFITS & WELLBEING

We see great value in providing our employees with a complete ZIM experience, as reflected in the work environment of the company. We believe this starts with fostering a strong connection to the company's values and visions, continues through open, ongoing communication with management, and includes career development opportunities, support, and feedback on a regular basis.

We provide our employees with competitive salaries, and all employment benefits specified by law in the countries in which we operate. We conduct yearly salary analyses that take into account inflation, promotion opportunities, annual evaluations, and more. We allow flexible working hours to enable employees to maintain a supportive life-work balance, which we highly value. In addition, we continue to offer hybrid work options (working from home), even as we move past the critical stages of the COVID pandemic. We also offer opportunities for discounted family vacations and activities for employees to enjoy with their families, as well as digital courses for employees' children.

In all locations in which we operate, we provide social benefits and wellbeing packages according to acceptable local practices and requirements, such as standard healthcare, retirement, education, disability insurance, vacation days, parental leave, life insurance, and other benefits. In 2022, we upgraded the insurance policy offered to employees in Israel.

To raise awareness of health issues and promote a healthy lifestyle, we offered a variety of programs to employees in 2022, including a special session to learn about breast cancer, lectures on sustainable consumption and preventable health issues. Employees also participated in a range of group activities, including a marathon and annual sports

event in Eilat for workplace leagues, where 55 men and women from ZIM competed in different team sports, such as basketball, table tennis, bowling, volleyball, and more.





Information regarding health and safety is shared with all employees through e-learning and training sessions, and occupational health services are provided to employees in accordance with the collective agreement.

To identify and eliminate hazards and minimize risk, employees over a certain age are entitled to periodic medical examinations. In addition, any employee who returns to work after a prolonged illness is referred to an occupational physician to confirm their ability to return to work.

We do not ask for or keep any employee health information. Any confidential information held

in paper records is locked and accessible only to relevant HR staff, and we conform with all local laws regarding data privacy for workers' personal health-related information. In addition, ZIM has internal policies that ensure private information is handled on a need-to-know basis and will never be used to discriminate against any employee. Participation in special programs is known only to relevant HR staff.

We provide a wide range of training and education programs and opportunities for employees.

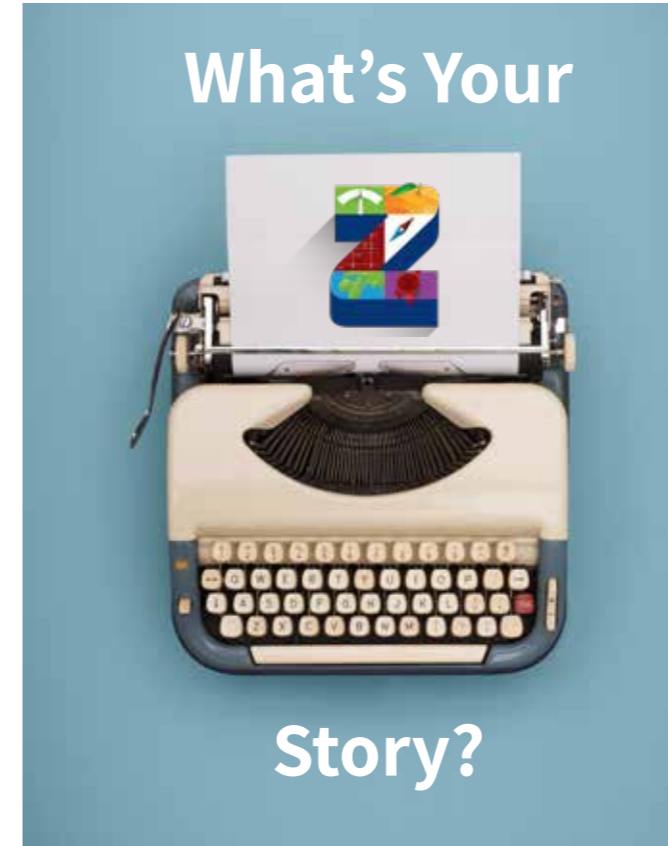
Topics span a wide range of areas, including professional skills, such as Excel and language studies, and information technology training. Training is offered throughout an employee's career, from junior positions to senior management levels, to support internal advancement and mobility. Training and education are provided through a variety of channels, including onsite and online lectures and workshops, and companywide challenges and competitions.

To help employees set individual career goals, we have incorporated a mid-year goals review as part of the annual evaluation process. The focus is on setting and updating individual goals, aligned with the company's strategic focus, with the belief that

accurate goals help led to better results. The annual review process includes self-evaluations, as well as evaluations by managers, and indirect manager review, and one-on-one feedback conversations for each employee. To support internal mobility, available positions are posted on the employee portal, and are shared with all current employees.

In addition, we subsidize academic studies for ZIM employees and their families, including scholarships for the MBA Program for Shipping and Ports Management at the University of Haifa, as well as degrees in maritime studies at the Leon Recanati Institute for Maritime Studies at the University of Haifa.

We held a variety of programs in 2022 to spark creativity and innovation and support a sustainable work environment.



Znovate

A new ideation and innovation platform, ZNOVATE was launched in 2022 and is open to each ZIM employee, allowing them to share their ideas, make suggestions, and discuss potential innovation projects. The program gives employees a platform to develop ideas and gain guidance from people in the field, while encouraging creative and innovative thinking. In November 2022, we conducted a global campaign for employees to submit ideas to improve cooperation between units; top ideas received prizes and three ideas were selected for implementation within the company.

CEO Award for Creating Thinking

The annual award was created to support our innovative organizational culture with creative ideas and projects that promote ZIM's workflow and productivity. Employees were encouraged to submit ideas for new or current projects, and 34 projects were submitted from around the world. Ideas were received from ZIM teams around the world, including Thailand, Vietnam, South China, and Israel, and winners received recognition in a ceremony attended by the CEO and senior management. Projects included a fuel analyzer dashboard consolidating data from various global operations reports, allowing for insights on reducing fuel consumption, and a proactive delivery order application that uses BOT technology to issue a delivery order, without the need for customers to arrive in person or send documents.

StorytellerZ

The StorytellerZ program was created to provide ZIM employees in Israel with training and mentorship to become ZIM brand ambassadors. Thirty employees were selected to participate in the program, which included a joint discussion on the community's values, motivations, and tips for sharing information online. In addition, participants received guidance from a well-known writer on the power of words and creative writing.

ZIM Sustainability Challenge

ESG education has been integrated into our corporate training program, and in 2022 we launched a new employee Sustainability & Community Challenge to recognize initiatives undertaken by ZIM employees around the world. Over 150 activities were submitted from ZIM locations around the world, and initiatives that were implemented included greening the office with plants, increasing recycling stations, reducing paper use, introducing Meatless Monday lunches, setting up carpools for commuting, and cleaning local beaches.



We respect and protect our employees' fundamental rights and freedoms in line with our Code of Ethics and human rights.

We strictly safeguard the labor rights and human rights of all our employees, as well as employees in the supply chain, and employees of our business partners. Therefore, we refrain from contracting with potential suppliers and business associates who do not comply with the same high standards of ethical conduct.

Our business operations are consistent with the International Labor Organization's (ILO) and the United Nations Global Compact principles, and we require our suppliers to comply with these principles as well. We do not tolerate forced labor, including child labor or any other form of modern slavery, such as human trafficking. There is no child labor in any of our global locations, and we do not employ people under the age of 18 in any of our agencies. Our recruitment units regularly check recruitment processes, and we have internal audit procedures to ensure this policy is strictly upheld.

Anti-Harassment

We are dedicated to providing a safe, healthy work environment that is free from discrimination, harassment, bullying, and sexual harassment. The ZIM Anti-Harassment policy for seafarers outlines our **zero-tolerance** policy for any such behavior or activity and applies to all seafarers or people visiting or working on a vessel. Seafarers have the ability to report a complaint through the On-Board Complaint Handling Procedure, which includes precise procedure details and relevant contact information, in accordance with the MLC.

All employees on ship and onshore receive mandatory tutorials for sexual harassment prevention and creating a respectful work environment, and there are posters displayed in our offices specifying who to contact if needed. A company sexual harassment commissioner has been appointed to oversee and deal with any issues that arise.



PROSPERITY



POWERING OUR GROWTH

We take pride in providing world class service to our customers, and we have positioned ourselves to achieve industry leading margins and profitability through our focused strategy, agile approach, and flexibility in responding to changing market conditions and enhanced digital tools.

TARGETS:

- 90% of total workforce trained on business ethics issues
- 20% increase of suppliers onboarding on the code of conduct
- Zero successful cyber attacks and minimal interruption to business continuity in the event of a successful attack

ALIGNS WITH ZIM VALUES:

AGILE
We adapt quickly to market currents, changes, trends and

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

As part of our Innovative Shipping vision, we rely on careful analysis of data to better understand the needs of our customers and digitize our products accordingly, without compromising our personal touch. We operate and innovate as a truly customer-centric company, constantly striving to provide a best-in-class product offering.

Through our core values and in accordance with our Code of Ethics, we aim to uphold and advance a set of principles regarding Ethical, Social and Environmental concerns. Our success is intertwined with other organizations in the sector, and we aim to uphold a strong, secure, and responsible supply chain. Furthermore, we seek to work with innovative companies across the value chain to help us learn and develop.

At ZIM, we are proud of the value we generate for all stakeholders, including employees, suppliers, investors, financial institutions who have lent us money and received it back with interest, and shareholders. In addition, our prosperity is shared with local communities and the countries in which we operate through our taxes. Our retained amount was smaller this year compared to last, due to the dividends we handed out in 2022.



FINANCIAL HIGHLIGHTS (IN M-USD)

	2021	2022	Change YoY
A. Direct Economic Value Generated			
Total income (revenues, financial income, net sale of assets, etc.)	\$10,747.2	\$12,740.7	18.5%
B. Direct Economic Value Distributed			
Operational and administrative costs (consumption of services and materials, depreciation and amortization, leasing costs, etc.)	\$4,519.6	\$5,998.9	32.7%
Employee wages and benefits	\$411.3	\$489.7	19.1%
Distributions to providers of capital (dividends, interest on lease liabilities and debt)	\$697.9	\$3,536.5	406.7%
Distributions to governments (income taxes, penalties, etc.)	\$1,010.4	\$1,398.3	38.4%
Total Direct Economic Value Distributed	\$6,639.2	\$11,423.4	72.1%
C. Direct Economic Value Retained	\$4,108.0	\$1,317.3	-67.9%

ETHICS

Maintaining our values and operating in an ethical manner has guided and shaped our company since we were founded.



We stand by our corporate values every day, and endeavor to implement them in our daily business activities and in our relationships with various stakeholders.



We exhibit integrity and reliability in all our interactions with employees, customers, suppliers, and business associates.

The ZIM [Code of Ethics](#) is an extension of our values and serves to guide ZIM employees in making business decisions, in ethical management of ZIM's business activities, and in compliance with the requirements of the law. The Code of Ethics outlines our commitment to fairness in business and integrity in doing business, uphold and comply with the law, protect company assets, avoid conflict of interests, strive for constant improvement while setting challenges and meeting them, and create an equitable and supportive work environment.

The ZIM Code of Ethics includes:

- **Commitment to uphold and comply with the law**
- **Commitment to fairness in business and integrity in doing business**, including commitment to reliability and integrity, quality customer service, and contracting with suppliers and business associates
- **Protecting company assets**, including protection and proper use of assets, proper use of IT systems, protection of confidential proprietary information, avoid conflict of interests, and fair dealing and gifts
- **Creating an equitable and supportive work environment**: offering equal employment opportunities, complying with safety and hygiene standards at sea and on land, preventing sexual harassment, protecting the environment, and supporting community investment

The Code of Ethics is communicated to all our employees and agents and is available to the public on the ZIM website. Every new employee reads and signs the Code, and once a year, all employees are required to confirm reading the full Code of Ethics on our internal training system. 90% of our employees completed a review of the code in 2022.

GOVERNANCE

We are committed to best governance practices, and our Board of Directors has adopted corporate governance guidelines that serve as a framework within which our Board of Directors and its Committees operate, subject to the requirements of applicable law and regulations.

Under the Companies Law of Israel and our articles of association, our business and affairs are managed under the direction of our Board of Directors, and our Chief Executive Officer is responsible for day-to-day management of the company.

In early 2021, ZIM went public on the NYSE, the first global container liner to be listed in the US, and the first IPO of a global shipping company since 2015. As required by the NYSE, 5 of our 9 directors are independent under NYSE rules, and we thus comply with the rule that a majority of our directors be independent within one year following the listing of our shares on NYSE. In accordance with SEC rules and NYSE requirements, our Board of Directors has established an **Audit Committee** and **Compensation Committee**. The Audit Committee is responsible for overseeing our independent auditors, the accounting and financial reporting processes of the company, the effectiveness of our internal control over financial reporting, and other audit-related activities. The compensation Committee makes recommendations to the Board of Directors regarding the approval of the compensation policy for directors and officers, and other compensation-related activities.

To ensure conflicts of interest are avoided, upon nomination, each director candidate to the Board submits a declaration stating they do not have a conflict of interest related to their appointment, and they are asked to disclose affiliated companies and relatives. As per the Israeli Companies law,

annual questionnaires are required to be filled out by company officers and directors to disclose any conflicts of interest in a corporate decision or action.

The Corporate Secretary is responsible for managing communication with the Board, and the Board and Committees convene at least once a quarter, or more as needed. Members of the Board receive updates and proposals on an ongoing basis, including scheduled and ad-hoc communications. To resolve critical concerns, the Board is convened for discussion, and in making its decisions it may receive legal advice and guidance from third-party experts. In 2022, we experienced a year of personnel changes in our senior management and Board of Directors.

More information about the Board of Directors, Board Committees, and corporate governance policies, including remuneration guidelines, can be found in the [ZIM 2022 Annual Report](#).



Management of ESG and Climate Issues

The Executive Vice-President & Chief Operating Officer (COO), who is responsible for ZIM’s operational and procurement activities globally, is the highest-level management position with direct responsibility for climate-related issues. As part of the Executive Leadership Team, the COO reports directly to the Chief Executive Officer & President and the Board of Directors on climate-related risks and opportunities, and our ESG activities. The COO has a broad view of the company’s various services and operations and is therefore able to lead the entire topic of operational efficiency of the company, with a focus on climate-related issues. The COO is responsible for overseeing our ESG program, initiatives, and targets in a way that enables the company to run a safe, reliable, efficient and responsible vessel network.

In the past year, as part of our efforts to take further steps in terms of climate change management and climate risks, we have established an **ESG Steering Committee**, led by the COO, whose mission is the formulation and implementation of ZIM’s ESG policies and strategy. It is comprised of senior executives from across the company and meets quarterly to discuss and review relevant climate risks and methods of addressing them in accordance with the company’s strategy, goals, and objectives. The ESG Steering Committee reports to ZIM senior management, who in turn reports to the Board of Directors.

To support the work of the ESG Steering Committee, each main business function, such as HR, finance, operations, compliance, and others, will appoint an ESG point person who has extensive knowledge of that department’s processes and developments. The ESG point person will work closely with the ESG Steering Committee to implement ESG initiatives across the company.

Our ESG program is administered by the ZIM ESG global unit, led by the Head of Corporate ESG and ESG Lead. The unit works closely with ZIM departments company-wide, including operations, HR, legal, marketing, countries, and others, to form and support the implementation of ESG policies and initiatives. The unit also manages ZIM’s external ESG partnerships, participates in professional working groups, roundtables, and coalitions to support sector-wide initiatives, and is responsible for ESG-related training and education.

In addition, we have launched a program for ESG Trustees in our worldwide offices. The program was approved by the Board of Directors and is slated to begin in 2023. Its goal is to facilitate global ESG management, streamline the ESG data collection process, and help create real ESG impact in the local business environment. Each country will appoint an ESG trustee to manage ESG issues at that location, including:

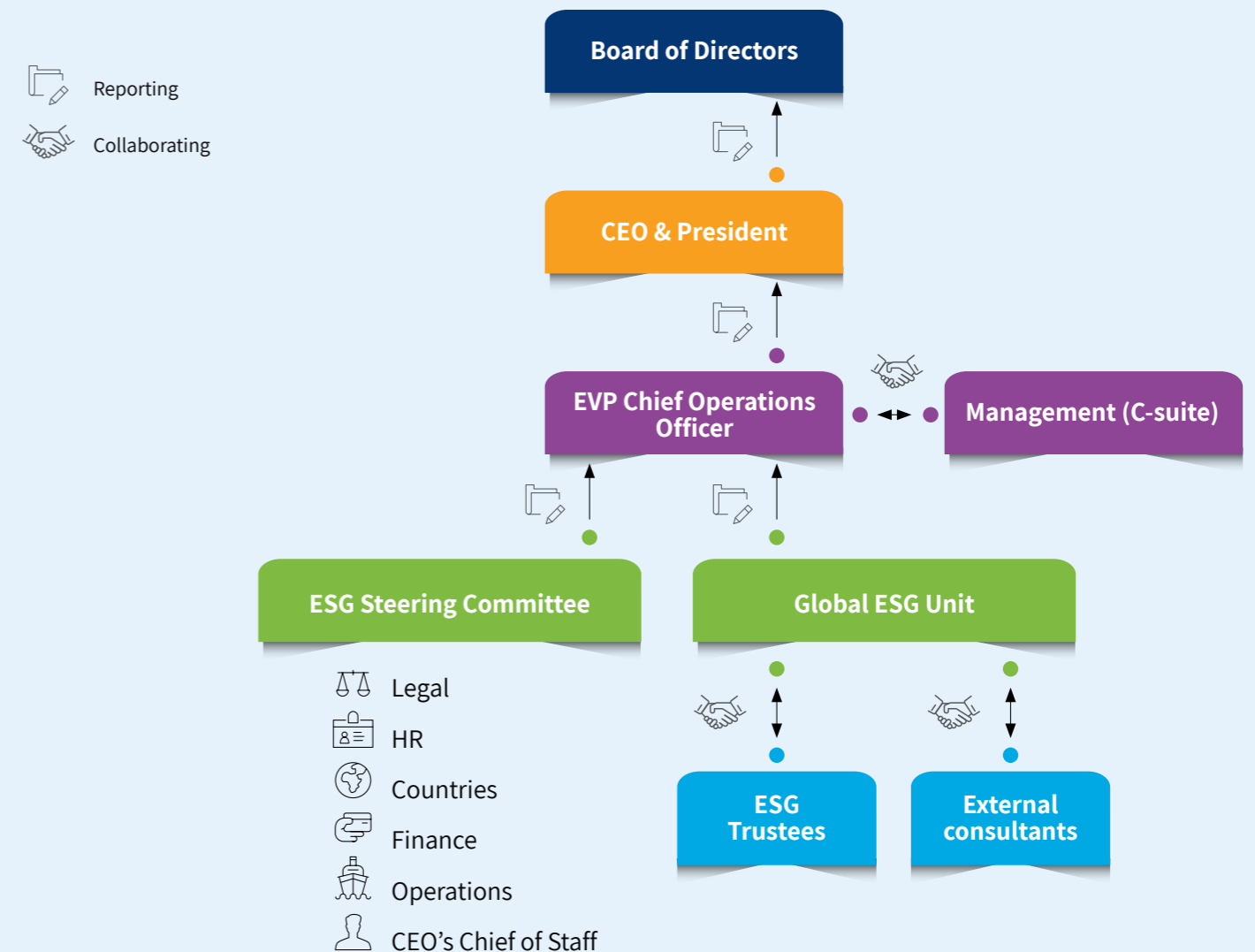
- Assisting with decarbonization projects and initiatives
- Searching for alternative energies
- Diversity and inclusion initiatives
- Collection of improved, more accurate ESG data for reporting purposes
- Better stakeholder engagement
- Initiating and maintenance of partnerships
- Working with local suppliers to support a sustainable supply chain



Shelly Levi-Tsur, Global ESG Lead

The ZIM Global ESG unit serves as the professional knowledge center for the company, helping to develop innovative approaches that align with our growth strategy and ensuring we continue to have a positive impact on the environment and communities in which we operate.

ZIM ESG MANAGEMENT STRUCTURE



Anti-corruption

ZIM is committed to maintaining the highest ethical standards. Our Code of Ethics describes our commitment “to fairness in business and integrity in doing business,” and while it is true that we will comply with applicable anti-bribery and anti-corruption regulations because it is the law, we act honorably in all our business dealings because it is the right thing to do. It is who we are.

By the nature of our business, we face a high level of corruption risk for several reasons, including that we operate in high-risk locations with a lower compliance culture. Also, shipping has historically been considered a relatively high-risk business sector, and potential demand by officials for facilitation payments.

ZIM has a zero-tolerance approach to bribery & corruption, and we have adopted a comprehensive compliance plan to prevent and mitigate anti-bribery and corruption risks. The plan includes policies and procedures, training and risk assessments, establishing reporting channels and local compliance agents as well as procedures for investigation and corrective measures to be applied.

The ZIM [policy on Compliance with Anti-Corruption & Anti-Bribery Rules](#) outlines our collective commitment to these values and to compliance with all relevant anti-bribery laws. The policy details the conduct required by all our employees when they conduct business activities. The General Counsel and Compliance Manager are responsible for creating and implementing the company’s anti-corruption & anti-bribery compliance plan, and HR provides relevant training to employees. New employees receive appropriate anti-corruption training upon hiring, and other employees receive risk-based training, where appropriate, that may vary, depending upon the employee’s role and exposure to government officials.

To raise awareness of anti-corruption, there was an internal communication campaign on the topic in 2022, as well as communication to ZIM agencies. In addition, an article on the prohibition of accepting



gifts was shared with employees on International Corruption Prevention Day. In 2022, 100% of employees received training on anti-corruption, and 90% passed the training course successfully.

ZIM is a member of the **Maritime Anti-Corruption Network (MACN)**, a global business network working to realize a maritime industry free of corruption, that enables fair trade for the benefit of society at large.

Zim does not accept any money from governments and does not give political donations as a matter of policy.

Anti-competitive Behavior

Antitrust and competition laws are designed to promote free and honest competition. They reflect the belief that in a competitive market, the most innovative and efficient companies will thrive by providing the best products and services at the lowest prices. We are committed to abiding by all antitrust laws wherever ZIM operates. This commitment is one of the first principles set forth in ZIM’s code of ethics: to comply with the requirements of the law.

ZIM is subject to antitrust laws in many jurisdictions, which can be complex and can impose different and varying requirements. Antitrust laws are strictly enforced, and an investigation can have severe consequences for the company, including financial penalties and reputational damage to ZIM and ZIM’s business partners, as well as requiring significant time and resources. Individuals that violate the antitrust laws can also be punished.

The ZIM policy on [Compliance with Global Antitrust Laws](#) summarizes the fundamental principles of those laws to assist employees in identifying potential antitrust concerns and provides guidance for how to react in such situations, underlying our collective commitment to achieving full compliance with antitrust laws.

ZIM has a zero-tolerance approach to bribery & corruption, and we have adopted a comprehensive compliance plan to prevent and mitigate anti-bribery and corruption risks.



Compliance

We strictly abide by all applicable laws, including all local regulations, in each geographical location in which we operate. This applies to all functions and business units of the company. ZIM ensures compliance in all its offices by performing ongoing reviews and audits – this is done internally by carrying out HR audits and process controls, and by conducting ZIM Internal Auditor reviews and frequent audits in various countries. We also engage with external auditors and survey companies who carry out assessments and reviews of a wide range of corporate governance functions, such as salary and benefits compliance issues.

In 2020, a claim was filed against the company in a specific jurisdiction, together with other carriers operating in that jurisdiction, regarding competition and commercial issues. In January 2022, an industry-related investigation regarding this claim was concluded with an administrative fine of an immaterial amount. ZIM is no longer a member of that specific trade association.

To strengthen relevant institutions, including through international cooperation, working to combat terrorism and crime, we are Customs-Trade Partnership Against Terrorism (C-TPAT) certified by the US Customs and Border Protection department.

Supporting an open, safe work environment

ZIM encourages and promotes an open, safe work environment where employees feel secure to report a complaint regarding any suspected irregularities across business functions or activities, including corruption, bribery, sexual harassment, or any other issues.

The ZIM [Whistleblower and Internal Complaints Procedure](#) explains the importance of reporting such complaints for upholding our Code of Ethics and the law and maintaining a healthy work environment. Methods for submitting a complaint are outlined in

the procedure, including directions for contacting a direct or higher manager, global HR representative or the General Counsel and Corporate Secretary in a confidential and anonymous manner. In addition, the Whistleblower hotline is available to employees, suppliers, and customers to anonymously report any suspected irregularities. Reporting through the hotline can be done via a variety of channels, including phone, email, online, anonymous e-box, and mail. A link to the Whistleblower hotline is available on the ZIM website.

All complaints received via the hotline are evaluated by the company’s Internal Auditor, who assesses and documents the complaints and, if needed, conducts further investigations or, after consultation with the General Counsel, refers the complaint to an investigation administered by a dedicated outside counsel. Material complaints are reported to the CEO and the Audit Committee of the Board. In addition, all ZIM employees have the right to report possible violations of law or regulations to any governmental agency or self-regulatory organization, as detailed in the Whistleblowers procedure.

ZIM has a strict **non-retaliation policy** and does not tolerate any form of threat, retaliation, or other action against employees who have reported a complaint.

In 2022, there were 10 complaints reported via the Whistleblower, 2 related to misconduct, 6 related to HR, and 2 related to customer service. This was an increase from 2021, when we received 7 complaints overall, 2 regarding misconduct, 2 regarding working procedures, 2 HR related and 1 related to customer service. All inquiries were reviewed by the Internal Auditor and handled as necessary by ZIM management with the corrective actions centering on making sure guidelines are clear and implemented. Considering the immense scope of ZIM’s business, these numbers are miniscule, and we welcome the rise in complaints as a testament to our stakeholders, be they employees or customers, knowing that they can turn to us with any complaint and get a fair resolution of the matter.

Economic Impact

At ZIM, we continue to grow our operations and business. As of December 31, 2022, our fleet included 150 vessels (139 container vessels and 11 vehicle transport vessels), of which 9 are owned by us and 141 vessels are chartered-in. Our operating fleet, including owned and chartered vessels, has a capacity of 549,278 TEUs. Our fleet renewal program includes the chartering of 46 newly built state-of-the-art vessels, including 28 LNG dual-fuel vessels, one of which already entered service in early 2023. These ships will replace older vessels with lower fuel efficiency.

We believe that as one of the oldest cargo shipping companies in the world, our extensive experience, consistent track record of stable operations, and our reputation for reliability and efficiency enable us to retain our existing customers and attract new customers.

In 2022, we had more than 34,000 customers using our services; our customer base is well-diversified, and we do not depend upon any single customer for a material portion of our revenue. We intend to continue to strengthen our relationships with our key customers and increase our direct sales to small- and medium-sized enterprises, or SMEs, which we define as customers that ship up to 200 TEUs annually. We believe this large and growing segment of the cargo shipping market represents a significant growth opportunity for us and our customers, while we help SMEs operate and grow by getting their goods to the entire world.

We serve customers around the world, and operate across a wide range of jurisdictions, including China, India, South-East Asia, United States, Canada, Brazil, Israel, Turkey and Italy. To help grow our global presence, in 2021-2022, we have increased our global deployment of services by establishing new local agencies and strengthening our partnerships in Southeast Asia, South America, Africa, Australia and New Zealand.

In 2022, we distributed **\$3.536B** in dividends and interest on debt to providers of capital, a **407%** increase from last year

Procurement

As a global shipping liner, we have a wide range of suppliers across the world, spanning different industries and product categories.

Procurement at ZIM is divided into 4 regions, with regional procurement managers for the Mediterranean Sea, Europe, America, and Asia. All procurement agreements in different countries are overseen by the regional manager, and there are separate procurement managers for the main procurement categories.

As a company that is committed to conducting business in an honest, ethical, and professional manner, we are committed to ensuring our suppliers and business associates comply with the same principles of ethical, social, and environmental responsibility. To that end, we introduced the ZIM [Supplier Code of Conduct](#) in 2021, whose purpose is to communicate the requirements expected from our business partners, during and after their engagement with us.

The Supplier Code outlines the set of commitments for suppliers when working with ZIM, including details for:

1. Upholding and complying with the laws
2. Fairness and integrity in doing business
3. Prohibition on use of inside information and compliance with securities laws
4. Health, safety, and fair employment conditions
5. Data protection and security
6. Environmental awareness and sustainability

We are currently engaging with suppliers to provide them with information about the Code and receive signed commitments. We are focusing our engagement efforts on 200 of ZIM's major strategic suppliers. In 2021, we conducted a pilot program for medium-sized suppliers, and in 2022 we focused on larger suppliers. As of 2022, 70 suppliers have signed the Supplier Code of Conduct. We aim to have a

sustainability clause in all contracts, so suppliers commit to sustainability practices as a general practice throughout our supply chain.

To ensure compliance with the Code, we conduct on-site audits of suppliers. We conduct at least one audit per quarter, as well as two surprise visits to a larger supplier and a supplier who may have challenges complying with the Code. The supplier audit includes a checklist on various topics, including management's involvement in corporate social responsibility areas; working conditions and human rights; business ethics; environmental performance; and supplier management. The lead auditor has been trained and certified by the Standards Institute of Israel.

In 2022, we updated our procurement policy related to ESG topics and prepared an ESG training session for procurement managers. As of 2023, the training will facilitate the implementation of ESG practices for our worldwide buyers. It provides guidelines for giving preference to sustainable service providers and provides training to buyers for identifying sustainable suppliers, including those that implement environmentally responsible practices or produce environmentally friendly products, are minority-owned, are recognized as local small manufacturers, use renewable energy sources, and demonstrate strong ethical conduct. The training will also assist in applying the new governance requests to our suppliers, such as signing the Supplier Code of Conduct, filling out an ESG questionnaire, and handling supplies that may not conform with ZIM's sustainable procurement policies.

To uphold our standards of social and ethical business practices, security personnel employed by external security companies at ZIM locations undergo dedicated training sessions related to employee and human rights, including an annual test and reviews. ZIM strives to prioritize local suppliers in all the regions in which we operate.

Tax Policy

We operate in various jurisdictions and are subject to the tax regimes and related obligations in the jurisdictions in which we operate or do business. Changes in tax laws, bilateral double tax treaties, regulations and interpretations could adversely affect our financial results. The tax rules of the various jurisdictions in which we operate or conduct business often are complex, involve bilateral double tax treaties and are subject to varying interpretations.

In December 2022, the OECD published the Pillar Two model rules to assist in the implementation of a landmark reform to the international tax system to ensure that multinational enterprises (MNEs) will be subject to a minimum 15% tax rate in each jurisdiction where they operate.

While Pillar Two model rules are not intended to be applied to international shipping income, other sources of our income may be affected as a result of Pillar Two entering into effect, and there is still uncertainty regarding the scope and manner of the mandatory reporting by shipping companies in connection to these rules. As the Pillar Two model is expected to enter into effect in 2024 in some countries and in 2025 in others, there is still uncertainty as to how the Pillar Two model will be applied evenly during this transition period. We are currently monitoring the developments of the Pillar Two legislation process and are evaluating its potential impact on our financial results.

38%

In 2022 we recorded **\$1.398B** of tax expenses, a **38%** increase.

INNOVATION

In a world where technology is moving faster than ever, digital tools are paving the way for a new era in shipping.

As innovation rapidly enters our lives, we are making digitalization a priority at ZIM for the benefit of all stakeholders, including customers and investors. Throughout our history, enthusiasm for technology has always been our driving force. We believe in engaging our customers with innovative ecosystems that focus on their need.



Our approach to innovation is demonstrated through a variety of ways, both internally and externally, and we recently expanded our internal Innovation team.

We promote innovation and creativity through a variety of programs and initiatives, internally and externally.

We promote innovation and creativity among employees through companywide competitions, and the ZNOVATE platform for employees to submit innovative ideas. We recently expanded our Innovation team to support our work internally and with external entities. Through partnerships with other companies, we provide all-digital solutions that help simplify the supply chain experience for customers. We continuously optimize our shipping lines and services, while making it easier for customers to track, monitor, and manage goods shipped across oceans. In addition, allocate resources to identify and invest in disruptive technologies to establish growth engines for the shipping industry ecosystem.



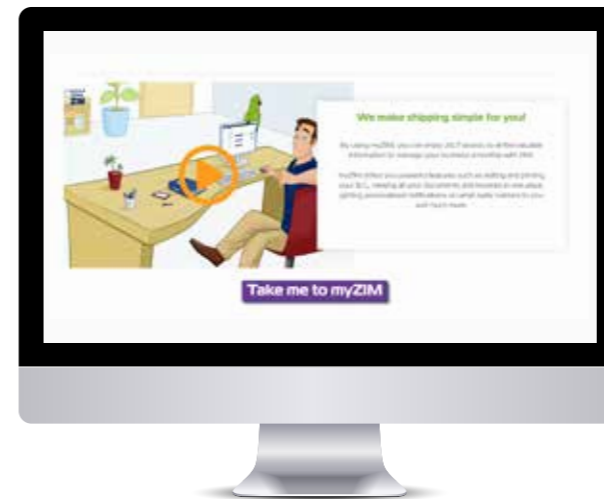
Digitalization

We are committed to bringing the latest technology tools and platforms to improve the customer experience and optimize our own operations. Below are examples of recent digitalization tools we offer to customers through partnerships, as well as innovative solutions we developed internally.

Offering digital solutions to customers to simplify the supply chain experience



A digital platform that allows customers to follow up on shipments, manage their documentation, access invoices, and more – all in one place. The myZIM Personal Area is the fastest, simplest, most personal way for customers to manage their business with ZIM, with 24/7 access that features real-time, customized notifications. The platform is available in various languages, and 90% of myZIM users say they would recommend it to a colleague.



eBL powered by WaveBL

A revolutionary platform that digitizes all trade-related documents, including Bills of Lading, Bank Guarantees, Certificates of Origin, Bills of Exchange, Promissory notes, Certificates of Inspection, invoices, and more. ZIM is an investor in WaveBL, whose solution mirrors the traditional process for transferring paper documents and enables instant, encrypted, authenticated transfer of electronic Bills of Lading (eBL). It is designed to meet the needs of every member along the supply chain, while reducing lots of red tape and a long, wasteful paper trail. The Digital Container Shipping Association (DCSA) has set a goal for members to issue 50% of their bills of lading digitally within five years and 100% by 2030. ZIM was the first to offer eBLs to customers, starting in 2017.

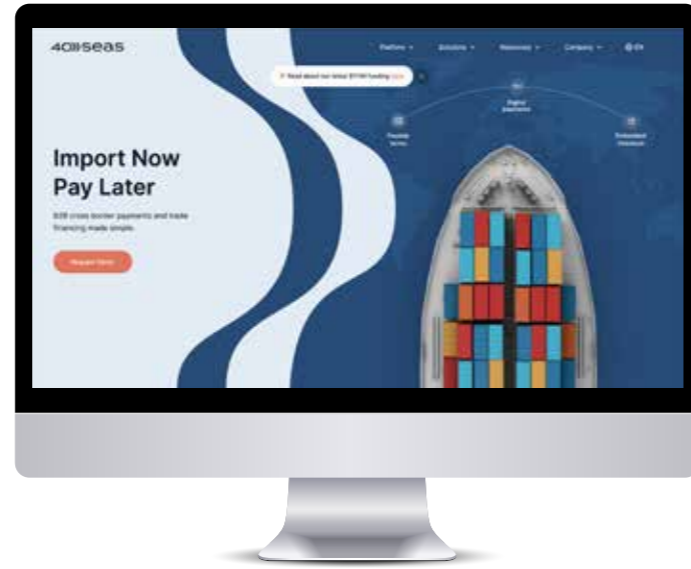
Since the launch of WaveBL in 2021, we reached the milestone of issuing **100,000 eBLs** by December 2022. This puts ZIM as a market leader in the digital arena, with a global eBL adoption rate of over **15%** vs. the industry average of 1-2%. We have set a challenging target of **70,000 eBLs** for 2023 – a 40% increase vs. the 2022 target, to help us towards our long-term commitment to reach **100% paper-free** trade by 2030.



A digital freight forwarding platform that covers all aspects of the complex cross-border shipping process for small and medium-sized businesses (SMEs). Ship4wd was launched by ZIM in 2021, initially targeting US & Canadian SMEs importing from China, Vietnam, and Israel. Its network spans the globe, providing customers with air, ocean, and land transport solutions. The platform makes it easy for SMEs to find, compare, and book the best shipping for their business in just a few clicks.



Hoopo helps business easily track and manage their logistics operations more efficiently and cost-effectively by providing real-time data and analytics for unpowered assets. The solution includes sophisticated hardware, cloud software, and live dashboards to provide complete visibility for a range of businesses, from airport handling to fleet operations, waste management and supply chain logistics, based on Hoopo's innovative location intelligence technology. ZIM has invested in Hoopo to further develop its solution for the maritime industry, including the use of solar energy to power tracking devices.



40Seas

This fintech startup provides a solution that enables digital B2B payment functionality, while facilitating cross-border trade between SMEs. By leveraging AI and data-driven technology, 40Seas is able to offer flexible payment options that are primed to disrupt legacy trade-financing solutions and extend the accessibility of working capital for SME importers, exporters, freight forwarders and sourcing agencies. Since launching its operations in October 2022, 40Seas has already financed transactions for dozens of SMEs. ZIM invested in the company's seed funding round and also extended a credit facility to the company.



Optimizing our operations through technological innovation

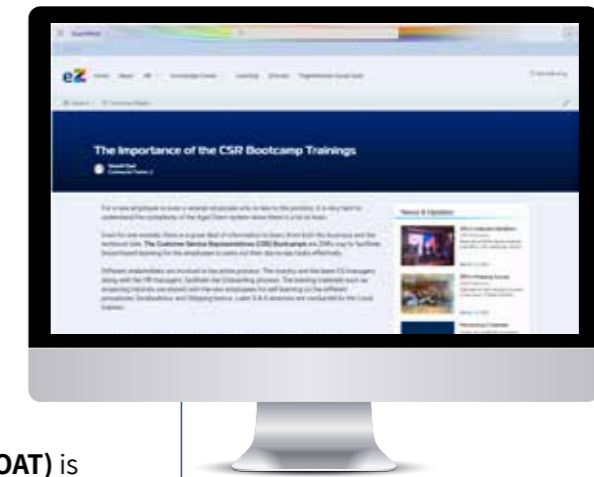
We have implemented a wide range of innovative systems and platforms to support our internal operations, many of which we've developed in-house in various departments and in cooperation with the ZIM Business Intelligence division. These include systems for HR to make HR data more accessible and easier to analyze, and systems for other departments, such as identifying customer churn for the sales team. Other systems have been developed to improve our

operations, including ZIM MOVE, which supports the company's container fleet management by showing a container's sequence of movements every step of the way to detect anomalies and provide data for process improvement. We also have a model for balancing empty containers which can predict when an empty container will return from the customer, making the process more efficient, reducing inventory, and increasing accuracy in delivery times.

GOAT

The Global Operations Analysis Tool (GOAT) is an application developed internally through a joint effort of various ZIM departments, including Global Operations, IT, and BI Technologies for use in ZIM's Global Operations Center. The system brings together complex data sources from across the company, conducts in-depth analysis of the data, and presents it on a user-friendly dashboard with graphical interface.

The new GOAT dashboard monitors ZIM's growing fleet to provide a clear breakdown of the entire vessel network, including operational vessels, future vessels, and fleet capacity. The dashboard also monitors service networks, with a map display, and live schedules. Fleet events are shown to keep users up to date on upcoming events, such as dry dock, potential redelivery back to owners, hire rate change, line transitions, and more.



To support creativity and innovation among employees, in 2022, the Business Intelligence division launched a competition to create a visually compelling analysis that tells a story using Tableau, a business intelligence platform that makes it easier for people to explore and manage data and discover and share insights. Participants were given the top Spotify tracks from 2010-2019 as their data source and were asked to create a dashboard that analyzes that data. The competition was fierce, and the judges awarded the top 4 prizes to select entries.

CUSTOMER SERVICE

We offer comprehensive logistics solutions to fit the needs of our partners and customers.

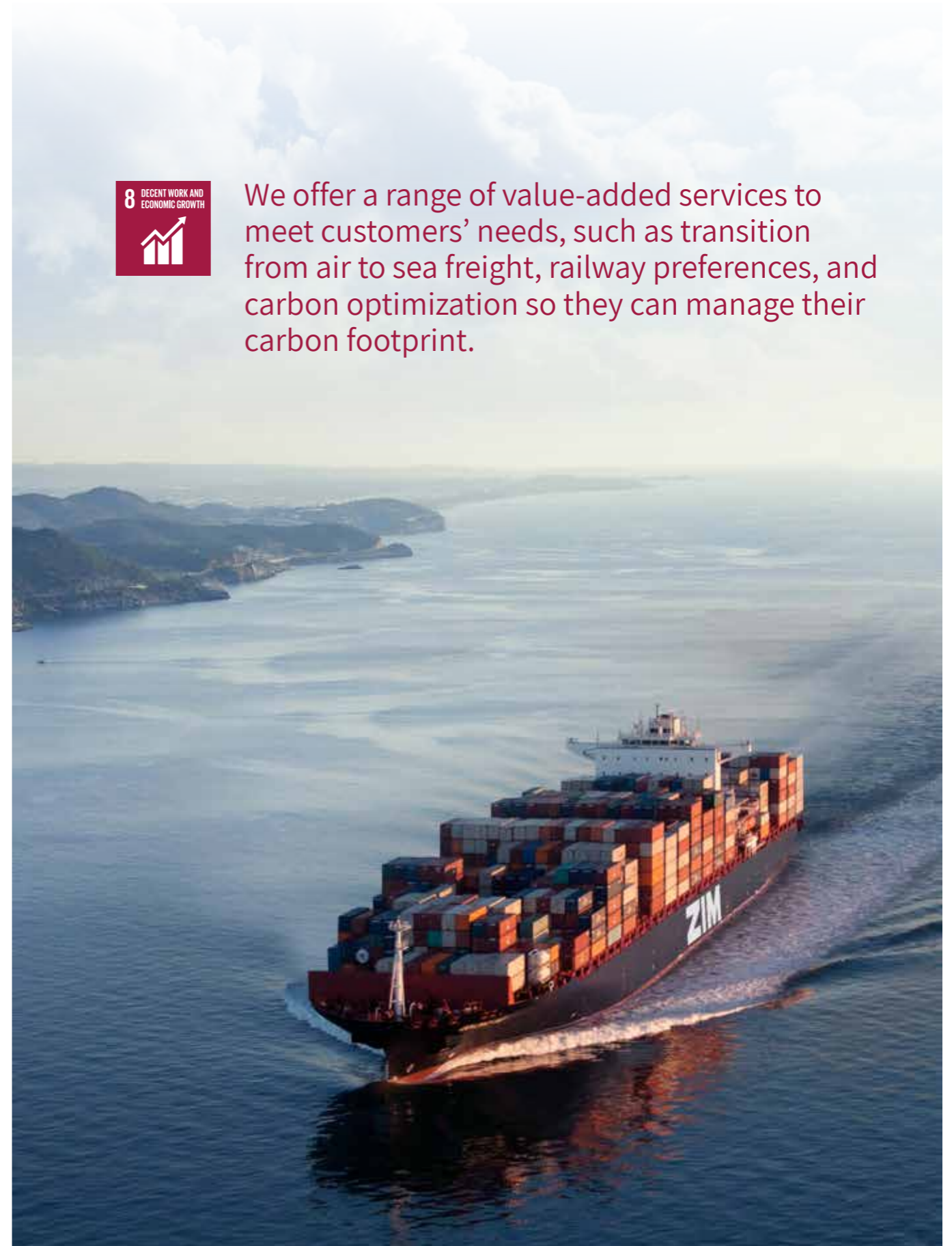
We have experience in shipping various types of cargo, such as over-sized cargo, dangerous and hazardous cargo, cars, trucks and reefer shipments. Our wide range of transportation services, handled by our highly trained sea and shore crews and supported with personalized customer service, along with our unified information technology platform, allows us to offer partners and customers quality, customers quality, tailored services and solutions at any time around the world.

Training for personalized, effective customer service

We take pride in offering personalized service to all our customers. **Our Customer Service Representatives (CSR) Bootcamps** is an internal program that trains employees to carry out their day-to-day tasks effectively. New employees receive training facilitated by their team and country managers, along with HR managers, including eLearning tutorials on different company procedures, localizations, and shipping basics. Local trainers in each country provide additional support, with designated Q&A sessions.



To support our sales team, in 2022 we launched **ZIM Compass**, a cutting-edge dashboard that helps sales teams focus and better manage their time and portfolios. The new system gives each sales team member a 360° view of their work, with seven modules that provide information such as analysis of the coming month's sales, alerts for potential customer issues, meeting preparation, bookings data, pipeline performance, and more. The system allows users to access various internal tools, such as Factsheets, Sales Manager Dashboard, CRM Dashboard, and different BI reports, all through one dashboard, so they have all the data they need in one place.



We offer a range of value-added services to meet customers' needs, such as transition from air to sea freight, railway preferences, and carbon optimization so they can manage their carbon footprint.



A digital platform designed for land transport companies to help plan container reuse in a more optimized, efficient manner and avoid empty trips. Increasing container reuse helps save time and resources and reduces carbon emissions related to land transport.

The system became operational in 2022, with over 170 transport companies and customers currently registered in the system. We anticipate further growth in the future.

Meeting Our Customers' Needs

In an effort to respond to increased demand for car carrier services, and specifically to the increase in vehicle exports from China, in particular electric and hybrid vehicles, we also transport cars, buses, and trucks via dedicated car carrier vessels westbound from Asia, and primarily from China, Japan, South Korea and India. Currently, we charter 11 car carrier vessels and have expanded the volume and range of services to include additional calls to ports in Europe, the Mediterranean, and South America. We plan to grow to 16 car carriers by mid-year 2023.

We offer specialized shipping solutions through a dedicated team of supply chain experts that designs tailor-made solutions for our customers' specific transportation needs. This includes issuing approvals and documentation, arranging for insurance, and providing other logistics services for all kinds of specialized cargo, including out-of-gauge cargo for cargo that is over-weight, over-height, over-length and/or over-width, dangerous and hazardous cargo, and reefer cargo.



3.4M
TEUs

Shipped by ZIM in 2022, including dry van containers, reefer containers, and specialized containers

A large percentage of our shipments are refrigerated and temperature-balanced goods, and ZIM is at the forefront of the operation and innovation of refrigerated containers. Our reefer containers are equipped to transport refrigerated cargo of all kinds, including fruit, meat, medical supplies or any other frozen or refrigerated cargo. In 2019, we initiated a three-year renewal plan for our reefer containers with the objective of reaching an average container age of five years. We exceeded our target and we now operate a reefer container fleet with the average age of 4.5 years.

A younger reefer fleet means reduced maintenance and repairs and lower energy consumption.

In 2022 a total of 3,100 new, energy-efficient units were phased in, while 1,570 older units were phased out.

4.5
years

The average age of our entire reefer container fleet

ZIMonitor

To help customers monitor high-value reefer cargo, such as pharmaceuticals, food and delicate electronics, we offer ZIMonitor, a premium reefer cargo tracking service. ZIMonitor is an advanced real-time monitoring device that, among other things, allows our customers to monitor their shipments in real time. ZIMonitor is a device attached to the engine of the reefer, and allows customers to track, monitor and remotely control sensitive high-value cargo. The device monitors, among other things, GPS location, temperature, humidity, and unnecessary container door opening. Customers can receive alerts regarding their shipment via text message or email, and ZIMonitor provides customers with ongoing data, alerts to prevent cargo damage, and automatic reports.



To support direct customers, in 2022 we launched ZIM Logistics, a fully owned ZIM subsidiary that is an end-to-end freight forwarding services provider. With nine locations globally, and headquarters located in Israel, ZIM Logistics has over 400 employees. It provides customers with a full suite of logistics services, including goods pickup at the supplier, trucking services, warehousing, stuffing/unstuffing, cargo insurance, customs brokerage, inventory management, and last mile delivery. The goal is to focus on direct customers and create an outstanding customer experience by offering one-stop-shop services. We plan to expand our network of services in 2023.

7,300T

Shipped by air with ZIM Logistics

236,000
TEU

Shipped by ocean with ZIM Logistics

ZIM has leveraged its success to develop innovative tools to streamline our operations and make doing business with ZIM easier than ever, throughout the delivery process, from issuing the bill of lading to the final container delivery.





DATA PRIVACY AND CYBER PROTECTION

We take privacy seriously and continuously work to protect our customers' and employees' data privacy.

The ZIM Cyber Security policy outlines guidelines and provisions for preserving the security of data and our technology infrastructure. We are compliant with all relevant privacy regulations, including GDPR and local privacy regulations, and we are ISO 27001 and 27701 certified. We have a variety of procedures in place for employees and suppliers to maintain and protect our systems across environments, including email, internet, sending and receiving files. We maintain an extensive information security team and our Security Operations Center operates 24/7. There is a Data Protection Officer who oversees privacy protection and GDPR compliance, and the CISO is responsible for policy and the enforcement of security controls company wide.

In 2022, we had a GDPR evaluation survey by an independent third-party auditor specializing in GDPR, and we also conducted an updated security risk assessment in 2022. Information systems are updated on a regular basis, with security updates applied regularly, as needed. In 2022, there were zero privacy complaints received from outside parties or regulatory bodies.

We work continuously and diligently to protect our networks and systems from any cyber threats or attack. We conduct a privacy and cyber protection audit when we begin working with a new supplier. We have thousands of suppliers and customers, and there is a risk of target fraud attempts by email, spear phishing, impersonating suppliers or the company, and attacks on our website. We have an advanced filtering system in place, and there are simple-to-use mechanisms in place for employees to report any suspicious emails.



In 2022, we conducted a cyber drill to test the company's ability to maintain business continuity at headquarters and regional offices in the event of a cyberattack. The drill involved dozens of employees from around the world to practice decision-making processes at all levels of the company, and ensure normal business activities can be performed during a potential cyberattack. ZIM offices in various countries participated, including Israel, North China, South China, Taiwan, Thailand, India, Vietnam, and Korea.

Through the drill, different business functions and countries practiced working together, and decision-making processes were run to simulate our global response to a potential cyberattack. The drill ensured that employees were aware of the risks, and that our systems and backups operated smoothly, with constant improvement to ensure they can withstand a cyberattack. Collaboration between different business functions and countries was practiced, and decision-making processes were run to simulate risks faced by our global operations. The drill ensures that employees are aware of the risks, and that our systems and backups run smoothly and are constantly improved to withstand and handle a cyberattack.

PARTNERSHIPS



CREATING PARTNERSHIPS

As a global company, we recognize the importance of seeking large-scale changes with far-reaching impact. We believe that creating partnerships with peers is crucial to support development and improvement within the sector. Furthermore, we value our cooperation with institutions, nonprofit organizations, and academia to advance social and environmental issues.

OUR GOAL:

To maintain ongoing innovation processes and platforms that allow ZIM to collaborate with startups and academia, test technologies and invest in them, in order to introduce new ideas, thoughts and solutions to the company

ALIGNS WITH ZIM VALUES:

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

As an organization, we ask ourselves how we can give back to the community. We aim to do so wherever we operate and wherever our employees are located. We encourage our offices around the world to contribute to their localities and develop enduring relationships with their communities. We promote initiatives around the world to support the local communities where we work, and to propel forward social and economic development. As the largest shipping company in Israel, we take pride in bringing Israeli technological innovation to our sector.



Collaborations

We work closely with other companies and entities to provide our customers with a wide range of offerings to suit their needs. We also partner with nonprofit organizations to promote environmental and social development.

Business collaborations for expanding our services:



This new innovative service is designed to meet the needs of Amazon sellers and ecommerce businesses in China. The collaboration is a joint effort between ZIM, ZIM Logistics China, and Ladingo, each bringing on board their unique knowledge and expertise to serve our customers. Landigo's dedicated digital platform, which is fully integrated with Amazon, enables customers to receive an all-inclusive online instant quote and book for Less than Container Load (LCL) shipments, without having to worry about additional custom charges at the final destination. ZIM Logistic's team in China oversees all shipment requirements, from pickup stage to final delivery at the designated Amazon FBA (Fulfillment by Amazon) warehouse destination within the US. In addition, ZIM's service ensures the fastest transit time, secured space on board, and expedited delivery at the destination.



ZIMARK provides a next generation scanning solution for the logistics and supply chain world, offering fast simultaneous scanning, multiple objects scan, and scanning capabilities from long distances. This ZIM-Sodyo joint venture leverages Sodyo's technology in the logistics and supply chain ecosystems, enabling smarter and more efficient logistics processes. ZIMARK is a powerful tool that enables customers to add a small marker to the asset they are tracking, with the ability to scan it using a smartphone, stationary camera, or drone. All the information is instantly transmitted to the backend system, providing real-time asset control, minimized manual intervention, inventory accuracy, and improved customer service.

Partnerships for preserving the environment

EcoOcean

EcoOcean is an Israeli nonprofit organization that promotes the preservation of the local marine and coastal environment through research, education, and civic engagement. In 2022, ZIM and EcoOcean deepened our cooperation even further by helping to renovate old equipment on their research vessel. Research topics include carbon capture, biodiversity, microplastic in the sea, and comprehensive sea current research through deep-sea monitoring projects.

These projects aim to rejuvenate the sea's biodiversity and marine ecosystem to bring back life and support the sea in taking an active part in stopping global warming. In addition, through ZIM's support, EcoOcean has initiated a volunteer program to protect, clean, and monitor marine reserves. ZIM cooperates with EcoOcean and the University of Haifa to promote close-shore research, and we have helped purchase a boat to facilitate this work.



Coast Patrol

The Coast Patrol (TCP) is a nonprofit organization operating in the Mediterranean and Red Sea. Founded in 2020, it operates in the Israeli maritime to preserve, help and assist marine conservation and enforcement organizations, with the aim to ensure a healthy, clean, and vibrant marine environment.

TCP is accompanied on its missions by experienced divers and marine professionals, all on a volunteer basis, and operates a Zodiac patrol vessel to remove hazardous obstacles from the sea surface, such as tires, ghost nets and other human-made waste that can become a grave danger to the marine ecosystem. ZIM is a major contributor to the Coastal Patrol and assists with donations, equipment, and knowledge, with ZIM employees volunteering and facilitating operational procedures through their wide experience and expertise.

ZIM is also engaged in a variety of educational projects and has partnered with several government agencies. TCP assisted the Israel Ministry of Education with building a climate awareness educational program, in addition to initiating a clean beaches program and building an emergency program for immediate intervention in case of an environmental emergency.

We look forward to broadening this cooperation through enhanced employee engagement in volunteering and in continuing to support projects, such as the Adopt-a-Beach program, emergency cleanups, civil volunteering in marine reserves, and enabling more carbon-related research.



Social Impact and Community Involvement



We cooperate with a wide range of social and nonprofit organizations around the world to support individual and community development.

We work with organizations and institutions around the world on a range of important issues relevant to ZIM, as determined by the ZIM Social Contribution Committee. In 2022, we donated \$4.3 million to organizations, compared to \$1.9 million in 2021. In Israel, we support NGOs that work in 4 fields: environmental and biodiversity protection, gender equality, at risk youth and children, and supporting people with serious illnesses and disabilities.

To track the impact of our community engagement and donations, we receive regular reports from

the nonprofit organizations to which we donate, and many of them share social and environmental impact assessments with the public. All the Israeli organizations we support file an annual report to the relevant authority in Israel about their activities and financial status. Donations are granted as a result of dialogue with the local community, including requests for funding evaluated by the ZIM Social Contribution Committee, which includes representatives from the finance, legal, ESG, and marketing departments.

We take pride in our role in the community, and we are active participants in local community development. Members of the public can contact ZIM for any issues through our website and phone. There have been no negative inquiries from the public in the past year.



Clear Seas Indigenous Internship Program

In 2022, we worked closely with Clear Seas, a Vancouver-based NGO in Canada, to support its indigenous internship program. The program was launched in 2021 as part of Clear Seas' mandate to conduct inclusive maritime-related research that considers traditional knowledge, and to build research capacity within indigenous and coastal communities.

The indigenous internship program was developed with the recognition that indigenous communities have a unique relationship with the land and water, and that they are often disproportionately affected by marine shipping activities. The program seeks to empower indigenous communities by providing them with the knowledge and tools to make informed decisions about marine shipping in their territories.

The program provides indigenous students and recent graduates with practical work experience in the field of marine shipping and environmental management, to promote professional development in the field. Participants are mentored by experienced professionals in the industry and participate in a range of activities, including research projects, data analysis, community engagement, and policy development.

ZIM understands the importance of the program to support the development of indigenous youth and promote diversity and inclusion in the marine shipping industry. The program is helping to create a new generation of indigenous leaders who are well-equipped to make positive contributions to their communities and society at large.



Supporting Education

We have a wide range of program to help support community development and provide quality education around the world. In China, we support student development at Guangzhou Maritime University in South China and the Maritime University in North China, where we promote environmental protection and sustainability. In Vietnam, we support Room to Read, which builds libraries in elementary schools in rural areas, and in India we work with Sri Ramkrishna Seva Mandal to provide health, education, and social welfare programs to rural communities.

In Israel, we are actively involved in promoting vocational and technical training for young people from underprivileged backgrounds, and we support an academic studies program for single mothers. In addition, we are involved in teaching teenage girls at risk on how to take their first steps in their career development, and we invest in the upgrading of local educational facilities.



We participate in educational programs to inspire and encourage young women to fulfill their professional goals.

In Israel, ZIM women employees participate in Teenage Girls' Inspiration week, where they meet with students at various high schools and talk about their own personal and professional journeys, to inspire young women to broaden their horizons and reach their professional dreams.

Our employees are actively involved in volunteer activities. For National Children's Day, ZIM Jamaica employees collected donations including clothing,

food, and toys, and hosted a carnival for children at the Maxfield Park Children's Home, which houses 76 children from the ages of 4 months to 18 years old.

To promote green spaces and GHG reduction around the world, employees at ZIM India held a volunteer activity where they planted 1,000 trees in Mumbai, and the ZIM Ukraine team planted Sakura and Soapberry trees at Shevchenko park in Odessa, as well as installed two large benches for people to enjoy the outdoor space. In North China, members of the ZIM team and their families planted Cypress trees in a park under construction, creating precious urban green space.

To support healthy marine life, ZIM Hong Kong supports the work of various nonprofits, including Ocean Park, which works on ghost net clearings, and WWF, which works on facility maintenance at wetlands, and the protection of the Chinese white dolphin. Additionally, ZIM Hong Kong supports a medical healthcare program at ImpactHK and sponsors nonprofit organizations, such as Christian Action working to support underprivileged families and ethnic minorities, Orbis, tackling global blindness, and Oxfam working for a world without poverty.

In North China, the ZIM office conducted several donation projects and volunteering events in 2022. The ZIM Education Fund at Qingdao University provides special funding for the marine oil spill ecological and environmental damage identification laboratory project, which aims to provide scientific basis for the ecological and environmental damage assessment and identification after the occurrence of oil spill accidents in the shipping industry. There was also a 'Clean Earth Starts with Me' event in the Qingdao district for employees and their children, who learned about waste and recycling together, and collected garbage in city streets and squares.



Memberships, Associations and Sector Initiatives



In 2022 we were evaluated by the following organizations:



We are dedicated to promoting sustainability and responsible business within the shipping industry, and we are members of various national and international groups working to advance these important issues.

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.

Clean Cargo Working Group

Dedicated to accelerating progress toward sustainability and reducing environmental impacts in the container shipping industry.

Digital Container Shipping Association (DCSA)

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

Global Maritime Forum

International NGO dedicated to promoting the potential of the global maritime industry by shaping the future of global seaborne trade to increase sustainable long-term economic development and human wellbeing.

Getting to Zero Coalition

An alliance of more than 200 organizations in the maritime, energy, infrastructure, and finance sectors, committed to getting commercially viable deep sea zero emission vessels powered by zero emission fuels into operation by 2030, and towards full decarbonization by 2050.

Ma'ala

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

Maritime Anti-Corruption Network

Global business network working to realize the concept of a maritime industry free of corruption, that enables fair trade for the benefit of society at large.

Sea Cargo Charter

Provides a global framework for aligning chartering activities with responsible environmental behavior to promote international shipping's decarbonization.

SEA-LNG

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.

APPENDIX



GRI CONTENT INDEX

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021		
2-1	Organizational details	10-15,,20-23
2-2	Entities included in the organization’s sustainability reporting	10-11
2-3	Reporting period, frequency and contact point	10-11
2-4	Restatements of information	None
2-5	External assurance	10-11
2-6	Activities, value chain and other business relationships	18-19
2-7	Employees	62-63
2-8	Workers who are not employees	1702
2-9	Governance structure and composition	14-15,87-89
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2-11	Chair of the highest governance body	14-15
2-12	Role of the highest governance body in overseeing the management of impacts	88
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2-14	Role of the highest governance body in sustainability reporting	88-89
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2-16	Communication of critical concerns	92
2-17	Collective knowledge of the highest governance body	88
2-19	Remuneration policies	87
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2-23	Policy commitments	90-95
2-24	Embedding policy commitments	90-95
2-26	Mechanisms for seeking advice and raising concerns	92
2-27	Compliance with laws and regulations	92
2-28	Membership associations	119
2-29	Approach to stakeholder engagement	29
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GRI CONTENT INDEX

GRI Standard	Disclosure	Location
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201-2	Financial implications and other risks and opportunities due to climate change	88
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GRI 202: Market Presence 2016		
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205-2	Communication and training about anti-corruption policies and procedures	90
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206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	91
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207-2	Tax governance, control, and risk management	95
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302-5	Reductions in energy requirements of products and services	46-47, 50
GRI 303: Water and Effluents 2018		
303-2	Management of water discharge-related impacts	52,53
303-4	Water discharge	52,53
303-5	Water consumption	53
GRI 304: Biodiversity 2016		
304-2	Significant impacts of activities, products and services on biodiversity	54-55
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	42
305-2	Energy indirect (Scope 2) GHG emissions	42
305-3	Other indirect (Scope 3) GHG emissions	42
305-4	GHG emissions intensity	43
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	48

GRI CONTENT INDEX

GRI Standard	Disclosure	Location
GRI 306: Waste 2020		
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306-3	Waste generated	52-53
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	234 new hires
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	74
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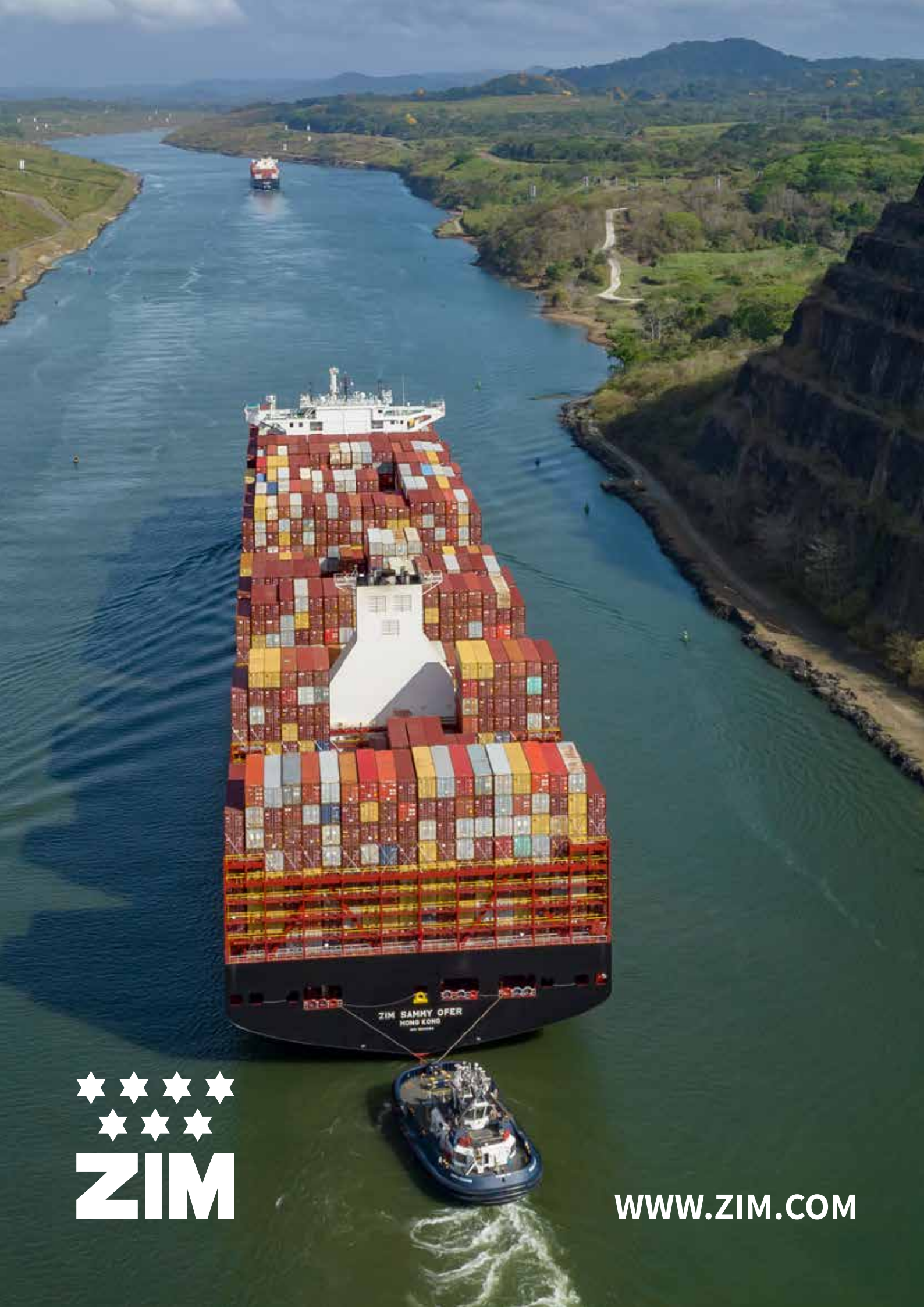
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SASB MARITIME

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	pg. 42
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. 40, 43, 46-51
(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TR-MT-110a.3	Total energy consumed (bunkering fuel+electricity) 75,170 TJ
Average Energy Efficiency Design Index (EEDI) for new ships	Quantitative	Grams of CO ₂ per ton-nautical mile	TR-MT-110a.4	N/A - No new vessels owned (only chartered)
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	pg. 48
Ecological Impacts				
Shipping duration in marine protected areas or areas of protected conservation status	Quantitative	Number of travel days	TR-MT-160a.1	Total time in ECA zones (number of travel days) is 1,268
Percentage of fleet implementing ballast water (1) exchange and (2) treatment	Quantitative	Percentage (%)	TR-MT-160a.2	Ballast Water Exchange- 3 ships(23%) Ballast Water treatment – 10 ships(77%) For owned vessels only
(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m ³)	TR-MT-160a.3	(1) no spills (2) 0
Employee Health & Safety				
Lost time incident rate (LTIR)	Quantitative	Rate	TR-MT-320a.1	1.34

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	23 calls to one port
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	0,0
Number of Conditions of Class or Recommendations	Quantitative	Number	TR-MT-540a.2	Active -1 Clear - 6
Number of port state control (1) deficiencies and (2) detentions	Quantitative	Number	TR-MT-540a.3	Number of port state control – 14 Number of Deficiencies -12 detentions – 0
ACTIVITY METRIC				
Number of shipboard employees	Quantitative	Number	TR-MT-000.A	141 employees
Total distance traveled by vessels	Quantitative	“Nautical miles (nm)”	TR-MT-000.B	20,523,738
Operating days	Quantitative	Days	TR-MT-000.C	(For ZIM's owned ships only) 1,500
Deadweight tonnage	Quantitative	“Thousand deadweight tons”	TR-MT-000.D	7,593,726
Number of vessels in total shipping fleet	Quantitative	Number	TR-MT-000.E	6 vessels owned and operated by ZIM
Number of vessel port calls	Quantitative	Number	TR-MT-000.F	10,568
Twenty-foot equivalent unit (TEU) capacity	Quantitative	TEU	TR-MT-000.G	670,337



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