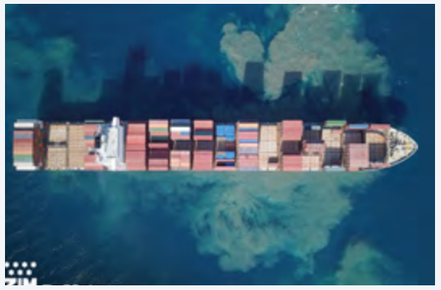
ZIM SUSTAINABILITY REPORT 2025

ZIM 2.0
The Z Factor
Generating the Future



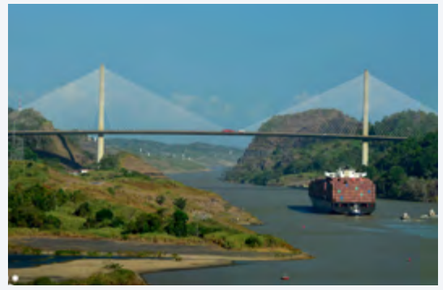
Contents











3
Letter From Our President & CEO 3
Letter From Our COO 4
About This Report 5

6 ABOUT ZIM
ZIM at a Glance 7
80 Years of Excellence 8
Charting The Course 11
Our Strategy, Vision and Values 12
Our Vision 13
A Global Network 18
Keeping Our Fleet Modern and Competitive 19
ESG at ZIM 21
Sustainable Development Goals (SDGs) 22

26 PLANET
Environmental Targets and Progress 27
Managing Our Environmental Impact 29
Steering the Course Toward Decarbonization 30
ZIM's 2050 Transition Plan 31
Our Decarbonization Strategy 33
GHG Emissions 38
Protecting Marine Wildlife & Biodiversity 45
Managing Our Waste and Water Usage 47
Climate Risks 49

52 PEOPLE
Social Targets and progress 53
Our People 54
Providing Great Working Conditions 55
Safety 57
Promoting Health & Wellbeing 61
Creating an Inclusive, Merit-Based Workplace 62
Cultivating Excellence Through Continuous Learning 64
Engaging with Our Employees 66
Supporting Our Communities 69

70 PROSPERITY & GOVERNANCE
Governance Targets & Progress 71
Corporate Governance 72
Value-Driven Growth 77
to Responsible 77

78 PARTNERSHIPS
Improving The Customer Experience Through Digitalization 81
Promoting Innovation at ZIM 86
Promoting Innovation through Investment 88
Industry Partnerships, Memberships, and Associations 89

90 INDEXES
Data Tables 91
GRI Content Index 93
SASB Content Index 95

Letter From Our President & CEO



The past year has once again highlighted the complexity and volatility of the global environment in which we operate. Geopolitical developments, evolving trade dynamics, and ongoing disruptions across global supply chains have created significant uncertainty across our industry. This is taking place alongside a period of potential change for ZIM, adding further complexity as we navigate the road ahead. Amid these conditions, our direction as a company remains clear and consistent.

ZIM remains steadfast in its long-term commitment to sustainability and responsible growth. ESG is not a standalone initiative at ZIM; it is embedded in our strategy and serves as a guiding framework for how we operate and make decisions. We continue to make steady, measured progress toward our goal of achieving net-zero emissions. Our approach reflects our conviction that long-term responsibility must be maintained regardless of short-term challenges.

A central pillar of this journey is the transformation of our fleet. We are seeing clear benefits from the strategic choices we have made, particularly the integration of LNG-powered vessels, which contribute to improved efficiency and reduced emissions while also providing our customers with more sustainable and cost-effective shipping solutions. These investments strengthen our operational performance while advancing our environmental objectives.

Our ESG efforts continue across all domains. We invest in innovation, digitalization, and operational excellence to ensure that sustainability and efficiency go hand in hand.

Our people are at the heart of our success. Their professionalism, resilience, and dedication enable us to navigate complexity while maintaining the highest standards of safety, integrity, and service. We remain committed to supporting our employees and the communities in which we operate, especially in light of the challenges our people have experienced throughout 2025. This has required resilience and adaptability.

While the environment in which we operate continues to evolve, we are confident in our ability to strengthen ZIM's position as a responsible industry leader and a trusted partner in global trade by staying true to our long-term vision and values.

I invite you to explore this report and learn more about our progress, our commitments, and the road ahead.

Eli Glickman

President & Chief Executive Officer

Letter From Our COO



In 2025, ZIM continued to deliver strong operational performance while advancing our sustainability priorities.
In an environment defined by market volatility, evolving regulation and intensifying climate-related risk, our responsibility is clear: to operate a reliable global network with uncompromising safety, disciplined execution, and continuous improvement in operational performance and energy efficiency.

A central driver of this progress is our fleet renewal program, already reflected in vessels operating across our services and the value they bring to our network. This renewed fleet strengthens our ability to deliver consistent service with greater efficiency, enhanced operational robustness, and modern technology. Alongside fleet renewal, we continue to achieve performance gains through voyage optimization, routing and speed management, as well as ongoing improvements in vessel design and operating practices.

Our decarbonization roadmap is guided by a long-term ambition to progress toward net zero while ensuring that operational reliability is never compromised. We view LNG as a critical transition fuel, offering clear and proven benefits in improving efficiency and reducing emissions relative to conventional fuels. Looking ahead to 2050, our roadmap will continue to be supported by cleaner fuels, technological innovation, and ongoing advances in data, systems and operational expertise.

Safety is foundational to the way we operate. We continue to strengthen a safety culture grounded in training, clear procedures, and accountability. ZIM's people at sea and onshore, bring deep expertise and operational discipline, and their professionalism is a key enabler of safe operations, reliable service, and strong performance.

Resilience is integral to operational excellence. We are further enhancing our approach to identifying, assessing, and managing climate-related risks and opportunities, and embed these considerations within our enterprise risk management framework. This work is supported by robust governance and compliance, enabling clear oversight, disciplined decision-making and transparency.

This report reflects our commitment to accountability and measurable progress. It provides a clear view of how sustainability-related considerations are integrated into the way we manage our operations, risks, and long-term development. Together, these considerations support a resilient and responsible approach to long-term value creation.

David Arbel

EVP & Chief Operations Officer

About This Report

This is the eighth annual ESG report of ZIM Integrated Shipping Services Ltd. ("ZIM" or "the company"). Information and data disclosed in this report address ZIM's activities and performance for the period from 1 January to 31 December 2025, and provide information regarding all entities included in the company's financial statements, unless otherwise noted.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainable Accounting Standards Board (SASB) Standards: Marine Transportation Industry metrics. The 2025 ESG Report is not part of ZIM's financial statements. The company's internal quality assurance, controls and processes assisted us in ensuring the reliability and accuracy of the data and information provided.

The financial data and information presented in the report is in accordance with the company's 2025 audited Financial Report and the externally assured carbon emissions data, as required by and reported to the Smart Freight Center. This report underwent an external assurance for specific topics in the report, as detailed in the Limited Assurance Report, by KPMG Somekh Chaikin. For any comments and questions about this report or about ESG topics at ZIM please contact our Global Sustainability Department at Sustainability@zim.com. Additional information about ZIM and its services can be found throughout this report and www.ZIM.com.

NEW TOPICS COVERED IN THIS REPORT:

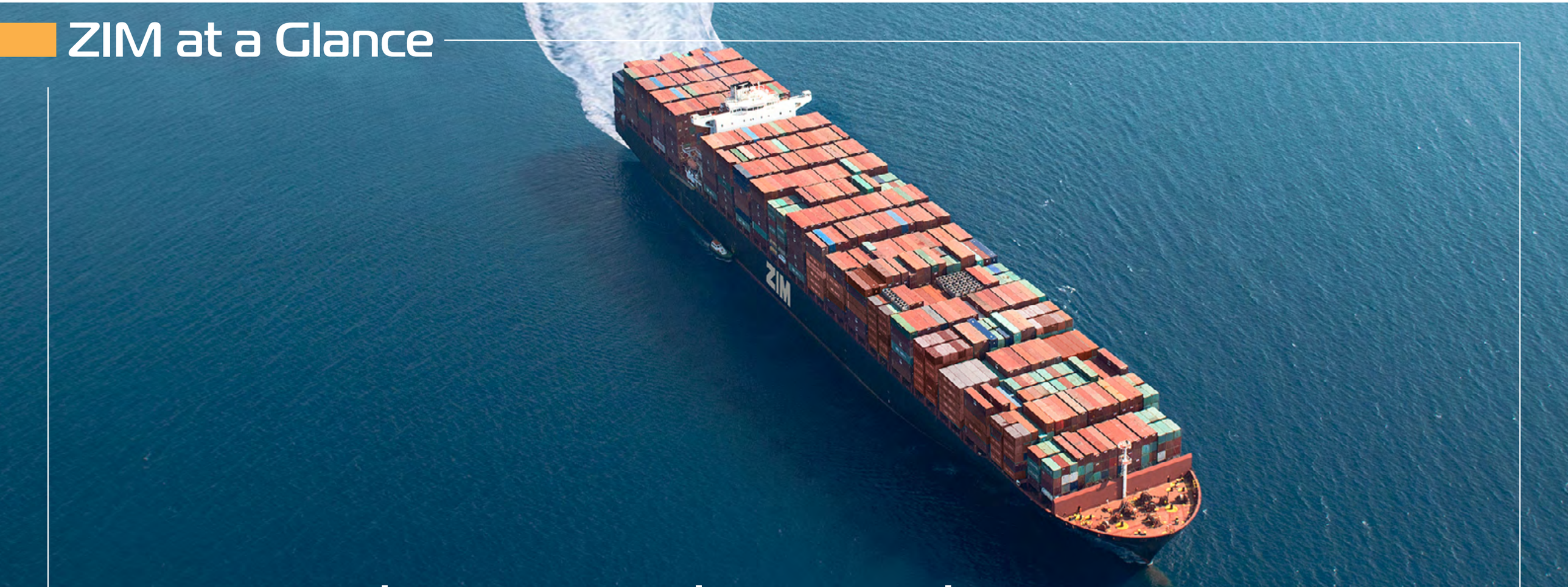
- New value chain & stakeholders analysis
- Continuing our fleet renewal program
- Updated and improved ESG rating from Ecovadis
- Our 3 pillars for safety on ships
- Container End of Life Repurposing initiative
- Decarbonization changes per major trades
- Energy efficiency in refrigerated containers
- Expanded details on employee training
- Integrating AI to drive employee growth and innovation
- Supply chain security and supplier's risk assessment
- Promoting generative AI adoption and AI governance disclosure



ABOUT ZIM

HOW DO WE DELIVER INNOVATIVE SHIPPING SOLUTIONS AROUND THE WORLD?

ZIM at a Glance



80 years of operations | **5** geographic trade zones | **56** weekly lines | Calling over **300** ports

More than **90** Countries | Operating **128** vessels | **~700,000** TEUs container fleet capacity

More than **30,500** clients globally | Over **4,700** full-time employees

More than **200** offices in over **100** countries

80 Years of Excellence

1945
ZIM established

1947
Purchase of first ship: TSS Kedmah

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

1950s – 1960s
ZIM offers luxury cruises in the Mediterranean and Caribbean

Late 1960s
Elimination of all passenger routes

1972
Launch of first container service (ZCS)

1980 – 1990s
Introduction of new routes and services; expansion into China









2004
Privatization of the company

2017
Launch of restructured network of independent lines and services

2019
Launch of a new strategy, vision and values, including Sustainability as a core value

2021
$217.5M IPO on NYSE (NYSE: ZIM); strategic chartering agreement for 28 LNG-fueled vessels

2022
Fleet grows by 30%; launch of new ESG strategy

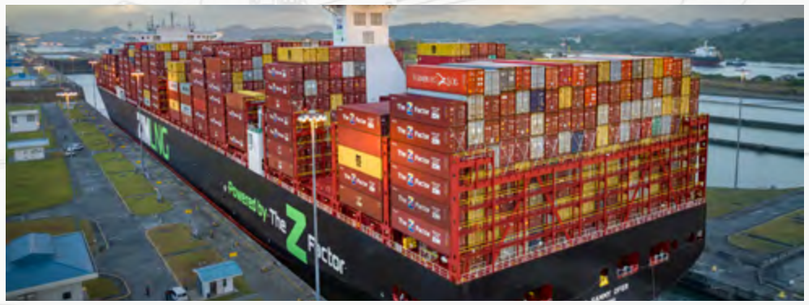
2023
Launch of ZIM Sammy Ofer, the pioneering vessel in ZIM's new series of LNG-powered ships

2025
ZIM marks its 80th anniversary, alongside the completion of its fleet renewal program with 46 newbuild vessels

From our first voyage in 1945 to today's modern, sustainable approach to global trade, ZIM's story has always been driven by innovation, agility, and a sense of purpose. In a world that's constantly shifting, we move fast, think smart, and remain agile.

We have always been visionaries. Our people excel at coming up with creative and innovative ideas – it's what we do best. ZIM was a pioneer in container shipping, which has become the industry standard, and for 80 years we've grown, adapted, and redefined what global shipping can and should be. We navigate global challenges with this same innovative spirit and serve as a role model and inspiration for the sector. We continue our journey, begun in 1945, with steady momentum, achieving milestones that exceed the dreams of our founders.









What We Achieved In 2025

$6,904M
Revenue

$2.17B
Adjusted EBITDA

$481M
Net Income

~3.7M
TEUs carried volume

~40%
of our carried capacity was sustainable

Charting The Course

Executive Management

Our senior management team is composed of professional leaders with extensive experience in the shipping, logistics, and business sectors. Through their dedication and talent, they foster a collaborative organizational culture that supports our value-driven growth and maximizes stakeholder value. For individual bios, see our website. Additional details are available **here.**



Eli Glickman
ZIM President & Chief Executive Officer



David Arbel
EVP Chief Operations Officer



Eyal Ben-Amram
EVP Chief Information Officer



Xavier Destriau
EVP Chief Finance Officer



Saar Dotan
EVP Countries & Business Development



Arik Elimelech
EVP HR Organization



Hani Kalinski
EVP Pacific Business Unit



Noam Nativ
EVP General Counsel & Company Secretary



Yair Teitelbaum
EVP Global Sales



Assaf Tiran
EVP Cross Suez & Atlantic Business Unit



Nissim Yochai
EVP ZIM USA President



Nir Avni
VP Medium & Small Countries



Eran Epstein
VP Latin America Business Unit



Sami Jubran
VP Financial Planning & Analysis



Abdallah Metanes
VP Intra-Asia Business Unit



Irit Samuel
Global VP Network Development & Cooperation



Karin Schweitzer
VP Global Customer Service

Note: Our senior management is presented here as shown on the company's website.

Board of Directors

Board members bring extensive experience across finance, corporate law, global shipping, technology, and operations. Additional details are available **here.**



Yair Seroussi
Chairman



Birger Johannes Meyer-Gloeckner



Nir Epstein



Liat Tennenholtz



William (Bill) Shaul



Anita Odedra



Yoram Turbowitcz



Yair Avidan



Ran Gritzerstein



Ron Hadassi



Keren Bar-Hava, Dr.
Board Observer

Note: Board members are presented here as shown on the company's website.

Our Strategy, Vision and Values

Driving Global Change Forward

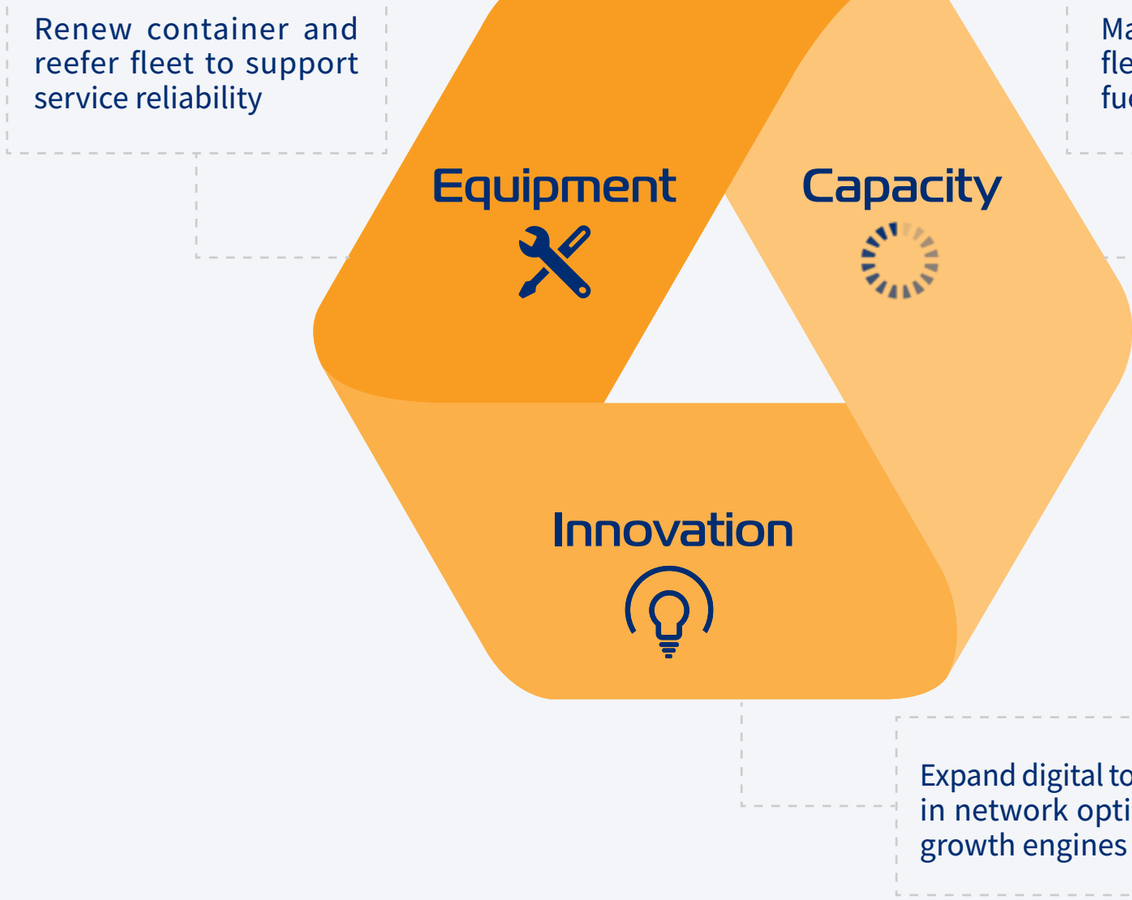
ZIM operates globally in over 100 countries, serving over 30,000 customers across over 300 ports worldwide. Our differentiated global strategy covers key trade routes with a focus on select markets, expanding and diversifying our network to capture new opportunities as global trade patterns evolve.

This comprehensive strategy positions ZIM as a resilient, adaptable, and sustainable organization that can navigate future challenges. Our operational strategy is built upon a modern, fuel-efficient and cost-competitive fleet, versatile capacity, and a specialized fleet approach to maintain and enhance long-term competitiveness. Our commercial strategy includes adapting our global network to optimize utilization, expanding and diversifying it, and strengthening our presence in target markets.

To fuel our growth, strengthen our resilience, and enhance shareholder value, we channel strategic investments across these pillars: capacity, equipment, and inovation.



Our Strategy Is Powered by ZIM's Vision, Values, and the Unique Z Factor.



Our Vision

Our vision of **Innovative Shipping Dedicated to You** serves as our north star. It reflects our culture of innovation, **rooted in our employees' creativity** and forward-thinking approach, which allows us to deliver **best-in-class service through a customer-centric approach.**

This serves as the foundation for implementing our strategy of **refining our global network** to capture emerging global trade opportunities.

To stay true to our vision, we practice **ZIM's five core values, which define us both as employees as a brand.**



Our Values



Can-Do Approach

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



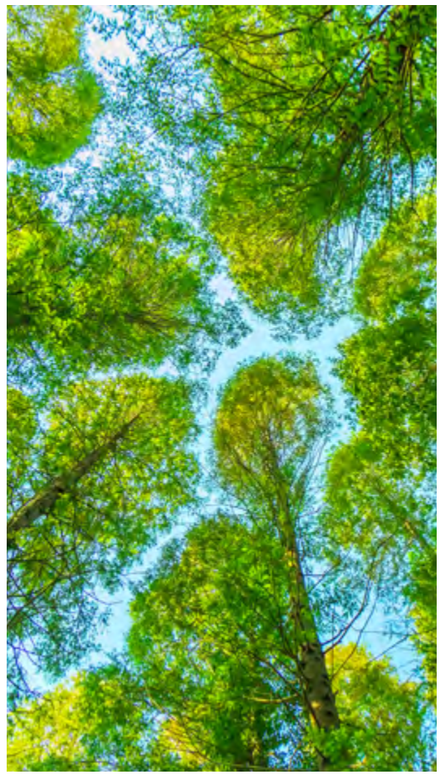
Results-Driven

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



Agile

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



Sustainability

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



Togetherness

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

Our true differentiator is the Z Factor. It's part of our DNA and is the unique, personalized approach our people bring to every interaction. It's the reason customers trust us time and again, and it makes all the difference. **The Z Factor is a crucial component of our distinct company culture that supports our long-term success.**

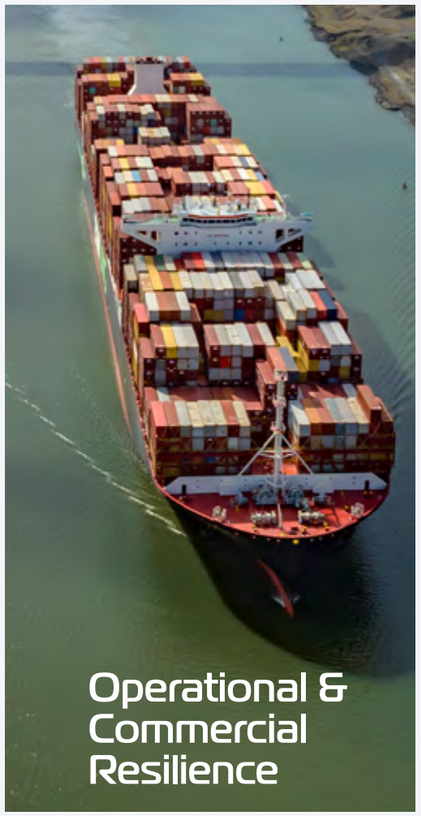
Our Strategic Strengths

Our continued success is driven by strategic capabilities that define our transformation and long-term growth.



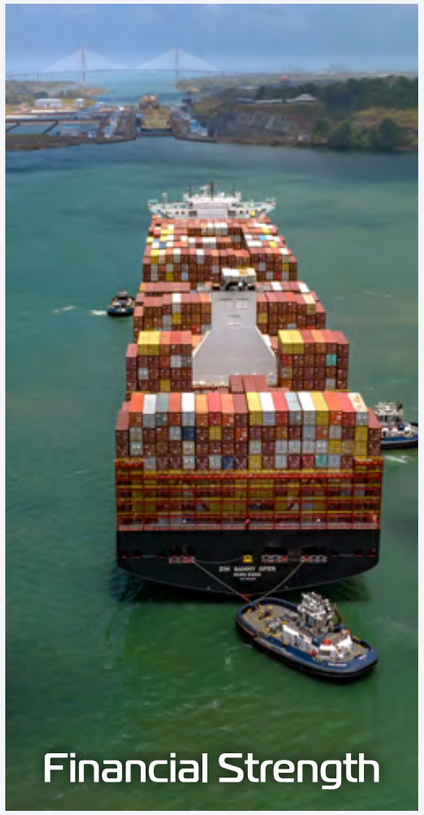
Revamped Fleet

Our fleet renewal program is the primary pillar of ZIM's strategic transformation, intended to improve our cost structure and support long-term profitable growth. Our new, highly competitive and fuel-efficient modern fleet includes 46 newbuild containerships (of which 28 are LNG-powered) and is well suited for ZIM's commercial strategy.



Operational & Commercial Resilience

As a global-niche carrier, we focus on trades where we can develop sustainable competitive advantages. Our commercial strategy, coupled with prudent investments in our fleet, equipment and technology, drives increased resilience in ZIM's business.



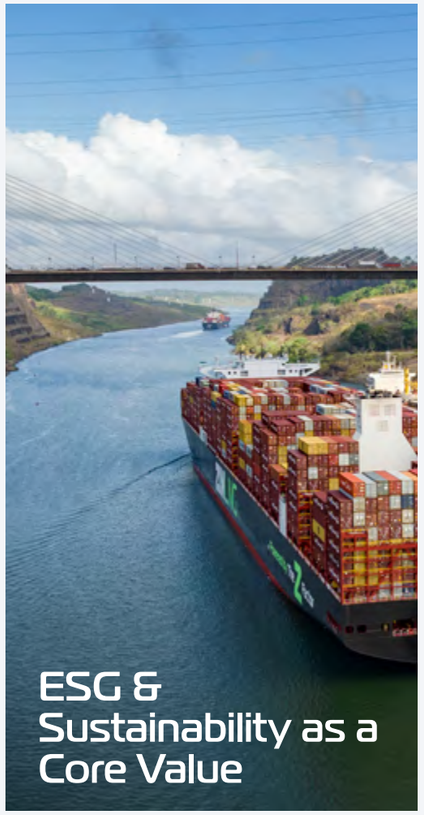
Financial Strength

Our strong cash position enables capital allocation decisions aligned with a sustainable, long-term view, namely, investing in our fleet, our equipment as well as our growth engines; while we continuously pursue cost control optimization and cost avoidance initiatives to generate measurable and sustainable savings in the near term.



Growth Engines

We selectively invest in companies developing disruptive technologies to serve as growth engines. We target technologies related to our core shipping business and broader logistics and supply chain ecosystem to enhance our customer offering, as well sustainability related technologies.



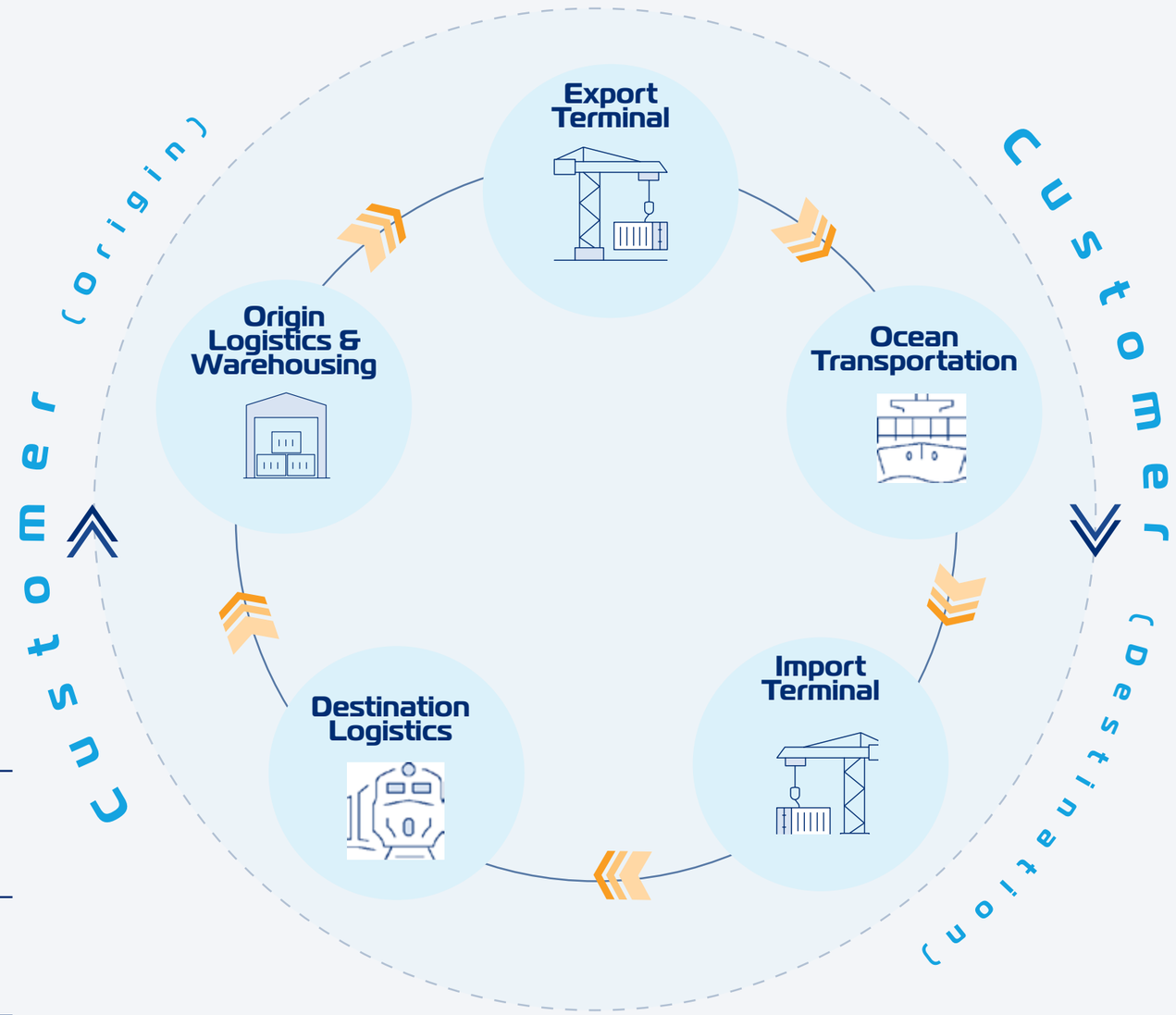
ESG & Sustainability as a Core Value

We are committed to mitigating the environmental impact of our activities on the planet and to promoting responsible corporate practices to create long-term, sustainable value for all our stakeholders.

Our Services

We offer comprehensive logistics solutions to fit our customers' transportation needs, from door-to-door.
Our modular service structure allows us to offer customers a tailored solution that meets their needs, with the flexibility to select the services they require.

End-to-End Customer Solution



~70%
of booking done digitally

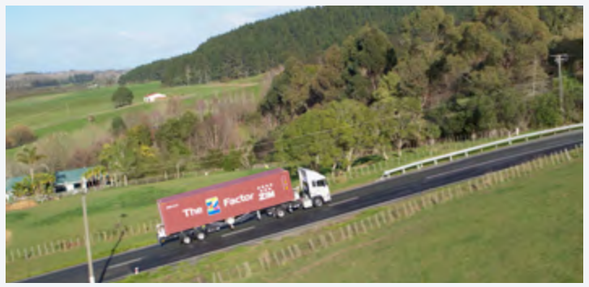
~700,000
container fleet capacity

$1,551 per TEU
average freight rate









Value Chain & Stakeholders

We provide our customers with the integrity and reliability required to meet their complex shipping and logistics needs. Schedule reliability is at the core of our operations. To support this, we deploy essential equipment, vessels and containers, and leverage an extensive network, from fuel suppliers and terminals to vessel charters and inland transportation.

Our business is built on a value chain across three key dimensions. Upstream, we engage with a diverse network of strategic suppliers, including those that lease out vessels to us, provide fuel, port and terminal services, and equipment and digital infrastructure essential to our operations. Within our own activities, we deploy our fleet, logistics assets, operational expertise and technology to deliver safe, efficient, and reliable maritime and logistics services. Downstream, we support our customers' supply chains by enabling the global movement of goods and creating long-term value for customers, employees, business partners, communities, and the markets we serve.



We engage with our stakeholders, as both dependencies and beneficiaries, across the value chain, and are committed to transparent and effective collaboration that supports strong partnerships and open dialogue.

What we depend upon for our operations:

Employees: Our workforce provides dedication, expertise, and innovative thinking that are crucial for operational success.

Brand: Over the course of our 80-year history, we have established ourselves as a leading global container-liner shipping company that meets our customers' evolving needs.

Natural resources: The fuel and natural gas required to power our maritime and land-based transportation services and the use of the oceans that facilitate our core shipping activities.

Assets: Our core operating assets and vessels that enable us to deliver seamless, end-to-end cargo solutions.

Technologies: We leverage innovative technologies to optimize our services and deliver a simple, customized, and convenient shipping experience for customers.

Regulations: Operating in full alignment with global and sector-specific regulations enables us to maintain the highest levels of compliance and operational integrity.

Partnerships: Collaborations across the public, private, nonprofit, and academic sectors allow us to exchange knowledge, develop innovative services, and advance the shipping industry toward a sustainable future.

Beneficiaries:

Customers: We enable their business growth and stability through our integrated and reliable supply chain services.

Employees: We provide meaningful, steady employment, competitive compensation, and opportunities for professional development.

End consumers: We facilitate broad access to a wide variety of goods through our global supply chain network.

Investors and shareholders: We create significant value for our investors through our commitment to operational excellence and innovation, and deliver sustainable profitability.

Local communities: We support sustainable community development in the local communities where we operate through financial support, employee volunteering, and strategic partnerships with nonprofit organizations and local institutions.

Society: We contribute to economic prosperity and an improved quality of life by facilitating global trade and paying local taxes, which benefit local economies.

A Global Network

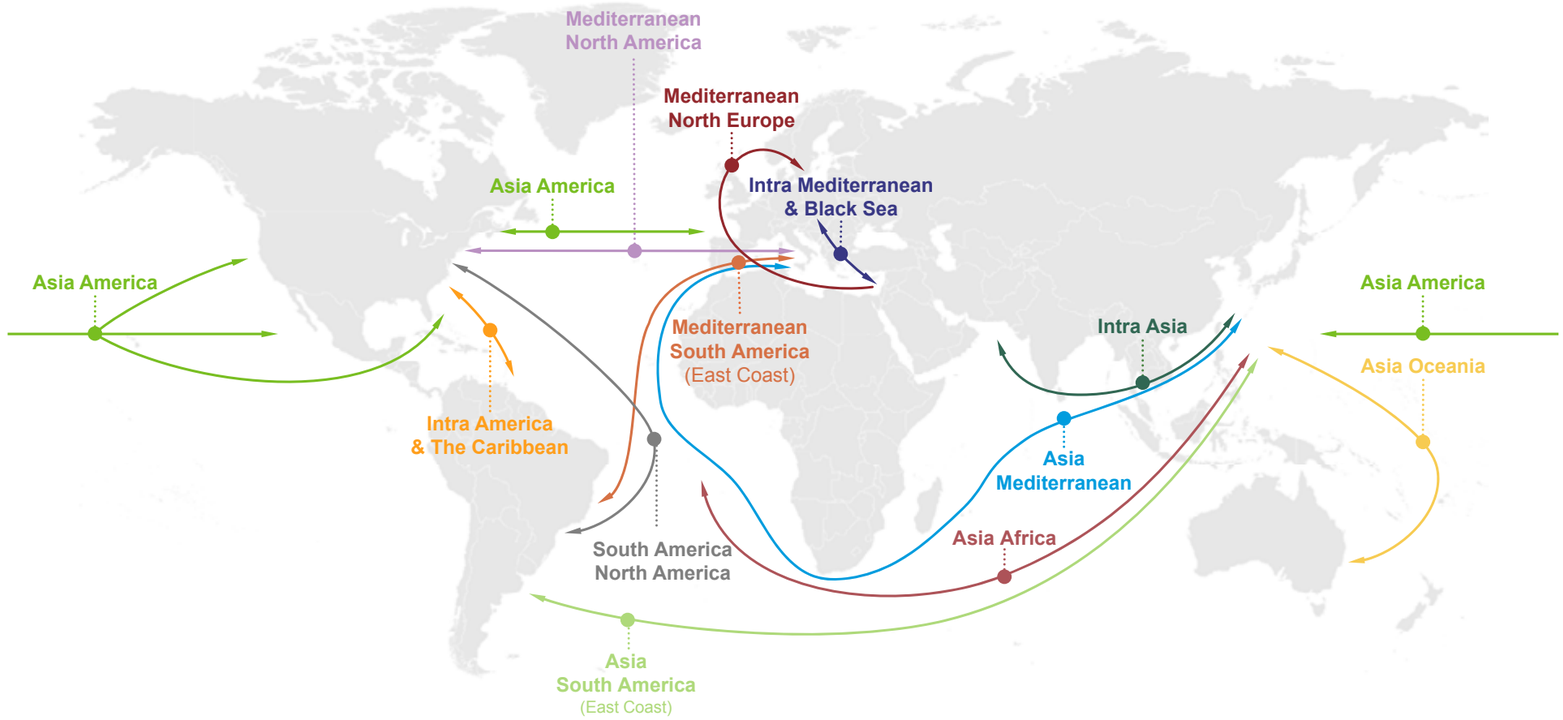
We operate a global network of 56 weekly lines, calling at approximately 300 ports in more than 90 countries. Our shipping lines are linked through hubs that strategically connect main lines and regional feeder lines, creating a vast network that maximizes our reach by improving connectivity with smaller ports near our main routes. This network, together with our customer-centric services, places us in an optimal position to attract new customers through our reliable and competitive offerings.

We have achieved leading positions in specific markets by focusing on trades where we have distinct competitive advantages and can grow over time. These include trade lanes where we have in-depth knowledge, a long-established presence, and a strong market position, as well as new trade lanes where we are often driven by customer demand.

We operate in **five primary geographic trade zones:**

- **Pacific**
- **Cross-Suez**
- **Atlantic-Europe**
- **Intra-Asia**
- **Latin America**

In 2025, we expanded our presence in key regions such as Southeast Asia and Latin America to capture trade growth in these areas. In addition, we continued the strong momentum of the eCommerce lines, which provides eCommerce customers with a competitive alternative to airfreight through our dedicated, expedited connection from South China to the US West Coast.



In 2025, we continued to demonstrate strong resilience amid a global market environment marked by increasingly frequent and acute disruptions. We delivered solid business performance while navigating a volatile rate environment influenced by a complex geopolitical landscape, including the closing of the Bab el-Mandeb straits, which forced longer routes around Africa, and evolving tariff policies impacting global trade. Leveraging our larger, renewed, and cost-effective capacity, we continued to capitalize on our agile fleet deployment strategy, which enables ZIM to respond quickly to evolving market conditions.

Keeping Our Fleet Modern and Competitive

Our Cost-Competitive Fleet and Agile Deployment Strategy

In an unpredictable market shaped by evolving changing tariff policies, geopolitical shifts, and macroeconomic uncertainty, ZIM leverages its commercial agility to remain competitive. Our nimble approach enables us to rapidly adjust our network and capture rising shipping volumes. This is further bolstered by a fleet strategy that prioritizes quality and efficiency over sheer volume.

In 2021 ZIM launched a fleet renewal program, through which ZIM secured 46 newbuilds, of which 28 are LNG-powered vessels, delivered to ZIM in 2023-2024. By 2025, all 46 vessels were delivered and operational. This move significantly improved our operational efficiency, based on a cautious outlook for future market needs, and at the end of the year we had an operated capacity 115 vessels and about 709,000 TEUs.

With 60% of our core capacity composed of newbuild vessels, and 40% of it is LNG-powered, we continue to bolster our environmental performance, while improving operational efficiency. It also differentiate our brand, as ZIM now operates the largest proportion of LNG-powered capacity in the market.

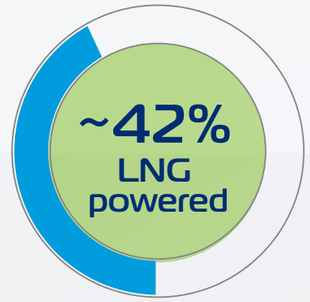
Newbuild Capacity Delivered 2023-2025

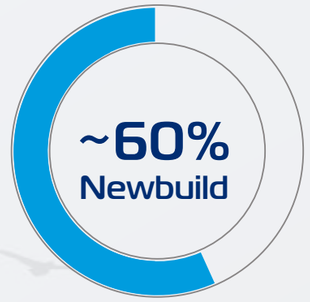
- **10** X 15,000 TEU LNG-fueled vessels
- **4** X 12,000 TEU vessels
- **18** X 8,000 TEU LNG-fueled vessels
- **6** X 5,500 TEU vessels wide beam
- **8** X 5,300 TEU vessels wide beam

46 Vessels | ~ 417K TEUs

We continue to be proactive in our fleet renewal program, we continued to be proactive and further strengthen our core capacity. Through a series of new charter agreements concluded between Q4 2024 and Q4 2025, we secured additional 36 newbuild containerships that range in size from 3,000 to 12,000 TEU, with a total capacity of about 250,000 TEUs, 10 of which are LNG-powered, to ensure our operating capacity remains new, sustainable and competitive. Deliveries are expected to commence in the second half of 2026 and be completed by 2028.

We expect to operate not only the youngest fleet in our segment but also the greenest, with the largest proportion of LNG-powered capacity.





Newbuild Deliveries 2026-2028

- 2027- 2028 — **2** X 12,000 TEU vessels
- 2027- 2028 — **10** X 11,500 TEU LNG-fueled vessels
- H2 2026- 2027 — **4** X 8,000 TEU vessels
- 2027- 2028 — **20** X 3,000-5,000 TEU vessels

36 Vessels | ~ 250K TEUs

How Do We Manage ESG At ZIM

Our ESG Vision & Pillars

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

Through our core value of Sustainability, and in accordance with our Code of Ethics, we aim to uphold and advance a set of principles regarding environmental, social, and governance areas. Our goal is to work resolutely to ensure ethical governance, support a responsible supply chain, and foster a healthy and safe workplace for our employees. In addition, we work to continuously reduce the environmental impact of our operations, both at sea and onshore.

We focus strategically on key areas within the three pillars of Planet, People, and Prosperity & Governance – all supported by our Partnerships pillar.

ESG at ZIM

The material ESG topics outlined below highlight the issues most relevant to our operations, stakeholders, and sustainability priorities. In 2025, we conducted a systematic process of reviewing changes in ZIM's business environment, rating agencies' demands, and peer companies' practices. Based on this review, we revised our material topics to include the following:



PLANET

- Decarbonization
- Environmental Management: Energy, Waste, & Biodiversity
- Climate Risk Management
- Dangerous Cargo Shipment

PEOPLE

- Health & Safety
- Empowered Workforce
- Employee Well-being & Development

PROSPERITY & GOVERNANCE

- Ethical Governance
- Economic Impact
- Sustainable Procurement
- Innovative Services
- Data & AI Ethics

PARTNERSHIPS

Sustainable Development Goals (SDGs)

Our ESG strategy considers the United Nations' SDGs, which provide a shared blueprint for well-being, peace and prosperity for people and the planet – now and in the future.

ZIM actively promotes the following SDGs:

PLANET

SDG 6: Clean water: We contribute to clean water and oceans through marine pollution prevention, ship wastewater treatment, and ballast water management.

SDG 13: Climate change: We take ongoing action to combat climate change through our efforts to reduce our GHG emissions.

SDG 14: Ocean conservation: We use the oceans and seas sustainably, through the responsible management of our waste and water at sea; our commitment to zero collisions with marine mammals; and our partnerships to protect marine wildlife and biodiversity.

PEOPLE

SDG 1: Poverty eradication: We support this goal through employment opportunities and economic development in the regions in which we operate, including developing countries.

SDG 3: Good health and well-being: We provide access to essential, high-quality healthcare services for our onshore and maritime employees, implement strict safety standards to prevent accidents and protect public health from environmental risks.

SDG 4: Education: We work to ensure our employees have the knowledge and skills to contribute to sustainable development and provide professional training for members of underrepresented groups.

SDG 5: Gender equality: We support women's full and effective participation and equal opportunities at work and participate in youth education programs for girls.

SDG 10: Reduce inequality: We provide quality employment opportunities for all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

PROSPERITY & GOVERNANCE

SDG 8: Decent work and economic growth: We promote sustained, inclusive, and sustainable economic growth by investing in our global workforce, including advancing professional development to enhance technological skills and foster innovation, while ensuring fair employment conditions.

SDG 17: Partnerships for the goals: We foster and maintain ongoing strong partnerships with ports, regulators, alternative fuel suppliers, and international sector organizations that enhance policy coherence and strengthen the sustainable global development of the marine shipping industry.

PARTNERSHIPS

Integrating ESG Across ZIM

We proactively manage ESG topics and performance across our business operations, workforce, and geographic areas, aligning our sustainability activities with the company's growth strategy.

Our ESG program aligns with our business approach, which is driven by a goal-oriented mindset, commitment to innovation, and long-term vision for sustainable shipping. We prioritize the best available solutions today, such as our modern LNG-powered fleet, while remaining agile and open to emerging technologies. Through our collaborations in the environmental arena we participate in industry forums and foster knowledge-sharing, while our comprehensive ESG reporting ensures transparency and reflects our collective commitment to excellence.

We are dedicated to monitoring, advancing, and reporting our ESG activities to ensure continuous improvement. We empower our employees across the world to incorporate ESG and sustainability practices into our work, supported by ZIM's ESG management framework and our ESG Trustees who serve as our global network of ESG champions. Senior management remuneration is also linked to meeting several ESG KPIs. We expect our employees and suppliers to act responsibly and ethically, creating long-term value. Our commitment also extends to collaborations with our customers, partners, and other stakeholders who share our core values and objectives. Furthermore, we seek opportunities to develop innovative solutions that advance ESG practices and contribute to a sustainable shipping industry.

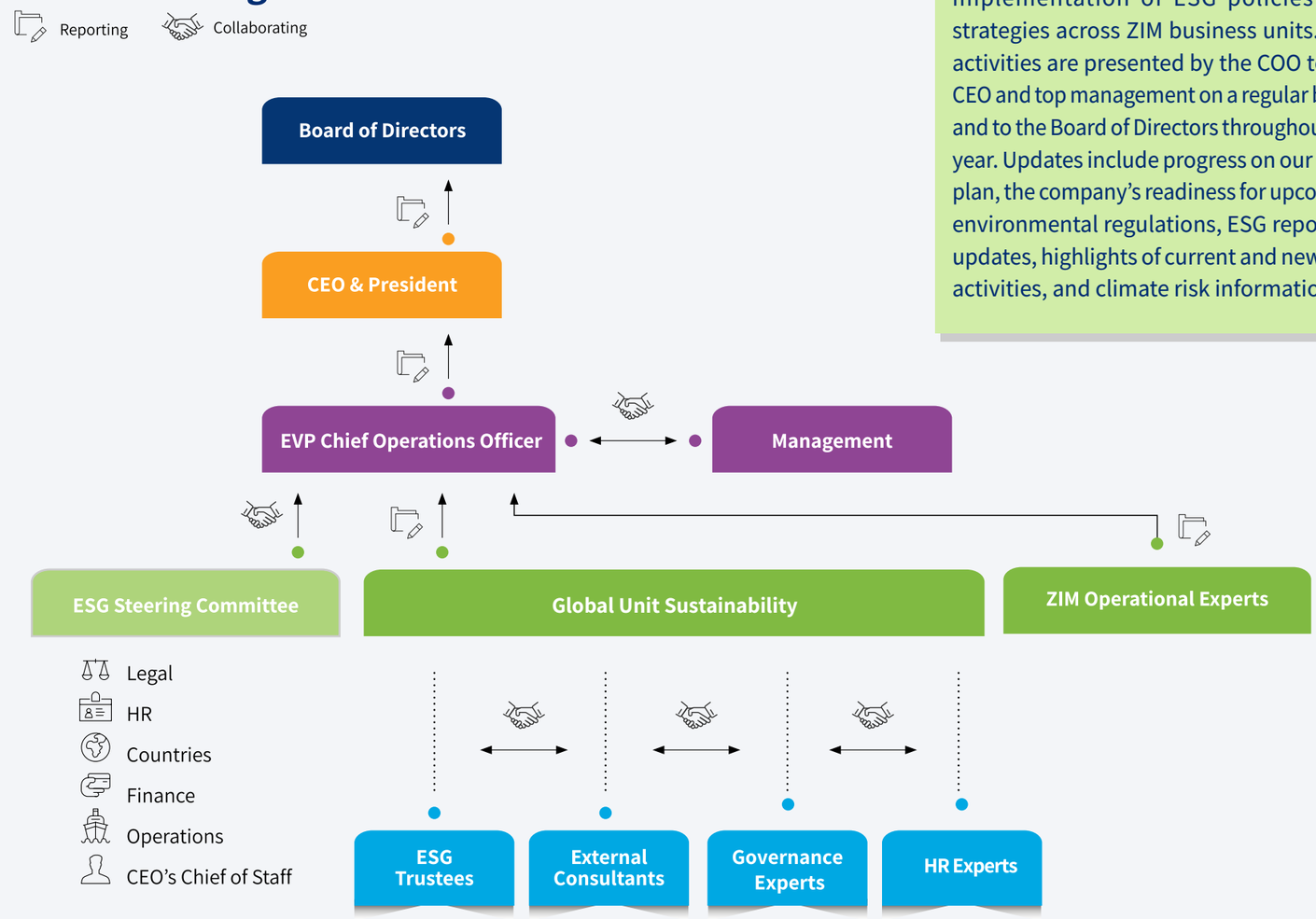
In addition, we invest effort in both preparing for future sustainability-related regulations and in mapping and mitigating the environmental risks we may be exposed to. For more information, see our Planet chapter, pages 27.

Sustainability Governance and Management

At ZIM, ESG is managed across key operational and business units, with oversight at the highest organizational levels. The EVP Chief Operations Officer oversees our ESG program in collaboration with senior management. The COO reports directly to the CEO & President, with ultimate oversight by the ZIM Board of Directors. Day-to-day management of the ESG program is overseen by the Global ESG and Sustainability Unit, which operates in cooperation with ZIM operational experts and the ESG Steering Committee.

The ESG Steering Committee is composed of cross-functional representatives from Legal, HR, Finance, Operations, as well as country representatives and the Chief of Staff to the CEO. It receives updates throughout the year to direct the development and implementation of ESG policies and strategies across ZIM business units. ESG activities are presented by the COO to the CEO and top management on a regular basis, and to the Board of Directors throughout the year. Updates include progress on our work plan, the company's readiness for upcoming environmental regulations, ESG reporting updates, highlights of current and new ESG activities, and climate risk information.

ZIM ESG management structure



The Global Sustainability Unit

The Sustainability Unit manages ZIM's sustainability program on an ongoing basis, ensuring alignment with stakeholder expectations through a cross-organizational approach. The unit works closely with internal experts as well as external advisors and reports directly to the COO, reinforcing alignment with business priorities.

The Sustainability Unit oversees the company's carbon inventory across all three scopes, supported by cross-functional collaboration and structured data validation processes.

In parallel, the unit leads company-wide sustainability initiatives, strengthens data, methodologies, and reporting practices, and ensures readiness for evolving regulatory requirements.

It also manages sustainability reporting, supports customer and supply chain requests, and works with partners and experts to advance low-emission solutions and build internal capabilities across the organization.

To stay current with sector developments, the Sustainability Unit maintains partnerships with academia and nonprofit organizations and conducts ongoing research on environmental topics, including future fuel alternatives. It also contributes to the development of low-emission transport solutions that help customers reduce their environmental footprint.

To further embed sustainability across the organization, the unit collaborates with the Learning & Development team to design and implement annual training programs, aimed at strengthening awareness and integrating sustainability into day-to-day operations.

In today's rapidly evolving global environment, shaped by climate-related challenges and ongoing market disruptions, advancing sustainability requires turning complexity into structured, measurable action.

At ZIM, we have continued to elevate our sustainability performance, demonstrating strong ambition and innovation while achieving operational and energy excellence and delivering significant emissions reductions.

Sustainability is managed end-to-end across our organization and value chain, enabling us to create measurable value for our stakeholders across environmental, social, and economic performance.

We have strengthened our capabilities by enhancing methodologies, improving data reliability, and embedding advanced analytical processes and professional expertise into our daily operations.

Through cross-functional collaboration, we continue to deliver solutions that are cleaner, more efficient, and increasingly data-driven, supported by a clear roadmap and a strong commitment to translating vision into consistent execution.



Shelly Levi-Tsur,
Sustainability Department Manager



ESG Trustees

To further support the integration of ESG activities across the company, ZIM has nominated 39 ESG Trustees worldwide since 2023. They support implementation of ESG-related initiatives, participate in local ESG leadership forums, give lectures on sustainability, and help ensure the consistent, continuous reporting of Scope 2 GHG emissions. In 2025, we updated the trustees' list with country managers and new trustees were appointed. Most of the ESG Trustees are HR or finance country managers, due to the accounting nature of the Scope 2 GHG emissions calculations and the need to adhere to financial reporting formats and monitor energy consumption in a measurable way.

ESG Trustees also serve as safety trustees, supporting the integration of ESG and safety principles across our global operations. The ESG Trustees receive professional guidance and training from the Global ESG Unit, which supports their professional development and empowers them to serve as the main point of contact for ESG issues for employees and customers in their respective locations.



Driving Continuous Improvement Through Sustainability Ratings

We leverage ESG ratings as a performance management tool to drive continuous improvement across our operations. These scores provide us with a standard framework to benchmark our performance against peers and align our ESG strategy and program with international best practices. They provide us with annual data to track our progress and metrics to guide our decision-making.

In 2025, we maintained or improved our ESG ratings across various ranking platforms. This includes international ranking organizations such as Ecovadis, CDP, MSCI, and Sustainalytics, as well as Maala, a corporate membership organization promoting ESG in Israel, where our CEO has been a member of the senior leadership forum since 2021 and ZIM maintains its top ranking of Platinum Plus.

Furthermore, in February 2026, we achieved Platinum status in the EcoVadis ranking system. This prestigious ranking places us among the top 1% of ESG performance among ranked companies worldwide.

We are incredibly proud of this achievement, which highlights our strong, balanced performance across all four pillars of the Ecovadis framework: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

Notably, we achieved best-in-class environmental performance, earning an exceptional score of 100/100 for our policies, implementation, certifications, and reporting. This distinction reflects the hard work, dedication, and commitment of ZIM employees across the company. It marks a meaningful milestone for us and serves as a powerful signal to our customers, partners, and stakeholders regarding the strength of ZIM's sustainability journey.

maala ESG index 25 Platinum

PLATINUM Top 1% ecovadis Sustainability Rating FEB 2026

CDP

MSCI

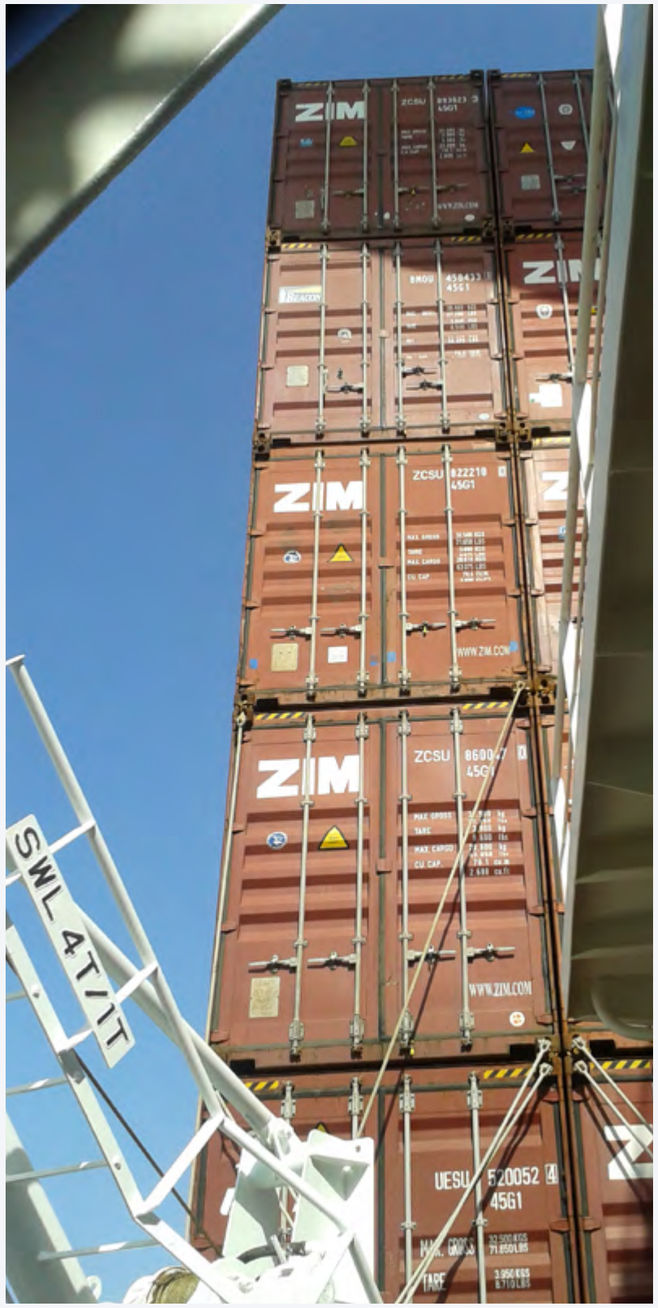
SUSTAINALYTICS

PLANET

HOW DO WE REDUCE OUR ENVIRONMENTAL IMPACT?

Environmental Targets and Progress

Target	Rationale	Progress
Reducing GHG Emissions Reduce carbon intensity (gCO_2/TEU*km) by 30% by 2025, compared to a 2021 baseline	To align with global decarbonization efforts, reduce operational emissions, and meet evolving regulatory requirements as well as stakeholder expectations	Target: 30% reduction Achieved: 44% reduction **Target surpassed**
Improving Operational Data Reporting By the end of 2026, achieve integrated environmental data reporting through captain reports across over 90% of the fleet	To improve the quality, consistency, and transparency of environmental data collected from vessels through a new digital system, enabling more robust data verification and validation processes.	**On track** Integrated reporting was implemented as a successful pilot on several ships and we expect to expand it by the end of 2026.
Sustainable Offices Increase renewable energy consumption (Scope 2) by 3% annually, based on a 2022 baseline (8%), across global office operations.	To reduce Scope 2 emissions and transition ZIM's operations to cleaner energy sources.	Target: 17% reduction Achieved: 22% reduction **Target surpassed**
Zero Spill Commitment Achieve zero oil or hazardous material spills from ZIM-operated vessels into oceans and seas in 2025, on an ongoing annual basis	Achieve zero oil or hazardous material spills from ZIM-operated vessels into oceans and seas in 2025, on an ongoing annual basis	**Target Achived**
Protecting Marine Life Zero ship collisions with marine mammals in 2025, recurring annually	To protect marine mammals and mitigate ship collision risks	**Target Achived**
Zero oil or hazardous material spills from our ships into oceans and seas in 2025, recurring annually	To prevent marine pollution and protect ecosystems from exposure to harmful materials	**Target Achived**



Environmental Policy Plans for 2026

Looking ahead to 2026, ZIM's environmental agenda is anchored around three strategic priorities that together support our long-term decarbonization roadmap, strengthen operational decision-making, and enhance climate resilience across the business.

Strengthening Environmental Data Management and Customer Engagement

In 2026, we will further enhance our environmental data management capabilities with a focus on improving the accuracy, granularity, and timeliness of environmental data. This includes strengthening methodologies in line with the latest international standards, expanding both the scope and quality of reported data from our vessels and subsidiaries, thereby improving our ability to respond to customer requests for reliable, audit-ready emissions information.

Continuing Fleet Renewal and the Decarbonization Roadmap

We will continue to advance our fleet renewal program with a strong focus on the onboarding and operational integration of new, efficient vessels, including LNG-powered ships. These investments form a central pillar of both our decarbonization roadmap and business strategy, enabling material reductions in fleet emission intensity and enhancing operational efficiency and flexibility, while ensuring that fleet planning decisions remain aligned with future regulatory trajectories.

Advancing Environmental and Climate Risk Management

We will continue to update and refine our environmental and climate risk management approach to reflect rapidly evolving physical and transition risks. This includes deeper integration of climate considerations into business planning and operational processes, such as navigation decisions, to enhance safety at sea. By embedding climate and environmental risk insights into day-to-day operations, ZIM aims to enhance resilience, safeguard vessel safety and crew safety, and proactively adapt to changing operating conditions driven by climate change.



Managing Our Environmental Impact

In recognition of our direct impact on the planet's climate, oceans, and biosphere, we are committed to advancing the shipping sector through sustainable practices.

Our goal is to consistently reduce the impact of our operations, both at sea and on land. To achieve this, we have integrated environmental management as a core priority throughout the organization.

Our commitment extends beyond compliance – we proactively seek opportunities to minimize our environmental footprint and integrate innovative strategies and tools that drive sustainable business growth. This includes the strategic introduction of new, highly efficient liquefied natural gas (LNG)-powered vessels and the enhancement of the operational and technical efficiency of our existing fleet.

In addition, we are committed to empowering our customers to achieve their own decarbonization goals by providing a range of tools and solutions. These are designed to enable them to precisely manage and mitigate their environmental impact across the supply chain, reinforcing our commitment to leading the transition toward a more sustainable shipping and logistics sector. For more information on these tools and services, please see the Partnerships chapter.

Our comprehensive decarbonization journey serves as the cornerstone of our environmental strategy. **This year, we are proud to have surpassed our target for reducing our carbon intensity by 40% by 2030 (compared to a 2021 baseline), ahead of schedule by achieving a 44% reduction. We are now focused on achieving our ambitious goal of net-zero direct GHG emissions by 2050, ensuring full alignment with our sustainability vision and global regulatory requirements[1].**

We continue to implement proactive strategies to ensure we consistently meet our annual environmental and operational commitments.

Our Environmental Management Policy

ZIM's Environmental Management Policy formalizes our commitment to continuous improvement of our environmental performance. The policy, which is reviewed annually and updated as needed, outlines our procedures for environmental risk mitigation and pollution prevention, and reiterates the company's **strategic roadmap toward net-zero direct emissions by 2050**. It further reinforces our dedication to transparency by stating our commitment to stakeholder engagement and sharing our environmental performance data openly, and reflecting our progress, challenges, and innovations.

The policy includes targets such as our **Zero Spills to Sea** commitment, which aims to eliminate marine pollution at the source through rigorous safety protocols and strict regulatory compliance. It also includes our **Zero Collisions** initiative, designed to protect marine biodiversity by preventing vessel strikes, particularly in ecologically sensitive and protected maritime zones.

In addition, it outlines our efforts to foster a culture of environmental stewardship across the organization through continuous engagement with our crews about these issues and through regular compliance inspections. It extends our expectations for identifying and mitigating environmental risks to our value chain, mandating that suppliers and contractors adhere to environmental standards that align with our own rigorous requirements. The policy is reviewed annually to ensure relevance.



[1]The decarbonization targets were set based on the previous CCWG methodology for intensity calculation, assuming an average 70% utilization of ships, and considering the emissions of fuels on a Tank-to-Wake basis. As this methodology is now changing, we may consider amending our targets accordingly in the future. See the elaboration in the "GHG Emissions" chapter.

Steering the Course Toward Decarbonization

ZIM is committed to achieving net-zero direct GHG emissions by 2050. This commitment underscores ZIM's core strategic pillar of Sustainability and aligns with the IMO's Net-Zero Framework to achieve net-zero emissions in global shipping by 2050.

To achieve this ambitious target, we have developed a decarbonization roadmap with short-, medium-, and long-term targets, supported by action plans. The plan takes into account key industry trends, evolving regulatory requirements, and emerging technical advancements. It is designed to comply with relevant regulations, such as the IMO's pending Global Fuel Standards (GFS) and enacted carbon intensity indicator (CII) and Energy Efficiency Ship Index (EEXI) requirements.

Our 2050 Transition Plan

In 2024, we launched our 2050 Transition Plan, which aligns with the IMO strategy of achieving net-zero emissions by 2050. The IMO Net-Zero Framework is the widely recognized benchmark for the shipping industry, focusing on Scope 1 emissions - direct emissions from fuel combustion onboard ships.

In the Transition Plan, we have developed short, medium, and long-term targets in alignment with relevant global regulations. **We are proud that we have already surpassed our 2030 carbon emissions target.** This accomplishment is due to the dedicated, proactive efforts of ZIM employees across the organization and the significant success of our fleet renewal program and fuel transition.

Our approach is grounded in a commitment to invest in the most efficient and clean technology currently available. As the most environmentally friendly, mature, scalable, and commercially viable alternative for shipping today, LNG enables us to achieve immediate reductions in GHG emissions at a reasonable cost, rather than delaying action until future technologies or alternative fuels become market-ready. Our transition to LNG-dual-fuel propulsion vessels also establishes a strong foundation for adopting even more sustainable fuels in the future.

The Transition Plan and carbon intensity targets were developed in 2024, based on then-standard methodologies for calculating carbon intensity in the shipping industry, which is the legacy Clean Cargo Working Group (CCWG) container shipping emissions methodology, using Tank-to-Wake (TTW) emission factors and an assumed average vessel utilization factor of 70%.

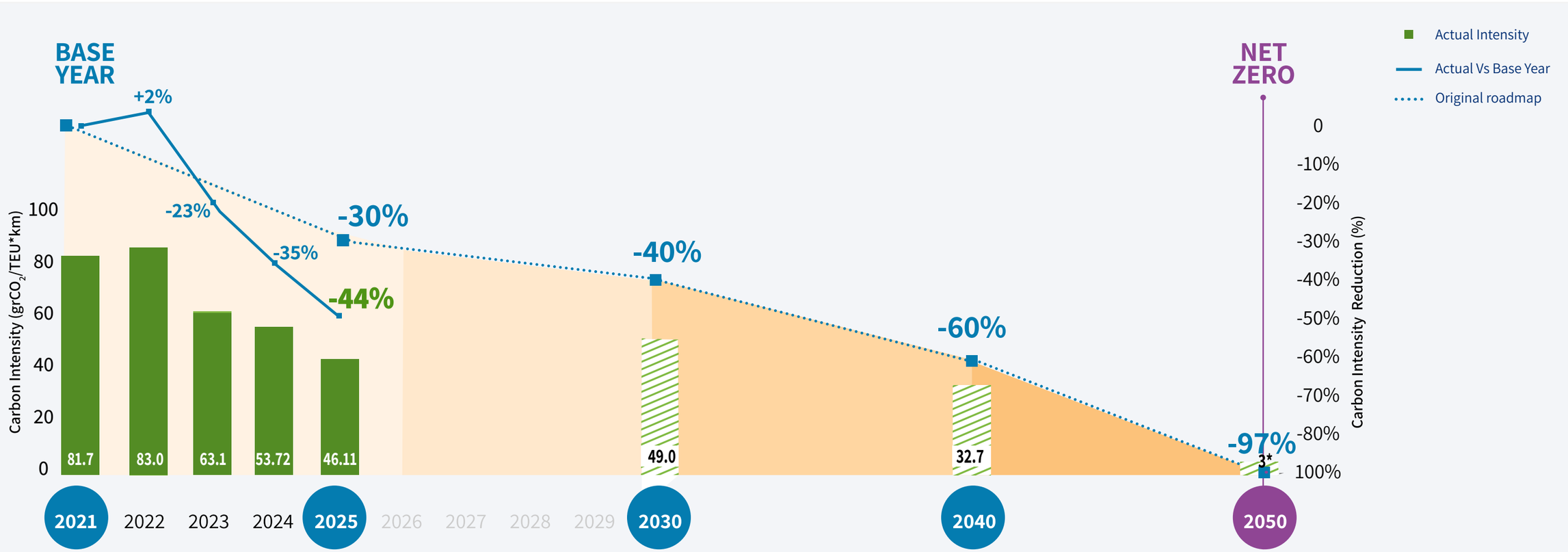
The standards now emphasize a full lifecycle approach, incorporating Well-to-Tank emissions and accounting for non-CO_2 greenhouse gases, such as methane and nitrous oxide. The GLEC Framework is expected to continue to evolve in the next few years, moving the industry from general estimates towards precise, real-world data tracking. Expected changes, for example, include calculating carbon intensity according to ton per kilometer and not per Twenty-Foot Equivalent Unit (TEU), the standard marine shipping container

While we are maintaining our current targets, we are closely monitoring these methodological developments. Once the global methodology is finalized, we will assess the need to adjust our targets in alignment with the new industry reporting standards.

The three pillars of our strategic decarbonization framework:



ZIM's 2050 Transition Plan[2]



Short-term Milestone
By 2030: 40% reduction in carbon intensity vs. 2021

Planned Actions:

- Scale up use of drop-in alternative fuels
- Enhance optimization through AI-driven scheduling and routing
- Continue our fleet renewal with low-emission vessels
- Expand data integration for operational decision-making

Our Progress: Short-term targets were achieved ahead of schedule and surpassed thanks to fleet renewal, the increased use of LNG, and operational measures implemented across the existing fleet.

Medium-term Milestone

By 2040: 60% reduction in carbon intensity vs. 2021

Planned Actions:

- Adopt next-generation vessel designs
- Integrate cold ironing, carbon capture, and clean tech
- Introduce scalable low-carbon fuels (e.g., green methanol)
- Collaborate with suppliers and technology innovators

Long-term Goal
By 2050: Net-zero GHG emissions

Planned Actions:

- Transition to zero-emission vessels (e.g., hydrogen, e-methanol)
- Offset remaining emissions via certified insetting/ offsetting projects
- Invest in breakthrough clean technologies

Note: long-term targets rely on the development and accelerated adoption of alternative fuels and clean energy technologies as they become available at scale.

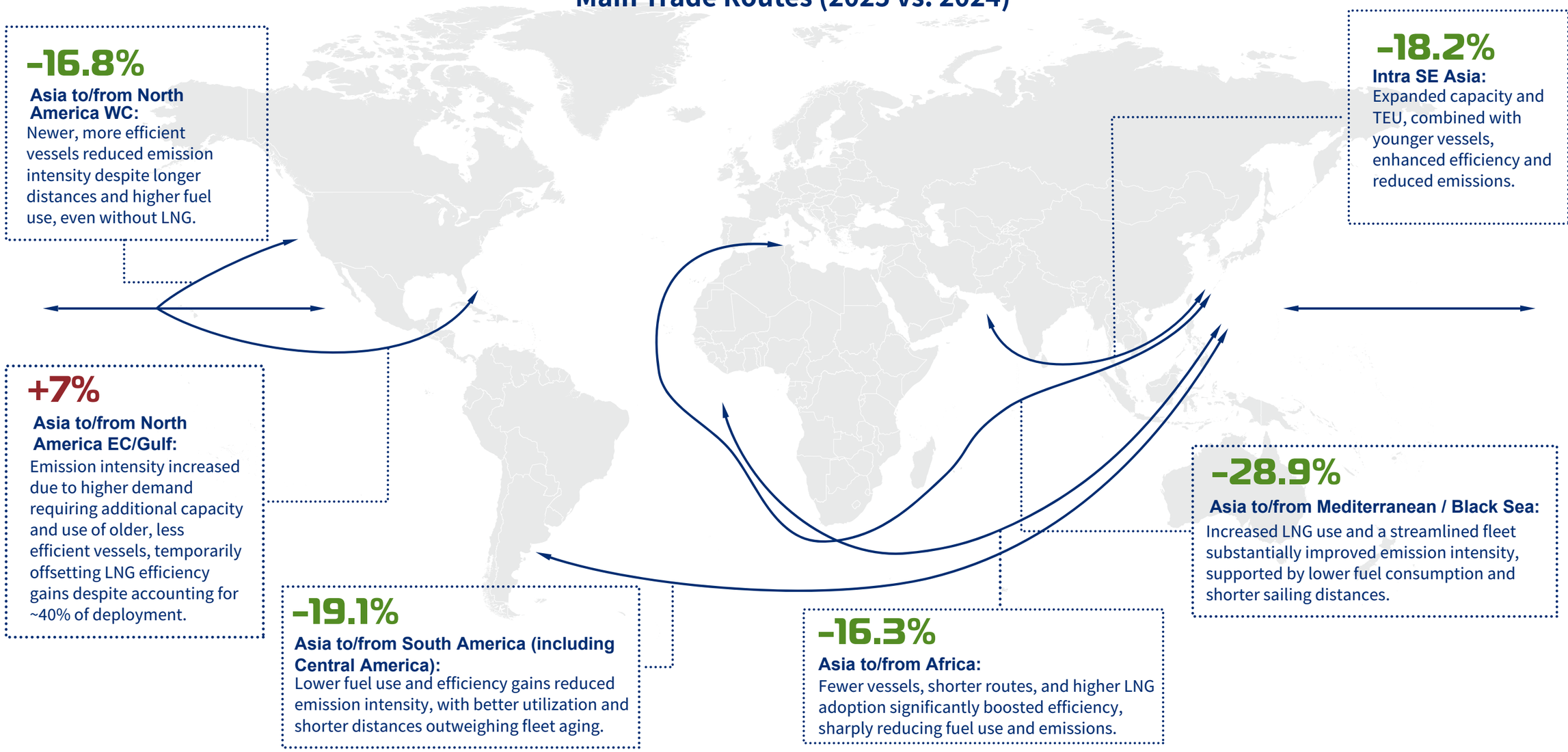
[2] Intensity for the transition plan is calculated as Tank-to-Wake (TtW) emissions, per TEU carried per KM, assuming all vessels sail with 70% utilization.

Decarbonizing Our Network

Tracking our Environmental Footprint Across Trade Routes

We have achieved a reduction in emissions compared to last year in the vast majority of our tradelines thanks to the use of more efficient vessels, an increase in LNG ship usage, lower total fuel consumption, route optimizations, and the implementation of the latest cooling technologies in our reefer fleet[3] .

Tracking Emissions Intensity Across Main Trade Routes (2025 vs. 2024)



-16.8%

Asia to/from North America WC:
Newer, more efficient vessels reduced emission intensity despite longer distances and higher fuel use, even without LNG.

-18.2%

Intra SE Asia:
Expanded capacity and TEU, combined with younger vessels, enhanced efficiency and reduced emissions.

+7%

Asia to/from North America EC/Gulf:
Emission intensity increased due to higher demand requiring additional capacity and use of older, less efficient vessels, temporarily offsetting LNG efficiency gains despite accounting for ~40% of deployment.

-28.9%

Asia to/from Mediterranean / Black Sea:
Increased LNG use and a streamlined fleet substantially improved emission intensity, supported by lower fuel consumption and shorter sailing distances.

-19.1%

Asia to/from South America (including Central America):
Lower fuel use and efficiency gains reduced emission intensity, with better utilization and shorter distances outweighing fleet aging.

-16.3%

Asia to/from Africa:
Fewer vessels, shorter routes, and higher LNG adoption significantly boosted efficiency, sharply reducing fuel use and emissions.

Emissions intensity reflects CO_2 per transport work and may be influenced by distance, capacity, and fuel mix.

[3] Intensity was calculated using the legacy methodology, used to set our decarbonization pathway.

Our Decarbonization Strategy

Our decarbonization strategy is built on three key pillars: fuel transition, vessel optimization, and technological innovation.

Fuel Transition

ZIM maintains the highest proportion of LNG-powered vessels among the world's top 20 shipping companies – representing 40% of our total fleet capacity on a TEU basis.

A central pillar of our decarbonization strategy is our expanded LNG-powered fleet. As a lower-carbon alternative to traditional fossil fuels, LNG is currently the most mature, scalable, and commercially viable fuel alternative for the shipping sector. Using LNG fuel allows us to immediately reduce our GHG emissions at a reasonable cost, rather than delaying further action until other alternative fuels or future technologies are developed and available in the market. Ultimately, we consider LNG an interim solution until carbon-neutral or carbon-free fuels become widely available, and many of our newbuilt vessels have dual-use engines.

LNG-powered ships offer several advantages. Compared to conventional heavy marine fuels, they immediately reduce GHG emissions by approximately 19% on a Well-to-Wake basis. Furthermore, LNG offers a high calorific value in comparison to many other fuels. Its calorific value is typically ~55 MJ/kg, while HFO and grey methanol are typically ~42 and ~23 MJ/kg, respectively[4] . This high energy content allows more energy to be produced per unit of fuel. LNG also enables more efficient storage compared to other fuels, which maximizes cargo space on ships. As a result, we can deliver more with each voyage, reducing the total number of voyages required.

LNG emits virtually no sulphur oxides (SOx) or particulate matter (PM) and can produce up to 95% fewer nitrogen oxide (NOx) emissions compared to existing heavy marine fuel oils. Furthermore, it poses no pollution risk to marine ecosystems, unlike traditional marine fuels. Although methane slip poses a potential risk during the handling and transport of LNG, it is a recognized challenge that the industry is actively addressing. Technologies aimed at significantly reducing methane slip from ship engines show great promise and are currently being piloted. All of our LNG-powered vessels are equipped with high-pressure fuel supply systems, designed to achieve exceptionally low methane slip emissions and are fully compatible with drop-in bio-LNG.

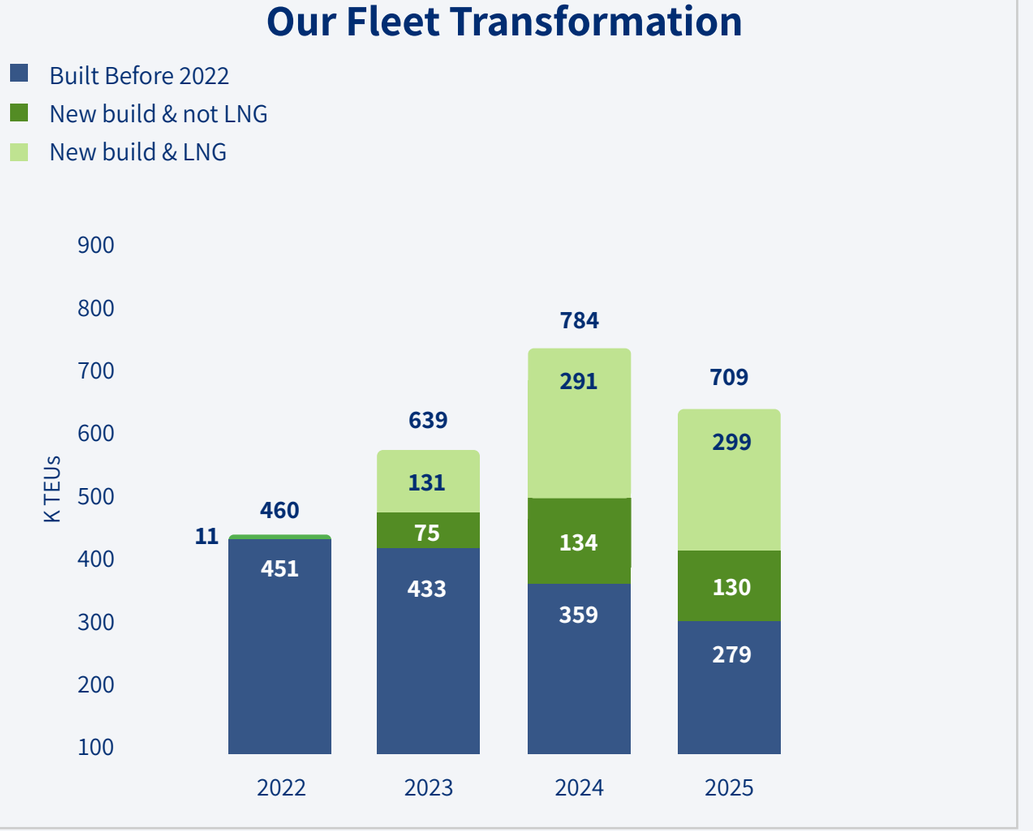
In recent years, we have dramatically transformed our fleet. We had no LNG vessels in 2022, and **by the end of 2025, 40% of our cargo capacity was transported via LNG.** With the successful completion of our initial fleet renewal phase, we are committed to further expanding our LNG capabilities. In 2025, we signed a long-term chartering agreement for additional new ships, including ten 11,500 TEU LNG-dual-fuel container vessels, expected for delivery in 2027-2028 that will add 115,000 LNG-powered TEU to our fleet.

40% of our fleet capacity is LNG-powered, representing one of the highest rates in the industry.

Our fleet transformation aligns with broader industry trends as the sector pivots toward LNG over methanol. This shift comes as future legislation prepares to mandate the measurement of methane slip.

42%
of our fleet is LNG powered, representing **the highest rate in the industry**

Our Fleet Transformation



[4] https://afdc.energy.gov/fuels/properties?fuels=LNG,ME, https://www.engineeringtoolbox.com/fuels-higher-calorific-values-d_169.html, https://www.fao.org/4/t0269e/t0269e0c.htm

Vessel Optimization

We deploy a range of strategies to maximize operational efficiency. These include focusing on the deployment of newly built ships designed for optimal fuel consumption, upgrading older vessels through retrofitting, and continuously optimizing fuel usage across our entire fleet.

Newbuilds

The newly built ships integrated into our fleet are state-of-the-art, featuring the latest technological advancements to enhance performance and fuel efficiency. This is achieved through several advanced features, including propulsion-improving devices designed for both pre- and post-swirl optimization, as well as vertical bows tailored to fit each vessel's operational profile. Furthermore, the ships are equipped with the capability to switch from onboard power generation to onshore power sources provided by ports, which significantly reduces at-berth emissions.

Since 2023, ZIM has added 46 newbuild vessels to our fleet, including 28 LNG-powered ships. As a result, we have increased our newly built vessel capacity to 60% of our total fleet and reduced the average age of our vessels from 13.3 years at the end of 2022 to 11.3 years in 2025.

Our fleet renewal strategy has positioned us well ahead of the industry standard. Compared to the market average age of 13 years (among the 20 largest carriers), our fleet is considerably younger and more technologically advanced.

60% -our newbuild vessel capacity

11.3 years -our average vessel age

Retrofitting Our Vessels

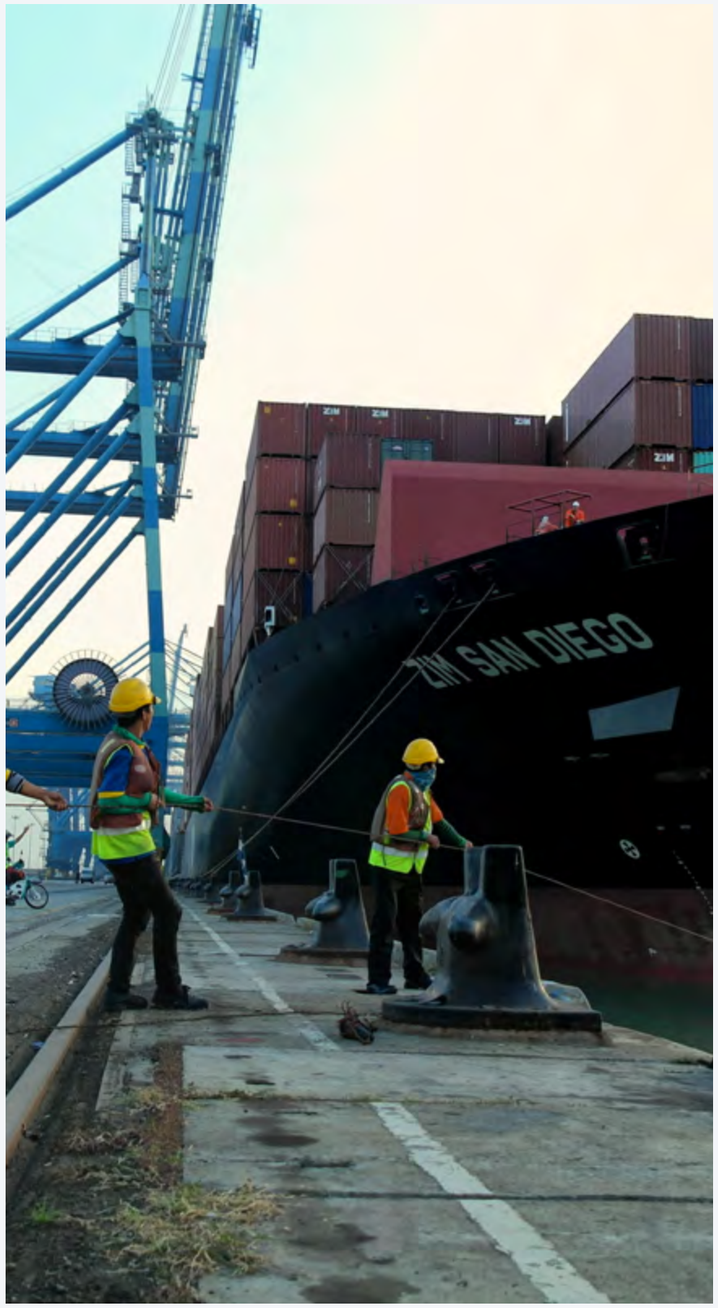
In recent years, we have retrofitted several aged ZIM-owned vessels. We modified five ships in 2024 and completed two more in 2025. These upgrades are tailored to a vessel's operational profile and designed to result in over 15% fuel savings. The modifications significantly advance our operational and sustainability goals by reducing fuel consumption, lowering emissions, and enhancing overall vessel efficiency, resulting in improved CII ratings.

The upgrades performed on all seven ships achieved a full return on investment within just a couple of months.

The 2025 modifications featured bulbous bow optimization to enhance hydrodynamics and decrease hull resistance. We also applied advanced low-friction, anti-fouling paint and redesigned the propellers to maximize propulsion efficiency, both of which further drive down fuel consumption.

We have also installed cold ironing (AMP) technology on the vessels that have undergone retrofitting, allowing these ships to connect to onshore power while in port. This eliminates dockside emissions by reducing the need for onboard electricity generation. While this measure currently exceeds compliance requirements in many locations, we are proactively preparing for upcoming regulations that will make this mandatory in various regions.

In Los Angeles, where AMP is already a regulatory requirement, all relevant ships have been equipped accordingly, and we procured an AMP BOX to ensure full compliance. Our vessels are already utilizing functional AMP infrastructure at several ports in China, where this connection is available.

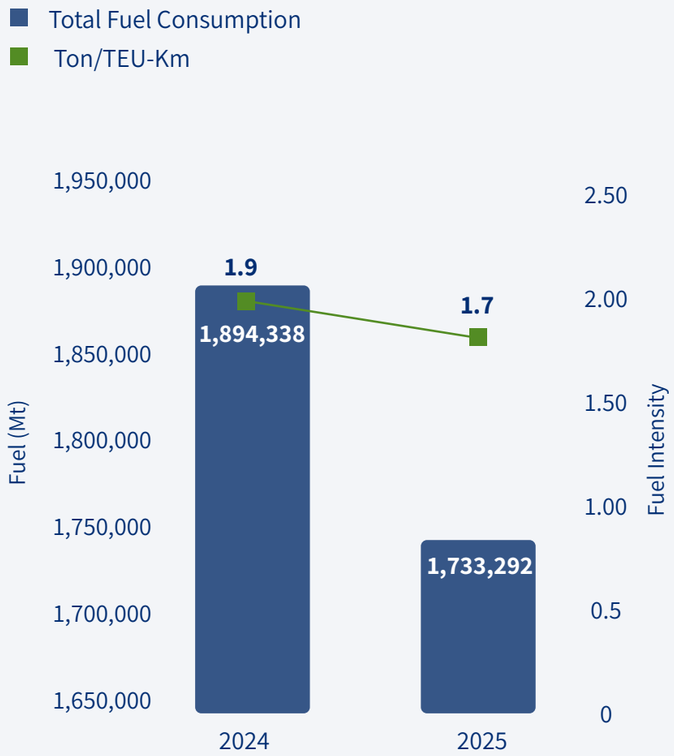


Fuel Efficiency

Fuel efficiency is a core sustainability metric for us, as it directly reduces our environmental footprint and demonstrates our progress towards meeting both regulatory requirements and our sustainability goals. Overall, compared to 2024, fuel consumption decreased by 8.5% in absolute terms, and a more notable reduction of 11.5% in intensity terms, highlighting clear improvements in fleet composition efficiency. Adding more newbuild ships and separating from older, less efficient ships, even at the cost of decreasing the overall vessel number in our fleet, enabled this optimization. In addition, we have increased LNG usage from 13% to 19% of our overall fuel consumption, further supporting our decarbonization goals. These measures are being implemented carefully to ensure that high service and availability standards and schedule reliability are maintained throughout the transition.

In addition to our new-build vessels, we have implemented several measures to reduce overall fuel consumption. These include optimizing port call sequences to prevent unnecessary acceleration and refining route planning to avoid extreme weather conditions that require speed increases. We continuously monitor operational data to track and manage our fuel efficiency performance. Thanks to our fuel efficiency measures, we have achieved a 32% improvement in efficiency since 2022, measured in kg/TEU*1000 Nm.

Total Fuel Consumption (Mt) and Intensity

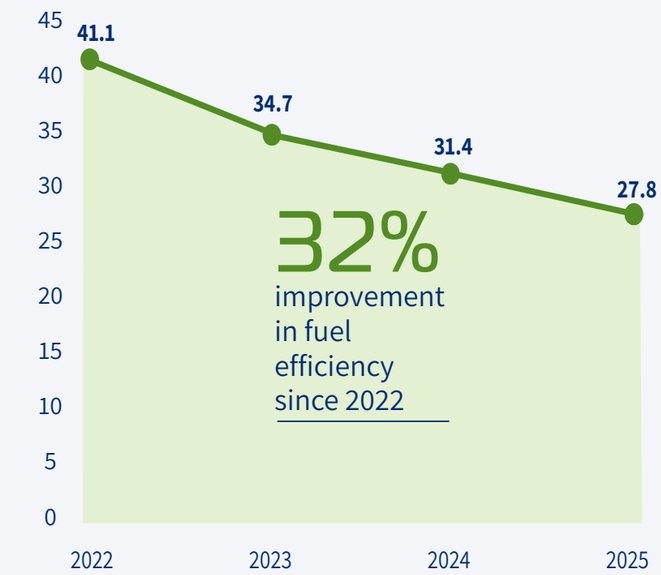


8.5% reduction in absolute fuel consumption

11.5% reduction in fuel/ TEU-km



Fuel efficiency (kg/TEU*1000 Nm)



Technological Innovation

We deploy a range of advanced technology solutions to improve operational efficiency and ensure regulatory compliance. These tools help us identify the shortest, most environmentally friendly routes, thereby reducing shipping time, fuel consumption, and GHG emissions.

We have built advanced internal platforms and systems to improve navigation and operational efficiency. We continuously develop new tools, including AI-powered tools, through close collaboration between our operational and IT teams to support data-driven decision-making.

To optimize the performance of individual ships, we utilize a tool called "Enhancing our Environmental Data Collection & Reporting at Sea", which supports trim and draft optimization. This minimizes ballast quantities and water resistance while improving overall performance, which lowers fuel consumption and emissions. Additionally, we have implemented waste heat recovery systems in our vessels' exhaust boilers and freshwater generators. These systems enhance engine efficiency, leading to significant fuel savings and reduced environmental impact.

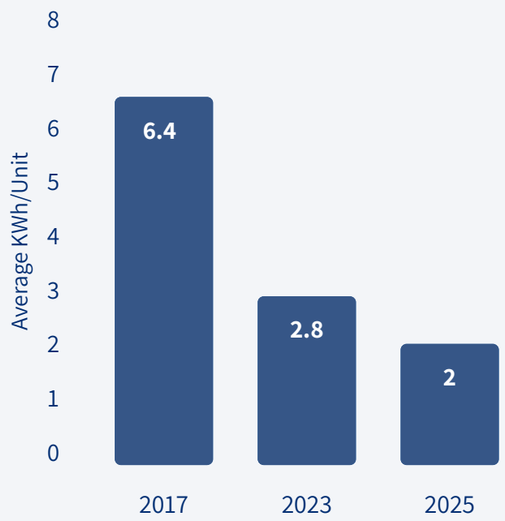
We utilize a comprehensive dashboard to monitor and report ship data. Using this dashboard, we track each vessel's status through a combination of external and internally developed tools. To further enhance operational visibility, we plan to equip additional containers with the Hoopo smart sensor so that by the end of 2026, approximately 50% of ZIM's dry fleet will be 'smart containers'. By leveraging these data-driven initiatives, we enhance performance at the fleet and ship levels while also gaining improved visibility at the individual container level.

We are also developing a new operational reporting system that integrates automation, continuous quality control, and real-time alerts. This system is designed to enhance both operational and environmental reporting. Furthermore, it supports the collection, validation, and reporting of data necessary for compliance with regulatory frameworks such as IMO DCS, EU MRV, CII, FuelEU, and ETS. Through real-time fleet performance monitoring, it also facilitates ongoing communication between our vessels and onshore operational experts and provides data-driven insights to help identify operational opportunities, such as fuel savings.

Enhancing Efficiency and Value Across the Cold Chain

We are committed to creating value for our cold shipping customers and serve as strategic partners throughout their cargo journey. In recent years, we have expanded our refrigerated container (reefer) fleet, which is now among the youngest in the market, offering efficient and economical energy use. By adopting the latest cooling technologies and maintaining our modern reefer fleet, we have achieved a nearly 70% decrease in reefer power consumption over the last decade.

Average Reefer Power Consumption



~69% reduction in reefer power consumption since 2017

By utilizing advanced reefer containers, we deliver added value to our customers by extending the shelf life of delicate food products, such as avocados, thus ensuring safer transit and higher-quality produce for destination markets. Furthermore, this service helps clients minimize food waste, comply with global regulations, and explore opportunities to expand into new markets.

In 2025, we obtained the Temperature Mapping Certificate from Cambridge Refrigeration Technology (CRT), a leading authority in cold supply chain validation. This certification provides our customers with independent, third-party assurance that our reefer units maintain temperature, uniformity, and stability. By passing CRT's rigorous testing, our refrigerated containers are officially verified to protect even the most sensitive cargo throughout its journey.



Complying with Decarbonization Regulations

The regulatory framework governing maritime decarbonization continues to evolve at both global and regional levels. We closely monitor these developments and maintain a high level of readiness to ensure consistent compliance with all applicable greenhouse gas (GHG) regulations affecting our operations. Our decarbonization strategy and fleet renewal program form the foundation of our regulatory compliance. The ongoing integration of fuel efficient and LNG-dual fuel vessels, together with operational optimization measures and advanced digital tools, significantly enhances our ability to meet both current and forthcoming regulatory thresholds. In addition, we constantly improve our data management systems, looking for innovative solutions to improve our measurements and performance tracking – both through IT solutions and internal work processes.

At the global level, the International Maritime Organization (IMO) has set a clear direction toward net-zero greenhouse gas emissions from international shipping by 2050, with intermediate targets for 2030 and 2040. While the formal adoption and implementation timeline of the IMO Net-Zero Framework has been delayed and its practical implications are still under development, ZIM remains aligned with the overarching ambition and continues to advance medium- and long-term emissions reduction measures in line with this trajectory. At this stage, the impact of the delay on future reduction pathways is not yet fully clear, and we continue to assess regulatory developments as they unfold.

Within the European Union, regulatory initiatives under the “Fit for 55” package, most notably the EU Emissions Trading System (EU ETS) and the FuelEU Maritime regulation, are already shaping operational and commercial practices across the sector. ZIM has established internal processes, governance structures, and dedicated systems to ensure accurate monitoring, reporting, and compliance. These frameworks support effective management of carbon costs, emission intensity targets, and fuel-related obligations, while enabling transparent and reliable communication with regulators and customers. In 2025, our compliance balance for the FuelEU regulation was positive.



GHG Emissions

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

Scope 1: Direct emissions from our operations and worldwide sites where we have operational control. This includes emissions from fuel used in our ship fleet, fuel used in our company vehicles and offices, and our use of cooling gas. 99% of our Scope 1 emissions are from the fuel used in our ship fleet.

Scope 2: Indirect emissions from the generation of purchased energy at our company sites.

Scope 3: Indirect emissions that occur in our value chain, including both upstream and downstream emissions.

Although our absolute emissions have mainly risen since 2020 due to the significant expansion of our fleet and total TEU capacity, they have stabilized in 2025 as a result of our fleet optimization program, which included the retirement of old ships and integration of newbuilds.

Over this period, our cargo volumes and transit distances both increased. Like the broader shipping sector, we have faced extended routes since 2023 due to the ongoing geopolitical situation, particularly in the Red Sea. Despite these challenges, we significantly offset the resulting emission increases through our major fleet transformation, leveraging both our modern, highly efficient vessel designs and LNG-powered vessels.

For a more nuanced view of our performance over time, we track carbon intensity relative to the cargo volume carried over a specific distance (see ‘Carbon Intensity’ on p. 41).

Consistent with FuelEU methodology, we utilize Megajoules (MJ) as a standardized unit of energy. This allows for an accurate, year-over-year comparison of efficiency across different fuel types and vessel classes.

Scope 1

In 2025 we achieved a 2% reduction in our absolute carbon footprint, driven primarily by the continuous integration of lower emission LNG-powered ships and our fuel saving measured and technologies. This reflects the successful maturation of our fleet renewal and expansion program, which stabilized emissions in 2025.

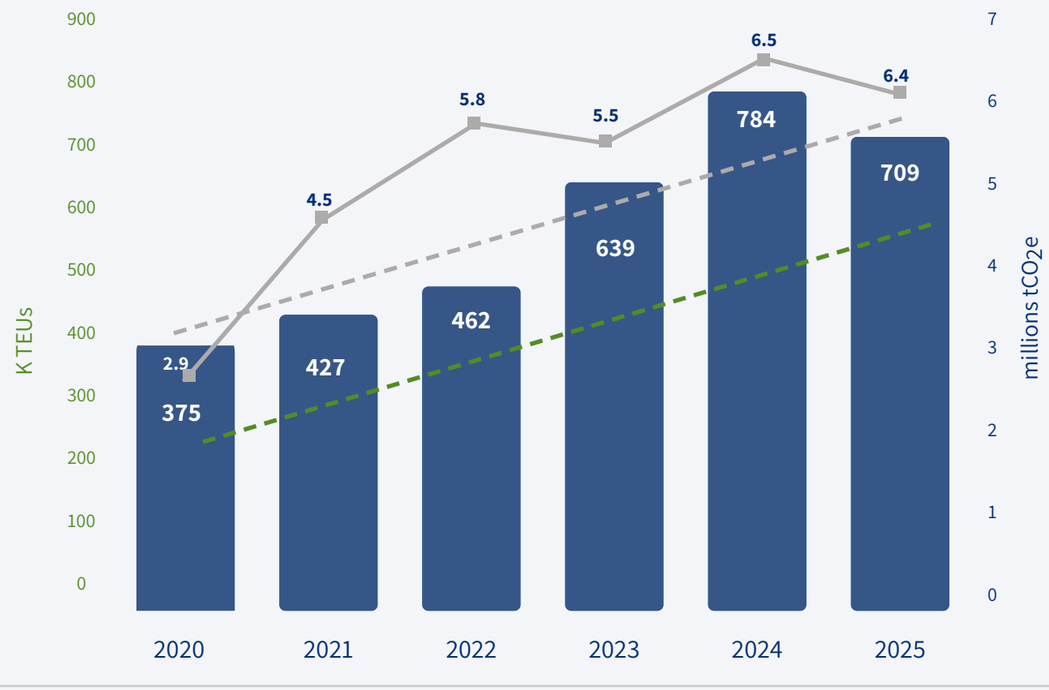
Reducing Vehicle Emissions

As part of our commitment to reducing direct emissions, we are transitioning our vehicle fleet at headquarters to low-emission alternatives. By the end of 2025, approximately 40% of our 261-car fleet in Israel consisted of hybrid or plug-in electric vehicles, with an additional 15% comprised of other fuel-efficient models.

Fleet Capacity and Scope 1 Emissions Trends

- Fleet Capacity (K TEU)
- Scope 1 emissions (million tons CO_2e)
- Fleet Capacity (K TEU) linear
- Scope 1 emissions (million tons CO_2e) linear

The growth of absolute emissions matches the growth in fleet size



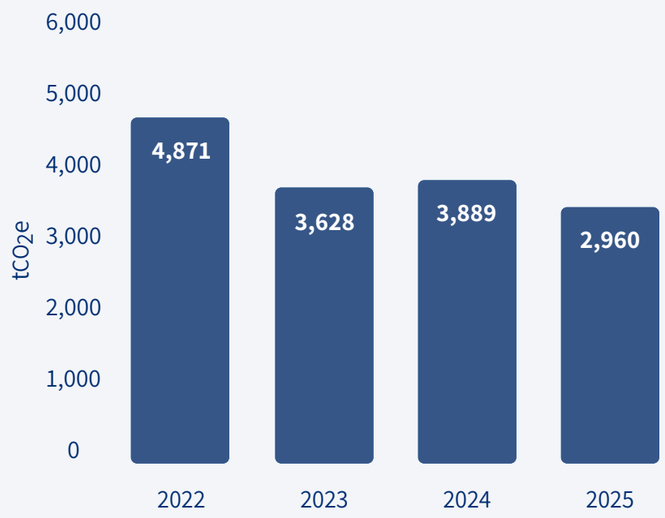
Scope 2

As per the GHG Protocol, we report our Scope 2 emissions using two distinct approaches: location-based and market-based. The location-based method reflects the average emission intensity of the local grid where we operate, while the market-based approach reflects emissions from the electricity and energy contracts that we have purchased.

Scope 2 Emissions, 2025

Market-based emissions: 2,187 tCO_2e

Location-based emissions: 2,960 tCO_2e

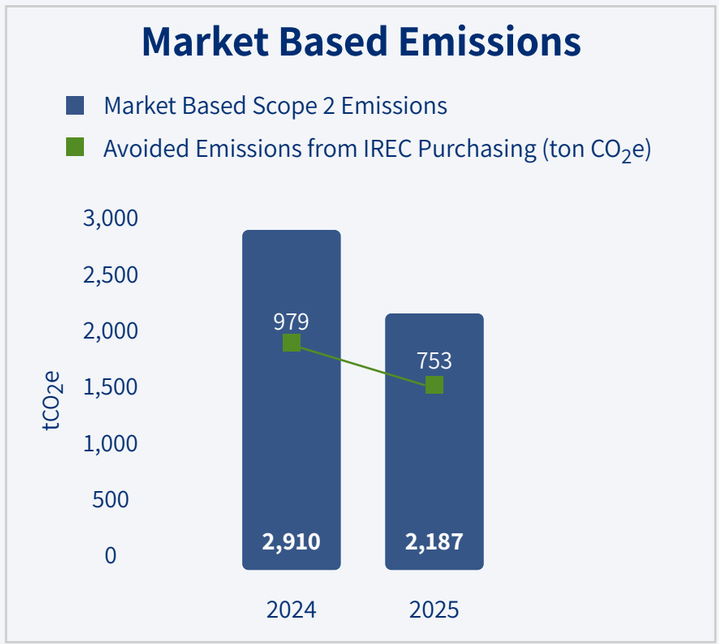


In 2025, we reduced overall electricity consumption by around 1M KWh across our offices due to energy efficiency efforts. An example of these efforts can be found in our Thai offices, which reduced 37% of their energy consumption year-over-year (YoY). This happened after our site relocated to a new efficient building (Class A energy efficiency) and reduced its overall floor space. Other countries with leading efficiency performance include:

- China, with 15% reduction in consumption YoY
- India, with 25% reduction in consumption YoY
- Turkey, with 18% reduction in consumption YoY

We have successfully achieved our target for increasing the share of renewable energy sources in our offices, with renewable sources now accounting for 22% of total electricity consumption across our global offices.

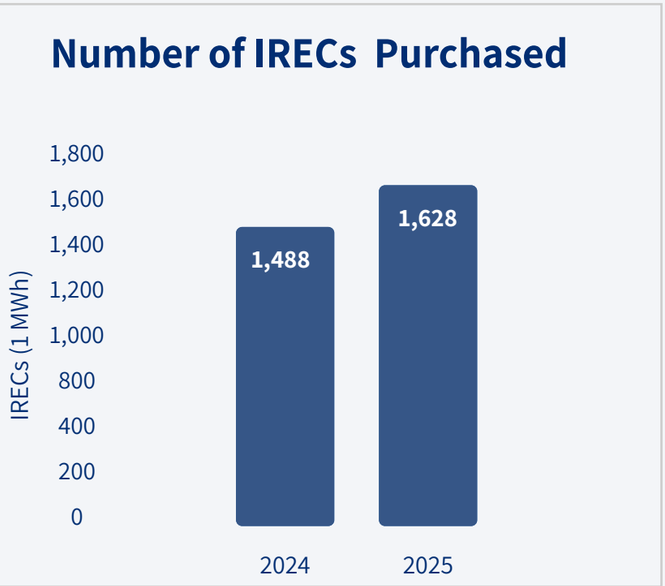
We measure energy consumption across all fully and partially owned entities, as well as any entities under our operational control. This comprehensive scope ensures our reporting accurately reflects both our operational influence and corporate accountability.



We are committed to strengthening our adoption of renewable energy while enhancing data accuracy through rigorous validation and certification. This process includes verifying the specific energy mix provided by local energy suppliers, where available. We have begun the transition to a digital data collection system which will eliminate manual processes and substantially improve data accuracy. This automated framework will serve as the foundation for further increasing our renewable energy share through a range of strategic measures. Starting next year, the system will include energy data and additional parameters for all countries.

At ZIM headquarters, we significantly increased our renewable energy share by purchasing Renewable Energy Certificates (IRECs) to mitigate the environmental impact of our electricity consumption. Each certificate accounts for 1 MWh of electricity consumed. In 2024 and 2025, we bought IRECs to fully offset the electricity use at our Israel headquarters offices.

The decrease in avoided emissions attributable to the IRECs between 2024 and 2025 is due to a lower grid emission factor in Israel in 2025.



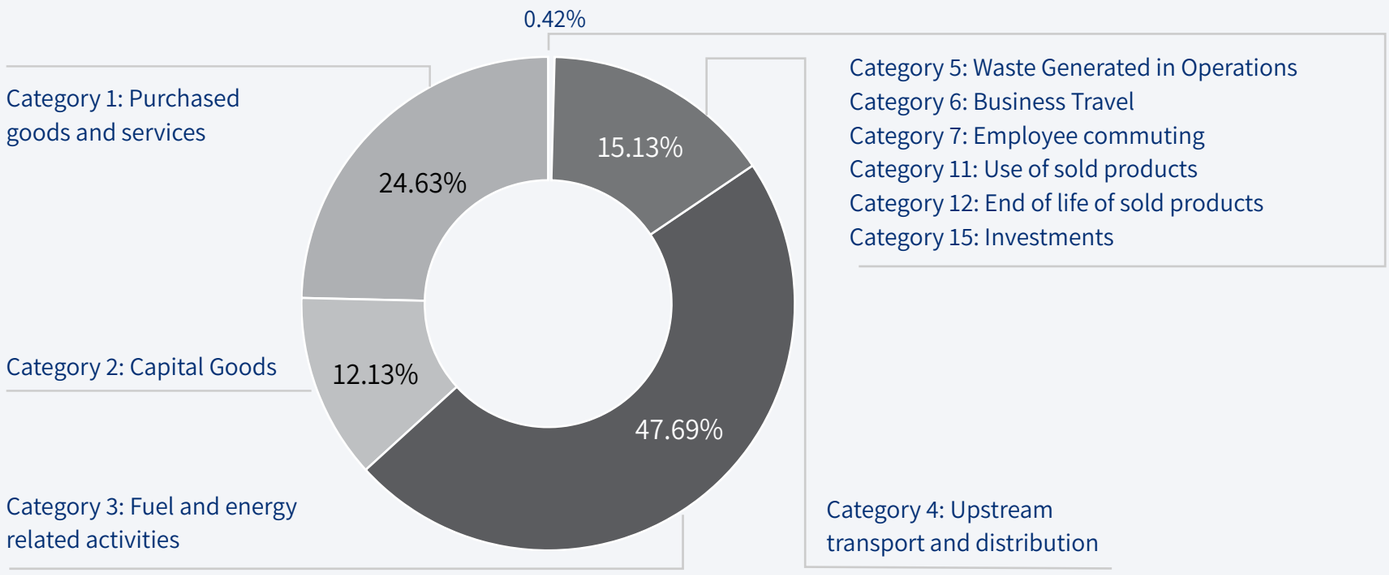
Scope 3

The steadiness in Scope 3 emissions compared to last year reflects the stabilization of our wide and advanced disclosure and measurement practices. This follows an in-depth and comprehensive process we undertook during 2025, in collaboration with our legal, financial, and operational teams during which we mapped all relevant expenses across the company for Categories 1 and 2. This initiative has provided us with a clearer understanding of our upstream emissions, allowing us to identify and quantify emissions associated with our supply chain and purchased goods and services more accurately, as was first reflected in our previous report.

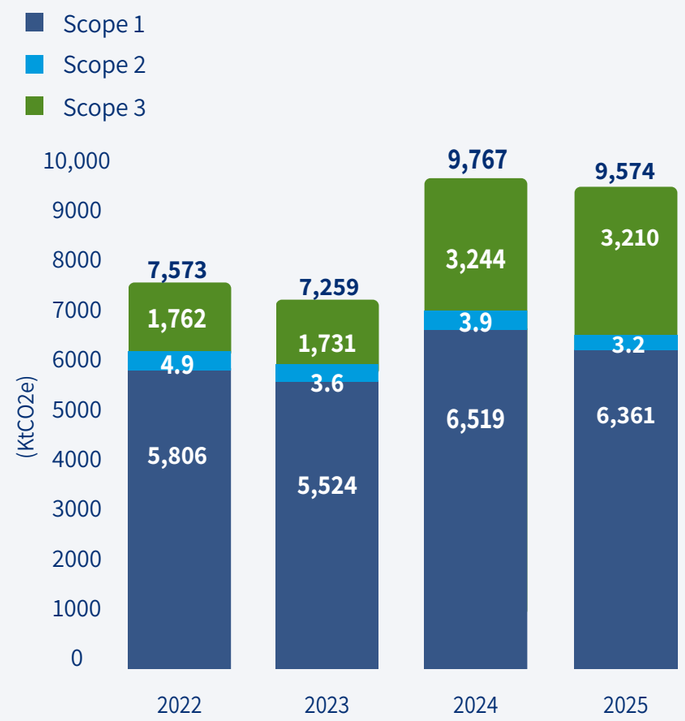
The most significant category of our Scope 3 emissions is Category 3: Fuel and Energy-Related Activities. This category accounts for almost 48% of our total Scope 3 emissions, as it reflects the upstream emissions of our fuel and energy consumption. In order to mitigate these emissions, we invest in selecting LNG suppliers who manage, monitor, and act to reduce their methane emissions in LNG manufacturing. Starting this year, this category is subject to third-party assurance to verify the accounting.

Categories 1 and 2 reflect our procurement emissions, notably from vessels and containers and account for almost 37% of our Scope 3 emissions. Category 4 emissions, which account for 15% of our footprint, reflect emissions from transporting containers from ports to their final destinations, including land transport by truck, train, or barge.

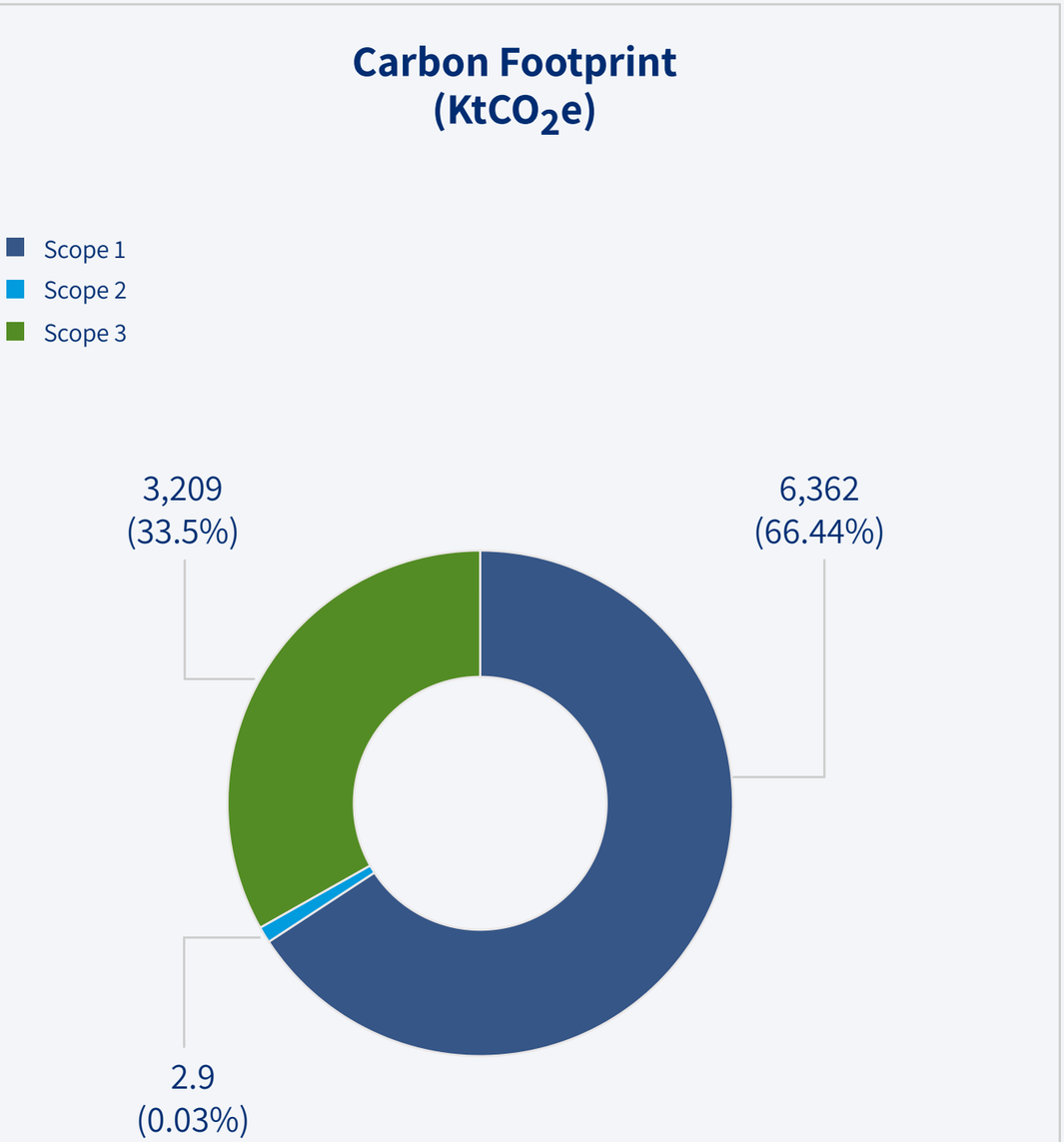
Scope 3 Emissions Categories Division



Total Emissions 2022-2025



Carbon Footprint ($KtCO_2e$)



Tracking Our GHG Emissions

Achieving our 2050 net-zero target requires comprehensive, accurate visibility of our GHG emissions data.

We are continuously upgrading our tools to measure, monitor, and report Scope 1, 2, and 3 GHG emissions across our entire supply chain. Systematic, thorough data management is a cornerstone of our decarbonization strategy. Accurate and timely emissions data allow us to track performance against our targets, comply with evolving regulations, and identify both inefficiencies and emission hotspots. Furthermore, this data enables informed operational decisions and increases transparency for our stakeholders.

To ensure rigorous oversight of GHG emissions, ZIM has incorporated Scope 1 and 2 emissions monitoring, as well as Category 3 of Scope 3, into its Sarbanes-Oxley (SOX) system, and these emissions also undergo external assurance. This aligns emissions management with financial reporting standards, supporting compliance and performance tracking.

Carbon Intensity

Carbon intensity is a critical emissions metric for ZIM, as it allows us to monitor performance while we implement strategic fleet changes and optimize our operational capacity. Managing performance through an intensity-based approach is aligned with the global maritime regulatory framework.

By tracking carbon intensity, we can capture a more nuanced view of performance over time while ensuring alignment with these international regulatory frameworks.

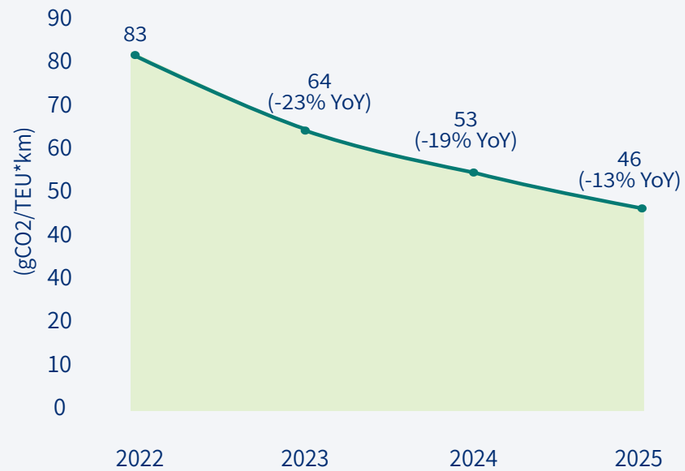
In 2025, our carbon intensity continued to decrease. From 2024 to 2025, we achieved a 13% reduction in carbon intensity, according to the previous methodology. Notably, we have achieved a 44% reduction since 2021. This trend underscores our comprehensive efforts to reduce our carbon impact, including our transition to LNG, the introduction of energy-efficient newbuilds, and our extensive efficiency improvements.

In addition to the methodology used to calculate the intensity for our transition plan, we use and monitor a wide variety of intensity metrics, to meet different regulatory requirements and client requests and needs. As this area continues to evolve, we assume there will be continuous changes in the main intensity metrics we use, and we plan to update our transition plan according to the most relevant metric, once methodologies and regulations will stabilize.

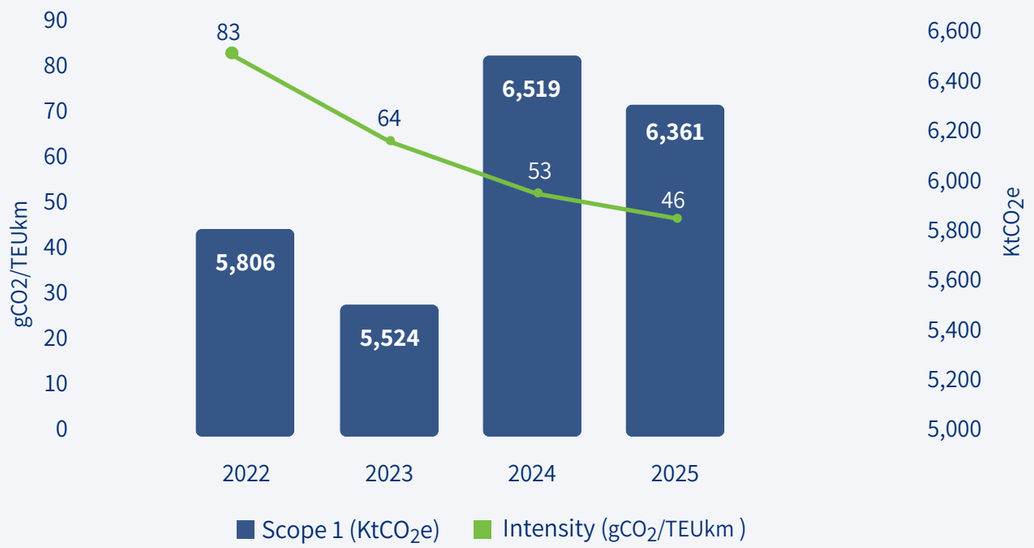
During 2025, we have started to view the AER intensity metric as a key metric for internal monitoring and operational efficiency. AER, Annual Efficiency Ratio, is calculated as the ratio between gCO2e (on a Well-to-Wake, or scopes 1 & 3.3, basis), and DWT distance[5] sailed in nautical miles. Our results show a positive trend from 2024 to 2025. For 2025, the AER is 7.96, compared to 8.47 in 2024, demonstrating a 6% improvement.

[5]Dead weight ton, the maximum weight a vessel can safely carry.

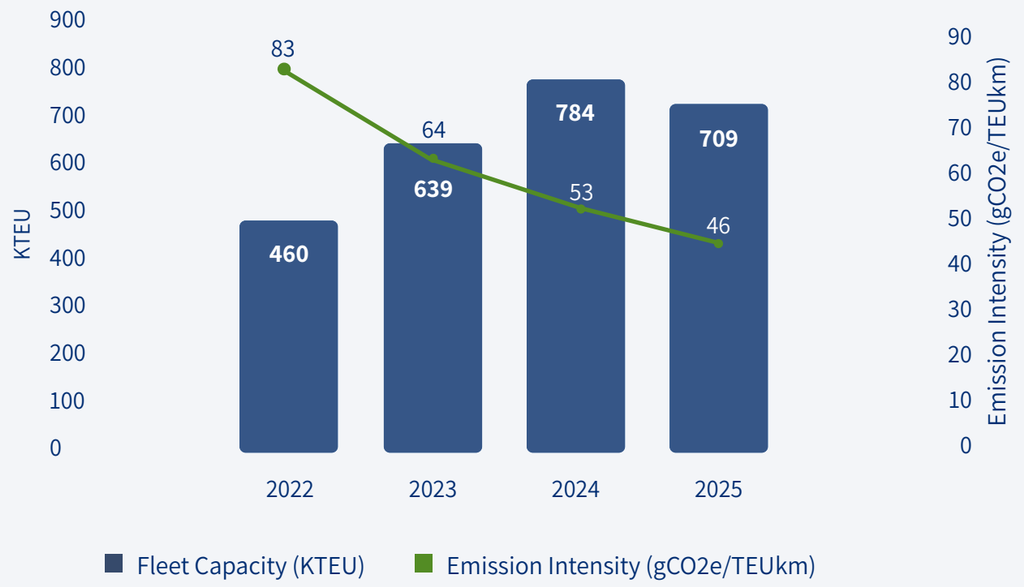
Emissions Intensity Change



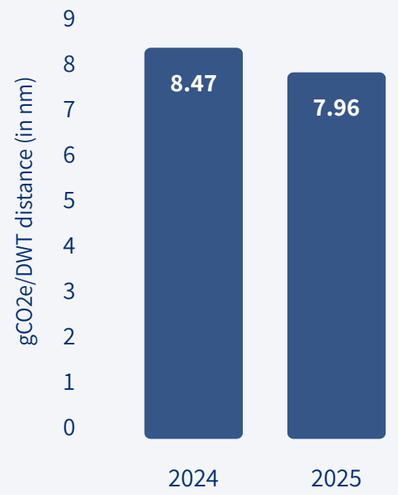
Direct Emissions vs. Intensity



Fleet Capacity vs. Emission Intensity



Annual Efficiency Ratio (AER)



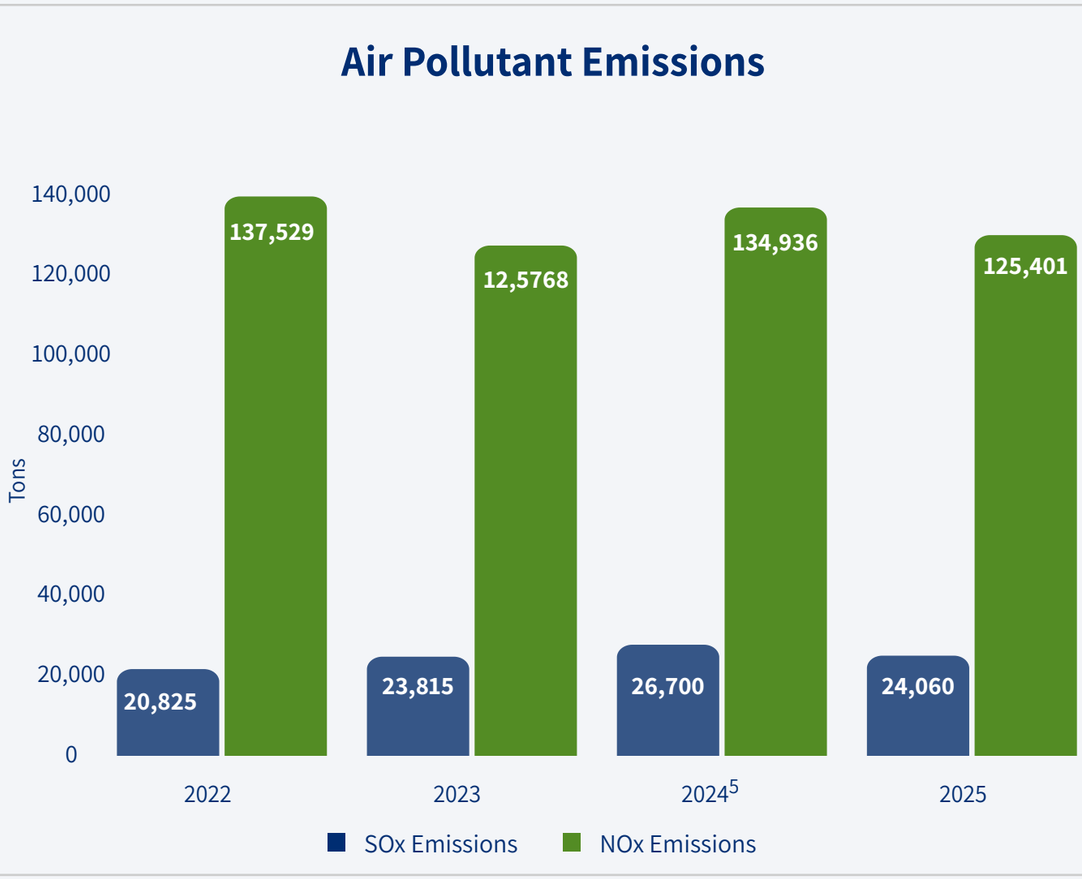
Non-GHG Air Emissions

All our vessel engines comply with the NOx emission regulatory limits detailed in Regulation 13, Annex VI of the MARPOL Convention, and we strive to reduce SOx emissions by purchasing fuel with reduced sulfur content.

In 2025, our NOx emissions decreased by 7% in comparison to 2024. This is due to the use of LNG fuel, which have minor NOx and SOx emissions, and a decrease in the distance our ships traveled.

In addition to lowering carbon emissions, our transition to LNG also supports the reduction of air pollutant emissions. In 2025, approximately 92% of our fuel purchased for ships was low-sulfur fuel including very-low sulfur fuel (0.5%), ultra-low sulfur fuel (0.1%), and LNG. In Sulphur Emission Control Areas (SECAs), including the Mediterranean Sea, which was officially designated as a SECA starting in 2025 by the IMO, we use ultra-low sulfur fuels.

Air Pollutant Emissions



Improving Air Quality in Port Communities

We are committed to improving air quality within the port communities where we operate. In the U.S. West Coast, ZIM was recognized in 2025 with the **Green Flag Environmental Achievement Award** for the second year in a row. This voluntary initiative, led by the Port of Long Beach, CA, rewards vessel operators for reducing speeds to 12 knots or less within 40 nautical miles of Point Fermin. By incentivizing slower transit speeds, the program significantly lowers fuel consumption and contributes to the prevention of more than 1,000 tons of air pollution annually, including smog-forming emissions and diesel particulates.


ENVIRONMENTAL Achievement 2025

2025 GREEN FLAG
VESSEL SPEED REDUCTION PROGRAM
40 nautical mile
This certificate is proudly presented to

ZIM Integrated Shipping Services Ltd.

for qualifying in the Port of Long Beach's 2025 Green Flag Voluntary Vessel Speed Reduction Program at the Tier 2 (40 nautical mile) level. This recognition was earned by meeting or exceeding the 90% program requirement for compliant vessel calls made to the Port in 2025. The Port greatly appreciates your ongoing commitment to environmental stewardship.

Dr. Noel Hacegaba, Chief Executive Officer

Roger Wu, Director of Business Development

10%
YoY NO_X emission reduction

7%
YoY SO_X emission reduction

[5] Restatement due to correction of calculations

Cargo Safety & Security

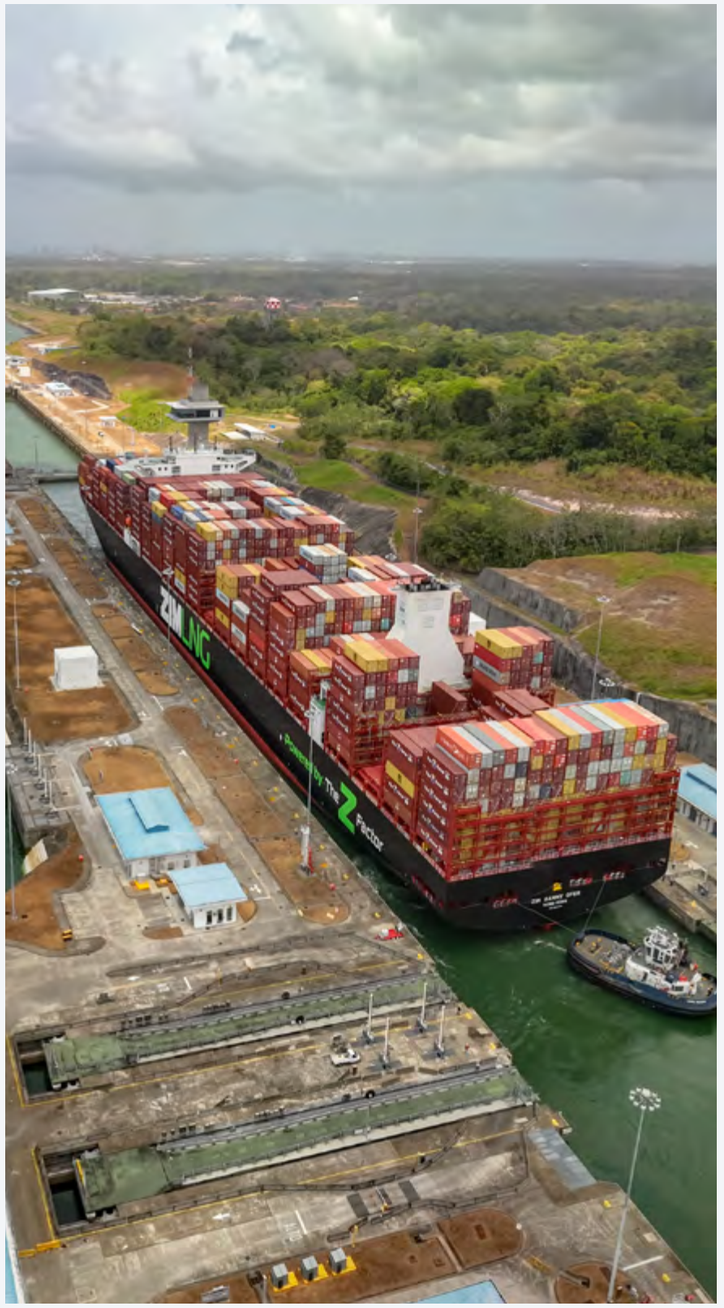
Safeguarding Hazardous Cargo

ZIM is committed to the safe handling of hazardous materials and strictly adheres to the International Maritime Dangerous Goods **(IMDG) Code**, an IMO regulation governing the safe, uniform transportation of hazardous materials by sea. To reinforce these international standards, we maintain a comprehensive internal policy and formal operating procedures for managing hazardous cargo.

Our policy and procedures include comprehensive contingency and emergency response plans, with centralized coordination and incident reporting. In the event of an incident involving hazardous goods, ZIM coordinates directly with port authorities and relevant governmental authorities in accordance with local regulations and internal protocols. Furthermore, the storage and handling of hazardous goods at port facilities adhere to both port authority rules and the IMDG Code, including controls for safe custody and transit.

ZIM's risk mitigation framework for hazardous goods is grounded in strict adherence to the IMDG Code, internal operational controls, and clear protocols for documentation, labeling, and packaging, as well as the management of spills and incidents. Our internal policy is readily accessible to all employees via the company's internal portal. Employees in relevant roles receive mandatory training in compliance with IMDG standards, with periodic refresher courses tracked in our internal learning management system. Furthermore, we actively monitor and audit suppliers and subcontractors to ensure alignment with our hazardous goods policy and the requirements of the IMDG Code.

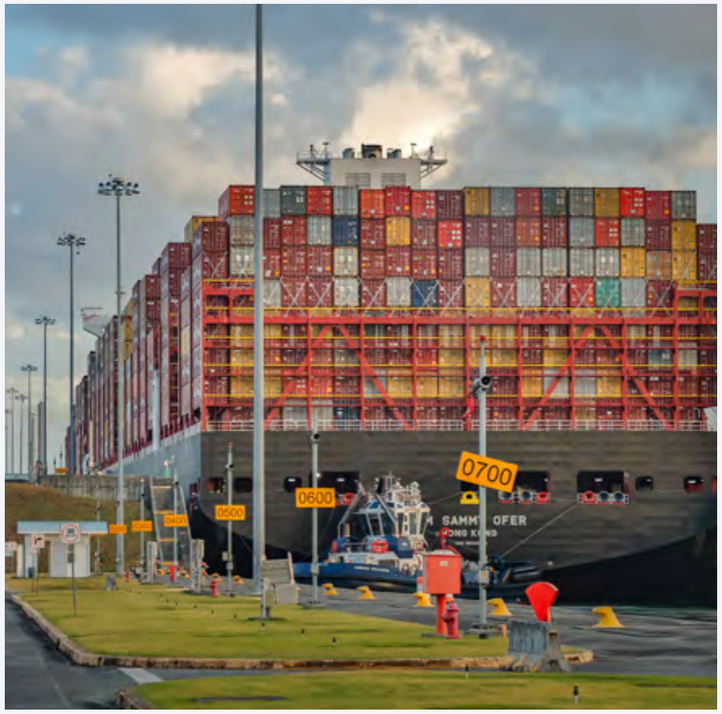
To provide real-time cargo security and detect misdeclarations, we utilize ZIMGuard, our cutting-edge AI-based technology that ensures the security and accuracy of every shipment.



Preventing Illegal Wildlife Trafficking

To combat illegal wildlife trafficking (IWT), ZIM actively supports public-private partnerships facilitated by our membership in the World Shipping Council (WSC). In addition to our internal policies and procedures, we support WSC efforts by integrating the IWT screening tool developed by the World Wildlife Fund (WWF) and the National Cargo Bureau (NCB).

While final regulatory requirements are being settled, the initiative is designed to provide an industry-wide standard for cargo screening before the tool goes live. It will complement our internal screening tools and systems, ensuring all shipments adhere to rigorous, agreed-upon global standards. We are developing an IWT module and expect to deploy an initial version in the first half of 2026, incorporating ongoing updates from the WSC as they become available.



Protecting Marine Wildlife & Biodiversity

We are committed to protecting marine wildlife and preserving biodiversity in the oceans we navigate.

Zero Collisions

We have established an annual target of zero collisions with marine mammals, a commitment that extends to 2030.

ZIM complies with all mandatory whale protection measures applicable to its operations. In 2025, there were zero collisions, marking the second consecutive year this goal was achieved.

This initiative is supported by our Whale Collision Prevention policy, a component of environmental management procedures implemented in recent years. To maintain our performance, we utilize enhanced vigilance protocols, including continuous monitoring of marine wildlife and immediately reducing vessel speed upon whale sightings. Furthermore, to protect whales and other marine life, we address the risks associated with vessel strikes and underwater noise.

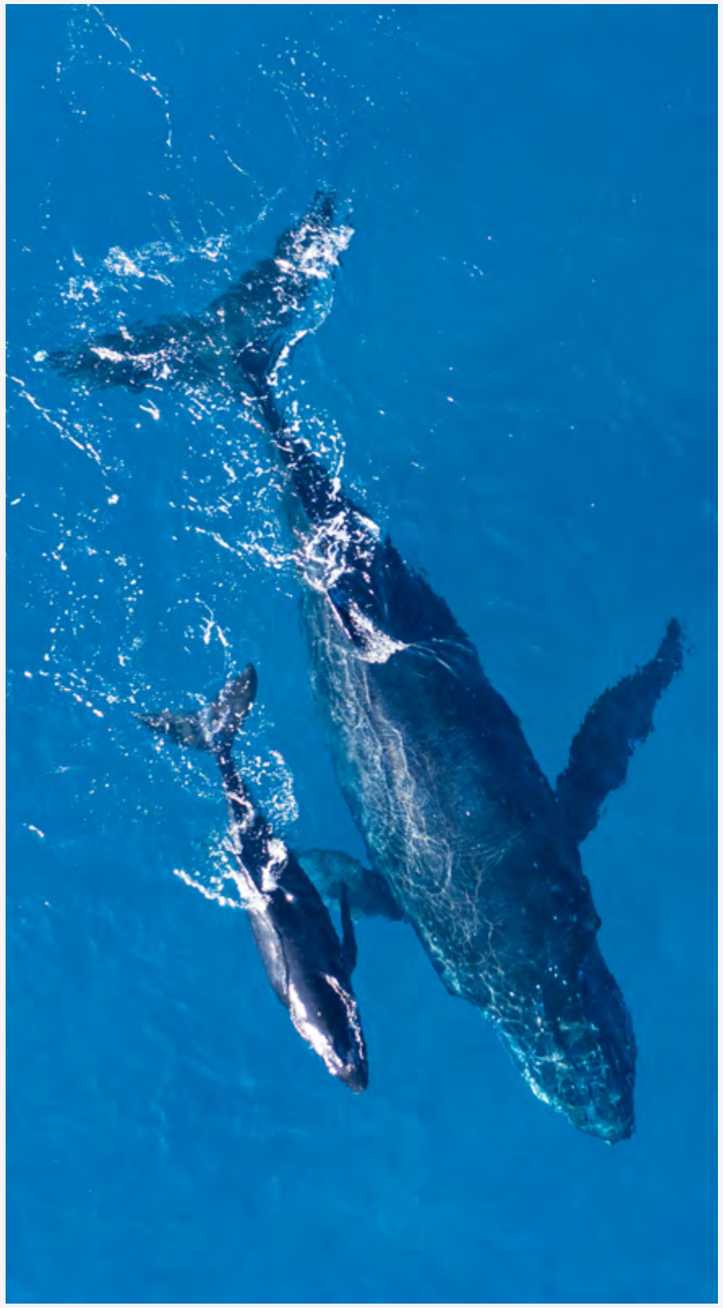
ZIM crews maintain constant vigilance to avoid mammal collisions, employing dedicated lookouts in sensitive marine areas to monitor the surroundings and ensure no marine mammals are in the vicinity. This human oversight is supported by our fleet modernization, as newer vessels are equipped with advanced detection technology, such as specialized radar, to enhance detection. Upon the sighting of marine mammals, crews implement immediate speed reductions and course alterations, while reporting the data to local authorities to support broader conservation efforts.

Our proactive approach is demonstrated through our participation in several key regional initiatives. On the U.S. East Coast, our efforts in Massachusetts Bay were recognized in 2025 with a **Grade A Certificate of Corporate Responsibility**. This achievement reflects our adherence to the Port of Boston regulations to protect the North Atlantic right whale, which require large vessels to reduce speeds to 10 knots or less when transiting North Atlantic Right Whale Seasonal Management Areas (SMAs).



In the Pacific Northwest, we participate in voluntary slowdown programs such as the Enhancing Cetacean Habitat and Observation (ECHO) initiative near Vancouver, British Columbia.

We remain dedicated to these proactive measures as we strive to meet our **Zero Collisions** target.



Zero Spills

We have established a target of zero spills of oil and hazardous materials across our fleet through 2030, in alignment with our commitment to environmental stewardship and the protection of marine life.

In 2025, there were **zero spills**, marking the second consecutive year this target was achieved.

To maintain this performance, we employ rigorous monitoring and continuously improve our operational practices, with the aim of eliminating marine pollution at the source. By conducting regular performance evaluations and proactive maintenance, we ensure the ongoing safeguarding of marine ecosystems and remain dedicated to meeting this zero-spill objective.

To support these efforts and maintain transparency, we have implemented new sections in the captain's report to monitor our environmental performance and management at sea, including information about spills with case details, supporting documentation, and investigation outcomes.

Preventing Pollution in Sensitive Marine Environments

ZIM takes measures to prevent pollution in sensitive marine environments. We operate in accordance with MARPOL (the International Convention for the Prevention of Pollution from Ships), with a particular focus on Annex I requirements related to the Oil Record Book (ORB) and SOPEP/SMPEP plans.

On the U.S. West Coast, for example, we strictly adhere to regulations in the **Channel Islands National Marine Sanctuary** in California. By observing the **Area to be Avoided (ATBA)**, we ensure our cargo vessels bypass the designated sanctuary zones. This approach is vital for protecting diverse marine life and preserving the integrity of these sensitive ecological habitats.



Preventing the Spread of Invasive Species

In the maritime industry, invasive species refer to non-native organisms introduced into new marine environments through various means, such as ballast water or hull fouling. Common invasive species include zebra mussels, Asian carp, lionfish, green crabs, and certain types of algae. These species can disrupt local ecosystems, outcompete native species, and cause significant economic and environmental harm.

To address this risk, each ZIM vessel is equipped with a ballast water treatment system designed to prevent the transfer of species between different habitats.

We manage ballast water in strict accordance with ZIM's **Ballast Water Plan**, which mandates rigorous ballasting and deballasting procedures to protect marine biodiversity.

We comply with the IMO's International Convention for the Control and Management of Ships' Ballast Water and Sediments (the BWM Convention), which requires ships to remove, render harmless, or avoid the uptake or discharge of new or invasive aquatic organisms and pathogens contained in ballast water and sediments. This includes the D-1 standard, which requires the exchange of ballast water in open seas, and the D-2 standard, which specifies the maximum amount of viable organisms allowed to be discharged.

All of our owned vessels are equipped with on-board ballast systems. In compliance with the BWM Convention, each ship has a ballast water management plan, a ballast water record book, and a certificate of compliance (generally for vessels above 400 GT).

In addition to international regulations, we also comply with regional requirements aimed at reducing invasive species. In the U.S., we comply with the National Invasive Species Act and additional regulatory requirements of the EPA and USCG when applicable.

Beyond ballast water management, we employ additional mitigation strategies to combat hull fouling, which is the accumulation of microorganisms, plants, algae, or small animals on a ship's hull. This includes regular hull cleaning for ships and the application of advanced, low-friction anti-fouling paints on select vessels. These measures not only prevent the transport of invasive species but also improve vessel efficiency by reducing drag.

Managing Our Waste and Water Usage

We are committed to responsible waste and water management at sea. While our impact assessment indicates that these areas are not material to our core operations, the latest captain's report includes dedicated tracking for both metrics. This reflects our commitment to full transparency and a proactive approach to ESG reporting and disclosures.

Managing Waste at Sea

All ZIM vessels maintain full compliance with mandatory MARPOL and IMO regulations regarding materials and waste treatment. This includes compliance with MARPOL Annex IV for the prevention of pollution by sewage from ships and with MARPOL Annex I for the prevention of pollution by oil, including the use of an oily water separator (OWS) and maintaining records in the oil record book (ORB).

Sewage is treated onboard through dedicated systems and stored in designated tanks to ensure safe handling. Bilge water is purified through a bilge separator, while remaining sludge is stored for secure disposal at approved onshore facilities. These management protocols are designed to meet and in many cases, exceed international regulatory standards.

To improve onboard waste management and protect marine ecosystems, in alignment with MARPOL requirements, we implemented a Waste Management Plan for every vessel in our fleet in 2024. The plan's protocols prioritize minimizing waste generation at the source while promoting sustainable disposal practices and recycling.

Waste onboard ships is separated into specific categories, including plastics, cooking oil, food waste, and e-waste. Our crews receive specialized training in waste identification, proper segregation, and accurate record-keeping.

2025 Waste Data (cubic meters)

Sewage Treated	Garbage Disposed at Sea	Garbage Incinerated	Garbage (including ashes)	Sludge and Oily Water
18,272	373	942	4,702	32,289

In 2025, two separate incidents occurred involving containers falling overboard. In the first incident, 73 containers fell into the sea at the terminal; all were recovered. An investigation is underway to identify root causes of this unusual event and to prevent its recurrence. In the second incident, two empty containers fell into the sea. Consequently, we are reinforcing procedures requiring crews to verify the proper securing of containers on deck.

Over the past five years, no assets within the ZIM fleet required end-of-life treatment, and no vessels were sent for scrapping in 2025. As such, there are no end-of-life ship practices to report for this period.



Specialized Container Repair & Repurposing

Gal Marine, a subsidiary of ZIM, is a leading freight container repair and depot services company in Israel. It operates two strategic depots, each with a storage and maintenance capacity of up to 2,000 dry and reefer container units per month. The company is an authorized container repair provider for the Israeli Ministry of Transport. Beyond its repair and storage services, Gal Marine specializes in repurposing containers into high-quality mobile structures used for a wide range of applications, including offices, permanent or temporary living spaces, and specialized units such as control rooms, workshops, and educational facilities. This repurposing turns containers from potential waste into a valuable resource.

	2024	2025
Containers converted into buildings	590	463
Containers deployed to the market	984	2,834
Total	1,574	3,297

The company is dedicated to supporting local communities and partners with nonprofit organizations to provide mobile units for educational and social use. In recent years, guided by its parent company ZIM, initiatives have included the delivery of dedicated art therapy spaces and communal kitchens for children in communities in need.



Water Usage

Managing Water at Sea

We utilize two primary methods to generate freshwater at sea. Waste heat desalination utilizes thermal energy from the ship's engine cooling systems to produce high-quality distilled water. This process also supports vessel trim optimization. Through exhaust gas evaporation, we leverage the high temperatures of exhaust gases as a heat source to evaporate seawater.

Each vessel desalinates approximately 20 cubic meters of water daily. Approximately one-third of this water is utilized by crews for their daily activities, including showering, cooking, and laundry. To ensure the distilled water meets rigorous safety standards for human consumption, essential mineral additives are introduced to ensure its suitability for drinking. The remaining water supports critical ship operations, such as engine cooling and boiler functions. Water consumption is included in the new captain's report format, and despite the amounts of water and waste at sea being relatively low and therefore immaterial, we choose to report on these topics to improve our environmental performance.

Managing Water in Our Offices

To better track and manage water usage across our global locations, we are working to improve our water data collection processes. We are replacing manual reporting with a standardized system to track a range of environmental metrics, including water usage data at each location. This will support our assurance and verification processes.

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Enhancing our Environmental Data Collection & Reporting at Sea

In 2026, we plan to refine our environmental data collection processes by implementing monthly reporting for all operated vessels. These comprehensive reports will track a wide array of indicators, including waste streams such as food, plastic, metal, glass, cardboard, and hazardous materials, alongside freshwater consumption, ballast water discharge, and the generation of bilge water and sludge.

Additionally, the reporting framework will capture critical operational events, including potential oil spills, scrubber malfunctions, and necessary environmental repairs, ensuring oversight of our fleet's footprint.

The reporting framework will be a dedicated ship-to-shore online reporting system designed to enhance data accuracy, transparency, and regulatory compliance. By digitizing information traditionally found in the captain's report, the system enables rigorous data verification and validation.



Climate Risks

Climate risk management is fundamental to our strategy, enabling us to build resilience and identify new opportunities. By integrating these measures into our operations, we ensure they inform our decision-making and help us meet our core objectives. Proactive risk management is a crucial element of our decision-making processes, key to achieving our objectives, and an integral part of our operations.

In 2024, ZIM performed a comprehensive assessment of our climate risks and opportunities. Going beyond compliance, we aligned this process with the Task Force on Climate-related Financial Disclosures (TCFD) framework, reinforcing our commitment to transparency and accountability.

The process involved a thorough assessment of our climate risks based on internal interviews and a rating system to create a heat map of risks affecting our operations and profitability. We validated our climate risk assessment and conducted qualitative climate scenario analyses that were presented to, reviewed, and prioritized by senior management.

We also implemented internal controls to enhance the integrity of our data collection, ensuring the completeness and accuracy of our Scope 1 and 2 emission measurements and Category 3 of Scope 3 emissions starting in 2025. This holistic approach has strengthened our risk management framework and positions us to respond effectively to climate change challenges.

We remain committed to identifying and mitigating climate risks. For example, we equip our ship captains with advanced tools – such as high-accuracy, real-time weather forecasts – to manage physical risks like extreme storms. This allows them to apply their expertise, alongside real-time analytics, to adapt routes or speeds as needed, ensuring vessel safety and operational resilience in the face of volatile weather.

Governance and Oversight of Climate Risks

Board's Oversight of Climate-Related Risks and Opportunities

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

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

Management's Role in Governance of Climate Risks and Opportunities

ZIM has formed a TCFD Task Force to systematically manage climate risks and opportunities. The Task Force includes senior managers from finance, ESG, and other relevant functions, and is led by the CFO, highlighting the integration of climate considerations into financial planning and decision-making. The Key Risk Indicators (KRIs) that assess the level of climate-related risk associated with climate are presented to management on a quarterly basis. The operations department, overseen by the COO, addresses both physical and transition risks. This includes navigating policy changes, technological advancements, and market dynamics. ZIM management coordinates efforts across departments to effectively govern climate risks and opportunities, reflecting a proactive approach to the challenges posed by climate change.



Climate Risks

I. Risk Identification and Strategy

Prioritization of Climate Risk Topics and ZIM's Response to Each Risk

To reflect the climate-related uncertainties surrounding ZIM's markets and business operations, ZIM identified five key climate risks in its climate risk assessment. These were presented to, and ranked by, senior management.Our strategy in response to these risks is detailed in the table below.

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

II. Qualitative Climate Scenario Analysis

A comprehensive analysis of the risks identified under various scenarios, in accordance with the scenarios defined by the IPCC, was conducted to identify and quantify these risks across different scenarios and timeframes, using the TCFD methodology. Following the identification of climate-related risks, we conducted a thorough qualitative climate scenario analysis to enhance our understanding of potential impacts on our operations and strategic objectives.

This process involved the following key components:

1. Scenarios and Timeframes

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

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

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

2. Stakeholder Engagement

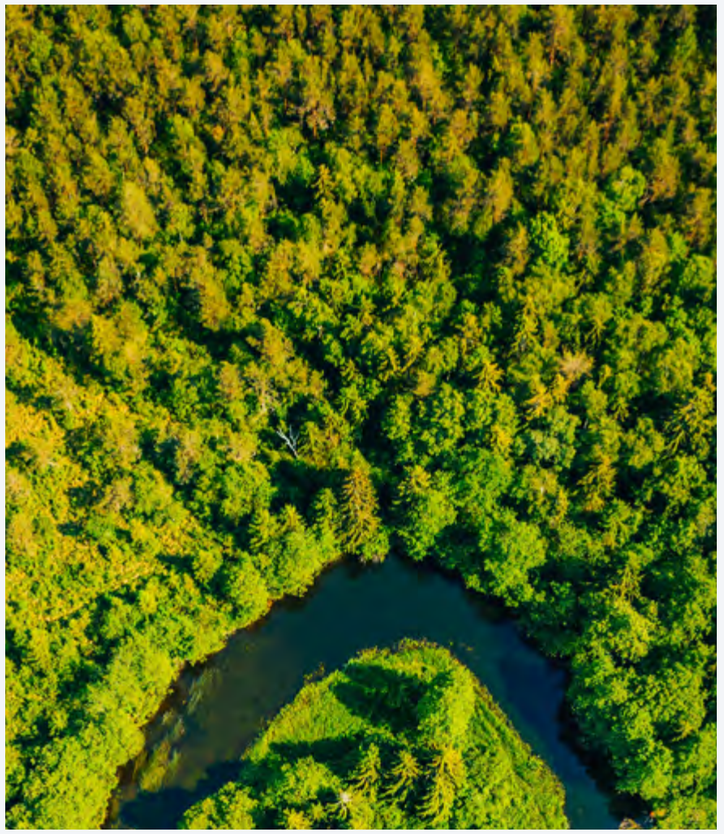
We collaborated with subject matter experts to gather insights and perspectives on the different risks and the actions taken by ZIM to ensure a comprehensive understanding informed by diverse viewpoints.

3. Risk Categorization

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

4. Strategic Implications

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



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

III. Including Climate Risks in our Overall Risk Management

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

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



Work PEOPLE

HOW DO WE KEEP ZIM A GREAT PLACE TO WORK?

Social Targets and progress

Target	Rationale	Progress
Internal upward mobility 30% of open positions are filled by ZIM employees (annually)	Enable employees to grow, develop, and apply their skills across the organization	Target: 30% Achieved: 36% **Target surpassed**
Voluntary attrition <11% of employees leaving voluntarily (annually)	Reflects ZIM's position as an employer of choice, with strong employee retention over time	Target: <11% Achieved: 5.9% **Target surpassed**
Employee training ≥85% of participants rate training relevance ≥9/10 (annual)	Ensure training relevance and effectiveness	Target: > Avg. 9 Achieved: Avg. 9.3 **Target surpassed**
Health and safety Maintain ISO 45001 certification at HQ offices (annual)	Ensure a safe working environment across office operations	**Target achieved**
Child Labor Prevention Zero child labor across ZIM operations (annual)	Supports children's right to education, health, and safe development	**Target achieved**



Our People

At ZIM, we are all about our people, who are guided by our spirit of innovation and togetherness, can-do approach, agility in thought and action, result driven and the personal touch we take with our employees and customers.

As of December 31, 2025, we had 345 seagoing staff serving on our vessels (including 283 contract workers), 4,718 full-time shore employees, with 821 located in Israel, 576 in the United States, 1,095 in China and 2,226 across more than 90 other countries. We also employed 2,071 contract workers. We are proud that nearly 100% of our employees hold permanent positions, and approximately 99% are full-time, dedicated to our vision of delivering “Innovative Shipping to You.”

We take pride in fostering a dynamic work environment where professional growth meets global impact. We empower our people – both at sea and onshore – to grow both professionally and personally, and by integrating the diverse skills of our teams, we drive ZIM forward.



ZIM Employees Worldwide

	2024			2025		
	Women	Men	Total	Women	Men	Total
Full-time	2,503	2,298	4,801	2,472	2,220	**4,708**
Part-time	31	18	49	8	2	**10**
Total	2,534	2,316	4,850	**2,480**	**2,218**	**4,718**[1]

1 This total includes 16 employees who self-identified as "other" in the gender category.

Providing Great Working Conditions

We aim to provide employees with working conditions that support their professional success and personal wellbeing. This approach includes competitive salaries, benefits packages in line with local labor laws and market standards, hybrid work options where applicable, and policies promoting a healthy work-life balance. We consider investing in our people's wellbeing a fundamental driver of our shared success.

Comprehensive Benefits

We offer comprehensive benefit packages designed to meet the various needs of our global workforce while complying with local regulations and market standards. These packages include social benefits and employee wellbeing initiatives. While a core set of benefits is provided globally, additional offerings are tailored at the country level to meet regulatory compliance, market conditions, and employee needs. All eligible employees in each country are entitled to the same benefits.

Social benefits we provide may include healthcare coverage, dental insurance, benefits for employees' children, academic tuition coverage, and car maintenance expenses. We abide by regional and local statutes governing conditions of employment, such as workday length, recruitment and dismissal procedures, annual leave, parental leave, and anti-discrimination laws.

We offer retirement provisions, including pension plans and contributions provided by ZIM according to local employment laws. We make monthly contributions to severance pay funds in some countries for eligible employees, and at select locations, disability coverage is available through pension funds. In Israel, we hold educational sessions for employees on their pension, insurance, and health coverage rights, and provide consulting services and one-on-one consultations for retirement.

In select locations, ZIM provides enhanced private benefits to supplement local government health and social services, ensuring our employees receive a high standard of care. These benefits include, for example, private hospitalization coverage in Belgium, supplementary life and liability insurance in Italy, and enhanced sick pay and pension contributions in the UK and the Netherlands.

In Israel, part-time employees are also eligible for sick leave and reimbursement of expenses like full-time employees, in proportion to their employment percentage.

Our wellbeing initiatives are designed to support our employees both in and out of the workplace. These programs are customized to meet the needs of our local teams and regional market standards. Offerings may include travel insurance coverage, access to interest-free loans, and special offers from various banks and mobile providers, including subsidized mobile devices and plans for family members. Additionally, we encourage cultural enrichment by providing theater subscriptions and benefits for children's plays. Throughout 2025, we hosted various global employee wellbeing initiatives, including a Family Day celebration and vessels tour for office staff in several countries such as Brazil, Israel, India, and China, and a holiday celebration for all employees in Canada. In most European countries, we offer public transportation contributions or car allowances, meal allowances, and vouchers for birthdays, weddings, and births. In Israel, eligible employees receive benefits such as retail discounts, mobile phone reimbursement, advanced education support, children's tuition assistance, and transportation reimbursement.

To encourage a healthy lifestyle for our seafaring employees, we have implemented a range of initiatives and accommodations. These include high-quality meals, recreational facilities on board, and individual rooms for most crew members that provide personal space and comfort. In addition, we have designated facilities where employees can rest and recover in case of illness. To enhance wellbeing, we hold social activities on board and provide dedicated internet packages to help crew members stay connected to home while at sea.

Collective Agreements

ZIM recognizes and respects the right of its employees to form and join trade unions and to engage in collective bargaining in accordance with applicable laws and regulations. Collective bargaining agreements (CBAs) are in place in select countries where we operate. In Argentina, Brazil, Ghana, Nigeria, Italy, and Greece, these agreements cover all employees (100%), while in the U.S., representation is at 3.4% (compared to the national 11.2% average[2]). In Israel, 88% of employees on land work under these agreements. They receive standard benefits, competitive salaries, additional pay for certain shifts, and annual leave and sick time that exceed legal requirements.

For the vessels under our ownership, we employ both foreign and Israeli seafarers. Israeli seafarers are covered by an Israeli collective agreement, and foreign crews are employed under an ITF collective agreement, which safeguards their rights. ZIM has chosen to offer wages that are exclusively higher than those stipulated in the collective agreement; furthermore, salary levels are linked to seniority to further maximize seafarers' compensation. Our seafarers are entitled to comprehensive benefits, including dental and health insurance for some, welfare budgets, employee benefits, bonded programs, safety provisions, and more. We ensure competitive compensation by updating and improving our salary scales annually.



[2] Workers whose jobs are covered by a union contract (even if not members). Source: https://www.epi.org/press/union-membership-rose-in-2025-including-among-federal-workers

Fair Work Environment

ZIM upholds a fair and equitable work environment, ensuring labor rights for all employees. This commitment is formalized in the ZIM Code of Ethics and its supplementary guideline, Managing Code of Ethics Compliance, which reinforces legal compliance, fairness, and integrity in business practices.

This guideline details our comprehensive labor policy, which includes creating a fair and supportive work environment; ensuring equal employment opportunities; safeguarding employee safety and health; preventing sexual harassment; and providing non-retaliation protection for those reporting potential violations. Furthermore, it specifies key performance indicators (KPIs) for training on the Code of Ethics and sustainability metrics, including a 100% target for completion of Code tutorials by active employees and meeting ZIM's carbon intensity reduction target of 30% by 2025, compared to our 2021 baseline. It also outlines enforcement mechanisms, individual responsibilities, and details for the ongoing implementation of the Code.

ZIM complies with applicable labor laws in the jurisdictions where it operates, and we provide equitable employment terms, fair pay based on experience, and social benefits in accordance with local regulations. We are committed to offering equal opportunities in recruitment, promotion, benefits, and training, regardless of race, color, gender, sexual orientation, religion, national origin, family status, age, or disability.

We are committed to creating a respectful work environment. We maintain a firm belief in the fundamental right to a work environment free from discrimination, sexual harassment, bullying, or other unacceptable behaviors. We take a zero-tolerance policy toward this type of behavior, which is enforced across operations at sea and onshore.

This commitment is outlined in our Code of Ethics and Anti-Harassment regulations, which detail our process for reporting and investigating reported incidents, including disciplinary actions if needed. As outlined in the Code, complaints may be made anonymously via the company's Whistleblower hotline or other channels, and complaints are referred to in full and anonymously to the company's Internal Auditor for further investigation.

ZIM has implemented a company-wide policy to prevent sexual harassment and discrimination, complemented by an e-learning module published on our internal learning platform that is mandatory for employees in Israel. In 2025, 91% of employees in Israel completed this learning module. Responsibility for the prevention of sexual harassment is led by key HR representatives at the global level. Reporting any instance is possible through local HR representatives across offices, while reporting at sea can be made via the captain or ZIM's confidential whistleblowing channel. Globally, we have the Respectful Work Environment e learning tutorial, which 91% of employees completed in 2025. To promote awareness, our Code of Ethics is prominently displayed in both our offices and vessels, with posters that include a designated point of contact as well as a secure, anonymous channel for submitting reports. In addition, the Code is distributed via email to employees.

Supporting Parents at Work

We provide a comprehensive range of support services for parents at work. To assist those returning from parental leave, we offer flexible scheduling and remote work options in Korea, Mexico, and Vietnam, along with dedicated lactation rooms and specialized facilities at several sites throughout Asia. Furthermore, we extend benefits to partners of those who have given birth. This includes flexible work arrangements in Korea, shortened work hours in Vietnam, and paternity leave in the U.S. In Thailand, we offer general support services to provide a balanced transition for working parents.

These elements contributed to our sustained low voluntary attrition rate, 5.9% in 2025, well below our < 11% target. Strong internal mobility across the organization, with 36% of open positions filled internally in 2025 (well above our 30% target) demonstrates our ability to retain talent by fostering career growth, engagement, and a people first working environment.



93%

of employees completed the Respectful Environment learning module

Safety

ZIM is committed to ensuring the safety of our employees, at sea and onshore.

ZIM's safety management is centrally managed from the company's headquarters in Israel and is consistently implemented across the company's operations at sea and on land, including on company-owned and chartered vessels. The headquarters in Israel sets the safety policy, standards, and inspection routines, while relying on structured management practices based on ISO 45001 standards and continuous improvement processes.

Safety insights from shipboard operations (e.g., incident investigations, safety alerts, inspections, audits, and lessons learned) are systematically collected, analyzed, and converted into actionable recommendations. These recommendations are implemented through updated procedures, training, and operational controls – in a way that strengthens safety management on board the ship, while simultaneously improving planning, communication, and support systems from the onshore offices. This integrated governance model ensures that safety expectations, monitoring mechanisms and corrective actions are aligned across the fleet and the entire organization, enabling consistent risk management and a shared safety culture wherever ZIM operates.

We take a comprehensive approach to safety by aligning our operations with global regulations and maintaining rigorous internal policies. These standards are reinforced through an extensive training program designed to ensure the highest levels of safety and compliance across the organization and our operations. As we have two distinct types of operations, maritime offshore operations and onshore office activities, we maintain separate health and safety management systems, each suited to the unique risks and characteristics of the relevant operations.

Safety at Sea

We take appropriate precautions and measures to ensure the physical safety of our crews and vessels. We have developed extensive safety procedures for ZIM-owned ships and ZIM seafaring employees, which are also applicable to third-party suppliers that board our ships, such as stevedores and seaport pilots. These rely on three pillars: **Cargo Safety and Security, Safeguarding the Crew and Vessel Integrity Seaworthiness.**

Through the integration of these principles into our daily operations and safety management systems, we strive to uphold the highest standards of maritime safety while supporting long-term environmental stewardship and social responsibility.

We maintain strict procedures for chartered vessels, ensuring that safety standards and crew training consistently meet the highest industry standards. We operate in compliance with key international standards, including the International Safety Management (ISM) Code, the Maritime Labour Convention (MLC), and the IMO's International Convention for the Safety of Life at Sea (SOLAS). In 2025, ZIM vessels successfully passed their mandatory external inspections, including annual Classification Society and Flag State surveys, as well as Port State Control checks.

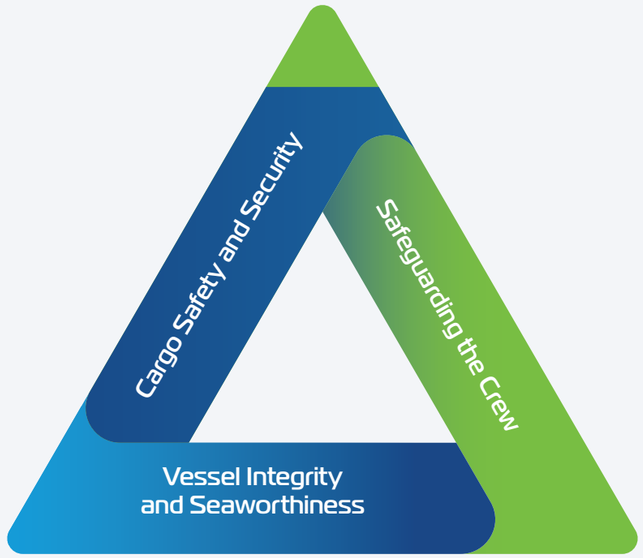
Managing Safety at Sea

Working on large container ships can expose employees to a range of risks such as slips and falls; being struck by moving objects; machinery and engine room risks; mooring and line-handling risks; confined space hazards; and fire and explosion risks. In addition, there are risks related to extreme weather events driven by climate change, which could endanger both crew and cargo.

To manage these risks, ZIM manages safety at sea based on three pillars: cargo safety, crew safety, and vessel safety, supported by the following categories of actions.



Safety on Ships Concept



Cargo Safety and Security
- Proper lashing
- Maintaining ship balance and stability
- Prevention of damage, leakage or environmental risk

Safeguarding the Crew
- Emergency drills
- Life-saving equipment
- Prevention of accidents and injuries

Vessel Integrity and Seaworthiness
- Compliance with international regulations
- Proper maintenance
- Advanced navigation and propulsion systems
- Structural stability

The ZIM Operations Manager maintains communication with ZIM vessels and provides direct guidance and oversight. Operations at sea are governed by strict shipping instructions and formal protocols designed to prioritize safety. These efforts are supported by advanced forecasting systems and real-time alerts for proactive identification of hazards. In addition, our internal Safety Management System (SMS) enables us to mitigate these risks and track and manage safety in compliance with the ISM Code. It is continuously updated and enforced by ship captains and officers, and includes safety checklists, work hazard notifications, and procedures for handling safety incidents. Our management approach to safety at sea is reviewed annually, with updates implemented as necessary.

Each ship has a designated marine manager responsible for safety, and our ship management directorate conducts annual safety inspections on ships. Safety incidents are tracked internally, and if necessary, an investigation is conducted by the ZIM Marine Department Manager. In the event of a safety incident, a safety alert is issued to vessels and the relevant shore staff, outlining lessons learned and the required preventive actions.

Sustaining Compliance through Internal Audits

To maintain compliance with safety procedures and regulations, we conduct periodic audits on ships. In 2025, we performed two internal safety audits per ZIM-owned vessel, covering observed work practices, the physical environment, and crew safety gaps. Audit findings are ranked by criticality and operational risk. Critical items must be fixed prior to departure, while non-critical items are addressed during the voyage, within two weeks or three months, depending on priority and availability of parts. Each item is assigned an owner and deadline for resolution. Status is tracked until closure, which is confirmed by supporting evidence such as photos, work orders, or test results.



Training & Oversight

Seafaring employees receive extensive training on health and safety issues, with a focus on marine safety, safe working practices, and protection of the marine environment. Crew members receive safety training. In 2025, captains and the chief mate (second in command) conducted simulator training for large-vessel ship handling, and officers completed an online Behavior-Based Safety (BBS) course. Seafarers are trained to handle emergency situations and are aware of the risks associated with their roles before performing tasks.

Safety briefings are held regularly for employees on board and onshore. Crew members are encouraged to report any safety hazards to the captain and through a designated platform. Safety equipment is maintained as per IMO mandated lists. To support navigation safety, we deploy an Electronic Chart Display and Information System (ECDIS). This technology is backed by regular navigation audits and Under-Keel Clearance monitoring to make sure vessels maintain a safe distance from the seabed.

To ensure employees' health needs are taken care of at sea, we have a medical consultation service available 24/7 via video. Additionally, deck officers are trained in first aid.

In 2025, occupational illness cases among the company's seafarers were tracked through established reporting processes, and no cases were reported.

In 2025, there were 17 accidents on ZIM-owned ships that caused a loss of a day's work at sea. The Lost Time Injury Rate (LTIR) was 0.79. There were no fatal accidents or work-related illnesses.

Safety Data

	2023	2024		2025	
	Sea	Sea	Land[3]	Sea	Land
Lost time incidents	5	8	0	17	9
Lost Time Incidents Rate (LTIR)[4]	1.32	1.32	0	0.79	0.37
Recordable Incidents				17	9
Recordable Incidents Frequency Rate (TRIR)				0.79	0.37

Safety on Chartered Vessels

ZIM charters vessels from reputable, first-class owners and managers, a standard enforced through strict chartering procedures and contractual riders, additional contractual clauses, or add-on documents. These riders mandate sanctions compliance, define trading limits, and ensure hazardous cargo handling aligns with IMO regulations. These requirements are intended to ensure that safety protocols, crew training, rigorous audits, and seafarer welfare are maintained to the highest standards throughout our chartered fleet. Our safety governance for chartered vessels aligns with top industry standards and is integrated into our chartering practices. By policy, vessels must be classed and maintained by approved societies under the Institute Classification Clause. Our partner societies are members of IACS, the membership organization for the world's leading classification societies, dedicated to safe ships and clean seas.

Vessels, being classified by classification societies that are part of IACS, hold a valid Declaration of Maritime Labour Compliance (DMLC), according to the requirements of the Maritime Labour Convention (MLC) 2006. In addition, vessels hold a valid Maritime Labour Certificate, confirming seafarers' working and living conditions comply with MLC. The majority of the fleet maintains ITF coverage, ensuring standardized labor protection for crews. In 2025, we had zero complaints regarding the terms of employment for our chartered tonnage crews, including no reports of abandonment.

To maintain compliance with ISM and SOLAS codes, we include BIMCO ISM/ISPS clauses in Charter Parties. In addition, we require vessel owners to maintain valid DOC, SMC, and ISSC certifications as part of their contractual obligations. Chartered vessels are insured through members of the International Group of P&I Clubs, providing high-standard financial protection and global claims support for third-party liabilities and crew welfare.

LTIR on sea in 2025 was **0.79**

Our LTIR on land in 2025 was **0.37**

[3]Incidents on land are counted as work accidents according to local criteria and regulation which may differ from country to country. For LTIR and RFIR calculation total annual work hours are based on the average local work week and average number of weeks per work year.

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

Safety on Land

We have a safety management system in place to ensure the safety of employees working on land. We maintain detailed safety and security procedures for ZIM offices, supported by training throughout the year to ensure employee awareness and preparedness. Our commitment to safety is demonstrated by our certification of ISO 45001, the international standard for occupational health and safety management systems, at ZIM headquarters in Israel, which serves as the core of the company's global management and operations, and ZIM Hong Kong, one of our largest offices. Employees working near ports undergo targeted safety training delivered by external specialists to ensure high operational standards.

Managing Safety at ZIM Global Offices

We employ a systematic approach to office safety, guided by the ZIM Land Safety Committee, which meets at ZIM headquarters at least eight times per year. The multidisciplinary committee includes a diverse range of managers and employees, fostering active employee engagement. It comprises senior managers, including the Managers of Training, Maintenance and Safety; the Administration Manager, and the Security Manager, along with employee representatives from various departments such as IT and Operations.

The ESG Department Manager serves as the committee secretary, responsible for tracking the remediation of implementation gaps. To ensure high standards of oversight, the committee includes two external safety consultants who perform frequent site visits, hazard surveys, and issue hazard reports. Identified hazards are fixed within designated time frames, according to severity. Furthermore, members of the Safety Committee have undergone external safety training as safety trustees.

Clear safety objectives are set for each site, with resources provided to achieve them. As part of this process, risks are systematically assessed by likelihood and severity and mitigated to acceptable levels. Every item is assigned an owner and due date, with status tracked until its completion or resolution, and updates reported at the Safety Committee meetings. At ZIM headquarters in Israel, a qualified external safety inspector conducts weekly walkthroughs to identify any hazards or compliance gaps, with reports made to the Safety Committee. Moreover, an emergency and safety team has been established, consisting of employees with various safety capabilities and training who are ready to take charge in an emergency.

In 2024, we began measuring land accidents and LTIR at our three largest offices: in Israel, the Americas, and Asia (EPAC). In 2025, there were 9 work accidents at these locations, so our LTIR for onshore activity is 0.37.

Safety Training

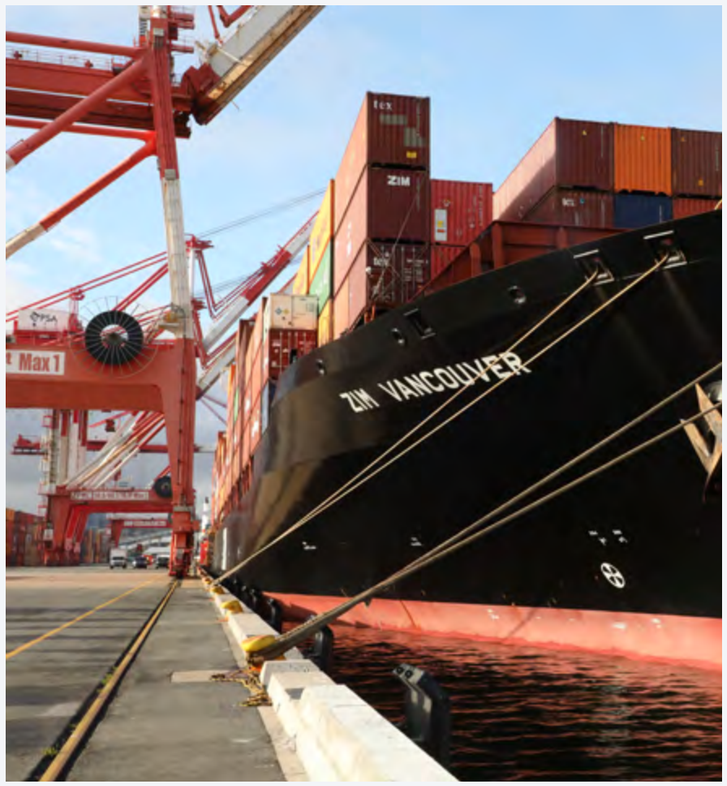
We have implemented a comprehensive safety training module that covers a wide range of safety procedures, from daily safety practices in the office to how to respond to emergency events such as earthquakes or fires. In 2025, 94% of employees completed this training at ZIM headquarters in Israel. Specialized safety training is provided to specific groups, and the Israel port office employees have received training on safe handling of advanced safety equipment, working in a port area, working at heights, and other subtleties relevant to their work. They also received new safety gear.

To raise awareness, safety procedures are posted throughout company offices alongside detailed information regarding ZIM's security teams. Furthermore, we have created a designated bulletin board for sharing safety updates at ZIM headquarters, and there is an online reporting form for safety hazards and incidents, which is accessible to all employees. ZIM's global ESG Trustees also serve as Safety Trustees and have received the necessary information on safety procedures and instructions at their sites. Their responsibilities now include promoting safety awareness at their sites and reporting any local safety issues.

Safety for Suppliers and Subcontractors

We extend our safety expectations to subcontractors such as maintenance, safety, catering, and administration workers, who must comply with ZIM's safety requirements as a prerequisite for any engagement. Safety conditions and training by subcontractors are reviewed, and a safety clause has been added to their contracts.

94%
of employees completed the safety training module



Promoting Health & Wellbeing

We prioritize the holistic wellbeing of our employees and support their health, at work and beyond.

We offer a diverse range of programs and initiatives globally to promote healthy lifestyles among our employees. These activities include sports and exercise classes, such as participating in local races like the Tel Aviv Marathon, a sports day in Panama, and onsite yoga at ZIM offices in Asia. In Israel, we participate in an annual week-long sporting event for companies from across the country, the Mehoziada, with 2025 marking our 30th year of participation. In 2025, ZIM employees earned top spots in events ranging from tennis and running to basketball, team swimming, and cycling.

We offer health screenings, such as mobile mammography and onsite breast cancer screening, at ZIM headquarters and ZIM Virginia. We also provide periodic medical examinations funded by ZIM for HQ employees over the age of 45 who are covered by collective agreements. Other on-site initiatives include a first-aid course for employees at ZIM Vietnam, a program that has been an important part of its safety training for several years.

To mark Breast Cancer Awareness Month, in the U.S., we created a tribute wall in the Virginia office for employees affected by breast cancer. In Israel, we launched a comprehensive Breast Cancer Awareness month campaign which featured a panel of survivors who shared their personal journeys, followed by an educational lecture on the topic; we also held on-site clinical screenings for employees and highlighted the topic globally in the eZ portal and global screens.

In France, we improved office wellbeing by purchasing ergonomic seating and computer mice for eligible employees to prevent musculoskeletal disorders. We also conducted first aid training and established a local Green Committee. To reduce waste, the committee transitioned the office to electric hand dryers and introduced a coffee machine to eliminate aluminum capsule use.

In Germany, we focused on promoting employee health and fitness through partnerships with a specialized fitness provider and the availability of a bike leasing program.

Also in 2025, we focused on promoting mental health across several locations. In Australia, we held Mental Health Day, featuring sessions on awareness and strategies for creating a supportive work environment. We also organized “RU OK Day,” where employees gathered for coffee and were encouraged to check in on one another’s wellbeing. In the U.S., we launched a mental health campaign where employees received informative emails featuring tips, resources, and guidance on mental wellbeing, healthy habits, and available support services.

We are committed to safeguarding employee health information and remain compliant with applicable laws and regulations, including GDPR in Europe. We maintain strict confidentiality, and any physical health records are securely locked and accessible only to authorized HR personnel. Our private health information policy ensures that data is handled on a "need-to-know" basis and is not used for any discriminatory purposes.

Upgrading Working Conditions

To create inspiring, pleasant, and productive work environments for our employees, in 2025 we retrofitted several ZIM office locations worldwide. This included relocations to newer buildings in central areas or the renovation of existing spaces at 9 locations in China, Vietnam, Australia, and the U.S. The upgraded offices feature bright and airy layouts and ergonomic furniture designed for wellbeing, alongside expanded dining areas and “togetherness” zones to promote collaboration. The offices are outfitted with the latest meeting technology and branded in the spirit of ZIM, ensuring our teams have the tools and atmosphere they need to thrive. We plan to upgrade additional office sites in 2026.



Creating an Inclusive, Merit-Based Workplace

We believe that a skilled and diverse global workforce is one of our greatest assets. We are committed to providing equal treatment and opportunities for all individuals – regardless of gender, race, religion, or cultural background. This commitment reflects ZIM's core value of Togetherness.

We strive to create an environment where individual differences are respected and valued, recognized as essential drivers of our creativity and innovative approach. We take a comprehensive approach towards fostering an inclusive, merit-based workplace, from our recruitment processes to our everyday practices.

ZIM welcomes and employs skilled employees from various backgrounds, including people with disabilities, older candidates, veterans in the U.S., Arab Israelis, Israelis of Ethiopian descent, Ultra-Orthodox communities and new immigrants in Israel. We also established a target of 3% of employees with disabilities in Israel and achieved it for 2025.

Within our global framework, regional HR teams manage local recruitment plans to attract qualified and diverse talent. These plans aligned with local regulations, alongside activities to support hiring managers and establish partnerships with non-profit and labor organizations focused on underrepresented groups. To further expand our talent pipeline, we participate in job fairs, employer days networking events and education conferences that allow us to gain knowledge, create partnerships and meet diverse candidates and provide them with the practical tools and knowledge necessary to enhance their skill sets and improve their hiring prospects.

In 2025, we partnered with non-profit organizations and initiatives to advance our inclusion efforts. In Israel, activities included participating in the Haifa Employment Fair and a dedicated job fair for Arab Israelis, and we also hosted a Spotlight Day and workshop for candidates with disabilities. Additionally, we partnered with Disability Solutions- a global job board, to expand our open positions to people with disabilities globally. To ensure a supportive environment for new hires with disabilities, we conducted in Israel specialized training sessions for managers who hired them. In Asia, we participated in Hong Kong Polytechnic University's Employment Inclusivity Forum, aimed at strengthening local cross-sector collaboration to drive workplace inclusion in the region. In the U.S., we participated in the HBCU College Career Fair for students at Historically Black Colleges and Universities.

In compliance with Israeli law, we report gender-based wage data on an annual basis for the previous year. Our analysis for 2024, which categorizes employees by comparable positions, indicates that while male wages are higher in certain categories, female wages are higher in others and so the company's weighted average is 0%. We attribute differences between wages primarily to tenure and seniority and employees' role changes over the years, in accordance with the existing collective agreement. Notably, there is no wage gap between men and women in their first year of employment.

Achieved our goal of **3%**
employees with disabilities at our HQ in Israel

Celebrating Our Differences

To mark World Day for Cultural Diversity for Dialogue and Development, in Israel we hosted a photography exhibition featuring works by teenagers from the Abarbanel Mental Health Center. This event included a series of lectures on the topics of Mental health, Photography as an art form, and Innovation, delivered by a physician, the exhibit curator, and several volunteers in the field. Additionally, we held activities to observe International Day for Tolerance. To show solidarity and support for International Day of Persons with Disabilities, we illuminated our headquarters and U.S. office in purple light. We also recognize a variety of cultural and religious holidays throughout the year, from Ramadan and Sigd to various Jewish holidays.

In Australia, we conducted an internal campaign for 'Inclusion at Work Week' and celebrated NAIDOC Week, which honors the history, culture, and achievements of Aboriginal and Torres Strait Islander people by featuring an art display in our office and sharing music by Indigenous artists.

In Hong Kong, we hosted a 'Lunch and Learn' session bringing together employees of different nationalities. In the U.S. and Thailand, we observed International Women's Rights Day with events featuring female employees sharing inspiring stories of their professional and personal success. In the U.S., activities also included communications and events marking Martin Luther King Jr. Day, Black History Month, Pride Month, and Veterans Day.

ZIM Nigeria celebrated International Women's Day with a community outreach initiative where female employees visited a local high school to deliver lectures to over 80 female students on topics such as career development, personal health, and hygiene. Small hygiene kits were distributed to the students. In addition, an internal session was held at ZIM Nigeria for female employees on the theme 'Accelerating Action,' which included sharing career journeys and insights on maintaining a healthy work-life balance.

Employees by Gender, Age, and Seniority

2025	Age	Women	Men	Total	% Women	% Over 50	% 30-50	% Under 30
Executive	< 30	0	0	17	18%	82%	18%	0%
	30-50	0	3					
	> 50	3	11					
Senior (VP or equivalent)	< 30	0	0	143	34%	55%	45%	0%
	30-50	27	37					
	> 50	21	58					
Middle Management	< 30	15	4	834	41%	35%	63%	2%
	30-50	234	290					
	> 50	90	198					
Non-managers	< 30	514	301	3724	56%	19%	59%	22%
	30-50	1,225	959					
	> 50	347	360					
Total		2,476	2,221	2,476[5]	53%	23%	59%	18%

39%

of middle and senior managers are women



[5]This figure includes 16 employees who self-identified as "other" in the gender category, and 8 employees who preferred not to disclose their age.

Cultivating Excellence Through Continuous Learning

At ZIM, we empower professional growth at every stage of the employee journey. Our comprehensive learning and development program includes specialized training in professional skills, leadership, safety, and ethics to ensure excellence and maintain compliance with internal and external standards.

We invest significant resources in supporting individual career advancement, from initial onboarding to leadership training. The holistic approach is overseen by the HR department, which identifies evolving needs in collaboration with business units, ensuring our training evolves alongside industry demands. By keeping our workforce up to date on emerging technologies and global standards, we drive both ZIM's collective success and the individual growth of our people.

We have established a strategic, comprehensive Learning & Development plan for 2025 to 2026. The HR team oversees the program's implementation, managing training delivery and internal communications to enhance employee engagement. This includes training compliance, knowledge sharing, maintaining our internal learning hub, and supporting employee recognition.

Developing Personal Skills

We have developed a wide range of professional skills training for our global workforce, guided by the essential skills highlighted identified in the World Economic Forum's Future of Jobs Report 2025. Our programs focus on the core skills employees need to thrive, including curiosity and lifelong learning; systems thinking; resilience, flexibility, and agility; leadership; social influence; and both analytical and creative thinking.

We offer a broad range of programs, including specialized courses in Excel proficiency, negotiation, presentation techniques, communication skills, and change leadership. In addition, we have developed specialized programs designed to help employees succeed throughout their career journey at ZIM.

Selected training courses

	# of Employees Completed	Hours of Training
Online modules (0.5 hour each)		
Code of Ethics	4,333	2,167
Office Safety (HQ)	972	486
Respectful Work Environment 2025	4,331	2,166
ESG & Sustainability	4,305	2,153
Antitrust	4,281	2,141
Information Security and Privacy Training	4,207	2,104
Safeguarding Personal Information (HR staff)	119	60
Prevention of Sexual Harassment (HQ)	941	471
Protection of Personal Data	4,159	2,080
Antibribery & Anticorruption	4,259	2,130
In-person courses		
Hazardous Materials training	36	504
Managerial Training – 5 courses avg 15h	932	13,980
Sales Staff Training	150	2,400
Team Leaders Training – Service Skills + kits	120	1,200
ZIM Evolve	66	1,980
Presentation Skills	40	160

Specialized offerings include the **ZIM Shipping Course**, a comprehensive five-day program that provides employees with an in-depth understanding of the company. In 2025, the program included 130 participants. We also offer **ZIM Evolve**, which supports employees with over six years in their roles as they take the next step in their professional and personal development. In 2025, 66 employees participated in ZIM Evolve, and **the program received a satisfaction rating of 4.86 out of 5**. We plan to expand the initiative to our Korea site in 2026. Through the **ZIM Self Leadership** program, we provide personal skills training focused on self-awareness, ownership, and practical leadership. In 2025, 15 young talents at the ZIM Hong Kong office completed the two-day training experience, exploring how to lead with intention and creativity.

In 2025, we delivered focused training for our **sales and customer support** teams; 150 salespeople from global sites (including Turkey, Thailand, Vietnam, Argentina, Australia, Israel, and the U.S.) participated in specialized sales workshops. In addition, 120 team leaders from CS received training in service excellence, which included specialized kits to help them implement these standards with their teams. For 2026, we plan to provide additional training for sales managers and dedicated workshops for SME sales representatives.in addition to our annual training plan for CS team leaders across the globe.

We also provide employees with access to **LinkedIn Learning,** a platform offering online courses and skill-building modules for self-directed growth. In 2025, nearly 1,000 employees utilized the platform to complete courses in AI, Excel, AI for business, communication, data analysis, and time management.

~1,000
employees completed courses through the LinkedIn Learning platform

Integrating AI to Drive Growth and Innovation

In 2025, we launched DARE TO AI, a comprehensive, organization-wide initiative designed to enable employees to confidently and effectively integrate AI tools into their day-to-day work.

The program is grounded in the belief that realizing the opportunities presented by AI requires a combination of knowledge, hands-on experience, continuous learning, and a culture that encourages experimentation and initiative.

As part of the program, ZIM delivered a series of global lectures attended by more than 400 employees, and the series included sessions led by external AI experts. Alongside the lectures, we developed the **DARE TO AI Hub** within our corporate portal as a central knowledge and learning platform, offering professional content, practical tools, and use cases.

The initiative also includes dedicated e-learning modules, such as **Responsible AI** training and a prompt-writing course and provides employees with access to a tailored AI learning package via the **Udemy** platform. In addition, we designed role-specific learning pathways for various functions across the organization, including Finance, Human Resources, and Project Management, to ensure relevance and practical application.

We have expanded the use of AI tools for employees to support organization-wide implementation, including the deployment of Copilot to approximately 1,120 active users who use it at least once a week. This rollout is supported by designated workshops and user guides. At the end of 2025 we allocated 1,000 additional user licenses, developed an onboarding kit, and provided specialized, deep-dive training to selected teams.

To facilitate change management, we established a network of **AI Ambassadors** who receive dedicated training, continue learning, and play a key role in driving AI adoption and best practices across business units.

To further advance our AI capabilities, a select group of participants has begun training in AI **software agent** development, representing the next phase of internal implementation. At the same time, in collaboration with our IT department, we have developed a dedicated policy for the deployment of intelligent agents, ensuring alignment with data security, responsibility, and governance principles.

Management Training

Our comprehensive management training programs provide leaders throughout the organization with the tools and skills necessary for both their own success and that of their teams. In 2025, **932 managers** from across ZIM participated in various management programs.

We offer three core programs: **Basic Management**, which focuses on foundational skills such as task management and providing effective feedback; **Situational Leadership,** which teaches leaders how to adapt their management styles to the specific development stages of individual employees; and **Mojo Moment**, which provides strategies for fostering and sustaining employee motivation.

We utilize recognized management tools to strengthen our leadership approach, such as **Blanchard Management Essentials** and the **Blanchard SLII Experience.** These programs empower leaders to become adaptive by providing the support and direction their team members need at any given moment. The initiatives address the diverse challenges our managers face, ensuring they are equipped to lead effectively and inspire their teams toward success.w

We offer personalized support for managers seeking to deepen their leadership capabilities. Through **Growthspace,** a global talent development platform, participating managers receive tailored one-on-one coaching and mentoring sessions. Our **Horizon** Program, a dedicated program for senior managers, equips managers in Israel and Hong Kong with the tools necessary for navigating leadership in complex environments. The program is built upon four key pillars: relationships, team development, collaboration, and transformation.

932 managers from across ZIM participated in various management programs





Engaging with Our Employees

We value open communication and feedback from employees. To better understand and support employees, we measure employee sentiment through a formal employee survey conducted every 18 months. Following our 2023 assessment, we conducted another survey in 2025 to gain a comprehensive view of the employee experience, analyzing the results across two core dimensions: employee engagement and employee experience.

In 2025, we achieved an **88% employee completion rate** in the employee survey, up from 83% in 2023, reflecting strong organizational engagement. Notably, the survey also showed a very high level of engagement, with 72% of employees engaged and managers demonstrating a high level of engagement. Results are presented to Executive VPs, and each manager receives the data for their team. Each team then discusses these results to identify actionable ways to address areas for improvement. Additionally, we have developed country-specific work plans to address the unique needs identified in each region.

Throughout the year, we hold regular activities to support employee engagement. The CEO hosts quarterly roundtables with employees and managers to maintain open lines of communication. As part of the action plan from our previous survey, Executive VPs now conduct quarterly roundtables within their departments. Other initiatives include newsletters in select business areas and we are working to develop an employee recognition program.

88%

of employees completed the employee survey

Complementing these initiatives, our **Annual Performance Appraisal (APA)** process is a cornerstone of our commitment to fostering a culture of growth and excellence. It offers employees a valuable opportunity to share and receive feedback, facilitating focused discussions with their managers regarding individual priorities and professional development areas. In 2025, 97% of our employees received a performance appraisal, including 98% of employees and 96% of managers.

In 2025, we enhanced the APA process to foster more meaningful dialogue and provide more comprehensive insights. The updated approach prioritizes dialogue, development, and clarity, with managers providing detailed feedback across five core competencies. Evaluations are statement-based and give managers the opportunity to identify an employee's strengths and areas for improvement and assess goal achievement. These enhancements are designed to make evaluations more accurate, personalized, and focused to drive professional growth and performance through open, transparent dialogue.

97%

of our employees received a performance appraisal

	Managers	Non-managers	Overall
Percentage of employees who regularly receive feedback on their performance	96%	98%	97%



Sharing the ZIM Experience & Attracting Top-Tier Talent

Our employer branding is strategically developed at a local level based on internal and external research. In regions where we are growing significantly, such as the U.S. and Hong Kong, we have implemented tailored approaches including social media campaigns to target relevant talent. Success is measured through KPI's such as social media engagement, employees participation and the percentage of high-quality candidates reached.

ZIM's 2025 employer branding initiative in Hong Kong was built on a comprehensive research phase, integrating leadership workshops, employee and manager focus groups, personal interviews, candidate insights, market, and competitor benchmarking, with strong employees participation (84%).

These insights informed the development of a localized Employer Value Proposition (EVP), based on ZIM's core values - Can-Do Approach, a Results-Driven mindset, Agility, Sustainability, and Togetherness—which collectively define the organization's culture and employee experience.

The EVP was brought to life through a dedicated internal launch week, designed to foster engagement, strengthen a sense of belonging, and generate internal momentum. The launch actively involved both employees and managers as co-creators and ambassadors – leading sessions, sharing experiences, and participating in diverse activities, including leadership talks, learning workshops, and community initiatives. As part of the week, employees also took part in a volunteering activity in collaboration with ImpactHK, reinforcing the organization's commitment to social responsibility and community engagement.

A key milestone during this phase was ZIM Hong Kong's recognition as a Great Place to Work,® based on an external, research-based employee survey measuring trust, pride, and overall workplace experience. This certification provides an independent validation of organizational culture and reflects employees' perceptions of credibility, respect, fairness, and a sense of belonging.

Throughout the process, particular emphasis was placed on employees as authentic storytellers - empowering them to share both their personal journeys and the ZIM experience. By elevating employee voices, the initiative strengthened authenticity, reinforced internal pride, and enabled a credible external narrative aligned with real employee experiences.

Following the internal launch, the campaign was extended externally across social media platforms, leveraging employee stories, leadership perspectives, and culture-driven content to position ZIM as an employer of choice. The campaign achieved strong visibility and engagement, with over 2.8 million impressions and high levels of interaction, demonstrating the relevance and resonance of the EVP in the market.

Global StorytellerZ Community

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

The Global StorytellerZ community is composed of 53 passionate ZIM employees, representing 19 countries and diverse departments, with tenures ranging from one to 32 years.

They meet monthly in dedicated StorytellerZ sessions, where they discuss personal goals, develop writing skills, and generate ideas for social media posts. They also meet with ZIM leaders to learn more about the company and gain inspiration from stories about organizational development.

The program is designed to cultivate employee pride and belonging, cross-unit collaboration, and personal development, while also strengthening recruitment through authentic, employee-generated social media content. In 2025, StorytellerZ participants created over 1,000 posts, generating significant engagement with approximately 3 million impressions and 57,400 interactions.





Employer of choice around the world

Our commitment to supporting our people is recognized through awards and certifications

Great Place to Work certified:
Israel, Argentina , Brazil, USA, Singapore, Vietnam
India



HR Asia Best Companies to Work for Award
Hong Kong | 2025

Top Human Resources Management Awards by 51job
China | 2025

LinkedIn Top Companies #9 Place
Israel | 2025

Glassdoor rating[6]:
4.4 rating; 96% CEO Approval, Global

#1 Service Company for Excellence and Business Leadership Ranking by BDI Code
Israel | 2025

#29 – Best 100 Companies to Work at In Israel
Israel | 2025

#9 Best Workplaces in Singapore
Israel |2025-2026



[6] A leading online employer review and recruitment platform

Supporting Our Communities

We partner with nonprofit and community organizations around the world to support the communities we work in.

We take a comprehensive approach to supporting our communities, with oversight and guidance provided by the Social Donation Committee, which reviews requests for support to ensure alignment with our values and our long term community impact goals. Our contributions encompass both financial support and employee volunteer activities across critical areas, including environmental and marine stewardship, community health and resilience, youth development, and food security.

At ZIM, volunteering is a meaningful expression of who we are and what we stand for. Throughout our 80 year history, we have remained deeply committed to the communities in which we operate, seeing community involvement as an integral part of our identity and our responsibility. Guided by our core values-**Togetherness, Sustainability, Agility, Result-driven and a Can Do Approach,** we proudly encourage our employees to take part in volunteer activities, with a special focus on the fields of **healthcare** and **education**, as well as initiatives connected to our maritime heritage and ocean focused sustainability efforts. Volunteering opportunities are regularly shared on our internal portal, helping raise awareness, strengthen this important behavior, and inspire broader participation.

Throughout 2025, ZIM focused its community efforts in Israel on supporting medical centers and mental health services. These contributions were prioritized to address needs and support community well-being and resilience.

In the U.S., **ZIM Virginia** employees volunteered for a day at ForKids in Chesapeake, Virginia, as part of their “Back to School” campaign. During the event, employees delivered educational supplies to the center for distribution to local elementary, middle, and high school students. A cross-functional team of employees from customer service, logistics, sales, and finance organized an assembly line to fill nearly 300 backpacks with essential school supplies, including paper, binders, crayons, and pencils. This initiative provided support to local families and children at the start of the school year. In **Athens, Greece,** ZIM employees held a drive to support a local home for people with disabilities and purchased food and toys for the residents.

In Asia, ZIM Hong Kong continued its partnership with Hong Kong Ocean Park Conservation Foundation (OPCFHK) to support marine conservation. 25 ZIM employees plus their family members enjoyed a behind-the-scenes tour, learning how the OPCFHK team supports marine conservation through research and dolphin rescue.

Being a company closely linked to the sea, several of our offices choose to contribute to the local community by cleaning up beaches. ZIM Miami employees marked the Thanksgiving holiday with a beach clean-up; ZIM Vietnam employees marked World Oceans Day by organizing a beach clean-up; and team members at **ZIM Japan** participated in a beach clean-up at Odaiba Seaside Park.

Reflecting our commitment to environmental stewardship, **ZIM South China** held a tree-planting event at Guangming Fun Farm. During the activity, employees collaborated in teams and planted 40 seedlings, contributing to local reforestation efforts.







PROSPERITY & GOVERNANCE

HOW DO WE CONDUCT OUR BUSINESS RESPONSIBLY?

Governance Targets & Progress

Target	Rationale	Progress
Ethics Training 100% of active employees[1] trained on Code of Ethics (annual)	Ensure employees understand and acknowledge the Code of Ethics	Target: 100% reduction Achieved: 93% reduction
Suppliers' Commitment 80% of material suppliers[2] accept ZIM's Supplier Code of Conduct by 2026	Ensure continuous and uninterrupted business operations	Target: 80% reduction Achieved: 82% reduction **Target surpassed**
Cyber Security Zero successful cyberattacks and minimal disruption to business continuity (annual)	Ensure continuous, uninterrupted business operations	**Target achieved**
Handling Whistleblower Reports Complaints are addressed within 5 business days of receipt (annual)	Ensure employee complaints are addressed promptly	**Target achieved**
Learning & Development 90% completion rate of the sustainability learning module (annual)	Educate employees on sustainability principles to embed them in ZIM's culture	Target: 90% reduction Achieved: 93% reduction **Target surpassed**

[1]Measurement for this and all other ethics- and compliance-related training modules includes full-time and part-time employees, as well as contracted workers worldwide at the end of the period in which the module is available for completion.
[2]Top 100 suppliers in terms of expenditure.



Corporate Governance

We are dedicated to responsible governance principles and practices, as a reflection of our commitment to ethical business practices.

At ZIM, we uphold the highest standards of ethical business practices and regulatory compliance through our comprehensive governance structure. Our corporate compliance structure and framework meet the requirements of NYSE and the Israeli Companies Law. In accordance with the Israeli Companies Law and our articles of association, the Board of Directors oversees the company's management and business strategy, while the CEO is legally responsible for the daily management of the company, with executive management supporting and executing operational and strategic activities under his direction. Our leadership structure maintains a separation between the Chairperson and CEO roles, and the CEO is appointed by the Board and serves at its discretion.

Managing Corporate Risk

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

The ERM process, which follows the Committee of Sponsoring Organizations Framework, is designed to promote visibility to the Board and governing bodies of our main risks and mitigation strategies. Under the ERM framework, potential risks are identified and evaluated in terms of their impact and likelihood, guiding our strategic decision-making and helping to prevent threats to business operations. The evaluated risks are visually aggregated into a risk matrix to ensure proactive management, which steers risk prioritization and facilitates the development of specific mitigation strategies. This comprehensive ERM framework allows us to maintain operational excellence, business continuity, and long-term sustainability, while emphasizing our firm commitment to risk management and mitigation.
For detailed information on each corporate risk, see the ZIM 2025 20-F.

Implementing Our Code of Ethics

The ZIM Code of Ethics is an extension of our values, guiding our employees with principles for responsible decision-making and the ethical management of our business activities.

Maintaining our values and operating in an ethical manner has guided and shaped ZIM for over 80 years, and we remain committed to implementing our corporate values in our daily activities. The ZIM Code of Ethics reflects our commitment to achieving our goals and realizing ZIM's full potential while exhibiting integrity and reliability in all our activities with customers, suppliers, business associates, and employees. It also serves as our official labor policy and through it we ensure an open dialogue with our employees.

The shipping industry carries a risk of corruption due to frequent interaction with port authorities, customs, agents, and regulators across high-risk jurisdictions, creating exposure to bribery, facilitation payments, and improper advantages. Moreover, exposure to sanctioned countries, restricted cargo, deceptive shipping practices, and mis-declared cargo also poses the risk of violating ethical norms.

Due to the nature of the global maritime industry and the jurisdictions in which we operate, we recognize that our sector is exposed to elevated corruption and bribery risks. However, we are committed to the highest ethical standards. We work to ensure that we balance commercial opportunities and customer demands with strict adherence to international sanctions, export controls, and trade compliance obligations.

All ZIM employees and agents receive the Code of Ethics for review, and employees complete an annual tutorial on the Code, which provides information about it, evaluates employees' understanding, and includes a conflict-of-interest declaration. To ensure full awareness and understanding across ZIM, we have set a target for 100% of active employees to receive training in the Code annually. In 2025, 93% of employees completed training on the Code.

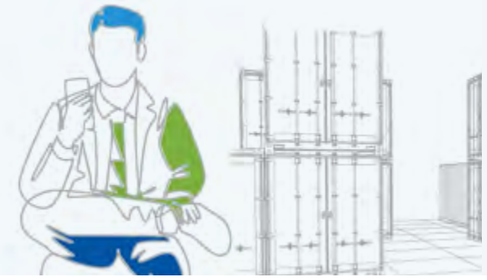
Select commitments covered in the Code of Ethics:

- Upholding and complying with the law
- Fairness and integrity in doing business
- Protection of confidential proprietary information
- Avoiding sharing inside information and complying with the securities laws
- Avoiding conflicts between employee and company interests
- Creating an equitable and supportive work environment
- Equitable employment and work conditions
- Protecting company assets
- Environmental awareness
- Community involvement

To supplement the Code, we have established guidelines for Managing Code of Ethics Compliance. This policy outlines organizational responsibilities regarding the Code, including implementation and process control, updates and training, and overseeing violations. It reinforces employee labor rights through the establishment of clear guidelines, designated responsible parties, and effective enforcement mechanisms. It also includes KPIs such as 100% target for completion of Code tutorials by active employees, and meeting ZIM's carbon intensity reduction target of 30% by 2025 compared to the baseline year of 2021.

The Code of Ethics is available on our website. Concerns related to violations of the Code can be reported in various ways, including through the ZIM whistleblower hotline (see more on page 74).

93%
of employees completed the Code of Ethics training



Working Ethically

Recognizing that we operate within a sector and in certain geographic regions where there is an elevated risk of corruption, we place special emphasis on preventing corruption across all our business activities globally. We take a zero-tolerance approach to bribery and corruption, and we comply with the relevant anti-bribery and anti-corruption regulations in all countries where we operate.

The ZIM policy on Compliance with Anti-Corruption & Anti-Bribery Rules underlines our commitment to conducting business fairly and with integrity, and in compliance with all relevant anti-bribery laws. The policy outlines principles for conducting business in an ethical manner and includes specific prohibitions against bribery, as well as procedures for employees when dealing with specific situations. Topics include dealing with government officials, permitted gifts and hospitality, and maintaining accurate records for all ZIM transactions. In addition, the policy outlines anti-corruption due diligence reviews required for certain business partners, which cover violations of any anti-corruption, money laundering, sanctions, or criminal laws. Systematic risk assessments regarding ethics and corruption in ports and the supply chain are conducted through audits of subsidiaries and agencies.

The policy applies to all ZIM directors and employees, ZIM subsidiaries, and ZIM joint ventures controlled by ZIM. Details related to policy training, policy oversight, and procedures for reporting potential violations are detailed in the policy. All ZIM employees receive training on the policy annually, including new employees. In 2025, 99.8% of employees successfully completed the training module on Anti-Bribery & Anti-Corruption, surpassing our 90% completion target. To further uphold compliance, we conduct risk assessments at specific locations or agencies once a year.

The policy is available on our website.

Working to Eliminate Corruption in the Shipping Sector

ZIM is a member of the Maritime Anti-Corruption Network (MACN), a global business network working toward the vision of a maritime industry free of corruption that enables fair trade to the benefit of society at large. MACN members work toward the elimination of all forms of maritime corruption. They do so through a range of efforts, including raising awareness of the challenges faced by the sector, implementing the MACN Anti-Corruption Principles, and collaborating with governments, non-governmental organizations, and civil society to identify and mitigate the root causes of corruption. These activities aim to create a culture of integrity within the maritime community, reflecting the values that are core to ZIM's culture and operations.

Ensuring Compliance

Our extensive compliance program ensures we maintain strict compliance with all applicable laws and regulations across our business operations and helps identify potential areas of violation.

Led by the Legal unit, the program is designed to ensure compliance implementation as an ongoing process at ZIM. It incorporates written policies and procedures and also establishes official reporting channels. Extensive compliance guidelines, communications, and training are delivered to our global employees, on land and at sea, and there is a structured process for monitoring and investigating our performance, with periodic policy assessments. ZIM Compliance Trustees across our offices worldwide act as the main point of contact for employees regarding any compliance issues or questions and serve as a liaison between employees and senior management.

ZIM policies to ensure compliance:

- Anti-Corruption & Anti-Bribery Policy
- Compliance with Antitrust Laws Policy
- Insider Trading Policy
- Regulation Fair Disclosure Policy

Policies are available on our website.

To monitor compliance, we have a comprehensive annual work plan for internal controls, under the guidance of the Audit Committee of the Board. Internal audits and reviews are conducted throughout the year, managed by the ZIM internal auditor and in accordance with Institute of Internal Auditors (IIA) standards. In addition, we engage with external auditors and conduct surveys as part of our risk assessment process. Further information related to corporate compliance can be found in the ZIM 2025 Financial Report.

99.8% of employees completed training on Anti-Bribery & Anti-Corruption



Whistleblower Platform

The ZIM whistleblower platform provides a secure channel for reporting any suspected irregularities or improper behavior that violates ZIM policies or the law. The whistleblower hotline is in place for ZIM employees both on land and at sea, and for other stakeholders to anonymously report violations or suspected violations. Reports can be made via phone, email, website, mail, or via a drop-off box located at headquarters.

The ZIM Whistleblower and Internal Complaints Policy details how reported complaints are handled within the company, including the scope of matters covered, methods for receipt and evaluation of complaints, and timeframe and process for investigation. As stated in the policy, ZIM does not tolerate any form of threat, retaliation, or other action against employees who report a suspected irregularity in good faith.

All reports made through the whistleblower platform are reviewed by the company's internal auditor and shared with the Audit Committee when relevant. To ensure complaints receive a prompt response, we have an annual target of starting to handle complaints within five business days. In 2025, we successfully met this target.

In 2025, 38 inquiries were received on the platform, of which 17 required follow-up or action and their handling commenced within 5 days per our target on the matter.

The company was not convicted of any violations of law or regulations in 2025. On the date of publication, there is one legal action pending against the company.



Promoting Competition

At ZIM, we firmly uphold the principles of free and honest competition. We believe that innovative, efficient companies thrive in the market by providing excellent services and products at a fair price. We are committed to putting this belief into practice and adhering to all laws related to antitrust and competition. This commitment to comply with the requirements of antitrust laws is set in ZIM's Code of Ethics and is not only the right thing to do, but part of who we are.

The ZIM policy on Compliance with Global Antitrust Laws, available on our website, summarizes the fundamental principles of antitrust laws to assist employees in identifying potential antitrust concerns and to advise how to react in such situations. It underlines our collective commitment to achieving full compliance with antitrust laws, which can be complex and impose varying requirements. These laws are strictly enforced, and employees must complete a training module on fair competition twice a year, which includes learning scenarios and test questions. In 2025, 93% of employees completed the first training and 91% completed the second one.

From time to time, we are involved in civil disputes that arise in the ordinary course of our business. We are also subject to a number of judicial and administrative proceedings in court systems, including competition claims, class action applications, and other proceedings, which we believe are incidental to business operations in the industry in which we operate. To the best of our knowledge, we are not a party to any claim or investigation related to anti-corruption or anti-bribery. Specifically, in 2025, we were party to certain investigations or proceedings involving allegations of anti-competitive behavior in Israel, the US, and Nigeria, which were initiated before 2025. We firmly believe we have been, and continue to be, in compliance with all applicable competition laws.

93% of employees completed the first anti trust training

Practicing Sustainable Procurement

We prioritize ethical conduct in all our operations and hold our business partners and suppliers to these same high standards.

As a global shipping company, we work with thousands of suppliers across diverse industries and countries. We manage our supply chain through a centralized-to-regional framework, in which overarching strategy and guidelines are set at headquarters, with specialized regional and category teams overseeing the procurement process.

Our operations are structured around two primary procurement streams: shipping and non-shipping. Shipping procurement encompasses critical categories such as chartering, terminals, fuel, intermodal, and inland transportation. Non-shipping procurement supports our office operations and prioritizes engagement with local suppliers, enabling organizational agility while contributing to regional economies.



Supplier Code of Conduct

As a company that is committed to conducting business in an honest, ethical, and professional manner, we are dedicated to ensuring our suppliers and business associates comply with the same principles of ethical, social, and environmental responsibility. As they are critical to our day-to-day operations, we established the ZIM Supplier Code of Conduct to set clear standards and expectations during their engagement with us.

Every new supplier, regardless of size or expenditure, is required to sign the Supplier Code of Conduct upon entering a contract with us. This commitment is formalized through a dedicated contractual clause in which suppliers explicitly acknowledge and accept the Code's standards. Our ESG unit oversees this process, addressing supplier inquiries, conducting follow-ups, and working to increase the overall percentage of signatories. In addition to new suppliers, existing ones and those renewing their contracts are required to sign the Code, ensuring our full supply chain remains aligned with our ethical guidelines.

Our Code of Conduct includes commitments regarding upholding and complying with the law; fairness and integrity in doing business; prohibition on the use of inside information; and compliance with securities laws. It also covers health, safety, and fair employment conditions; data protection and security; and sustainability issues. By the end of 2025, 82% of our top 100 suppliers (by expenditure) had signed the Supplier Code of Conduct. This acknowledgment, confirmed via a formal Accept response, signifies their agreement to comply with the ethical, environmental, and social standards outlined in the Code.

To further support our commitment to a responsible supply chain, we have implemented a Third-Party Anti-Bribery & Anti-Corruption due diligence process for major vendors and those representing ZIM in government interactions. In addition, we have added a list of ESG commitments to our standard supplier contract. This includes the commitment to comply with applicable environmental laws and regulations, and to take action to ensure the safe and compliant management and handling of waste, air emissions, and wastewater discharges. It also includes commitments to take measures to prevent or mitigate accidental spills and fugitive emissions of hazardous substances; to strive to use natural resources as economically as possible in a sustainable manner; and initiate environmental policies and management systems to prevent and improve environmental risks.

82%

of our top 100 suppliers have signed the Supplier Code of Conduct

Supplier ESG Risk Assessment

To promote sustainability and support ESG practices throughout the value chain, we established the ESG/Sustainability Self-Assessment Questionnaire for suppliers. It covers a range of topics, such as management's involvement in ESG areas, business ethics, environmental stewardship, employee training, working conditions and human rights, and supplier and value chain management. In 2025, we validated the questionnaire criteria and distributed it to all new suppliers and existing suppliers with a spend of over $20,000, with near-total completion among new suppliers. To verify the integrity of the process, we performed random spot reviews to address any incomplete or insufficient data.

In 2024, we conducted a comprehensive ESG risk assessment of our top 100 suppliers by spent, which was revalidated in 2025. It is based upon information provided by suppliers through their ESG Self-Assessment Questionnaire, publicly available information, third-party ratings, and a comprehensive analysis of their overall risk profile. This includes consideration of their sector, as well as country-specific risk indices covering environmental, ethical, labor, corruption, and information security factors. We also evaluate their participation in voluntary reporting frameworks such as EcoVadis and adherence to ISO 14083 for quantification and reporting of GHG emissions arising from transport chain operations. This multi-faceted approach yields a comprehensive risk score for each supplier and helps us identify which suppliers or ESG areas require further monitoring.

On-Site Audits

To verify that ESG standards are upheld across our supply chain, we conduct on-site audits of select suppliers throughout the year. Suppliers are selected based on their risk profile as identified in our ESG supplier risk assessment or through the recommendation of ZIM regional procurement managers, who maintain close relationships with suppliers. The audit begins with a questionnaire and requests for supporting documentation. This is followed by a visit to the supplier's office and operational facilities, where a comprehensive review is conducted of their ESG policies, employee training records, and disclosures to reporting organizations such as the CDP. Once the on-site assessment is complete, the process concludes with a request for corrective actions and the issuance of a final audit summary report. The process is managed jointly by the central ESG unit and the local procurement manager. These on-site audits provide a valuable opportunity for us to engage with supplier management directly and observe working conditions firsthand. Following the audit, we issue a report with specific action items that the supplier is responsible for implementing.

ZIM was recognized as a CDP Supplier Engagement Leader, reflecting best-in-class performance in managing climate-related risks and opportunities across its supply chain.

Supplier Engagement Leader
CDP
2025

Supply Chain Security and Compliance through C-TPAT

ZIM is a proud participant in the U.S. Customs-Trade Partnership Against Terrorism (CTPAT). CTPAT is a public–private partnership within U.S. Customs and Border Protection (CBP) that strengthens international supply chains by inviting companies to voluntarily implement stringent security measures. Participants agree to uphold CTPAT's security standards to protect the supply chain, identify security gaps, and implement specific security measures and best practices. In turn, they are considered low-risk and benefit from expedited cargo processing at U.S. ports of entry, resulting in shorter waiting times, reduced fuel consumption, and other operational efficiencies.

Participants implement CTPAT risk segmentation, which uses data and analytics tools to classify supply chain elements based on their exposure to security risks, such as contraband smuggling or trafficking. They also conduct comprehensive risk assessments that map the cargo journey, identify threats, assess vulnerabilities, and implement mitigation measures.

As a CTPAT partner, ZIM completes a detailed annual questionnaire and conducts audits of U.S.-based suppliers, including dedicated assessments for CTPAT compliance. In addition, ZIM conducts structured supplier risk assessments to evaluate the security profile of its suppliers and ensure the integrity and safety of cargo throughout the supply chain. Just as our customers review our CTPAT profile, we apply comparable standards when assessing our business partners.

During the reporting year, the Sustainability Department Manager was appointed as Cargo Security Manager, responsible for leading and coordinating the CTPAT annual submission process across the organization, in collaboration with all relevant functions and responsible parties.

Protecting Privacy & Cybersecurity

We recognize the crucial importance of safeguarding our data and technology infrastructure. Our comprehensive approach to privacy and cybersecurity is built upon advanced technologies and extensive employee readiness. This integrated approach ensures the continued security of our information systems and data.

At ZIM, cybersecurity risk management is an integral part of our overall enterprise risk management program. We are committed to maintaining a cybersecurity work plan to assess, identify, and manage cybersecurity risks on a periodic and ongoing basis, aligned with applicable industry standards, and reviewed periodically.

Our business operations rely upon secure information technology systems, and we have extensive controls and procedures in place to ensure the responsible handling of data and the protection of our technology infrastructure. We continuously monitor and enhance our cyber defense to ensure ongoing resilience, and we maintain comprehensive backups of our data and information systems.

The ZIM Data Protection Policy provides clear guidelines and procedures for the responsible handling of data and related infrastructure. Our Contingency Emergency Plan includes aspects of company preparedness for cyber attacks. The Chief Information Security Officer (CISO) oversees the development and enforcement of information security controls across the organization, including privacy protection and compliance, and is responsible for ensuring that our practices align with regulatory requirements.

Our Global Operations Center (GOC) operates 24/7 and serves as a central coordination hub that ensures business continuity during cybersecurity incidents and other emergency events. It is responsible for maintaining ZIM's business continuity plan and managing our cyber-readiness measurement methodology, which enables us to identify and address potential vulnerabilities in our defenses.

We take proactive measures to enhance our cyber resilience, and in 2025, we conducted 4 cyber readiness drills in 4 countries. Our cyber resilience portal continues to provide a centralized platform for cyber-readiness procedures and managing data backups, and provides a dedicated environment for cyber drills.

In 2025, there were no cases of data leakage or violations of customer privacy, no privacy complaints received from external parties or regulatory bodies (other than data subject requests), reflecting the effectiveness of our privacy measures. There were also no monetary losses incurred as a result of legal proceedings associated with data security breaches.

In 2025, we conducted **4** cyber readiness drills in 4 countries

Data Protection Compliance

As a global company, we are seeing increased legislation and regulatory supervision of the methods by which we retain, process, and safeguard the personal information of our customers, vendors, and employees while taking the necessary measures to meet these requirements.

We have implemented a compliance plan for the protection of personal data in accordance with applicable laws and regulations. We adhere to all relevant privacy regulations, including the GDPR and local mandates. **We are certified as compliant with ISO 27001, the global standard for information security management systems, in Israel, and compliant with ISO 27701, the standard for privacy information management systems.** Our work procedures include periodic risk assessments, implementation testing, employee security awareness training (including an annual company-wide cybersecurity emergency drill), and a third-party data security risk management plan, which includes due diligence procedures and minimum security requirements during their engagement with us.

In August 2025, a new and extensive amendment to the Israeli Protection of Privacy Law went into effect. To meet its requirements, we reaffirmed the appointment of a ZIM Data Protection Officer and drafted a new enforcement plan and related actions to be implemented, together with a consulting law firm. Furthermore, per the law's requirements, certain databases were requested to be deleted from the Israeli Database Registrar because they no longer met the statutory registration criteria, and a special learning module was developed on the new privacy requirements.

Value-Driven Growth

Our unique vision and values support the company's strategy and long-term goals. We consider the Z Factor as the guiding force in achieving our unique organizational culture and successful business results.

At ZIM, our vision of innovative shipping is realized through a focused strategy and agile operations, grounded in our vibrant company culture and unique values. This allows us to deliver outstanding services that meet customers' needs, while adapting to dynamic market and global conditions. We take a 'customer first' approach – built upon personalized service and data-driven insights, to continuously keep up with our customers' evolving needs related to shipping, supply chain, and logistics.

We are proud of the value we generate for stakeholders, and we share our prosperity with the countries in which we operate through the wages and taxes we pay. For a detailed account of ZIM's business performance and financial information, see the ZIM's 2025 Annual Reports.

Direct Economic Value Generated & Distributed, 2025

A. Direct Economic Value Generated	Total in M$
Revenues in 000$ (Net sales + revenues from investments and sales of assets)	$7,070.2
B. Direct Economic Value Distributed	
Operating costs (payments made outside of the organization for materials, product components, facilities, and services)[3]	$5,545.6
Employee wages and benefits	$523.6
Distributions to providers of capital (dividends + interest on debt, etc.)	$994.5
Distributions to governments (income taxes, etc.)[4] Community Community	$177.0
Community Investments	$4.5
Total Direct Economic Value Distributed	**$7,245.2**

Our total generated & distributed direct economic value grew in 2025 by 2.8% to $7.245 billion

[3] In the year ended December 31, 2025, the company recorded an impairment reversal of $137M (non-cash), which is not reflected in thi table.

[4] Income taxes for the year ended December 31, 2025 include $151.6 of deferred tax expenses.

Responsible approach to tax

We comply with applicable local and international tax laws and tax-related obligations in the countries and territories in which we operate. Due to the complexity of tax rules, ZIM may encounter differing interpretations by local tax authorities, and it reserves the right to challenge any adjustments that it considers unfounded.

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

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

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

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

Pillar Two legislation has been enacted or substantively enacted in certain jurisdictions in which ZIM operates, and the legislation went into effect for the ZIM Group for the financial year beginning on Jan. 1, 2024. The ZIM Group is in scope of the enacted legislation and has performed an assessment of the impact of Pillar Two on its activities. This assessment is based on the most recent tax filings, country-by-country reporting, and financial statements for the constituent entities of the ZIM Group. Based on the assessment, effective Pillar Two tax rates in most jurisdictions in which the ZIM Group operates are above 15%.

PARTNERSHIPS

HOW DO WE INNOVATE AND CREATE PARTNERSHIPS?

Partnerships are at the foundation of our ESG strategy, enabling us to advance our goals while driving sustainability and innovation across the entire sector.
We are committed to building strategic partnerships and meaningful collaborations with stakeholders, including our customers, employees, and partners throughout the supply chain, and industry organizations.

Our dedication to customer service is grounded in a personalized approach. We collaborate with our customers throughout their journey to ensure we deliver the solutions they need. We also invest in promising companies and emerging technologies that drive growth across the shipping and logistics sectors, and work strategically with key global organizations to support sustainability within the industry.







Delivering Service The ZIM Way

For over 80 years, we have been delivering exceptional customer experience. It is the driving force behind our success, leading to continued satisfaction and long-term partnerships with our customers.

At ZIM, we are dedicated to providing customer service based on a personalized, direct approach. It is important to us that our core values of agility and 'can do' spirit are reflected in the customer service experience, and our representatives have the flexibility to provide customized solutions, aligned with our strategy of delivering personalized service.

We take a strategic approach towards customer service, with our extensive global network of representatives who are trained through a unified model and language. This training is designed to empower our representatives to further strengthen close, personal, and direct relationships with our customers, and it includes conducting monthly simulation training.

Our goal is to ensure customers know they always have someone to turn to and to make contacting us as seamless as possible. In addition to direct contact with their representatives, we have implemented a range of channels for customers to reach out to us. We have introduced a unified email address, ONE MAIL, where a single message is automatically forwarded to the correct internal department. Furthermore, we have rolled out customer service via WhatsApp with 24/7 responses and the ability to switch directly to a human representative whenever the customer requests it.

Our website offers extensive online information and resources, including FAQs related to our digital services such as myZIM and Draft B/L. We also provide technical guidelines regarding container cargo, legal information, and a range of tools to assist customers, including 'Request a Quote,' a tariff calculator, and a trade route finder, which now includes a new feature that shows the expected greenhouse gas emissions of each offered route. We have also introduced an AI-powered bot to provide customers with customized information, while offering the option to connect with a live agent.

Leveraging AI to Enhance In-Person Support

To empower our representatives in providing personalized customer support, we deploy a range of AI-powered tools in systems that help us deliver customer service. For example, we integrate AI within our Customer Relationship Management (CRM) systems to handle data analysis and inquiry summaries. This streamlines internal time-consuming tasks, enabling representatives to quickly understand the nature of a service request and immediately begin identifying a solution. Ultimately, our approach leverages AI to save time for our representatives, allowing them to dedicate more energy to providing creative, personalized solutions to customers.



Improving The Customer Experience Through Digitalization

At ZIM, we are driving the digital transformation of supply chain management. Our digital solutions are designed to deliver a personal and simple shipping experience, delivering service the ZIM way.

To complement our in-person support, we have developed a range of easy-to-use digital customer support tools. The goal is to offer customers the flexibility to choose the method that works best for them, whether in-person or digital, and provide them with a range of support channels. To make sure customers are aware of these digital solutions, we offer webinars in multiple languages and provide hands-on training as needed.

Our approach to developing digital solutions focuses on success not only from a technical perspective, but also from the perspective of how well the solution serves the customer. We believe the best way to deliver digital services is to make it personal, fast, intuitive, and focused on helping customers achieve their goals. To accomplish this, we consider our customers essential partners in the development of our digital tools.

Some tools are developed directly with customer input, and for nearly all updates or changes, we work closely with them through focus groups and ongoing feedback surveys. Ultimately, our goal is not only to deliver the best possible solutions, but to truly listen. Even after a website or tool goes live, we continue to gather feedback to understand the user experience and identify opportunities to further improve the solution.

We have developed a range of digital capabilities that offer customers tailored solutions and digital independence, ensuring ease of use and accessibility from any location.

Our electronic bill of lading (eB/L) adoption rate reached

23%

waveBL

eB/L, powered by WaveBL, is an electronic bill of lading (eB/L) platform, serving as the digital alternative to the traditional bill of lading. The solution uses proprietary blockchain technology to transfer trade documents electronically, providing customers with a seamless, secure, and efficient transaction process that saves time and resources. Furthermore, by minimizing paper documentation and courier deliveries, the platform helps reduce environmental impacts by decreasing printing needs and avoiding fuel consumption and emissions associated with courier services.

ZIM is committed to leading the industry's digital transformation, and our goal is to reach 100% electronic bills of lading adoption by 2030. Adoption is calculated as the percentage of electronic bills of lading issued relative to the total volume of original bills of lading issued. In 2025, our adoption rate reached approximately 23%, reflecting strong momentum in digital documentation, including 986 new active customers who joined our electronic bill of lading platform.

In operational terms, we issued 109,000 electronic bills of lading in 2025, We achieved more than 99% from our annual target for eB/L issueing of 110,000. Adoption was particularly strong in the North Pacific trade, which continued to lead performance with an adoption level of approximately 70%. **Thanks to this switch to eB/L, in 2025 alone, over 300,000 pages, tens of thousands of envelopes, approximately 200,000 local deliveries and more than 100,000 air deliveries were averted.**

Draf B/L

Draft B/L enables customers to view, approve, and edit their bill of lading online. The paperless system provides a secure platform for final approval with instant feedback and updates, saving time and resources and reducing the need for printing and scanning during the workflow.

myZIM

The myZIM Personal Area provides customers with a convenient online platform to manage shipments in one place. We recently updated myZIM, reflecting our ongoing commitment to an exceptional and innovative customer experience. The platform's enhanced digital capabilities showcase our commitment to combining smarter digital tools with personalized service, demonstrating that our personal touch remains at the heart of the service we deliver.

The enhanced myZIM Personal Area now offers a range of features including quotes, booking, submitting shipping instructions, receiving notifications, and more, all in a single space. These upgrades, driven by customer feedback, are designed to save time and provide a seamless experience around the clock.

eZQuote

EZQuote allows customers to get immediate online price quotes, 24/7, including fast-track confirmations, guaranteed rates, and secured space on board ships. The platform allows customers to save their booking information online and complete it when they are ready.

eZIM

With eZIM, customers can directly submit eBookings and eShipping instructions, supported by live chat. The platform provides customers with a fast, easy way to manage all their bookings.

Supporting our Customers Decarbonization Efforts

In addition to advancing our own sustainability goals, we proactively support our customers in their decarbonization efforts, including the reduction of Scope 3 emissions, driving impact across the entire value chain.

ZIM Emissions Calculator

To support our customers on their path to decarbonization, we have developed the ZIM Emissions Calculator, which allows them to estimate emissions for their shipments on select routes. The ZIM Emissions Calculator is available on our website and offers customers a deeper understanding of their Scope 3 emissions and the environmental impact of their maritime and land transportation. The tool is user-friendly, and customers can easily calculate total emissions (WTW or TTW) by inputting their route details.

By upgrading the calculator and making it voyage-based and comprehensive, we achieved our target of offering our customers an emissions calculator for sea and land shipping services by 2024, aligned with the Smart Freight Center's GLEC framework, and ISO 14083.

The tool utilizes the emissions calculator by the EcoTransIT World Initiative (EWI), which provides automated emission calculations for large volumes of transportation data and is a widely accepted industry tool. EcoTransIT World is certified under ISO 14083 and the GLEC Framework and is compliant with the GHG Protocol (Corporate Standard).

The calculator follows updated Smart Freight Centre (SFC) - Clean Cargo (formerly CCWG) emissions calculation methodologies to reflect actual transport activity by transitioning from nominal to actual cargo weight, specifically actual TEU. The methodology is developed by independent scientific institutes and is continuously updated and validated. All assumptions are transparent and published in the EcoTransIT methodology report. Emissions are determined by energy requirements, fuel types, load factors, and emission classes.



Low-Emission Transport Services

ZIM offers low-emission transport services through the use of low-emission fuels, including biomethane (BioLNG), produced exclusively from waste- and residue-based feedstocks such as agricultural residues, municipal organic waste, and wastewater sludge. All such fuels are ISCC certified, with greenhouse gas emissions calculated on a well-to-wake (WtW) basis.

These solutions can deliver substantial greenhouse gas (GHG) emissions reductions—up to 60–100% compared with conventional marine fuels (e.g., VLSFO), depending on feedstock type and production method—enabling customers to significantly reduce the carbon footprint of their shipments.

Biomethane-based fuels are fully compatible with ZIM's existing LNG-powered vessels, requiring no technical modifications. For each purchase, ZIM provides a Proof of Sustainability (PoS), including details on feedstock type, origin, and certification, ensuring full transparency and traceability.

ZIM's low-emission transport solutions are available through two possible methods:

- Mass Balance: Direct use of low-emission fuels on vessels carrying customer cargo, where operationally feasible.
- Book & Claim: Low-emission fuels are utilized elsewhere across ZIM's fleet, with customers receiving the associated verified emissions reductions.

Both options enable customers to reduce their well-to-wake (WtW) carbon footprint through independently verified reductions.

ZIM maintains strict controls to ensure there is no double counting, meaning reductions attributed to a customer are not sold or reported elsewhere and are not used in any other crediting mechanism. Independent third-party verification reinforces transparency regarding feedstock sustainability, certification compliance, reduction methodology, and the prevention of double counting.

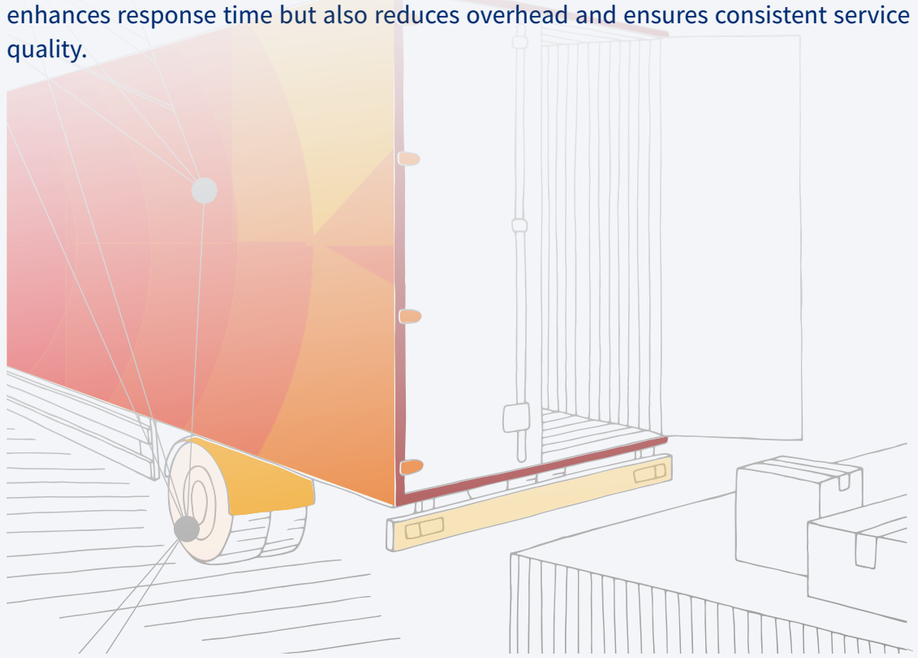


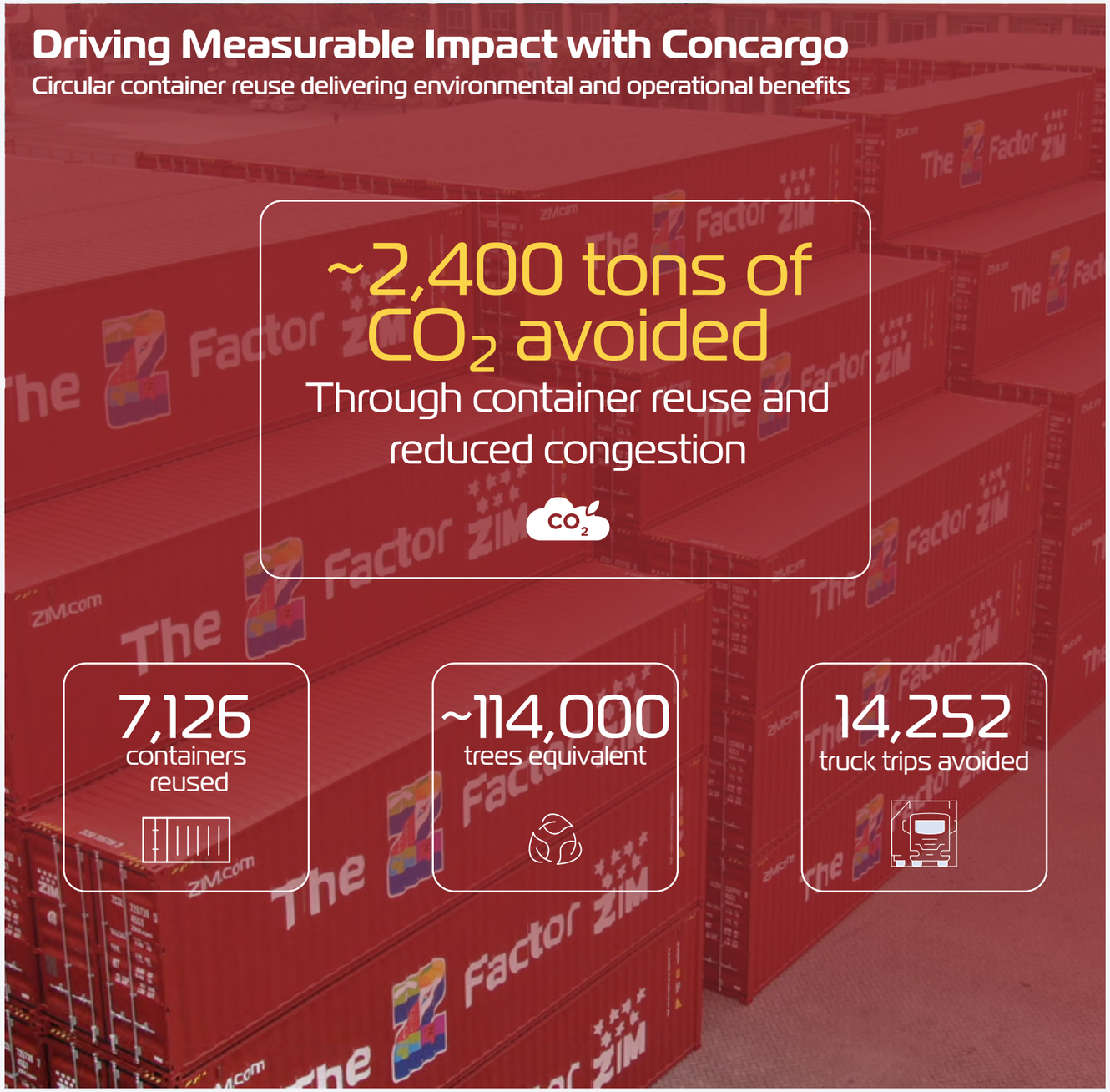
Multimodal Optimization and Sustainable Logistics

To minimize environmental impact, we select the most efficient inland transport modes whenever possible. We favor barges and rail, which are proven to produce lower emissions compared to standard road shipping. By offering a range of transport methods and intermodal combinations, we provide customers with tailored solutions that balance service, speed, and sustainability.

In Israel, we empower land transport vendors through ConCargo, a ZIM initiative that focuses on last-mile optimization. This innovative digital platform enables vendors to effectively plan and optimize container reuse, streamlining logistics and reducing operational costs. By helping companies eliminate empty trips, ConCargo boosts profitability while significantly improving sustainability performance across the entire transportation supply chain. Through minimizing the total number of container journeys, the solution is designed to reduce Co2 emissions, alleviate traffic congestion, and drive greater operational efficiency throughout the transportation network.

In 2025, we introduced direct API integrations for ConCargo with ZIM, enabling 90% of reuse requests to be processed instantly, without manual handling. This not only enhances response time but also reduces overhead and ensures consistent service quality.





Collaborating Across Our Value Chain

Engaging with Suppliers and Clients about our ESG Activities

ZIM actively shares information regarding our ESG activities with our partners, including customers and suppliers. We regularly respond to ESG questionnaires, information requests, and audits from customers, and provide details on our environmental, social, and governance practices, including supporting documents. These questionnaires enable clients to benchmark ZIM's ESG performance against other carriers. By engaging in this process, we strengthen stakeholder trust, demonstrate alignment with global standards, and ensure our operations meet the evolving expectations of our partners and the industry. ZIM's participation reinforces our commitment to sustainability, transparency, and responsible business conduct.

We are proud to be recognized by our partners for our ESG activities. **In 2025, we received the Green Carrier Certificate from our customer DHL.**

This recognition is based on their annual GoGreen Carrier Evaluation, which rates carriers across four criteria: sustainable management, transparency, sustainable innovation and development, and carbon efficiency.

ZIM received a high-level recognition of "Gold Partner" from CN. A leading North American transportation and logistics company, through their CN EcoConnexions Partnership Program. EcoConnexions was created in collaboration with Tree Canada to recognize the sustainability efforts of CN's supply chain partners and customers across Canada and the US. The program underscores the importance of collaboration and sustainability across CN's value chain, and recognizes partners who not only meet today's sustainability challenges but also help shape a more resilient and responsible future. This recognition reflects ZIM's achievements in sustainability strategy, climate action, environmental management, safety, and governance.



Creating Added Value for our Customers

ZIMLog

ZIMLog has emerged as a leading end-to-end logistics provider, leveraging its network of over 300 employees across six global locations. It seamlessly integrates transportation into an organization's supply chain by providing comprehensive solutions to manage all global freight forwarding needs. This includes ocean, air, and land transport; customs brokerage; warehousing; e-commerce solutions; and cargo insurance. Its integrated approach enables it to handle complex, non-standard shipments by combining different forwarding services.

In 2025, ZIMLog increased its brand awareness among business customers, establishing a more visible presence on social media, particularly on LinkedIn. It also continues to ensure it meets customer needs and delivers excellent customer service, tracked through specific KPIs and relevant Service Level Agreements (SLAs), ensuring that performance is both measured and contractually committed.

Hoopo

Hoopo helps supply chain parties track and manage their logistics operations more efficiently by providing real-time data and analytics. With its innovative, smart tracking devices on dry containers, it offers unmatched tracking visibility in the shipping industry – at sea and on shore. The solution significantly improves container visibility, giving customers critical real-time data to enable better decision-making across their supply chain and mitigate risk when cargo is in transit—both on ships and in intermodal transportation.

Hoopo's product also has significant environmental benefits. Its real-time tracking can minimize unnecessary container movements, empty transports, or searches for containers, thereby reducing potential emissions. Furthermore, the HoopoSense solar device has a battery life of over 12 years and has an integrated door sensor, enabling door status monitoring from a distance.



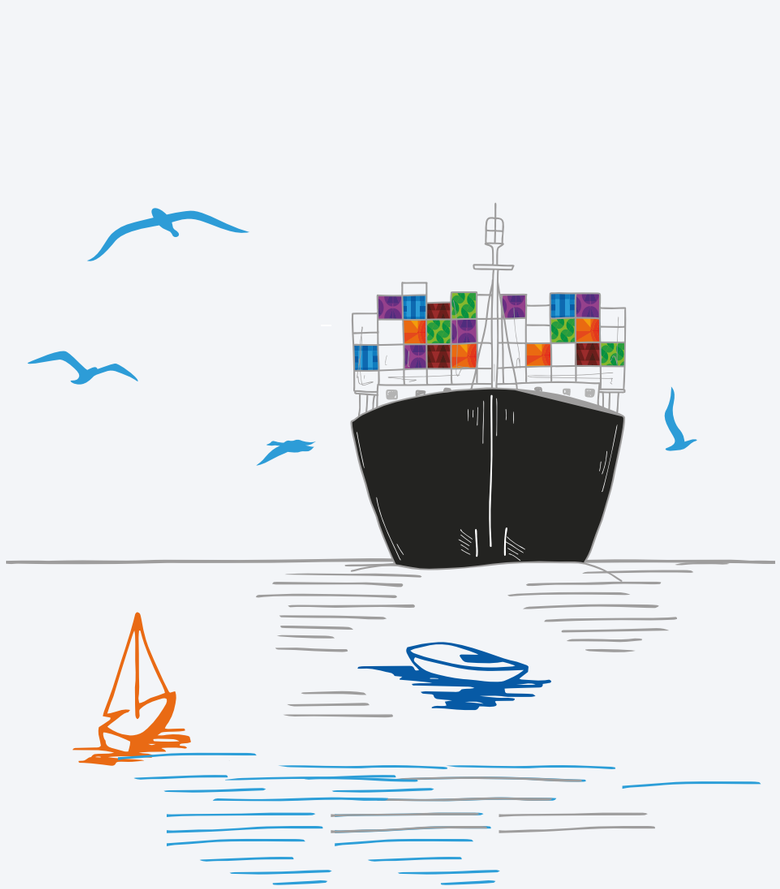
Leading the Shipping Industry Forward

We are proud to steer the shipping industry towards innovative sustainability practices.

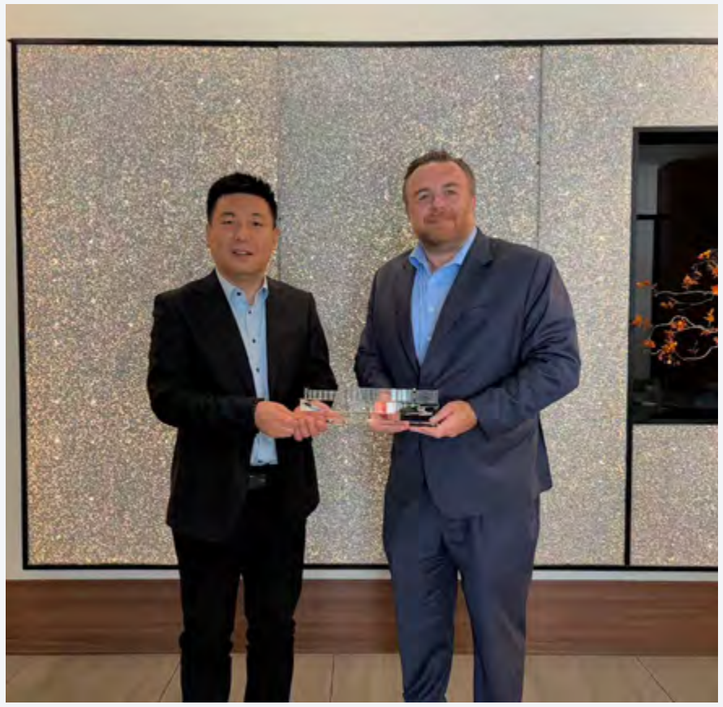
ZIM is a long-time member of the Smart Freight Center (SFC) and an active participant in its Clean Cargo program and Global Ro-Ro Community (GRC). Clean Cargo brings together ocean container carriers, freight forwarders, and cargo owners to focus on tracking and reducing greenhouse gas emissions from container shipping, while serving as a forum for sharing decarbonization best practices. Demonstrating our leadership role in the sector, ZIM's Sustainability Department Manager serves on the Smart Freight Center's Methods Committee and also represents ZIM on the GRC Methods Committee, together with ZIM's Head of Car Carrier PCC. These bodies are responsible for refining methodologies for carbon emission calculations, data reporting and verification, environmental benchmarking, and broader sustainability initiatives.

Our EVP Chief Information Officer is an active member of the Digital Container Shipping Association (DCSA), which creates new digital standards in the maritime shipping industry to enable global collaboration. ZIM is leading the sector in our eB/L adoption rate of over 20% - nearly double the industry average of 11%. Our commitment to a fully digital future was demonstrated at the 2025 DCSA+ Leadership Forum in Singapore, where we presented our 2026 Roadmap for the standardization of invoices, dangerous goods declarations, and scheduling. By championing the shift from legacy Electronic Data Interchange (EDI) to modern API-first communication, we are modeling the future of the ecosystem. This ensures data interoperability and a clear path toward 100% digital documentation.

As a member of the World Shipping Council (WSC), we participate in roundtables and collaborate on initiatives like the Whale Navigation Working Group and the WSC Whale Chart – the first global mapping of all mandatory and voluntary governmental measures to prevent vessel strikes and reduce underwater noise. Other initiatives of the working group include developing a globally recognized metric to evaluate ship activity in areas subject to speed restrictions.







Promoting Innovation at ZIM

ZIM invests in a culture of continuous improvement by empowering employees to lead organizational changes. We provide the framework for our people to develop innovative service offerings and agile work models, ensuring professional creativity remains a key driver of our long-term resilience and service excellence.

We have established the **Innovation Ambassadors** Program to promote a culture of innovation throughout the organization. These individuals serve as key contacts for employees, helping to foster a more inclusive and collaborative approach to developing and implementing new ideas. In 2025, the program included 34 employees representing a wide range of roles and departments across ZIM. This past year, the Innovation Ambassadors participated in an **Innovation Town Hall**, held virtually in each region, where we shared ZIM's approach to innovation, presented a case study, and featured the Head of ZIM's GenAI department.

Znovate is our internal innovation platform open to all ZIM employees, where we run organizational innovation campaigns and challenges. In 2025, innovation initiatives included the GenAI-related **Proof of Concept (POC)** initiative and the **CEO Award for Creative Thinking** – our annual event to empower ZIM employees around the world

to drive innovation by developing new projects or services for implementation in the company. Submitted ideas are evaluated based on innovation, feasibility, and potential business value, with cross-functional collaboration between business units and countries encouraged. Previously implemented ideas included the automation of the booking process, which significantly reduced manual work and made it less labor-intensive.

In 2025, we received a record number of 178 proposals for the CEO Award for Creative Thinking, which included 56 projects and 122 ideas. The top three submissions from the ideas category were selected for further developmen



Leveraging AI to Drive Innovation

ZIM views artificial intelligence (AI) as a key driver of innovation, operational efficiency, and human capital development, and is committed to promoting its adoption across the organization in a responsible, secure, and informed manner.

We deploy AI-powered solutions to improve operational efficiency, such as our specialized platform, which supports route planning simulation and optimization. It forecasts fuel consumption through a machine-learning model that incorporates key operational and vessel-specific parameters, including vessel dimensions, speed, and fuel type. We encourage our employee to use a wide array of AI tools do further drive efficiency and their own professional development, while ensuring responsible use in line with data protection, ethical standards, and company policies.
To further integrate AI innovation at ZIM, we launched **DARE to AI** in 2025, our company-wide initiative to empower employees to effectively utilize AI tools in their daily work. The program reflects ZIM's commitment to equipping our workforce with future-ready skills, governing emerging technologies in a responsible manner, and fostering a culture of innovation that supports long-term sustainable value creation. (For more information on **DARE to AI**, see p.65)

ZIM continuously monitors AI usage and adoption patterns. As of year-end 2025, adoption among authorized users, meaning those who use AI at least once a week, was at approximately 90%, a level that exceeds industry benchmarks, including those reported by leading technology providers.

90%
of authorized users use AI at least once a week



Promoting Generative AI Adoption

As part of its long-term digital transformation strategy, ZIM is investing in the responsible integration of Generative AI and Agentic AI across the organization. These efforts aim to enhance operational efficiency, support better decision-making, and empower employees with advanced tools, while maintaining strong governance and a people-first approach. A central component of this work is the development of AI agents, which support both employees and core business processes.

ZIM distinguishes between two complementary types of agents: Knowledge-Support Agents — digital content experts that provide real-time insights, assist employees in professional tasks, and help streamline access to organizational knowledge, and Action-Oriented Agents — tools designed to perform operational tasks such as summarizing documents, generating reports, and automating repetitive workflows. Over time, these agents are expected to evolve into decision-support mechanisms that help teams evaluate information more effectively.

Looking ahead, ZIM is preparing for a transition toward Agentic AI — autonomous agents capable of independently managing processes and making operational decisions. The company anticipates that, in the future, certain customer interactions may also be supported by AI agents. This vision requires careful planning to ensure scalability, reliability, and adherence to service standards.

To guide the organizational transition, ZIM has established an AI Strategy Roadmap for 2030, outlining long-term priorities for infrastructure, governance, and responsible innovation.

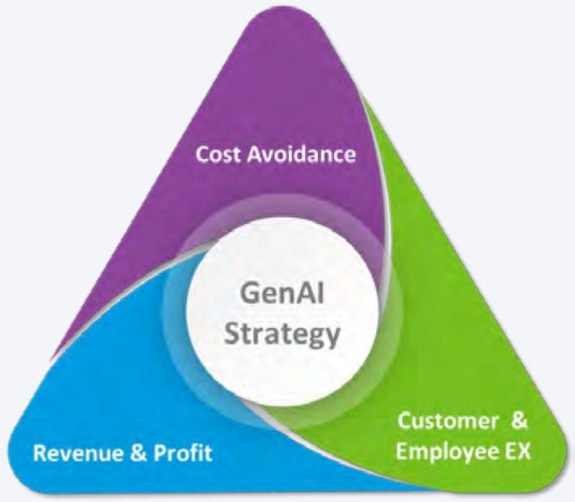
A key pillar of this strategy is employee capability building. Recognizing that successful AI adoption depends on people as much as on technology, ZIM launched an AI Champions program. In its current pilot phase, 20 employees from diverse units were selected to lead the learning and experimentation process. They receive hands-on support from the AI department, gain practical experience in designing AI agents, and assess both technological and cost considerations. They also serve as connectors—linking employees who already use AI agents with colleagues seeking to integrate similar capabilities into their workflows. In another pilot in 2025 non technical employees independently build their own AI agents, supported throughout the process by the company's internal AI experts.

In parallel, ZIM places strong emphasis on change management to ensure effective adoption. This includes continuous communication, structured training, and guidance to help employees integrate new tools into daily operations in a safe, responsible, and value-adding manner.

AI Governance

The company has established a dedicated AI Steering Committee composed of six senior executives. This committee is responsible for defining and prioritizing AI-related projects to ensure alignment with strategic objectives. All decisions are guided by three core principles: cost avoidance, revenue and profit growth, and enhanced customer and employee experience. This governance framework ensures that AI initiatives deliver measurable business value while maintaining a strong focus on ethical and responsible implementation.

We have developed a standardized workflow for the development of our AI tools. This process ensures built-in controls and governance checkpoints are used to regulate the information used within AI tools. AI initiatives undergo a structured review process, including review by both the Legal department and the CISO, with initiatives involving personal data receiving heightened scrutiny and a more rigorous approval procedure. To support the standardized process, we have developed an AI governance checklist that is utilized to verify that all rules are followed and that necessary approvals are secured.



We adopt a data minimization approach for our AI tools, avoiding the use of personal or private data whenever possible. Our privacy practices are aligned with GDPR requirements. In instances where personal data is involved, such as HR-related tools, these solutions are handled with heightened sensitivity to ensure regulatory compliance and prevent any misuse of information.

To ensure compliance with our AI policies, relevant employees complete Responsible AI training via e-learning modules. We develop additional training content as needed to meet evolving external requirements. To promote transparency, all customer-facing AI interactions include clear notifications that AI is being used, as well as the relevant legal disclaimers.

We support the integration of new AI capabilities through structured internal training and resources. For example, we utilize digital adoption platforms to provide step-by-step guidance on the correct use of AI tools, as well as individualized one-on-one sessions for specialized AI tools as needed.

Promoting Innovation through Investments

Through our corporate investment arm, ZIM Ventures, we invest in companies developing disruptive technologies that serve as growth engines for the shipping and logistics industries. Our goal is simple — to promote innovation that drives the logistics world forward, making it smarter and more connected.

Investments focus mainly on specific areas of interest: smart shipping, supply chain, logistics, marine sustainability and trade finance. Several portfolio companies have developed technologies with significant environmental or social benefits, and many utilize advanced AI technology to deliver innovative solutions.

Promoting Innovation through Investment

At ZIM, we view innovation as a key driver of sustainable growth. Through ZIM Ventures, our investment arm and a home to tech innovators and supply chain visionaries aiming to revolutionize global trade, we support advanced technologies and strategic partnerships that enhance efficiency, reduce environmental impact, and strengthen our competitive position.



DSG provides a suite of Enterprise AI offerings to proactively manage the risk and uncertainty associated with typical AI implementation and ensure AI systems continue to work over time, providing ongoing, long-term business impact.

Hoopo enables logistics companies to track and manage dry containers, helping reduce unnecessary or empty transports and their associated emissions. For more on Hoopo, see page 85.

Spinframe provides the auto industry with efficient vehicle assessments, including vehicle documentation, identification, and damage detection across the shipping journey.

Pickommerce AI Robotics is revolutionizing warehouse logistics with cutting-edge autonomous pick and pack solutions. Their innovative approach combines advanced robotics, artificial intelligence, and packing optimization to solve global e-commerce challenges.

40seas PLATFORM OVERVIEW

A cross-border trade financing platform. With 40Seas' flexible digital financing solution integrated into ZIM and Ship4wd, customers will be able to defer payment for freight charges for a maximum period of 90 days from the invoice date, as well as leverage 40Seas credit line to finance cargo, subject to meeting eligibility requirements.

ZutaCore has developed HyperCool – a waterless, direct liquid cooling solution designed to significantly enhance data center efficiency. This innovative technology not only lowers energy and water consumption, land use, and construction resource use, but also reduces capital and operational expenditure. As a member of the Sustainable Digital Infrastructure Alliance, ZutaCore further demonstrates its commitment to helping lead the data industry towards a zero-emissions future.

CarbonBlue develops sustainable technologies to decarbonize and optimize industrial operations. Its EcoLime process enables low-emission lime production using renewable energy, while AquaFix removes Co_2 from water while offering co-benefits to the core business of water-utilizing facilities.

Industry Partnerships, Memberships, and Associations

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

Cargo Incident Notification System

Cargo Incident Notification System (CINS) is a shipping line initiative designed to increase safety in the supply chain, reduce the number of cargo incidents on ships, and highlight the risks caused by certain cargo or packing procedures.

Digital Container Shipping Association

The Digital Container Shipping Association (DCSA) creates new digital standards in the maritime shipping industry to enable global collaboration and make shipping services easy to use, flexible, efficient, reliable, and environmentally friendly.

EcoTransIT World Initiative

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

Getting to Zero Coalition

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

Global Maritime Forum

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

International Transport Workers' Federation

The International Transport Workers' Federation (ITF) is a global federation of transport trade unions that promotes fair employment conditions and the protection of workers' rights across the maritime sector. Through ITF-approved collective bargaining frameworks and a global inspection network, it supports compliance and helps address issues such as substandard working conditions and seafarer welfare. All ZIM company-owned vessels are covered by agreements endorsed by ITF, safeguarding seafarers' rights and helping ensure operations are aligned with the Maritime Labour Convention.

Maala ESG Ranking

We have been a member of Maala, the NGO corporate membership organization that promotes corporate social responsibility in Israel, since 2021, and ZIM's CEO is part of the organization's leadership forum. We are proud to have achieved the Platinum Plus ranking in the 2025 Maala ESG Rating, the highest ranking possible, for the second year in a row.

Maritime Anti-Corruption Network

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

Sea-LNG

Sea-LNG is a 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.

Smart Freight Centre

Smart Freight Centre (SFC) is a global non-profit that runs the world's only independent environmental disclosure system for companies, capital markets, cities, states, and regions to manage their environmental impacts. It also includes the Global RoRo Community (GRC), a program focused on decarbonizing RoRo (roll-on/roll-off) maritime transport.

The Move to -15

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

World Shipping Council

The World Shipping Council (WSC) works towards smart, global climate regulation that will help accelerate the decarbonization of shipping. It also works to ensure a safe workplace for crew and onshore transport workers and increase the security of ships, cargo, and personnel.

Indexes

Data Tables

Environment			
Emissions (305)		2024	2025
Total GHG emissions	tCO_2e	9,766,764	9,575,015
Direct (Scope 1) GHG emissions (305-1)	tCO_2e	6,518,780	6,361,302
Scope 1 absolute emissions	MT CO_2e	7	6
Energy indirect (Scope 2) GHG emissions (305-2)	tCO_2e	3,889	2,941
Market-based	tCO_2e	2,910	2,187
Location-based	tCO_2e	3,889	2,960
Other indirect (Scope 3) GHG emissions (305-3)	tCO_2e	3,244,058	3,210
Category 1 - Purchased goods and services	CO_2e	649,524	790,486
Category 2 - Capital goods	CO_2e	490,832	389,313
Category 3 - Fuel- and energy-related activities	CO_2e	1,546,948	1,530,620
Category 4 - Upstream transportation and distribution	CO_2e	547,342	485,792
Category 5 - Waste generated in operations	CO_2e	1,084	1,071
Category 6 - Business travel	CO_2e	664	1,657
Category 7 - Employee commuting	CO_2e	3,141	3,064
Category 11 - Use of sold products	CO_2e	3,879	6,027
Category 12 - End-of-life treatment of sold products	CO_2e	382	1,474
Category 15 - Investments	CO_2e	262	223
GHG emissions intensity (305-4)	gCO_2 /TEU*km	53	46
Number of IRECs Purchased		1,488	1,628
Fuel Efficiency	kg/TEU*1000km	31	28

Environment			
Air pollutants (305-7)		2024	2025
NOx	Ton	143,222	125,401
Sox	Ton	26,031	24,060
Effluents and Waste (306)		2024	2025
Sewage Treated	m3	14,806	18,272
Garbage Disposed at Sea	m3	395	373
Garbage Incinerated	m3	719	942
Garbage (Including ashes)	m3	4,626	4,702
Sludge & Oily Water	m3	31,498	32,289

Data Tables

People					
Safety Data	2023	2024		2025	
	Sea	Sea	Land	Sea	Land
Lost time incidents	5	8	0	17	9
Lost Time Incidents Rate (LTIR)[4]	1.32	1.32	0	0.79	0.37
Recordable Incidents				17	9
Recordable Incidents Frequency Rate (TRIR)				0.79	0.37

People								
2025	Age	Women	Men	Total	% Women	% Over 50	% 30-50	% Under 30
Executive	< 30	0	0	17	18%	82%	18%	0%
	30-50	0	3					
	> 50	3	11					
Senior (VP or equivalent)	< 30	0	0	143	34%	55%	45%	0%
	30-50	27	37					
	> 50	21	58					
Middle Management	< 30	15	4	834	41%	35%	63%	2%
	30-50	234	290					
	> 50	90	198					
Non-managers	< 30	514	301	3724	56%	19%	59%	22%
	30-50	1,225	959					
	> 50	347	360					
Total		2,476	2,221	4,718	53%	23%	59%	18%

People						
	2024			2025		
	Women	Men	Total	Women	Men	Total
Full-time	2,503	2,298	4,801	2,472	2,220	4,708
Part-time	31	18	49	8	2	10
Total	2,534	2,316	4,850	2,480	2,218	4,718

People			
	Managers	**Non-managers**	**Overall**
Percentage of employees who regularly receive feedback on their performance	96%	98%	97%

Governance	
Governance Indicator	**2025 Reported Figure**
Legal Compliance – Violations of law (GRI 2-27)	0
Fines and Penalties – Fines imposed on the Company (GRI 2-27)	0
Whistleblower Mechanism – Whistleblower reports received (GRI 2-26)	0
Learning / Training Module	**2025 Completion Rate**
ESG Learning module	93%
Code of Ethics	93%
Anti-Bribery & Anti-Corruption	99.8%
Antitrust / Fair Competition	91%
Respectful Environment	93%
Safety	94%
Sexual Harrasment	91%

GRI Content Index

GRI Standard	Disclosure	Location
GRI 2: General Disclosures		
2-1	Organizational details	5, 7, 9
2-2	Entities included in the organization's sustainability reporting	5
2-3	Reporting period, frequency and contact point	5
2-4	Restatements of information	43
2-5	External assurance	5
2-6	Activities, value chain and other business relationships	7, 16-19
2-7	Employees	54, 63
2-8	Workers who are not employees	54
2-9	Governance structure and composition	11, 23, 72
2-10	Nomination and selection of the highest governance body	11
2-11	Chair of the highest governance body	11, 72
2-12	Role of the highest governance body in overseeing the management of impacts	23, 49, 72
2-13	Delegation of responsibility for managing impacts	23-24
2-14	Role of the highest governance body in sustainability reporting	23
2-15	Conflicts of interest	72
2-16	Communication of critical concerns	74
2-17	Collective knowledge of the highest governance body	23, 49
2-19	Remuneration policies	23
2-20	Process to determine remuneration	23
2-22	Statement on sustainable development strategy	3-4
2-23	Policy commitments	29, 56, 72-76
2-24	Embedding policy commitments	23-25, 64, 72-76
2-25	Processes to remediate negative impacts	60, 74-76
2-26	Mechanisms for seeking advice and raising concerns	74
2-27	Compliance with laws and regulations	74
2-28	Membership associations	44, 73, 89
2-29	Approach to stakeholder engagement	17, 79, 84
2-30	Collective bargaining agreements	55

GRI Standard	Disclosure	Location
GRI 3: Material Topics		
3-1	Process to determine material topics	21
3-2	List of material topics	21
3-3	Management of material topic: Decarbonization	27
3-3	Management of material topic: Environmental Management: Energy, Waste & Biodiversity	27-48
3-3	Management of material topic: Climate Risk Management	49-51
3-3	Management of material topic: Dangerous Cargo Shipment	44
3-3	Management of material topic: Health & Safety	57-60
3-3	Management of material topic: Empowered Workforce	54-68
3-3	Management of material topic: Employee Well-being & Development	55, 61, 64-66
3-3	Management of material topic: Ethical Governance	71-76
3-3	Management of material topic: Economic Impact	77
3-3	Management of material topic: Sustainable Procurement	75-76
3-3	Management of material topic: Innovative Services	80-88
3-3	Management of material topic: Data & AI Ethics	65, 76, 87
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	77
201-2	Financial implications and other risks and opportunities due to climate change	49-51
GRI 207: Tax		
207-1	Approach to tax	77
207-2	Tax governance, control and risk management	77
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	73
205-2	Communication and training about anti-corruption policies and procedures	73
205-3	Confirmed incidents of corruption and actions taken	73-74
GRI 206: Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	74

GRI Content Index

GRI Standard	Disclosure	Location
GRI 302: Energy		
302-1	Energy consumption within the organization	35, 40
302-3	Energy intensity	35
302-4	Reduction of energy consumption	35, 40
GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	48
303-3 / 303-5	Water withdrawal / water consumption	48
GRI 304: Biodiversity		
304-2	Significant impacts of activities, products and services on biodiversity	45-46
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	38-39
305-2	Energy indirect (Scope 2) GHG emissions	40
305-3	Other indirect (Scope 3) GHG emissions	39, 41
305-4	GHG emissions intensity	41-42
305-5	Reduction of GHG emissions	27, 29-31, 39
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	43
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	47-48
306-2	Management of significant waste-related impacts	47-48
306-3	Waste generated	47
306-4 / 306-5	Waste diverted from disposal / waste directed to disposal	48
RI 401: Employment		
401-1	New employee hires and employee turnover	-
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	55

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	57, 60
403-2	Hazard identification, risk assessment, and incident investigation	57-60
403-3	Occupational health services	59, 61
403-4	Worker participation, consultation, and communication on OHS	60
403-5	Worker training on occupational health and safety	59-60
403-6	Promotion of worker health	61
403-7	Prevention and mitigation of OHS impacts directly linked by business relationships	59-60
403-8	Workers covered by an OHS management system	60
403-9	Work-related injuries	59-60
403-10	Work-related ill health	59
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	64
404-2	Programs for upgrading employee skills and transition assistance programs	64-65
404-3	Percentage of employees receiving regular performance and career development reviews	66
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	11, 63
405-2	Ratio of basic salary and remuneration of women to men	62
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	56
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	75
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	53

GRI Content Index

GRI Standard	Disclosure	Location
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for forced or compulsory labor	75
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	69
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	75-76
414-2	Negative social impacts in the supply chain and actions taken	75-76
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	76

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SASB Content Index

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	CODE
Greenhouse Gas Emissions				
Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO_2e	TR-MT-110a.1	TR-MT-110a.2
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 AnalysisW	n/a	TR-MT-110a.2	p. 29–31, 33
(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TR-MT-110a.3	(3) 22%
Air Quality				
Air emissions of the following pollutants: (1) NOx excluding N_2O, (2) SOx, and (3) particulate matter (PM10)	Quantitative	Metric tons (t)	TR-MT-120a.1	"(1) NOx: 125,401 (2) SOx: 24,060 "
Ecological Impacts				
Percentage of fleet implementing ballast water (1) exchange and (2) treatment	Quantitative	Percentage (%)	TR-MT-160a.2	(1) 0% (2) 100%
Average Energy Efficiency Design Index (EEDI) for new ships				None of the owned ships were built after 2013
(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m^3)	TR-MT-160a.3	no spills
Employee Health & Safety				
Lost time incident rate (LTIR)	Quantitative	Rate	TR-MT-320a.1	Sea LTIR: 0.79; Land LTIR: 0.37
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	95
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Presentation currency	TR-MT-510a.2	0
Accident & Safety Management				
Number of marine casualties, percentage classified as very serious	Quantitative	Number, Percentage (%)	TR-MT-540a.1	No serious accidents
Activity Metrics				
Number of shipboard employees	Quantitative	Number	TR-MT-000.A	62
Number of vessels in total shipping fleet	Quantitative	Number	TR-MT-000.E	128
Twenty-foot equivalent unit (TEU) capacity	Quantitative	TEU	TR-MT-000.G	709,000

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Independent Limited Assurance Report to the users\readers of ZIM Integrated Shipping Services Ltd. 2025 ESG Report

Conclusion

We have performed a limited assurance engagement on the specific topics in ZIM Integrated Shipping Services Ltd.'s (further referred to as "**ZIM**" or "**the company**") 2025 ESG Report (further referred to as "**the report**" or "**the ESG report**).

Below is the list of specific topics for which the limited assurance was performed:

Subject Matter	Units	2025
Direct (Scope 1) GHG emissions	tCO2e	6,361,302
Energy indirect (Scope 2) GHG emissions (location based)	tCO2e	2,960
Other indirect (Scope 3) GHG emissions - Category 3 - Fuel- and energy-related activities	tCO2e	1,530,620
Percentage of women middle and senior managers	%	39
Percentage of employees completing Code of Ethics training	%	93
Percentage of top 100 suppliers signing the Supplier Code of Conduct	%	82

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

Based on the procedures performed and evidence obtained, nothing has come to our attention to indicate that the specific topics, as mentioned in the table above, in ZIM's 2025 ESG report, are not presented, in all material respects, in accordance with the company's reporting criteria.

Basis for conclusion

We conducted our engagement in accordance with *International Standard on Assurance Engagements (ISAE) 3000 (Revised)*, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under this standard are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of ZIM

The company's management is responsible for (A) designing, implementing and maintaining internal control relevant to the preparation of the report such that it is free from material misstatement, whether due to fraud or error; (B) selecting or developing suitable criteria for preparing the report and appropriately referring to or describing the criteria used; (C) preparing\fairly stating\properly calculating the report in accordance with the relevant criteria.

Responsibilities of KPMG Somekh Chaikin

We are responsible for (A) planning and performing the engagement to obtain limited assurance about whether the report is free from material misstatement, whether due to fraud or error; (B) forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; (C) reporting our conclusion to the users\readers of ZIM's ESG report.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the specific topics, which is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the specific topics and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- examination of the specific topics in the report, for the purpose of performing a limited assurance
- conducting interviews with the professional stakeholders in the company, who are responsible for providing the information required for preparing the report, in order to gain an understanding of the specific topics
- comparing the information regarding the specific topics presented in the report to corresponding information in the relevant sources, to determine whether all material information from these sources has been included in the report
- where relevant, conducting interviews regarding the calculation, aggregation and methods used to collect and report material information and the specific topics in the report

As part of the limited assurance process, we reviewed the final version of the report to ensure it reflects our findings

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our limited assurance report is made solely to ZIM Integrated Shipping Services Ltd. and in accordance with the terms of our engagement. Our work has been performed in order to enable us to provide limited assurance to the company regarding the specific topics we have been engaged to examine in this limited assurance report and for no other purpose or in any other context. We do not accept or assume responsibility to anyone other than ZIM in connection with our work, for this limited assurance report, or for the conclusions we have reached.

KPMG Somekh Chaikin

Tel Aviv, Israel

02 June 2026


ZIM
The Z Factor
Generating
the Future
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