



# 2023 CSR REPORT

Non-financial performance report

EXECUTIVE SUMMARY



# CMA CGM, A GLOBAL PLAYER IN SEA, LAND, AIR AND LOGISTICS SOLUTIONS

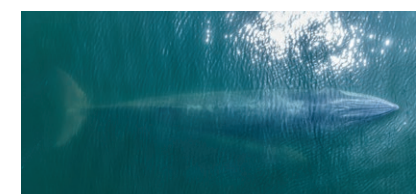


## CMA CGM, a Group committed to a sustainable development

*As a global player in transport and logistics, CMA CGM has a responsibility to actively contribute to reducing the impact of its industry. Its social and environmental commitments are at the heart of its Better Ways mission: to contribute to a sustainable globalization, respectful of every human being and the planet.*

*The Group's Sustainable Development approach is structured around 3 pillars:*

### ACTING FOR THE PLANET



**Accelerating the decarbonization of transport and logistics**

- Reducing our energy consumption
- Using less carbon-intensive energy

**Protecting biodiversity**

#### TARGET

Reach Net Zero Carbon by 2050

### ACTING FOR PEOPLE



**Providing a safe and inclusive working environment**

**Engaging and training our employees**

#### TARGET

30% of women in the Top 200 by 2025

3 days of training per employee every year from 2025

### ACTING FOR FAIR TRADE



**Cooperating in an exemplary manner with our suppliers and customers**

**Acting closely with local communities**

#### AWARD

Carbon Disclosure Project rating : A-



# ACTING FOR the planet

*As a global player in transport and logistics, CMA CGM places the preservation of the environment at the heart of its sustainability strategy. The Group acts daily to reduce the carbon footprint of its activities, protect marine and inland biodiversity and promote circular economy.*

## ACCELERATING THE DECARBONIZATION OF TRANSPORT AND LOGISTICS

Committed to reach Net Zero Carbon by 2050 across all its activities, CMA CGM is actively pursuing the ambition to reach two intermediary milestones for its shipping activities (in line with the upper trajectory of the International Maritime Organization): -30% of greenhouse gas emissions by 2030 and -80% by 2040 (reference: 2008).

The Group's decarbonization strategy is based on two pillars:

### Reducing our energy consumption

To save fuel and reduce its carbon footprint, the Group focuses on operational excellence and continuously improves its fleet's performance with design innovation, including hydrodynamics and aerodynamics, and new propulsion technology.

### Using less carbon-intensive energy

Developing low-carbon energies is the main challenge for a more sustainable shipping industry. A pioneer in the use of LNG ships and biofuels, CMA CGM continues to diversify its energy mix by integrating new low-carbon fuels – biogas, biomethanol and synthetic fuels, both by acquiring adapted vessels and vehicles and by developing sustainable production channels.

**3 fleet centers** to assist crews with enhanced data to optimize routes and reduce fuel consumption

**\$200 millions** invested in the retrofit of existing vessels for the past 10 years

**100%** of CEVA Logistic's warehouses powered by renewable electricity by 2025

**\$15 billion** committed to ordering 119 dual-fuel LNG and methanol ships, in fleet by 2028

**1,450** electric vehicles operated for CEVA Logistics by 2025

## 2023 actions



From **COP28** in Dubai, CMA CGM's Chairman and CEO Rodolphe SAADÉ initiated a **unique coalition** with governments and major shipping companies to implement a global regulatory framework ensuring a level playing field and access to greener fuels for the industry.



Created in September 2022 with a **1.5 billion** euros budget over 5 years, **CMA CGM's energy fund PULSE** has already supported **40 projects** alongside major groups, innovative start-ups and investment funds, in order to accelerate the energy transition of the Group and the entire transport and logistics sector.

- **Carbon:** a project based in Fos-sur-Mer which aims to become the largest gigafactory of solar panels in Europe
- **Flexis:** electric vans production project in Europe, in partnership with Renault and Volvo
- **Mob Energy:** start-up that develops mobile electric charging stations, from second-life batteries
- **InnoEnergy:** European Union Innovation Fund

**39,7<sup>1</sup>**  
MtCO<sub>2</sub>e in 2023

of which **29.19**  
MtCO<sub>2</sub>e for well-to-wake maritime emissions

**-1**  
million  
tons of CO<sub>2</sub>  
for shipping  
activities<sup>2</sup>

<sup>1</sup> Scope 1, 2 et 3 - Details on page 30 and in the methodology of the full CSR report.

<sup>2</sup> Compared with 2022 financial year.



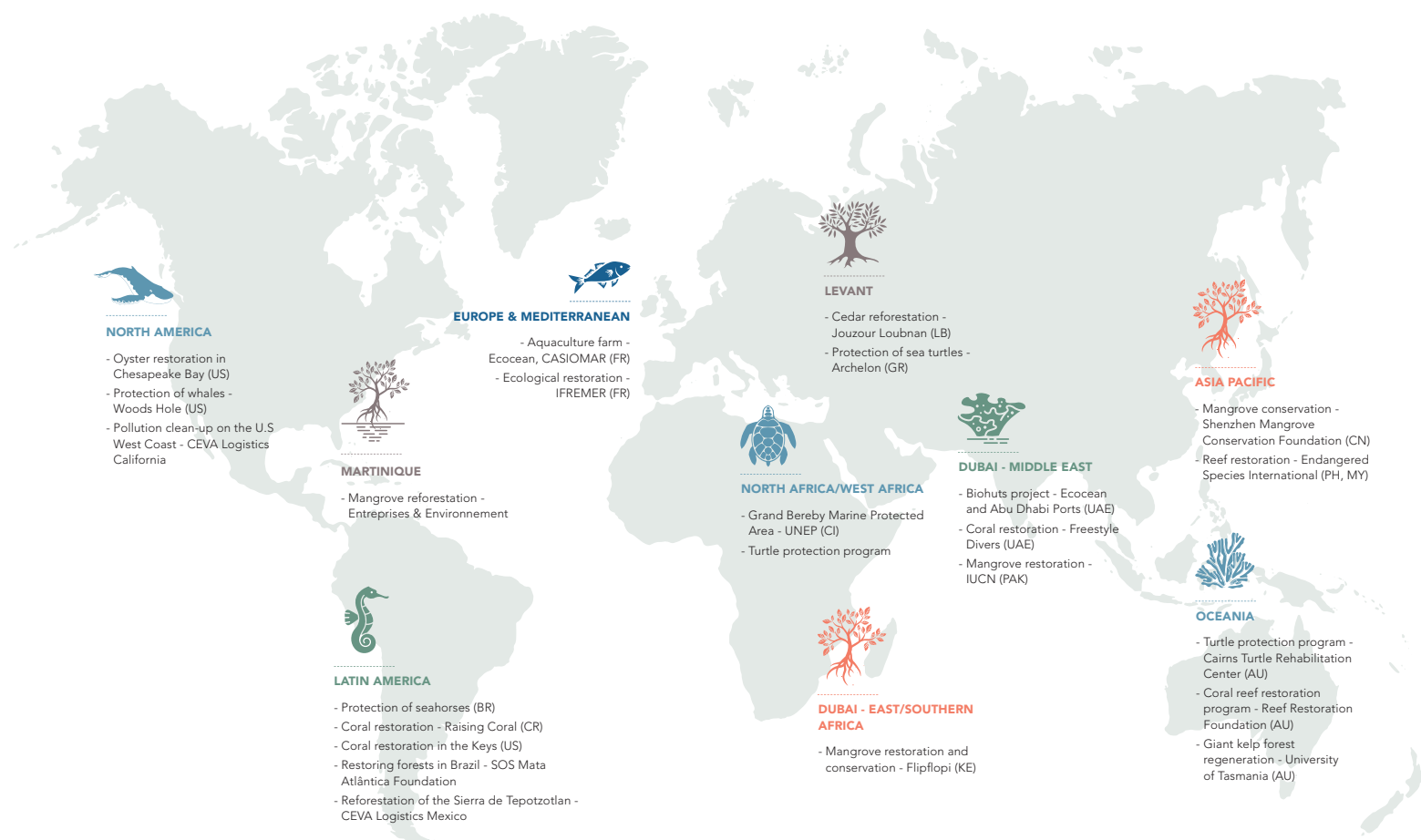
# ACTING FOR the planet

## PROTECTING BIODIVERSITY

Operating in every ocean and continent across the world, CMA CGM has a long-standing commitment in the conservation of marine and inland biodiversity.

We protect every specie our activities can interact with: first by using locating technologies (REPCET, Whale Safe) and by avoiding some routes (Northern Route, Hellenic trench) to limitate collisions at sea, then by reducing plastic pollution (no plastic waste has been transported on CMA CGM vessels since June 1<sup>st</sup>, 2022).

The Group also initiates partnerships to restore damaged ecosystems (corals, mangroves, posidonia, forests) and supports innovation and research (Ifremer, Woods Hole Oceanographic Institution, Sea Orbiter) for a sustainable use of the ocean.



## 2023 actions



■ CMA CGM and the **Fondation de la Mer** collaborate to preserve posidonia, lung of Mediterranean Sea. The funds will be allocated to 4 projects of protection and replanting of posidonia in Marseille, Corsica, Malta and Sardinia.



■ CMA CGM has chosen to modify navigation itineraries of its vessels in the **Hellenic Trench** (Greece and Crete) following recommendations from the NGO Ocean Care, to protect marine mammals in the area.



■ As the first private sponsor of the **French National Forestry Office (ONF)**, CMA CGM continues its commitment for the restoration of French forests, especially in the Var department where 7,000 hectares, or 80% of the Plaine of Maures national nature reserve, burned in summer 2021.



CMA CGM received the **Green Marine Europe** label, an environmental certification for the European maritime industry supported by Surfrider Foundation. The Mériidionale also obtained this label.

# ACTING FOR people

*At CMA CGM, we see our employees as a driving force  
and do everything possible to ensure their safety and the best working conditions.  
Through our active training and mobility policies,  
and the promotion of diversity and well-being at work,  
we aim to ensure the professional development of our employees.*

## PROVIDING A SAFE AND INCLUSIVE WORKING ENVIRONMENT

The CMA CGM Group is taking concrete actions to provide a safe and inclusive working environment to its 155,000 employees.

CMA CGM has implemented an internal security policy for all its facilities and activities. The objective is to better understand and control risks in order to guarantee the well-being of our staff members.

As an international player, our Group is driven by the diversity of its employees. CMA CGM strives to foster an equitable and inclusive working environment for all, promoting gender equality and equal opportunities.

## ENGAGING AND TRAINING OUR EMPLOYEES

The CMA CGM Group focuses on the development of its staff members.

The Group is strengthening its continuing education programs with the CMA CGM Academy to prepare executives for future challenges. TANGRAM, our new training and innovation center, will open in 2024.

These efforts also include setting up a new MySociabble internal communication platform, an internal mobility policy to foster professional growth, and engagement surveys to better understand employees' needs.

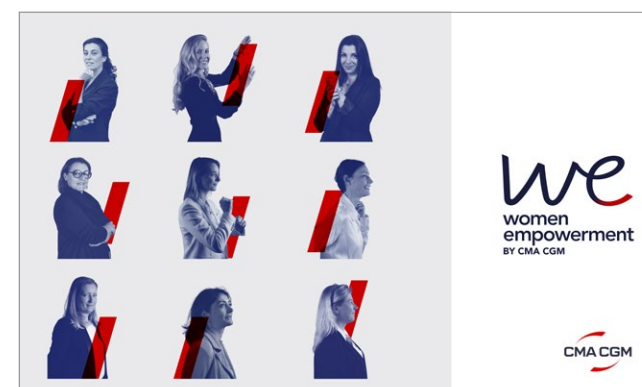
Finally, CMA CGM encourages employees' involvement in social and environmental projects. In 2023, 19,000 staff members from 138 countries got involved.

Share of women in the Top 200	Share of women in the total workforce	% of CMA CGM employees with access to primary health care	Number of days of training per year and per employee
2022	2022	2022	2022
11.5%	34%	97.6%	1.46
2023	2023	2023	2023
13.5%	37%	98.2%	2.29
> 30% women in the Top 200 by 2025			> 3 days by 2023

## 2023 actions



■ As the Official Partner of the Paris 2024 Olympics and Paralympics Games, CEVA Logistics joins forces with Nes&Cité **to hire 70 candidates from disadvantaged communities.**



■ In 2023, the program **WE – Women Empowerment** has been launched in partnership with KEDGE Business School and Coach HUB. It aims at accelerating the professional development of women in the Group and promote their leadership.



■ For the third consecutive year, around **3,000 employees** got involved in the World Cleanup Day in 107 countries. More than **43 tons** of waste were collected.



■ Accessible to all employees on the CMA CGM Academy, the **Climate School** is an e-learning program to understand the causes and consequences of climate change and its impact on our business and jobs.



# ACTING FOR fair trade

*In line with its commitment to responsible international trade, ethics and integrity are the pillars of the CMA CGM Group's cooperation with suppliers and customers. It offers its customers innovative and sustainable customized transport solutions, to assist them effectively in their decarbonization pathway. Finally, the Group's logistical expertise and resources are placed at the service of local communities around the world.*

## COOPERATING IN AN EXEMPLARY MANNER WITH OUR SUPPLIERS AND CUSTOMERS

The Group's commitment to a fair and equitable trade is reflected in concrete actions such as the implementation of strict policies to combat corruption and influence peddling, respect for competition law, and responsible data management.

Our value chain must be exemplary and guarantee respect for inalienable rights. The Group publishes an annual vigilance plan to identify and prevent violations of human, health and safety rights, as well as environmental risks related to our activities and those of our subcontractors or suppliers.

Finally, the Group supports its customers in the decarbonization of their supply chain, with innovative solutions based on the use of low-carbon fuels and modal shift from road to rail or barge.

## ACTING CLOSELY WITH LOCAL COMMUNITIES

In 2023, the CMA CGM Group strengthened its involvement with local ecosystems and communities.

CMA CGM has committed 1.4 million euros to support 744 actions in favor of communities and the preservation of the environment, in all its locations.

In addition, the Group supports innovative start-ups through its incubator ZEBOX and a partnership with Le Carburateur in Marseille, illustrating its commitment to sustainable innovation.

## 2023 actions

ACT WITH  
CMA CGM+

■ In 2023, more than **1 million tons of TEU** were transported with our low-carbon transport solutions Act With CMA CGM+, allowing to reduce and offset more than 500,000 tons of CO<sub>2</sub>e emissions.



■ The CMA CGM Group has been awarded the **A- score** by the Carbon Disclosure Project (CDP) in its 2023 climate index. This distinction highlights the **significant progress** made by the Group in the decarbonization of its shipping activities, as well as its **leading role** in accelerating the transition to a low-carbon transport and logistics industry.



■ In 2023, CMA CGM receives the "Label Relations Fournisseurs & Achats Responsables" recognizing French companies which have demonstrated **sustainable and balanced relationships with their suppliers**. It is awarded by the French Ministry of the Economy and Finance for a period of three years.

## CMA CGM FOUNDATION

Chaired by Tanya Saadé Zeenny, the CMA CGM Foundation focuses its actions on two priority areas: humanitarian aid and education for all. The Foundation has shipped **35,000 tons** of basic necessities to 70 countries since the Containers of Hope program was created, supported **450 initiatives** dedicated to youth since 2005, and supported **35 social innovation projects** through its incubator Le Phare established in 2021. In 2023, **638 CMA CGM employees** got involved in solidarity actions.





**Download the full Sustainability Report  
on [cmacgm-group.com](https://cmacgm-group.com)**