

2022 CSR REPORT

NON-FINANCIAL PERFORMANCE REPORT

EXECUTIVE SUMMARY

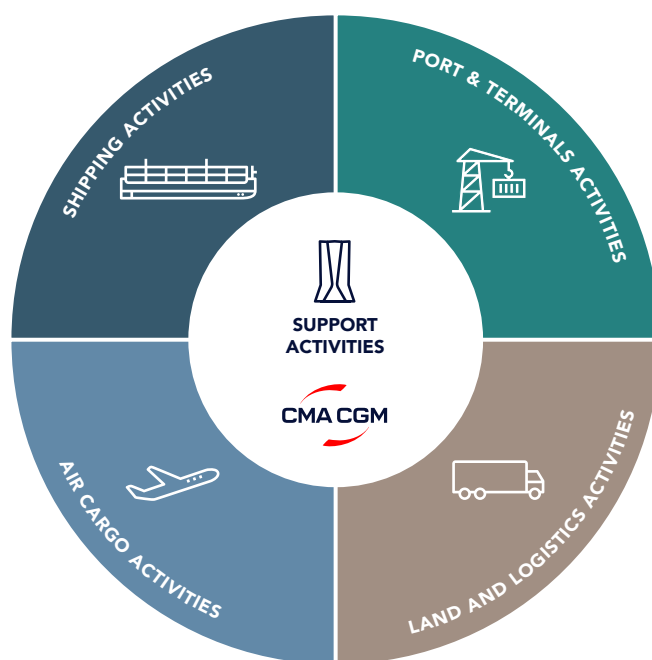


"To be useful
is our responsibility ;
it is also the key
to our sustainability."



RODOLPHE SAADÉ,
Chairman and Chief Executive Officer
CMA CGM Group

CMA CGM, global player in sea, land, air and logistics solutions



	160 countries with 400+ offices
	593 vessels serving 420 ports
	750 warehouses
	6 aircraft in operation 12 by 2026
	275 shipping services
	56 port terminals in operation in 28 countries
	155,000 staff members worldwide

A Group committed to a sustainable development

**CMA CGM Group's CSR strategy
is based on 3 pillars and 12 priorities,
aligned with the United Nations Sustainable
Development Goals (SDGs)**

ACTING FOR PEOPLE

Caring for our employees
and local communities.

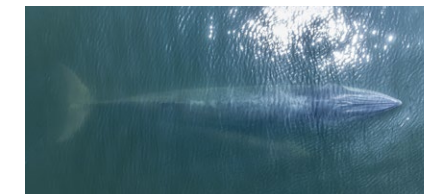


- 01. Protecting employees
- 02. Promoting education and training
- 03. Promoting diversity and inclusion
- 04. Supporting local communities
- 05. Safeguarding human rights throughout the value chain



ACTING FOR THE PLANET

Contributing to a growth model
that respects the environment
and natural resources.



- 06. Fighting climate change
- 07. Preserving air quality
- 08. Protecting biodiversity
- 09. Promoting circular economy



ACTING FOR FAIR TRADE

Building a responsible value chain,
in collaboration with partners,
customers and suppliers.



- 10. Acting ethically and with integrity across all business practises
- 11. Offering sustainable transport solutions to clients
- 12. Ensuring a sustainable supply chain



Acting for people

Our people are our biggest asset. At CMA CGM, we strive to provide a safe and inclusive work environment, to improve their working conditions and to develop their skills.

Driven by strong human values, the CMA CGM Group's resources and logistics expertise are leveraged to actively support local communities through the actions of the CMA CGM Foundation and our employees' commitment.

PROTECTING EMPLOYEES

CMA CGM is committed to creating a safe work environment for its 155,000 employees.

Our main challenge is limiting risk exposure for all activities, whether onshore or offshore, commercial or operational. Throughout all our facilities (vessels, trains, barges, trucks, warehouses, aircraft, ports, terminals, offices), we aim to better apprehend and tamper potential hazards to our people's health, safety and well-being.

PROMOTING EDUCATION AND TRAINING

Operating in more than 160 countries and a key player of global supply chains, we offer our staff members unprecedented geographic and functional mobility opportunities.

We also encourage training and upskilling in diverse areas of expertise through the digital training solutions of the CMA CGM Academy, such as the Climate School, a global e-learning program on climate change, biodiversity, and its impact on our business.

Training days per year and employee

2022 results

1.5 day

2023 objective

3 days

SAFEGUARDING HUMAN RIGHTS THROUGHOUT THE VALUE CHAIN

The Group publishes an annual vigilance plan to prevent violations of human rights, health, safety, as well as environmental risks related to our activities and those of our subcontractors or suppliers.

PROMOTING DIVERSITY AND INCLUSION

Driven by its international dimension and strong human values, the CMA CGM Group has made Diversity & Inclusion one of the top priorities of its CSR strategy and HR policy. In 2023, the Group is implementing a comprehensive program to strengthen professional equality and diversity within its teams.

Women in Top 200

2022 results

11.5%

2023 objectives

20%

2025 objective

30%

SUPPORTING LOCAL COMMUNITIES

Our international presence engages our accountability towards the countries we interact with.

CMA CGM staff members all around the world are given the means to voluntarily support local communities and actions to preserve the environment. The CMA CGM Foundation, spearhead of the Group's international solidarity commitment, answers two major challenges: Education for All and Emergency Humanitarian Aid.

Countries implementing at least 1 local CSR action

2022 results

94% (129 countries)

2023 objective

100% (137 countries)

2022 actions

■ CMA CGM contributes to the social and economic development of the countries where it operates. In 2022, more than 600 environmental and social initiatives are being carried out in 129 countries:

- CMA CGM Ethiopia supports the sustainable development of the coffee industry alongside exporting clients
- CMA CGM USA donates 185 bicycles to children in Norfolk
- Colis Privé acts against energy insecurity in Marseille
- CEVA Logistics transports solar pannels for the Philippine Red Cross
- CMA CGM employees of 105 countries get involved in the World Cleanup Day



■ CMA CGM lays the cornerstone for TANGRAM, a new excellence center dedicated to creating the future of sustainable logistics and shipping.

- Upskill the Group's employees
- Accelerate innovation by bringing together an ecosystem of start-ups, companies, universities, research centers

■ Nearly 50 awareness-raising actions carried out in 45 countries on March 8th for International Women's Rights Day.

- Participation in the 17th edition of the Women's Forum in France
- Launch of the Empowering Women to Lead program in Great Britain



CMA CGM FOUNDATION



Nearly 400 projects supported and tens of thousands of children helped since the Foundation was created in 2005, around two main areas of intervention: Education for All and Emergency Humanitarian Aid.

- 8,000 tons of humanitarian aid transported in 2022
- Construction of an elementary school in Ivory Coast for schooling 200 children, in partnership with the Magic System Foundation
- 10 projects supported by Le Phare social incubator in Marseille and in the West Indies
- 335 employees mobilized in France and Lebanon in actions of the Foundation

Acting for planet

As a global player in transport and logistics, our impact on the environment is at the heart of our commitment.

CMA CGM is committed to pursuing a more sustainable model, relentlessly imagining better ways to fight climate change and protect our planet's biodiversity and resources.

FIGHTING CLIMATE CHANGE

The Group has long been committed to decarbonising its shipping activities. Years ago, we made the pionner decision to use biofuels (produced from biowaste) and LNG-powered vessels compatible with low-carbon fuels (bio/e-methane), which led to the reduction of CO2 emissions per container by 50% between 2008 and 2022.

Today, CMA CGM accelerates its energy transition, supported by the creation of the €1.5 billion Fund for Energies, to reach Net Zero Carbon by 2050 and across all activities.

Shipping activities: reduction of CO2 emissions by TEU and km since 2008



Number of dual-fuel LNG (Liquified Natural Gaz) vessels in fleet



Share of low carbon electricity to power CEVA warehouses



PROTECTING BIODIVERSITY

With operations across both land and sea all around the globe, CMA CGM is committed to limit the impact of its activities on biodiversity. We implement solutions to avoid collisions at sea or reduce air and plastic pollution, and initiate partnerships to restore fragile ecosystems.

IMPROVING AIR QUALITY

Emissions from the combustion of heavy oil fuels are a major public health hazard for those nearby - seafarers, port terminal workers and port-city inhabitants.

The Group accelerates the use of alternative fuels such as VLSFO (Very Low Sulphur Fuel Oil) and LNG, or cold ironing and scrubber systems, to remain below the thresholds of current regulations.

PROMOTING A CIRCULAR ECONOMY

CMA CGM actively supports waste management programs, innovations in container recycling, reuse of ship parts, and waste-to-energy conversion, to boost local economies.

2022 actions

■ Creation of the CMA CGM Fund for Energies, with a €1.5 billion budget over 5 years to:

- Support the production of sustainable energies
- Accelerate the decarbonisation of port terminals, warehouses and land vehicle fleets
- Support cutting-edge innovation
- Reinforce energy saving and mobility solutions for offices and employees



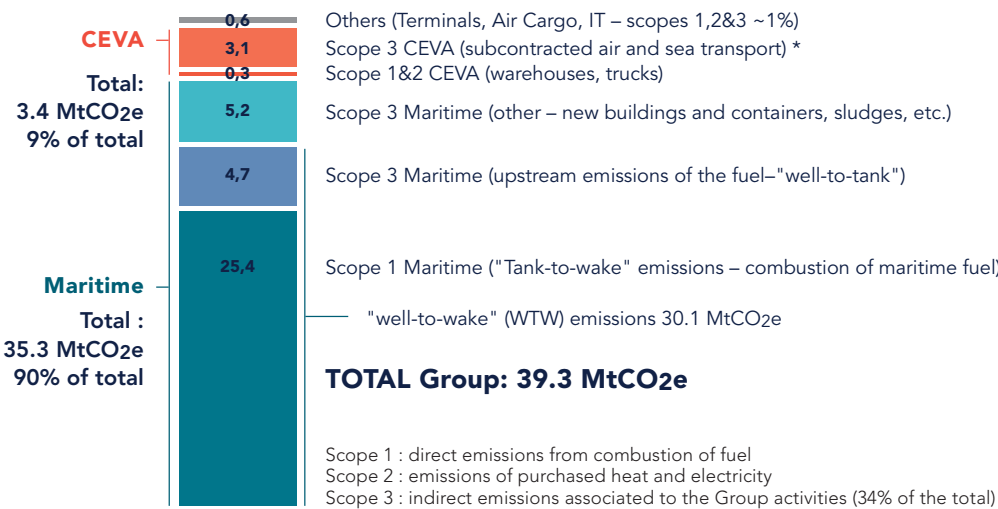
■ New strategic partnerships to preserve marine and terrestrial biodiversity, with:

- Ifremer, the French research institute for the exploitation of the sea
- Plastic Odyssey, a maritime expedition fighting plastic pollution in the oceans
- French National Forests Agency
- Woods Hole Oceanographic Institute

■ CMA CGM banned the transport of plastic waste onboard its vessels in order to fight against illegal recycling.



Carbon footprint



Accelerating the energy transition

To achieve Net Zero by 2050, CMA CGM’s decarbonisation strategy is based on 3 action levers:

- Modernize industrial assets to improve their energy efficiency
- Optimizing operations to reduce fuel consumption
- Diversifying the energy mix with low/zero carbon solutions



* "Assets" define the physical assets owned or operated by the Group.

Acting for fair trade

As a central player in global supply chains, we must ensure fair and sustainable business practices, in collaboration with all our customers, suppliers and partners.

ACTING ETHICALLY AND WITH INTEGRITY

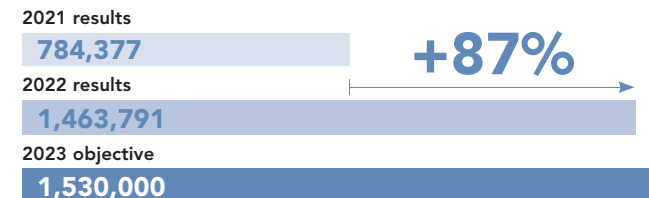
The Group's Ethics and Compliance program raises awareness on corruption and risks of illicit trafficking, competition law, data protection and due diligence.

The Group's extra-financial performance is assessed every year by numerous rating agencies, including EcoVadis.

PROVIDING INNOVATIVE SERVICES TO OUR CUSTOMERS

We innovate and design tomorrow's freight transport solutions for more than 70,000 customers worldwide. To support our customers in their own decarbonization, we offer a range of sustainable transport solutions, Act with CMA CGM+ to measure, reduce and offset the carbon footprint of their transportation.

TEUs transported for our clients with Act With CMA CGM+



ENSURING A SUSTAINABLE SUPPLY CHAIN

By collaborating with the entire value chain, from major industry players to innovative start-ups, the Group aims to transform the whole transport and logistics sector.

Responsible procurement policy: providers assessed according to specific CSR criteria



2022 actions

■ CMA CGM receives the highest distinction from EcoVadis, for the 3rd year in a row. This award recognizes our commitment to protecting the environment, safeguarding human rights and practicing good business ethics across our supply chain.



■ Under the leadership of CMA CGM, the 18 members of the New Energies Coalition launched two new projects: the electrification of the last mile delivery and the development of synergies for the production of e-fuels.



■ In 2022, the Act With CMA CGM+ low-carbon transport solutions helped reduce the amount of CO₂ emitted by CMA CGM customers by 219,000 tons.



Collaborations and partnerships





Download the full 2022 Sustainability Report