

2024 CSR REPORT

Non-Financial Performance Report
Executive Summary



CMA CGM

A GLOBAL PLAYER IN SEA, LAND, AIR, LOGISTICS, AND MEDIA SOLUTIONS



180
countries



1,000
warehouses



60
terminals



More than
660
vessels



4
aircraft



160,000
staff members



A committed Group

In 2024, the CMA CGM Group reinforced its commitment to a sustainable growth model, one that is ever more respectful of the environment and humanity.

The Group's CSR strategy is based on three pillars and objectives aligned with the United Nations Sustainable Development Goals (SDGs).

Acting for THE PLANET

- 
Accelerating the decarbonization
- 
Protecting biodiversity
- 
Using resources efficiently and promoting a circular economy

Acting for PEOPLE

- 
Providing a safe working environment
- 
Committing to equality, diversity, and inclusion
- 
Supporting skill development
- 
Engaging with local communities

Acting for FAIR TRADE

- 
Acting ethically and with integrity across the value chain
- 
Offering innovative and sustainable solutions to our clients

Acting for THE PLANET

CMA CGM acts daily to limit the carbon footprint of its activities, contribute to preserving marine and terrestrial biodiversity, and promote a circular economy.

✓ Accelerating the Decarbonization

Committed to reach Net Zero Carbon by 2050 across all activities, CMA CGM has set an ambitious decarbonization strategy based on two pillars:

- Reduce energy consumption through operational excellence and optimization of assets' design and performance.
- Increase the share of low-carbon energies in the energy mix, both by acquiring adapted assets and developing sustainable production channels.

For its shipping activities, CMA CGM is committed to reaching intermediate milestones: -30% of greenhouse gas emissions by 2030 and -80% by 2040 (compared to 2008).

CMA CGM Group's
2024 carbon footprint

49 Mt CO₂e

Number of dual-fuel vessels capable of using low-carbon energies (biomethane, biomethanol and e-fuels)

	2024	2029
	63	153



CMA CGM MERMAID, first vessel of a series of 10 container ships of 2,000 TEU with a unique design for better energy performance (up to -20% CO₂e emissions).



CEVA Logistics has launched an ambitious investment plan to operate **1,450 alternative-fuel trucks and vans by 2025**.



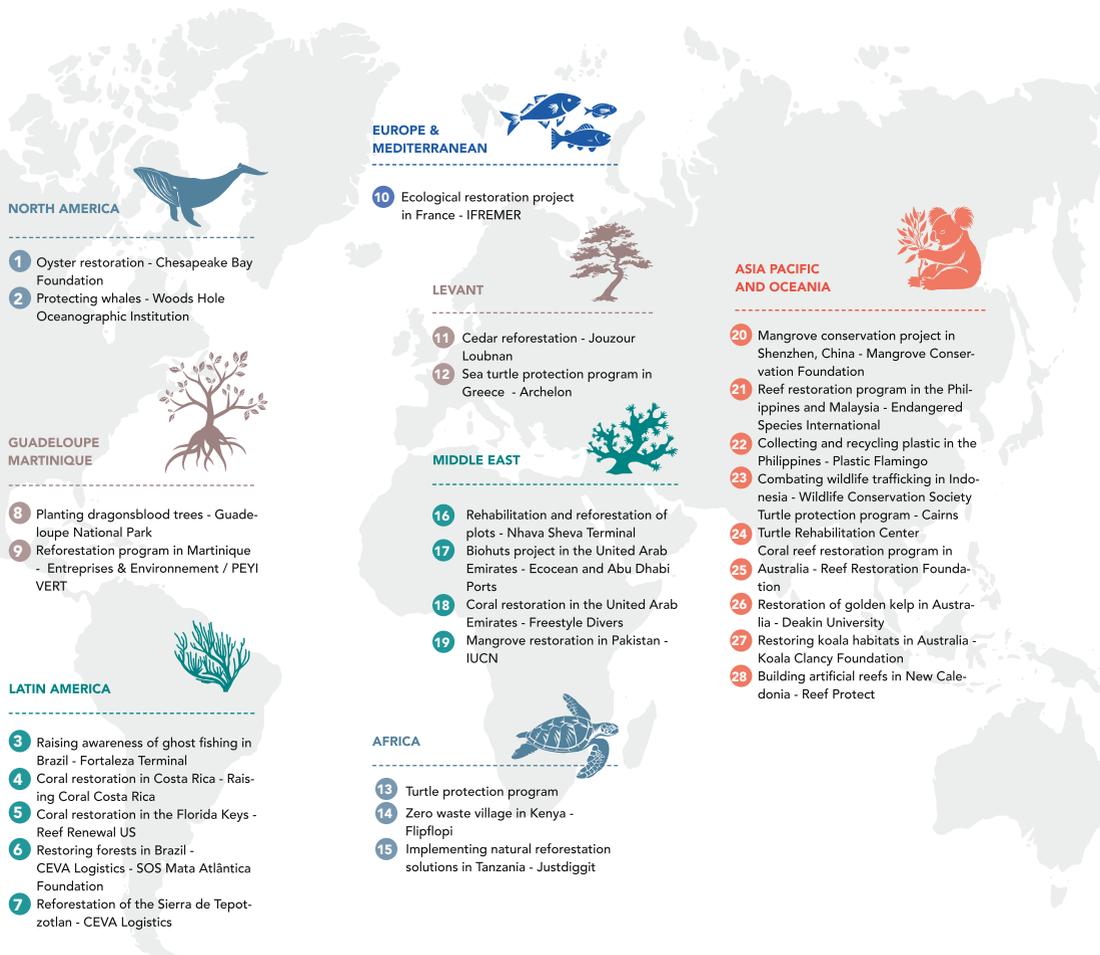
The CMA CGM Group has designed a new **zero-emission inland transport solution** in Vietnam: a 100% electric barge and a charging infrastructure powered by a new solar farm located at the Gemalink terminal.



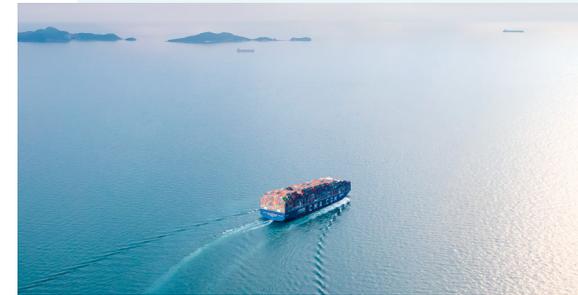
Acting for THE PLANET

✓ Protecting Biodiversity

Operating across all oceans and continents, the CMA CGM Group has long been committed to preserving biodiversity, limiting the impact of its activities, contributing to the protection of fragile ecosystems and endangered species, and actively supporting research and innovation.



The Group has decided to reroute its ships to avoid certain whale migration and breeding areas, notably **the Hellenic Trench** (Greece and Crete) and **the Northern Route**.



The CMA CGM Group renews its partnership with the **Fondation de la Mer** to preserve posidonia, lung of the Mediterranean, in four new sites in Italy, Turkey, Malta, and France.



CMA CGM continues its support to the **Woods Hole Oceanographic Institution** and its two acoustic buoys, which alert ships about the movement of North Atlantic Right Whales around high-traffic ports in the United States.



CMA CGM has once again been certified **Green Marine Europe** in October 2024. This **environmental certification** for the European maritime industry is a voluntary initiative. La Méridionale has also received the label.



Acting for PEOPLE

CMA CGM considers its employees to be its greatest asset and endeavors to offer them optimal working conditions and professional development opportunities, while promoting diversity and well-being.

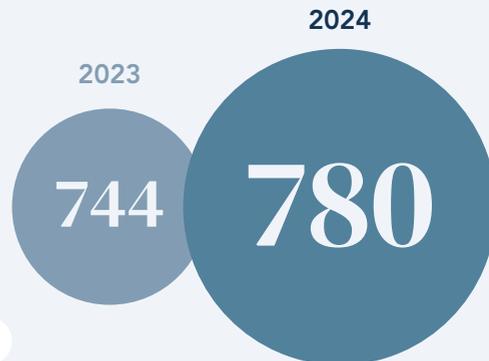
- ✓ **Providing a safe working environment** through optimal culture of safety and risk management across all business units and operational sites.
- ✓ **Supporting skill development** thanks to innovative training opportunities and internal mobility policies.
- ✓ **Committing to equality, diversity, and inclusion**, key themes for the integration and cohesion of all teams.
- ✓ **Engaging with local communities** thanks to the active participation of the Group' staff members.

Share of women in Top 400

22%

Target 30% of women in the Top 400 by 2028

Number of local initiatives across the network



In 2024, CMA CGM launches a new program "She Sails" to make maritime careers more attractive to women, with the goal of having 500 women among the crew members by 2026.



CMA CGM inaugurates **TANGRAM**, its center of excellence that hosts three major training programs:

- Artificial Intelligence with BCG University
- Leadership with HEC Paris
- Climate with Imperial College



30,000 staff members involved in 780 environmental preservation and community support projects across 129 countries, such as World Cleanup Day, which mobilized employees from all Group entities.



Acting for FAIR TRADE

In line with the CMA CGM Group’s commitment to a responsible international trade, ethics and integrity are the pillars of our cooperation with suppliers and clients.

✓ **Acting ethically and with integrity across the entire value chain**

- Respect for human rights
- Combatting corruption and influence peddling
- Prevention of illicit trafficking
- Compliance with competition law and antitrust regulations
- Compliance with economic sanctions and export control laws
- Responsible data management
- Tax transparency

✓ **Offering innovative and sustainable solutions to our clients**

The Group offers innovative transport solutions for more than 70,000 clients worldwide. Beyond their core businesses, CMA CGM and CEVA Logistics assist their clients in measuring the carbon footprint of their transport and contributing to their decarbonization by using alternative energies.

86.2%

Percentage of employees who have completed the mandatory Ethics & Compliance training

Target 100%



Since 2020, the ACT+ range has offered low-carbon shipping solutions that have helped reduce and compensate **520,000 tons of CO₂e from our clients.**

By the end of 2024, CEVA Logistics launched a range of **sustainable logistics solutions**, CEVA FORPLANET, aimed at helping its clients improve the environmental performance of their transport and logistics flows.

In 2023 and 2024, CMA CGM received the “Supplier Relations & Responsible Purchasing Label”, which rewards French companies that have demonstrated **sustainable and balanced relationships with their suppliers.**

ACT+
LOW CARBON SHIPPING



FOCUS ON CMA MEDIA

The entities of the CMA MEDIA division (La Provence - Corse Matin, La Tribune, and RMC - BFM) share an essential social and environmental responsibility: **raising awareness about current and future challenges.**

This is reflected in highlighting inspiring initiatives and individuals, organizing impactful events, and developing a social and environmental plan with and for employees.





Download the full CSR Report on
cmacgm-group.com

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