

Shifting to Global Functions

Haifa, Israel, December 17, 2014, ZIM Integrated Shipping Services Ltd. ("ZIM") hereby notifies as follows:

Following ZIM's successful debt restructuring, ZIM is launching an effort to shift to global functions to better align with our business strategy and to increase competitiveness.

- ZIM's objective is to become an agile, simple, lean and customer-focused organization.
- The goal of our shift to global functions is to achieve functional excellence across our activities around the world, while increasing performance accountability for commercial activities. In an effort to achieve this goal, ZIM will create a functional structure with functional reporting. This transition will enable the global functions (Sales, Customer Service, Operations, Finance, Logistics, HR, IT and Legal) to deploy best methodologies and processes, uniformly, throughout the globe, while allowing the Areas and BUs to drive commercial activities and performance results.
- In addition to the present functions which will be managed by the current Vice Presidents, the new global functions will be managed as follows, effective as of January 26, 2015:
 - **Nissim Yochai, Global Sales** (current VP Corporate Customer Relations): A professionalized sales function is a key feature in today's leading global companies and it will be in ours as well. The Global Sales function will drive the sales force to reach the business units' targets motivating continuous improvement. It will also ensure that the sales force will operate according to best practice sales methodologies.
 - **Dudi Avni, Customer Service & IT** (current CIO): The Customer Service function is intended to deliver of excellent service to our clients worldwide. We will develop world class, standardized methodology and systems for our customer service and a streamlined global perspective to make it easier for our customers to work with ZIM.
 - **Guy Eldar, Finance & Logistics** (current CFO) : Finance will become a global function and Guy Eldar will also take over the Global Logistics function.

- **Shmuel Yoskovitz, Customer One** (current VP Logistics): Shmuel Yoskovitz will initiate a new effort focused on reconfiguration of ZIM's value chain to provide added value to customers in the most efficient way. Customer One will go beyond closing the gaps to create competitive advantage for ZIM across functions.
- ZIM intends to complete this shift over the course of 2015.
- This shift to global functions is being done in an effort to allow ZIM to react more rapidly to customers' needs, especially global customers who want standardized processes and interfaces across the globe.

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