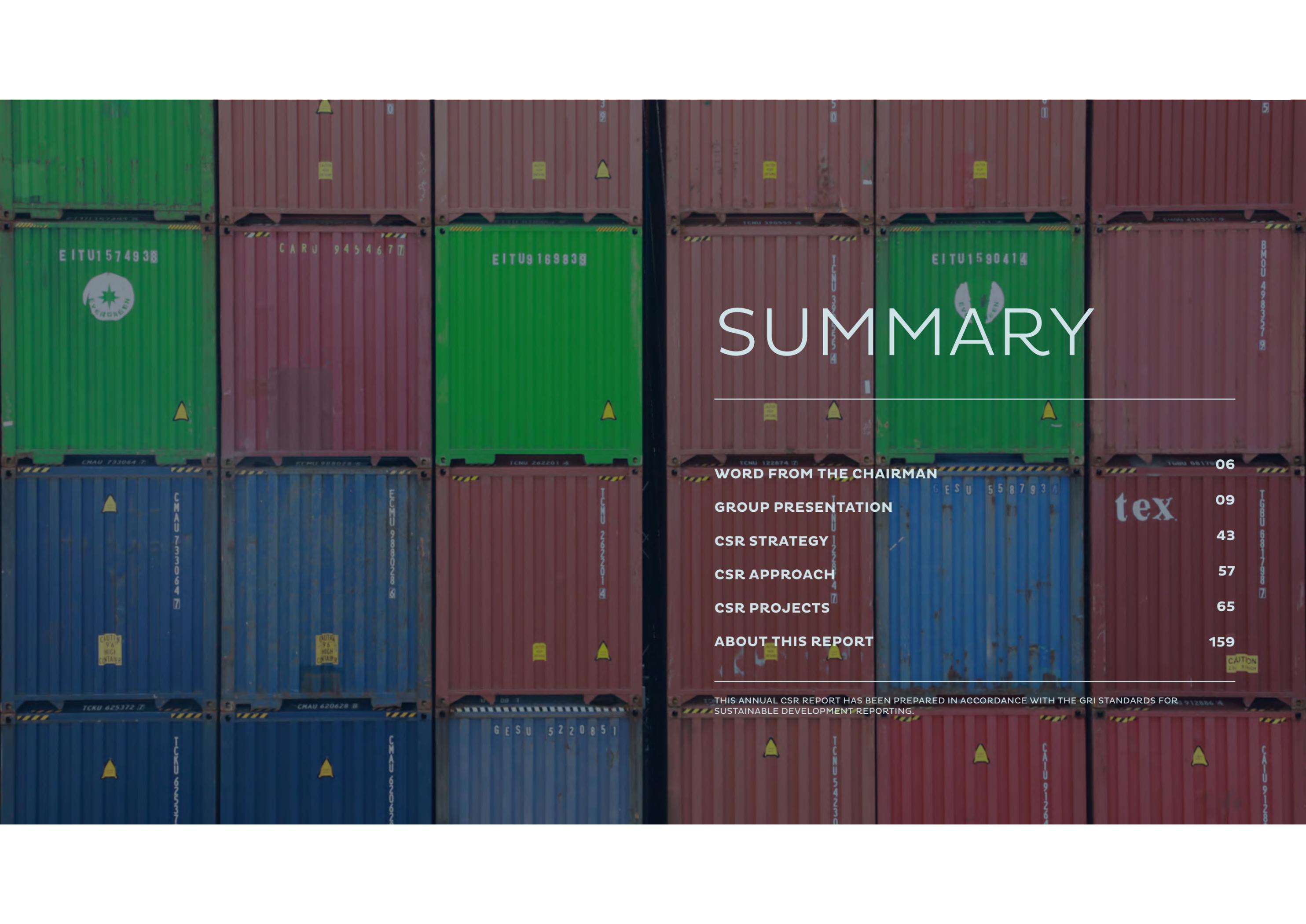


TANGER MED

C S R
R E P O R T
2 0 2 0





SUMMARY

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THIS ANNUAL CSR REPORT HAS BEEN PREPARED IN ACCORDANCE WITH THE GRI STANDARDS FOR SUSTAINABLE DEVELOPMENT REPORTING.



As a world-class logistics and industrial platform and a committed territorial player, Tanger Med Group further anchors its CSR approach more firmly at the heart of the major areas of sustainable and inclusive development.

In the context of the global epidemic crisis, and while ensuring the health and safety of its users, Tanger Med has fully played its role as a logistics hub, a role that is essential to maintaining national and international supply chains.

While adopting new operational methods to safeguard employees, all port and industrial activities have been maintained to meet the expectations of customers, global shipowners, international manufacturers and Moroccan exporters-importers.

Significant resources have been provided to mitigate the effects of the crisis on the region, through a campaign of solidarity and support for the local population in the province of Fahs-Anjra and in the cities of Tanger, Tetouan and M'diq-Fnideq.

The commitment to the territory, particularly through education, health and social inclusion, has been strengthened with a 30% increase in allocated budgets.

The annual program of Tanger Med Foundation for Human Development benefited 41 local associations and enabled the implementation of 63 projects for nearly 180 000 beneficiaries. These projects have included various programs such as school upgrading, the construction of pre-school classes, school transportation, or even the connection the connection to drinking water to the villages and douars surrounding Tanger Med industrial port complex.

The group's commitment to sustainable development and environmental protection also remains a priority. Within the framework of the energy efficiency project, the program to generalize the deployment of LED lighting has been completed on the industrial platform and is continuing on the port and logistics facilities.

Thanks to the installation of units dedicated to recycling and the circular economy, 52 000 tons of industrial waste were processed in 2020 within Tanger Med industrial platform.

Particular attention has also been paid to environmentally-responsible water management through the installation of wastewater treatment plants, the collection and treatment of waste oil and water containing hydrocarbons from ships, regular monitoring of the quality of sea water, and the supervision of ship deballasting in accordance with the best international standards and norms.

In this respect, the «European Sea Ports Organization «ESPO has renewed the «Ecoports-PERS» label, therefore rewarding Tanger Med's environmental management system, which remains the first non-European port to obtain this distinction.

Finally, convinced of the positive values conveyed by sport, a real medium for social inclusion, especially among young people, a partnership has been established with the Ittihad Riadhi Sports Club of Tangier (IRT).

Both ambitious and demanding, the CSR policy is at the heart of Tanger Med's concerns, in line with the Royal guidelines for sustainable development.

Fouad BRINI
Chairman of Tanger Med

WORD FROM THE CHAIRMAN



PRESENTATION OF TANGER MED GROUP

OUED R'MEL DAM, NEAR TANGER MED PORT COMPLEX

TANGER MED GROUP

Tanger Med is a global logistics hub, located on the Strait of Gibraltar and connected to more than 180 global ports, providing handling capacities for 9 million containers, 7 million passengers, 700 000 trucks and 1 million vehicles.

Tanger Med is an industrial platform for more than 1,100 companies representing an annual business volume of 59 billion dirhams in various sectors such as automotive, aeronautics, logistics, textiles and commerce.

A WORLD-CLASS PORT COMPLEX

Tanger Med port complex extends over 1 000 Ha and includes :

- **TANGER MED PORT 1**
Includes two container terminals, a rail terminal, a hydrocarbon terminal, a general cargo terminal, and a vehicle terminal
- **TANGER MED PORT 2**
Includes two container terminals
- **PASSENGER AND RO-RO PORT**
Includes passenger and truck terminals, regulation areas, and the ferry terminal
- **MEDHUB LOGISTICS AREA**
- **TANGER MED BUSINESS CENTER**
(Tanger Med Port Center)

A REGIONAL PLATFORM FOR INDUSTRIAL COMPETITIVENESS

Tanger Med industrial platform covers 2 000 Ha and constitutes a regional competitiveness platform for the industrial, logistics, services, and trade sectors.

Tanger Med industrial platform includes:

- **TANGER FREE ZONE**
- **TANGER AUTOMOTIVE CITY**
- **RENAULT TANGER MED**
- **TETOUAN PARK**
- **TETOUAN SHORE**

AN EFFICIENT AND INNOVATIVE SERVICE OFFER

Tanger Med services division includes three subsidiaries:

- **CIRES TECHNOLOGIES** for technologies
- **TANGER MED ENGINEERING** for engineering
- **TANGER MED UTILITIES** for water and electricity distribution

A FOUNDATION IN THE HEART OF THE TERRITORY

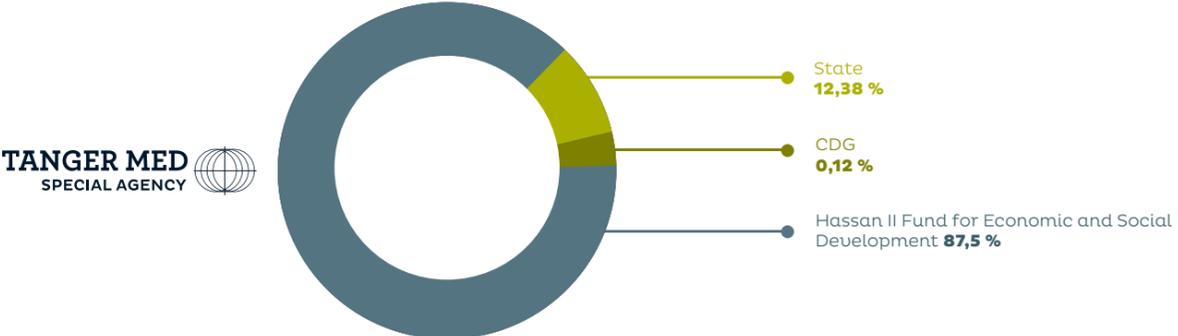
Tanger Med Foundation consolidates Tanger Med's strategy in terms of social responsibility and sustainable development. Created in May 2007, Tanger Med Foundation carries out and supports structuring projects in partnership with local communities, government institutions, and local associations

The Foundation's actions are mainly focused on the fields of education, health, vocational training, and socio-cultural issues.

DATA SHEET

| | |
|--------------------------------------|-------------------------------|
| LEGAL FORM | PUBLIC LIMITED COMPANY |
| SHARE CAPITAL | 3.8 BILLION DHS |
| CONSOLIDATED GROSS SALES 2020 | 3.6 BILLION DHS |

TMSA, a public limited company with an Executive Board and a Supervisory Board, is a strategic public business with a legal personality and financial autonomy, with a capital of 3 795 079 000 DHS, distributed as follows

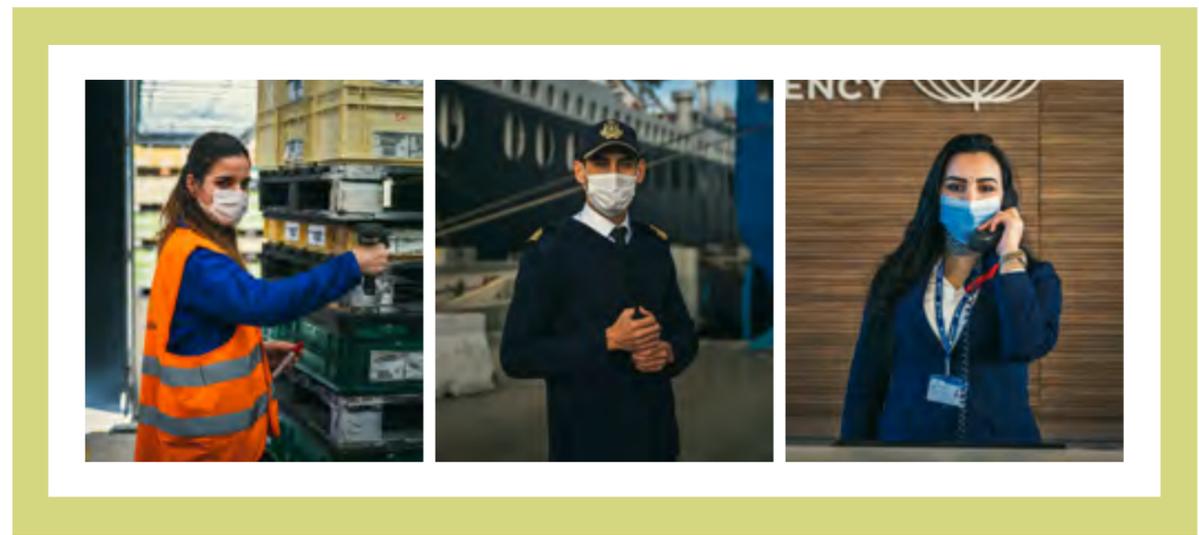
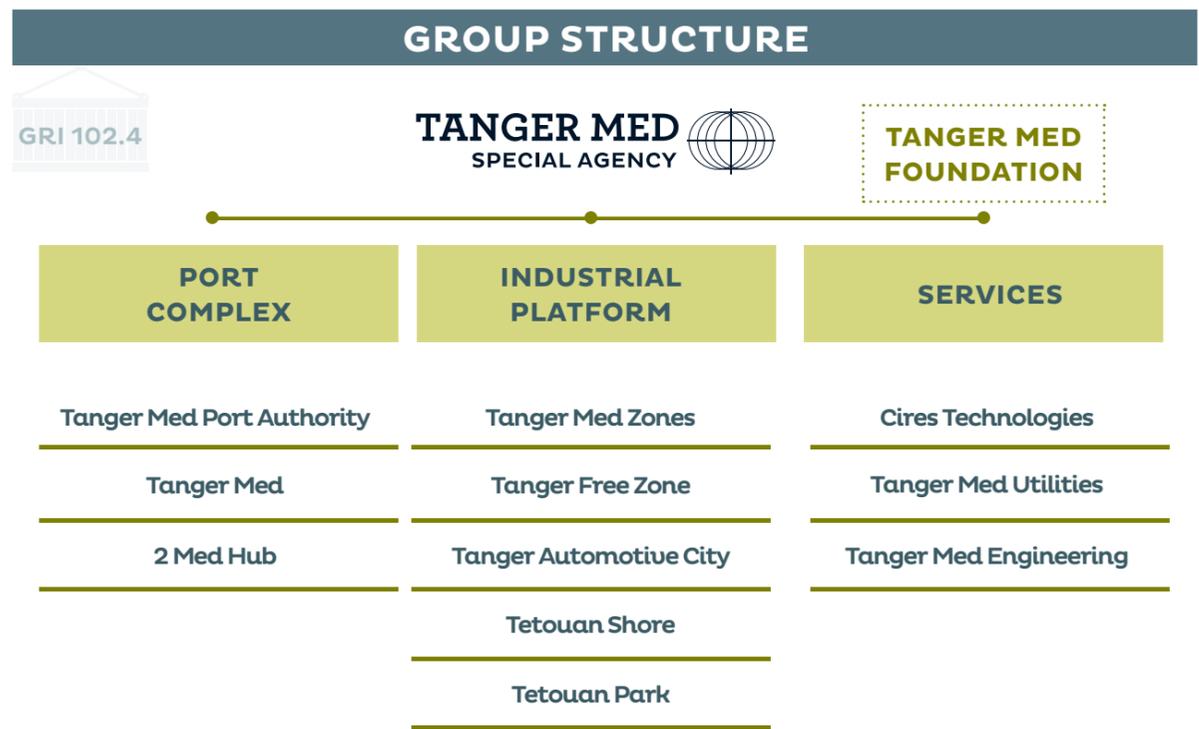


Endowed with the prerogatives of public power on the basis of the decree-law No. 2-02-644 of September 10, 2002, amended by Law No. 18-05 promulgated by Dahir No. 1-06-101 of June 15, 2006 and by the convention concluded with the Government on February 17, 2003 creating the Special Development Zone, Tanger Mediterranean Special Agency (TMSA) is responsible for carrying out, in the name and on behalf of the Government, the development of a special zone in which will be created:

- A port free zone including a maritime port and export free zones, as defined in Article 1 of Law No. 19-94
- Zones assigned to industrial, commercial or service activities related to the missions assigned to Tanger Mediterranean Special Agency, in accordance with an agreement between the Government and the Company.

These prerogatives include the missions of public authority over the port and the free zones. They give TMSA the role of a public territorial stakeholder concerned with land use and urban planning aspects at the Special Zone level.

TMSA is organized as a public group with subsidiaries and shareholdings. This factor must be taken into consideration through a better involvement of the group in the implementation of the principles of good governance at the level of its subsidiaries.



TANGER MED

AN INTEGRATED AND STRUCTURED PROJECT



PUBLIC/PRIVATE INVESTMENTS

103

BILLION DHS

AT THE END OF 2020

TANGER MED KEY FIGURES

PORT COMPLEX

1 000 Ha



9 000 000
Containers



7 000 000
Passengers



1 000 000
Vehicles



700 000
Trucks

INDUSTRIAL PLATFORM

5 000 Ha



1 100
Companies



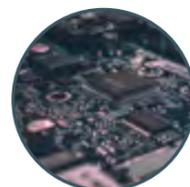
PORTS



LOGISTICS



AGRI-FOOD



ELECTRONICS



90 000
Jobs



AERONAUTICS



AUTOMOTIVE



TEXTILE



PARAMEDICAL

1ST
CONTAINER
PORT IN AFRICA

1ST
CONTAINER
PORT
IN THE MEDITERRANEAN

1ST
IMPORT/EXPORT
PLATFORM OF
MOROCCO

24TH/500
CONTAINER PORT
IN THE WORLD
(ALPHALINER RANKING)

MARITIME CONNECTIVITY
TO MORE THAN **180**
PORTS

1ST
AUTOMOTIVE ZONE
IN THE WORLD
(FINANCIAL RANKING - TIMES)

2ND
ECONOMIC ZONE
IN THE WORLD
(FINANCIAL RANKING - TIMES)

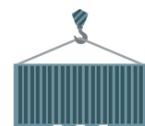
2020 REPORT

PORT ACTIVITY REPORT



81
MILLION TONS
+23%
COMPARED TO 2019

OVERALL TONNAGE



5,77
MILLION TEU*
+20%
COMPARED TO 2019
* EQUIVALENT TO TWENTY FEET

TANGER MED IS NOW THE LEADING CONTAINER PORT IN THE MEDITERRANEAN

OVERALL TONNAGE PROCESSED IN PROGRESSION OF + 23%

The overall tonnage processed in 2020 amounted to **81** million tons of cargo, an increase of **+23%** compared to 2019. Hence, Tanger Med port alone handles nearly **47%** of the total port tonnage of the Kingdom of Morocco.

VEHICLE TRAFFIC: 358,175 NEW VEHICLES HANDLED

358,175 new vehicles were handled in the two vehicle terminals of Tanger Med port in 2020, down by **28%** compared to last year.

This variation is due to the drop in vehicle sales in Europe and the slowdown in automobile production by Renault and PSA caused by the COVID 19 crisis during the period March and May.

PASSENGER TRAFFIC IMPACTED BY THE HEALTH CONTEXT

Passenger activity was suspended in March 2020 due to the closure of borders as result of the health crisis. The activity resumed slightly in June 2020 in strict compliance with health measures.

701,599 passengers passed through Tanger Med port in 2020, in decrease of **75%** compared to 2019.

MARITIME TRAFFIC DOWN BY 32%

In 2020, **9,702** ships called at Tanger Med port, a drop of **32%** compared to 2019 due to the decrease in sea calls of passengers and Ro-Ro ships.

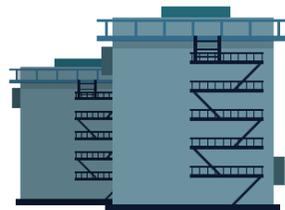
However, **4,306** merchant vessels called at Tanger Med in 2020, indicating a growth of **10%** compared to 2019. Similarly, **916** mega ships (+290 m) called at Tanger Med, up by **+14%** compared to 2019.

This performance demonstrates the sustained commitment and collaboration of all Tanger Med's partners, in particular concessionaires, ship-owners, as well as the administrations and the authorities, who despite an exceptional health context, remained fully mobilized to ensure the continuity of national and international supply chains under the best conditions.

TEU: Twenty-foot Equivalent Unit

7,9 MILLION TONS
+26%
COMPARED TO 2019

LIQUID BULK



SOLID BULK

303 705 TONS
+18%
COMPARED TO 2019

CONTAINER TRAFFIC UP BY +20%

A total of **5,771,221** TEU* containers were handled in 2020, representing a significant increase of **+20%** compared to 2019. Therefore, this traffic confirms Tanger Med's position as a leading port and becomes the first container port in the Mediterranean.

LIQUID BULK TRAFFIC UP BY +26%

The liquid bulk traffic grew by **+26%** compared to 2019. The recorded traffic is **7,968,485** tons of processed hydrocarbons. This growth is mainly due to the bunkering activity to the benefit of ships transiting the Strait of Gibraltar, with a corresponding traffic of nearly **1.6** million tons.

SOLID BULK TRAFFIC UP + 18%

Solid bulk traffic recorded **303,705** tons processed, a growth of **18%** compared to last year, mainly driven by steel coils, wind turbine blades and grain traffics.

TRUCK TRAFFIC REMAINED STABLE

Despite the slowdown in the activity of several manufacturers, Tanger Med port closed the year with traffic similar to 2019, i.e. **357,331** trucks processed mainly driven by the agri-business products.

357 331
TRUCKS PROCESSED IN 2020
STABLE COMPARED TO 2019

358 175
NEW VEHICLES
-28%
COMPARED TO 2019



701 599
PASSENGERS
-75%
COMPARED TO 2019

9 702
TOTAL NUMBER OF CALLS
-32%
PAR RAPPORT À 2019



MARITIME TRAFFIC

INCLUDING
4 306
MERCHANT SHIPS
+10%
COMPARED TO 2019

2020 REPORT OF INDUSTRIAL ACTIVITY

95
NEW INDUSTRIAL PROJECTS IN 2020

9
UNIT EXPANSIONS IN 2020

2,6 Billion Dhs
OF PRIVATE INVESTMENTS IN THE TANGER MED INDUSTRIAL PLATFORM

7 458
NEW JOBS

59 Billion Dhs
OF TURNOVER FROM TANGER MED'S INDUSTRIAL PLATFORM

322 361
LOGISTICS FLOWS TIR/CONTAINER UNITS

1 100
COMPANIES INDUSTRIAL

AN OVERALL POSITIVE PERFORMANCE IN THE CONTEXT OF THE GLOBAL HEALTH CRISIS

- **95** new industrial projects on all Tanger Med activity zones in 2020
- **2,6** Billion dhs of private investments representing **7 458** corresponding jobs
- **59** Billion dhs of exports from Tanger Med Industrial Platform
- **9** unit extensions in 2020, generating 900 new jobs
- **Private investments from 14 countries** : France, Spain, South Korea, UAE, USA, Germany, India, Switzerland, Canada, Belgium, China, Italy and Ukraine.

PERFORMANCE OF ACTIVE SECTORS

The business volume of Tanger Med's activity zones reached **59** Billion dhs in 2020, down by **16%** compared to 2019, due to the slowdown of activity in several industrial units during the context of the global health crisis.

The corresponding sectoral performances are:

- **50** billion dhs for the automotive sector, down **22%** compared to 2019
- **9** billion dhs for the other industrial sectors, including textiles and aeronautics, an evolution of **29%** compared to 2019.
- The logistics flow created within Tanger Med industrial platform (including trucks and containers) amounted to **322 361** units in 2020, up by **6%** compared to 2019, mainly driven by the textile industry.

At the same time, and despite a drop in incoming and outgoing flows from the automotive sector, a majority of the major Tier 1 and Tier 2 operators recorded a growth in their turnover in 2020, thanks to the development of innovative industrial technologies as well as the fulfilment of order books previously established over several years.

NEW PRIVATE INVESTMENTS

Tanger Med Industrial Platform closed the year 2020 with **95** new industrial projects, representing private investments of **2.6** billion dhs and **7 458** new jobs.

These new projects include the French group **Valor**, a European leader in mechanical parts, and the German group **Stahlschmidt** specialized in automotive wiring systems.

Among the logistics operators, new installations include the Japanese group **Nippon Express**, specializing in logistics and the automotive parts assembly, with a new **18,000** m² unit for its client Yazaki, as well as **Emirates Logistics**, a Sharaf Group subsidiary, pioneer in freight provision and logistics solutions.

In parallel, **9** companies operating within the industrial platform have launched projects to expand their activities in 2020. These extensions (new factory or extension of an existing factory) are operated in «Tanger Automotive City» and «Tanger Free Zone», representing a projected job creation of nearly **900** new jobs.

THE PLANNER-DEVELOPER AND OPERATOR : TANGER MED ZONES

Tanger Med Zones, developer and operator of Tanger Med Industrial Platform, offers 360° integrated services to its clients.

Tanger Med Zones, with its administrative prerogatives, facilitates the investment of international and Moroccan operators. The company acts as a main interface for the installation, construction and operation processes.

Tanger Med Industrial Platform currently has **1100** companies in a developed area of **2000** ha, operating in more than **10** different industries.

GOVERNANCE

TANGER MEDITERRANEAN SPECIAL AGENCY

Tanger Mediterranean Special Agency (TMSA), a public limited company with a Board of Directors and a Supervisory Board, is a strategic public company that operates under the law on public limited companies. Its piloting strategic and operational plan is provided by several governance bodies.

THE SUPERVISORY BOARD

The Supervisory Board of Tanger Mediterranean Special Agency is the highest body of the structure and defines the major strategic objectives and is in charge of supervising the Group's management, which is carried out by the Board of Directors.

Since October 2013, Mr. Fouad BRINI has served as Chairman of the Board.

The current Supervisory Board is composed of the following members :

Fouad BRINI
Chairman of the Supervisory Board

Abdelouafi LAFTIT
Minister of the Interior

Mohamed BENCHAABOUN
Minister of Economy, Finance and Administrative Reform, representing the Moroccan State

Moulay Hafid ELALAMY
Minister of Industry, Trade, Investment and Digital Economy

Abdelkader AMARA
Minister of Equipment, Transport, Logistics and Water

Dounia BEN ABBES TAARJI
Chairman of the Executive Board, Hassan II Fund for Economic and Social Development

Abdellatif ZAGHNOUN
Executive Director, Caisse de Dépôt et de Gestion (Deposit and Management Fund)

Mounir EL BOUYOUSSFI
General Manager, Agency for Economic and Social Promotion and Development of the Northern Prefectures and Provinces

The term of office of the members of the Supervisory Board is five years. The members of the Supervisory Board may be re-elected.

KEY FIGURES FOR THE GROUP'S CONTRIBUTION

TMSA GROUP FINANCIAL REPORT

Sales figures

The Group's gross revenues grow by **138 million Dhs, 4%** between 2019 and 2020. Gross revenues include the total revenues of Tanger Med holding company and its subsidiaries, excluding Nador West Med.



Gross operating surplus

Improvement of the consolidated EBITDA of **140 million MAD, 7%** between 2019 and 2020.



Net income

Decrease in the Group's consolidated net income by **173 million MAD, -19%** between 2019 and 2020. «This change is mainly explained by the decrease in the net income of the TM2 entity, following the commissioning of the TC4 terminal and the start of the corresponding depreciation and expense transfers»

The decrease is explained by the total integration of the contribution of **300 MDhs** MDhsto the Special Fund for the management of the Coronavirus pandemic.



BOARD OF DIRECTORS

The Board of Directors, appointed by the Supervisory Board, is responsible for the management of the Agency. The current Board of Directors is composed of the following members :

Mehdi TAZI RIFFI

President of the Board of Directors

Jaafar MRHARDY

Member of the Board of Directors in charge of the Industrial Division and General Manager of Tanger Med Zones

Loubna GHALEB

Member of the Executive Board in charge of Group Strategy and Director of Group Strategy

Tarik EL AROUSSI

Member of the Board of Directors in charge of the Services, CSR, and International Divisions and International Development Director

Hassan ABKARI

Member of the Board of Directors in charge of Port Operations and Logistics and Deputy Director of Tanger Med Port Authority, in charge of operational activities

BOARD OF DIRECTORS

The subsidiaries of Tanger Med Group have Boards of Directors consisting of a chairman and several members from within and outside the group. The role of this body is to determine the orientations of the company's activities and to ensure their implementation.

The term of office of the members of the Board of Directors is six years. The term of office ends at the close of the Ordinary General Meeting of Shareholders called to approve the financial statements for the last fiscal year.

AUDIT COMMITTEE

The audit committees carry out the missions which are devolved to them in accordance with Law no. 17-95 relating to public companies and Law no. 69-00 relating to the financial control of the State on public companies.

The audit committee charters provide that the committees meet in sufficient time before the Board Meeting whose agenda includes the examination of matters falling within their missions.

Audit Committees may invite company officers and other persons from within or outside the company to attend their meetings. They may also decide to call on external technical studies and expertise on subjects within their competence.

During the 2020 fiscal year, 8 audit committees were held.

| | TMSA | TMPA | TM2 | TMZ |
|---------------------------|----------|----------|----------|----------|
| Number of meetings | 2 | 2 | 2 | 2 |

COMPOSITION

TMSA AUDIT COMMITTEE

Mrs. Dounia BEN ABBES TAARJI is the Chairperson of TMSA's Audit Committee, the TMSA Audit Committee Members are shown in the following table :

| | | |
|----------------------------------|----------------|------------------------------------|
| Dounia BEN ABBES TAARJI | Hassan II Fund | Chairman of the Board of Directors |
| Mounir EL BOUYOUSOUFFI | APDN | General Manager |
| Khalid ZIANE | FIPAR-Holding | General Manager |
| Hicham EL MDAGHRI | DEPP | Head of Infrastructure Division |
| Soundous Oumerijal DERDEK | DEPP | State Controller (ex officio) |

TMPA & TM2 AUDIT COMMITTEE

Mr. Khalid Ziane is the chairman of the TMPA & TM2 audit committee. The members of the TMPA & TM2 audit committee are presented in the following table :

| | | |
|-------------------------|----------------|---|
| Khalid ZIANE | FIPAR-Holding | General Manager |
| Younes ALADLOUNI | FIPAR-Holding | Investment Director |
| Loubna GHALEB | TMSA | Member of the Executive Board in charge of Group Strategy and Director of Group Strategy |
| Myriam BRAHIMI | Hassan II Fund | Head of Infrastructure and Finance |
| Tarik EL AROUSSI | TMSA | Member of the Executive Board in charge of Services, CSR, and International and Director of International Development |

AUDIT COMMITTEE TANGER MED ZONES

Mr. Hicham SAFIR is the Chairman of Tanger Med Zones Audit Committee. The members of Tanger Med Zones Audit Committee are presented in the following table :

| | | |
|-------------------------|-------------|------------------------------------|
| Hicham SAFIR | ASMA INVEST | General Manager |
| Mehdi TAZI-RIFFI | TMSA | Chairman of the Board of Directors |
| Mohamed ABOUMEJD | CIMR | Investment Director |

PORT STRATEGIC COMMITTEE

Mr. Fouad BRINI is the Chairman of the Strategic Port Committee. The members of the Strategic Port Committee are presented in the following table :

| | | |
|--------------------------------|----------------|------------------------------------|
| Fouad BRINI | TMSA | Chairman of the Supervisory Board |
| Dounia BEN ABBES TAARJI | Hassan II Fund | Chairman of the Board of Directors |
| Khalid ZIANE | FIPAR | General Manager |
| Abderrahmane SEMMAR | DEPP | Manager |

During the 2020 fiscal year, 2 port strategy meetings were held.

STRATEGIC AND INDUSTRIAL INVESTMENT COMMITTEE

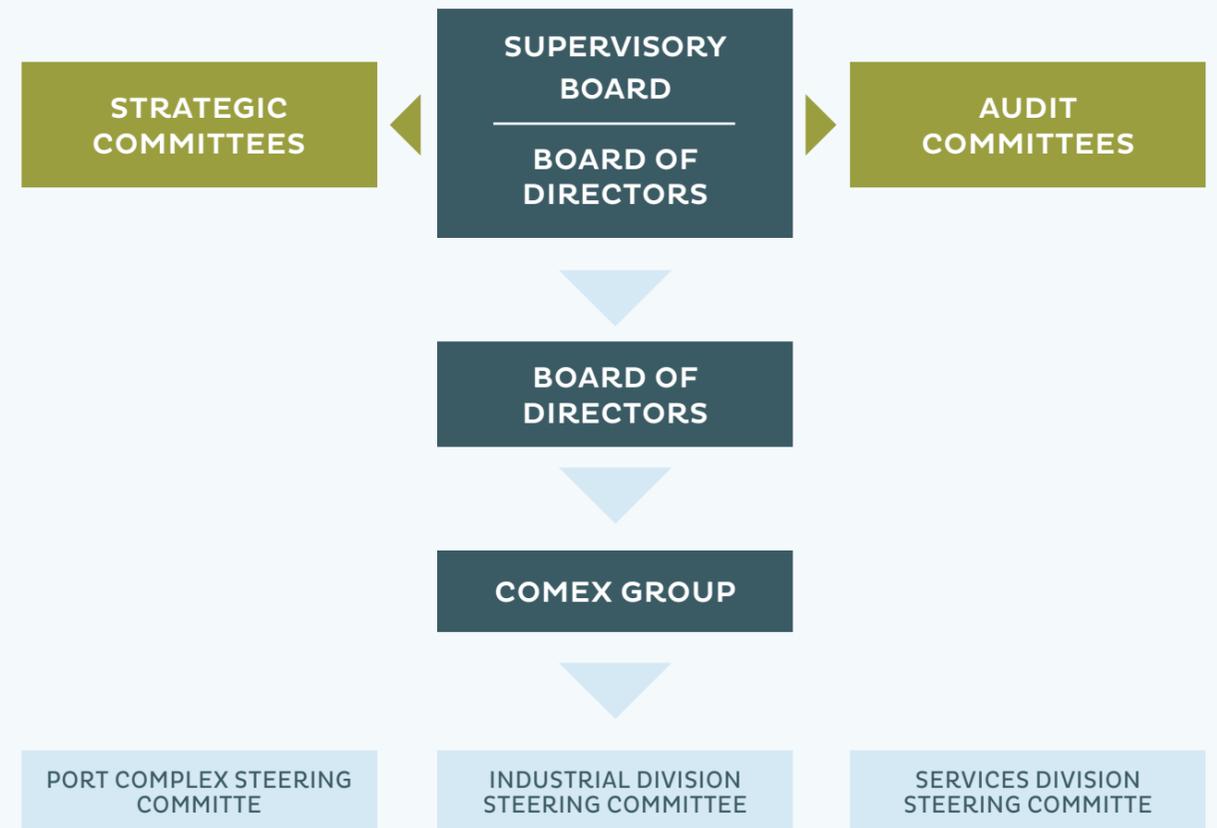
Mr. M'Fadel EL HALAISSI is the Chairman of the Strategic and Investment Committee of the Industrial Division. The members of the Strategic and Investment Committee of the Industrial Division are presented in the following table :

| | | |
|----------------------------|-------------------|------------------------------------|
| M'Fadel EL HALAISSI | Bank of Africa | Chief Operating Officer |
| Mehdi TAZI RIFFI | TMSA | Chairman of the Board of Directors |
| Karim FATH | Attijariwafa Bank | Executive Director |
| Zouheir BENSaid | RMA | Chairman and CEO |

OTHER SPECIALIZED COMMITTEES

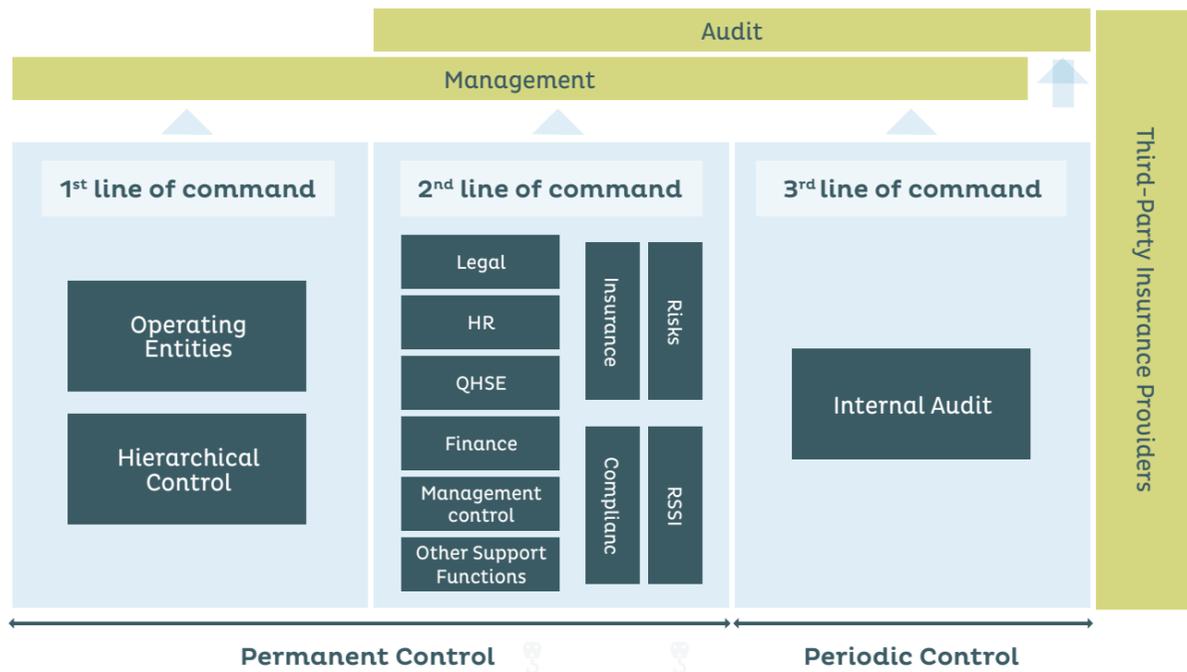
In addition to these governance tools, Tanger Med has also developed other management entities made steered by the Group's directors and managers (Operations Committee, Management Committee, CSR Committee, etc.).

OVERALL GOVERNANCE AND PILOTING SYSTEM



RISK MANAGEMENT AND CONTROL SYSTEM INTERNAL

Tanger Med Group's internal control system consists of 3 supervisory units, namely :



CSR COMMITTEE

Tanger Med's CSR commitments are steered by the Group's CSR manager. A CSR action plan has been in place since 2020, with the priority of raising awareness and involving employees so that they can play a full part in this approach.

Our CSR Approach is well structured and involves all of Tanger Med's entities, which drive and guide our day-to-day decisions at all levels. This is a strong commitment on the part of our group, which is committed to the continuous development of our external CSR approach.





STRATEGY

TANGER MED'S STRATEGY FACING THE HEALTH CRISIS



FOCUS

TANGER MED GROUP, MOBILIZED AND UNITED AGAINST COVID-19

In the context of the COVID 19 health crisis, Tanger Med's priority was to adopt all preventive measures to protect the health of its employees and all users of its facilities.

Recognizing its crucial role in the national and international supply chain, Tanger Med has implemented a continuity plan to ensure 24/7 port, logistics and industrial operations.

A committee for the monitoring and control of the COVID-19 management system has also been set up in collaboration with the competent authorities to ensure the inspection and reinforcement of the fight against COVID-19, and the regular evaluation of the health situation through a rigorous follow-up of the reported cases affected by COVID-19 within Tanger Med community.

Inspection and awareness-raising visits, as well as regular meetings with all contractors, operators and partners were organized to coordinate actions and efforts and ensure the continuity of activities.



GRI 403.2

GRI 403.3

GRI 403.6

GRI 403.7

CONTINUITY OF PORT AND LOGISTICS ACTIVITIES , A STRATEGIC ISSUE

During the health crisis, all of Tanger Med port services remained operational, including the Harbor Master's office, piloting, towing and mooring services, to ensure that maritime stopovers were made in the best possible conditions.

Thus, port activities continued in a normal manner at Tanger Med port, in particular the import / export and transshipment container traffic, the import / export truck flows, the liquid and solid bulk traffic, and all this in compliance with the regulations in force.

Tanger Med has implemented control measures at access points (PNG, Barriers, Turnstiles..) and has adopted preventive measures to protect the port community against the spread of the coronavirus in accordance with the international requirements and recommendations of the WHO and UNCTAD with regard to the facilitation of maritime traffic during the COVID-19 pandemic.

At the same time, and in order to comply with the exceptional health safety measures, the Port Authority, in coordination with the Border Health Inspection Department, proceeded to check the documents and the health situation of all the vessels requesting access to the port in order to authorize them to proceed with maneuvers and berthing.

Finally, Tanger Med, a global logistics hub, has joined the Port of Singapore's initiative alongside major international port hubs such as Shanghai, Rotterdam, Antwerp, Long Beach, Busan, etc., and has co-signed a commitment to ensure the continuity of global supply chains.

GRI 403.2

GRI 403.3

GRI 403.6

GRI 403.7

CONTINUITY OF OPERATIONS IN THE INDUSTRIAL PLATFORM SERVING NATIONAL AND INTERNATIONAL SUPPLY CHAINS

Tanger Med industrial platform has remained operational to continuously support the import-export activities of international and national companies located within its 6 operational zones.

Industrial sectors remained functional, notably in the pharmaceutical, renewable energy, aeronautics, automotive, plastics, agri-food, packaging and service sectors, in accordance with the health safety measures recommended by the Ministry of Health and the WHO.

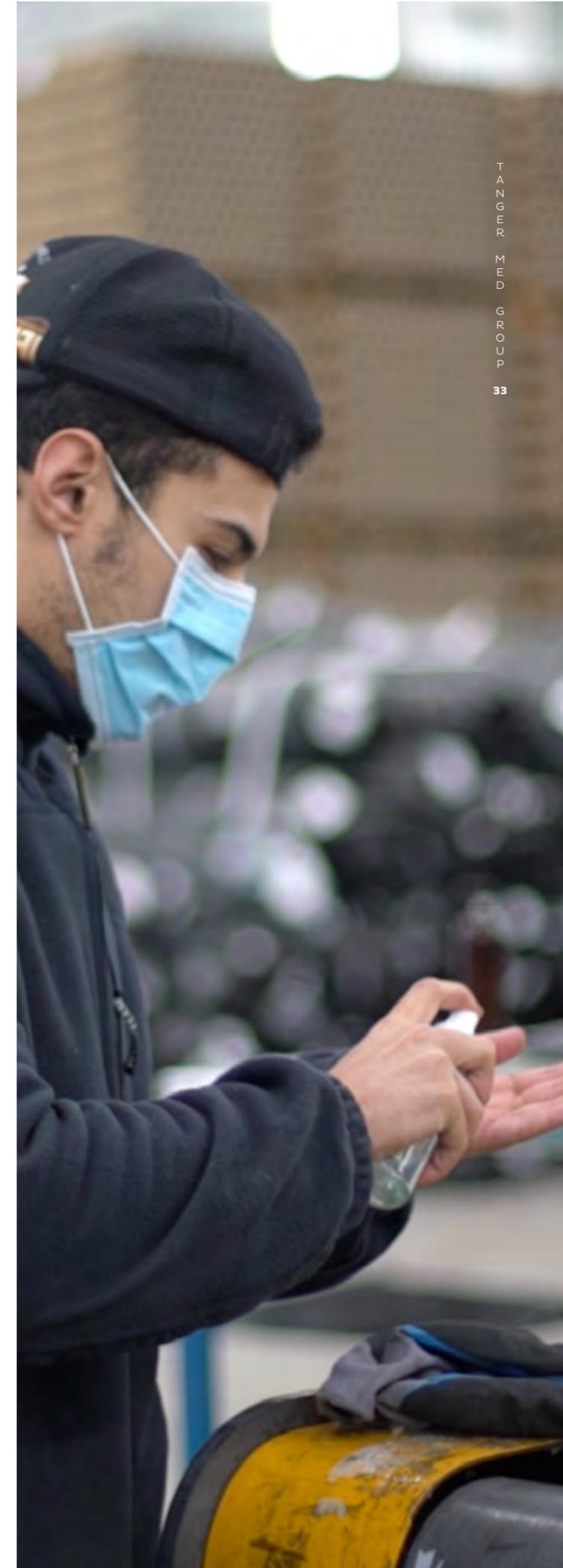
The business continuity plan was executed in an efficient and organized manner to provide employees, partners and industrial customers with all the necessary information during this period, as well as all the necessary protective equipment.

The administrations have remained active, and the management of import and export flows has been optimized to meet the continuous demand of industrial operators.

TANGER MED PASSENGER PORT AWARDED SAFEGUARD DESIGNATION

Tanger Med Passenger port has had its organizational and personal protection procedures for preventing the spread of COVID-19 certified by the international organization Bureau Veritas.

The «SAFEGUARD» designation confirms Tanger Med's commitment to providing passengers with a safe and reliable travel environment, in line with the efforts made by shipping companies to prevent the virus.



PREVENTIVE MEASURES ADOPTED

Urgent and specific measures have been implemented to ensure the necessary sanitation conditions for port users working in offices, terminals, warehouses, construction sites or other locations. This being said, in addition to any health measures enacted by the public authorities :

- Establishment of a disinfection unit at each site, equipped with disinfectant materials and products, to carry out planned and regular disinfection operations in all public spaces. Also, a purchasing and logistics support unit has been set up to ensure the availability of protective and preventive equipment
- Installation of wall-mounted dispensers at all access points in buildings, washrooms, and offices
- Putting up posters to raise awareness of preventive measures against COVID-19
- Ground tracing in the different access points
- Distribution of PPE to all employees
- Installation of thermal cameras and IR thermometers to monitor body temperature at all access points.
- Reduction of the number of passengers in the method of transport, and the irregular disinfection.



SYSTEM PUT IN PLACE FOR THE PROTECTION OF TANGER MED EMPLOYEES IN THEIR WORKSPACE

Tanger Med has put in place a series of preventive measures for the benefit of its employees in order to prevent and slow the spread of the COVID-19 virus, including :

- The establishment of a Tanger Med Group COVID 19 committee to ensure permanent monitoring of the epidemiological situation within the group; this committee was composed of the following representatives :
 - Human Resources
 - Harbor master's office/ safety and security
 - Occupational physician
 - Association for Social Work with the Group «AOSTM»
- Strict compliance with social distancing between employees through the application of floor marking that allow for the regulation and guidance of traffic flows in public spaces
- Weekly distribution of PPE and disinfectant products for all personnel
- Temperature measurement by thermal cameras and infrared forehead thermometers before accessing work areas
- The placement of hydro-alcohol gel dispensers at the entrance and exit of each traffic lane.
- Use of telecommuting with reduced access to public transportation
- The organization of awareness campaigns on the health and safety rules, and the maintenance of social distancing for all staff



SYSTEM ESTABLISHED FOR THE MANAGEMENT OF CONTACT CASES AND INFECTED PERSONS

To combat the spread of COVID-19 and to provide support to employees, Tanger Med Group has implemented a specific procedure for the management of confirmed cases of COVID-19 among its employees.

Each employee of Tanger Med group presenting signs and/or symptoms related to COVID-19 was taken for a PCR test in the agreed laboratories.

As soon as a confirmed case is reported within the group, full support is provided through :

- Contacting the referring physician
- Accompaniment in the various healthcare systems
- Social and psychological support: availability of a medical psychologist, if needed.
- The supply of personal protective equipment (FFP 2 masks, hydro-alcohol gel, gloves ...), food baskets, medication prescribed under COVID-19 protocol and medical devices (oxygen concentrator, oximeter, thermometer, etc.), if necessary.
- Providing transportation and assistance
- Daily monitoring of the patient's health status by the social worker and occupational physician
- Daily visits by a medical team to monitor the patient's health
- Development of lists of contact subjects and close monitoring of their health status.



TANGER MED FOUNDATION SUPPORTS THE NEIGHBOURING POPULATION

As part of its action dedicated to the management of the COVID-19 pandemic, Tanger Med Foundation has contributed to a vast solidarity program in the municipalities surrounding Tanger Med complex, including the city of Tangier, the city of Tétouan, the Fchs Anjra Province, and the M'diq-Fnideq Prefecture.

Since its inception, the program has distributed basic necessities (food and hygiene products) to low-income families.

In coordination with local authorities, Tanger Med Foundation's teams have moved to the communes to closely monitor operations and listen to households affected by the pandemic.

29 218
EMERGENCY BASKETS
DISTRIBUTED



ACTIONS FOR THE BACCALAUREATE STUDENTS OF THE PROVINCE

Considering the exceptional circumstances caused by the COVID-19 pandemic, Tanger Med Foundation has mobilized to support the future baccalaureate students of the Fahs Anjra Province.

SIM cards and reloads of 300 Dhs were made available to 383 future baccalaureate students to help them prepare for the baccalaureate exam for the July 2020 session.

This exercise enabled students to maintain contact with their teachers and prepare for their exams in the best possible manner. The distribution took place in the various.

383

SIM CARDS DISTRIBUTED WITH AN INTERNET RELOAD OF 300 DHS







CSR STRATEGY OF TANGER MED GROUP

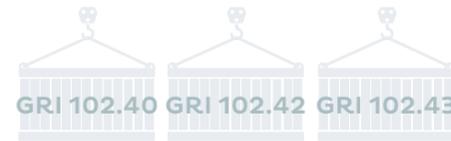
CONTEXT OF THE SUSTAINABLE DEVELOPMENT OF TANGER MED GROUP

Faced with the various risks to which Tanger Med is exposed, the Group has embarked on a process of voluntary in favor of sustainable development by adopting an environmentally responsible attitude for the identification and understanding of the major issues of its ecosystem, the impacts of its activities, and the preservation and protection of the environment.

The objective is to ensure a consistent and sustainable management of the territory, respecting the natural resources and their balance, by working to reduce and control the impact of port and industrial activities on the environment. The Ecoports certification obtained guarantees that Tanger Med has an appropriate environmental management program aimed at the continuous improvement of its performance in terms of waste recovery, pollution prevention and the reduction of natural resource consumption.

STAKEHOLDER COMMITMENTS

STAKEHOLDER MAPPING



EXTERNAL STAKEHOLDERS (EPS)

| | | | | |
|--|---|-------------------------------------|--|---------------------------------------|
| Organisations de la Société civile (OSC) | Partenaires économiques | Concessionnaires & Permissionnaires | Partenaires professionnels | Instances régaliennes |
| Société civile | Fournisseurs & prestataires | Concessionnaires | Groupements et associations professionnelles | Administrations publiques |
| Médias | Autres acteurs économiques | Permissionnaires | Sphère académique | Institutions & Etablissements publics |
| | Bailleurs de fonds et organismes financiers | | | Autorités de contrôle & régulation |

INTERNAL STAKEHOLDERS

| | | | |
|--|---------------------------------------|-----------------------------------|---------------------------|
| Organisations internationales & régionales | Collaborateurs TMSA & autre personnel | Instances de Gouvernance | Instances représentatives |
| Organisations internationales & régionales | | Instances de gouvernance externes | Instances représentatives |
| | | Instances de gouvernance internes | Fondation |



OUR CONTRIBUTION TO THE SERVICE OF CUSTOMERS AND OPERATORS IN THE PORT AND IN THE ACTIVITY ZONES

Port Operations

- Launch of 19 maritime services connecting the port complex
- Launch of exports through Tanger Med port complex of the first PSA cars produced in Morocco
- Minerva bunkering activity starts at the hydrocarbon terminal of Tanger Med port complex

Continued digitization of TangerMed and strengthening of the Port Community System

- Multi-channel payment functionalities in Tanger Med Port Community System go live
- Dematerialization of port transit procedures for import and export freight units
- Dematerialization of Moroccan agri-food exports
- Entry summary declaration into Europe and obtaining the MRN code



OUR CONTRIBUTION TO SERVING HUMAN RESOURCES

Tanger Med Group employees are mobilized to implement the CSR policy and the CSR charter. In all our businesses, in the port complex and in the activity zones, Tanger Med employees contribute every day to achieving the best economic, social, environmental, and societal impact of our operations by :

- Complying with the principles of the Group's Ethics Charter
- Implementing the business action plans of our CSR roadmap
- Ensuring strict compliance with occupational health and safety requirements



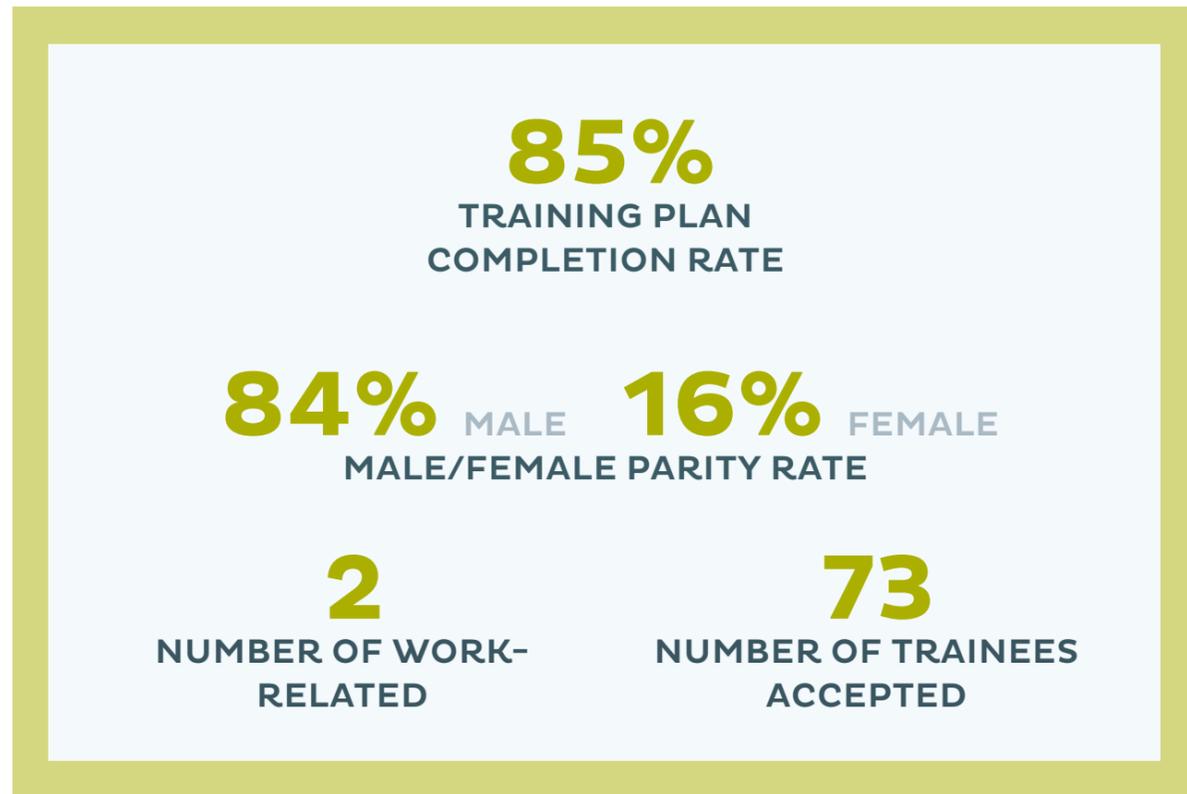
OUR CONTRIBUTION TO THE ENVIRONMENT

ECOPORTS LABEL



Tanger Med port complex has renewed the PERS certified Ecoports label in 2020, issued by the European Sea Ports Organization(ESPO), it remains the first African port to obtain this distinction and join the «Ecoports» network. This label is awarded to ports that comply with environmental standards defined according to specific criteria by Lloyd's Register, the British maritime classification company, which guarantees that Tanger Med port complex is an environmentally friendly port that has a compliant environmental management program that addresses the quality of water, air, soil, waste recycling and the preservation of natural resources.

The PERS 2020 certification confirms Tanger Med port complex's proactive approach to sustainable development and environmental protection. Tanger Med's commitment to continuous improvement is reflected in its quality approach, which aims to continuously improve its performance in terms of energy efficiency, reducing the use of natural resources and preserving marine and coastal biodiversity.



CARBON REPORT

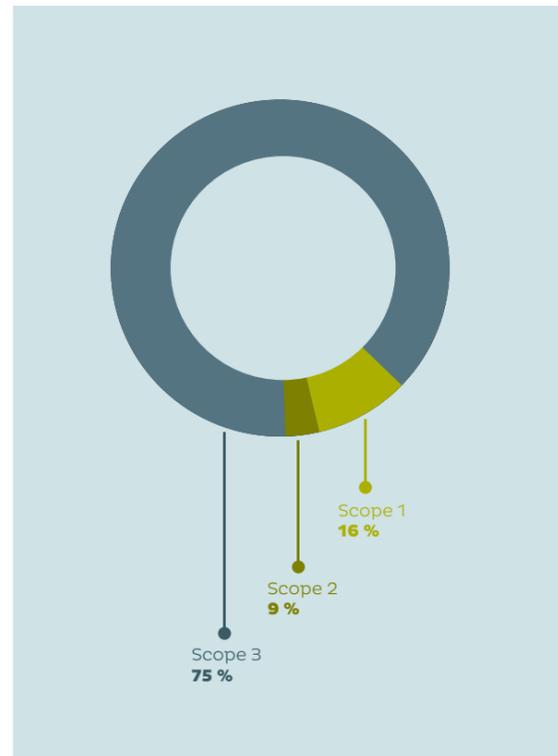
Given the Group's carbon profile, the contribution to the national strategy for the climate and the decarbonization of the economy, are among the priorities of our CSR roadmap. Thus, several measures have been taken to reduce emissions direct and indirect :

In 2020, a GHS (Greenhouse gas emissions) report was conducted. In addition to Scope 1 and 2, Scope

3 includes purchases of services and supplies, capital assets, employee travel, and solid and liquid waste.

Taking into account the emissions related to fixed assets (scope 3), Tanger Med has reached, at the calculated scope level, a GHG of 7.26 KgCO₂eq per Metric Ton that passes through the port complex. Without fixed assets, this GHG is only 0.25 KgCO₂eq per Metric Ton. A good performance compared to similar ports of roughly the same size.

Excluding fixed assets, the breakdown of emissions at the calculated scope level shows the following breakdown :



On an equal scope basis, the port complex conducted a report in 2016 that shows a GHG of 5388 tCO₂eq. In 2020, this report shows 5691 tCO₂eq. The GHG per Metric Ton increased from 0.17 tCO₂eq to 0.087 tCO₂eq, **an improvement of 49%.**

To improve its GHG and carbon footprint, the port complex has implemented action plans for :

- . Continued reduction of building emissions through the use of energy-efficient lighting energy efficiency, and the design of new buildings
- . Deployment of low energy lighting in the port complex Optimization of fuel consumption
- . Improving waste management and recovery

Projects have been launched in 2020 to offset CO₂ emissions :

- . The reuse of water from the WWTP for irrigation
- . The CPE «Energy Performance» project for the optimization of electricity consumption for public lighting
- . The development of green spaces
- . The installation of LED lighting at the ferry terminal

With regard to other environmental aspects, Tanger Med has an environmental management system that makes it the first Moroccan port to be certified ISO 14001 for the scope «Reception of ships and associated port services».

OUR CONTRIBUTION TO SERVING THE TERRITORY

With the launch of Tanger Med port complex in 2003, the intervention area, which is rural in nature, has gradually experienced great socio-economic dynamics in all directions. It manifests itself through :

- **The creation of road, motorway, and rail networks** allowing the opening up of villages now served by public transport,
- **The creation of basic services and infrastructures** (administrations urban development (housingconstruction , relocation and resettlement, etc.),

816
TANGER MED FOUNDATION
DEVELOPMENT PROJECTS
COMPLETED SINCE 2008

495 547
BENEFICIARIES SINCE 2008

63
TANGER MED FOUNDATION
DEVELOPMENT PROJECTS
COMPLETED IN 2020

178 687
BENEFICIARIES IN 2020

OUR CONTRIBUTION TO SERVING THE SUPPLY CHAIN

PURCHASING POLICY

Tanger Med's relationship with its suppliers goes beyond the simple purchase and supply of goods and services. The Group ensures the quality of its relationships with its suppliers.

With this in mind, Tanger Med has adopted a CSR approach to responsible purchasing in several areas, including :

- **Purchasing Charter**
- **Digitization**
- **Integration of CSR clauses in the Group's purchasing documents**
- **Compliance with payment deadlines**
- **Monitoring of economic dependence**
- **Evaluation of suppliers**
- **Promotion of CSR to suppliers and service providers**



PURCHASING CHARTER

TangerMed has developed and published a charter that defines all of the group's commitments in favor of the responsible purchasing.

In this context, Tanger Med ensures that its expectations, are well implemented by all of its suppliers while paying attention to the corresponding ethical, social, and environmental risks.

In addition, Tanger Med has adopted an «ethical charter which aims to frame the guiding principles of the relationship between Tanger Med and its suppliers for a sustainable and balanced relationship through the following commitments :

- Establish a selection process based on open consultations or tenders and competitive with fair treatment
- Ensure transparency in the selection and award processes
- Ensure the protection of confidential information
- Ensure strict application of contractual requirements
- Respect the environment and contribute to the preservation of resources and biodiversity
- Contribute to local development by supporting VSEs/ SMEs
- Use a total cost of ownership analysis for relevant purchases
- Use a total cost of ownership analysis for relevant purchases
- Pay suppliers on time and according to contractual terms
- Ensuring that suppliers are not overly dependent on TangerMed

By adhering to the principles of this policy, and by applying the requirements listed in our Responsible Purchasing Charter, suppliers agree to support Tanger Med Group in the deployment of its CSR roadmap and agree to be evaluated by Tanger Med or a third-party organization on their CSR practices, in this case the principles set out in said Charter

5
SUPPLIERS
EVALUATED
ACCORDING TO CSR

100%
SUPPLIERS WITH
CONTRACTS WITH CSR
CRITERIA

TANGER MED'S MATERIALITY MATRIX

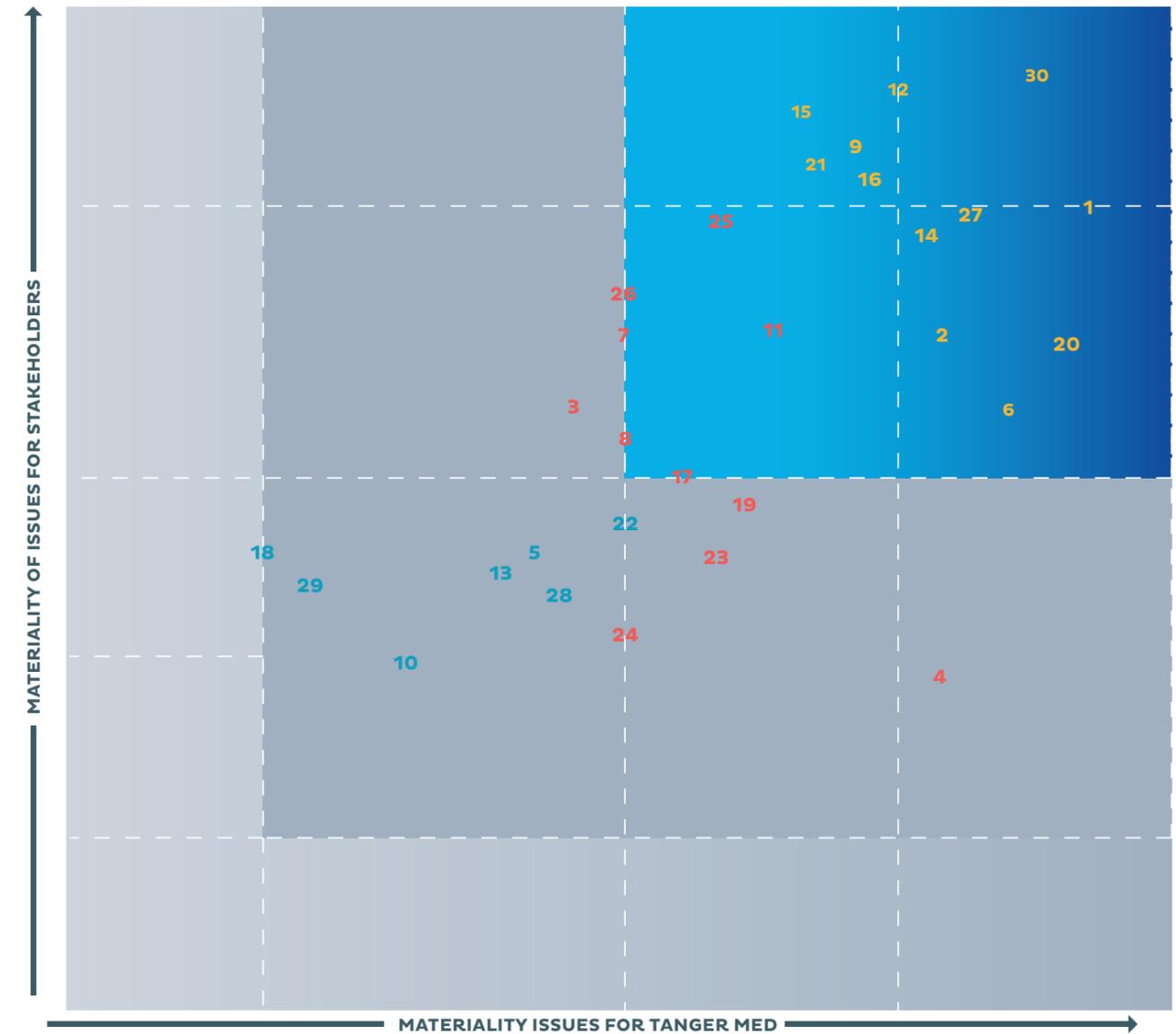
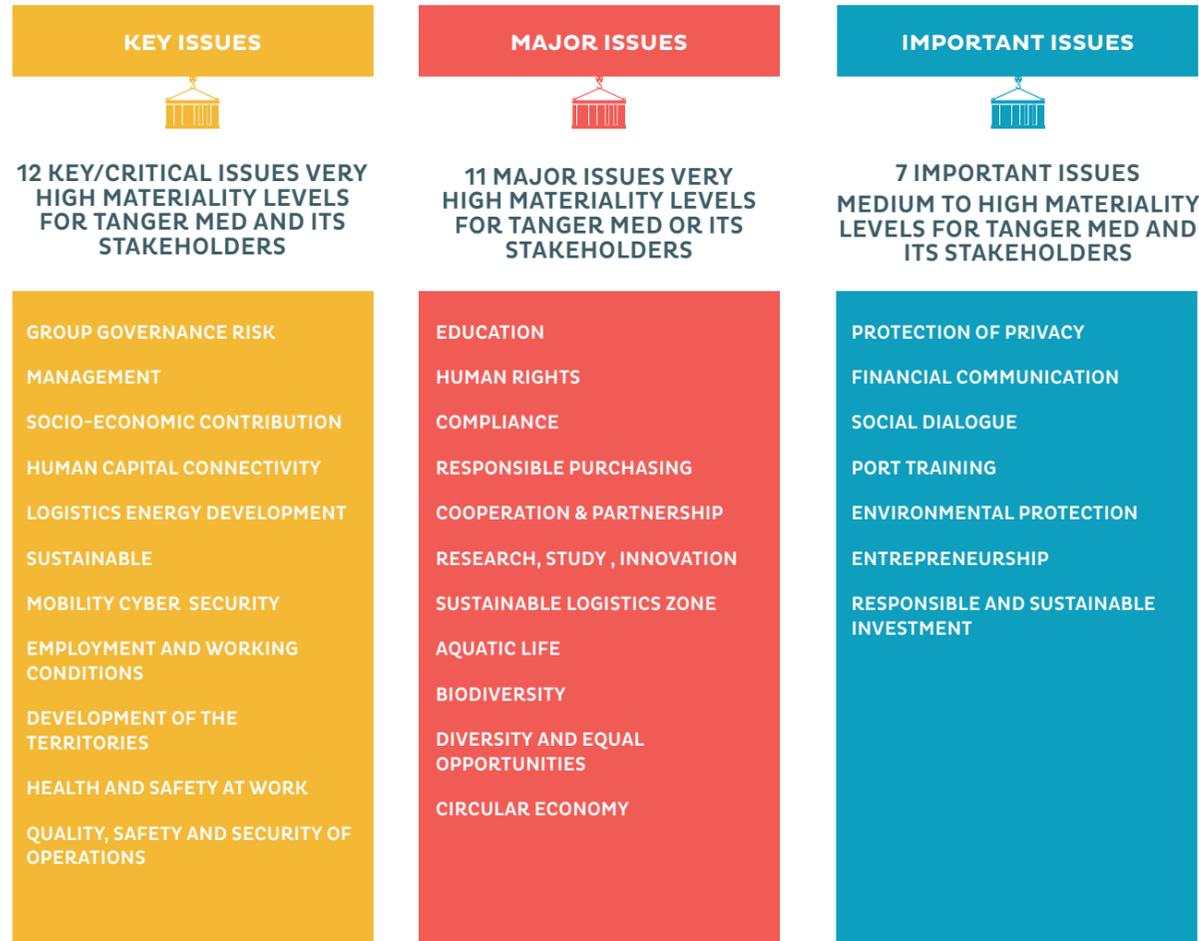
ANALYSIS OF THE MATERIALITY MATRIX

Tanger Med regularly analyzes the materiality of economic, social, environmental, labor and governance issues to ensure that the CSR and Sustainable Development Roadmap is kept up to date with society's expectations. This analysis is conducted and updated annually with internal and external stakeholders.

In 2019, Tanger Med performed an initial materiality analysis. In 2020 The group conducted a consultation with internal and external stakeholders, as part of a materiality study of more than 20 categories covering over 80 stakeholders. In line with its various management systems, this study identified 40 issues that were analyzed to produce a list of priority non-financial issues for the group and to build its roadmap for 2021.

Each issue was assessed internally based on criteria of importance, the degree to which Tanger Med Group was taking responsibility for it, and the importance of the categories of stakeholders involved and the degree to which their expectations were formalized. This last evaluation was carried out on the basis of the data available through the different channels of consultation set up and on the basis of specific focus groups held with some categories of stakeholders.

CLASSIFICATION OF CSR ISSUES



- | | | |
|--|---|---|
| <p>1 Governance Transparency and Ethics</p> <p>2 Risk management</p> <p>3 Human rights</p> <p>4 Compliance</p> <p>5 Protection of privacy</p> <p>6 Cybersecurity</p> <p>7 Responsible purchasing</p> <p>8 Cooperation & Partnership</p> <p>9 Employment and Working Conditions</p> <p>10 Financial communication</p> <p>11 Diversity & Equal</p> | <p>12 Human Capital Development</p> <p>13 Social Dialogue</p> <p>14 Quality, Safety and Security of Operations</p> <p>15 Sustainable Mobility</p> <p>16 Socio-economic contribution</p> <p>17 Research, Study, Innovation</p> <p>18 Port training</p> <p>19 Sustainable Logistics Zone</p> <p>20 Logistics Connectivity</p> <p>21 Protection of the environment</p> | <p>22 Aquatic Life</p> <p>23 Biodiversity</p> <p>24 Circular Economy</p> <p>25 Energy</p> <p>26 Education</p> <p>27 Territorial development</p> <p>28 Entrepreneurship</p> <p>29 Investissement Responsable et Durable</p> <p>30 Responsible and Sustainable Investment</p> |
|--|---|---|



**CSR APPROACH
OF TANGER MED GROUP**

CSR APPROACH

Since its inception and as it has grown, Tanger Med Group has implemented a gradual and evolving social responsibility approach in coordination with the stakeholders in its ecosystem and with a constant focus on environmental protection.

Tanger Med is committed to adopting a consistent and multidimensional CSR approach, integrated into both its projects and its operational approach. These projects, carried out directly by Tanger Med or through its Foundation, are both inclusive and have a strong impact on the territory. They are divided into five major focuses and 10 commitments.

As such, its actions are perfectly in line with the global framework of the Sustainable Development Goals (SDGs) and contribute to the influence and positioning of Tanger Med, an international logistics hub and industrial competitiveness platform.

TANGER MED'S CSR POLICY

The evolution of economic, social, societal, and environmental issues that characterize the world today marks the context in which Tanger Med's customers and other stakeholders operate.

At a time when these changes are accelerating, the need for resilience and agility in Tanger Med's businesses and models

is imperative. Through its CSR policy, Tanger Med intends to play a leading role in achieving the following objectives:

Sustainable Development of the United Nations for 2030. Tanger Med wishes to strengthen its contribution and its presence in the territories where the Group operates. Tanger Med's CSR and Sustainable Development policy is based on a detailed analysis of the various key CSR issues and the objectives and targets of the 2003 agenda of the UN in the context of the intervention of the different companies of the Group.

This analysis led to the definition of a CSR and Sustainable Development policy structured in five main strategic areas:



TANGER MED'S CSR CHARTER

Based on the five strategic areas of the CSR policy, Tanger Med Group's CSR approach highlights the 10 commitments that make up the Group's CSR charter:



Carry out operations and manage infrastructure at the port and in activity zones with the highest level of service quality and in compliance with social and environmental requirements.

Promote sustainable mobility solutions to connect the port, activity zones, and the territory.



Implement ethical and transparent governance to manage sustainable development issues and dialogue with stakeholders on a daily basis.

Build an intangible asset around the group's identity and culture to strengthen sustainable relationships with stakeholders and the territory.



To develop the human capital for the port, the activity zones, and the socio-economic development of the territory.

To make the port and the activity zones a resource interface to promote job creation, entrepreneurship, research, and innovation.



Contribute to actions aimed at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving stakeholders from the port, activity zones, and the territory.

To facilitate access to education and health and to contribute to the improvement of living conditions in and around the port, the activity zones, and the territory through the Foundation.



Improve the territory's logistics connectivity and strengthen the links within the ecosystem.

Develop cooperation with international actors and strengthen the presence in international institutions.



CAPTAIN OF THE HARBOR MASTER'S OFFICE OF TANGER MED PORT COMPLEX





**CSR PROJECTS
OF TANGER MED GROUP**



FOCUS 1

MANAGE RESOURCES AND INFRASTRUCTURE IN AN EFFICIENT AND SUSTAINABLE WAY

Carry out operations and manage infrastructures in the group's different activity zones at the highest level of service quality, in compliance with regulatory and legal, as well as social and environmental requirements, and by integrating sustainable development principles.

COMMITMENT 1

Carry out operations and manage infrastructures at the port and in the activity zones at the best level of service quality and in compliance with social and environmental requirements.

COMMITMENT 2

Promote sustainable mobility solutions to connect the port, activity zones and the territory.



COMMITMENT 1 : CARRY OUT OPERATIONS AND MANAGE INFRASTRUCTURES AT THE PORT AND IN THE ACTIVITY ZONES AT THE BEST LEVEL OF SERVICE QUALITY AND IN COMPLIANCE WITH SOCIAL AND ENVIRONMENTAL REQUIREMENTS

QUALITY OF SERVICES

COMMISSIONING OF THE 1ST PHASE OF THE MULTI-STORY PARKING LOT

As part of the reinforcement of the storage capacity of the car carrier terminal, Tanger Med has launched a project to build a multi-story parking lot in several phases. In fact, it will support the growth of vehicle exports produced in Morocco (Renault Melloussa factory, Somaca factory and PSA Kenitra factory) and strengthen the role of Tanger Med as a hub for the transshipment of new vehicles.

The first M1 module with a capacity of 800 spaces was commissioned in December 2020. Two other modules (M2, M3) with a capacity of 800 spaces each are currently under construction for delivery at the end of 2021.

The completion of the three phases will guarantee a total additional capacity of 2400 spaces.

For reference, the Car Carrier Terminal has a 240 ml quay that can accommodate the largest car carriers in the world, is connected to 44 ports in 27 countries, and offers 12 regular routes on a weekly basis.

As such, its actions are perfectly in line with the global framework of the Sustainable Development Goals (SDGs) and contribute to the influence and positioning of Tanger Med, an international logistics hub and industrial competitiveness platform.



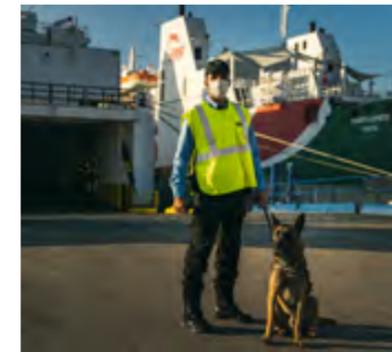
A MORE SIMPLE AND FLUID PASSAGE TO THE PORT



LAUNCH OF A 3RD «EXPORT ACCESS» SCANNER TUNNEL

As part of the strengthening of the processing capacities of TIR trucks as well as the facilitation of Moroccan exports, a new scanner was put into operation at the «Export Access» of Tanger Med port complex, bringing the processing capacity of 60 to 90 trucks per hour.

The infrastructure dedicated to export «Export Access» has a surface area of 19 Ha and can process up to 2 100 freight units per day. It enables dematerialization of the export procedure, smooth processing of export truck traffic and an export transit time of 2 hours



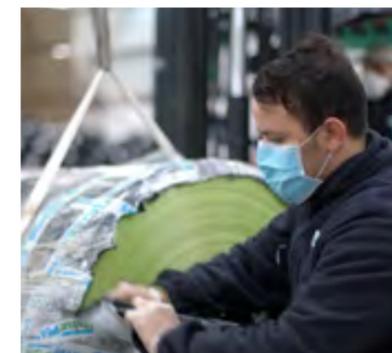
STRENGTHENING THE BORDER POLICE CHECKPOINTS

Strengthening the Border Police Checkpoints at the maritime station, from 10 to 16 checkpoints, in order to allow for the smooth and safe passage of pedestrian passengers. This project has allowed the increase of the passenger processing capacity from Morocco by 60%.



BOOKING ACCESS AND CHECK-IN

A new online check-in procedure has been set up for departing passengers, allowing them to check-in for tickets in advance, as well as a Booking Access solution, aimed at avoiding saturation of the port during peak periods, by managing the flow of vehicles and passengers in advance according to the capacity of the fleet.



ACTIONS IN FAVOR OF SUSTAINABLE DEVELOPMENT IN INDUSTRIAL ZONES

In order to manage its operations and infrastructure efficiently and sustainably, Tanger Med operates its activity zones and infrastructure with a high quality of service, in line with the standards of the 1 100 companies located there. These multinational companies and SMEs boost an industrial and logistics platform that exported 59 billion Dhs in 2020.



SHARED REGISTRATION COUNTERS

A joint solution for check-in counters at the port (available upstream before the police and customs inspection area) has been put in place to ensure that the flow of passengers in vehicles can take advantage of priority treatment for those with the closest departure with the ultimate objective of compliance with the departure times of the ships.



EXTENSION OF WORKING HOURS FOR IMPORTS

In order to meet the needs of industrialists, importers / exporters and customers of Tanger Med Port Complex and as part of the optimized use of port facilities, it was decided that, by mutual agreement with the Customs Administration, effective Monday, March 2, 2020, the working hours for import operations are until 2am instead of the original 10pm.



ONLINE MANAGEMENT OF BERTHING TIME SLOTS

The establishment of a berthing slot management system for ships wanting to make a stopover at the Passenger and Ro-Ro port allows for improved planning and management of stopovers in the long-term. This project optimizes the processing time of shipowners' requests for annual stopover planning, and shipping companies benefit from real-time access to the solution for greater transparency in planning their stopovers.

SAFETY AND SECURITY

PLATFORM SAFETY HYPERVISOR

The safety hypervisor is a solution that allows the supervision of all components and subsystems of Tanger Med's current and future safety and security platform and ensures all operations and functionalities of video surveillance, intelligent video surveillance, and access control.

Thanks to its high performance and multiple functionalities, this solution gives users a better working environment and allows for better efficiency in terms of safety management and decision support.

As part of Tanger Med's continuous improvement process, this solution will enable improve the security of operations and the flow of goods and people for Tanger Med Group entities, concessionaires, logistics operators and all Tanger Med users

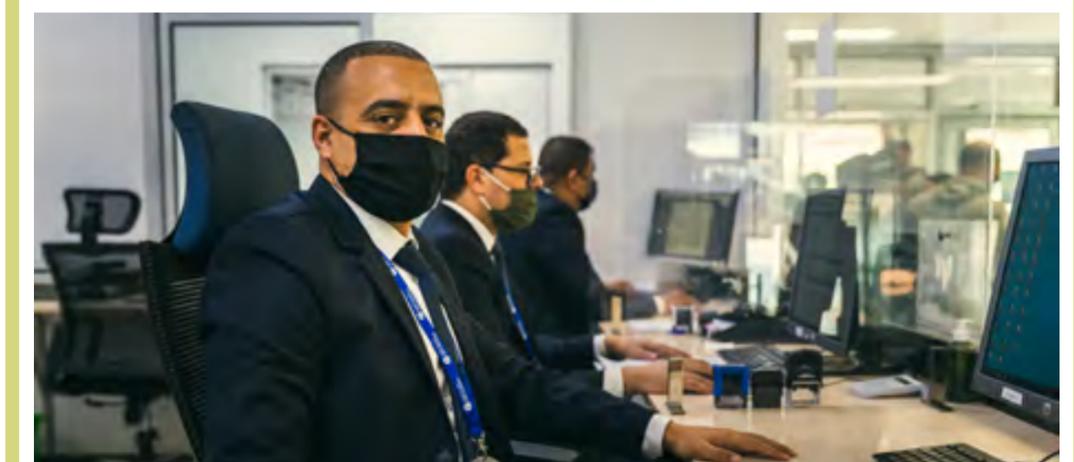


TEMPORARY ACCESS MANAGEMENT PORTAL

Within the context of customer satisfaction, Tanger Med port complex is committed to the dematerialization of requests for temporary access permits to the port by providing users with a portal for managing temporary access.

This gateway allows requests for access to the port complex to be processed and their status to be monitored in real time, with a history of all the permits issued during the current year. In addition, it will offer the possibility of reserving virtual queue tickets directly on the solution for a better management of them and thus optimize the waiting time of the applicants.

This portal also aims at exploiting the centralized data collected in order to ensure better decision-support analysis of access pass indicators, port activity and badge office performance in real time.



HAZARDOUS MATERIALS MANAGEMENT PORTAL

The creation of a computerized management and processing platform for dangerous goods allows the paperless processing of the declaration procedures for hazardous materials stored in the terminals and warehouses, and to improve the security of goods exchanges within the port complex by offering all the stakeholders in the logistics chain complete traceability of the declared containers and goods.

The solution for monitoring and controlling compliance with the hazardous materials regulations in the port area allows the following objectives:

- Improving port passage of dangerous goods
- Automating the transmission chain of dangerous goods information
- Making the processing of exchanged data more reliable by integrating all exchanges
- Ensuring that the hazardous materials declared correspond to those found at the entrance or exit of the terminals (by sea or land)



DATA PROTECTION

In an economic environment dominated by new information and communication technologies, the protection of personal data is a major challenge for Tanger Med. With this in mind, the group has set up a personal data protection system in line with the regulatory stipulations of Law 08-08 and the normative provisions of the ISO-27 001 standard relating to information security management systems. Tanger Med has been ISO-27001 certified since 2017.

EMERGENCY SIMULATION EXERCISES



Tanger Med has conducted joint emergency simulation exercises between its teams (Safety Brigade, Safety Officers, Port of Call Officer, VTS, Emergency Care Center), concessionaires, and port operators.

The expected objectives of these exercises are:

- To ensure that the various teams mobilized are trained, familiar with intervention to deal with emergency situations in real conditions.
- To test communications and coordination between response teams and check the availability of resources
- To check the alert systems and improve the incident response sheets
- To improve the mobilization time of human and material resources

Tanger Med activity zones all offer basic services and facilities to ensure the safety and health of operators and partners. Fire stations, a clinic, and health facilities are present and operational within Tanger Med industrial and logistics platform.

Similarly, emergency simulation exercises are carried out in Tanger Med activity zones, with the same objectives mentioned above.

COMMITMENT 2 : PROMOTE SUSTAINABLE MOBILITY SOLUTIONS TO CONNECT THE PORT, ACTIVITY ZONES AND THE TERRITORY

INITIATIVES TO MITIGATE ENVIRONMENTAL IMPACTS RELATING TO THE MOVEMENT OF PEOPLE AND GOODS

Sustainable mobility is a concept based on the development and application of organizational approaches and technological tools that promote the movement of goods and people with less impact on the environment.

This issue is considered one of the highest priorities and one for which Tanger Med is deploying a number of innovative and sustainable solutions to promote convenient, low-pollution, and environmentally-friendly mobility.

AUTOMATED MANAGEMENT OF HAULING ACTIVITY

The Passenger and Ro-Ro port is designed to support the development of passenger and TIR truck traffic while ensuring their processing under the best conditions of fluidity, safety and comfort.

In this regard, the port authority, in collaboration with its partners, has implemented a solution for the automated management of the hauling of freight units within the port complex.

This solution allows an automated and optimized management of parking and pre-boarding areas, as well as the localization of freight units in real time, which offers the possibility to optimize the travel times of Mafis Ro-Ro and to reduce the empty returns of these units. All in favor of **#ecomobility**.

OPTIMIZATION OF PASSENGER AND FREIGHT FLOWS

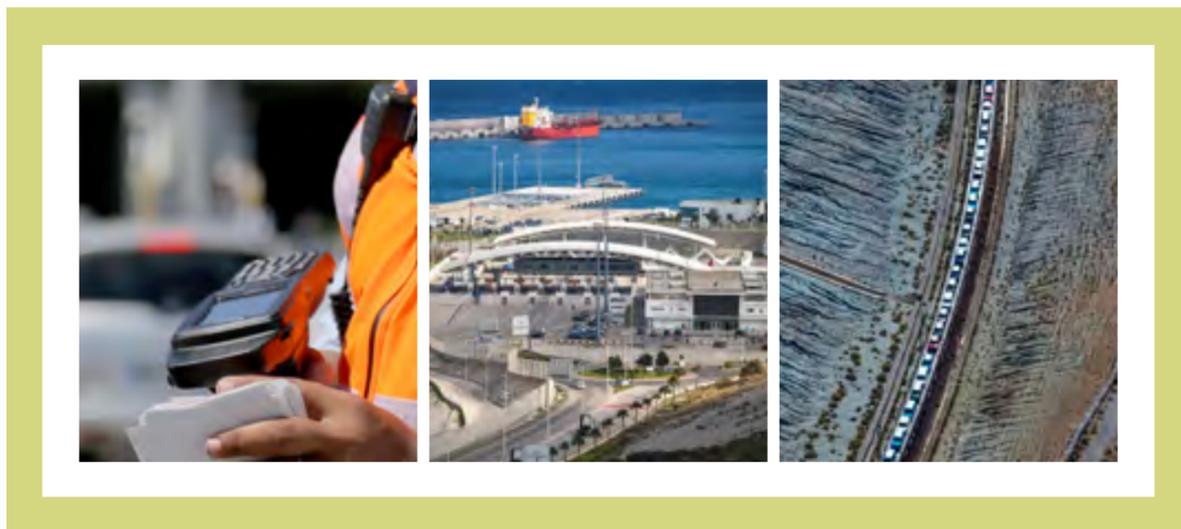
At the Passenger and Ro-ro port, Tanger Med has set up a reduced low-season route for passenger flows, as well as regulation zones for optimal circulation of freight units for both imports and exports.

RAILWAY GOODS TRANSPORTATION

Tanger Med Port Complex offers its customers intermodal transport solutions to better meet their needs and support their activities.

Rail transport, offered by Tanger Med to its customers, makes it possible to transport large quantities of goods over long distances in an economical, fast, safe and most importantly sustainable way. With regard to this last aspect, the transport of goods by rail favors the reduction of greenhouse gas emissions, avoids congestion within the port complex, and contributes to the reduction in noise pollution.

Today, cars produced at the Renault plant in Melloussa, or at the PSA plant in Kenitra are transported by rail from their production sites to the carrier terminal of Tanger Med port complex for export to more than 70 countries worldwide.





FOCUS 2



ADOPT A GOVERNANCE SYSTEM THAT ALLOWS RESPONSIBLE MANAGEMENT ON A DAILY BASIS

Implement ethical and transparent governance within the group to manage SD issues on a daily basis, maintain relationships with stakeholders and promote an identity and culture firmly rooted in the territory.

COMMITMENT 3

Adopt ethical and transparent governance to manage SD issues and dialogue with stakeholders on a daily basis.

COMMITMENT 4

Build an intangible asset around the group's identity and culture to strengthen lasting relationships with stakeholders and the territory.



COMMITMENT 3 : INITIATE AND IMPLEMENT TRANSPARENT ETHICS GOVERNANCE TO MANAGE SUSTAINABLE DEVELOPMENT ISSUES AND DIALOGUE WITH STAKEHOLDERS ON A DAILY BASIS

GOVERNANCE BODIES

Governance is undoubtedly the foundation of a flawless CSR approach, as is the case for Tanger Med. In fact, as mentioned before, this factor makes it possible to permanently manage and consequently assume the different impacts that the decisions made may generate, in order to be able to effectively and efficiently integrate responsibility not only at the level of the same organization but also at the level of its various external relationships. Moreover, this factor can only take place through several key stakeholders, including the:

- Board of Directors
- The Supervisory Board
- TMSA Audit Committee
- TMPA and TM2 Audit Committee
- Tanger Med Zones Audit Committee
- Strategic committees
- CSR Committee



AN INTERNAL ORGANIZATION THAT FACILITATES THE AWARENESS AND SUPPORT OF HUMAN CAPITAL FOR THE GROUP'S CSR STRATEGY

At Tanger Med, the CSR approach is being deployed through the involvement of all of the Group's entities and functions and with the establishment of a cross-functional CSR committee.

The Group's corporate social responsibility approach is led by a CSR manager who reports to the Board of Directors. This is supported by a network of correspondents within the Group's entities responsible for implementing the various commitments of the CSR policy and accelerating the integration of CSR issues into Tanger Med's operational projects.

As such, the network of CSR correspondents is involved in steering the CSR approach, in its accountability, and in communication and employee awareness actions.

Moreover, the CSR strategy is integrated into Tanger Med's main governance bodies (Supervisory Board, Executive Board, Operating Committee), and CSR issues are regularly included in the agenda of these meetings.

ETHICS

Tanger Med's ethical approach and its duty of care are based on the principle of continuous improvement in order to meet the latest regulatory requirements and optimize its territorial footprint.

In accordance with the recommendations of its governance bodies, Tanger Med has adopted an ethics charter. Tanger Med continues to train its employees in the principles of the Ethics Charter and the risks associated with ethical breaches and deviations from the regulations. Internal audits are carried out on the basis of a risk map drawn up for the Group and its companies and presented to the Group's Audit Committee.

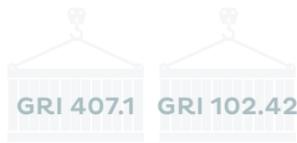


COMMITMENT 4 : BUILD AN INTANGIBLE ASSET AROUND THE IDENTITY AND CULTURE OF THE GROUP TO STRENGTHEN SUSTAINABLE RELATIONSHIPS WITH STAKEHOLDERS AND THE TERRITORY

As part of the vigilance plan, and in order to better prevent the risks of human rights, health, safety and environmental violations in its supply chain, the group is pursuing its deployment in the spirit of continuous improvement. The plan has been the subject of a more detailed risk mapping, specifying the priority areas, activities and purchasing categories. Specific prevention and mitigation plans have been initiated accordingly.

The training of employees in the responsibility of vigilance has been targeted primarily at purchasers and internal auditors. In application of the Group's Sustainable Purchasing policy, this training focuses in particular on better qualification of suppliers and the proper application and monitoring of CSR clauses. Tanger Med has also strengthened its media and social monitoring system, bringing together several of the Group's functional entities to monitor and prevent controversial issues related to its activities.

| | |
|--|--|
| <p>AS A COMPANY «We strive for excellence and don't hesitate to continually challenge ourselves and the way we work.»</p> | 1. Compliance, Quality, and Safety of Operations |
| | 2. Tanger Med communication and representation |
| | 3. Selection and fair treatment of suppliers |
| | 4. Conflicts of interest |
| | 5. Corruption |
| | 6. Respect for privacy and personal data |
| | 7. Use of assets and infrastructure |
| <p>AS AN EMPLOYER «We are working to make Tanger Med a great place to live and work for our employees, who are our greatest asset.»</p> | 8. Health and safety at work |
| | 9. Working conditions |
| | 10. Diversity |
| | 11. Respect for all people |
| <p>AS A STAKEHOLDER IN THE TERRITORY «We respect our commitments for the sustainable development of the territory»</p> | 12. Responsible policy commitment |
| | 13. Preservation and protection of the environment |
| | 14. Contribution to the development of the territory |



SOCIAL DIALOGUE WITH OUR EMPLOYEES

In accordance with the commitment of its CSR roadmap, Tanger Med consults annually with the following stakeholders to collectively address the dilemmas encountered. As part of its operations and its projects, Tanger Med uses rigorous methods to map stakeholders and propose dialogue methods adapted to their expectations and constraints.

Convinced that dialogue with stakeholders is vital in the context of its activities and of the territories in which it operates, Tanger Med Group deploys a strategy of positive influence and a responsible lobbying of national and regional institutions and local stakeholders, on topics related to its daily activities such as: operations management, safety and security issues, training sessions, energy and waste management activities, and interventions at the territory level for the benefit of the population.

The Group is also building partnerships with other stakeholders or institutions, in a spirit of cooperation, on issues of general interest such as employment, education, access to essential services such as sanitation or water supply and connection to the electricity network, or environmental protection.

DIALOGUE WITH OUR STAKEHOLDERS GRI 403.4

In order to guarantee the best results for its employees, Tanger Med is constantly deploying the appropriate means to meet their various needs. First of all, at the professional level, Tanger Med offers training on CSR standards and regulatory requirements related to the employer and the employee, while permanently integrating the representatives of the Health and Safety Committee.

TANGER MED ORGANIZED A NEW SESSION OF TANGER MED TALKS UNDER THE THEME: DIGITIZATION OF PORT AND LOGISTICS OPERATIONS: NEW SERVICES



On June 9, 2020, Tanger Med organized a Tanger Med Talks session on the importance of digitization of ports and logistics, key assets reinforcing competitiveness.

At the national level, Tanger Med has embarked on a sustained digitization process that will enable it to offer customers, operators, and other stakeholders a range of digital services to facilitate the flow of goods through the port area and optimizing transit time. These digital services, available in Tanger Med Port Community System, include the digitized management of maritime calls, transit of cargo units, remote invoicing, generation of the MRN code, multi-channel payment and continuous traceability.

This webinar is part of Tanger Med Group's dynamic exchange program with the entire port, logistics and industrial community, with the objective of identifying the needs of operators and meeting their expectations.



TANGER MED TALKS: THE NEW DIRECTIONS OF THE VALUE CHAINS: CHALLENGES AND OPPORTUNITIES FOR MOROCCAN EXPORTERS

On September 29, 2020, Tanger Med, in partnership with ASMEX, organized a new session of Tanger Med Talks under the theme «New directions in value chains: challenges and opportunities for Moroccan exporters» in the presence of several experts, institutions, and export professionals.

This virtual meeting was part of a dynamic initiated by Tanger Med with the objective of establishing a regular exchange platform with the members of its community.

Tanger Med Group and ASMEX are joining forces to initiate a common vision on the future of Moroccan value chains dedicated to export and to define a set of priority actions to support Moroccan exporters.



TANGER MED TALKS: FACILITATION OF PROCEDURES: ACCELERATING THE DEVELOPMENT OF AGRIBUSINESS EXPORTS IN MOROCCO



On July 9, 2020, under the theme «facilitation of procedures : accelerating the development of agribusiness exports in morocco» in partnership with all the key players in the sector: TANGER MED, MOROCCO FOODEX, ONSSA, CUSTOMS, Producers agricultural exporters, Transport and Logistics professionals .

This virtual conference is part of the effort to support, digitize and facilitate Moroccan exports, in this case agricultural and agri-food exports.

An opportunity to recall the importance of Tanger Med's service offer for the facilitation of Moroccan agri-food exports, including an infrastructure dedicated to export, a refrigerated unit for logistics operations, multimodal transport by road and sea and maritime connectivity to more than 180 ports and 70 countries. Tanger Med also has a commitment to a digitization approach for the continuous improvement of services rendered to customers.

TANGER MED ZONES PARTICIPATES IN APEBI WEB DIALOGUE «REGIONALIZED OFFSHORING: BEST RESPONSE TO POST COVID OPPORTUNITIES»



«Regionalized offshoring: Best response to post-Covid opportunities» is the theme of a webinar organized on December 18, 2020 by the Federation of Information Technology, Telecommunications and Offshoring (APEBI).

Initiated in partnership with the CRI of Fès-Meknès, the seminar brought together experts who drew up an inventory of the offshoring sector and possible avenues for its development.

Presentations focused on the supply and prospects of offshoring worldwide, the new post-Covid-19 challenges and the challenges of offshore support systems.

Tanger Med Zones participated in the event to present the assets of the Tangier-Tétouan-Al-Hoceima Region Hoceima in the offshoring sector as well as the upcoming projects around Tétouan Shore, Tanger Med zone dedicated to the offshoring business.





FOCUS 3



DEVELOP HUMAN CAPITAL, INNOVATION, AND IMPROVE THE SOCIAL AND ECONOMIC IMPACT

To develop the Group's human capital and to use the Group's interfaces and its foundation to promote the development of skills, job creation, entrepreneurship, and innovation.

COMMITMENT 5

To develop the human capital for the port, the activity zones and the socio-economic development of the territory.

COMMITMENT 6

To make the port and activity zones a dynamic environment that promotes job creation, entrepreneurship, research and innovation

COMMITMENT 5 : TO DEVELOP HUMAN CAPITAL FOR THE PORT, THE ACTIVITY ZONES, AND THE SOCIO-ECONOMIC DEVELOPMENT OF THE TERRITORY

OUR EMPLOYEES ARE KEY STAKEHOLDERS IN OUR PERFORMANCE HEALTH AND SAFETY AT WORK

Controlling occupational risks (work-related accidents and illnesses) is a major social, economic, and legal challenge for Tanger Med Group. It consists of the implementation of measures to promote the improvement of the safety and health of workers.

Tanger Med Group places great importance on the safe management of port activities, as evidenced by the comprehensive nature of its occupational health and safety risk management system. Regular HSE inspections are conducted by highly qualified personnel in and around the port complex to ensure the prevention of OHS risks associated with the activities. HSE committees are also set up and hold regular meetings to communicate on occupational health and safety issues in order to raise awareness, mobilize partners, and strengthen the knowledge and technical skills of all stakeholders in this area.

Tanger Med Group is committed to the monitoring and management of health, safety and well-being in the workplace by implementing preventive actions, providing information and training, and assessing occupational risks at each workstation

Tanger Med Group ensures the protection of its workers by focusing on the following areas:

- **Protecting the lives of employees and preserving integrity**
 - **Keeping workers healthy in the face of accident and illness risks**
 - **Providing a rewarding, stress-free work environment conducive to positive and enriching human resource development**
- Tanger Med Group has also successfully implemented a workplace safety incident management system through the:
- **Establishment of a fire station, with a «Safety brigade» team of Safety, Protection and the Fight against disasters and marine pollution, composed of port firemen and professional divers.**
 - **Organization of joint emergency simulation exercises with concessionaires and port operators.**
 - **Setting up an emergency care facility in the port complex with a doctor, 2 nurses and 2 fully-equipped ambulances on a 24/7 basis.**

3455

SAFETY INTERVENTIONS OF THE SAFETY BRIGADE

8

JOINT EMERGENCY SIMULATION EXERCISES

830

EMERGENCY INTERVENTIONS PERFORMED BY THE TMPA URGENT CARE CENTER (CSU)

150

EMERGENCY EVACUATION OPERATIONS OF INJURED AND SICK PEOPLE BY TMPA CSU AMBULANCE



PROSPECTIVE MANAGEMENT OF JOBS, EMPLOYEES AND SKILLS

Tanger Med Group has launched a study to update its jobs and skills repository and implement the prospective management of jobs, employees and skills for its associates.

The objective of this study is to develop a model for the prospective management of employees, jobs and skills to monitor human resources management and the development of Tanger Med Group's skills portfolio. But also, to identify the training needs within each entity of the Group, to develop the training master plan and to establish the training plans.

TANGER MED E-LEARNING

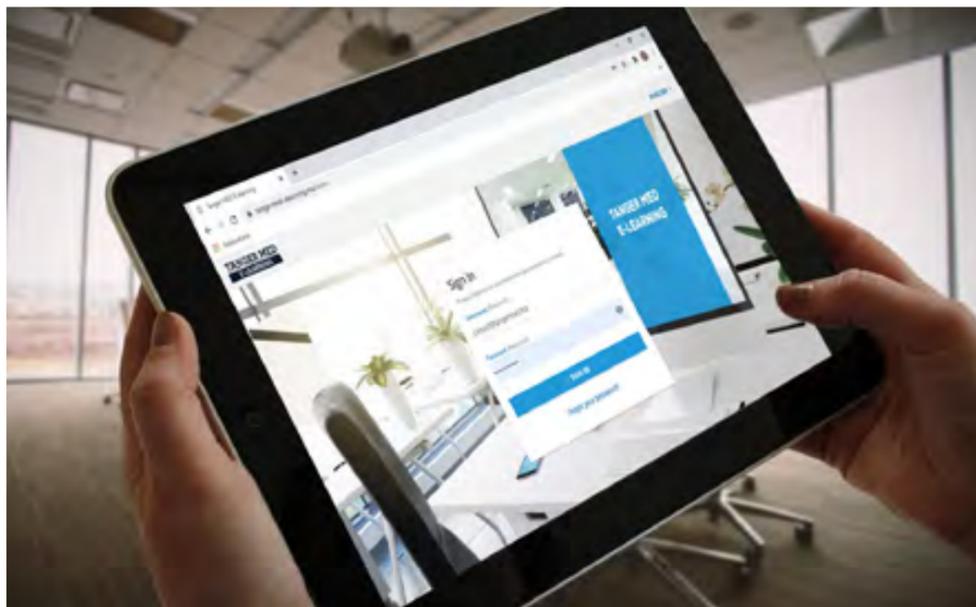
GRI 404.1

To meet the challenges of mobility and accessibility to training, and in its effort to continuously improve its service to employees, Tanger Med has set up a new «Tanger Med E-learning» digital training platform.

This innovative system provides access via an online platform to a set of distance learning modules in e-learning mode, MOOCs, and Webinars. It is fed by training courses on cross-functional subjects, such as soft skills, modules related to the Group's businesses as well as foreign languages.

The training courses offered have been developed by the largest international firms, recognized for the quality of their teaching and the reputation of their speakers. Fully modular and individualized, the courses are effective and allow employees to improve their skills and complement existing classroom courses.

In addition, dedicated support service is available to help employees make the most of the training and achieve the desired objectives.



SKILLS FOR THE DEVELOPMENT OF THE TERRITORY

In order to support the increase in skills of the Moroccan workforce, Tanger Med Group has facilitated the installation of activity zones, educational establishments, and specialized institutes such as the OFPPT and IFMIA, which offer courses of study and further training in branches related to the developed activities in these areas.

In order to strengthen the technical skills of its employees and partners, Tanger Med Group has a three-dimensional nautical simulation and expertise center. A platform that allows the reproduction of a situation similar to the real one at sea, in an interactive virtual environment integrating the digital modeling of areas and vessels.

Tanger Med Piloting team uses this simulator to provide training to pilots from national ports and ports of African countries.

4
TRAINING SESSIONS
CONDUCTED IN 2020

2
MANEUVERABILITY STUDIES
COMPLETED IN 2020

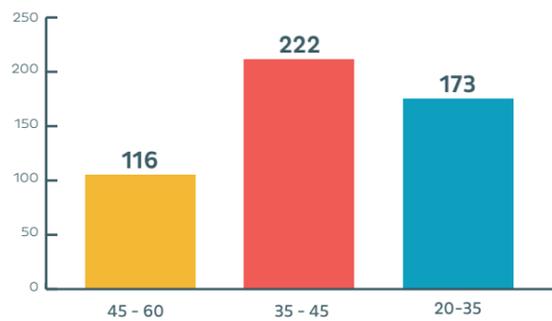
BREAKDOWN OF EMPLOYEES BY ENTITY AND BY TYPE OF CONTRACT

| SECTOR OF ACTIVITY | 2017 | | | 2018 | | | 2019 | | | 2020 | | |
|---------------------|------------|-----------|------------|------------|-----------|------------|------------|-----------|------------|------------|-----------|------------|
| | CDI | PROJECT | TOTAL |
| HOLDING | 39 | 0 | 39 | 43 | 0 | 43 | 45 | 0 | 45 | 43 | 0 | 43 |
| PORT COMPLEX | 174 | 0 | 174 | 193 | 0 | 193 | 201 | 0 | 201 | 203 | 0 | 203 |
| INDUSTRIAL PLATFORM | 39 | 0 | 39 | 39 | 0 | 39 | 39 | 1 | 40 | 41 | 0 | 41 |
| SERVICES | 155 | 37 | 192 | 164 | 39 | 203 | 174 | 45 | 219 | 187 | 37 | 224 |
| GRAND TOTAL | 407 | 37 | 444 | 439 | 39 | 478 | 459 | 46 | 505 | 474 | 37 | 511 |

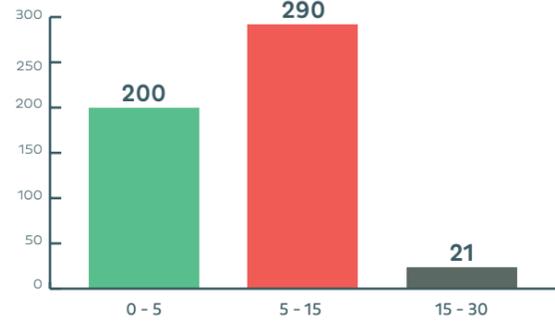
BREAKDOWN OF WORKFORCE BY CATEGORY AND GENDER

| SECTOR OF ACTIVITY | DEPARTMENT | | SCOPE/SETTING | | EMPLOYEE | | TOTAL | | TOTAL |
|---------------------|------------|------------|---------------|-----------|-----------|------------|-----------|------------|------------|
| | F | M | F | M | F | M | F | M | |
| HOLDING | 9 | 17 | 1 | 8 | 0 | 8 | 10 | 33 | 43 |
| PORT COMPLEX | 24 | 150 | 0 | 16 | 0 | 13 | 24 | 179 | 203 |
| INDUSTRIAL PLATFORM | 12 | 21 | 0 | 1 | 3 | 4 | 15 | 26 | 41 |
| SERVICES | 26 | 78 | 0 | 3 | 8 | 109 | 34 | 190 | 224 |
| GRAND TOTAL | 71 | 266 | 1 | 28 | 11 | 134 | 83 | 428 | 511 |

WORKFORCE BY AGE GROUP



WORKFORCE BY LENGTH OF SERVICE



OTHER INDICATORS

| INDICATOR | | 2018 | 2019 | 2020 |
|-------------------------------------|---------------|-----------|-----------|-----------|
| NUMBER OF STAFF REPRESENTATIVES | | 19 | 19 | 19 |
| NUMBER OF STRIKE DAYS | | 0 | 0 | 0 |
| NUMBER OF WORK ACCIDENTS | | 3 | 6 | 2 |
| NUMBER OF LAYOFFS | Department | 0 | 0 | 0 |
| | Scope/Setting | 1 | 0 | 0 |
| | Employee | 2 | 0 | 2 |
| | Total | 3 | 0 | 2 |
| NUMBER OF RESIGNATIONS | Department | 0 | 0 | 0 |
| | Scope/Setting | 5 | 14 | 13 |
| | Employee | 5 | 1 | 1 |
| | Total | 10 | 15 | 14 |
| NUMBER OF RECRUITMENTS | Department | 2 | 0 | 1 |
| | Scope/Setting | 32 | 38 | 21 |
| | Employee | 28 | 38 | 5 |
| | Total | 62 | 76 | 27 |
| NUMBER AND NATURE OF LABOR DISPUTES | | 0 | 0 | 0 |





COMMITMENT 6 : TO MAKE THE PORT AND ACTIVITY ZONES A RESOURCE INTERFACE TO PROMOTE JOB CREATION, ENTREPRENEURSHIP, RESEARCH AND INNOVATION A DYNAMIC ENVIRONMENT FOR GROWTH, JOB CREATION AND ENTREPRENEURSHIP

TMPC: THE COMMUNITY'S BUSINESS CENTER

Tanger Med Port Center is located in the immediate vicinity of Tanger Med 1 port, the Passenger and Ro-Ro port and the logistics zone. Tanger Med Port Center is a catalyst for synergies between the port and service industries and is the lifeblood of the port complex.

Designed by architect Jean Nouvel, Tanger Med Port Center is 450m long and 50m wide. It houses office space, an auditorium, an exhibition area, and a community center. This tertiary building welcomes all the port administrations and operators in a place of work but also of life. The Business Center is a gateway to the port complex for pedestrians and a multi-modal meeting point with its maritime, railway and road stations integrated into the building's lower level.

Tanger Med Port Center consists of:

- A passenger service area, the hub of the business center, which also provides various services to passengers (reception, ticketing, shops, fast food, etc.)
- A ferry terminal for the transit of pedestrian passengers to and from Europe, offering direct access to various modes of transport (train, bus, taxi)
- A railway station with two passenger platforms providing Tanger Med - Tangier shuttle service
- A bus station with a capacity of 20 bus stops and a space for cabs and shuttle buses from Tanger Med port complex
- A community center, a relaxation area, a restaurant and a public service center including: a post office, shops, bank branches, ticketing agencies, and a food court with multiple restaurants
- Office space, developed or in the process of being developed
- A 300-seat auditorium, equipped with projection and sound equipment and exhibition areas.
- A 3 star hotel

As a center of excellence, Tanger Med Port Center encourages the development of businesses and the creation of new jobs. It hosts various professional activities necessary to meet the needs of Tanger Med community.



ENCOURAGEMENT OF SMALL AND MEDIUM-SIZED ENTERPRISES (SMES) AND VERY SMALL BUSINESSES (SBC)

In 2020, six industrialists have acquired land in Tétouan Park, and two industrialists have started their activities;

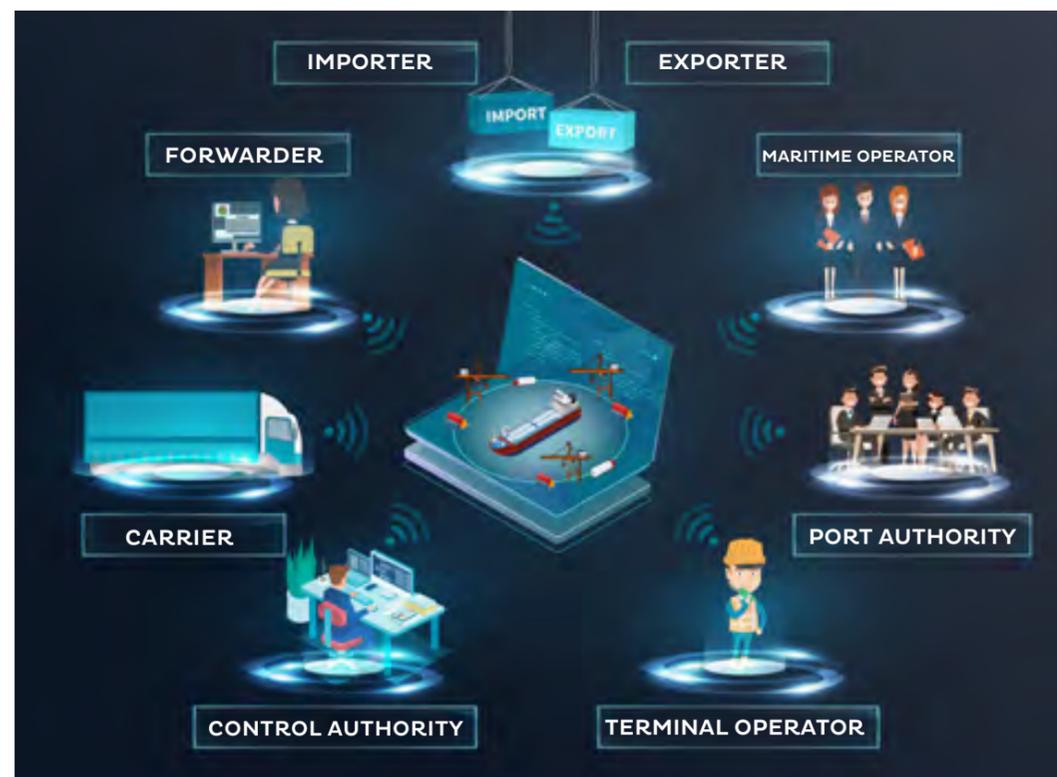
| CORPORATE NAME | SURFACE AREA (M ²) | INDUSTRY SECTOR |
|--------------------|--------------------------------|----------------------------|
| Sosasu | 3 337 | Agri-food |
| Occico | 1 346 | Textiles |
| Rock musique | 990 | Mechanics |
| Logistics building | 3 330 | Logistics |
| PJLP | 6 744 | Handcrafted works industry |
| Chicco food | 3373 | logistics |
| Ayoub des poissons | 586 | logistics |
| MLS | 600 | Showroom (medical) |

INNOVATIVE PROJECTS TO SERVE THE ECOSYSTEM

Tanger Med has been committed to a digitization process since the start of its activity. Over the past decade, IT services and solutions have multiplied, offering a range of digital services to the port, logistics and industrial communities, thus strengthening their industrial and logistical competitiveness.

A global logistics hub with international standards, Tanger Med operates its own port community system (PCS) that meets international standards and requirements. This PCS serves maritime partners (shipping agent, terminal operator, shipping company), importers, exporters, freight forwarders, carriers, and logistics providers. It allows fully dematerialized centralized transactions, integrated with the system of inspection agencies and all stakeholders for digitized management that meets the requirements of these operators.

Tanger Med is fully committed to an ongoing process to improve its range of services in the port logistics and industrial sectors, and to create links between the port and activity zones.



TANGER MED PORT COMMUNITY SYSTEM

Tanger Med Port Community System (TMPCS) is a digital platform to facilitate the operations of port and logistics for public and private stakeholders. TMPCS has been designed to optimize the time of different stakeholders and thus simplify the administrative process. It groups together all the digital services to facilitate all port activities.

Tanger Med Port Community System is an evolving platform that continuously provides added value. It is developed for the community and remains attentive to its needs in order to continually offer new digital solutions and thus strengthen its competitiveness.

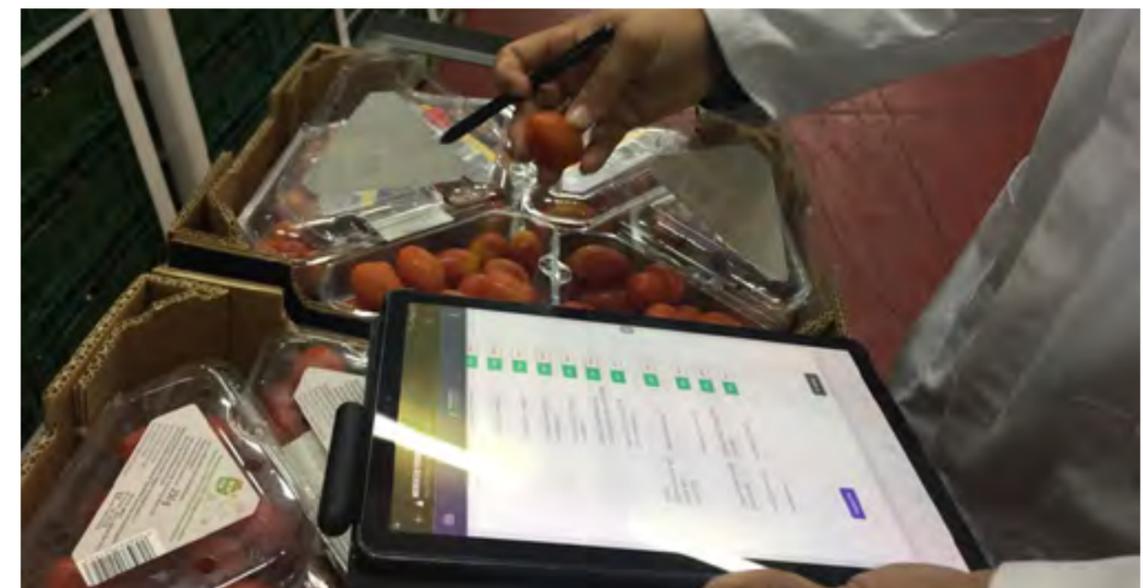
DIGITIZATION OF MOROCCAN AGRI-FOOD EXPORTS

Tanger Med has implemented a digitized solution for the export procedure of agri-food from packaging facilities throughout the Kingdom. In fact, the inspection certificate issued by FOODEX, and the phytosanitary certificate issued by ONSSA required for agri-food exports are systematically integrated into Tanger Med Port Community System and accessible to a database of nearly 5 000 Moroccan exporters throughout the Kingdom.

For example, an exporter of citrus fruits in the region of Agadir, can through its access accounts in the Morocco Foodex portal or in the «Tanger Med Port Community System», apply for certification of compliance of its products for export, consult the results of inspection issued by Morocco Foodex, and generate a dematerialized certificate of inspection of its exports, and this from its production site.

Thanks to the automated exchange, these documents are also transmitted digitally to the Customs Administration to obtain the customs clearance to embark through the port.

This service set up by Tanger Med is the result of a partnership with the inspection agencies FOODEX and ONSSA, under the supervision of the Ministry of Agriculture and Maritime Fishing, as well as with the Administration of Customs and Indirect Taxes.



FOCUS

TANGER MED INTERNAL INNOVATION COMPETITION



In 2020, Tanger Med Group launched an internal innovation contest for the benefit of all its employees.

The objective is to build a culture of innovation and to encourage new ways of thinking and acting among employees to improve the group's performance and their development.

OBJECTIVES OF THE APPROACH

- Strengthen the commitment of employees, contributors, and stakeholders in terms of performance
- Identify the strengths of the company
- Achieve medium and long-term cost savings through intelligent budget spending
- Build a consolidated vision of internal challenges

RESULTS OF THE 2020 COMPETITION

18
RESULTS
CLASS OF 2020

12
PROJECTS PRESENTED
TO TOP MANAGEMENT

PROJECT SUBMITTED TO TANGER MED INNOVATION COMPETITION

THEME: PORT AND SUSTAINABILITY

- i-Traffic Management: development of an intelligent system for the optimization of road flows (2 projects submitted)
- Digitization of mooring and unmooring information
- Desalination of sea water for irrigation of green areas and production of drinking water
- Implementation of a sustainable mobility policy (electric vehicles and electric charging stations)
- Use of wave energy by an innovative mechanical-hydraulic system to produce green energy



THEME : DATA

- Establishment of a Data Lab dedicated to the collection and analysis of Tanger Med data

THEME: SERVICES AND FACILITY MANAGEMENT

- Establishment of a platform to connect Sino Moroccan industrial companies
- Platform to connect industrial customers and Moroccan SMEs mainly in their real time from local professionals
- Online platform allowing operators to book maintenance services in real time with local professionals from local professionals trained and certified by Tanger Med

THEME: SMART BUILDING, PREDICTIVE MAINTENANCE

- Digitization and real-time management of logistics and industrial warehouses
- Management and forecasting of the performance of port and industrial infrastructures

SUPPORT FOR THE IMPLEMENTATION OF PROJECT LEADERS

INNOVATION DAYS FOR THE 18 CARRIERS

3 days of innovation exploration and Design Thinking and Lean Startup methodologies were organized for the 18 project leaders in a fun and engaging format (talks, interactive games, etc.). These training and coaching days were led by experts from La Startup Factory, a Moroccan business leader in the field of innovation support in Africa.

PERSONALIZED COACHING FOR 3 PROJECTS

Personalized coaching was organized for the selected project leaders (3 hours per week for a period of 3 months). Likewise, a budget has been allocated for the execution of the selected projects over a period of 2 years.



COACHING ON THE DEVELOPMENT OF INTRAPRENEURS' SOFTSKILLS

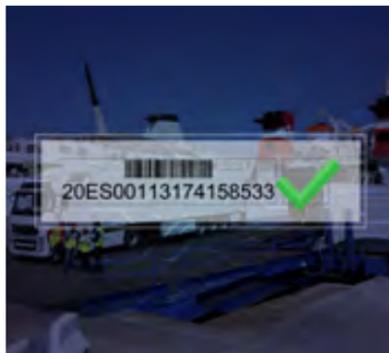
Sessions of 1 hour per week for 3 months were organized for 4 innovative project leaders on the development of intrapreneurs' soft skills.





DEMATERIALIZATION OF THE DELIVERY ORDER AND ITS TRANSFER TO CUSTOMS AUTHORITIES

As part of the partnership agreement signed between Tanger Med and the Administration of Customs and Indirect Taxes (ADII), and in order to make the exchange of information more fluid and reliable, the exit slip issued by Tanger Med port authority is sent through an electronic data exchange to the ADII's BADR system.



DIGITIZATION OF THE ENTRY SUMMARY DECLARATION INTO EUROPE (MRN)

The Entry Summary Declaration to Europe (ENS) is an application to be made prior to the entry of goods into the European Union. It is required by the ICS (Import Control System) security measure for imports into the European Union set up by the European Commission.

Supply chain operators (at the point of origin) can now transmit the Entry Summary Declaration (ENS) via Tanger Med Port Community System to the first Customs office upon entry into the European Union prior to the arrival of the goods into the EU.

The recovery of the MRN (Movement Reference Number) code, a unique identifier assigned to each ENS after its validation and registration, is therefore ensured by the Tanger Port Community System.

DEMATERIALIZATION OF PORT PASSAGE FOR BOTH IMPORTS AND EXPORTS

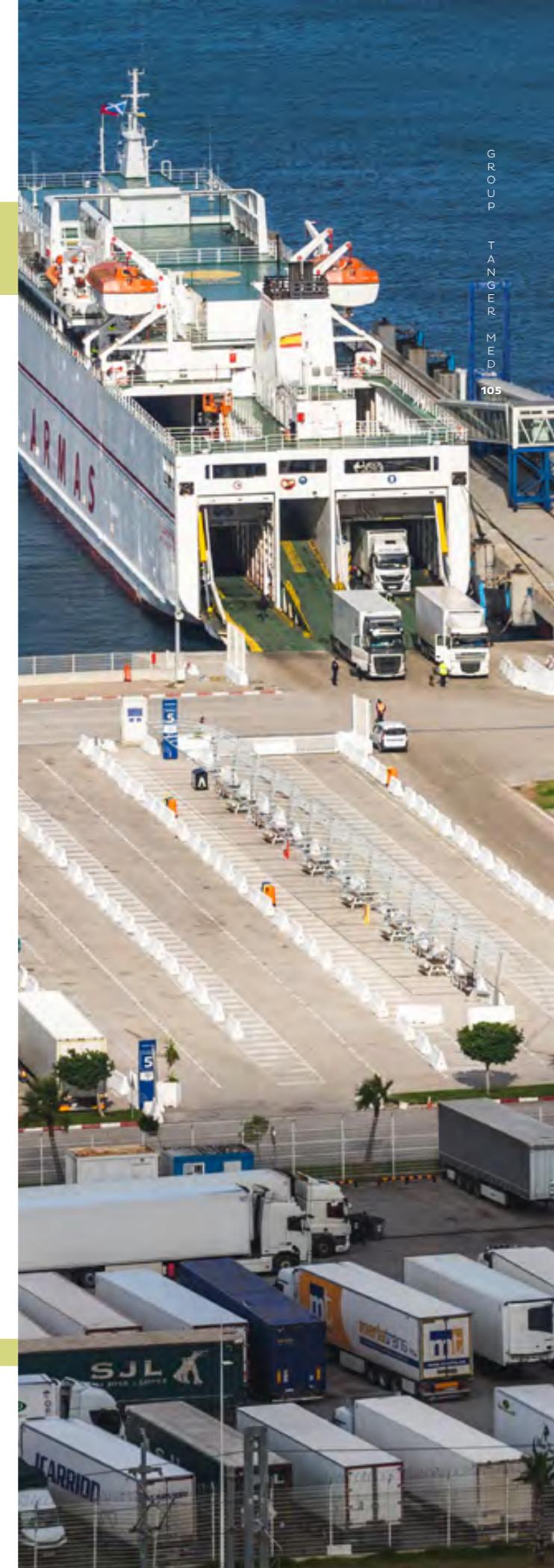
Companies involved in the import/export cargo sector can complete all import/export port clearance formalities through a dedicated remote processing system.

This dematerialized management service of port transit procedures for cargo units through Tanger Med port complex allows operators (importers, exporters, freight forwarders, inspection agencies) to:

- Make port passage requests by integrating all information related to the Freight Unit
- Automated loading of data from the Single Declaration of Goods (DUM) or the state of loading with the BADR system of Customs
- Loading all other documents required by the Port Authority such as the inspection certificate and the three-step process by integrating a digital signature
- Submitting Port Movement Requests for both import (AMPI) and export (AMPE)
- Create and validate port hauling requests as well as services related to port transit (transfers, storage, unloading, etc.)
- Carry out a follow-up in real time of these requests

Alongside the increased dematerialization of customs statements, these companies benefit from a simplification of their procedures while offering the possibility of using the remote taxation service (online via Tanger Med Port Community System) with online access to invoices.

The paperless management solution for port transit procedures for cargo units implemented by Tanger Med is a customized and scalable tool, adapted to the needs of shipping companies.





GRI 203.2

«GATE-IN GATE-OUT»: CONTAINER FLOW REGULATION SOLUTION

The «Gate-in – Gate-out» flow control system for access to the container terminals is designed to manage the deposit and removal of containers at APM Terminals and Eurogate.

An EDI interface between Tanger Med Port Community System and the maritime lines' systems has been set up to automatically retrieve authorization notifications for the deposit or removal of containers.

The terminal operators will proceed via the same platform by validating the requests for authorizations issued by the maritime lines, possibly proposing slots for the carriers according to the operational capacity of the terminal.

For maritime lines not yet ready to integrate this method of exchange, a front office module will be made available to them via Tanger Med Port Community System.

In addition to improving the scheduling, transparency and efficiency of operations and the ease of supply chain management, this system represents an important step in the process of digitizing the port services offered by Tanger Med.

DEMATERIALIZATION OF THE MEDHUB EXIT SLIP

A new functionality in Tanger Med Port Community System has been implemented and consists in the dematerialization of the exit slips for shipments from the Logistics Zone to Morocco, interfacing with the BADR system of the Customs Agency.

This simplification measure is intended to facilitate procedures and operations from the Logistics Zone to the taxable territory.

SUMMARY DECLARATION

Tanger Med has integrated the summary declaration service into its Port Community System. This declaration is required from the carrier for goods presented to customs (bonding) for its stops at Tanger Med Port Complex.

The objective is to simplify and harmonize administrative procedures, share information related to maritime stopovers between operators in real time, reduce vessel waiting time and ease the management of the logistics chain.

«TRACK AND TRACE»: ADVANCED TRACEABILITY SOLUTION

Tanger Med Port Community System provides freight forwarders, exporters, carriers, and importers with tracking information that allows them to follow the progress of their cargo units through the various inspection and processing points in all port areas in real time.

The traceability system has been extended to the industrial and logistics zones of Tanger Med to enable real-time monitoring of freight units and to speed up and facilitate inter-zone and port-zone flows.

Traceability allows for:

- Management and traceability of goods entering and leaving the activity zones in real time
- Management and traceability of inter- and intra-zone flows
- Reliability and transparency of information exchanges with the various stakeholders (activity zones, ports, logistics operators, Customs, etc.)



RO-RO SHIPPING RESERVATION MANAGEMENT

This service, now dematerialized, allows declarants and TIR carriers to book maritime transport with shipping companies operating with RO-PAX or RORO vessels at the Passenger and Ro-Ro port. Through Tanger Med Port Community System, shipping companies can validate, refuse, or transfer the booking request to another trip.

The solution that has been developed in this way provides visibility on freight reservation forecasts with shipping companies, optimizes the management of freight loading zones, assigns hauling vehicles according to the freight reservations made by shipping companies, guarantees better management of truck traffic, and avoids congestion at the port.

INTRODUCTION TO MULTI-CHANNEL PAYMENT

As part of its program to provide digitally enabled services to the logistics community, Tanger Med has developed a multi-channel payment service, «Tanger Med Fatourati,» enabling operators (freight forwarders, carriers, exporters, importers) to settle their accounts with respect to the port passage of their cargo units.

This payment method offers operators the ability to pay their bills through the following channels:

- E-banking(payment on the bank's website)
- M-banking (mobile payment) Operators using «Tanger Med Fatourati» benefit from many advantages:
 - Optimization of transit times and costs by accelerating the payment of invoices in a few clicks
 - Streamline the supply chain and meet the expectations and requirements of customers and suppliers in real time
 - Improving the competitiveness of operators in the market through the dematerialization of commercial transactions

«GATE ACCESS»: SOLUTION FOR MANAGING THE FLOW OF GOODS IN THE PORT AND ACTIVITY ZONES

Tanger Med's activity zones, as a logistics and industrial platform integrated with a high-performance port, offer logistics and industrial operators a better competitive edge in the management of the distribution chain (freight costs, port processing, transit times, etc.), a quality infrastructure, and logistics integration that meets the highest international standards.

This logistics integration, which meets the needs of fluidity, traceability and security of logistics flows, is based on the use of «Gate Access,» a goods flow management solution accessible to logistics and industrial operators from Tanger Med Port Community System platform.

Thanks to «Gate Access,» these operators can share documents and information concerning their import and export operations with the activity zone manager, inspection agencies (customs, ministries, etc.), and the port authority.

The use of «Gate Access» allows for:

- Promote the fluidity and speed of processing of Freight units
- Increase the responsiveness and transparency of information exchanges between the stakeholders involved
- Optimizing the traceability of goods flows that transit through the port and activity zones (inter-zone, intra-zone, port - Zones & zones - port - zones)
- Improving the competitiveness of companies
- Access relevant statistics on their goods flows.

88
INTERCONNECTED SYSTEMS

40 696
AVERAGE NUMBER OF E-MAILS EXCHANGED PER DAY

3 240
IMPORT TRANSACTIONS PROCESSED ON AVERAGE PER DAY

4 055
EXPORT TRANSACTIONS PROCESSED ON AVERAGE PER DAY

DIGITIZATION OF INDUSTRIAL AND LOGISTICS PLATFORMS

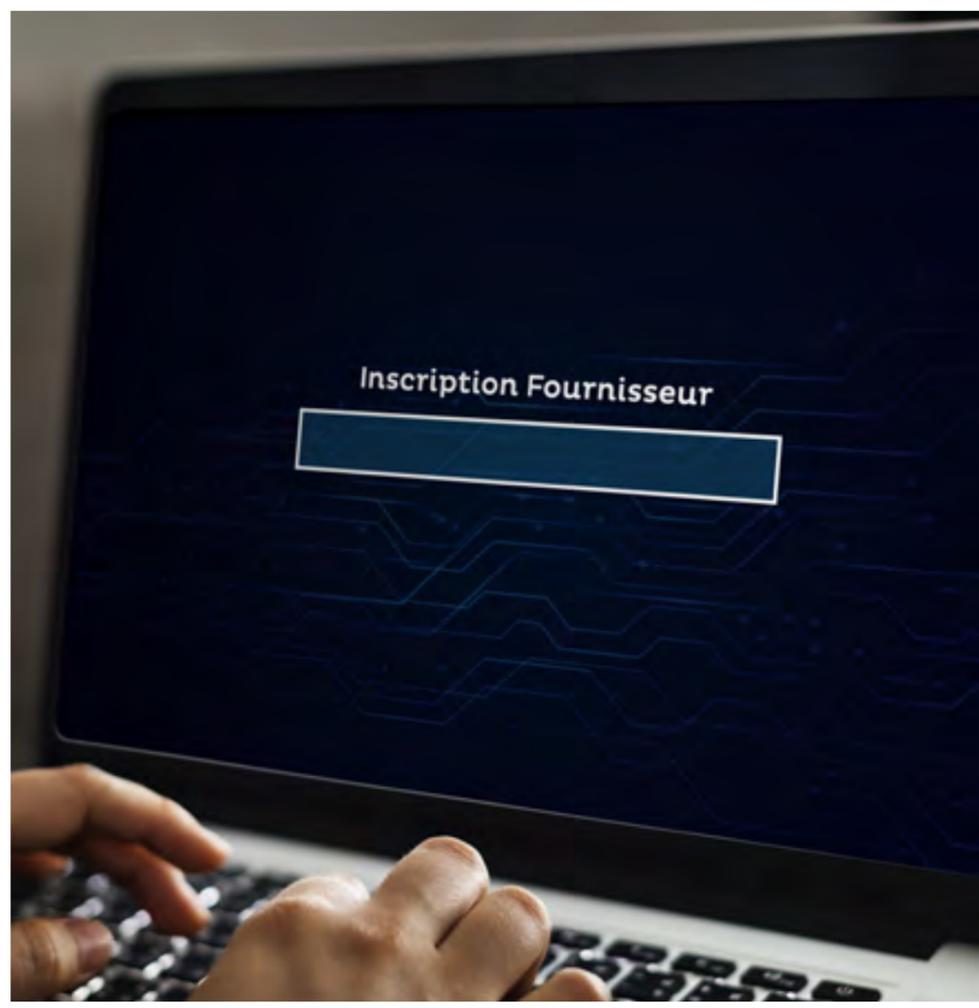
Tanger Med is committed to continuous training and awareness-raising among its employees to enhance the skills of its community and involves its partners and service providers in the environmental approach, using digital tools to achieve a paperless system.

As a public administration, Tanger Med industrial and logistics platform offers a one-stop service, which is also being digitized, to process and deliver the authorizations and permits required for the implementation and operations of operators. Each year, Tanger Med activity zones organize and participate in events related to the environment and involve its community through conferences and other meetings to exchange and strengthen the development of all stakeholders.



FOCUS

DEMATERIALIZATION OF THE PROCESS GROUP PURCHASES



Tanger Med is continuing its program to dematerialize its purchasing process with the implementation of a secure online management platform.

Suppliers, project managers, prime contractors, and all other stakeholders in the procurement process can now bid, receive, enter, and submit invoices online for all purchase orders and contracts whose requisitions have been entered through the i-PROCUREMENT module.

DEMATERIALIZATION OF THE PURCHASING PROCESS (PROCUREMENT TO PAYMENT: P2P):

- **i SUPPLIER** : Online referencing of suppliers

Module allowing suppliers to submit their referencing requests online via the Group Purchasing portal: www.portailachats.tangermed.ma

The management of the supplier database is unified at the level of the Group Purchasing Department, which handles all requests received on this subject via the email address : f.achats@tangermed.ma

- **i PROCUREMENT AND SERVICES PROCUREMENT** : Management of purchase requisitions and routine receipts

Modules allowing the digitized management of purchase requests, the receipt of orders (POs and contracts) on the system, the management and follow-up of agreements (attachments, settlements) and the electronic deposit of invoices

- **i SOURCING** : Launch of online consultations and bids from suppliers

Module allowing the online management of consultations and calls for tender, the validation of statements, and the monitoring of order execution via supplier areas on the Group Purchasing portal.

Tanger Med's commitment to digitizing this process is part of its responsible purchasing approach, which aims to facilitate access to information on the calls for tender issued by Tanger Med, optimize the processing time of purchasing activities (Purchase to Pay), and also make data more reliable and provide greater visibility on orders during exchanges with its suppliers.

This secure online platform will be the sole point of contact between Tanger Med and its suppliers, and will allow them to consult calls for tender, request information or clarifications, express their interest and submit their electronic bids, and finally, consult the results of evaluations and contract awards.





FOCUS 4 

●●
**PARTICIPATE IN THE
 SUSTAINABLE
 DEVELOPMENT OF
 THE TERRITORY
 THROUGH AN
 INCLUSIVE
 APPROACH**

To contribute to the sustainable development of the territory and, through Tanger Med Foundation, to carry out projects that facilitate access to education and health care and contribute to the improvement of living conditions in the territory.

COMMITMENT 7

Contribute to actions aimed at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving stakeholders from the port, activity zones, and the territory.

COMMITMENT 8

Facilitate access to education and health and to contribute to the improvement of living conditions in and around the port, activity zones, and in the territory through the Foundation.



COMMITMENT 7 : CONTRIBUTE TO ACTIONS AIMED AT ENERGY TRANSITION, THE CIRCULAR ECONOMY, CLIMATE CHANGE MITIGATION AND BIODIVERSITY PRESERVATION BY INVOLVING STAKEHOLDERS IN THE PORT, ACTIVITY ZONES, AND THE TERRITORY

ENVIRONMENTAL APPROACH

Aware of the importance of finding harmony and a balanced relationship between the economy, ecology, and social responsibility, Tanger Med Group has committed to a cross-functional environmental approach that enables it to integrate and act effectively on the various physical flows upstream and downstream, particularly in relation to purchases, products, and services.

In this regard, Tanger Med has adopted an environmental strategy that is simple to communicate, easy to maintain and efficient, based primarily on the principle of a circular economy, using renewable resources as the main components to ensure the quality of the services provided by the port complex and the activity zones.

A GROUP COMMITTED TO SUPPORTING LOCAL ENVIRONMENTAL INITIATIVES AND PRESERVING BIODIVERSITY

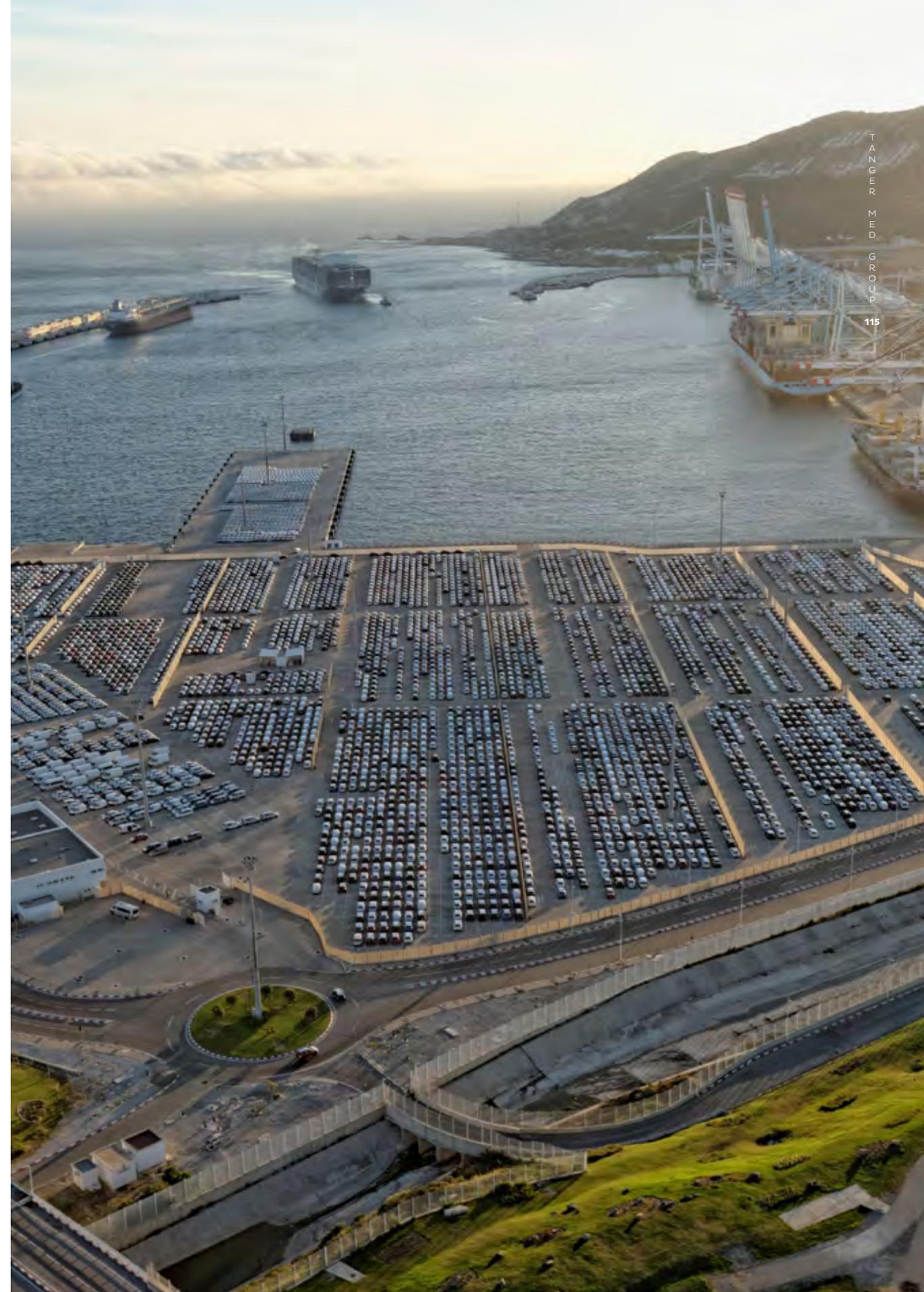
Tanger Med pays close attention to air and water pollution issues, both for prevention and for health and environmental protection.

Air and water pollution represent a major environmental risk for the health of users. In this regard, Tanger Med continuously conducts independent air and drinking water quality measurement operations in the port complex and the various activity zones.

Along with these measurements, water quality analyses of the basins and the seabed sediments of Tanger Med port complex are routinely performed.

Despite the compliance of the results of these measurements with regulatory standards, Tanger Med spares no effort in undertaking actions to limit some of the main sources of air and water pollution.

Finally, Tanger Med measures the noise levels and the noise to which workers are exposed in order to prevent and preserve their health on a daily basis.



FOCUS

AN ECOLOGICALLY RESPONSIBLE MANAGEMENT OF WATER



CARRYING OUT ANNUAL MEASUREMENTS OF THE QUALITY OF SEA WATER AND SEDIMENTS IN THE BASIN AND ANCHORAGE AREAS

As part of the monitoring of seawater quality in Tanger Med port complex as required by ISO 14001 and CSR, Tanger Med Port conducts an annual measurement operation of the quality of seawater and sediments in the basin and anchorage areas of Tanger Med port complex with the interpretation of the results obtained in accordance with the regulations in force.

CIRCULAR ECONOMY AT THE HEART OF TANGER MED'S PARTNERSHIP STRATEGY

Another very effective measure to improve environmental excellence is the construction of the SERTEGO station, with a budget of 220 million Dhs, dedicated to the treatment of waste, subject to annex 1 of the International Convention for the Prevention of Pollution from Ships MARPOL 73/78.

The station has achieved ambitious targets for the end-of-life treatment of hazardous wastes, particularly those associated with hydrocarbon water. With a treatment capacity equivalent to 100% of the hazardous waste generated, periodic analyses are carried out to monitor compliance with regulations.

SERTEGO: THE DEDICATED MARPOL TREATMENT PLANT INTEGRATING THE PRINCIPLES OF SUSTAINABLE DEVELOPMENT



| Environmental domain | Performance Indicator | Formula | Target Value | 2020 | | | | | | | | | | | |
|-----------------------------|--|------------------------------------|--------------|--------|---|---|--------|---|---|--------|---|---|-------|----|----|
| | | | | T1 | | | T2 | | | T3 | | | T4 | | |
| | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| Recovery of hazardous waste | Recovery and/or recycling rate DIS (%) | Valued DIS Qty / DIS Qty evacuated | 20% | 24,37% | | | 23,11% | | | 22,78% | | | 23,3% | | |

100%
HAZARDOUS
WASTE

TREATMENT OF SOLID WASTE FROM SHIPS

Today, Tanger Med sorts and collects waste from offices and activity zones through its subsidiary «Tanger Med Utilities,» which recycles and treats all ordinary hazardous industrial waste.

Currently, a selective waste sorting project is being studied in «Tanger Free Zone» and «Tanger Automotive City» with an expected implementation date of 2022.

Circular economy systems that promote recycling within the same area already exist in Tanger Free Zone and are in the start-up phase in Tanger Automotive City. A study is underway to strengthen them by providing a platform within the framework of the Eco-Industrial Park project.

Customers located in the industrial platform reuse and recondition pallets, packaging, water, ink cartridges, reclaimed materials, etc., and some share assets among various tenant companies (equipment/services/manpower).

2

AMPLI TRUCKS
(25 T AND 18 T)

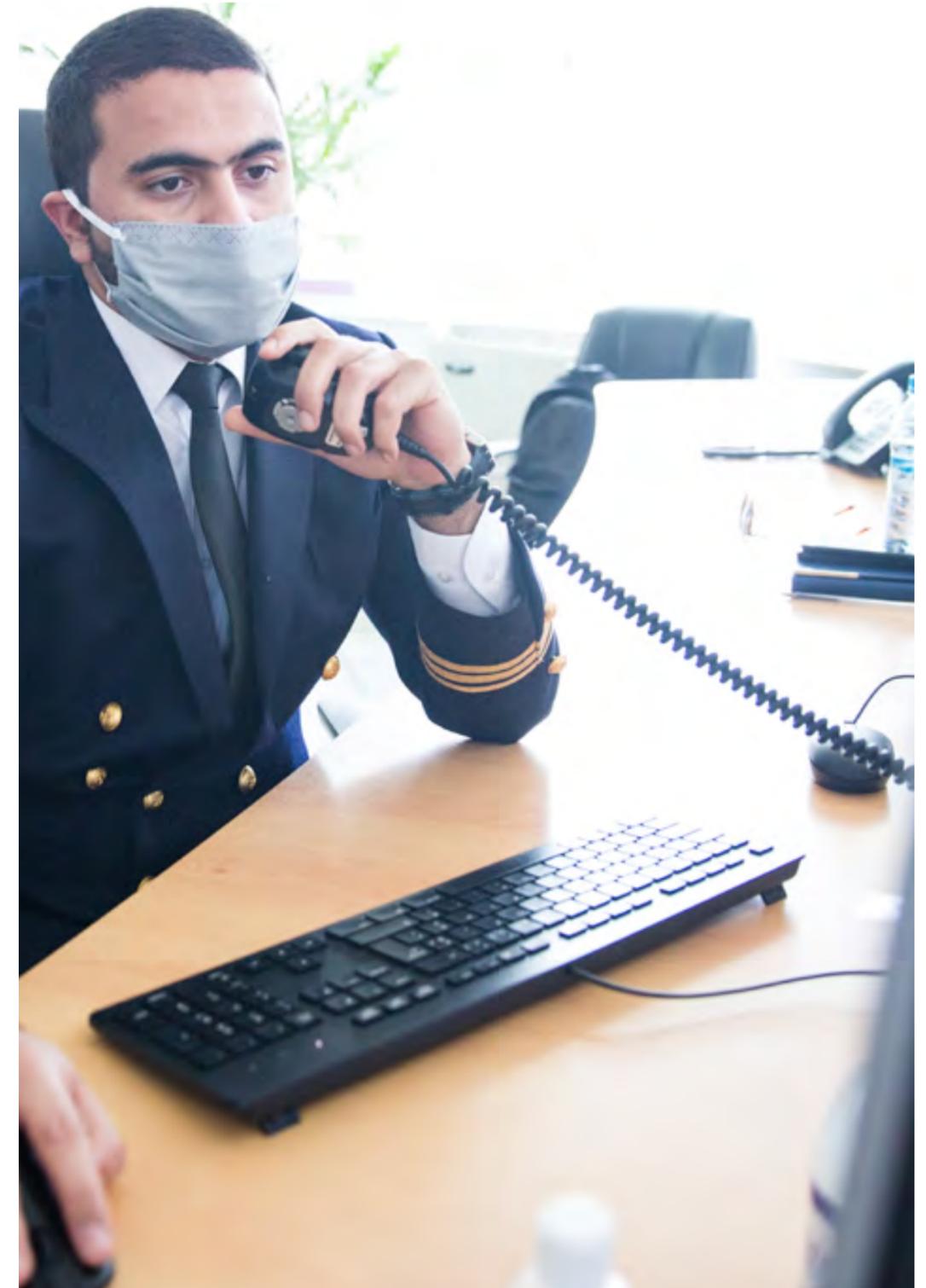
2

CLAMSHELL BUCKETS
(22M3 AND 13M3)

METAL BOXES
(20.15 AND 25M3)



ESTABLISHMENT OF A DEBALLASTING CHECKLIST IN ACCORDANCE WITH THE REQUIREMENTS OF THE INTERNATIONAL BALLAST WATERMANAGEMENT CONVENTION



RECYCLING OF WASTEWATER IN THE PORT COMPLEX AND THE ACTIVITY ZONES



As part of the deployment of Tanger Med Group's Zero GHG emissions program, Tanger Med Utilities has set up a wastewater treatment, purification and recycling station for watering green spaces at the port complex and in the activity zones.

STEP UPGRADE

Tanger Med activity zones «Tanger Free Zone» and «Tanger Automotive City» feature tertiary treatment and wastewater treatment station (STEP) and recycle 100% of wastewater according to strict standards and reuse it for watering green spaces. The current capacity of the first phase compact WWTP, is 900 m³/d, operational since June 2018.

Tanger Med Utilities has upgraded the wastewater treatment plants of «Tanger Automotive City» through a third cycle of water treatment by an ozone disinfection system, produced from an ozone generator that allows, on the one hand, the elimination of organic matter, and on the other, the destruction of bacteria and viruses. The water recovered from the stations, with a capacity of 240 000 m³ per year, is used for watering green spaces, washing roads and cleaning services in activity zones.



PROHIBITION OF WASTEWATER DISCHARGE FROM SCRUBBERS INSTALLED ABOARD VESSELS

Tanger Med Port Authority requires owners of vessels entering Tanger Med port:

- Sending certificates of conformity for gas purification systems to Tanger Med port before the call at Tanger Med
- Prohibition of wastewater discharge from gas scrubber installed aboard vessels
- Tanger Med, has been certified «ECOPORT Pers» by ESPO since 2016

SUBSTANTIAL RESOURCES IMPLEMENTED TO SUPPORT THE ENERGY TRANSITION IN THE TERRITORY

As part of Morocco's commitment to fight global warming, Tanger Med is contributing on its own scale to the reduction of greenhouse gas emissions.

To achieve this, Tanger Med has initiated an energy transition process for its buildings, as well as for the public lighting in its activity zones. The goal is for all of Tanger Med's buildings to achieve low energy consumption and public lighting.

In 2020, Tanger Med continued to equip its administrative buildings with photovoltaic panels and implemented a project to intelligently manage the public lighting network in one of its activity zone «Tanger Free Zone», as well as reducing the Data Center's electricity consumption by improving air conditioning flows. Furthermore, the entire Maritime Station of the port complex is powered by solar energy produced by the panels installed on the rooftops.

Regarding public lighting, Tanger Med continues to replace lamps with LED lights in its various facilities. It should be noted that all new areas are equipped with low energy consumption lighting.

With this in mind, Tanger Med launched an energy audit in 2020 to obtain an up-to-date picture of energy use and consumption, analyze energy savings opportunities, and finally implement a targeted, and more precise action plan.



FOCUS

RECYCLING AND CIRCULAR ECONOMY



The developer and operator of activity zones, Tanger Med Zones, presents ecological and innovative solutions that respect the environment in the daily management of activity zones for the benefit of international and local operators.

In this context and according to the study of the environmental performance of industrialists located in «Tanger Free Zone» and «Tanger Automotive City « activity zones, it turned out that several manufacturers are implementing circular economy measures. The latter aims to change the paradigm of the so-called linear economy, by limiting the waste of resources and environmental impact, and by increasing efficiency at all stages of the product economy.

Currently, Tanger Med Zones, has several treatment facilities that are specialized in the overall management of waste, including:

- GEOCYCLE
- ELECRECYCLAGE
- ECORECYCLAGE
- AQUAFLORE
- TECHNI-POLYMERS SHORE
- REDECA
- ETC....

AS AN EXAMPLE :

| INDUSTRIALS | TYPE OF WASTE | RECYCLING PROVIDER |
|---------------------------------|-------------------------------|--------------------|
| ECI | CARDBOARD | SONOFET |
| | PALLET WOOD | |
| | PLASTICS | |
| | COPPER | REDECA |
| SIEMENS -SWP | HAZARDOUS WASTE | GEOCYCLE |
| | FIBERGLASS | |
| | EPOXY PLAQUE | |
| COFICAB | WOOD | REFAI SOLUTION |
| | CARDBOARD | |
| | PLASTICS | |
| | COPPER | |
| | PURGE (PVC, PP, PE) | |
| | CAFETERIA AND HOUSEHOLD WASTE | |
| ONE TECH MOLDING AND ASSEMBLING | HAZARDOUS WASTE | ELEC RECYCLING |
| | SOILED PLASTIC PACKAGING | RETUCC |
| SCHLEMMER | CARDBOARD | ECO RECYCLING |
| | PALLETS | |
| | SETUP (PP/TPC DROP) | |
| | PURGE | |
| | WOOD | |
| | PLASTIC (BAGS) | |
| | METALS | |

| INDUSTRIALS | TYPE OF WASTE | RECYCLING PROVIDER |
|--------------------------------------|---------------------|---|
| STANDARD PROFILE | CARDBOARD | TECHNI-POLYMERS SHORE |
| | WOOD | |
| | PLASTICS | |
| | SCRAP METAL | |
| | GLASS WASTE | KARIM SLIMANI ESTABLISHMENT |
| | HAZARDOUS WASTE | TECHNI POLYMERS SHORE - CHIMIREC- GEOCYCLE- AQUA FLORE PROTECT |
| YAZAKI | HAZARDOUS WASTE | CARTECO |
| | PAPER AND CARDBOARD | SONOFET |
| | WOOD | |
| | PLASTICS | |
| | SCRAP METAL | |
| | SCRAP | |
| SNOP ET GMD | STEEL | METALIMPEX |
| BOTTLERS, SUPPLIERS BASED IN MOROCCO | PET | SUMILON |

TAC AND TFZ ACTIVITY ZONES

| TYOLOGY | QTY(KG) | % |
|----------------------------------|----------------------|------|
| NON-RECOVERABLE INDUSTRIAL WASTE | 309,00 | 0,00 |
| COMMON INDUSTRIAL WASTE | 37 684 253,85 | 0,72 |
| HAZARDOUS INDUSTRIAL WASTE | 9 511 614,29 | 0,18 |
| INERT INDUSTRIAL WASTE | 115 280,00 | 0,00 |
| RECOVERABLE INDUSTRIAL WASTE | 4 701 290,09 | 0,09 |
| TOTAL | 52 012 747,23 | |

DISTRIBUTION OF WASTE GENERATED BY TYPE - INDUSTRIAL ZONES



STEEL WASTE COLLECTION AREA IN TANGER MED INDUSTRIAL PLATFORM



FOCUS

ENERGY EFFICIENCY PROGRAM



As part of Tanger Med Group 's strategy to reduce greenhouse gas emissions , Tanger Med Utilities has designed and implemented solutions for the management of technical installations in buildings and public lighting networks in the port complex and in activity zones, enabling a measurable and predetermined level of energy savings.

PUBLIC LIGHTING NETWORKS

After the establishment of a Master Lighting System (MLS) for the port complex and activity zones, based on photometric studies and audits of the various networks, and in order to guarantee the main objective of an EEC, i.e., energy efficiency, Tanger Med Utilities proceeded with the replacement of the High Pressure Sodium (HPS) lighting with LED lighting, which resulted in energy savings of around 55%.

The installation of the new fixtures will also result in savings in corrective maintenance costs.

REMOTE MANAGEMENT SYSTEM FOR THE PUBLIC LIGHTING NETWORK

Tanger Med Utilities has also implemented a Lighting Management System (LMS) that allows to control the lighting system by creating settings as needed. Instead of leaving the lights on at full power all the time, users can choose to reduce the light output or put the lights on standby.

The remote management system also allows the monitoring of assets, maintenance and performance indicators of public lighting networks.

DATA CENTER BUILDING OF TANGER FREE ZONE

In a Datacenter environment, air conditioning systems consume a lot of electricity and yet are not optimized. In fact, the non-directed heat exchanges lead to important efficiency losses of the cooling systems because of the conflict between the hot and cold air flows.

For this purpose, a cold storage solution was introduced by Tanger Med Utilities at the computer bays after the server room had been urbanized by installing insulated modules with side doors and a roof to retain the cold air so that it could be used entirely to cool the servers.

The reduction of the air conditioning volume and the elimination of the hot air returns on the front of the computer bays allowed for:

- Maximizing server reliability through a uniform and consistent temperature regardless of the location in the bay.
- Improve the efficiency of the server room air conditioning systems
- Achieve energy savings of around 15%.



COMMITMENT 8 : FACILITATE ACCESS TO EDUCATION AND HEALTH AND CONTRIBUTE TO THE IMPROVEMENT OF LIVING CONDITIONS IN AND AROUND THE PORT,ACTIVITY ZONES,AND IN THE TERRITORY THROUGH THE FOUNDATION

EDUCATION

CONSTRUCTION PROGRAM OF 36 PRESCHOOL CLASSES - FAHS ANJRA PROVINCE

Tanger Med Foundation has signed a partnership agreement with the Provincial Committee of the National Initiative for Human Development (INDH), the Fahs Anjra Provincial Council, the Provincial Directorate of the Ministry of Education and the Agency for the Promotion and Development of the North (APDN), for the construction of 36 preschool classrooms in the Fahs Anjra province.

Along with the national guidelines for preschool education, the program aims to generalize access to preschool throughout the province of Fahs Anjra and strengthen its role as an essential step in preparing children to enter elementary school under the best conditions.

The program should provide modern, functional, and secure socio-educational infrastructures.

At the same time as the construction work is being launched, the Moroccan Foundation for the Promotion of Preschool Education has trained and integrated preschool educators.



In 2020, it was Tanger Med's turn to build a school in Ain Chouka, this school consists of:

- MULTIMEDIA ROOM
- SANITARY BLOCK
- ADMINISTRATIVE OFFICES
- COURTYARD
- SPORTS FIELD

5
CLASSR



PRESCHOOL CLASSES, TAGHRAMT MUNICIPALITY



ECOLOGICAL SCHOOL IN TAGHRAMT



UPGRADING OF EZZEMIJ SCHOOL, MELLOUSSA MUNICIPALITY



ROBOTICS: EARLY CHILDHOOD EDUCATION PLATFORM

In a similar vein, Tanger Med Foundation, in collaboration with the Province of Fahs Anjra, has contributed to a program to provide educational robots to all of the province's preschools.

The operation consisted in providing 120 educational robots and 24 compatible tablets via a specific remote control app. The goal is to allow the little ones to discover technology in a playful and interactive way.

The experience consists in building a robot and creating animation around a theme chosen by the children.



SCHOOL TRANSPORTATION - FAHS ANJRA

Tanger Med Foundation, in partnership with the Regional Academy of Education and Training of Tangier-Tétouan and the Parents Associations, has renewed the partnership agreements on the school transport program benefiting students in the Fahs Anjra Province.

Considering the exceptional circumstances due to the Covid-19 pandemic and with the closure of Dar Taleb and Dar Al Fatate Youth Centers, the number of students transported increased in order to guarantee the continuity of studies and avoid any dropout or failure.

Indeed, in accordance with the requirements of the health protocol, the Foundation has implemented a plan to reorganize the program with the following modifications:

- Reduction of vehicle capacity to 50%
- Increasing the number of round trips while maintaining the connection with all the douars usually served
- Implementation of health protocol inside the vehicles (protective measures, wearing masks, taking temperatures, disinfection of vehicles, etc.)
- Exchange and involvement of all stakeholders



GRI 102.13



GRI 102.13



DISTRIBUTION OF TEXTBOOKS AND SCHOOL SUPPLIES - M'DIQ-FNIDEQ PREFECTURE

In preparation for the start of the 2020-2021 school year, the Foundation has renewed its partnership with the Fkih Daoud High School Alumni Association for the distribution of textbooks and school supplies to 400 middle and high school students from low-income families in the M'diq-Fnideq prefecture.

The donation was part of the actions contributing to the fight against school dropout and helped disadvantaged families impacted by the COVID-19 crisis.



GRI 102.13



TANGER MED FINE ARTS GRAND PRIX

The Foundation launched the 3rd edition of Tanger Med Fine Arts Grand Prix in partnership with the National Institute of Fine Arts of Tétouan in order to encourage young talents artistic creativity.

This year, four student artists won top awards in the Fine Arts, Graphic Design, and Comics divisions.

The awards were presented to students at INBAT since the award ceremony was cancelled due to the COVID-19 pandemic.



TANGER MED AWARD FOR EXCELLENCE

Tanger Med Foundation launched the 7th edition of Tanger Med Award for Excellence for the region's best high school graduates.

For this edition, a new approach was taken to give more students access to the prize and to give special attention to the best high school graduates in mathematics sciences.

The new configuration of the award was as follows:

Baccalaureate Category (All disciplines combined)

| MNE Provincial Directorate | Recipients |
|----------------------------|------------------------------|
| Tanger-Assilah | 3 best high school graduates |
| Tétouan | 3 best high school graduates |
| M'diq-Fnideq | 3 best high school graduates |
| Fahs Anjra | 4 best high school graduates |

Baccalaureate Category Mathematical Sciences

| MNE Provincial Directorate | Recipients |
|---|------------------------------|
| All departments combined (Tangier-Assilah, Tétouan, M'diq-Fnideq, Fahs Anjra) | 3 best high school graduates |

Miss Islam EL HFID, from Ibn Battouta High School in Tangier, was selected Best High School Graduate with an average of 19.43 in Physical Sciences - French option.

Due to the exceptional conditions caused by the COVID-19 pandemic, the official awards ceremony could not be held. The Foundation held a presentation ceremony for each of the winners separately.



FOCUS

NETWORK CONNECTION PROGRAM OF DRINKING WATER TO THE NEIGHBORING DOUARS OF THE TANGER MEDPORT COMPLEX



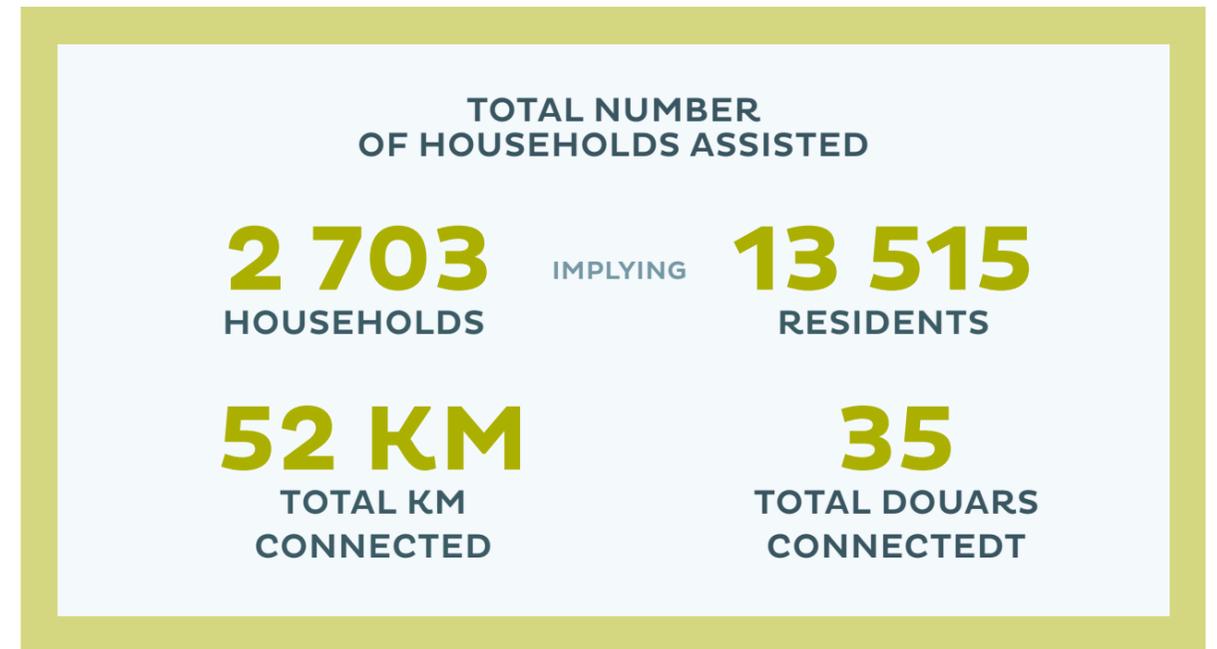
Tanger Med Foundation takes action to improve the quality of life of the local population by improving the basic infrastructure in the communities surrounding Tanger Med port complex.

PROJECT CONSISTENCY

Tanger Med, through its Foundation, has set up a program to connect the local douars surrounding the port complex to the potable water network. This program addresses the need to:

- Keep the pace with the socio-economic development and demographic growth that the area is experiencing
- Bring a service to the local population, allowing them to live in dignity
- Contribute to the improvement of health in the area: the lack of drinking water and the use of water recovered from non-inspected sources generate the spread of several diseases (renal failure, dermatological diseases...)
- Enable the population to improve their purchasing power: Reduce a significant cost item due to the permanent supply of water by tank, which represents a considerable expense for a family in the rural sector
- Fight against the problem of school dropout: families send their children to get water from local springs instead of going to school
- Help rural families have access to a healthier, more practical, and less restrictive life (hot water, electrical appliances, etc.)
- Allow rural women to free themselves from daily tasks and be open to other rewarding occupations (childcare, associative work, IGAs, etc.)

KEY PROJECT FIGURES



2016 - 2018 PROGRAM CONTENT

Between 2016 and 2018, the Foundation implemented 2 drinking water supply projects in the villages of Dalia and El Haoumma.

Dalia Village: 120 households

- Connection of the whole village including the fishing port
- Main supply line (1.3km)
- Installation of 5 fire hydrants
- Construction and outfitting of power station

El Haoumma Village: 250 households

- Connection of the whole village
- Main water supply line (5.8km)
- Installation of a pumping station and a 50m3 tank
- 100% Village connected

PROGRAM SCOPE (2019-2021)

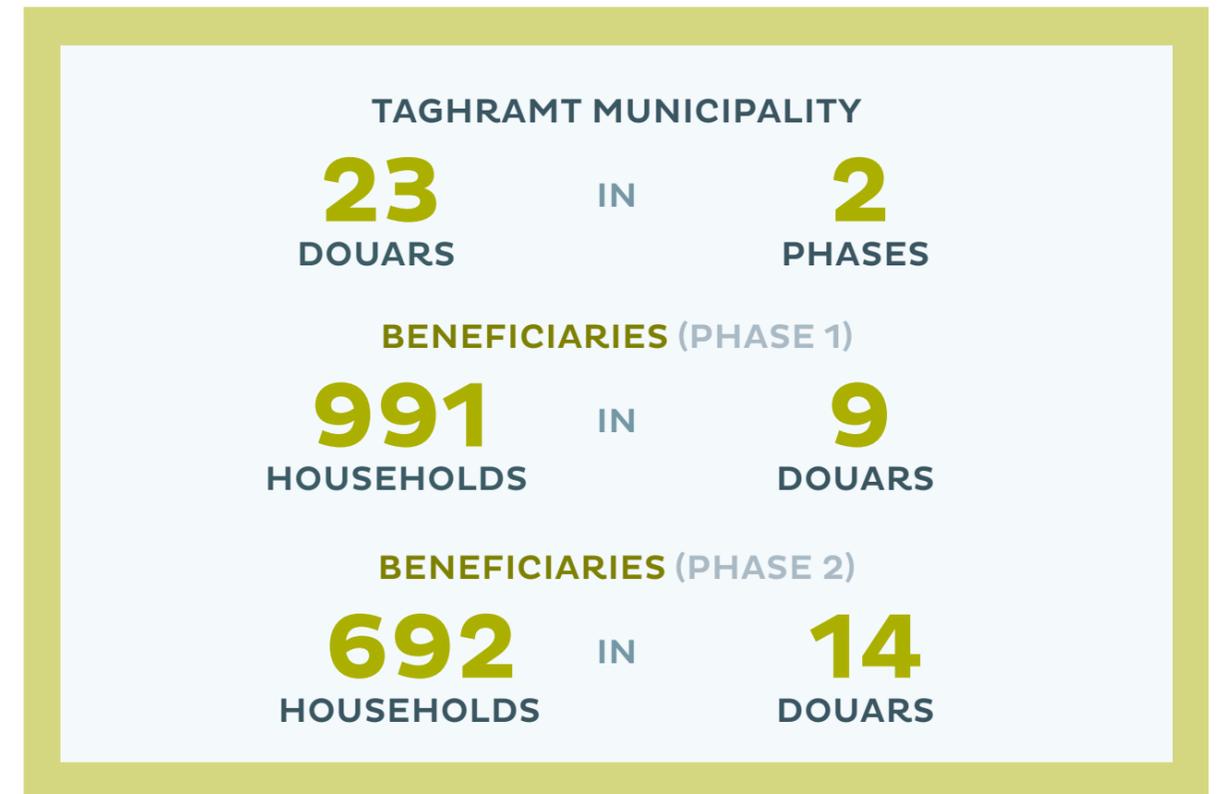
Program for connecting the douars bordering Tanger Med complex to the drinking water network (radius of 7Km) spread over 2 phases:

PHASE 1 :

- Municipality: Ksar Al Majaz (7 douars: Dhar El Kharroub Bas, Dhar El Kharroub Haut, Agaouaz, Sakiat El Houta, El Oueyid, Guernioua, Talaâ)
- Beneficiaries : 650 households

| |
|--|
| 18km of water main installation |
| Installation of 3 storage tanks with a total capacity of 280 m3 and 2 pumping stations |
| 100% completion Commissioning in April 2021 |

PHASE 2



SCOPE

| | Tanger Med Foundation | DEAD LINE |
|----------------|--|---|
| PHASE 1 | Installation of the 27km main pipeline | Commissioning of the main network planned for June 2021 |
| PHASE 2 | Access to preferential rates and payment facilities at the time of individual connection | Final delivery expected by the end of 2021 |

RESULTS

The drinking water connection program has generated significant benefits:

- The population is more and more open to a healthy and modern lifestyle (household appliances, etc.)
- Increase in property value after connection to the drinking water network
- Engagement of the population by providing assistance during the work
- Strengthening of the bonds of trust with the population by having acted on a priority axis of intervention.



RECONNECTING WITH SOCIAL LIFE

As part of its efforts to improve health care in the region, Tanger Med Foundation has partnered with the Fahs Anjra Province, the Provincial Health Delegation and the «Les Sourdoués» Association to help deaf people.

A diagnosis identified 22 people with hearing loss in the villages of the Fahs Anjra Province. The support program, set up for this purpose, allowed them to benefit from specialized consultations, screenings, and measurements.

Auditory Evoked Potentials (AEP) recordings were conducted in 5 people. Hearing aids were given to 19 persons in need.

The action has allowed the recipients to progressively rediscover the pleasure of life and should make it easier for them to attend school. It is worth remembering that in January 2019, a similar procedure had helped 20 people.



PHOTO TAKEN IN JANUARY 2020, BEFORE THE GLOBAL HEALTH CRISIS



SOCIOCULTURAL

SUPPORT FOR PEOPLE WITH DISABILITIES

PROGRAM TO ASSIST THE SOCIO-PROFESSIONAL INTEGRATION OF PEOPLE WITH DISABILITIES

Last December, the Foundation launched a program to assist in the socio-professional integration of people with disabilities.

Through this ambitious program, Tanger Med has supported people with disabilities through discovery and socialization courses.

To date, Tanger Med Foundation has signed other agreements with associations in the region. Eight trainees continued their internships in the Group's various departments and subsidiaries (deaf-mute, Down's syndrome, motor disability).

Tanger Med Foundation will continue its involvement in order to broaden this approach and raise awareness among the economic stakeholders located within the Group's scope.



PHOTO TAKEN IN FEBRUARY 2020, BEFORE THE GLOBAL HEALTH CRISIS



UPGRADING AND EQUIPPING A CLASSROOM FOR CHILDREN WITH SPECIAL NEEDS

Tanger Med Foundation, in partnership with the Provincial Division of the Fchs Anjra Ministry of Education, has implemented a project to equip a classroom dedicated to children with disabilities in the Jouamâa school, in the rural municipality of Jouamâa.

The project responds to the need to assist these children and to provide them with an adapted educational program that will facilitate their subsequent integration into the regular classroom.

The classroom has been equipped with specialized and safe materials and equipment. The educators have been trained to help children grow and develop.

Today, a dozen children with disabilities have returned to the classroom in Jouamâa, bringing great relief to their families.



SUPPORT FOR ELDERLY PEOPLE WITH DISABILITIES

As part of its solidarity initiatives, Tanger Med Foundation places particular emphasis on people with disabilities. Upon the request of a local association, a diaper delivery operation for adults was launched to help 150 elderly people with disabilities in the Fchs Anjra Province. The donation consisted of the contribution of 120 000 diapers to improve the hygiene conditions of the beneficiaries and protect them from incontinence and related infections.

This initiative has brought significant help to the daily life of rural families and alleviated their suffering due to the enormous need for spare clothes and blankets.

DALIA CLEAN BEACH PROGRAM

As part of the group's CSR strategy, Tanger Med Foundation is taking charge of the Dalia Clean Beach program in partnership with the Mohammed VI Foundation for Environmental Protection.

Taking into account the exceptional circumstances related to the Covid-19 pandemic, the Foundation has set up an action plan in collaboration with the Fahs Anjra Province and the local association partners in order to ensure that the program is carried out in the best possible conditions, in compliance with the prevention requirements and the health measures related to Covid-19.

Main health measures

- Installation of an inspection station (local authorities) at the entrance to manage access and avoid saturation of the beach
- Installation of a disinfection station for vehicles at the entry point
- Opening of two parking areas leaving a free space between every 2 vehicles
- Beach zoning: Division of the beach into 2 zones to better manage the distribution of summer visitors
- Installation of reception and orientation areas
- Implementation of health measures at the reception desk (taking temperatures, disinfection of hands, distribution of masks in case of oversight)
- Limit access to the beach to 2 main entrances to better manage the flow of summer visitors
- Separation of entrances and exits to limit contact between people
- Installation of beach umbrellas at a distance of 10 meters between two
- Establishing the operating hours from 8am to 8pm
- Permanent disinfection of all facilities provided on the beach
- Mobilization of a team dedicated to raising awareness about COVID19
- Implementation of a signage system to raise awareness of protective measures



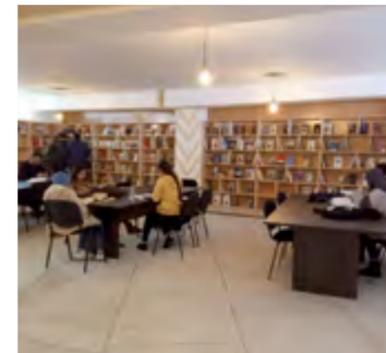
TANGER MED FOUNDATION COMMITTED TO THE PROMOTION OF ART

Tanger Med Foundation has signed a partnership agreement with Tanger Med Group and the National Institute of Fine Arts of Tétouan for the realization of artistic competitions for the benefit of the students at the Institute.

This partnership aims to promote art among young people and to support student artists in the pursuit of creative art projects. A painting competition on canvas was launched for this purpose among students under the theme «Tanger Med Port and its Surroundings.»

An award ceremony for the winners of the competition was held in February at the prestigious Center of Modern Art in Tétouan.

The initiative allowed us to discover the potential of the artistic creativity of the Institute's talented students who were able to present Tanger Med Port through color and movement.



YAACOUB AL MANSOUR - FNIDEQ HIGH SCHOOL LIBRARY

As part of its ongoing initiatives to promote the development of young people and cultural awareness, Tanger Med Foundation supported the Fqih Daoud High School Alumni Association in its project to create a library at the Yaâcoub Al Mansour High School in Fnideq.

In the absence of a dedicated cultural space, the project consolidates the cognitive skills of the students and promotes openness and coexistence.

The library contains space for more than 4 000 books. More than 1 250 books are now available to the users in different scientific and literary fields.

TANGER MED FOUNDATION CERTIFIED ISO 9001 V2015

Tanger Med Foundation maintains ISO 9001 Version 2015 certification after passing an audit that examined the processes and procedures implemented. The Foundation's Quality Management System has 0 major and 0 minor non-conformities.

Maintaining certification demonstrates the commitment of the Foundation's teams to a continuous improvement approach to achieve the predefined sustainability project management objectives.

TANGER MED
FONDATION





GRI 201.1 GRI 102.12



FOCUS 5

PLAY A ROLE IN THE SUPPLY CHAIN

Play an active role in international trade by improving Morocco's logistical connectivity and serving as an industrial-port gateway for the continent.

COMMITMENT 9
 Improve the territory's logistics connectivity and strengthen links within the ecosystem.

COMMITMENT 10
 Develop cooperation with international stakeholders and strengthen the presence in international institutions.

COMMITMENT 9 : IMPROVE THE TERRITORY'S LOGISTICS CONNECTIVITY AND STRENGTHEN LINKS WITHIN THE ECOSYSTEM

LOGISTICAL CONNECTIVITY FOR THE SOCIO-ECONOMIC DEVELOPMENT OF THE TERRITORY

NEW MARITIME ROUTES FOR TIR TRUCK AND PASSENGER TRAFFIC

The Passenger and Ro-Ro Port strengthened its maritime connectivity during the 3rd quarter of 2020 with the opening of 2 new maritime services:

*** Tanger Med – Barcelona**

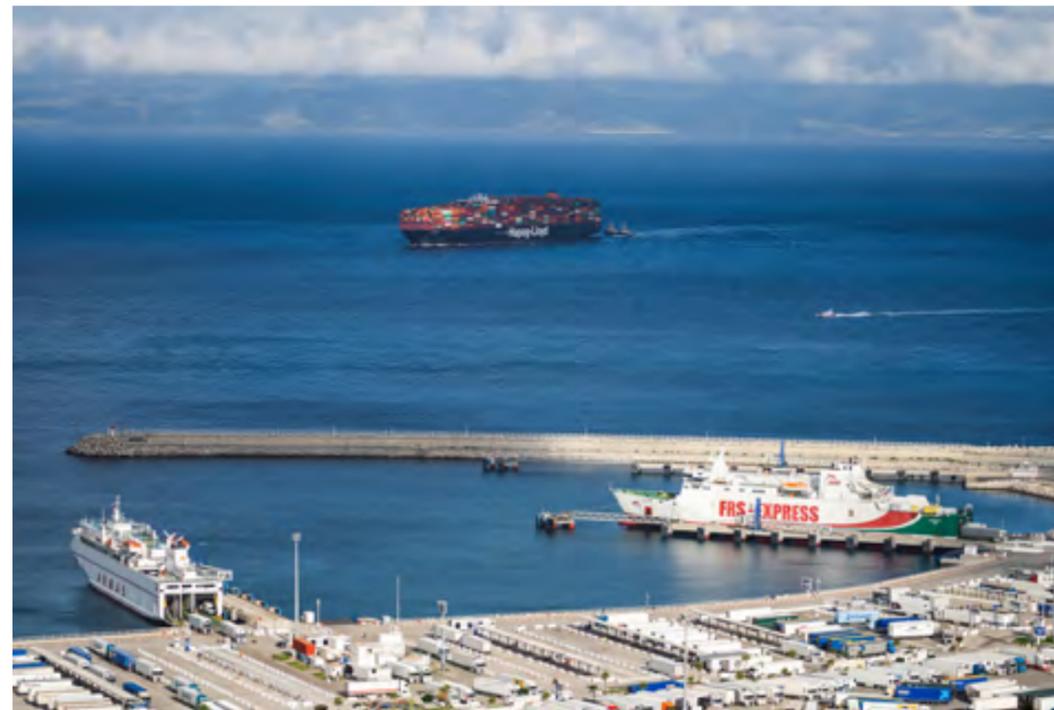


This new service offers two departures per week to Barcelona and Tanger Med with two weekly rotations increase to three connections by means. The average transit time of this service is 36 per hour.

*** Tanger Med – Marseille**



On 2 December 2020 the shipping company «la Méridionale» launched a regular line between Marseille and Tanger Med with two weekly rotations, which will be increased to three connections weekly. They will be operated by two vessels: the Girolata, with a capacity of 606 passengers and 230 passenger vehicles, and the Pelagos with a capacity of 269 passengers and 75 vehicles.



COMMITMENT 10 : DEVELOP COOPERATION WITH INTERNATIONAL STAKEHOLDERS AND STRENGTHEN THE PRESENCE IN INTERNATIONAL INSTITUTIONS

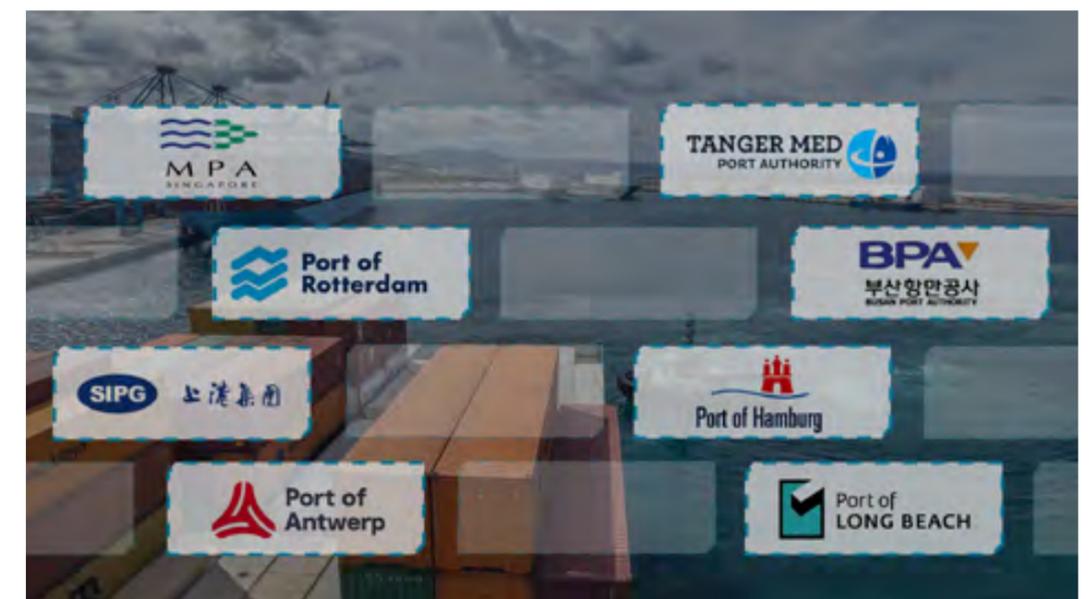
TANGER MED JOINS THE INITIATIVE OF THE WORLD'S LARGEST PORTS TO ENSURE THE CONTINUITY OF INTERNATIONAL SUPPLY CHAINS

Tanger Med, a global port hub, has joined the Port of Singapore's initiative alongside major international port hubs such as Shanghai, Rotterdam, Antwerp, Long Beach, Busan, etc., and has co-signed a commitment to ensure the continuity of global supply chains.

Through this initiative, Tanger Med reaffirms its leadership as a major African and Mediterranean port hub, and its key role in supplying global markets.

The signatories, who met by videoconference, discussed the existing organizations and the continuity plans implemented to face the current situation in order to guarantee a steady provisioning of global supply chains.

This initiative paves the way for close and continuous collaboration between the major port hubs serving the international supply chains.



5TH ANNUAL CONVENTION OF AFRICAN ECONOMIC ZONES ORGANIZED BY THE AFRICAN ASSOCIATION OF ECONOMIC ZONES (AEZO)

On December 3, 2020, the African Economic Zone Association organized its 5th Annual Convention in an online format in conjunction with the «AfCFTA Business Forum,» under the theme: «The Contribution of Economic Zones in the Implementation of the Continental Free Trade Area (CFTA) and the Strengthening of African Integration».

The event was organized in partnership with The African Union Commission and the United Nations Conference on Trade and Development (UNCTAD).

The event saw the participation of several high-level experts who came to discuss the implementation of the continental free trade agreement (AfCFTA), the contribution of economic zones as well as the challenges and opportunities to generate growth, encourage regional integration, and support the development of intra-African trade.

Nearly 500 delegates connected virtually to this important event representing 68 countries including 63 African economic zones, 30 partners and experts, as well as several representatives of government authorities, international institutions, and public and private organizations.



PARTNERSHIP AGREEMENT BETWEEN THE HAMBURG PORT AUTHORITY AND TANGER MED PORT AUTHORITY

The Hamburg Port Authority and Tanger Med Port Authority signed a letter of intent to form a partnership during a virtual ceremony held on October 27, 2020.

Both the Hamburg Port Authority and Tanger Med Port Authority are leaders in their respective regions and pursue common goals in terms of port cooperation - including port management, logistics and digitalization.

With this agreement, the two port authorities seek to jointly work on the exchange of experiences and best practices in several areas, including the efficiency of port operations, digitization and the port community system, traffic management, port security, computer data exchange and innovation.



TANGER MED PARTICIPATED IN THE «BNEW LOGISTICS PANEL»

Barcelona New Economy Week (BNEW) is an in-person and online B2Bevent featuring panels in the logistics, real estate, digital industry, e-commerce and economic zones sectors. They all share a common denominator: the «new economy.»

Tanger Med participated in the BNEW Logistics panel held on October 7, 2020 under the theme «Outlook for the Mediterranean and Europe transport and logistic market amid the COVID-19 crisis». The objective of the panel was to explore the current and future environment of the economy, aspects of logistics and international supply chains, and to present the strategy and role of Tanger Med in maintaining international trade.

PRESENCE OF AN INTERNATIONAL ECOSYSTEM

The 1100 industrialists, logisticians and service providers located in Tanger Med's activity zones come from 34 countries around the world. These multinational companies take advantage of the immediate proximity of the port complex to export to more than 180 ports worldwide.

COLLABORATION BETWEEN THE PORT AUTHORITIES OF TANGER MED AND ALGECIRAS BAY: CONTINUITY OF IMPORT/EXPORT OPERATIONS ACROSS THE STRAIT

In the current context of the global pandemic, the two port authorities of Tanger Med and Algeciras Bay, have continued their respective port activities to serve national and international supply chains.

The maritime links between the two ports and the daily ship rotations were maintained normally, and more specifically the TIR international road traffic, for commercial exchanges, both for import and export, between Morocco and the European Union.

To this end, regular exchanges of information and best practices have taken place between the two port authorities, as well as regular meetings held by videoconference, to ensure the fluidity and continuity of operations in the Strait.





Participant in the painting contest organized by Tanger Med in partnership with the National Institute of Fine Arts of Tetouan

Yassin ESSOUAF



ABOUT THIS REPORT



NOTE ON REPORTING METHODOLOGY

In order to manage the deployment of its CSR approach and its commitments to sustainable development and to promote communication with stakeholders, Tanger Med has committed to implementing a specific reporting system in these areas. The latter was developed on the basis of recommendations from various guidelines such as the GRI and the SDGs or the recommendations of the World Business Council for Sustainable Development (WBCSD). It covers, among other things, the information required to be disclosed in the management report by the AMMC's bulletin.

Through its subsidiaries, Tanger Med is involved in a wide range of industrial and logistics port activities, with a wide variety of contractual forms, which are illustrated by the implementation of a wide range of operating modes in several facilities throughout the country. This wide variety of situations, in addition to the constant changes in the Group's scope of operations, makes it particularly complex to define and stabilize the relevant indicators and to calculate and collect consolidated data.

Tanger Med is continuing its efforts to ensure that its data is verified and audited, whenever possible, by third parties, and is increasingly reliable. The goal is to make this non-financial reporting an increasingly effective management tool for achieving the ambitions of the Group's CSR and Sustainable Development Roadmap, as well as a tool for dialogue regarding the continuous improvement of its overall performance.

SCOPE

The figures published in this report relate exclusively to companies in which Tanger Med has operational control, regardless of the percentage of capital held. The scope of consolidation is set at December 31st of the fiscal year.

ANNUAL REPORTING CONTRIBUTION TO THE MONITORING OF TANGER MED ROADMAP

After processing the data collected, the environmental, social and societal reporting made it possible to track the quantitative indicators of the Group's CSR and Sustainable Development Roadmap 2019-2023.

In addition, and insofar as the Sustainable Development Roadmap is the framework for a process of progress, some of the indicators, with quantified objectives to be achieved by 2020 according to dedicated action plans, do not systematically cover all the business lines or the entire scope of the group's environmental and social reporting.

GRI CORRESPONDENCE CHART

| GRI Standards Disclosure | | GRI Standards Content Index and Information / CSR Commitments Correspondence | ODD | Page |
|--|--|--|---|----------|
| 102.43: Approach to stakeholder involvement | | Stakeholder mapping of the Tanger Med Group | Obj 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 | 46 - 47 |
| | | Materiality matrix analysis approach | | 54 |
| | | Achievement for the benefit of the environment | | 49 - 50 |
| 102.44: Issues and concerns | | Materiality Matrix | Obj 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 | |
| major issues raised | | | | |
| 102.46: Definition of the content of the report and the scope of the issue | | Analysis of the materiality matrix | Obj 1, 2, 3, 4, 5, 6, 8, 9, 10, 1, 12, 13, 14, 15, 16, 17 | 54 |
| 102.47: List of relevant issues | | Materiality Matrix | Obj 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 | 55 |
| 102.48: Reaffirmation of information | | CSR Approach, Policy and Charter | Obj 8, 9 | 56 to 60 |
| 102.55: GRI Content Index | | GRI correspondence chart | Obj 8, 9 | 162 |
| GRI 103: the managerial approach | 103.1: Explanation of the relevant issue and its scope | CSR Approach, Policy and Charter | Obj 8, 9, 13, 14, 15, 16 | 56 to 60 |
| | | Focus 2: Adopt a governance system that allows for responsible management on a daily basis. | | 78 to 85 |
| | | Commitment 3: Adopt ethical and transparent governance to manage SD issues and dialogue with stakeholders on a daily basis | | |
| | | Commitment 4: Build an intangible asset around the group's identity and culture to strengthen sustainable relationships with stakeholders and the territory | | |
| | 103.2: The managerial approach and its components | CSR Approach, Policy and Charter | Obj 8, 9, 13, 14, 15, 16 | 56 to 60 |
| | | Focus 2: Adopt a governance system that allows for responsible management on a daily basis. | | 78 to 85 |
| | | Commitment 3: Adopt ethical and transparent governance to manage SD issues and dialogue with stakeholders on a daily basis. | | |
| | | Commitment 4: Build an intangible asset around the group's identity and culture to strengthen sustainable relationships with stakeholders and the territory | | |
| | 103.3: Evaluation of the managerial approach | CSR Approach, Policy and Charter | Obj 8, 9, 13, 14, 15, 16 | 56 to 60 |
| | | Focus 2: Adopt a governance system that allows for responsible management on a daily basis. | | 78 to 85 |
| | | Commitment 3: Adopt ethical and transparent governance to manage SD issues and dialogue with stakeholders on a daily basis. | | |
| | | Commitment 4: Build an intangible asset around the group's identity and culture to strengthen sustainable relationships with stakeholders and the territory | | |
| GRI 201: Economic performance | 201.1: Direct economic value generated and distributed | Presentation of the Tanger Med Group: | Obj 1, 2, 5, 8, 9, 17 | 11 |
| | | Data sheet, Port/industrial activity Key figures of the group's contribution | | 16 - 20 |
| | | Our performance in serving customers and operators in the port and in the activity zones | | 48 |
| | | Our performance in serving the territory | | 51 |

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| 102.43: Approach to stakeholder involvement | | Stakeholder mapping of the Tanger Med Group | Obj 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 | 46 - 47 |
| | | Materiality matrix analysis approach | | 54 |
| | | Achievement for the benefit of the environment | | 49 - 50 |
| 102.44: Issues and concerns | | Materiality Matrix | Obj 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 | |
| major issues raised | | | | |
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| | 201.2: Financial implications and other risks and opportunities due to climate change | Focus 4: Participate in the sustainable development of the territory through an inclusive approach. Commitment 7: Contribute to actions aimed at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving stakeholders from the port, activity zones, and the territory. | Obj 1, 2, 5, 8, 9, 17 | 113 |
| GRI 203: Indirect economic impacts | 203.2: Significant indirect economic impacts | Focus 2: Adopt governance that allows for responsible day-to-day management. Commitment 3: Adopt ethical and transparent governance to manage SD issues and dialogue with stakeholders on a daily basis . | Obj 1, 2, 5, 8, 9, 17 | 78 - 79 |
| | | Focus 3: Develop human capital, innovation and improve the social and economic impact Commitment 6: Make the port and the activity zones a resource interface to promote job creation , entrepreneurship, research, and innovation . | | 96 to 111 |
| | | Focus 4: Participate in the sustainable development of the territory through an inclusive approach. Commitment 8: To facilitate access to education and health and to contribute to the improvement of living conditions in and around the port, activity zones, and the territory through the Foundation. | | 132 to 134 |
| GRI 301: Materials | 301.2: Recycled materials used | Performance for the benefit of the environment | Obj 6, 7, 8, 9, 12, 13, 14; 15, 17 | 49 - 50 |
| GRI 302: Energy | 302.1: Energy consumption within the organization | Focus 4: Participate in the sustainable development of the territory through an inclusive approach. Commitment 7: Contribute to actions aiming at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving the stakeholders of the port, the activity zones, and the territory | Obj 7, 8, 12, 13, 17 | 113 |
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| | 302.2: Energy consumption within the organization | Focus 4: Participate in the sustainable development of the territory through an inclusive approach. Commitment 7: Contribute to actions aiming at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving the stakeholders of the port, the activity zones, and the territory | Obj 7, 8, 12, 13, 17 | 113 |
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| | 302.3: Energy intensity | Focus 1: Efficient and sustainable management of resources and infrastructure Commitment 2: Promote sustainable mobility solutions to connect the port, the activity zones, and the territory | Obj 7, 8, 12, 13, 17 | 74 |
| | | Focus 4: Participate in the sustainable development of the territory through an inclusive approach. Commitment 7: Contribute to actions aiming at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving the stakeholders of the port, the activity zones, and the territory | | 113 |
| | | Commitment 7: Contribute to actions aiming at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving the stakeholders of the port, the activity zones, and the territory | | 122 |
| | 302.4: Reduction of energy consumption | Focus 1: Efficient and sustainable management of resources and infrastructure Commitment 2: Promote sustainable mobility solutions to connect the port, the activity zones, and the territory | Obj 7, 8, 12, 13, 17 | 74 |
| Focus 4: Participate in the sustainable development of the territory through an inclusive approach. Commitment 7: Contribute to actions aiming at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving the stakeholders of the port, the activity zones, and the territory | | 113 | | |
| Commitment 7: Contribute to actions aiming at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving the stakeholders of the port, the activity zones, and the territory | | 122 | | |

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| | 306.1: Waste generation and significant waste -related impacts | Achievement for the benefit of the environment : Ecoports label Focus 1: Efficient and sustainable management of resources and infrastructure Commitment 1: Carry out operations and manage the infrastructures at the port and in the activity zones at the highest level of service quality and in compliance with social and environmental and environmental requirements Focus 4: Participate in the sustainable development of the territory through an inclusive approach. Commitment 7: Contribute to actions aiming at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving the stakeholders of the port, the activity zones, and the territory | Obj 6, 7, 8, 9, 12, 13, 14, 15, 17 | 49 68 - 73 117 to 118 124 to 127 |
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| GRI 307: Environmental Compliance | 307.1: Non-compliance with environmental legislation and regulations | Performance for the benefit of the environment Focus 1: Efficient and sustainable management of resources and infrastructure Commitment 1: Carry out operations and manage the infrastructures at the port and in the activity zones at the highest level of service quality and in compliance with social and environmental and environmental requirements Focus 4: Participate in the sustainable development of the territory through an inclusive approach. Commitment 7: Contribute to actions aiming at energy transition, circular economy, climate change mitigation and biodiversity preservation by involving the stakeholders of the port, the activity zones, and the territory | Obj 13, 14, 15 | 49 - 50 68 to 73 113 117 to 118 124 to 127 |
| GRI 401: Employment | 401.1: Recruiting of new employees and rotation of staff | Achievement for the benefit of human resources Focus 3: Develop human capital, innovation and improve the social and economic impact Commitment 5: Developing human capital for the port, the activity zones and for the socio-economic development of the territory | Obj 1, 8, 17 | 48 87 90 92 |
| | 401.2: Benefits for full-time employees , not temporary or part-time employees | Focus 3: Develop human capital, innovation and improve the social and economic impact Commitment 5: Developing human capital for the port, the activity zones and for the socio-economic development of the territory | Obj 1, 8, 17 | 90 - 91 |

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| | 403.1: Focus system 1: Effective and sustainable management of resources and infrastructures health and safety at work Commitment 1: Carry out operations and manage the infrastructures at the port and in the activity zones at the best level of service quality and in compliance with social and environmental requirements Focus 3: Develop human capital, innovation and improve the social and economic impact Commitment 5: Developing human capital for the port, the activity zones and for the socio-economic development of the territory | Obj 1, 3, 6, 11, 17 | 67 to 73 87 - 88 |
| | 403.2: Hazard identification, risk assessment and investigation of adverse incidents Tanger Med's strategy to deal with the health crisis Focus 1: Efficient and sustainable management of resources and infrastructure Commitment 1: Carry out operations and manage the infrastructures at the port and in the activity zones at the highest level of service quality and in compliance with social and environmental and environmental requirements Focus 3: Develop human capital, innovation and improve the social and economic impact Commitment 5: Developing human capital for the port, the activity zones and for the socio-economic development of the territory | Obj 1, 3, 6, 11, 17 | 30 to 39 67 to 73 87 - 88 92 |
| GRI 403 : Health and safety at work | 403.3: Tanger Med's Strategic Services in response to the health crisis in the workplace Focus 1: Efficient and sustainable management of resources and infrastructure Commitment 1: Carry out operations and manage the infrastructures at the port and in the activity zones at the highest level of service quality and in compliance with social and environmental and environmental requirements | Obj 1, 3, 6, 11, 17 | 30 to 39 67 to 73 |
| | 403.4 : Worker participation and consultation and communication on occupational health and safety Dialogue with stakeholders Focus 3: Develop human capital, innovation and improve the social and economic impact Commitment 5: Developing human capital for the port, the activity zones and for the socio-economic development of the territory | Obj 1, 3, 6, 11, 17 | 82 to 85 |
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| | 403.6 : Promotion of worker health Tanger Med's strategy to deal with the health crisis Focus 3: Develop human capital, innovation and improve the social and economic impact Commitment 5: Developing human capital for the port, the activity zones and for the socio-economic development of the territory | Obj 1, 3, 6, 11, 17 | 30 to 39 67 to 73 |
| | 403.7: Prevention and reduction of occupational health and safety impacts directly related to business relationships Tanger Med's strategy to deal with the health crisis Focus 1: Efficient and sustainable management of resources and infrastructure Commitment 1: Carry out operations and manage the infrastructures at the port and in the activity zones at the highest level of service quality and in compliance with social and environmental and environmental requirements | Obj 1, 3, 6, 11, 17 | 30 to 39 67 to 73 |
| GRI 404: Training and education | 404.1 : Average number of training hours per year per employee Focus 3: Develop human capital, innovation and improve the social and economic impact Commitment 5: Developing human capital for the port, the activity zones and for the socio-economic development of the territory | Obj 4, 5, 8, 9, 11, 17 | 90 - 91 |
| GRI 405: Diversity and equal opportunities | 405.1: Diversity of governance bodies and employees Focus 2: Adopt governance that allows for responsible day-to-day management. Commitment 3: Adopt ethical and transparent governance to manage SD issues and dialogue with stakeholders on a daily basis . | Obj 5, 10, 17 | 77 to 79 |

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| GRI 405: Diversity and equal opportunities | 405.1: Diversity of governance bodies and employees Focus 3: Develop human capital, innovation and improve the social and economic impact Commitment 5: Developing human capital for the port, the activity zones and for the socio-economic development of the territory | Obj 5, 10, 17 | 91 |
| GRI 407: Collective bargaining | 407.1: Operations and suppliers where collective bargaining rights may be at risk Social Dialogue Focus 2: Adopt a governance system that allows for responsible day-to-day management. Commitment 4 : Build an intangible asset around the group's identity and culture to strengthen sustainable relationships with stakeholders and the territory | Obj 3, 6, 8, 10 | 82 |
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| GRI 412: Human rights assessment | 412.2: Employee training on CSR Approach, Policy and Charter | Obj 1, 2, 3, 4, 5, 6, 16, 17 | 58 to 60 |
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