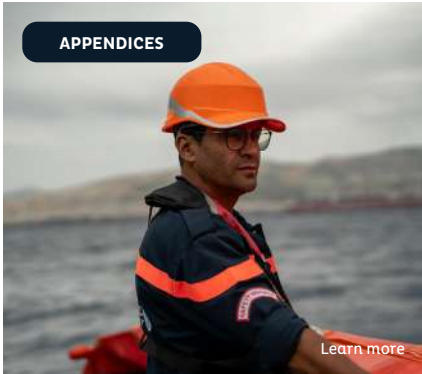
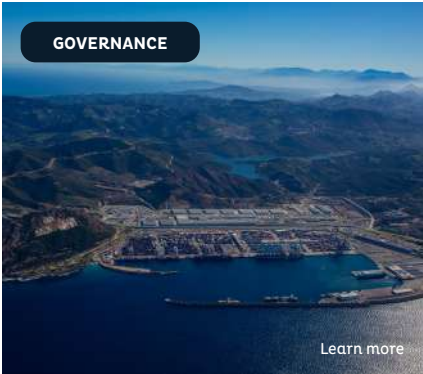




2024 **CSR** Report

TANGER MED

TABLE OF CONTENTS



- 4 Chairman's Address**
- 5 About this Report**
- 6 About the Group**
- 8 Our Stakeholders**
- 10 Our Double Materiality Analysis**
- 14 The Foundations of our CSR Strategy**
- 15 Our Impact**

- 17 Our Governance Systems**
 - 18 Governance Bodies
 - 22 CSR Governance
 - 23 Regulatory Mechanisms
- 25 Our Responsible Management**
 - 26 Quality, Safety, and Security of Operations
 - 29 Responsible purchasing
 - 32 Information Systems Security
 - 34 Innovation

- 39 Our Employees**
 - 41 Commitment and Social Dialogue
 - 43 Skills Development
 - 45 Diversity and Inclusion
 - 47 Health, Safety, and Well-being at Work
- 52 Our Local Communities**
 - 53 Education
 - 62 Inclusion
 - 71 Health

- 74 Climate Change**
- 78 Renewable Energy**
 - 78 Water
 - 80 Waste
- 81 Biodiversity**
- 83 Green Mobility**

- 85 Our contribution to SDGs**
- 86 ESG indicators**
- 97 GRI Index**

INTRODUCTION

- > CHAIRMAN'S ADDRESS
- > ABOUT THIS REPORT
- > ABOUT THE GROUP
- > OUR STAKEHOLDERS
- > OUR DOUBLE MATERIALITY ANALYSIS
- > THE FOUNDATIONS OF OUR CSR STRATEGY
- > OUR IMPACT

CHAIRMAN'S ADDRESS



“Since the start of our operations, our goals for growth have been matched by a strong desire to make a positive impact on our ecosystem and lay the foundations for sustainable growth.

More than ever, the success of our energy transition is one of our priorities. Since December of this year, Tanger Med Port Complex and its Logistics Zone have been powered 100% by green electricity.

We are also beginning to reap the first rewards of our decarbonization projects, which have enabled us to avoid and reduce 20% of greenhouse gas emissions at port level this year.

Convinced that diversity is a powerful driver of performance, we also rigorously ensure the balanced development of our Human Capital. New hires at the Group level are part of a strong gender diversity approach.

Our responsibility as an employer is also reflected in our commitment to constantly develop the expertise of our teams and prepare them into new challenges. In this sense, 70% of our employees have received at least one training course. An internal mobility program is also being implemented at Group level.

Our social mission shapes our purpose. As a company, we focus our actions on three fundamental pillars: education, inclusion, and health. Since the creation of Tanger Med Foundation, the projects carried out have assisted more than 680 000 beneficiaries in the country.

In the space of three years, we supported more than 1 200 scholarship students in their educational and learning paths. Our contribution to the development of local communities is also reflected in better medical inclusion: we are actively working to completely eradicate cataracts in the Fahs Anjra Province. At the same time, we have set up a system that has made it possible to support some of the inhabitants of the Province in enrolling their Compulsory Health Insurance. ”

Fouad BRINI

Our contribution to SDGs



Our contribution to GRI

ABOUT THIS REPORT

REPORT NAME

Corporate Social Responsibility (CSR) Report, 2024

PUBLICATION DATE

April 2025

REPORT DESCRIPTION

Tanger Med Group has developed this report on the basis of a CSR strategy structured around the three axes of ESG Reporting: Environment, Social, and Governance. The structure of the report is also based on the CSR issues identified as part of a double materiality analysis carried out in 2024. The Group has documented its impacts for fiscal year 2024 for each axis of its CSR strategy.

REPORTING PERIOD

From 01/01/2024 to 12/31/2024

REPORTING SCOPE

The scope of ESG Reporting covers all CSR initiatives of the activity clusters and entities of Tanger Med Group over fiscal year 2024. The quantitative data shown also covers fiscal year 2024 with a historical perspective that can go back as far as 2022.

REPORTING METHODOLOGY

In light of international regulatory developments, Tanger Med Group conducted a double materiality analysis, assessing both the impact of its activities on ESG issues and the financial risks and/or opportunities arising from these same issues.

With the support of an external expert, the Group reviewed its stakeholder mapping and then identified and weighted the environmental, social, and governance issues that have an operational and financial impact on the Group and its stakeholders.

This exercise is based on a series of interviews with members of the Board of Directors and CSR Liaison Officers, followed by a rating of emerging issues using a questionnaire sent to our internal and external stakeholders.

The issues identified as relevant form the basis of our strategic CSR commitments, and are supported, in this report, by qualitative and quantitative data over one to three years, in line with the normative framework applied.

This information was collected from 27 CSR Liaison Officers organized by subsidiaries and businesses. The data was then consolidated and checked for consistency by the CSR division.

REPORTING FRAMEWORK

Our CSR strategy is based on the United Nations Sustainable Development Goals (SDGs), and is guided by the ESG issues identified as part of our double materiality analysis, in accordance with the European Sustainability Reporting Standards (ESRS).

Our extra-financial reporting and the documentation of our challenges in this report are based on the 3 ESG criteria: Environment, Social, and Governance. Both refer to the updated GRI universal standards, and are guided by the eight GRI Reporting Principles that govern the quality and presentation of information.

For more information, the specific standards applied and their correspondence with the information published in this report are supported in appendices.

COMMENTS AND SUGGESTIONS

Your opinion is important to us, and your suggestions are valuable levers for enriching our ESG Reporting approach and our Corporate Social Responsibility (CSR) communication. Contact: t.rse@tangermed.ma



Scan the QR code to view previous CSR reports.

Our contribution to SDGs



Our contribution to GRI

GRI 2-2
GRI 2-3

ABOUT THE GROUP

Our value creation

With the plurality of its expertise, resources, and intervention sites, Tanger Med Group has a significant and tangible impact on its environment, its employees, and local communities. This influence is reflected in value creation at several levels—organizational, regional, and national—guided by economic and territorial prerogatives that are part of the Group’s DNA.

For more than 20 years, our footprint as a Group has grown stronger, while remaining true to a set of unchanging values centered on our performance, our customers, our culture of innovation, and our responsible and sustainable development. These values are deeply rooted in the daily life of our ecosystem and consistently and coherently guide our strategic and operational conduct.

Our contribution to SDGs






Our contribution to GRI

GRI 2-1
GRI 2-2
GRI 2-6
GRI 201-1


OUR PURPOSE

Generate a **positive impact** on our environment and for our stakeholders in favor of **sustainable and responsible performance**

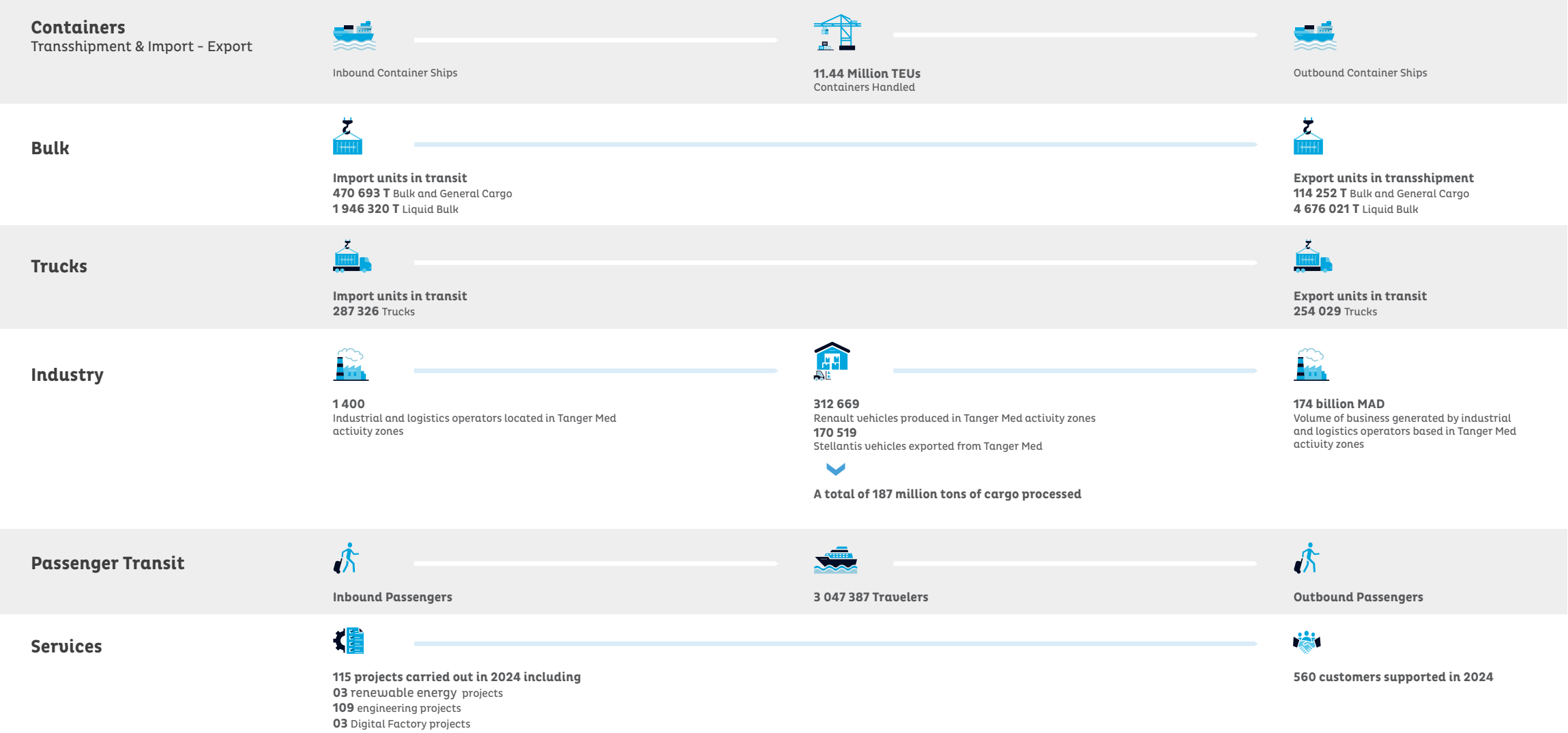
OUR ACTIVITIES

-  **Ports and Logistics**
Management of 11 ports and 25 specialized port terminals in activities such as containers, passengers, TIR, bulk cargo, new vehicles, and hydrocarbons. Value-added freight, handling, storage, and logistics solutions.
-  **Industry**
Development and expansion of more than 3 000 hectares of industrial parks, home to 1 400 manufacturers operating in the automotive, aerospace, textile, agri-food, electronics, and logistics industries.
-  **Services**
Services offer focused on technology, engineering, and utilities to support the needs of operators based in Tanger Med activity zones.

OUR REGIONAL ACTION

-  Our regional actions are guided by our CSR commitments, particularly through our Tanger Med Foundation.

Our business model

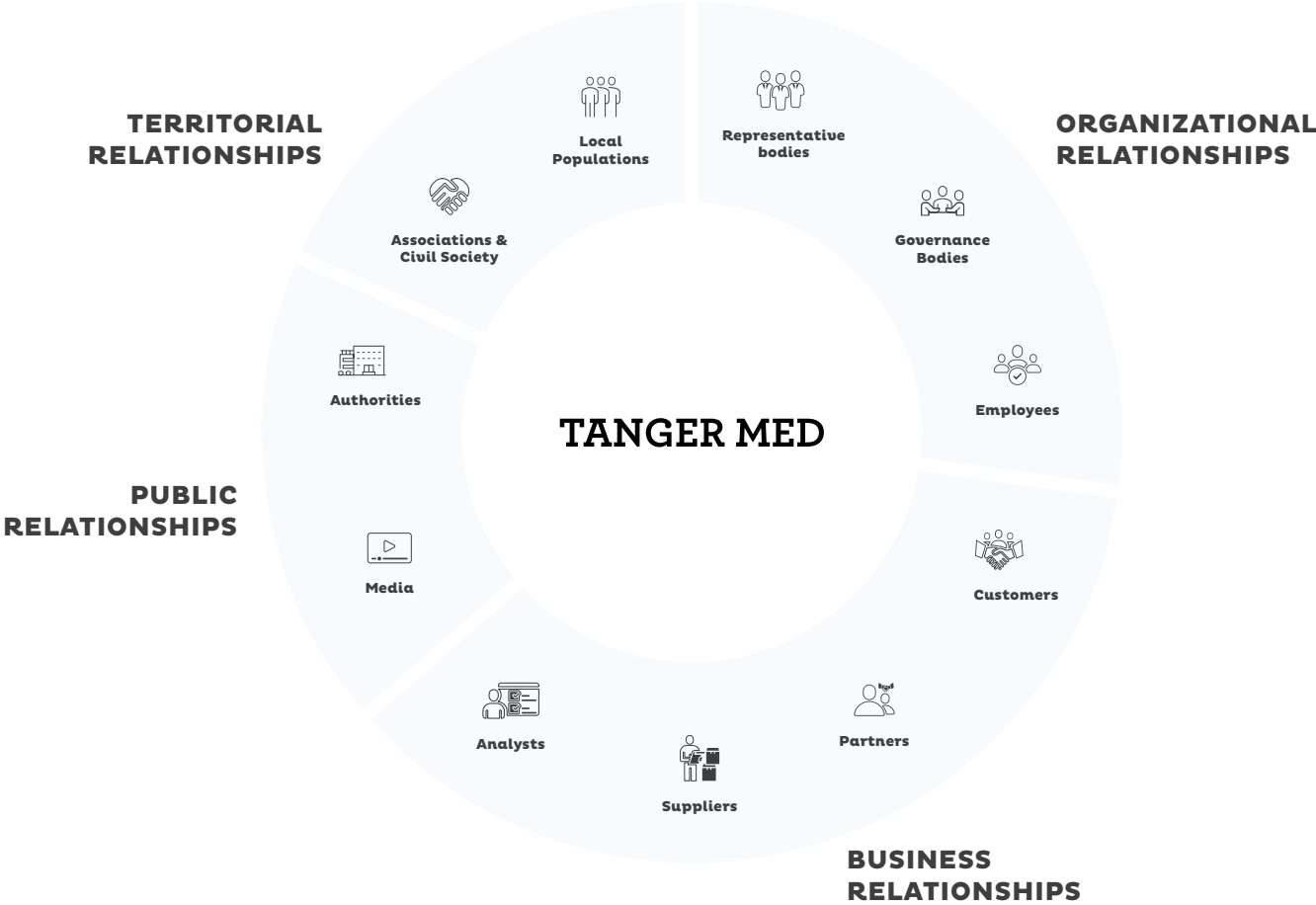


OUR STAKEHOLDERS

Stakeholder mapping

Our relationship with our ecosystem is at the heart of our business model. As part of the results of the double materiality analysis of our ESG challenges, and with the participation of our CSR correspondents, we have identified and categorized the Group's various stakeholders in order to anticipate and assess, in a second phase, their interests and

influence on our activities. This collaborative effort resulted in the segmentation of our key stakeholders by type of relationship, enabling us to determine the most appropriate modes of dialogue for each one.



Our contribution to SDGs



Our contribution to GRI

- GRI 2-6
- GRI 2-25
- GRI 2-29

How we engage with our stakeholders

Recognizing our responsibility towards our stakeholders, we communicate regularly and proactively with the players in our ecosystem. This dialogue, centered on our CSR commitments, enriches our strategic orientations and guides the evolution of our CSR roadmap.

Through complementary communication channels, we listened to our ecosystem, and conducted a local dialogue, which was both constructive and virtuous, aimed at strengthening our extra-financial performance and generating a positive impact on our ecosystem.

Relationships	Stakeholders	Meetings	Social Dialogue	Reports and Reportings	Annual Interviews and Training	Websites and Portals	Social Networks	Events	Customer Satisfaction Survey
Organizational Relationships	Employees	✓	✓	✓	✓	✓	✓	✓	
	Governance Bodies	✓		✓		✓		✓	
	Representative Bodies	✓	✓						✓
Business Relationships	Customers	✓		✓		✓	✓	✓	✓
	Partners	✓		✓		✓	✓	✓	
	Suppliers	✓			✓	✓			✓
	Analysts	✓		✓		✓			
Territorial Relationships	Associations & Civil Society	✓		✓		✓	✓	✓	
	Local Populations	✓		✓	✓	✓	✓	✓	
Public Relations	Authorities	✓		✓		✓		✓	
	Media	✓		✓		✓	✓	✓	

OUR DOUBLE MATERIALITY ANALYSIS

In 2024, the Group updated its assessment of material ESG issues, by conducting a materiality analysis. This analysis enabled us to align our internal vision with our stakeholders' priority issues and focus our efforts on the areas where we are most expected to deliver.

In accordance with European Sustainability Reporting Standards (ESRS), we assessed the major impacts of the Group's activities on 19 ESG challenges, and identified the main financial risks and/or opportunities arising from these same challenges.

The results of this analysis, illustrated in this report, confirm the significant issues previously identified, and enrich and restructure them, without breaking with the CSR actions and projects undertaken to date.

Of the 19 issues identified, 12 are considered material in terms of impact and financial significance. These themes include governance and risk management, our customers, safety and security of operations, skills development, diversity and inclusion, our local communities, climate change, and the circular water economy.

Furthermore, while certain issues did not meet the materiality thresholds, they remain relevant nonetheless. For this purpose, we have enriched our approach by classifying all of our issues, both material and non-material, into three categories: fundamental, priority, and strategic. On this basis, a CSR roadmap has been drawn up to guide actions that address our challenges in a consistent manner and in line with the Group's strategic priorities.

Building on this approach, the 2024 achievements highlight our challenges, documented in specific sections in this report. As for the issue concerning our customers, it is addressed in a transversal manner throughout the report.

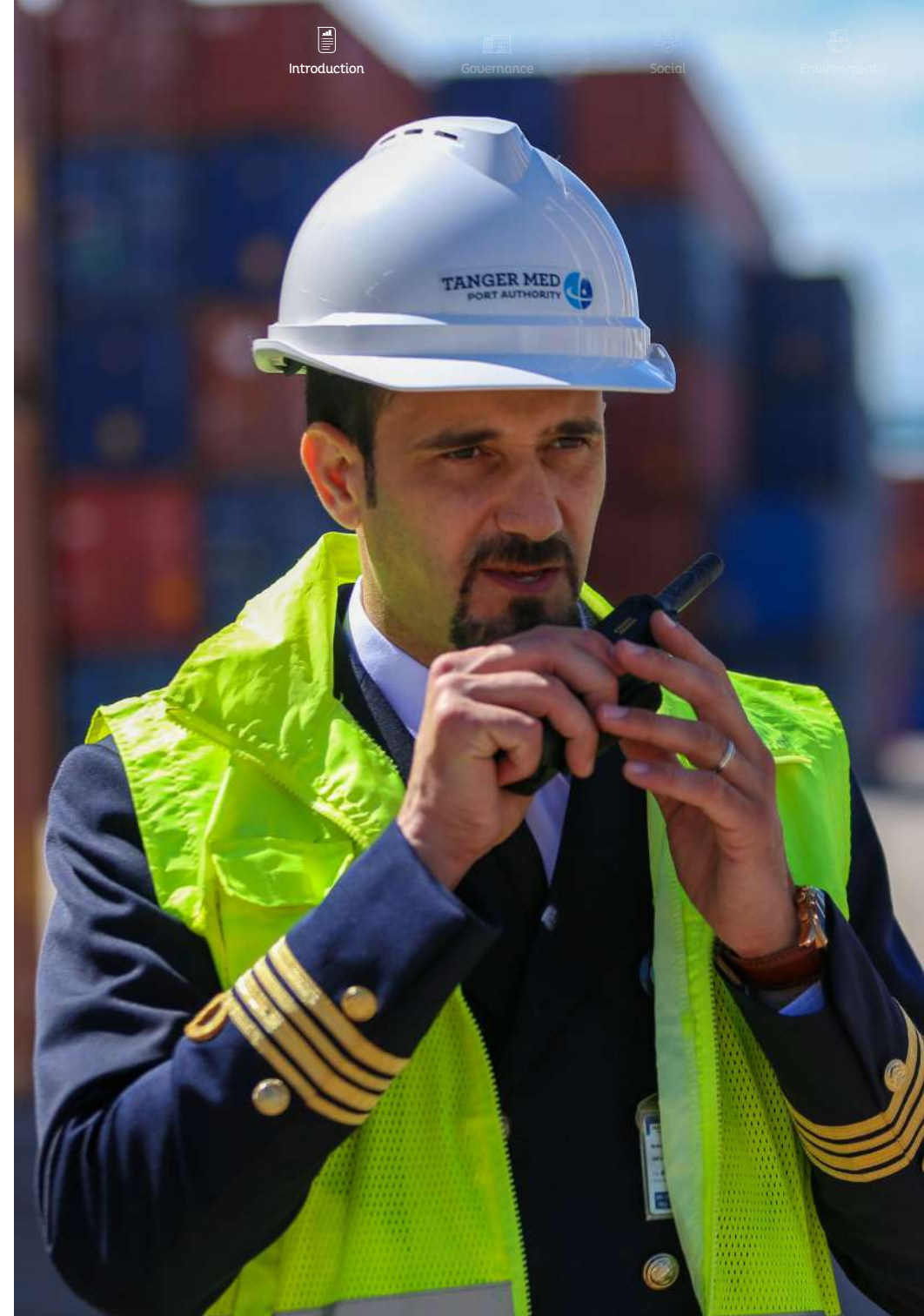
We are continuing to make progress in identifying and prioritizing ESG challenges, in line with best practices in this area and the changing strategic direction of Tanger Med Group.

Our contribution to SDGs



Our contribution to GRI

GRI 2-25
GRI 3-1
GRI 3-2



METHODOLOGY

The review of our ESG challenges is based above all on the strategic vision of the members of the Board of Directors gathered during specific interviews.

Based on the statements made during these discussions, the Group invited all of its business units and subsidiaries to participate in a CSR Training and Awareness Seminar. The objective was twofold. First, introduce the fundamentals of CSR and raise awareness among CSR representatives of the importance of their role within the organization, particularly in implementing the CSR roadmap. Next, survey respondents on the identified ESG issues and potentially impacted stakeholders.

The Group has confirmed a list of 19 challenges, divided into the 03 ESG axes. This was followed by an assessment, including a rating:

- current and potential positive/negative impacts of the Group's activities on ESG issues, based on criteria of scale, scope, severity, and probability of occurrence.
- current and potential risks and/or opportunities related to ESG issues, according to their consequences on financial results, company performance, and positioning.

In order to ensure an accurate representation of our ecosystem, three groups took part in the rating process through interviews or online via a dedicated tool: Board of Directors and General Management of Group entities, CSR Liaison Officers, External Stakeholders.

DATA PROCESSING

1- Equal weighting of participants' contributions

Responses are weighted equally between all respondents, thus ensuring that everyone, regardless of their hierarchical position, has the same influence on the results.

2- Prioritization of issues and cross-referencing

The challenges are positioned on a dual-axis matrix: the x-axis represents financial materiality scores, while the y-axis represents impact materiality scores.

These notes are obtained by the following formula: Average importance*Average probability*1/4.

The results of the assessment of positive/negative impacts and risks/opportunities, current and by 2030, are combined to highlight areas of convergence (common opportunities) and conflict (contradictory risks).

3- Analysis and Adjustments

Reading the data, we identified the various perception biases, mainly related to the respondents' varying level of knowledge, understanding, and interpretation of the various issues. The use of a four-level scale by the assessment tool also limited the ability to take clear-cut positions, explaining the majority of issues assessed as positive. On this basis, we revised the reading slides for positive impacts, comparing a highly positive impact with a less positive impact.

We also put into perspective the ratings of the matrix in relation to the vision of the respondents by 2030 and the recommendations of Top Management and the CSR Committee.

These analyses resulted in a double materiality matrix aligned with the Group's vision, with the impact materiality threshold set at 2.55, and the financial materiality threshold set at 2.00.

The challenges arising from our materiality matrix led to the establishment of the CSR Roadmap, which takes into account an implementation system on 3 levels: fundamental, priority, and strategic.

F	—	Business Ethics
	—	Safety and Security of Operations
	—	Human Rights
	—	Commitment and Social Dialogue
	—	Health, Safety, and Well-being at Work
	—	Local Communities
	—	Biodiversity
P	—	Governance and Risk Management
	—	Customers
	—	Data Protection
	—	Responsible Purchasing
	—	Climate Change
	—	Renewable Energy – Water
S	—	Innovation
	—	Career Management
	—	Skills Development
	—	Diversity and Inclusion
	—	Renewable Energy – Waste
	—	Green Mobility
F: FUNDAMENTAL		
P: PRIORITY		
S: STRATEGIC		

Material challenges are indicated in bold

DOUBLE MATERIALITY MATRIX



OUR ESG CHALLENGES

	MATERIALITY	CHALLENGES	SCOPE	IMPLEMENTATION
GOVERNANCE	Impact + Financial Mat.	<div><div></div><div></div></div> Governance and Risk Management	Construction of robust governance that takes into account the environmental, social, and good governance concerns of the Group and its ecosystem	Priority
	Impact Mat.	<div><div></div><div></div><div></div></div> Business Ethics	Adoption of an ethical and transparent line of conduct, common to all our stakeholders	Fundamental
	Impact + Financial Mat.	<div><div></div><div></div><div></div></div> Customers	Strengthening customer satisfaction and trust through innovative services, continuous support, and active listening	Priority
	Impact Mat.	<div><div></div><div></div></div> Safety and Security of Operations	Securing infrastructure and business continuity through threat prevention and monitoring	Fundamental
	Impact Mat.	<div><div></div><div></div></div> Responsible Purchasing	Building responsible and sustainable sourcing as well as developing ethical business relationships	Priority
SOCIAL	Financial Mat.	<div><div></div><div></div></div> Commitment and Social Dialogue	Strengthening the commitment of employees through a caring and rewarding corporate culture, a peaceful social climate, and open and constructive dialogue	Fundamental
	Financial Mat.	<div><div></div><div></div></div> Career Management	Talent management that values and rewards performance, offers career development opportunities consistent with the potential of employees, and promotes internal mobility at the right time and in the right place	Strategic
	Impact Mat.	<div><div></div><div></div></div> Skills Development	Development of training programs aligned with the Group's strategic challenges, our succession plan, and the potential of our talents	Strategic
	Impact Mat.	<div><div></div><div></div></div> Diversity and Inclusion	Promotion of equity and equal opportunities through non-discrimination in employment, a system of career development and fair remuneration, as well as an inclusive and diverse work environment	Strategic
	Impact Mat.	<div><div></div><div></div></div> Local Communities	Supporting local communities in three key axes: education, inclusion, and health	Fundamental
ENVIRONMENT	Impact + Financial Mat.	<div><div></div><div></div></div> Climate Change	Combating climate change throughout our value chain by decarbonizing our activities and supporting the energy transition of our customers	Priority
	Financial Mat.	<div><div></div><div></div></div> Renewable Energy – Water	Preservation of water resources by optimizing our consumption, reusing wastewater, and controlling the quality of water discharged into the natural environment	Priority

THE FOUNDATIONS OF OUR CSR STRATEGY

2024 marks a decisive turning point in our CSR strategy, consolidating our CSR governance and the foundations of our commitments across the Group's scope of intervention. Our efforts are resolutely focused on the establishment of specific, measurable, and time-bound objectives, materialized by an annual action plan whose impact is intended to be sustainable and lasting.

We have also focused on the performance of our CSR management system. Internally, we have established ESG Reporting based on a universal normative framework, which is proactively fed by our CSR Liaison Officers. Our performance is then evaluated according to target KPIs in order to monitor the progress of our action plan and identify the levers for achieving our sustainability ambitions.

Our CSR strategy is based above all on a collaborative approach, where each stakeholder, including our directors, employees, customers, suppliers, and residents, contributes to the identification and assessment of ESG issues, following the principles of double materiality analysis based on the European Sustainability Reporting Standards (ESRS).

This report reflects this evolution, and the actions documented in it are the concrete translation of the objectives set out in our CSR roadmap. It remains in line with the priorities of our stakeholders, and is periodically revised to take into account the progress made and the evolution of the national and international situation in terms of Corporate Social Responsibility.

Tanger Med Group has embarked on a new CSR path, driven by the implementation of structural actions and a commitment at all levels.

"Our CSR strategy is based on two fundamental and complementary pillars. The first axis consists in bringing out sustainable development projects, whether directly or indirectly, by supporting our various subsidiaries. The various projects that make up our roadmap will ultimately allow the establishment of measurable objectives, defined collectively with all of our stakeholders.

Our second strategic field of intervention is based on precise management of our extra-financial performance. Over the last two years, we have undertaken profound transformations to structure our Reporting according to ESG criteria and to ensure optimal and evolving monitoring. To do this, we have focused our efforts on the adoption of tools, such as double materiality analysis, which allow us to align the Group with the best CSR standards. We have also established CSR governance that involves our internal stakeholders at all levels. We can now continue on our path and pursue our actions with the support of nearly 30 CSR Liaison Officers across the Group, with whom we share a common task: working toward sustainable and long-term growth."

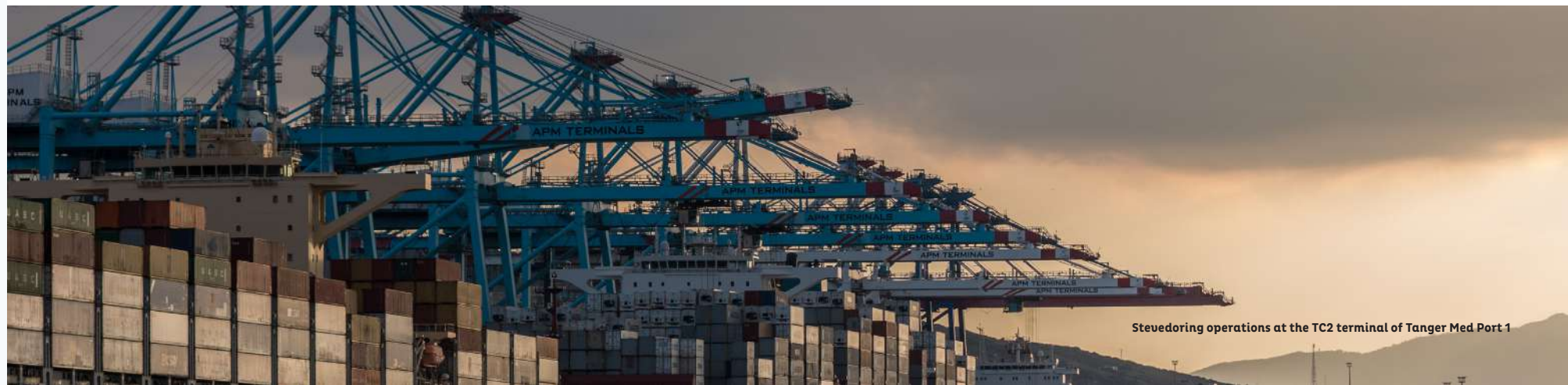
Ghita Abdelmoula
CSR Manager

Our contribution to SDGs



Our contribution to GRI

GRI 3-1
GRI 3-2
GRI 3-3



Stevedoring operations at the TC2 terminal of Tanger Med Port 1

Our commitment

In accordance with its business and territorial prerogatives, Tanger Med Group designs its economic development in conjunction with sustainable and responsible management.

Recognizing the impact of its activities on the planet and its stakeholders, the Group strives to create a positive and lasting impact throughout its growth trajectory. We aim for excellence in all circumstances, while ensuring a coherent and balanced alignment between our CSR ambitions and our development goals.

Our contribution to SDGs



Our contribution to GRI

GRI 2-2
GRI 201-1

OUR IMPACT



TMSA Holding

A portfolio of 19 subsidiaries

11 237 MMAD
Group sales figures
+12.34% vs. 2023

2 831
Group Employees
of which 86% are men and 14% women

03 key roles
Define the Group's strategy
Direct the development of subsidiaries
Promote sustainability ambitions through CSR and TMF



Port and Logistics Cluster

81% of Group Revenue

3rd
The most efficient port in the world [Tanger Med Port]

No. 1
Port operator in Morocco
6th on the continent [Marsa Maroc]

11.44 MILLION TEUs
Containers handled by the Group
+19% vs. 2023

187 M (T)
Cargo processed by the Group
+15% vs. 2023



Industrial Cluster

6% of Group Revenue

174 Bn MAD
Business volume
+12.26% vs. 2023

10.06 MMAD
Private investments
+63.58% vs. 2023

1 400
Companies established including 99 new ones in 2024

130 000
Jobs created including 14 034 in 2024



Services Cluster

13% of Group Revenue

20%
GHG emissions avoided or sequestered by TM Port Complex

06%
of the energy distributed by TMU comes from renewable sources

109
Engineering projects led by TME

03
Projects led by the Digital Factory



Territorial Action

Financial contribution of 3% of the subsidiaries' REX

100%
subsidiaries contribute to projects in the territory

1 339
Projects in the territory including 105 in 2024

686 365
Beneficiaries including 53 282 in 2024

92%
Satisfaction rate of communities monitored by TMF

GOVERNANCE

> OUR GOVERNANCE SYSTEMS

> GOVERNANCE BODIES

> CSR GOVERNANCE

> REGULATORY MECHANISMS

> OUR RESPONSIBLE MANAGEMENT

> SAFETY AND SECURITY OF OPERATIONS

> RESPONSIBLE PURCHASING

> INFORMATION SYSTEMS SECURITY

> INNOVATION

TMSA shareholding

Tanger Med Special Agency (TMSA), created by Decree-Law No. 2-02-644 of September 10, 2002, amended in 2006 by Law No. 18-05 extending TMSA's scope of action beyond the special zone, is a public limited company with a Supervisory Board and a Board of Directors. To do so, it has been endowed with public prerogatives including the missions of public authority over the port and free zones, in accordance with the provisions of common law provided for in this area.

TMSA Holding is a public limited company with capital of MAD 3 795 079 100. The Shareholding structure is as follows: 87.5% for the Hassan II Fund for Economic and Social Development, 12.38% for the State, and 0.12% for CDG.

Our contribution to SDGs



Our contribution to GRI

- GRI 2-9
- GRI 2-10
- GRI 2-11
- GRI 2-12
- GRI 2-13
- GRI 2-14
- GRI 2-26
- GRI 3-3
- GRI 405-1

OUR GOVERNANCE SYSTEMS







HIGHLIGHTS

The Group's governance arrangements constitute our performance base. They are built in accordance with the law and regulations, but also in the expectation of economic fluctuations. An evolving approach that reveals the commitment of our directors and managers to the continuous and voluntary strengthening of our governance model.

Our governance system is based on strategic and executive management structured at two complementary levels: the Supervisory Board and the Specialized Committees that emanate from it, as well as the Board of Directors and the Internal Committees attached to them.

This model takes into account the Group's environmental, social, and good governance concerns, and is based on the involvement of the entire organizational structure in CSR issues.

Our systems are also governed by regulatory mechanisms that ensure the compliance of our operations, the control of risks, and the respect of our ethical principles.

Governance Bodies	CSR Governance	Regulatory Mechanisms
 05 Number of Internal Operational Committees	 27 CSR Liaison Officers of which 37% are women	 98% IFACI compliance score for our internal audit activities
 +06 New Specialized Committees held in 2024 <i>Holding Company & Subsidiaries Scope</i>	 100% Supervisory Board meeting that addressed CSR	 73 Group certifications of which 97% are ISO certifications

GOVERNANCE BODIES

Tanger Med Special Agency (TMSA), a public limited company with a Management Board and Supervisory Board, is a strategic public business created by Decree-Law No. 2-02-644. It operates within the framework of Law No. 17-95 on public limited companies, as amended and supplemented.

TMSA holding defines and manages the Group's strategic policy and the development vision of its subsidiaries. It leads the Group's policies in the areas of financing, human resources, legal monitoring, internal inspection, risk management, digitization, and communication.

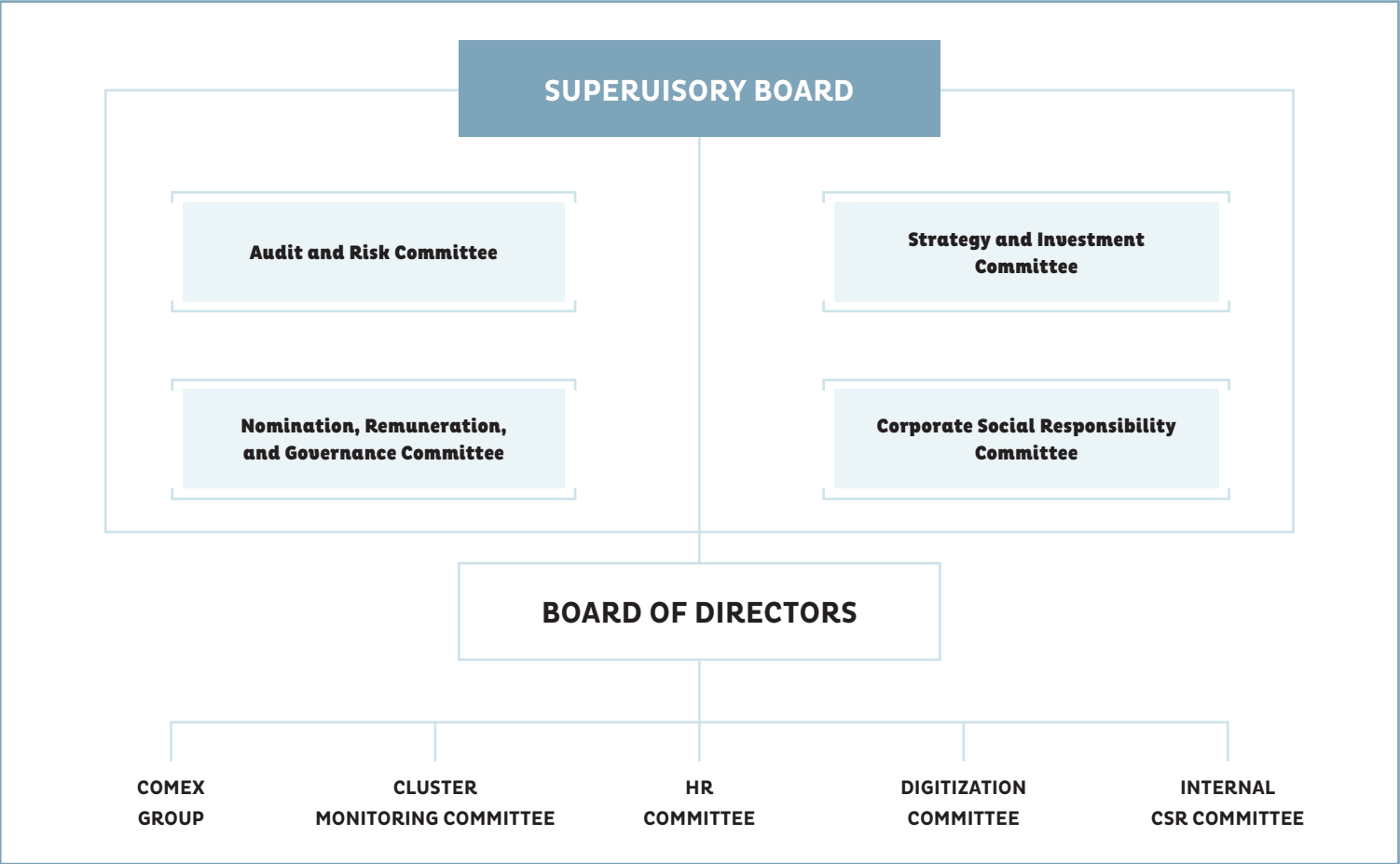
With a view to sustainable and responsible performance, the Holding Company also ensures that all its business lines adhere to the voluntary principles relating to its social and environmental responsibility and to good governance practices.

This strategic and operational management is carried out by several governance bodies, all of which adhere to the principles of transparent, fair, and responsible governance, in compliance with legal and regulatory provisions and good governance practices.

The Group's dual governance structure distinguishes between the supervisory powers vested in the Supervisory Board and the management responsibilities assigned to its Board of Directors.

The Supervisory Board is supported by four Specialized Committees, which make recommendations in accordance with their responsibilities, as defined in the Board's Internal Rules and the Charters of the Committees that report to it.

In addition, the Board of Directors is supported in its duties by several Internal Committees, which provide specialized expertise and detailed monitoring of its actions and results. In particular, they support the Board of Directors in implementing the Group's strategic plan and convey our ambitions to all employees.



SUPERVISORY BOARD

MISSION

The Supervisory Board of Tanger Med Special Agency is the highest governing body of the organization. It defines the major strategic directions of the Group and ensures control of the management carried out by the Board of Directors. Since January 2014, Mr. Fouad BRINI has been Chairman of the Board.

COMPOSITION

The members of the Supervisory Board are appointed by the Ordinary Shareholders' Meeting for a term of five years and may be re-elected in accordance with the Articles of Association.

5 years
Average length of service

22%
Proportion of women

FUNCTION

The Supervisory Board meets as often as required by law and as required for the proper functioning of the Company, and at least two (2) times a year when convened by its Chairman.

02
Meetings in 2024

The Supervisory Board consists of the following members:

MEMBERS	DATE OF 1 ST APPOINTMENT	TERM RENEWAL DATE	ARC MEMBER	SIC MEMBER	NRGC MEMBER	CSRC MEMBER
Mr. Fouad BRINI Chairman of the Supervisory Board	01/21/2024	OGSM 2027 Accounts		Chairman	✔	✔
Mr. Abdelouafi LAFTIT Minister of the Interior	06/16/2017	OGSM 2027 Accounts				
Ms. Nadia FETTAH ALAOUI Minister of Economy and Finance	04/27/2023	OGSM 2027 Accounts				
Mr. Nizar Baraka Minister of Equipment and Water	12/21/2021	OGSM 2027 Accounts		✔		
Mr. Ryad Mezzour Minister of Industry and Commerce	12/21/2021	OGSM 2027 Accounts				
National Agency for Strategic Management of State Holdings, represented by Mr. Abdellatif ZAGHNOUN	03/27/2023	OGSM 2027 Accounts	✔	✔	✔	✔
Hassan II Fund for Economic and Social Development, represented by Ms. Dounia Ben Abbes Taarji	04/08/2019	OGSM 2027 Accounts	Chairman	✔	✔	✔
Deposit and Management Fund (CDG), represented by Mr. Khalid SAFIR	12/12/2022	OGSM 2027 Accounts			Chairman	
Agency for the Promotion and Development of Northern Prefectures and Provinces, represented by Mr. Mounir EL BOUYOUSSFI	10/21/2013	OGSM 2027 Accounts	✔	✔		Chairman

ARC : Audit and Risk Committee
SIC : Strategy and Investment Committee
NRGC : Nomination, Remuneration, and Governance Committee
CSRC : CSR Committee

SPECIALIZED COMMITTEES

In addition, the Holding Company provides strategic guidance to 16 subsidiaries with 11 Specialized Committees, which held 26 meetings in 2024.

All of the Group's Specialized Committees are composed of three to five members appointed by the Board, at least two of whom, including the Chairman, are members of the Board.

TMSA Holding has four Specialized Committees that assist the Supervisory Board in its inspection and supervision tasks, covering the areas of audit and risk management, strategy and investment, the appointment and compensation of directors and employees, and Corporate Social Responsibility (CSR). These Committees held 7 meetings during the 2024 fiscal year.

	RESPONSIBILITIES	COMPOSITION		PROPORTION OF WOMEN
Audit and Risk Committee	The Audit and Risk Committee assists the Supervisory Board and makes recommendations to the Board, on behalf of the Company and its subsidiaries, regarding internal control, auditing, risk management, and financial reporting.	Ms. Dounia BEN ABBES TAARJI Chairman, representing Hassan II Fund for Economic and Social Development Mr. Mounir EL BOUYOUSSFI Member, representing APDN	Mr Khalid ZIANE Member, Managing Director of FIPAR-Holding Mr Khalid EL HATTAB Member, representing ANGSpe	25%
Strategy and Investment Committee	The Strategy and Investment Committee is responsible for assisting the Board in defining the Group's strategic guidelines and implementing them. It also reviews investment programs and budgets, and provides an opinion on the various options and proposals to be submitted to the Company's Supervisory Board.	Mr. Fouad BRINI Chairman, Chairman of the Supervisory Board Mr. Nizar Baraka Member, Minister of Equipment and Water Ms. Dounia Ben Abbes Taarji Member, representing Hassan II Fund for Economic and Social Development	Mr. Abdellatif ZAGHNOUN Member, representing ANGSpe Mr. Mounir EL BOUYOUSSFI Member, representing APDN	20%
Nomination, Remuneration, and Governance Committee	The Nomination, Remuneration, and Governance Committee assists the Board in applying good governance practices and reviews the Company's nomination and remuneration policy, as well as that defined for Directors.	Mr. Khalid SAFIR Chairman, representing CDG Mr. Fouad BRINI Member, Chairman of the Supervisory Board of TMSA	Ms. Dounia Ben Abbes Taarji Member, representing Hassan II Fund for Economic and Social Development Mr. Khalid EL HATTAB Member, representing ANGSpe	25%
CSR Committee	The CSR Committee's mission is to make recommendations or proposals to the Supervisory Board on the implementation of guidelines relating to environmental and social initiatives and good governance practices within the Group.	Mr. Mounir EL BOUYOUSSFI Chairman, representing APDN Mr. Fouad BRINI Member, Chairman of the Supervisory Board of TMSA	Ms. Dounia Ben Abbes Taarji Member, representing Hassan II Fund for Economic and Social Development Mr. Khalid EL HATTAB Member, representing ANGSpe	50%

07
Meetings held by TMSA
Specialized Committees

26
Meetings held by Specialized
Committees of the subsidiaries

BOARD OF DIRECTORS

RESPONSIBILITIES	APPOINTMENT OF MEMBERS	COMPOSITION	PROPORTION OF WOMEN
The Board of Directors manages Tanger Med Special Agency and implements the Supervisory Board's guidelines.	Members are appointed by the Supervisory Board for a term of six years and may be re-elected in accordance with the Articles of Association.	Mr. Mehdi TAZI RIFFI Chairman Ms. Loubna GHALEB Member, TMSA Strategy and Development Director Mr. Idriss Aarabi Member, TMPA General Manager Mr. Jaafar MRHARDY Member, Chairman of the Board of Services Cluster Subsidiaries Mr. Tarik EL AROUSSI Member, Managing Director of Marsa Maroc	20%

04 meetings held by the Board of Directors

INTERNAL COMMITTEES

	RESPONSIBILITIES	COMPOSITION
COMEX	<ul style="list-style-type: none">Review of activities for each subsidiaryReview of projects and monitoring their implementationMonitoring of commercial and financial performance	<ul style="list-style-type: none">Members of the Board of DirectorsManaging Directors
Cluster Monitoring Committee	<ul style="list-style-type: none">Monitoring of activity indicators by clusterMonitoring of cash flow by clusterMonitoring of key projects by clusterMonitoring of major contracts by clusterMonitoring of operational risks by cluster	<ul style="list-style-type: none">Members of the Board of DirectorsManaging DirectorsDirectors and/or Managers of support services
Human Resources Committee	<ul style="list-style-type: none">Monitoring the HR roadmapHR policy reviewMonitoring of the Predictive Management Plan for Jobs, Workforce and SkillsOrganizational structure review	<ul style="list-style-type: none">Managing Directors (depending on scope and subsidiary on the agenda)Human Resources Director
Digitization Committee	<ul style="list-style-type: none">Monitoring the digitization roadmapReview of projects and monitoring their implementationReview of the status of partnerships in digitization projects	<ul style="list-style-type: none">Chairman of the Board of Directors or Members of the Board of DirectorsDirector of DigitizationDirector of Information SystemsDirector of Cires Technologies
Internal CSR Committee	<ul style="list-style-type: none">Review and monitoring of the CSR roadmapReview and monitoring of ESG ReportingReview of projects and monitoring their implementation	<ul style="list-style-type: none">Chairman of the Board of Directors or Members of the Board of DirectorsCSR Manager

51 meetings held by the Internal Committees in 2024

CSR GOVERNANCE

Tanger Med Group's CSR governance is based on a strong commitment from our senior management and the constant involvement of our CSR representatives. This management model, combining a dynamic that is both top-down and bottom-up, allows a coherent and collaborative expression of CSR projects and guarantees a rigorous monitoring of our commitments in terms of sustainability and extra-financial performance.

Our CSR challenges are now fully integrated into the strategic thinking of the Supervisory Board, which relies on the work and recommendations of the CSR Committee, as well as on Management to guide the definition and implementation of the CSR strategy.

Based on these guidelines and best practices in the field, the CSR Department defines the strategy and develops it into a pragmatic action plan, which it ensures the execution and monitoring of implementation with CSR Liaison Officers. It ensures the achievement of CSR objectives and ensures that the projects identified meet priority ESG challenges and the expectations of our stakeholders.

Our CSR strategy is the result of close collaboration with our business and support partners who, on an annual basis, report on the progress made, while playing a key role in identifying key opportunities, deploying our action plan, and promoting our CSR foundations.

By adopting a participatory and decentralized mode of governance, the Group succeeds in promoting a CSR culture at all levels, in line with its values and ambitions.

27

CSR Liaison Officers

of which 37% are women

100%

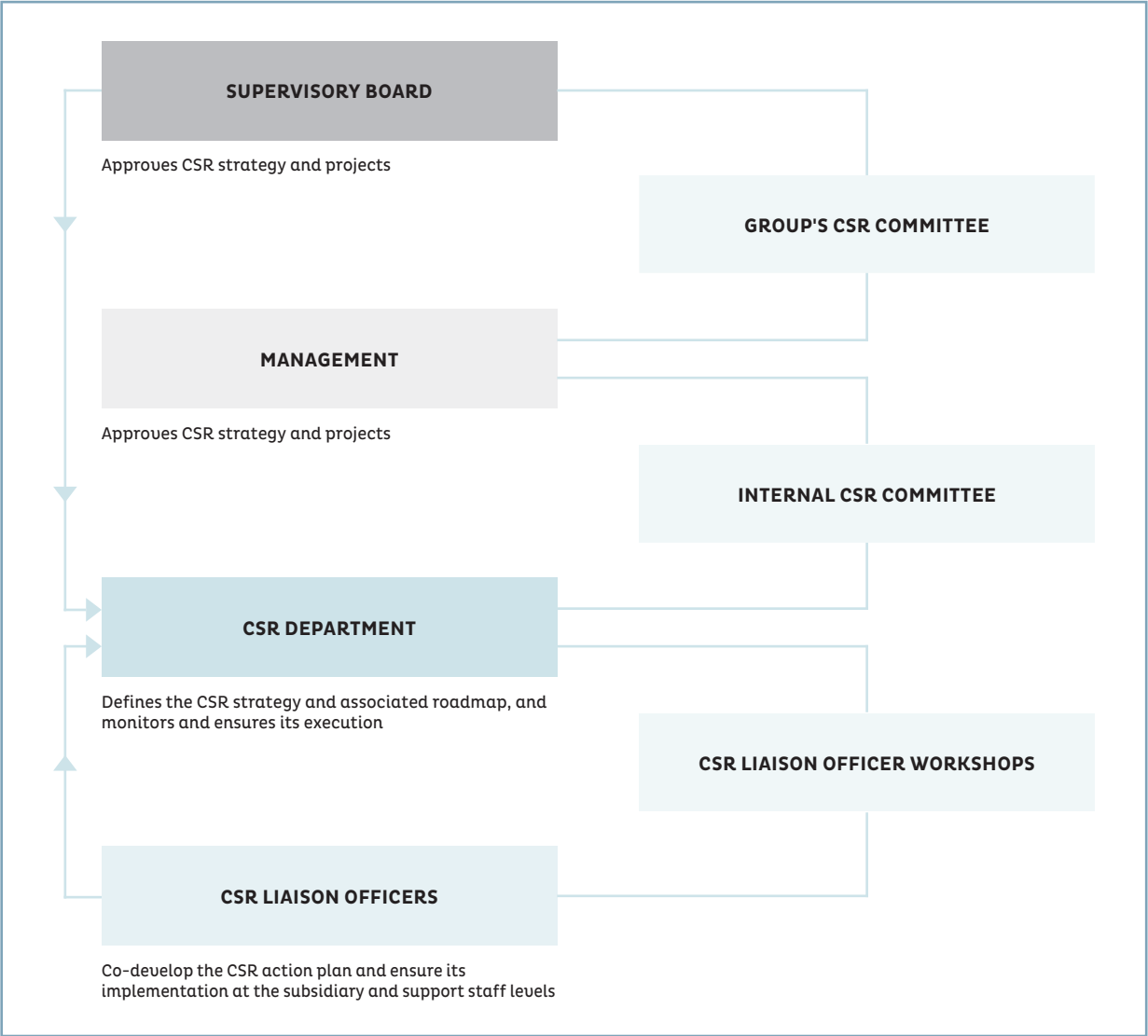
of Subsidiaries & Associations represented

13

Representatives & Support Positions

100%

Council meetings dealt with CSR



REGULATORY MECHANISMS

Our Internal Control System

As part of its operations and business development, Tanger Med Group relies on an inspection system based on three lines of control, designed to ensure optimal risk management, strict compliance with the legal and regulatory framework, and robust governance. The objective is to increase the trust of our stakeholders, to guarantee the economic viability of the Group, to protect its material and intangible assets, and to adapt with agility to market challenges and opportunities.

Tanger Med Group has structured its internal control system around a model with three lines of control that makes it possible to clarify the responsibilities of each actor involved and to ensure the consistency of practices at all levels of intervention:

- **The first line of defense is the operational teams**, which, as part of their duties, implement internal controls to ensure that risks are identified and controlled and that inspection processes are working effectively.
- **The second line of control** is based on support staff whose mission is to monitor and support the first line in the application of internal controls, to develop policies and procedures in this area and to ensure that all operations comply with standards and regulations.
- **The third line of control** is provided by internal audit, which provides independent assurance to the Audit and Risk Committee and to the Board on the proper functioning of the internal control system.

IFACI CERTIFICATION OF INTERNAL AUDIT ACTIVITIES

Tanger Med Group's internal audit activities have maintained their certification, a guarantee of quality and compliance with the most stringent professional standards.

The French Institute of Audit and Internal Control (IFACI) confirmed this decision after a progress visit, extending the validity of the certification until May 23, 2025.

98%

IFACI compliance score

Our Compliance Approach

Tanger Med Group's Compliance Department, in the same regard as the various risk control departments, helps to provide Management with reasonable assurance that actions taken comply with the legal and regulatory provisions in force. It identifies, assesses, and controls all risks of breach of any obligation likely to lead to judicial, administrative, financial sanctions, and/or that may damage the Group's image.

The Compliance Department provides its assessment on legal matters and ensures that all legal documents are in order before they are signed by authorized agents. A whistle-blowing policy that raises employee awareness of transparency rules with regard to regulators and supervisors, in order to protect the interests of the Group, its customers, and its partners.

Taking into account legal developments and the geographical expansion of the Group, the Compliance Department ensures constant regulatory monitoring to ensure that the compliance system is updated. In particular, it is called upon to support the various entities of the Group in adapting their practices to the latest regulatory developments.



Our Ethical Commitments

Our ethical principles formalize our ethical, moral, and professional values: they are everyone's business. In addition to the internal procedures governing the operational and administrative functioning of our Group, the integrity and good management of our human resources are essential levers for the smooth running of our activities.

In this context, the Group has put in place a Code of Ethics addressed to all employees and business partners. This Code constitutes an explicit reference framework for ethical and professional conduct, enabling them to adopt a common line of conduct that is aligned with our guiding principles and applicable to the various circumstances and situations they may encounter.

Our ethical principles are based on the values of integrity, respect, respect, transparency, and social and environmental responsibility. These principles are broken down into 13 main commitments made by the Group as a player in regional development, as a company, and as an employer. Our pool of resources adheres to these rules and respects them in the exercise of their responsibilities on a daily basis.

Employees are also subject to the monitoring of legal, regulatory, or conventional provisions in force, as well as to compliance with all internal rules, in particular those defined in the internal regulations and charters applicable to them.

	AS AN ACTOR IN THE TERRITORY	2 commitments
	AS A COMPANY	9 commitments
	AS AN EMPLOYER	2 commitments

Scan the QR code to view our Code of Ethics

Our certifications

Tanger Med Group has several certifications covering various subsidiaries and areas of its activity. They attest to our commitment to the highest standards in terms of quality, preservation of the environment, health and safety at work, as well as asset management.

ACTIVITIES	SECTIONS	CERTIFICATIONS
Information Systems Group	Information Security	ISO 27001: 2022
	IT Operations Continuity	ISO 22301: 2019
Purchasing Tanger Med Port Authority	Quality	ISO 9001: 2015
Vessel reception Import-Export Operations Tanger Med Port Authority	Quality	ISO 9001: 2015
	Environment	ISO 14001: 2015
	Health & Safety at Work	ISO 45001: 2018
Passenger and Ro-Ro Port Tanger Med Port Authority	Quality	ISO 9001: 2015
	Environment	ISO 14001: 2015
	Health & Safety at Work	ISO 45001: 2018
Activities, Products, and Port Authority Services Tanger Med Port Authority	Port Environmental Review (PERS)	PERS ECOPORTS
	Asset management	ISO 55001: 2014

73
Group certifications
of which **97%** are ISO certifications

ACTIVITIES	SECTIONS	CERTIFICATIONS
> Management of terminals and port quays > Marketing and implementation of loading and unloading services Marsa Maroc	Quality	ISO 9001: 2015
	Environment	ISO 14001: 2015
Development, marketing, and management of the activity zone MedHub	Health & Safety at Work	ISO 45001: 2018
	Energy	ISO 50001: 2018
	Quality	ISO 9001: 2015
Environment	Quality	ISO 9001: 2015
	Environment	ISO 14001: 2015
> Engineering in the maritime and port fields > Port Facilities > Trainings Tanger Med Engineering	Health & Safety at Work	ISO 45001: 2018
	Quality	ISO 9001: 2015
	Environment	ISO 14001: 2015
> Electricity distribution > Drinking water distribution and liquid sanitation > Waste collection and reuse > Maintenance Tanger Med Utilities	Health & Safety at Work	ISO 45001: 2018
	Quality	ISO 9001: 2015
	Environment	ISO 14001: 2015
Tanger Med Foundation	Health & Safety at Work	ISO 45001: 2018
	Quality	ISO 9001: 2015

OUR RESPONSIBLE MANAGEMENT

HIGHLIGHTS

Responsible Management is at the heart of our CSR strategy and is based on five fundamental pillars:

- The promotion of sustainable growth
- Preserving the safety and security of our intervention sites
- Building a responsible supply chain
- The protection and resilience of our information systems
- The development of innovative solutions for us and our customers.

These pillars derive from the results of our double materiality analysis and are rigorously monitored as part of ESG Reporting.

In 2024, we continued to make progress in responsible management to bring our practices up to the best standards. This has resulted in concrete actions aimed at combining growth and sustainability.

Among these, we awarded 14% of our orders to local SMEs in order to support their integration and development in our value chain. We also continued to train our employees in information system security in order to strengthen our resilience in the face of cyber threats. Finally, we continued to digitize our import-export services, for the benefit of our customers and partners.

Safety and Security of Operations



95%

Rate of implementation of the recommendations of the International Ship and Port Facility Security (ISPS) code*



100%

Rate of completion of planned preventive maintenance actions at TM Port Complex

Responsible Purchasing



14%

Share in value of orders placed with local SMEs



20

Suppliers assessed as part of the CSR audit

Information Systems Security



69%

employees trained in at least one module on information system security



100%

information security incidents handled

Innovation



82%

digitized export services



03

Projects led by the Digital Factory of our subsidiary CIREs

(*) : It should be noted that 100% of the requirements of the International Ship and Port Facility Security (ISPS) code are applied

Our commitment

The Group and its employees ensure strict compliance with national and international laws and regulations in terms of operational security.

Our actions within the Group's scope of activity are governed by internal procedures that reflect the vigilance plans designed to identify risks and the corrective actions that can be taken to restore security in our working environment.

Our contribution to SDGs



Our contribution to GRI

- GRI 3-3
- GRI 403-1
- GRI 403-2
- GRI 403-4
- GRI 403-5

SAFETY AND SECURITY
OF OPERATIONS

Safety and security system within Tanger Med Port Complex

TMPA Port Authority's safety and security measures are based on strict compliance with international regulations, in particular the ISPS (International Ship and Port Facility Security) Code, Hazard Study, and universal ISO standards relating to security management and maintenance of port infrastructure.

Our system takes the form of concrete actions to prevent and simulate risks, with the aim of anticipating and minimizing the impact of any disruption to port operations. Security measures are implemented across several axes of intervention, ranging from surveillance to securing sensitive infrastructure. At the same time, targeted interventions are carried out in response to real and identified risks, demonstrating full control of security protocols.

COMPLIANCE WITH THE ISPS CODE FOR PORT SECURITY

Compliance with the requirements and recommendations of ISPS (International Ship and Port Facility Security Code) is essential to ensure the security of ports and maritime facilities. This code, put in place by the International Maritime Organization (IMO), imposes strict measures to prevent maritime security threats.

Among other things, it includes risk assessment, rigorous access controls, and emergency procedures in the event of an incident.

Compliance with these standards guarantees not only the safety of port infrastructures but also that of ships, cargo, and crew on board vessels.

100%
Rate of application of ISPS code requirements

95%
Rate of application of ISPS code recommendations

RENEWAL OF DEPL'S COMPLIANCE DECLARATIONS WITH THE PROVISIONS OF THE ISPS CODE

Compliance of the port facilities of the Operations Directorate of the Port of Laâyoune (DEPL) with the provisions of ISPS Code was extended in October 2024 by the Ministry of Equipment and Water, following an update of the security plan assessments for Marsa Maroc's multipurpose terminal at the Port of Laâyoune. This five-year renewal is part of the Terminal Safety Improvement program.

The International Ship and Port Facility Security (ISPS) Code, which went into force on October 1, 2004, under Chapter XI-2 of the SOLAS Convention, forms the basis of a comprehensive, mandatory security regime for the international shipping industry.

HAZARD STUDY AND EMERGENCY PLAN FOR TANGER MED PORT COMPLEX

The security measures of the port complex are the result of a Hazard Study that allows the characterization of port facilities and the identification of risks associated with activities, resources, and the nature of the products in transit. In particular, it facilitates the identification of dangerous scenarios and phenomena that may occur within the port complex.

The Hazard Study is materialized in a Port Emergency Plan which is divided into two axes:

- Prevention, including several operational barriers such as surveillance, inspection, and patrols
- Interventions that ensure the provision of the human and material resources necessary to limit the impacts of dangerous phenomena in the event of their occurrence.

PORT SECURITY MEASURES

In accordance with its integrated security strategy, TMPA Port Authority ensures the implementation of measures set out in the Port Emergency Plan, aimed at anticipating security risks to the maritime transport chain, including the port, ships, people, and goods.

To ensure safety within the port complex, it was necessary to establish the creation of the Safety Brigade, a unit made up of port firefighters, acting on 8 axes of intervention and prevention:

- Fire control
- The fight against land and marine pollution
- Intervention in the event of road traffic accidents

- Securing port infrastructures
- The escort of oversized vehicles, vehicles presenting risks or transporting dangerous materials
- Assistance in situations that endanger property and people and disrupt the usual functioning of activities
- The surveillance of maritime operations.

Safety Brigade has two fire stations with sufficient human resources and the necessary equipment to fight fires and other disasters within the Port Complex. In 2024, port firefighters carried out **3 824 interventions and preventive actions** within Tanger Med Port Complex.

INTERVENTIONS AND PREVENTIVE ACTIONS		2024
Fires	Fire control and prevention	57
Pollution	Fight against land and marine pollution	62
Accidents	Intervention following a road traffic accident or the overturning of a vehicle or cargo	83
Assistance	Assistance to people (sick, injured, in danger), vehicles (breakdowns, traffic jams, etc.), and for the search and apprehension of undocumented immigrants	581
Escort	Escort of oversized vehicles and vehicles presenting risks (hazardous materials, convoys, or contaminated trucks)	288
Security	Securing ramps, level crossings, and works	782
Monitoring	Monitoring of ships (gas carriers, MD class 1, 7, etc.) and bunkering operations at the Passenger and Ro-Ro Port, etc.	1 497
Other Interventions	Truck inspections, airbag release operations, reconnaissance missions, underwater diving, etc.	474

COMMISSIONING OF THE "AL BOUGHAZ" LIFEBOAT AT TANGER MED PORT COMPLEX

Tanger Med Port Complex has commissioned a 21-meter rescue boat built by a Spanish shipyard at a cost of MAD 25 million. The unit strengthens the national search and rescue system at sea, providing increased response capacity in the Strait of Gibraltar, which is characterized by heavy maritime traffic.

Assigned to Tanger Med Port Complex, this vessel is equipped to meet the specific needs of the region, with greater self-sufficiency at sea. It is part of a response system coordinated by the Maritime Rescue Coordination Center (MRCC Rabat), designed to improve the responsiveness, efficiency, and rationalization of national resources.

This system, run by experts in search and rescue coordination within the context of a national, regional, and local organization, enables Morocco, as a coastal state, to meet its obligations in terms of rescue at sea, in accordance with national and international regulations in force.

In this context, a partnership agreement was signed between Tanger Med Port Authority and the Ministry of Agriculture, Maritime Fisheries, Rural Development, Water and Forests to support the national maritime rescue mission.

CIRES' INTEGRATED SECURITY PLATFORM (ISP) STRENGTHENS ITS OFFER

As part of the enhancement of the Integrated Security Platform (ISP) services, a new Fire Safety module has recently been added: CIREs hypervisor. This module allows real-time monitoring of fire risks, making it possible, in the event of an emergency, to reduce reaction time and to streamline coordination between response teams.

The integration of this module consolidates CIREs' position as a developer of reference solutions in the field of operational safety and security.

Emergency simulation and security crisis preparedness exercises

EMERGENCY SIMULATION PROGRAM AT TANGER MED PORT COMPLEX

Each year, Tanger Med Port Complex draws up a provisional schedule of dangerous situation simulation exercises, conducted internally by port officers or in partnership with specialist experts such as CEDRE and SMIT SALVAGE.

These exercises test the port emergency plan and the associated alert system for critical maneuvers involving firefighting, marine, and land pollution, first aid, rescue, and equipment checks. Joint exercises with port operators are also organized to strengthen coordination and responsiveness between the various actors on site.

334

Emergency simulation exercises in 2024 organized internally and/or in collaboration with our partners

Impact of preventive maintenance on the safety and security of port operations

TMPA Port Authority maintenance is based on detailed planning, where all port equipment and infrastructure (quays, cranes, signaling systems, electrical and hydraulic networks, etc.) is assessed according to its criticality. This planning is based on regulatory provisions (ISPS), ISO standards and defined maintenance intervals.

Response schedules are established according to the use of the equipment, taking into account operational constraints to avoid any major interruption of activities.

Optimal availability of equipment, supported by a robust preventive maintenance program, makes it possible to significantly reduce the risks of accidents or threats that may compromise business continuity and endanger the safety of port infrastructures, ships, cargo, and people.

This program consists of periodic audits to ensure compliance with the most

REGULAR FIRE SIMULATION EXERCISES AT THE PORT OF CASABLANCA MULTI-PURPOSE TERMINAL

In accordance with the Internal Operations Plans (IOP) at Marsa Maroc's multipurpose terminal in the Port of Casablanca, regular fire simulation exercises are conducted at the Multipurpose Traffic Terminal, in the presence of the Civil Protection services. They aim to train and make staff aware of fire risks on mobile cranes, warning methods, and the coordination of interventions.

PREVENTIVE FIRE FIGHTING AT THE PORT OF MOHAMMEDIA OIL TERMINAL

A fire simulation exercise was organized at the Port of Mohammedia Oil Terminal in order to test the control of a fuel slick fire, one of the major risks mapped for the terminal. The operation mobilized significant human and material resources and made it possible to assess communication and coordination between the entities concerned.

stringent safety standards, to assess the state of operation of installations and to identify areas for improvement. It also involves monitoring the operational and performance KPIs of equipment and infrastructures.

98%

Availability rate of equipment and structures at Tanger Med Port Complex in 2024

100%

Rate of completion of planned preventive maintenance actions in 2024

Operational safety and security training in port areas and Tanger Med

Operational safety and security training courses at Tanger Med Port Complex are designed to strengthen the crisis and risk management skills of port officers and firefighters.

PORT SECURITY TRAINING FOR THE SAFETY BRIGADE

In 2024, Safety Brigade port firefighters benefited from six training sessions that addressed various crisis scenarios, including ship and petrochemical fires, interventions involving hazardous materials, as well as the verification of critical installations and compliance with safety regulations.

70

Number of port firefighters trained in operational safety

TRAINING FOR OFFICERS IN THE SECURITY AND INTERVENTIONS DEPARTMENT

In order to understand and manage emergency situations, the Security and Intervention Department of Tanger Med Port Authority provides professional training and additional training for its officers.

Professional training courses cover areas that are crucial for port security, such as firefighting, through practical sessions organized at the National Center for Prevention and Protection (CNPP), and marine pollution control, through training courses held in Brest under a contract with CEDRE.

100%

Completion rate of security trainings planned in 2024 for officers of the Security and Interventions Department

Our commitment

Tanger Med Group is committed to building ethical and sustainable commercial relationships with its suppliers, in compliance with applicable regulations and our Corporate Social Responsibility (CSR) commitments.

We are committed to building responsible sourcing and a sustainable relationship with our suppliers based on the transparency, fairness, and objectivity of our tendering processes.

Our contribution to SDGs



Our contribution to GRI

GRI 3-3
GRI 204-1
GRI 308-2
GRI 414-2

RESPONSIBLE PURCHASING

OUR RESPONSIBLE PURCHASING POLICY

To minimize the environmental and societal impacts of its procurement and outsourcing activities, Tanger Med Group has invited its suppliers and subcontractors to contribute to its goal of responsible consumption. A commitment formalized in its Responsible Purchasing Policy.

In this context, the Group ensures that its expectations are properly implemented by all its suppliers and pays particular attention to ethical, social, and environmental risks.

The Group's Responsible Purchasing Policy is based on seven fundamental commitments:

- Establish a selection process based on open and competitive bidding with fair treatment
- Ensure transparency in the selection and award processes
- Ensure the protection of confidential information
- Ensure strict compliance with contractual requirements
- Respect the environment and contribute to the preservation of resources
- Contributing to local development by supporting VSEs/SMEs and biodiversity
- Pay suppliers on time and according to contractual terms

ESTABLISHMENT AND MANAGEMENT OF OUR SUPPLIER NETWORK

The Group has established a supplier database consisting of more than 2 800 carefully selected service providers, based on criteria of legal and regulatory compliance, economic viability, and quality of supply and service.

In line with its economic and territorial prerogatives, the Group pays particular attention to sectoral diversity and the heterogeneity of company sizes within its supplier portfolio.

Recognizing that lasting business relationships are based on listening and trust, we make sure to respect short payment terms, while continuously working to reduce them, in order to support the financial stability of our suppliers and ensure the effective and balanced management of our own cash flow.

We also provide our ecosystem of suppliers with a space for expression accessible via our purchasing portal, allowing them to address their complaints.

In addition to the commercial clauses governing its business relationships with suppliers and service providers, the Group has formalized its environmental, social, and governance requirements in a Responsible Purchasing Charter, a Code of Ethics, and specific contractual agreements.

During the contract period, the supplier is assessed on the quality of the services provided and authorizes Tanger Med Group or a designated business to audit its CSR practices. The objective is to engage suppliers in an ethical and sustainable approach and to consider any corrective measures as part of a process of continuous improvement of our purchasing processes.

To monitor and manage our supplier register, we analyze several indicators each year, including the proportion of local SME suppliers, average payment times, the number of service providers evaluated and deemed satisfactory and compliant, and the number of complaints received and processed.

ESTABLISHMENT AND MANAGEMENT OF OUR
SUPPLIER NETWORK

Of the total suppliers
26% are local suppliers*
22% are SMEs
07% are local SMEs

(*): a local supplier is based in the Tangier-Tétouan-Al Hoceïma region

27 days
Average supplier payment time
-12 days us. 2023

18%
of suppliers with whom the Group contracted in 2024 were
evaluated on the quality of their supply or service
of which 98% were declared satisfactory

81
Supplier complaints received on the purchasing portal
of which 100% were successfully concluded

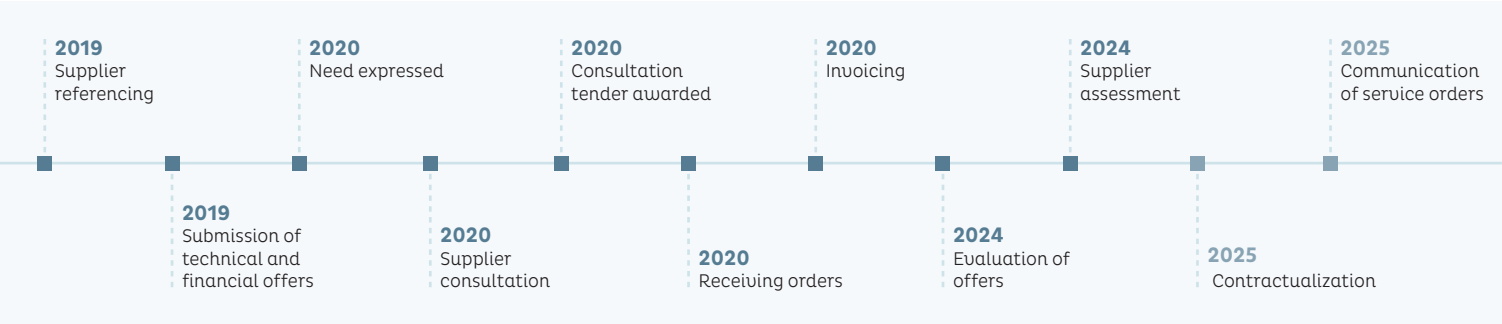
FULL DEMATERIALIZATION OF OUR PURCHASING PROCESS

Tanger Med Group's purchasing process has been digitized from start to finish using a high-performance ERP system, providing smooth, centralized management of the supply chain between all stakeholders (purchasers, project managers, suppliers, financial departments, etc.).

Launched in 2019, the digitization of purchasing modules has been rolled out gradually and is now nearing completion. Physical documentation has

now been converted to electronic format and exchanges are fully digitized, enabling the Group to begin its transition to a digitized procurement model. The latter, based on digital technologies, paves the way for task automation, predictive demand management, and real-time analysis of performance and purchasing trends.

Timeline of the dematerialization of the purchasing process



New in 2024 is the development of the “Oracle Procurement Contracts” module, designed to optimize the preparation, monitoring, and execution of our contracts.

The module covers the four main phases of the contract cycle:

- **Contract Library Administration**
Centralization of all essential contract elements, such as templates, specific clauses, etc.
- **Draft Contract Creation and Consultation**
Drafting and publication of the contract directly on the system, allowing

stakeholders to review and approve the content before it is sent to the successful supplier

- **Contractualization and Commitment**
Automatic contract generation, simplifying approval and signing for internal and external parties
- **Contract Execution and Monitoring:**
System-based management of all processes required for contract execution, including service order management, renewals, and amendments.

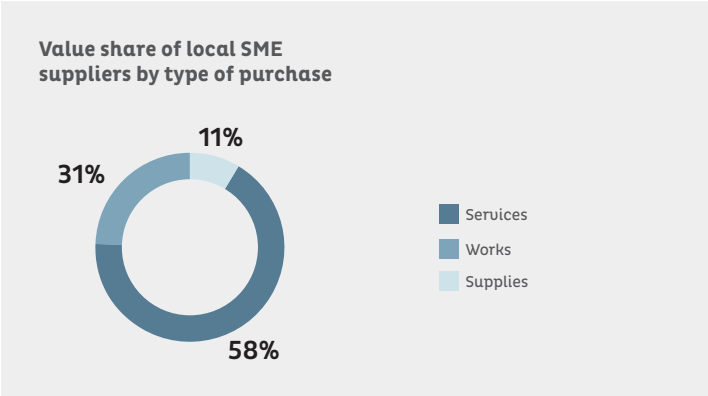
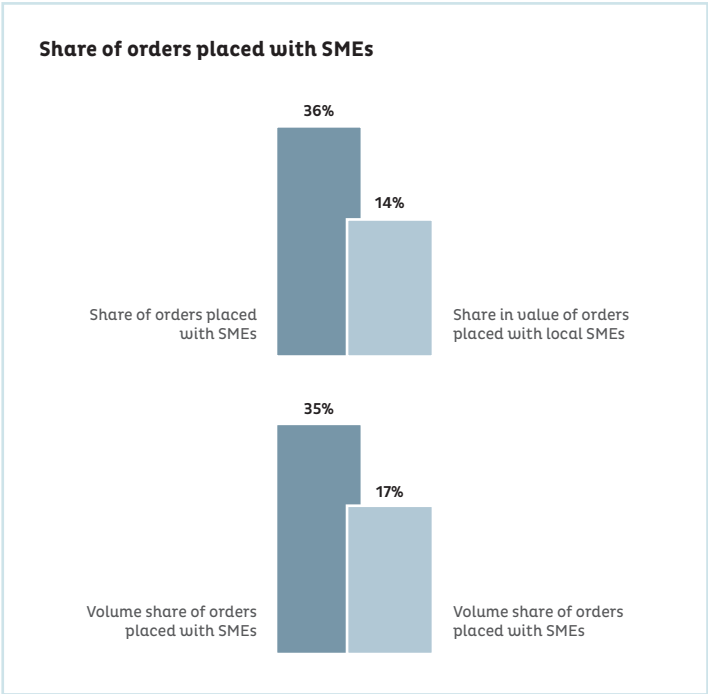
SUPPORT FOR LOCAL SME SECTOR

In accordance with its Responsible Purchasing Policy, Tanger Med Group contributes to the development of the local economy by supporting small and medium-sized suppliers in the Tangier-Tétouan-Al Hoceïma region.

Our strategy for revitalizing local businesses on a human scale is based on three main areas:

- Support their referencing on the purchasing portal
- Increase their chances of winning contracts through award criteria that give them an advantage
- Support the growth in value of their orders.

In 2024, we encouraged our suppliers to subcontract up to 30% of the total contract amount to local small and medium-sized businesses, when the nature and/or scope of the service requires the use of a third party.



CSR SUPPLIER AUDIT

Tanger Med Group conducted a CSR audit with a sample of 20 service providers and suppliers, representative of its activities and its procurement and subcontracting universe. The evaluation made it possible to diagnose the quality of the CSR management system of the auditees, interviewed on environmental, social, and societal issues. *The aim is to ensure that our suppliers comply with CSR standards and contribute to the achievement of our objectives as a key stakeholder.*

Suppliers' CSR compliance was assessed based on a set of standards covering the contractual CSR requirements binding them to Tanger Med Group, the Responsible Purchasing Charter, legal and regulatory requirements, and the standards applicable to each supplier's business.

Number of suppliers evaluated in terms of social criteria	20
including suppliers identified as having significant actual and potential negative environmental impacts	09

Number of suppliers evaluated in terms of social criteria	20
including suppliers identified as having negative and significant, real and potential social impacts	14



Our commitment

The Group is committed to meeting information system standards, in particular the regulatory provisions and the normative provisions of the ISO-27001 standard relating to information system security management systems.

This commitment is based on the ethical use of our information assets by employees, as well as our ability as a Group to secure and handle with care our data and the systems that ensure good business continuity.

Our contribution to SDGs



Our contribution to GRI

GRI 3-3

INFORMATION SYSTEMS SECURITY

INFORMATION SECURITY MANAGEMENT SYSTEM AUDIT

As it does every year, Tanger Med Group's IT Department has conducted an audit of its Information Security Management System (ISMS). The objective is to verify that processes, policies, and controls are aligned with the requirements of ISO 27001 and other applicable regulations, while ensuring our resilience in the face of cyber threats.

This audit assesses, among other things, the following:

- Regulatory compliance (Law no. 05-20, Law no. 09-08, Law no. 43-20...) and normative compliance (ISO 27001)
- Compliance with the Risk Treatment Plan relating to networks, servers, applications, etc.
- Information systems security training and awareness
- Monitoring of the performance indicators of the Information Security Management System.

Through these evaluations, the Group anticipates security breaches that may compromise the availability of information systems and responds in an agile and effective manner to security incidents that may hinder business continuity.

100%
of information security incidents handled in 2024

SENSIPRO: TRAINING IN INFORMATION SYSTEMS SECURITY AND IT BUSINESS CONTINUITY

Each year, the Group conducts awareness campaigns on the levers of confidentiality, integrity, and availability of information systems, in order to protect employees and the business from any cybersecurity risks.

Employees are encouraged to take training courses on the SENSIPRO platform, which offers educational modules on information system security, accompanied by assessment quizzes. Due to constantly evolving threats and global requirements, content is updated regularly.

The training program is designed to meet a number of objectives.

Unite employees around the topic of information system security

Promote awareness of concepts and best practices related to information system security.

Keep employees informed of evolving threats and potential breaches

03 Training campaigns launched in 2024 representing a total of **20 modules**

69% employees have taken at least one training module on information systems security

AUDIT OF THE IT BUSINESS CONTINUITY MANAGEMENT SYSTEM

Tanger Med Group has two data centers hosting all of its information system servers: a main site and a backup site. In order to ensure business continuity in the event of failure of these systems, Business Continuity Plan (BCP) tests are regularly carried out.

These tests simulate failure scenarios to verify the ability of information systems to switch from a main site to a backup site, which will temporarily take over to ensure continued operations.

In the event of a failure, cyber attack, or other disruptions, BCP testing and continuity measures ensure that critical data is backed up, accessible, and retrievable quickly.

100%
of critical information systems were subject to a BCP test in 2024

SECURING CORRESPONDENCE VIA THE DIGITAL ORDER DESK

Since 2021, Tanger Med's Digital Order Desk has enabled its employees and partners (customers, suppliers, etc.) to submit and track the processing of their correspondence online, ensuring full traceability and transparency of exchanges.

The platform ensures that communications comply with data security and confidentiality standards, and provides all stakeholders with a secure channel for interaction.

13 789
Cases handled in 2024

225
External users in 2024

ISO 22301 CERTIFICATION: FOLLOW-UP AUDIT OF OUR BUSINESS CONTINUITY MANAGEMENT SYSTEM

Aware of the operational risks that a major IT disaster can entail, Tanger Med Group is actively committed to developing and continuously updating its IT Business Continuity Plan (ITBCP).

As part of this effort, in 2023 the Group obtained ISO 22301:2019 certification for its IT Business Continuity Management System (ITBCMS) In 2024, a follow-up audit confirmed the compliance of our system with the ISO/ DIS 22301 standard.

ISO 27001 CERTIFICATION: RENEWAL AND SUCCESSFUL TRANSITION TO THE 2022 VERSION

Given its international exposure and its significant role as a leading logistics platform at national and international level, the Group is committed to meeting the highest standards of data protection, in particular the regulatory requirements and provisions of the ISO 27001 standard on information security management systems.

In this context, Tanger Med Group has successfully transitioned to the new version of the international ISO 27001 standard. The ISO/IEC 27001:2022 version responds to the new challenges facing businesses, particularly in the fields of cybersecurity and personal data protection.

- Key changes include the following:
- The introduction of emerging technologies, such as automation, artificial intelligence, Cloud computing, etc.
 - Strengthening risk management, with the updating of requirements on the identification, assessment, and treatment of risks related to information security
 - The integration of evolutions in the threat landscape, including new types of malware and ransomware
 - Greater alignment with international legislation such as the GDPR and other standards, such as NIST (National Institute of Standards and Technology) and COBIT (Control Objectives for Information and Related Technology) and COBIT (Control Objectives for Information and Related Technology)
 - The update of the control language in order to adapt to changes in the sector.



Our commitment

Embedded in our values, innovation is intrinsically linked to our approach to responsible and sustainable governance.

Our innovation approach is driven by the IT and Digitization Departments, the CSR Department, and our subsidiary CIREs, which has a Digital Factory that catalyzes the digital transformation of the Group and its partners.

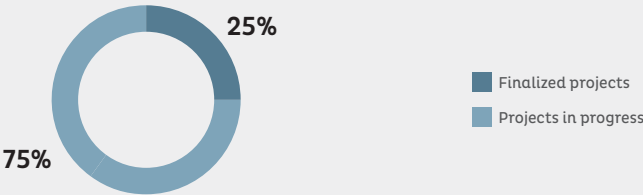
INNOVATION

Tanger Med Group relies on technological innovation and digitalization to create an intelligent, agile, and resilient platform at the service of the Group and its ecosystem. To achieve this ambition, in 2022, the Group established a digital transformation roadmap built around 4 axes:

- **Smart Operations** for improving port and maritime operations and intelligent management of operations in "smart zones"
- **Customer/Investor Experience** to improve the customer experience
- **Smart Asset Management** for intelligent management of infrastructures and structures, aimed at optimizing their maintenance and longevity
- **Smart Safety & Security** for strengthening the security of goods and people and resilience in the face of cyber threats.

55 digital projects included in the roadmap, of which 25% are finalized and 75% are under development

Progress report on digital roadmap projects



Our contribution to SDGs



Our contribution to GRI

GRI 3-3

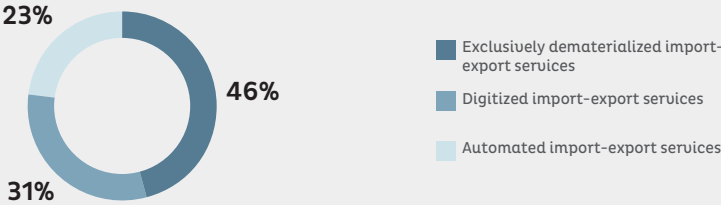
Digitization of port services

The Port and Logistics Cluster has continued to digitize and automate its import-export operations.

In 2024, several initiatives were implemented under this framework, some of which are documented in this report.

100% of import-export transactions are dematerialized of which 54% have been digitized and/or automated

Assessment of the digital transformation of import-export services



The digitization of export services has undergone the most significant evolution in recent years, making it possible to simplify administrative formalities between the various stakeholders, monitor operations in real time, reduce processing times, and improve our quality of service for exporters.

82% Share of digitalized export services in 2024

DIGITIZATION OF WEIGHING SERVICES

In 2024, TMPA digitized its weighing service 100% through a system that retrieves weighing orders placed by our customers via the Port Community System (PCS) or entered by our agents in the field through the "SI FRET" system.

The solution is connected to the various weighbridges in the port, enabling automatic retrieval of empty and full weight readings. The collected data is transmitted in real time to the "SI FRET" system, where it can be viewed and shared with all relevant stakeholders, ensuring complete transparency and optimal traceability of weighing operations.

This new solution represents a major qualitative leap in terms of service quality. Among the many benefits it brings are a significant reduction in document errors, valuable time savings on logistics operations, and the elimination of hard copy weighing slips, in line with the Group's sustainability commitments.

IMPLEMENTATION OF AN OPERATIONAL DATA CAPTURE SOLUTION

In 2024, TMPA developed the "Operational Data Capture solution", which centralizes data recorded by sensors installed on site to provide a detailed status report on infrastructure and equipment maintenance.

The data collected is processed and analyzed in depth to generate usable information. The solution also integrates a prediction layer based on advanced predictive modeling capabilities and on the analysis of historical data. In particular, this layer makes it possible to visualize, notify, and predict potential failures, thus promoting the proactive planning of interventions on site.

This rollout is part of the port authority's overall data and asset management strategy, reinforcing its focus on robust data governance and optimized preventive maintenance of port assets. It is the first building block in the project to develop a digital twin of Tanger Med Port Complex.

CIPHER PROJECT FOR REDUCING IMPORT-EXPORT DOCUMENTATION ERRORS

As part of the CIPHER project, and in collaboration with the Port of Rotterdam, TMPA has developed two innovative pilot solutions aimed at reducing document errors that delay and block import and export operations.

Thanks to cutting-edge technologies and the active participation of stakeholders in the port ecosystem (exporters, importers, carriers, freight forwarders, etc.), the project has significantly reduced delays in container transport and limited food waste.

The first pilot takes the form of a collaborative platform enabling the various players in the supply chain to benefit from greater visibility on the status and accuracy of documents, and allowing them to detect and correct document errors as quickly as possible. This approach, based on the principle of a "one-stop source for accurate information", has reduced the number of documentation errors to zero, avoiding the need to send

out more than 2 500 correction emails and preventing food freight losses estimated at between €300 000 and €500 000.

The second pilot focused on using Artificial Intelligence to detect errors in documents. This solution reduced the verification time per shipment by 40 minutes, improving the overall efficiency of the process. This solution has made it possible to drastically reduce documentary errors and to reduce transit time.

The results of these two pilot projects demonstrated their potential to be applied on a larger scale. Tanger Med Port and the Port of Rotterdam are now determined to work towards widespread use of this innovative solution, which will soon be available to the entire port community.

1st pilot based on a "one-stop source for accurate information"

0	+2 600	300 000 € - 500 000 €
Documentation errors	Corrective emails avoided	Losses avoided in terms of cargo value

2nd pilot based on artificial intelligence

- 40 min	85	+17 000 €
Verification time per shipment	Manual work days saved	In avoided losses

DIGITAL TWINS AND PREDICTIVE MAINTENANCE

Tanger Med Group has launched a pilot project in collaboration with a developer of digital twin solutions in the maritime sector. This is a digital representation of Tanger Med Port 2's linking bridge, which will facilitate predictive maintenance and ultimately enable automation.

This pilot project will serve as the foundation for the digital twin of Tanger Med Port Complex. It promises not only to improve the reliability of the maintenance of port assets, but also to extend the life of critical infrastructures.

The solution is based on cutting-edge technologies such as Artificial Intelligence (AI), Machine Learning (ML) and the Internet of Things (IoT), and focuses on four key aspects:

- Digitization and automation of maintenance inspections
- Prediction of potential failures
- Automation of information flows
- Alignment with the asset management roadmap.

NEW FEATURE ON THE PORT COMMUNITY SYSTEM WITH THE OIAM MODULE

The "Online Identification and Access Management" module, abbreviated to OIAM, has been added to the solutions offered by Tanger Med's Port Community System (PCS) platform. The introduction of this module made it possible to digitize, from start to finish, the registration process for companies and other users. This is reflected in a set of properties, put to the benefit of PCS users and internal administrators, which guarantee 100% remote networking and automation of access assignments based on a programmed validation circuit.

The solution therefore allows:

- Online registration of organizations and users of PCS with an account verification system
- Remote management of requests for profiles and services by the organization's representative
- The consolidated management of an organization's accounts by its representative.

NEW VERSION OF TANGER MED PASSENGER JOURNEY MOBILE SOLUTION

Now available on the App Store and Play Store, "Tanger Med Passenger Journey" platform has been updated to include a host of new features that will transform passengers' experience when sending goods or traveling through Tanger Med Port.

Users can now view departures and arrivals in real time, book their crossing with ease, download their boarding pass, and receive instant notifications in the event of delays or cancellations.

The app also includes navigation tools, allowing passengers to easily find their way around the ferry terminal, discover nearby services, and follow the boarding steps. From the app, passengers can also request assistance if their vehicle needs to be towed.

One of the most innovative aspects of this new version is real-time access to port traffic forecasts. A feature that allows users to anticipate periods of high traffic and optimize their transit time.

A new version is in the works and will offer more features, including temporary admittance and the ability to enter claims directly from the app.

TMPA SEALS PARTNERSHIP WITH BANK OF AFRICA TO DEVELOP INNOVATIVE PAYMENT SOLUTIONS

TMPA Port Authority and BANK OF AFRICA have signed a memorandum of understanding aimed at enhancing banking services for professionals in the logistics and port sector and integrating them into the Port Community System platform.

This new cooperation will enable the design of innovative payment solutions tailored to the needs of the port ecosystem, which can generate positive externalities in terms of efficiency, transparency, security, and cost reduction.

Under this agreement, Tanger Med Port Authority (TMPA) will share its knowledge and experience of the port ecosystem, particularly in relation to its operations and regulatory framework. In addition, Bank of Africa will provide its expertise and resources to support the development of payment solutions.

INTEGRATION OF TANGER ALLIANCE INTO TANGER MED'S BLOCKCHAIN PLATFORM:

At a time when digitization and transaction security are a priority, integrating our partners into blockchain networks is essential to enhancing the transparency, efficiency, and traceability of our exchanges.

The key players we deal with are well aware of regulatory requirements and transaction security standards. Their integration into a blockchain network makes it possible to address legal concerns and to respond to the provisions in force.

With this in mind, Tanger Alliance, operator of the TC3 container terminal at Tanger Med Port, has integrated Tanger Med Group's Blockchain platform. A first pilot operation was successfully carried out in 2024, highlighting in particular the advantages of using the Blockchain platform for the collection of cargo.

Digitalization of services for industry

REDESIGN OF THE PORTAL FOR MANAGING ACCESS TO ACTIVITY ZONES

As part of its digitalization strategy, Tanger Med Zones (TMZ) has redesigned its badge and access card management portal, enabling individuals and vehicles to access the Group's activity zones smoothly.

This redesign, carried out internally, aims to improve the user experience of our customers, to optimize the processing of access requests and to ensure the security of our sites.

Among the main improvements made:

- **Full technology update**

Design of a simplified and more intuitive interface, encouraging the use of the portal

- **Centralized records management**

Establishment of a centralized process for recording arrivals and departures, ensuring better monitoring and control of access.

- **Integration with Oracle**

Connection to the Oracle system, allowing the automation of the billing of services related to badges and access cards.

LAUNCH OF ZONES COMMUNITY SYSTEM PLATFORM

As part of the Group's digital roadmap, the subsidiary Tanger Med Zones (TMZ) has launched the Zones Community System (ZCS) platform. It is a digitized one-stop shop that centralizes existing systems:

- e-One, dedicated to the management of installation, construction, and operating permits
- Gate Access, which manages badges and access cards upon entry and exit of activity zones.

The Zones Community System marks a major step forward in the digitization of TMZ's services.

Among the features offered by the portal are:

- Centralization of all current and future solutions in an integrated and coherent platform
- Fast processing and follow-up of customer requests
- Development of a Reporting system, offering a consolidated and cross-sectional view of data that simplifies decision-making.

COLLABORATIVE PLATFORM FOR MONITORING INFRASTRUCTURE AND DEVELOPMENT PROJECTS

A document management solution was implemented for the administrative monitoring of infrastructure and development projects within Tanger Med Port Complex.

This platform allows, among other things, the management of validation flows, the archiving of documents, and the notification of the various stakeholders on the key progress of projects. It contributes to the optimization of processing times, ensures effective management between project actors, and facilitates the digital consolidation of files.

Thanks to its advanced functionalities, it promotes more fluid and secure collaboration between stakeholders, thus strengthening the overall efficiency of administrative processes.



Discover the Zones Community System platform

Cires Technologies, a central player in innovation for the Group and its partners

Alongside the Operations and Information Systems Department (OISD) and the Digitization Department, which are leading our digital transformation, the Group has a subsidiary that develops innovative projects in three verticals (Port, Logistics, Industry) for the benefit of the Group and its ecosystem.

In 2022, Cires Technologies launched its Digital Factory with the aim of offering, through innovation, the most advanced solutions best suited to the business needs of its customers and partners. The subsidiary is

structured around multidisciplinary teams, where each "squad" consists of a Product Owner, Scrum Master, UX/UI, DevOps Lead, and Front/Back/ AI developers. Our teams' expertise in developing business solutions such as traceability, mobility, flow management, and security enables us to respond efficiently to our challenges and those of our customers, whether functional, operational, or security-related.

Cires Technologies develops security, cybersecurity, and information systems solutions for complex and/or strategic structures. Its vision is

based on the openness, scalability, and evolvability of its solutions, in order to meet its customers' challenges in terms of technical independence and sovereignty. Its value proposition lies in bringing together "Smart Solutions" for intelligent and adaptive management of infrastructure, systems, and the data they generate.

In 2024, the Digital Factory led three projects, including the PILOT O'CLOCK solution and the update of two existing solutions launched in 2023: TICPAY and TRACUP.

PILOT O'CLOCK, A MAJOR ADVANCE IN PILOT OPERATIONS MANAGEMENT

Cires Technologies' Digital Factory has launched Pilot O'Clock, an innovative solution designed to provide intuitive management and continuous visibility of the operations of the TMPA port authority's Nautical Affairs Department and the objectives of the mobilized vessels.

Equipped with an intelligent algorithm and tailored operational tools, this solution enables real-time planning, coordination, and monitoring of pilot interventions. This enhances operational efficiency, facilitates decision-making, and increases the safety of port operations.

LAUNCH OF TICPAY 2.0, A NEW ERA FOR DIGITAL TRANSACTIONS

The subsidiary Cires Technologies launches version 2.0 of the TICPAY mobile solution, an app that revolutionizes online payment management for businesses. This gives them an intuitive and highly secure platform to manage their transactions directly from a smartphone.

With TicPay 2.0, payment management becomes more fluid and optimized. Designed to meet the demands of digital transformation, this solution offers advanced features such as wallets and grant management.

Already successfully adopted by Tanger Med Association for Social Work (AOSTM) for the dematerialization of vouchers in a pilot project, TicPay 2.0 will soon be rolled out to all gift vouchers offered to Group employees.

TRACUP 5.3.0, OPENING UP NEW SECTORS

Cires Technologies has launched version 5.3.0 of TRACUP, a solution for managing security personnel and agents, designed to enhance the safety of people and property within port facilities. In particular, it optimizes route planning, agent allocation, and real-time monitoring of tasks in the field.

The main objective of this new version is to improve the ergonomics and speed of the interface in order to adapt it to the specific needs of each customer, regardless of their activity sector.

Thanks to these developments, TRACUP is preparing to seize new opportunities and conquer new activity sectors, while continuing to reinvent itself to remain at the forefront of innovation.

SOCIAL

> OUR EMPLOYEES

- > OUR HUMAN CAPITAL
- > COMMITMENT & SOCIAL DIALOGUE
- > SKILLS DEVELOPMENT
- > DIVERSITY AND INCLUSION
- > HEALTH, SAFETY, AND WELL-BEING AT WORK

> LOCAL COMMUNITIES

- > EDUCATION
- > INCLUSION
- > HEALTH



OUR EMPLOYEES

HIGHLIGHTS

The Group places its employees at the heart of its strategic priorities, recognizing that their well-being is essential to the collective success and sustainability of our operations. We strive to provide an environment that promotes merit, diversity, and equity. A caring model that is essential for building a sustainable and prosperous organization.

We pay particular attention to maintaining the health of our employees through prevention and awareness-raising campaigns. We also work to develop their well-being through concrete actions that improve their daily lives.

In this sense, specific initiatives are developed in order to meet their personal and professional expectations, in particular through HR policies that focus on the following four axes:

Commitment and Social Dialogue



06%
of employees have benefited from career development



38%
of employees with more than 12 years of service

Diversity and Inclusion



36%
of women among new recruitments



17%
of managerial positions held by women

Skills Development



70%
of employees have attended at least one training course



22
average training hours per employee

Health, Safety, and Well-being at Work



06
training sessions on health and safety risks at work within the PPR



100%
of employees benefited from health checks



Our commitment

At Tanger Med, our employees are our most valuable asset. We implement concrete initiatives to develop our human capital and enable each of our employees to flourish in an inclusive environment that respects differences.

Tanger Med has implemented an HR policy that aims to align talent management with the Group's strategy by focusing on several key areas, namely recruitment, training, performance management, career management, mobility, and compensation.

Our contribution to SDGs



Our contribution to GRI

- GRI 2-7

GRI 2-8

GRI 3-3

GRI 401-1

GRI 403-1

GRI 403-2

GRI 403-3

GRI 403-4

GRI 403-5
- GRI 403-6

GRI 403-7

GRI 403-8

GRI 403-9

GRI 404-1

GRI 404-2

GRI 404-3

GRI 405-1

OUR HUMAN CAPITAL

A TALENT POOL OF 2 831 EMPLOYEES

14% women
and **17%** of managerial
positions held by women

15% of employees are under
the age of 30

39% of employees have more
than **12** years of experience

31% of employees are
executives

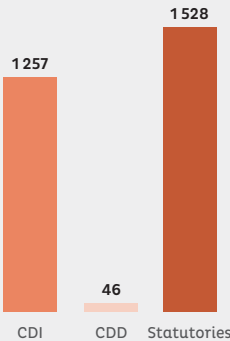
96% of employees have a
permanent contract, excluding
statutories

187 new hires, of which **59%**
are management positions,
including **41%** female
managers

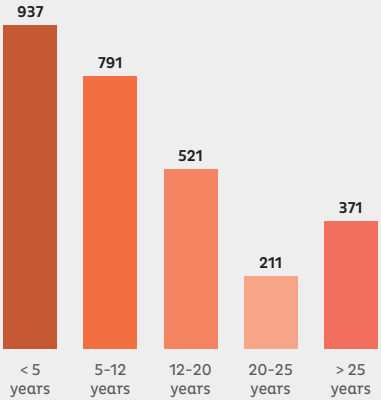
06% of employees have
benefited from **career
development**

90 employee representatives

2024 WORKFORCE BY
CONTRACT TYPE



2024 WORKFORCE BY
LENGTH OF SERVICE



2024 WORKFORCE BY
OPERATIONAL DIVISION

84%
Port and Logistics Cluster

03%
Industrial Cluster

10%
Services Cluster

03%
TMSA Holding

2024 WORKFORCE BY SOCIO-PROFESSIONAL CATEGORY, BROKEN DOWN BY GENDER

	EXECUTIVES		NON-EXECUTIVES		TOTAL	
	M	F	M	F	M	F
Total	665	225	1 774	167	2 439	392

In 2024, HR data covers all Tanger Med Group entities, including the Marsa Maroc Company, integrated into the Group's scope for the first time.

Our commitment

Tanger Med is committed to establishing a constructive and fruitful social dialogue. We believe in the importance of clear and transparent communication in order to build a lasting relationship of trust.

By establishing a permanent exchange with staff representatives, we aim to anticipate the needs and expectations of employees, while promoting a work environment conducive to individual and collective development.

Our contribution to SDGs



Our contribution to GRI

- GRI 2-7
- GRI 2-8
- GRI 3-3
- GRI 401-1
- GRI 404-2
- GRI 404-3
- GRI 405-1



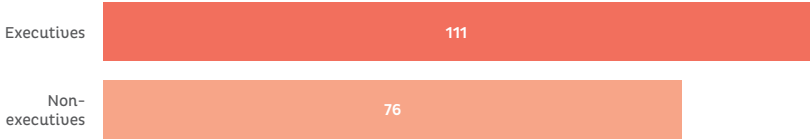
COMMITMENT & SOCIAL DIALOGUE

OUR RECRUITMENT POLICY

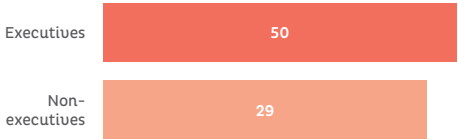
Tanger Med Group's recruitment policy is geared towards ensuring full mastery of its business expertise, particularly in the port and logistics sectors, and the development, planning, and management of activity zones. Attention is also paid to its support functions, which are just as strategic for the Company.

The Group has a pool of professionals and experts in various fields of expertise ranging from port and industrial civil engineering to financial, energy, technological, and commercial engineering.

2024 recruitments by socio-professional category



2024 resignations by socio-professional category



07%

Group employee turnover rate in 2024

OUR CAREER MANAGEMENT AND MOBILITY POLICY

The Group's mobility and career management policy is mainly aimed at allocating talent to the roles most suited to their skills and development potential. Thus, it sets up tailor-made career paths for each of its employees, taking into account their abilities and ambitions.

Internal mobility is a powerful lever for attracting, increasing skills, and retaining employees.

The diversification of the Group's sites and businesses has highlighted the major role of internal mobility in the valorization and dissemination of the know-how and interpersonal skills of talents. It is unequivocally a powerful driver of motivation and commitment, which promotes performance and strengthens horizontal collaboration and allows employees to enrich their skills throughout their careers.

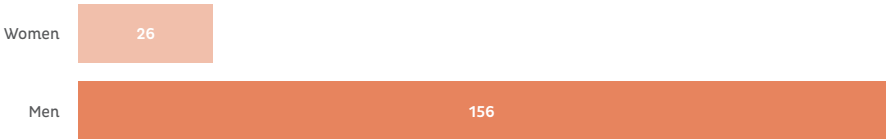
OUR PERFORMANCE-BASED APPROACH

Tanger Med Group aims to create a corporate culture, focused on results and quality, in the service of its operational and strategic excellence.

This requirement is reflected in a compensation and performance management policy that consists of two main components:

- **Compensation management:** rewarding the contribution of employees on merit, rewarding performance, and ensuring the loyalty and retention of high-performing profiles.
- **Management through the regular assessment** of skills, potential, and performance.

Distribution of employees who benefited from career development in 2024 by gender



80%

Employees who benefited from an evaluation of their performance in 2024

04%

Share of employees who have participated in internal mobility

SOCIAL DIALOGUE

The establishment and maintenance of a constructive and continuous social dialogue with our employees is the foundation on which the culture of our Group is based, a constant, open, and transparent communication approach that reinforces the spirit of belonging and the commitment of each of our employees. In addition, it is crucial for the Group to respond with agility to the transformations of its ecosystem and to deal with changes in regulations and the expectations of employees.

This social dialogue is part of a constant, open, and transparent communication approach, promoting a relationship of trust between the Group and its employees. A dialogue that reinforces not only the spirit of belonging, but also the commitment of everyone, giving them a real sense of contribution to collective success.

Responding effectively to changes requires constant reactivity, but also the expectation of emerging trends. The Group is therefore committed to supporting its employees in these transitions, by integrating their needs and concerns into its decision-making processes and by ensuring that it offers flexible solutions that support their growth and professional development.

EMPLOYEE REPRESENTATION

Staff representatives meet to discuss individual and collective employee complaints, and discuss suggestions for improving their working conditions and well-being.

Employee representatives of the Group and its subsidiaries meet periodically to discuss the individual and collective complaints of employees and discuss suggestions aimed at improving their quality of professional life.

WORKPLACE CONFLICT MANAGEMENT

The Group adopts socially responsible management in the event of disputes between itself and its employees, by integrating a proactive and equitable approach. Employee representative bodies are in a position to support discussions and negotiations in order to achieve collective, transparent, and balanced conciliation.

These bodies not only serve as mediators, but they actively participate in the search for lasting and harmonious solutions, thus making it possible to promote the amicable resolution of conflicts while ensuring a respectful and peaceful working environment.

90

Number of employees representing staff in 2024

02

Number of workplace disputes recorded in 2024

0

Number of strike days recorded in 2024

Our commitment

Tanger Med places the development of skills and the management of career paths at the heart of its strategy to ensure the continuity of its activities and aim for ever more sustainable performance, by relying on its talents to respond with agility to the risks and opportunities inherent in the transformation of our ecosystem.

Our contribution to SDGs



Our contribution to GRI

GRI 3-3
GRI 404-1
GRI 404-2
GRI 404-3

SKILLS DEVELOPMENT

PREDICTIVE MANAGEMENT OF JOBS, EMPLOYEES, AND SKILLS

As part of the study to develop a Predictive Workforce, Employment and Skills Management (GPEEC) model, a plan was proposed for a period of 5 years in order to support the Group and its subsidiaries in adapting their resource management in the face of economic, technological, social, and regulatory developments.

The objectives of the GPEEC plan reflect this multiplicity of issues and stakeholders, in particular:

- Provide the Group with a comprehensive vision for jobs and skills in the medium and long term
- Share jobs and skills between subsidiaries
- Anticipate skills needs to better adapt training paths
- Work with the various subsidiaries to draw up an action plan in line with current and future changes in the Group's operations.

The study's conclusions have enabled us to define the 3 main axes necessary for effective skills management within the Group.



OUR TRAINING POLICY

Training contributes to the development of the skills of our resources, the expectation of disruptions in key and critical positions and, the support of transformations in our environment. Each year, Tanger Med Group's HR Department surveys employees' training needs with their respective managers.

This consultation is essential to build a training plan that is consistent with the intended professional goals and the anticipated career plans. According to the training engineering methodology and in view of the results of the analysis of skills specific to the Group, two training blocks were identified:

- **Technical and/or professional training needs** related to the exercise of the Group's core businesses and its support functions.
- **Generic and/or transversal training needs** related to management, work organization, and professional interactions.

92%
Completion rate of the training plan updated in 2024

0.8%
Share of the training budget relative to total payroll in 2024

22
Average hours of training attended by employees in 2024

23
Employees who were provided with training leading to a certification

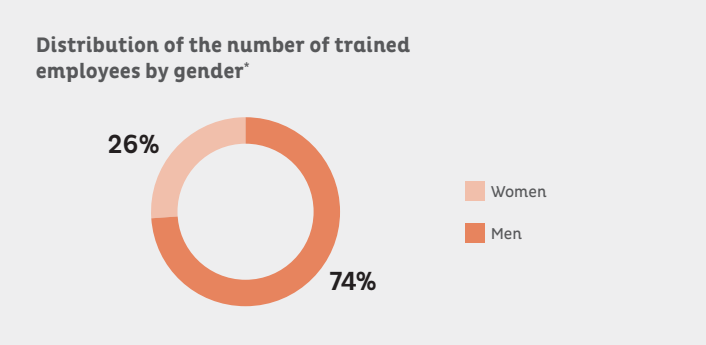
Average number of training hours completed by employees by gender

Women	22
Men	20

Average number of training hours completed by employees by socio-professional category

Executive	19.6
Non-executive	22.8

71% of employees have taken at least one training course in 2024



*Group scope, excluding Marsa Maroc

88% Employee attendance rate for training

As part of the implementation of the 2024 training plan, Tanger Med Group organized a series of training courses for its employees tailored to the specific needs of each department in order to support their professional development.

PUBLIC SPEAKING TRAINING

In the 1st quarter of 2024, Tanger Med organized training courses on public speaking, aimed at strengthening the communication skills of employees. Participants were invited to speak in front of the camera on a specific topic of their choice. After their presentations, they had the opportunity to watch their videos and receive constructive feedback from the trainer and their colleagues.

This iterative process of viewing and feedback allowed everyone to notice a clear evolution in their speech and their confidence when speaking.

STRATEGIC MONITORING AND ECONOMIC INTELLIGENCE TRAINING FOR TANGER MED ZONES (TMZ) SALES DEPARTMENT

Tanger Med Zones (TMZ) Sales Department organized a training session on strategic monitoring and business intelligence, with the aim of training its teams in market trend analysis and collective identification of business opportunities.

Participants worked interactively and collaboratively on prospecting channels and on rules for constructing a sales pitch that is consistent with the company's vision and promotes the organization's growth in a dynamic economic environment.

CSR TRAINING AND AWARENESS

As part of the review of its challenges and the formalization of its organizational structure, the Group's CSR team invited all of its business areas and subsidiaries to participate in a CSR Training and Awareness Seminar. This voluntary initiative aims to introduce the fundamentals of CSR, reiterate the Group's CSR commitments, and raise awareness among CSR representatives of the importance of their role within the organization, particularly in implementing the CSR roadmap. These representatives also play a key role in disseminating best practices and integrating CSR issues at all levels of the business.

Hosted by UTOPIES, a French agency specializing in CSR consulting, the seminar brought together nearly 30 correspondents for a training session and stakeholder mapping workshop, the first step in the process of updating the Group's CSR challenges.

FINANCE TRAINING FOR NON-FINANCIAL MANAGERS

In response to training requests from employees, the HR Department organized a seminar entitled "Finance for Non-Financial Managers".

The training was aimed at Directors and Managers seeking to consolidate their financial management skills and looking to strengthen their mastery of tools for understanding and interpreting financial aspects related to their profession. The participants also had the opportunity to discuss and interact on current topics, in particular the provisions of the 2024 Finance Act.

WOMEN'S LEADERSHIP TRAINING: WOMEN'S LEADERSHIP PROGRAM

In collaboration with ESCA, and as part of the Women's Leadership Program, Tanger Med Group has launched a training course on women's leadership. This program was designed to help women develop their managerial skills and strengthen their professional impact within the organization.

By preparing women for strategic positions within the business, Tanger Med Group aims to increase the representation of female employees in management roles, thereby helping to create a balanced and inclusive environment.

TRAINING COURSE FOR THE HR TEAM

As part of the implementation of the 2024 training plan and with a view to strengthening and upgrading the knowledge and skills of Tanger Med Group's HR team, a training course was launched in September to cover all operational aspects essential to HR.

This three-month cycle aims to enable each member of the HR team to improve themselves in key areas of the job, to acquire new skills in line with recent developments in the sector, and to prepare for future challenges.

The training sessions bring together the Group's entire HR team, including the Group HR Director and HR managers and representatives from the subsidiaries. This collective participation aims to strengthen cohesion between the various entities and to harmonize HR practices throughout the Group.

Our commitment

Promoting diversity in our human capital is a fundamental investment. Diversity fuels much richer and more balanced ways of thinking and acting, with a proven impact on our economic and financial performance. It promotes more informed decision-making and better risk management thanks to diverse profiles that can be aligned under a common leadership and business culture.

Regardless of our individual differences, we strive to establish a paradigm that organizes competence and merit as the central elements of success and achievement.

Our contribution to SDGs



Our contribution to GRI

GRI 2-7
GRI 3-3
GRI 405-1

DIVERSITY AND INCLUSION

Tanger Med Group actively promotes inclusion and diversity at all levels of the company. Our Code of Ethics sets out the fundamental principles for a balanced representation of our workforce.

The Group and its senior management are committed to promoting diversity and inclusion within their talent pool and believe that equal opportunities are essential for everyone, regardless of gender, health, disability, age, nationality, or cultural or religious beliefs.

The Group does not discriminate against anyone in terms of hiring, business, or social relations, and encourages diversity and inclusion in order to be more open to the global community and to enrich interactions with its talented employees and partners.

The Group promotes, on an equal basis, the professional integration of skilled individuals who face barriers to employment, particularly people with reduced mobility and social groups that are underrepresented in the workplace.

PROMOTING PARITY

Our code of ethics is underpinned by our commitment to gender equality, which is reflected in two main objectives:

- Strengthen the representation of women among managers and management bodies
- Strengthen the representation of women in port jobs, which are traditionally occupied by men

Our HR department takes a strong stance against any form of discrimination in hiring and makes sure everyone gets paid the same for the same work. It encourages the professional integration of all profiles through group training and events that strengthen the sense of belonging to Tanger Med's ecosystem.

These commitments were driven by our values and set out in a Code of Ethics that reiterates the principles adopted by the Group in terms of diversity and inclusion.

14% of women in the Group in 2024

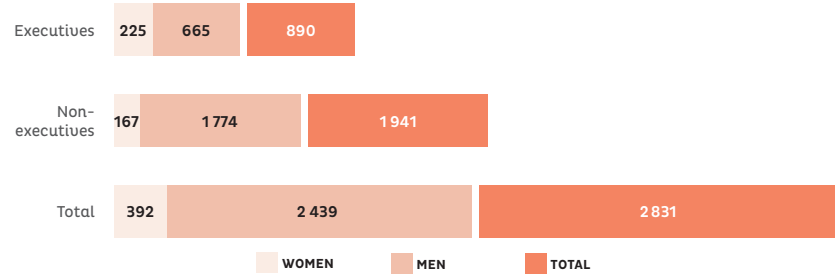
17% of women among Group managers ¹ in 2024

36% of women among new hires in 2024

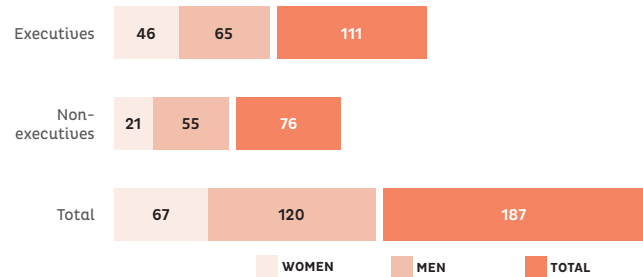
11% of women among the Top 200 earners ².

¹ Manager: Collaborator who accompanies and supervises at least one person
² Group scope, excluding Marsa Morocco

2024 workforce by gender, broken down by socio-professional category

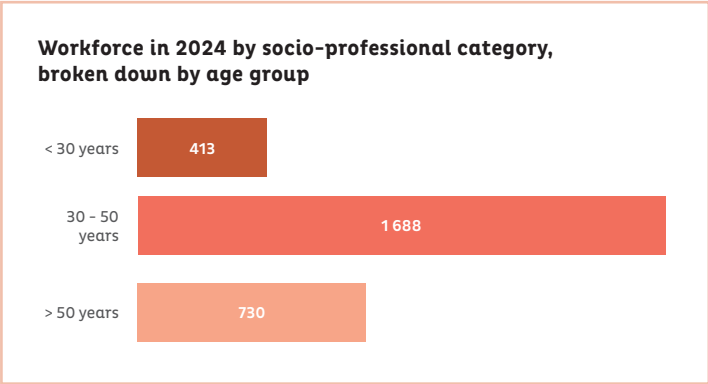


Recruitments in 2024, by gender, broken down by socio-professional category

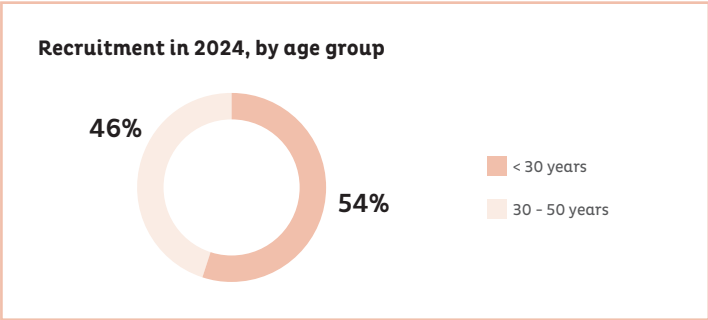


SUPPORTING THE INCLUSION OF YOUNG TALENT

Tanger Med Group gives young talent a chance through its hiring practices and invests heavily in training and skills development. Today, 15% of our employees are under 30 years old, and 55% of the new hires joined in 2024 do not exceed the age of 30.



38 years
Average age in the Group



The Group is also attentive to the development of talents pursuing their academic career and supports their professional learning. In accordance with its Strategic Workforce Planning (GPEEC) approach, the Group supervises trainees from a variety of backgrounds each year for periods ranging from one to six months.

1 739 interns welcomed in 2024

INTEGRATION OF INDIVIDUALS WITH SPECIFIC NEEDS

The Group supports people who require special assistance throughout their professional career. Individuals with special needs are identified through Occupational Health services or based on an external diagnosis that has been shared with management and human resources.

Once notified, the Group puts in place individual measures to adapt and improve accessibility in the workplace. Among the measures:

-  **Workstation layout adaptation**
-  **Dedicated parking space provided**
-  **Employee transportation provided**
-  **Easy access to common areas**



Our commitment

The health, safety, and well-being of our employees are top priorities for Tanger Med Group. They are the foundation of a calm and productive work environment. We are committed to ensuring a safe working environment by implementing rigorous protocols and preventive practices aimed at maintaining the physical and mental health of our teams.

HEALTH, SAFETY,
AND WELL-BEING AT WORK

The Group is convinced that the health and well-being of its employees is a key performance driver and ensures that it develops a policy of actively listening to its employees in this area (occupational medicine, ergonomics of the working environment, work-life balance, etc.).

WORK ACCIDENTS AND WORK-RELATED ILLNESSES

The prevention of work accidents and work-related illnesses is a priority for Tanger Med Group. We adhere to a vigilance plan that addresses 3 main objectives:

- The reduction in the number of accidents at work
- The reduction of work-related illnesses
- The reduction of incidents in the workplace

Any accident, regardless of its severity, is significant and is subject to a comprehensive analysis of the causes in order to identify the necessary preventive and corrective measures.

	2022	2023	2024
Total number of work accidents	46	45	33
including fatal work accidents	1	1	0
including workplace accidents with serious outcomes (excluding death)	0	2	0
including reportable work accidents	45	42	33
Number of hours worked	6 629 056	6 620 880	6 270 408
Number of reportable work-related illnesses	-	-	-
Number of deaths due to work-related illnesses	-	-	-

HEALTH QUALITY AND SAFETY: GROUP APPROACH WITHIN THE PORT COMPLEX

Tanger Med Group attaches the utmost importance to controlling occupational risks, and is committed to improving the health and safety of its employees. To achieve this objective, the Group relies on a Health and Safety Committee (HSC) which regularly brings together all relevant stakeholders, including occupational medicine, HR, employee representatives, and QHSE managers.

The role of the Health and Safety Committee is based on seven main missions:

- Detect professional risks
- Ensure compliance with laws and regulations
- Ensure that protective equipment is maintained and used properly
- Protect the environment
- Encourage initiatives in work methods and processes
- Give feedback on the functioning of the occupational health service
- Develop awareness of occupational risk prevention and safety within the company

10 members
within the Health and Safety Committee (HSC)

04 meetings
held by the Health and Safety Committee (HSC) in 2024

06 training
sessions on occupational health and safety risks for 220 employees and service providers working at the Passenger and Ro-Ro Port in 2024

Our contribution to SDGs



Our contribution to GRI

GRI 3-3	GRI 403-5
GRI 401-2	GRI 403-6
GRI 403-1	GRI 403-7
GRI 403-2	GRI 403-8
GRI 403-3	GRI 403-9
GRI 403-4	GRI 403-10

EMERGENCY MEDICAL SYSTEM AT THE PORT COMPLEX

Tanger Med Port Complex has a healthcare center with a team of doctors and nurses available around the clock, equipped with modern medical facilities. Emergency protocols have been put in place to ensure rapid and effective response in the event of injury or illness among workers and passengers.

Trained and equipped first-aid teams are also available 24 hours a day to respond to medical emergencies and provide basic medical care before patients are transported to an advanced care center.

The medical services between all terminals includes:

- 1 emergency care center (ECC)
- 1 occupational physician
- 8 physicians
- 10 nurses
- 2 ambulances
- 7 paramedics

1 019 emergency interventions carried out by the CSU team in 2024, up 1.2% compared to 2023

533 consultations carried out at CSU in 2024 -4.6% compared to 2023

221 consultations carried out on board ships by the CSU team in 2024 +29% compared to 2023

PREVENTION THROUGH HEALTH CHECKS

Over a six-week period, the Group conducted health checks primarily for employees working at the Tangier and Tétouan sites. This initiative is part of the occupational health promotion plan and aims to detect early-stage or chronic conditions in order to anticipate and implement appropriate support for our resources.

Our employees took part in this medical check-up, which was tailored to each individual to take into account several parameters, including age, reported medical conditions, and the nature of the job performed. For each participant, a tailored examination program was set up, covering several disciplines: cardiology, ENT, ophthalmology, neuropsychology, gynecology, biology, etc.

Following the various examinations, the results of the assessment were sent to the employees, followed by a consultation with the occupational physician.

All medical information provided during the health check-up was treated with the strict confidentiality required, ensuring the protection of employees' personal data.

6TH EDITION OF THE HEALTH AND SAFETY AWARENESS DAYS AT CASABLANCA PORT

The Port of Casablanca Operations Department - Container and Ro-Ro Traffic (DEPC-TCR) and the Port of Casablanca Operations Department - Multipurpose Traffic organized the 6th edition of the Health and Safety Awareness Days.

The days, which included awareness workshops, simulation exercises, PPE exhibition stands, and practical training sessions, were enriched by training programs and practical simulations to highlight the importance of safety procedures and instinctive responses to prevent risks and react effectively. Participants were able to use virtual reality (VR) for practical training in operating machinery in dangerous situations.

TANGER MED ZONES BRINGS ITS EMPLOYEES TOGETHER FOR TEAM BUILDING

In order to strengthen team cohesion and encourage innovative collaboration, Tanger Med Zones subsidiary organized a Team Building event under the theme "The Way Forward".

Highlights of the day included team problem-solving workshops, brainstorming sessions, and role-playing games aimed at strengthening interprofessional communication. In addition, mechanisms have been put in place to encourage a culture of constructive feedback, encouraging each participant to express their appreciation in a factual and respectful manner.



EMPLOYEE BENEFITS AND SOLIDARITY ACTIONS

Tanger Med Association for Social Work (AOSTM) is a non-profit organization founded in 2015 with the aim of promoting social and solidarity actions for the benefit of its members, who are Tanger Med employees and their families. It offers its beneficiaries various activities that promote team cohesion and the positive and enriching development of human capital.

The association's actions are structured around four main areas (social, cultural, sports, and summer activities) and are driven by four main objectives:

The implementation of social projects and the provision of social services

The organization of socio-cultural, sporting, and environmental activities

The promotion of cooperation with other associations and similar organizations in Morocco and abroad

The conclusion of agreements with state authorities, local authorities, and public and private institutions

The Chairman and Treasurer of the association were appointed by TMSA in accordance with the resolution of the Annual General Meeting of October 22, 2019. In October 2023, an Ordinary General Shareholders' Meeting was held to elect the following officers for a 3-year term.

51 agreements and partnerships concluded by AOSTM

37 initiatives carried out by AOSTM in 2024

99% completion rate for AOSTM initiatives



Cultural initiatives

AOSTM promotes cultural and artistic events by offering initiatives through agreements such as discounts on registration fees at the French Institute and the Spanish Institute in Tangier.

Through the agreements put in place, our employees were also able to benefit from access to several cultural events organized in 2024.

TANGER MED PORT OUTING: INTERNATIONAL CHILDREN'S RIGHTS DAY

In November 2024, AOSTM organized an educational trip to Tanger Med Port on the occasion of International Children's Rights Day bringing together 107 of the children of our members aged between 6 and 12 years old.

The program included various workshops, such as karaoke, drawing, pottery, recycling, chocolate making, inflatable structures, and a show presented by the fire department.

This is the 4th outing organized at the port for the benefit of children since the association was founded, but it is the first time it has been organized on this special day.



Tanger Med employees climbing Mount Toubkal

Sports initiatives

Concerned about well-being and team spirit within the business, AOSTM encourages its employees to participate in sports activities by organizing sports tournaments and hiking trips and facilitating access to sports activities for adults and children (golf, sailing, etc.).

CLIMBING JBEL TIDIGHINE

In June 2024, 18 employees gathered to climb Jbel Tidighine, which stands at an altitude of 2 456 meters. Supported by Tanger Med Association for Social Work (AOSTM), this challenge brought together regular hikers and mountain tourism enthusiasts, all driven by the adrenaline rush of this daring adventure.

Along a course strewn with obstacles, participants demonstrated courage and solidarity to push their limits and succeed. The collective effort and team spirit transformed this climb into an emotionally charged experience, strengthening bonds between colleagues and leaving everyone with unforgettable memories of this adventure in the great outdoors.

CLIMBING MOUNT TOUBKAL

Driven by a sense of challenge and team spirit, 17 employees from Tanger Med Group set out to conquer Mount Toubkal, at an altitude of 4 167 m, the highest point in the High Atlas Mountains, Morocco, and North Africa. On October 27th, in a friendly atmosphere and during a journey punctuated by thrills, doubts, and perseverance, the participants proudly raised Tanger Med Group's flag at the highest peak in North Africa. Organized by Tanger Med Association for Social Work, this challenge has become a Group tradition over the years, attracting both regular hikers and mountain tourism enthusiasts. The ascent was preceded by a series of hikes in the northern Moroccan region, an indispensable preparatory phase for the smooth running of this great adventure.

EMPLOYEES PARTICIPATE IN INTER-COMPANY CHESS TOURNAMENT

As part of the sports outings organized by Tanger Med Association for Social Work (AOSTM), the Group's employees participated in the 2nd edition of the Inter-Company Chess Tournament. The event brought together chess enthusiasts representing 17 businesses, including Royal Air Maroc, ALTEN, Fusion Technologies, and Delta Marketing Solution.

Through its participation in the tournament, the Group strengthened relationships with its professional network and highlighted the talent and commitment of its employees.

TANGER MED GROUP EMPLOYEES PARTICIPATE IN THE 7TH EDITION OF THE 5K WOMEN'S RACE

On the occasion of Women's Day and Mother's Day, Tanger Med Foundation supported the Red21 Athletics Association of Tangier for the 7th edition of the women's race "Tangier Run For Women 2024".

The Group's employees took part in this event, which took place along the Bay of Tangier. This is part of the promotion of health and well-being at work and the strengthening of relationships between colleagues.

Social initiatives

The association undertakes a number of social initiatives:

- Support members experiencing financial difficulties related to their family, social, or medical situation through family need loans (FNLs)
- Provide ongoing medical assistance to our members.
- Supporting families with children with special needs.

Among the social initiatives carried out in 2024:

- Granting loans
- Support for employees' children with special needs
- Granting of a birth allowance to employees who have had a child during the year
- Granting of a school allowance to parents who work for the company.

Summertime initiatives

Tanger Med Association for Social Works helps diversify summer vacation offerings for employees and their families by reimbursing a portion of summer vacation expenses and organizing summer camps and activities for their children.

SUMMER CAMPS FOR EMPLOYEES' CHILDREN

Every year, Tanger Med Association for Social Works organizes summer camps for employees' children. These trips are unique experiences to explore new horizons, develop children's autonomy, and enable them to strengthen their communication skills.

The camps are filled with a variety of recreational and educational activities, including sailing and kayaking lessons, museum visits, hiking trips, and individual and team sports.

In 2024, these trips took place in the Ksar Sghir region in northern Morocco, as well as in Marbella, Mijas, and Benalmádena.

Summer camp in Marbella/ Mijas/Benalmádena

88 beneficiaries over 15 years of
age 15 beneficiaries aged 9 to 15

Summer camp in Ksar Sghir

10 beneficiaries
aged 8 to 17



Child taking beginner sailing lessons
Dalia Sailing School

LOCAL COMMUNITIES

HIGHLIGHTS

General

The Group's territorial prerogatives are guided by our strategic CSR commitments, and several initiatives resulting from these commitments are carried out by Tanger Med Foundation. A non-profit organization that has been working closely with local communities, particularly the most vulnerable, for more than 15 years to improve their living conditions and offer them a better future.

Since 2008, Tanger Med Foundation (TMF) has carried out 1 136 projects in this direction, benefiting 685 470 beneficiaries.

Our subsidiary Marsa Maroc also carries out several initiatives directly in the territory, particularly in the area of education.

105 projects
conducted in 2024
by TMF and Marsa Maroc

53 282 beneficiaries
of projects carried out in 2024
by TMF and Marsa Maroc
including **23%** of children

92%
Satisfaction rate of local communities
monitored by TMF

Education



1 208 scholarship students
since the start of our educational projects
including **665** in 2024



06 fully equipped schools
benefiting **+1 500** students



6 209 student beneficiaries
of the school transport program in
Fahs Anjra

Inclusion



2 609 young people supported
through the Fahs Anjra job placement
platform, with **19%** finding employment



516 female beneficiaries
of empowerment programs
and skills building



2 150 beneficiary households
Since the start of the drinking water
connection program in Fahs Anjra

Health



900 inhabitants of Fahs Anjra
diagnosed with cataracts



33%
surgeries performed in relation
to the target set for 2026



08% of the inhabitants of Fahs Anjra
assisted in the activation of their Compulsory
Health Insurance

Our commitment

Tanger Med Group invests in talent that will contribute to enriching the pool of skills necessary for the development of its activities and the territory.

Through its Foundation, the Group is actively committed to reducing inequalities in access to rigorous and comprehensive education between urban and rural areas.

Our contribution to SDGs



Our contribution to GRI

GRI 3-3
GRI 413-1
GRI 203-1

EDUCATION



LYMED students taking part in mock exams
January 2024



Making the northern region a center of excellence

In 2021, the Group launched two large-scale educational campuses, LYMED (Mediterranean High School) and 1337 MED, which welcomed 476 students, all of whom received scholarships (+20% vs. 2023).

LYMED (Mediterranean High School)

establishes excellence in the Northern region and deconstructs barriers to access education for high potentials, regardless of their social background or gender.

96 LYMED scholarship students



29% 71%
Girls Boys



19%
from the Northern
region



22%
from a disadvantaged
background



44%
from
public high schools

1337 MED coding school

enriches the digital skills pool of Tanger Med's ecosystem and stimulates innovation and digital entrepreneurship.

380 scholarship students at 1337 MED



12% 88%
Women Men



23%
from the Northern
region



96%
are under 30 years old



30%
in pre-employment
training

LYMED HIGHLIGHTS IN 2024

LYMED: Promotion and selection campaign for September 24-25

Starting in January 2024

LYMED IS ON A PROMOTIONAL TOUR OF THE KINGDOM'S QUALIFYING SECONDARY SCHOOLS

As in previous years, LYMED ran a promotional campaign to introduce the school, its pedagogical levers of excellence, and the remarkable results of the first graduating class.

For more than two months, teams traveled across eight regions of the Kingdom and had the opportunity to meet more than 2 500 high school graduates from nearly 140 schools.

140 high schools visited
2 500 high school graduates met

May 2024

LYMED CONCLUDES ITS PROMOTIONAL CAMPAIGN WITH AN OPEN HOUSE DAY

On Saturday, May 4, 2024, an Open House was held, welcoming a dozen guidance counselors and a hundred visitors from different regions of the Kingdom.

Throughout the day, guided tours, workshops, and interactive presentations were organized to provide detailed information about the educational program and the subjects taught. Visitors were able to explore classrooms, laboratories, sports fields, the media library, and the living spaces where students spend their days.

At the same time, individual meetings with the teams allowed visitors to ask questions about the competitions, career paths, and opportunities available to students after graduating from LYMED.

+100 visitors

January 2024

LYMED PARTICIPATES IN TÉTOUAN CPGE CAREER GUIDANCE FORUM

As part of its promotional campaign across the Kingdom, LYMED took part in the second CPGE Orientation Forum in Tétouan. The booth attracted a large number of high school graduates, all eager to learn about the program and how to apply to the school.

In addition to individual discussions with visitors, the day featured a presentation on LYMED, followed by a talk by a second-year student who shared their experiences in preparatory classes from a real-life, personal perspective.

By taking part in this local forum, LYMED is reaffirming its regional identity and its ambition to position the Northern Region as a benchmark of excellence at national level.

July 2024

LYMED LAUNCHES SELECTION TESTS FOR THE 2024-2025 ACADEMIC YEAR

Entrance exams for the 2024-2025 school year attracted a large number of applicants, all motivated by a desire to join LYMED. In total, more than 70 000 candidates listed LYMED among their preferences on the national E-CPGE platform, demonstrating the growing appeal of the institution.

After an initial selection based on applications, only 807 candidates were invited to the second phase of the selection process, which consisted of three stages: a written mathematics test, an oral physics test, and a motivational interview. This rigorous process was designed to assess both the academic skills and communication abilities of candidates, providing a comprehensive assessment of their potential.

807 candidates
invited to the 2nd selection phase

April 2024

LYMED PARTICIPATES IN THE CASABLANCA INTERNATIONAL STUDENT FORUM

For four days, LYMED participated in the Casablanca International Student Forum. The booth attracted more than 450 high school students interested in science preparatory classes and curious to learn more about Lycée Méditerranéen.

The teams answered visitors' questions, highlighting the school's teaching methods, the results of the first graduating class, and post-prep opportunities.

The discussions focused mainly on campus life, selection criteria, and the engineering schools available after the two preparatory years. two preparatory years.

September 2024

LYMED WELCOMES ITS FOURTH CLASS

At the end of its selection campaign, LYMED welcomed its 4th class of 47 students, bringing the total number of prep students to 96. Among the new recruits, 32% are girls, 21% are from the Northern region, and 40% come from public high schools.

Orientation day for first-year students marked the start of their adventure in preparatory classes. Organized under the theme of cooperation and solidarity, this day was an opportunity to strengthen ties between first- and second-year students, thereby reinforcing the sense of belonging that forms the foundation of LYMED's values.

47 new students
joined LYMED at the start of the '24-'25 academic year, of which
32% are girls
21% are from the Northern region
40% come from public high schools

LYMED: 2024 edition of entrance exams for the Grandes Écoles d'Ingénieurs, France's prestigious engineering schools

April 2024

LYMED DESIGNATED AS WRITING CENTER FOR TOP ENGINEERING SCHOOLS

Lycée Méditerranéen has been designated as the French exam center for the prestigious grandes écoles in the North and East regions. For this purpose, from April 22 to May 17, 2024, LYMED welcomed 259 candidates from public and private centers in Tangier, Tétouan, Martil, and Oujda from the MPSI and PSI programs for the 2024 written exams.

This designation has enabled students at LYMED to take three exam banks on campus, confirming LYMED's national reach.

259 candidates
took part in the written exams for the 2024 session at LYMED

August 2024

LYMED'S 2ND CLASS OF GRADUATES EXCELS IN COMPETITIONS FOR FRENCH ENGINEERING SCHOOLS

Building on the remarkable results achieved by the first graduating class of Lycée Méditerranéen, the students of the class of 2024 have now distinguished themselves in the entrance exams for the Grandes Écoles d'Ingénieurs, France's prestigious engineering schools.

Once again this year, all 48 students in the second graduating class were admitted to French engineering schools, with more than half joining the most prestigious institutions.

Out of 48 students, three will attend École Polytechnique, 16 have secured admission to one of the Mines-Ponts schools, and six have successfully completed the selection process for the École Centrale schools in France.

LYMED's results also reflect the commitment and contribution of Tanger Med Group to positioning northern Morocco as a benchmark for excellence at the national level.

03 students
joined the École Polytechnique at the start of the 2024-2025 academic year, including **01** from the Northern region

16 students
chose to join the Mines-Ponts schools,
including **03** from the Northern region

06 students
enrolled in École Centrale schools in France,
including **03** from the Northern region

LYMED: An educational approach based on excellence and close contact with students

Starting January 2024

LYMED STUDENTS EXPLORE NEW PERSPECTIVES AT THE HORIZONS CONFERENCES

Each year, LYMED organizes a series of conferences called "Horizons". These conferences provide a platform for dialogue between experts and students, enabling the latter to broaden their perspectives and encouraging them to engage in in-depth reflection on a career project in line with their interests, aspirations, and potential.

In 2024, students were invited to four conferences led by experts and laureates from the Grandes Écoles, on various themes: science, preparation of written and oral exams, post-graduation opportunities, etc.

Starting January 2024

LYMED STUDENTS EXCHANGE WITH ALUMNI DURING ALUMNI CONFERENCES

In 2024, LYMED alumni hosted four video conferences to discuss their experiences in prep classes and their paths to the most prestigious engineering schools.

They also provide individual mentoring to second-year students, offering practical and methodological advice for their reviews, recommendations for written and oral exams, and logistical support during competitions in France.

January 2024

LYMED STUDENTS VISIT TANGER MED PORT COMPLEX

In January 2024, first-year students at LYMED visited Tanger Med Port Complex, immersing themselves in port and logistics professions and gaining a deeper understanding of global supply chains.

The students enjoyed a guided tour punctuated by interactive presentations, a visit to the Harbor Master's office, an exploration of the terminals, and a look at Dalia Sailing School, located next to Tanger Med Port Complex.

LYMED: An educational approach based on excellence and close contact with students

January 2024

LYMED ORGANIZES ITS FIRST CHESS TOURNAMENT

Under the supervision of the International Chess Academy, Fezari Chess Academy, three LYMED preparatory students participated in the chess tournament which brought them together against students from the CPGE of Tétouan.

Collaboration with the International Chess Academy helped raise the level of competition by ensuring compliance with international standards, under the watchful eye of Mr. Mohamed Amine EL FEZARI, Moroccan Chess Champion, who refereed all of the games.

The LYMED students competed with skill and determination, in a spirit of camaraderie that was praised by the teaching staff and supervising personnel. A student from the CPGE in Tétouan, passionate about chess, demonstrated impressive technical skills which earned him the title of grand winner of the tournament.

August 2024

LYMED HOSTS MATH OLYMPICS AT ITS 1ST SUMMER CAMP

For 10 days, LYMED hosted a Summer Camp organized in partnership with MATH & MAROC, a dynamic association founded by a group of science enthusiasts who are graduates of France's prestigious engineering schools (Grandes Écoles d'Ingénieurs françaises).

The event brought together 48 junior high school students to take on stimulating challenges, promoting the development of their team spirit and strategic thinking through math competitions, robotics workshops, conferences, and escape games.

The Summer Camp ended with a visit to Tanger Med Port Complex and Dalia Sailing School, offering students an enriching immersion in stimulating professional and sporting environments.

March 2024

LYMED ORGANIZES ITS FIRST PUBLIC SPEAKING COMPETITION

Four first-year preparatory students stood out for their eloquence during the Public Speaking competition organized for the first time by the school.

During this event, participants were able to put into practice the skills they had acquired during the preparatory workshops, covering a wide range of topics from the latest scientific advances to current environmental challenges.

The competition ended with the announcement of the winner, Aymen LMRINI, whose powerful speech on the theme of regret earned him the prestigious title of best speaker at this year's event, rewarding his talent, presence, and ability to captivate the audience.

October 2024

LYMED HOSTS FRANCO-MOROCCAN MATHEMATICS TOURS

As part of the Franco-Moroccan Mathematics Tours, the Numerical Analysis, Nonlinear Analysis, and Applications Laboratory of the Faculty of Sciences of Tétouan, in partnership with the Analysis, Geometry, and Applications Laboratory of the Sorbonne Paris Nord University, hosted an enriching conference for LYMED students on the famous Tower of Hanoi problem.

This presentation was led by Benoît RITTAUD, lecturer and researcher at Sorbonne Paris Nord, who gave an educational overview of the history and applications of the Tower of Hanoi problem in mathematics. Through practical examples, students were able to explore the different steps involved in solving this problem, illustrated by fundamental mathematical concepts.

June 2024

LYMEDIANS LEARN TO KAYAK AT DALIA SAILING SCHOOL

First-year preparatory students took advantage of a sunny day to go kayaking in the Mediterranean Sea, accompanied by teams from Dalia Sailing School, a sailing initiative sponsored by Tanger Med Group.

After learning about safety guidelines and the basics of kayaking, the students paddled in small groups along Dalia Beach under the close supervision of an experienced instructor.

This initiative is part of the synergies between social education projects developed by Tanger Med Group. As part of this ecosystem, Dalia Sailing School aims to democratize access to nautical sports for children in the predominantly rural province of Fahs Anjra.



Introduction to Kayaking for LYMED students at
Dalia Sailing School
June 2024

HIGHLIGHTS OF 1337 MED IN 2024

1337 MED: Coding and Connecting

January 2024

1337 MED STUDENTS PARTICIPATE IN THE COALITION CHALLENGE

Students from 1337 MED participated in the Coalition Challenge, organized by the StartGate innovation campus, supported by UM6P.

This competition brought together talented individuals from a variety of backgrounds, including our students, who excelled by winning 2nd and 3rd place thanks to innovative projects in cutting-edge technological fields such as robotics, blockchain, and Web3.

This performance highlights the talent of the students and their ability to push the limits of technology with determination.

March 2024

CYBERSECURITY CLUB ORGANIZES CAPTURE THE FLAG (CTF) CHALLENGE

The 1337 MED campus hosted a CTF (Capture The Flag) challenge, organized by the Cybersecurity Club.

The challenge offered participants the opportunity to demonstrate and practice their problem-solving and ethical hacking skills in a stimulating and competitive environment. Among the numerous participants, nine students distinguished themselves through their performances and were honored with awards.

January 2024

1337 MED CAMPUS WELCOMES THE CONSULTING FIRM LEYTON MAROC

The 1337 MED campus welcomed consulting firm Leyton Morocco for an enriching meeting, offering students a unique insight into the challenges of digital development in the professional world, both nationally and internationally.

The meeting provided an opportunity for constructive discussions on innovation practices, which are indispensable for businesses seeking to consolidate their performance.

This visit strengthened the link between academia and the professional world, while giving students a better understanding of the sector's needs and opportunities.

April 2024

1337 MED WELCOMES IBN BAYTAR HIGH SCHOOL STUDENTS FOR ROBOTICS WORKSHOP

1337 MED students organized a robotics workshop for the benefit of students from Ibn Baytar High School, located in the city of Tangier.

With its practical and collaborative format, this initiative sparked the interest of younger children in programming, encouraging them to pursue studies in technology and consider careers in related fields.

February 2024

1337 MED STUDENTS PARTICIPATE IN THE DGSSI CFT 2024 CYBERSECURITY COMPETITION

Students from 1337 MED took part in the 2024 cybersecurity competition organized by the French Directorate-General for Information Systems Security (DGSSI).

On this occasion, students competed with experts in the field to test and demonstrate their cyber defense skills. Thanks to their expertise and mastery of advanced cybersecurity techniques, they achieved an impressive second place in the rankings.

This achievement also reinforces the reputation of 1337 as a leader in the field of cybersecurity in Morocco.

June 2024

1337 MED RANKED 2nd BEST SCHOOL IN THE WORLD AT THE 2024 CODINGAME SUMMER CHALLENGE

CodinGame competitions bring together over 57 000 developers representing over 300 schools and universities around the world.

The students of 1337 once again distinguished themselves in the Summer 24 edition, maintaining their position as the 2nd best coding school in the world, just behind the University of Wrocław in Poland. In addition, 1337 ranks 1st among the 54 campuses in the 42 network.

1337 MED: Coding and Connecting

July 2024
1337 MED PARTICIPATES IN THE XBOX GAME CAMP AFRICA EVENT

During the XBOX Game Camp Africa held at Mohammed VI Polytechnic University, 26 students from 1337 MED enjoyed an immersive learning experience.

Xbox Game Camp Africa is an initiative launched by Microsoft to support the development of video games in Africa. The event allows participants to consolidate their technical background and develop their network in the video game industry.

November 2024
STUDENTS TAKE ACTION FOR BLOOD DONATION CAMPAIGN

1337 MED students turned out in large numbers to participate in the blood donation campaign organized on campus.

Through their voluntary participation, they demonstrated their unity and their willingness to give of themselves. Their contribution will make it possible to strengthen the reserves of blood banks in the region and, therefore, to help patients in need.

October 2024
1337 MED STUDENTS PARTICIPATE IN THE MICROSOFT DATA & AI MOVEMENT WORKSHOP

1337 MED students took part in the Microsoft Data & AI Movement workshop, a Microsoft initiative to explore the latest advances in data technology and artificial intelligence.

This workshop allowed them to work on concrete projects and to become familiar with innovative solutions, in line with the challenges of digital development.

December 2024
1337 MED STUDENTS MEET CIRES TECHNOLOGIES TEAMS

Students from the 1337 MED campus had the opportunity to meet with the teams of CIRES TECHNOLOGIES, a subsidiary specialized in electronic security, connectivity, cloud services, and cybersecurity.

The visit was marked by constructive discussions around career prospects, as well as opportunities for collaboration and recruitment.



1337 MED students
October 2024

1337 MED: Selection and integration of the third class

June – September 2024

1337 MED ORGANIZES THE 3RD EDITION OF POOLS

A key entrance exam for admission to the 1337 network of schools, the Pool tests candidates who wish to join a unique training program with no prerequisites in terms of qualifications or computer skills.

For this 3rd edition, more than 260 candidates were invited to attend after passing online tests and the “Check-in” preliminary selection process, which was based on a first-come, first-served basis. The candidates then underwent a series of practical tests in computer development and programming to select the best among them.

261 candidates
received at the 2024 Pool
including **52%** from the Northern region

October 2024

1337 MED WELCOMES ITS THIRD CLASS

1337 MED campus opened its doors to its third class, made up of 120 students. They are now embarking on a three-year program that will allow them to enter the job market at the same time through various internships.

As soon as the third class joined, a collaborative dynamic developed between the new arrivals and their predecessors, who were eager to share their experience to help the new recruits adapt and feel included. As usual, 1337 MED organized an orientation week featuring team-building workshops, group projects on computer programming, sports competitions, and lively discussion sessions in a friendly atmosphere.

120 students
joined the campus in 2024

Tanger Med Foundation: Excellence Award for promoting regional talent

11th EDITION OF TANGER MED'S GRAND PRIZE FOR EXCELLENCE

Promoting excellence among young people is a priority for Tanger Med Foundation. This ambition led to the creation of Tanger Med's Grand Prize for Excellence, a unique celebration that rewards the best high school graduates from schools under the four provincial directorates of the Regional Academy of Education and Training.

In 2024, the 11th anniversary of Tanger Med's Grand Prize for Excellence was held, during which 16 graduates were awarded prizes for their outstanding results in the national examination.

The Foundation also awarded a special prize to Khadija BEN TAHIR, a graduate of the ABI EL ABBAS SEBTI Qualifying High School, who obtained the highest overall average within Tanger Med Foundation's area of intervention, with a remarkable score of 19.52 in Physical Sciences – French Option.

This annual initiative is part of an ongoing effort to promote excellence, encouraging young people to excel and break down barriers related to gender, social status, and their environment.

16 high school graduates
were awarded with Tanger Med's Grand Prize for Excellence



Relive the highlights of 1337 MED campus in 2024



COMBATING SCHOOL DROPOUT AND IMPROVING LEARNING CONDITIONS IN RURAL AREAS

SCHOOL TRANSPORT PROGRAM IN FAHS ANJRA RENEWED FOR THE 16TH CONSECUTIVE YEAR

In rural areas, dropping out of school is exacerbated by a lack of resources, infrastructure and transport solutions. This reality has prompted Tanger Med Foundation to support, since 2009, the school transport program for elementary, junior high, and high school students in all municipalities of Fahs Anjra. This project is currently being led by the provincial development company "Transcolaire Fahs Anjra" in partnership with public and private stakeholders in the region, as well as the Ministry of National Education, Preschool Education, and Sports.

In 2024, the Foundation renewed the school transportation program, thereby continuing to contribute to reducing the dropout rate in the Fahs Anjra province.

43 352 student
beneficiaries of the school transport program
since 2009 including 6 209 in 2024

+17% compared
to 2023

MARSA MAROC SUPPORTS THE RENOVATION OF AN ELEMENTARY SCHOOL IN THE AL HAOUZ REGION

As part of its social commitment and in partnership with the Trail Maroc association, Marsa Maroc supported the renovation of an elementary school in Lalla Takerkoust affected by the Al Haouz earthquake.

The renovation has restored the building in several ways: straightening walls, overhauling electrical and plumbing systems, waterproofing ceilings, carpentry, window replacement, outdoor landscaping, etc.

The work carried out now means that 55 children from surrounding villages can attend the school, divided into four classes.

55 student
beneficiaries of the renovation of Lalla Takerkoust school

CONTINUED SUPPORT FOR THE DAR TALIB AND DAR TALIBA RECEPTION CENTERS

Since 2017, Tanger Med Foundation has been supporting the operation of six Dar Talib and Dar Taliba reception centers in the municipalities of Ksar Sghir, Melloussa, Taghramt, and Jouamâa.

The centers have boarding facilities and collaborative learning spaces that currently serve 378 recipients, including 293 girls and 85 boys.

In addition, the Foundation reiterated its support for the remedial classes provided at these reception centers. The nine-month academic support program covers several subjects, such as French, English, mathematics, physical sciences, and natural sciences, and aims to strengthen students' academic skills and improve their chances of success.

378 young
beneficiaries of support at the Dar Talib and
Dar Taliba centers,
of whom 78% and 22% are girls and boys, respectively

+23% compared
to 2023

MOUSSA IBN NOUSSAIR SCHOOL GETS A MAKEOVER WITH THE SUPPORT OF TANGER MED FOUNDATION

Tanger Med Foundation supported the renovation of the Moussa Ibn Noussayr municipal school, located in the heart of Taghramt municipality.

Working closely with the association responsible for managing the school, the Foundation helped renovate the premises, refurbish the spaces, and paint the buildings, giving them a new lease on life. This work has created a more welcoming, secure, and stimulating environment for students and their teachers.

134 student
beneficiaries of the renovation of Moussa Ibn Noussair
municipal school



Renovation of an elementary school in Lalla Takerkoust,
supported by Marsa Maroc
May 2024

DESIGNING INCLUSIVE CLASSROOMS FOR STUDENTS WITH SPECIAL NEEDS

Inclusive education is a priority for Tanger Med Foundation, which actively contributes to the development of adapted resource rooms and support for children with special needs.

In 2024, the Foundation began by equipping a resource room at the Hassan 1st Elementary School in Tangier, which now serves 22 students. Opened three years ago, this center welcomes children with behavioral and learning disabilities. In a specially adapted and equipped space, children receive individual educational support and are encouraged, through early learning activities and sensory-motor techniques, to stimulate their cognitive abilities, develop their language skills, and improve their sensory and motor functions.

During the same year, Tanger Med Foundation supported the construction of a second classroom at Al Irfane Elementary School. This room welcomes 25 children aged between 6 and 14 from seven schools in Tangier who suffer from various conditions, such as autism, attention deficit disorder, and other learning difficulties.

In addition, Al Irfane school organizes awareness workshops throughout the year for students, teachers, and parents to educate them about early detection of disorders and strengthen their commitment to inclusion in schools.

This global approach, combining adapted arrangements, educational support, and awareness-raising, illustrates the commitment of Tanger Med Foundation to inclusive and equitable education. By responding in a targeted manner to the specific needs of each student, the Foundation works to reduce inequalities in access to education, while promoting the successful integration of every child into the school system.

47 students
with special needs benefited from specially equipped resource rooms

DEPLOYMENT OF A COMPREHENSIVE SCHOOL REMEDIATION PROGRAM IN 6 REGIONS WHERE MARSA MAROC IS PRESENT

As part of its commitment to education and the fight against school dropout rates, Marsa Maroc has set up, in partnership with the Zakoura Foundation, a comprehensive remedial education program in the regions where it operates, specifically in six cities across the Kingdom: Nador, Mohammedia, El Jadida, Safi, Agadir, and Laayoune.

Through these remedial classes, nearly 600 students receive specialized support that helps them overcome the difficulties that hinder their learning and development. The main objective is to promote school integration by strengthening students' knowledge and mobilizing parents, who play an active role in supporting their children's education.

Indeed, the program takes a holistic approach by also integrating a parental education component. As a result, 240 parents were involved in awareness-raising sessions aimed at strengthening their role in supporting their children's education. These courses enable them to better understand the academic challenges their children face, acquire tools and methods to effectively support them in their learning, and create a family environment conducive to academic success.

By investing in support for students and their families, this program actively contributes to the fight against school dropout rates and promotes the long-term integration of young people into their educational pathways.

600 student
beneficiaries of the school remediation program

240 parents
made aware of the support available for their children's education

THREE PRESCHOOL CLASSROOMS OPEN IN M'DIQ

As part of the launch of three new preschool classes, Tanger Med Foundation has provided support to the Moroccan League for Child Protection (LMPE), a national organization that has been working since 1954 to protect vulnerable children and defend their fundamental rights.

These classes are located at the "Noujoum Al Bahr" educational complex in the Foul El Olliq district of M'diq. Opened in 2024, this center aims to meet the needs of families in the neighborhood, particularly those in economically disadvantaged situations.

60 student
beneficiaries of the three preschool classrooms at the "Noujoum Al Bahr" educational center

DISTRIBUTION OF TEXTBOOKS AND SCHOOL SUPPLIES FOR THE 2024-2025 SCHOOL YEAR

In order to ease the burden of back-to-school costs for families in disadvantaged situations, Tanger Med Foundation supported the 9th edition of the distribution of textbooks and school supplies in the M'diq-Fnideq prefecture. An initiative carried out in collaboration with the Regional Education Delegation and the Association of Former Students of Fkih Daoud High School.

Aimed primarily at junior high and high school students who are orphans or come from disadvantaged families, this initiative helps reduce social disparities and remove barriers to education by directly addressing the needs of the most vulnerable students.

900 students
received textbooks and school supplies

Our commitment

Tanger Med Foundation is committed to professional and social inclusion by implementing training and development programs aimed at empowering and emancipating populations marginalized by their economic situation, gender, or environment.

It also works to expand access to sports and recreational activities in rural areas, with the aim of promoting social integration among young people and broadening their future prospects.

Our contribution to SDGs



Our contribution to GRI

GRI 3-3
GRI 413-1
GRI 203-1

INCLUSION

EMPOWERING RURAL COMMUNITIES

PROFESSIONAL INTEGRATION OF YOUNG PEOPLE FROM FAHS ANJRA

The professional integration of young people from rural areas and the development of local skills are crucial local issues for the Group and its ecosystem.

The platform to support young people in Fahs Anjra province on their path to employment was launched in 2020 as part of a partnership between Tanger Med Foundation, Fahs Anjra province, and ANAPEC. In 2022, the platform broadened its scope by welcoming new partners, including MASEN and the Chamber of Commerce and Industry of the Tangier-Tétouan-Al Hoceima region.

In 2024, Tanger Med Foundation supported digital training for 50 recipients of the youth economic integration platform in Ksar Al Majaz. Combining practice and theory, the training cycle was built around six workshops on various topics such as artificial intelligence, office software, game development, and 3D design.

2 609 young people from Fahs Anjra supported in 2024, including 19% successfully integrated

TRAINING FOR MANAGERS OF DAR TALIBA AND DAR TALIB RECEPTION CENTERS

In 2024, the Foundation organized an awareness workshop on the theme of "Conscious and Compassionate Communication" for the 22 managers of the Dar Taliba and Dar Talib institutions in the Fahs-Anjra province.

The main objective of this training was to support managers in strengthening their communication skills, thereby promoting high-quality exchanges with resident junior high and high school students.

22 managers of Dar Taliba and Dar Talib centers trained in 2024

CONCLUSION OF THE 3RD EDITION OF THE TRAINING PROGRAM FOR SCHOOL LIFE ASSISTANTS (SLA)

As part of its commitment to the inclusion of children with special needs, Tanger Med Foundation has sealed a partnership with the Children of Paradise Association (Association Enfants du Paradis) and the Provincial Directorate of the Ministry of National Education in Tangier.

For three consecutive years, this partnership has enabled the School Life Assistants (SLA) training program to continue, dedicated to the inclusion and development of children with special needs.

Launched at the end of 2023 and running until July 2024, the 3rd edition of the program has trained 16 professionals in providing individual support to children with cognitive disorders.

In today's world, the involvement of SLA staff is essential to creating an inclusive and caring school environment that promotes the success and empowerment of the children they support.

16 individuals received training as School Life Assistants

SOLIDARITY TRADE FAIR DURING OPERATION MARHABA 2024

In partnership with the Office of Cooperation Development (ODCO), Tanger Med Foundation organized a solidarity trade fair as part of Operation Marhaba 2024, under the theme "Solidarity Economy: Lever for Development and Social Cohesion".

By organizing this solidarity trade fair, Tanger Med Foundation wanted to capitalize on the large number of passengers sent through Tanger Med Port to offer a unique marketing platform for local cooperatives.

During the busiest period of passenger traffic, more than 40 cooperatives, including several from Fahs Anjra province, exhibited their local products for Moroccans living abroad, tourists, and visitors to the port community.

45 cooperatives participated in the Marhaba 2024 solidarity trade fair

PROMOTING WOMEN'S LEADERSHIP IN FAHS ANJRA

On International Women's Day, Tanger Med Foundation organized a seminar for a group of 50 women from Fahs Anjra province, including representatives of associations, entrepreneurs, as well as housewives.

Held under the theme "Empowering Rural Women - Supporting Female Leadership", and using a participatory approach, this meeting highlighted the potential of rural women and valued their daily achievements.

With the help of personal development experts, the participants, who came from a variety of backgrounds, got to build on what they already knew and became more confident about wanting to empower themselves.

50 women received training
at a seminar on women's leadership in Fahs Anjra

SUPPORT FOR WOMEN'S COOPERATIVES

Tanger Med Foundation reiterated its support for women's social and mutual economic activities at the 5th edition of the Lalla Al Moutaaouina Awards, held under the theme "Women's Cooperatives: A fertile ground for promoting female entrepreneurship".

Organized by the Ministry of Tourism, Crafts, Social and Solidarity Economy, in collaboration with the Office of Development and Cooperation (ODCO), and supported by various institutional partners and stakeholders from the public and private sectors, the Lalla Al Moutaaouina Award aims to encourage projects led by women's cooperatives that promote women's economic empowerment.

Alongside the official ceremony, 29 women's cooperatives out of a total of 323 that submitted projects were awarded prizes.

Tanger Med Foundation has contributed to the financing of two women's cooperatives: OSTRAS FNIDEQ, specializing in the cooking and marketing of dishes based on oysters, shellfish, mussels, and other seafood, as well as SUN POWER, dedicated to the manufacture of ecological solar solutions: solar ovens, solar dryers, solar panels, etc.

02 women's cooperatives
financed and supported by Tanger Med Foundation,
benefiting **50** women

SUPPORT FOR WOMEN'S TRAINING CENTERS IN FAHS ANJRA

Tanger Med Foundation promotes the positive impact of Women's Capacity Building Centers on the empowerment and development of their beneficiaries.

In 2024, it reaffirmed its commitment by supporting centers in Ksar El Majaz, Jouamaa, and Zraraa, which offer a wide range of training courses covering areas such as literacy, sewing, cooking, cosmetology, IT, and soft skills.

These structures have the mission of supporting women's empowerment by providing them with the means to emancipate themselves and become actors in their own future and in the creation of local and regional wealth.

338 women received support
at women's training centers in Fahs Anjra

CELEBRATION OF INTERNATIONAL RURAL WOMEN'S DAY

To mark International Rural Women's Day, celebrated every October 15, the delegation from the Tangier Cooperation Development Office, in partnership with Tanger Med Foundation, organized a meeting at the Khmiss Anjra Women's Skills Development Center.

Organized around the theme "Cooperatives: Gateway to Economic Empowerment for Rural Women", this initiative highlighted the role of cooperatives in local development and raised awareness of the opportunities they offer rural women, particularly in terms of financial independence and the resulting impact on limiting beliefs.

Discussions covered a wide range of topics, from cooperative management to the creation of solidarity networks and strategies to help women overcome cultural and social barriers that hinder their active participation in the local economy.

62 women
from Khmiss Anjra municipality participated in the
celebration of International Rural Women's Day

PROMOTING DIGITAL CULTURE IN FAHS ANJRA PROVINCE

In line with Morocco's 2030 digital strategy, which organizes digital transformation as a national priority, Tanger Med Foundation supported digital training for 50 recipients from Fahs Anjra province, organized at the Ksar Al Majaz integration platform.

Led by the Chôala association and supported by Tanger Med Foundation, the training took place under the aegis of the Chamber of Commerce, Industry, and Services of the Tangier-Tétouan-Al Hoceïma region, in partnership with the National Initiative for Human Development (NIHD) of Fahs Anjra province and the Provincial Youth Directorate.

Combining practice and theory, the training cycle was built around six workshops on various topics such as artificial intelligence, office software, game development, and 3D design.

50 beneficiaries from Fahs Anjra Province





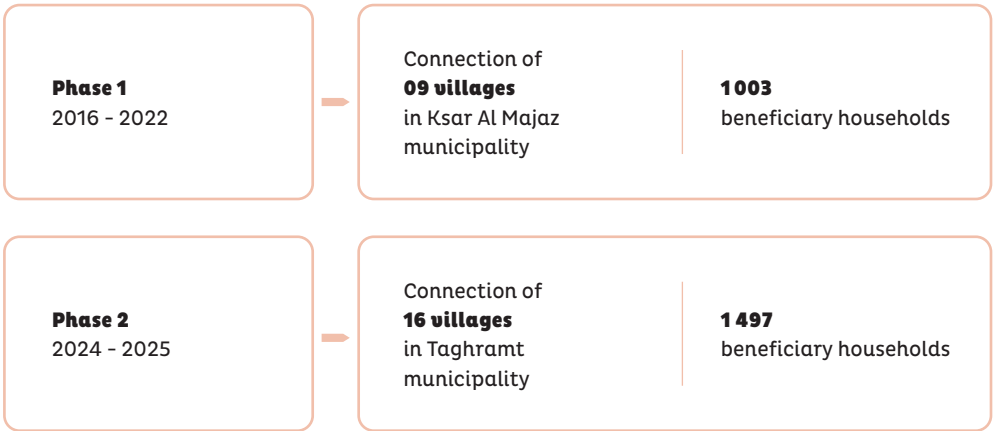
IMPROVING LIVING CONDITIONS FOR VULNERABLE COMMUNITIES

PROGRAM FOR CONNECTING VILLAGES NEAR THE PORT COMPLEX TO POTABLE WATER

Tanger Med Foundation works on basic infrastructure in municipalities close to Tanger Med Port Complex, with the aim of improving the quality of life of local communities. Access to potable water, a fundamental human right, is one of the major issues addressed by the Foundation in Fahs Anjra province.

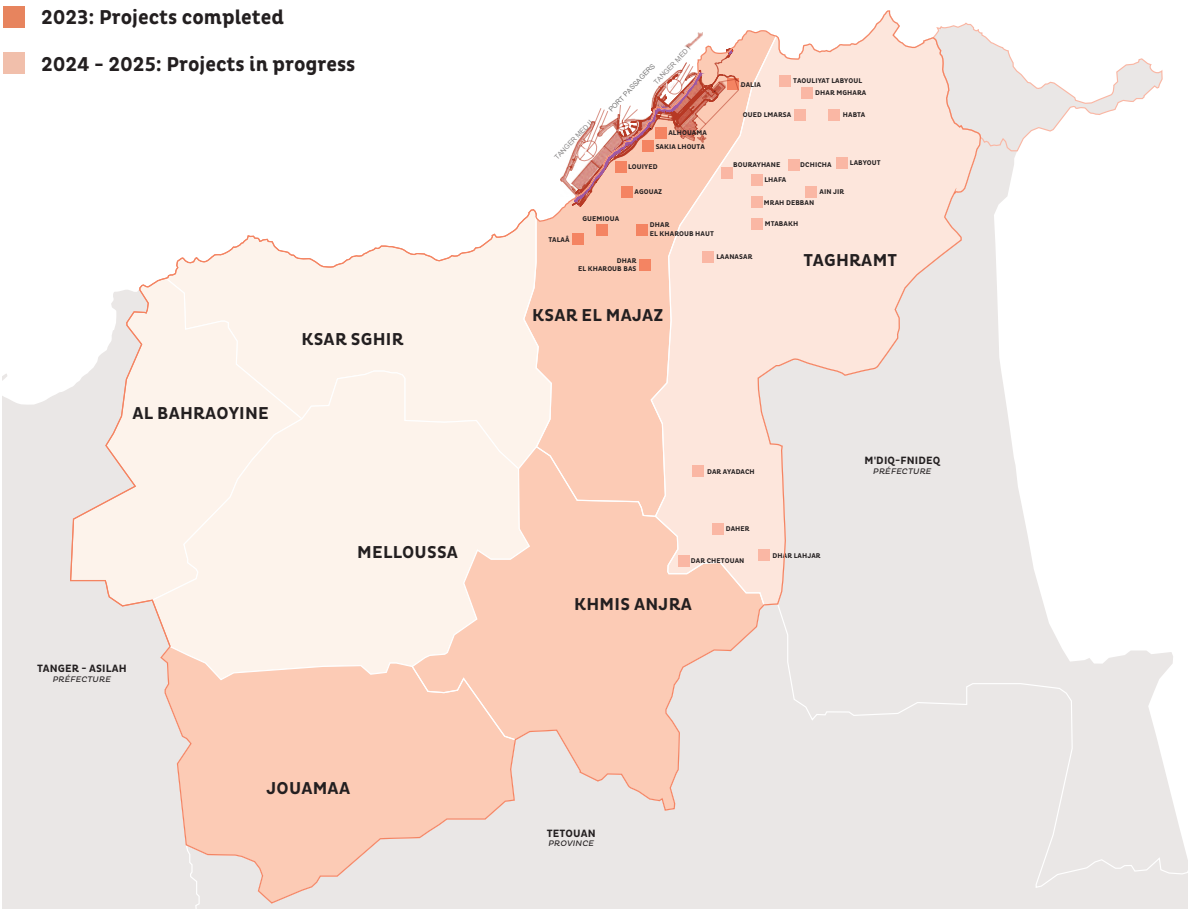
Predominantly rural and lacking a potable water supply system until a few years ago, the province's population relied on natural sources, which could pose health risks.

Faced with this situation, Tanger Med Foundation, in partnership with Fahs Anjra province, affected municipalities, and ONEE-Water Division, launched a two-phase program in 2016 to connect 25 villages near the Port Complex to a potable water supply.



Since 2016, **21** villages have been connected to the potable water network, which now serves **2150** households in Fahs Anjra province.

- 2023: Projects completed
- 2024 - 2025: Projects in progress



The potable water connection program in Fahs Anjra province will ultimately reach **2 500** households in **25** connected villages.

ROAD IMPROVEMENTS IN FAHS ANJRA PROVINCE

Tanger Med Foundation facilitated the construction of two roads in Fahs Anjra province, in collaboration with companies specializing in the construction sector, partners of Tanger Med Group.

The first road was built in the village of Tighermine, measuring 500 meters long and 4 meters wide. This infrastructure directly improves access and mobility for 40 households. The second road was built in Dalia, where 300 meters of road were constructed, improving conditions for 1 200 residents.

1 400 individuals benefited from road improvements in the villages of Tighermine and Dalia

PUBLIC LIGHTING UPGRADE AT FAHS ANJRA

Tanger Med has undertaken a project to upgrade public lighting in seven municipalities in the Province of Fahs Anjra. As part of this initiative, 200 street and landscape lighting fixtures were supplied.

These streetlights, originally used within the Port Complex and still in good working order, help improve transport conditions for residents of the province while increasing their safety.

FAHS ANJRA WASTE MANAGEMENT PROGRAM

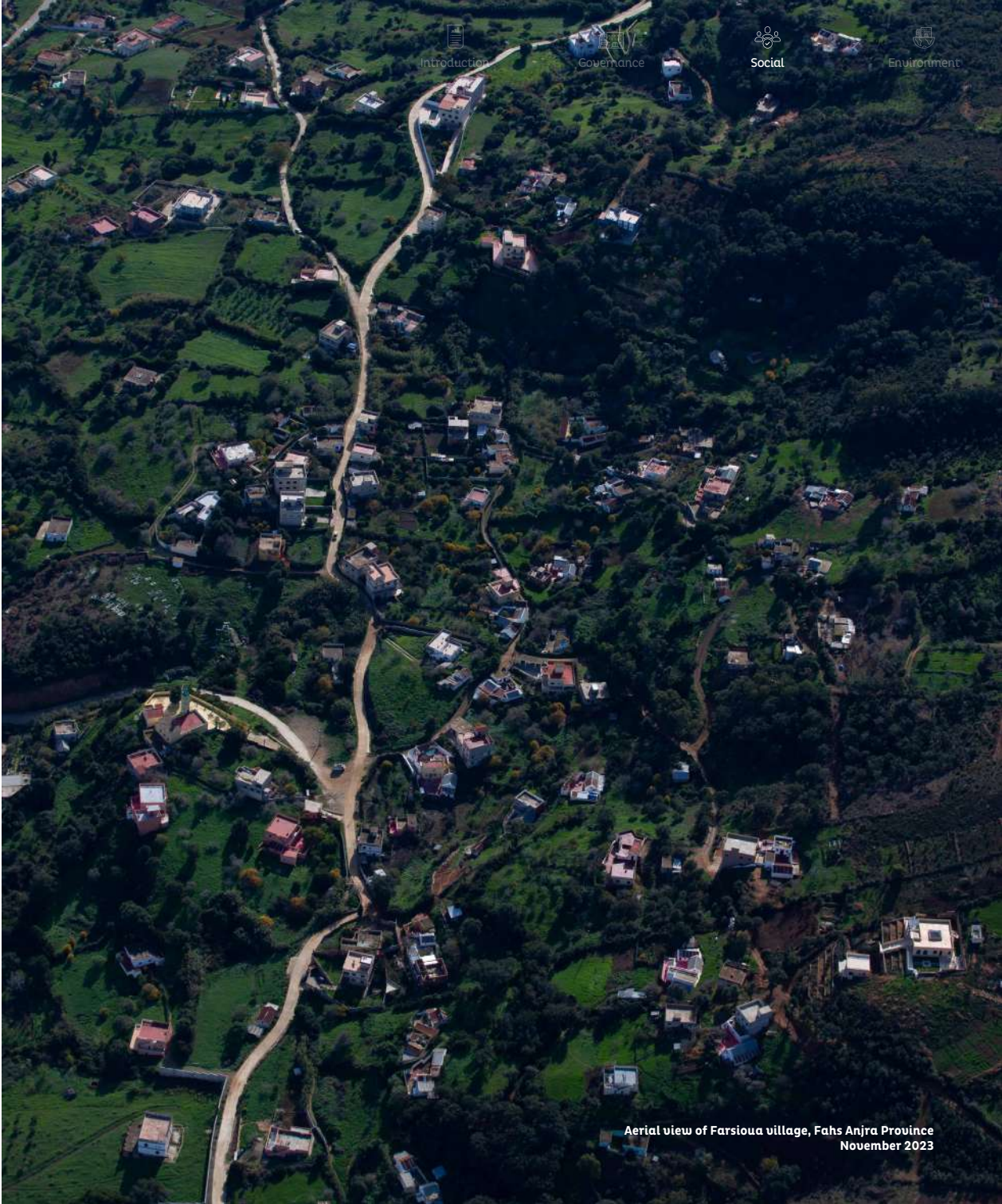
In 2024, Tanger Med Foundation, in collaboration with Tanger Med Utilities, equipped Jouamaa municipality with 20 garbage trucks, enabling the collection of waste from 200 households before transporting it to public landfills.

This initiative is part of ongoing efforts to manage solid waste in the municipalities of Ksar Sghir and Ksar Al Majaz, under a tripartite partnership between Tanger Med Foundation, Taâzor Group for Environmental Protection, and Tanger Med Utilities.

These areas, where waste management systems are sometimes non-existent or inadequate, can be negatively impacted in terms of health, the environment, and economic development. This is why Tanger Med Foundation is committed to waste management, a key driver in improving living conditions in rural communities.

3 500 T of waste collected in 2024
+37% vs. 2023

10 000 households receiving assistance in 2024
+16% vs. 2023



Aerial view of Farsioua village, Fahs Anjra Province
November 2023



PROMOTE CULTURAL AND RECREATIONAL ACTIVITIES

EXPLORA ART FESTIVAL: THE WORLD'S FIRST MUSEUM-BOAT IS COMING TO TANGIER

As part of its commitment to making art and culture more accessible and inclusive, Tanger Med Foundation supported the Art Explora Festival during its stopover in Tangier from September 20 to 29, 2024.

This traveling cultural event takes place aboard the world's first museum ship, docking at various host cities such as Malaga, Tangier, Rabat, Marseille, Venice, and Valletta. From spring 2024 to spring 2026, the festival will make stops in 15 countries bordering the Mediterranean.

In 2024, the festival will set sail for the first time in Tangier, across from Bab Al Marsa. During the stopover, visitors of all ages enjoyed a rich and diverse program combining exhibitions, artistic performances, workshops, and film screenings.

Two experiences were particularly eagerly awaited by the general public: an immersive exhibition in collaboration with the Louvre Museum and a sound journey through the Mediterranean created by the Institute for Research and Coordination in Acoustics/Music, in partnership with the Centre Pompidou.

More than **100 000** visitors to the Art Explora Festival in Tangier

SCHOOLCHILDREN FROM FAHS ANJRA DISCOVER THE ARCHAEOLOGICAL SITE OF KSAR SGHIR

In collaboration with the Momkin cooperative, which is committed to promoting culture and the performing arts in rural and mountainous regions, Tanger Med Foundation organized a cultural day at the archaeological site of Ksar Sghir for 50 schoolchildren from Fahs Anjra province.

This day of discovery and fun began with an immersive visit to the archaeological site, offering participants a fascinating journey through history and heritage. It then continued with a series of interactive and varied workshops, ranging from drawing to sports, juggling, acrobatics, and circus arts.

50 schoolchildren from Fahs Anjra visited the archaeological site of Ksar Sghir

"BEING HERE" (ÊTRE ICI) ART TOUR: DISCOVER TANGIER FROM A DIFFERENT PERSPECTIVE

As part of its partnership with Tanger Med Foundation, the "BEING HERE" (ÊTRE ICI) art tour made its much-anticipated return to Tangier for its 5th edition, with the aim of raising awareness among locals and travelers alike of the city's rich cultural and artistic heritage.

Artists from various disciplines (photography, sculpture, music, comedy, writing, etc.) have taken over iconic locations in Tangier, transforming these spaces for the duration of the event through their works and performances.

On September 14 and 15, several sites, including some that are usually closed to the public, were transformed into exhibition spaces, concert stages, and reading venues with the aim of making art and culture accessible to as wide an audience as possible. Guided tours were also organized to enrich the participants' experience, highlighting the historical dimension of the event and emphasizing the regional and national importance of the revitalized sites.

More than **50** artists participated in the artistic event "BEING HERE" (ÊTRE ICI) in Tangier

STUDENTS FROM DOUAR BOUJMIL ELEMENTARY SCHOOL DISCOVER LAND ART

As part of the 8th edition of LAFTTA (Land Art Festival Tangier-Tétouan-Al Hoceïma) held at the iconic Boujmil site in M'diq-Fnideq, Tanger Med Foundation supported introductory workshops on Land Art, an artistic movement that involves creating artworks using elements found in nature.

Aimed at all elementary school students in the village of Boujmil, these workshops introduced participants to the diversity of natural materials and animal and plant species, while encouraging them to collaborate and give free rein to their imagination.

150 students participated in Land Art workshops in the M'diq-Fnideq prefecture

11TH EDITION OF TANGER MED'S GRAND PRIZE FOR FINE ARTS

In partnership with the National Institute of Fine Arts of Tétouan (INBA), Tanger Med Foundation launched the 7th edition of Tanger Med's Grand Prize for Fine Arts, recognizing the top artists.

The partnership aims to reward the Institute's best graduates each year, promote their careers, and encourage them to showcase their art on a national and international level.

03 winners of Tanger Med's Grand Prize for Fine Arts



Fahs Anjra schoolchildren discovering the site
Archaeological site of Ksar Sghir
May 2024

The Foundation renews its artistic workshop program in rural areas

CHOIR AND PIANO WORKSHOPS IN MELLOUSSA

The Melloussa choir workshop is the result of a collaboration established in 2018 between Tanger Med Foundation, the association "The Soul of Tangier Association for Choir, Art, and Culture" (Âme de Tanger pour la Chorale, l'Art et la Culture) and the association "Melloussa for Development" (Melloussa pour le Développement).

Hosting 22 students from Melloussa municipality, the workshop aims to develop children's artistic awareness and encourage them to open up to the world in a rural environment where culture and art are often absent from the educational and family landscape.

The choir has had the opportunity to perform on stage on several occasions. In 2024, children who participated in the choir workshop had the opportunity to perform on stage at the International Choir Festival in Tangier. The young singers gave a series of concerts for various audiences, including Tanger Med employees, students at the Ramon y Cajal secondary school in Tangier, and patients at Tangier University Hospital.

In addition, a second workshop dedicated to the piano was launched in 2023 with the aim of reducing inequalities in access to arts education. Building on its success, this workshop was repeated in 2024 with the aim of eventually welcoming 15 participants, who are preparing for the National Piano Competition scheduled for 2025.

37 students
are recipients of choir and piano workshops in Melloussa

CULTURAL ACTIVITIES IN LIBRARIES IN M'DIQ-FNIDEQ PREFECTURE

In 2024, Tanger Med Foundation supported activities in fifteen neighborhood libraries in M'diq-Fnideq.

This support takes the form of educational and cultural workshops and community events aimed at revitalizing local libraries and encouraging residents, especially young people, to use them.

15 libraries
supported in M'diq-Fnideq prefecture, reaching
900 participants

PAINTING WORKSHOPS IN KHEISS ANJRA AND BELYOUNECH

In partnership with the association "Chouf de la Bande Dessinée" and the National Institute of Fine Arts of Tétouan (INBA Tétouan), Tanger Med Foundation has renewed, for the sixth consecutive year, painting workshops in Kheiss Anjra and Belyounech.

These workshops, which are true spaces for expression and creativity, take place every week in a structured environment that is conducive to student development. Every Wednesday afternoon, Omar Ibn Khattab Community School in Kheiss Anjra welcomes around 20 students from the municipality for a workshop dedicated to learning and improving painting techniques. Similarly, every Friday afternoon, Ibn Toumert opens its doors to around 20 junior high school students from Belyounech, offering them the opportunity to explore the world of painting under the guidance of passionate professionals.

Aware of the impact of the arts on their personal development and academic performance, the young participants show remarkable enthusiasm and dedication.

40 students
participating in painting workshops in Kheiss Anjra and Belyounech

MULTIDISCIPLINARY ART WORKSHOPS IN TÉTOUAN

With the support of the Mohammed VI Foundation for the Promotion of Social Works of Education-Training, Tanger Med Foundation is continuing its program of multi-purpose art workshops for pupils in the municipality of Kheiss Anjra.

These workshops take place at the IKLYLE Sociocultural Center in Tétouan, with the aim of introducing participants to artistic disciplines that are difficult to access in their native province.

At the heart of this collaboration are three themed workshops, each exploring a specific artistic field: music, sculpture, and digital painting. Each session welcomes around ten recipients who, guided by experienced instructors, develop their artistic sensibility and fully express their imagination.

30 students
participated in multidisciplinary workshops in Tétouan



Children from the Melloussa choir at Tangier University Hospital
July 2024



PROMOTING SPORTS ACTIVITIES

Dalia Sailing School continues its mission in Fahs Anjra

In 2022, Tanger Med Foundation launched Dalia Sailing School to introduce children from Fahs Anjra province to sailing and promote this water sport in rural areas. The school includes a classroom, changing rooms, storage sheds, and an outdoor area. The school has 10 Optimists, a zodiac boat, sailing suits and life-saving equipment.

A partnership agreement has been signed between the Dalia Water Sports Association, which manages the school, and the Provincial Directorate of the Ministry of Education in Fahs Anjra, with a view to benefiting pupils from schools in the area.

Open year-round, the school currently has 189 students from seven schools enrolled for three terms in 2024. The summer term is dedicated to talents trained and sponsored by Tanger Med Foundation, as well as to the children of members of Tanger Med Social Works Association.

Children benefit from theory lessons, environmental awareness workshops and outdoor learning games. They are also trained in the preparation and storage of sailing equipment and are placed in real-life situations during outings at sea.

Through regular introductory sailing courses, the program provides access to water sports, which would otherwise be completely absent from the rural landscape. The school also provides logistical and functional support to enable children from Fahs Anjra to reach the school easily and safely.

189 students
from Fahs Anjra took part in introductory sailing courses in 2024.

100 children
of employees took part in introductory sailing lessons in 2024

2024, a year punctuated by several events and sailing competitions

June 2024

ORGANIZATION OF THE DALIA INTERNATIONAL SAILING REGATTA CHAMPIONSHIP

This year, with the support of the Royal Moroccan Sailing Federation (FRMV), Dalia Sailing School, run by Tanger Med Foundation, organized the Dalia International Sailing Regatta in the Ilca 6, Ilca 4, and Optimist classes.

The 2024 edition, held in conjunction with the 2024 Paris Olympic Games, had international status and, in addition to the participation of nine Moroccan clubs, saw the participation of teams from four countries: Spain, France, Italy, and United Arab Emirates.

A total of 8 races were held in favorable weather conditions for this nautical discipline.

The best sailors were awarded prizes during the awards ceremony, attended by representatives of Fahs Anjra province, local authorities, the Royal Moroccan Sailing Federation, and Tanger Med Foundation.

July 2024

PARTICIPATION OF THE SAILING SCHOOL IN M'DIQ INTERNATIONAL NAUTICAL WEEK (SNIM)

Dalia Sailing School took part in the 20th edition of M'diq International Nautical Week, which brought together several Moroccan clubs and international teams from Italy, Egypt, Spain, and the United Arab Emirates.

The competition was supervised by a jury and a race committee recognized by the ISAF (International Sailing Federation).

The Dalia Sailing School team, made up of nine Optimist series athletes and one ILCA 4 athlete, delivered an excellent performance. After three days of intense racing, the young sailors distinguished themselves among the 40 participants by winning first place in the Optimist category, both for boys and girls.

August 2024

DALIA SAILING SCHOOL PARTICIPATES IN THE 2024 BENGHAZI INTERNATIONAL SAILING CHAMPIONSHIP

Two young athletes from Dalia Sailing School, supported by Tanger Med Foundation, represented Morocco in the Optimist category at the 2024 Benghazi International Sailing Championship, which took place from August 10 to 13 in Libya, alongside competitors from around the world.

The Moroccan national team also participated in the ILCA 7 and Kite Surf categories. This championship was part of the 2024 Benghazi Summer Festival and serves as a preparatory phase for the African Championship scheduled for 2026.

November 2024

DALIA SAILING SCHOOL SHINES AT THE MOROCCAN CHAMPIONSHIPS IN THE OPTIMIST CATEGORY

Dalia Sailing School's team won the Moroccan Championship in the Optimist category for 2024, at the competition organized by the Mohammedia Yacht Club.

In total, five athletes from Dalia Sailing School qualified to compete with the national team.

November 2024

DALIA SAILING SCHOOL AWARDED AT THE "AL MASSIRA CUP" REGATTA

The city of M'diq hosted the 34th edition of the "Al Massira Cup" Regatta, a national sailing competition organized as part of the celebrations for the 49th anniversary of the Green March.

Organized by the Royal Yacht Club of M'diq (RYCM) under the aegis of the Moroccan Royal Sailing Federation (FRMV), the event brought together more than 100 sailors from eight national clubs.

Dalia Sailing School took part in the competition, represented by nine of its students.

Promoting sports in rural areas

DALIA SAILING SCHOOL WELCOMES STUDENT RECIPIENTS OF THE NATIONAL "STUDIES AND SPORTS" PROGRAM

Launched in 2019 by the Ministry of National Education, Preschool, and Sports, the "Studies and Sports" (Études et Sports) program aims to promote a balanced approach between schooling and sports, particularly among students with the potential to pursue a career in sports. To achieve this, the Ministry of National Education has created an integrated "Studies-Sports" Program that runs from the first year of junior high school through to high school graduation.

In support of this national program, Dalia Sailing School welcomes 24 students from Abdelkrim El Khattabi Junior High School in Ksar Al Majaz, under the Regional Directorate of Fahs Anjra, to enjoy three weekly sessions throughout the 2024-2025 school year.

24 students from Fahs Anjra province welcomed to Dalia Sailing School as part of the National "Studies and Sports" Program

SUPPORT FOR TAGHRAMAT'S WOMEN'S VOLLEYBALL TEAM

Tanger Med Foundation supported the women's volleyball team at the Dar Al Fatate Reception Center in Taghramt municipality by covering the costs of competitions and training equipment.

Driven by their perseverance, the team won first place in the finals of the 47th National Multisport Championship for National Mutual Assistance Institutions.

By supporting this team, the Foundation encourages young girls in rural municipalities to get involved in high-level sports activities and events, opening up new opportunities for them, whether in terms of a sporting career or simply broadening their horizons.

25 girls receive support for the Taghramt women's volleyball team

PROVINCIAL SCHOOL ATHLETICS TOURNAMENT IN THE MUNICIPALITY OF JOUAMAA

As part of the annual program of the Royal Moroccan Federation for School Sports, the regional section of Fahs Anjra, in partnership with Tanger Med Foundation, organized a provincial school athletics tournament in Chrafate, in Jouamaa municipality.

This event brought together nearly 400 students from the province's elementary, junior high, and high schools, and is a decisive step toward qualifying for the regional championship and then the national school championship.

By supporting this race, Tanger Med Foundation wishes to promote three fundamental principles: the positive impact of sports on academic success, the importance of pushing oneself beyond one's limits, and equal access to sports, regardless of gender or social background.

400 students from Fahs Anjra province participated in the Provincial School Athletics Tournament



Child participating in the Dalia Sailing School competition
July 2024



Hassan Baraka during the 7th edition of the "Ice Swim in Morocco" at Lake Aguelmam Azegza in Khénifra province, January 2024

Promotion of sports at the national level

Every year, the Group supports various sports teams in a range of disciplines such as football, handball, basketball, golf, equestrian sports, and water sports.

Through sponsorship, Tanger Med Group aims to provide access to sports for all and promote regional talent development at national level.

As part of this, the Group sponsored five clubs and three athletes in 2024:

SOCCER



Ittihad Riadhi Tangier (IRT)



Moghreb Athletic of Tétouan (MAT)



Raja Club Athletic (RCA)
Men's and women's teams

BASKETBALL



Majd Tanja Basketball (MTB)

ATHLETES



Hassan Baraka, World Champion in Extreme Swimming



Kamil Belmrah, Distinguished Water Skier



Mehdi El Mezzane, Mountain climber who has scaled more than 70 peaks around the world

GOLF



Royal Country Club de Tangier (RCCT)

Our commitment

Tanger Med Foundation works to improve access to care for rural and peri-urban populations facing difficulties in accessing health services.

It supports the construction and development of health infrastructures, organizes awareness-raising and screening campaigns, and finances medical interventions, as well as the treatments necessary to improve the quality of life of the most vulnerable populations.

HEALTH

CONTINUATION OF THE CATARACT TREATMENT CAMPAIGN AT FAHS ANJRA

Launched in December 2023 by Tanger Med Foundation, the cataract screening and treatment operation is continuing in the province of Fahs Anjra, in partnership with local authorities, associations and private actors in the health sector in Tangier.

The campaign began by providing care for a pilot group of around 20 individuals who underwent cataract surgery and received medical and administrative follow-up as part of the activation of their compulsory health insurance.

To date, 300 people have undergone corrective surgery, enabling them to enjoy improved vision and a better quality of life.

900 residents
of Fahs Anjra received cataract screening

33%
Percentage of individuals who received cataract surgery compared to the 2026 target

SUPPORT FOR RESIDENTS OF FAHS ANJRA IN ACTIVATING THEIR COMPULSORY HEALTH INSURANCE (CHI)

As part of the cataract screening and treatment program in Fahs Anjra province, recipients who do not have social security coverage, or whose access has been suspended, were closely supported by Tanger Med Foundation in the steps necessary to activate their Compulsory Health Insurance (CHI).

This nationwide initiative was carried out in several stages: identifying patients without coverage, establishing partnerships with local authorities and associations to facilitate the social protection process, providing ongoing administrative assistance to a largely illiterate population, and raising awareness of the importance of CHI.

08% of Fahs Anjra
residents covered by Compulsory Health Insurance

Our contribution to SDGs



Our contribution to GRI

GRI 3-3
GRI 413-1
GRI 203-1



Ophthalmological examination of an elderly recipient during the cataract treatment campaign in Fahs Anjra October 2024

ENVIRONMENT

> ENVIRONMENT

> CLIMATE CHANGE

> RENEWABLE ENERGY

> WATER

> WASTE

> BIODIVERSITY

> GREEN MOBILITY

ENVIRONMENT

HIGHLIGHTS

In 2022, the Group drew up a roadmap aimed at achieving carbon neutrality across its operations by 2030. This approach stems from its desire to fully integrate climate issues into its strategy by implementing concrete initiatives to reduce its environmental footprint and improve its energy efficiency.

These strategic objectives are translated into concrete action through the implementation and adoption of sustainable alternatives, structured around four areas of intervention: climate change, renewable energy (water and waste), biodiversity, and green mobility.

Through this comprehensive approach, the Group affirms its commitment to a more sustainable model, combining economic performance with environmental responsibility and encouraging its partners and customers to follow suit.

Climate Change



1.72 kg CO₂ E/ton
GHG emissions by volume of cargo handled
-4% vs. 2023



20%
GHG emissions from Tanger Med Port Complex avoided or sequestered

Biodiversity



70%
recycled plastic waste at Dalia Beach



03
simulation exercises to combat marine pollution

Renewable Energy



100%
hydrocarbon water treated at Tanger Med Port Complex



17 569 T
Solid industrial and municipal waste treated at the Port Complex

Green Mobility



34
Electric service car fleet



Continuation of the Financial Incentives Program for the Purchase of a Hybrid or Electric Vehicle



Aerial view of Tanger Med Port 1 and the Strait of Gibraltar
October 2023

Our commitment

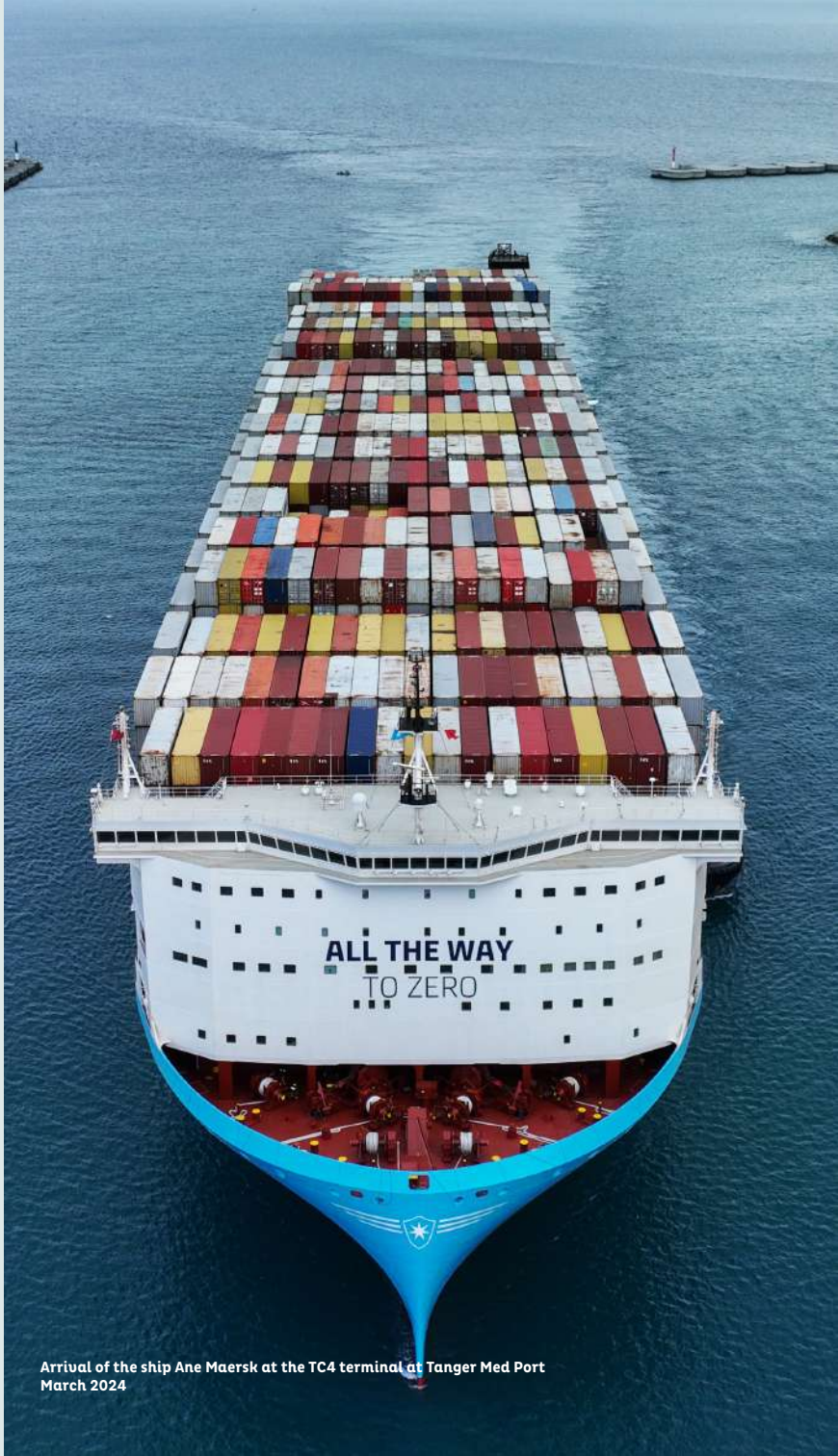
Climate change is among the biggest challenges of today, greenhouse gas emissions continue to increase, contributing to global warming. Improving the well-being of populations and limiting the extent of global warming requires taking actions to ensure the transition to renewable energy sources, energy efficiency strategies and the reduction of GHG emissions related to the Group's activities.

Our contribution to SDGs



Our contribution to GRI

- GRI 3-3
- GRI 302-1
- GRI 302-4
- GRI 305-1
- GRI 305-2
- GRI 305-3
- GRI 305-5



Arrival of the ship Ane Maersk at the TC4 terminal at Tanger Med Port
March 2024

CLIMATE CHANGE

GREENHOUSE GAS (GHG) REPORT FOR THE PORT AREA

BACKGROUND

Global greenhouse gas emissions resulting from human activities continue to increase, contributing to global warming. The average temperature of the planet has already increased by around 1°C compared to the pre-industrial era.

Since the Industrial Revolution, greenhouse gas emission reduction goals have been established internationally and adapted at the national level. These efforts aim to limit the rise in the global average temperature to below 2°C, and ideally to 1.5°C, by 2100 compared to the pre-industrial level of 1850:

AT THE INTERNATIONAL LEVEL

Maintain atmospheric GHG concentrations at around 450 ppm by the end of the 21st century (currently around 400 ppm), reduce global emissions by 40% to 70% by 2050, and bring them to "close to zero" by 2100.

AT THE NATIONAL LEVEL - THE CASE OF MOROCCO

Reduce GHG emissions in 2030 by 42% compared to emissions projected for the same year under a "business as usual" scenario.

AT THE SECTORAL LEVEL

Align with the International Maritime Organization's GHG Strategy, adopted by the Marine Environment Protection Committee (MEPC 80), which aims to reduce GHG emissions from international shipping to zero by or before 2050.

In 2025, Tanger Med Group conducted an assessment of its GHG emissions within the port perimeter on the basis of its 2024 activity. The measured emissions include all activities of the Port Complex, including subsidiaries involved in the management of the port area (TPMA, MEDHUB, TMU, TME, CIRES) as well as concessionaires.

OPERATIONAL SCOPE COVERED

The operational scope of the GHG balance sheet takes into account all Scope 1 and 2 emissions and some Scope 3 emissions:

EMISSIONS CATEGORY	EMISSIONS SOURCE	RELATED ACTIVITIES
SCOPE 1 Direct GHG emissions	Direct emissions from mobile combustion sources	Safety Brigade vehicles and others Vehicles used within the port perimeter. Fuel consumed by the various concessionaires in carrying out the activities covered by the agreement.
	Direct emissions from non-energy processes	Treatment of oily waste water by SERTEGO
	Volatile direct emissions	Air conditioning for offices and machinery rooms
	Emissions from biomass (soil and forests)	Green spaces
SCOPE 2 Indirect GHG emissions	Indirect emissions related to electricity consumption	Offices, Container Handling
	Commuting from home and work	Cars, Shuttles, Staff transport
	Business trips	Service trips in Morocco and abroad
	Movement of visitors and customers	Number of visits to the port (Groups)
SCOPE 3 Other indirect GHG emissions	Purchases of goods	All purchases of goods necessary for port activity, water consumption
	Fixed assets	Activity-related fixed assets
	Waste management	Household waste, Ship waste, etc.
	Service purchases	All purchases of services necessary for port activity, water consumption

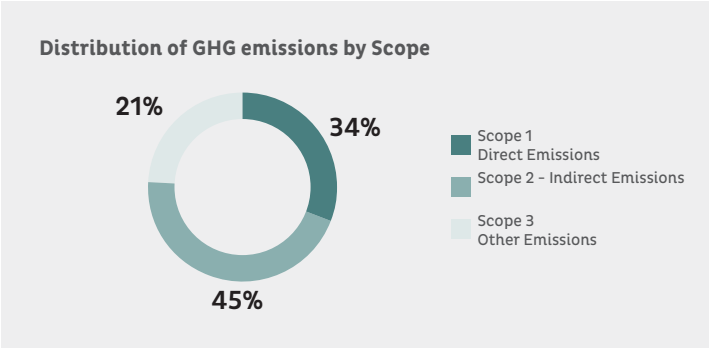
RESULTS OF THE GHG ASSESSMENT

The overall GHG emissions for Tanger Med Port in 2024 will be 242 279 917 kg CO₂ for an annual activity of 141 266 773 tons of cargo and 10 241 392 TEUs containers handled during the same fiscal year. This equates to an average emission of 1.72 kg CO₂ per ton.

1.72 Kg CO₂ e/ Ton
Average GHG emissions per volume of goods handled

-4%

us. 2023



Scope 1 and 2 emissions represent more than 79% of the overall total.

Emissions due to **fuel and electricity consumption** represent 34% and 45% of the overall total respectively.

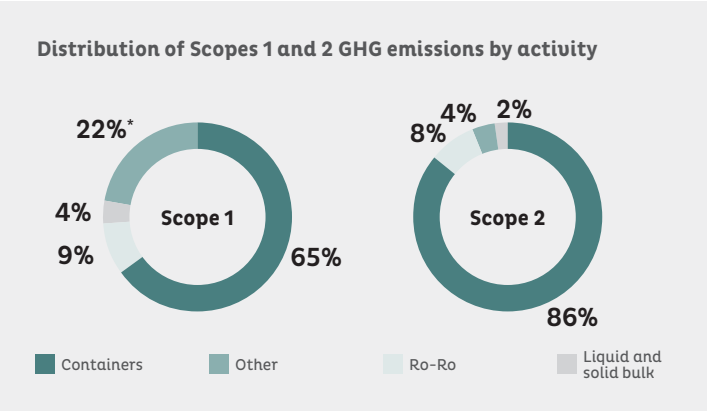
05%
Share of GHG emissions avoided through renewable energy consumption compared to total emissions, representing 10 762 T CO₂e

15%
Share of captured GHG emissions
Three emission stations are responsible for the capture of CO₂e:
1. Water treatment at the MARPOL station: 36 309 T CO₂e
2. Tree planting: 678 T CO₂e
3. Green spaces: 24 T CO₂e

SCOPES 1 AND 2

In 2024, container handling was at the top of GHG emissions, being the Group's main activity, contributing to 65.3% of scope 1 emissions and 86% of scope 2 emissions.

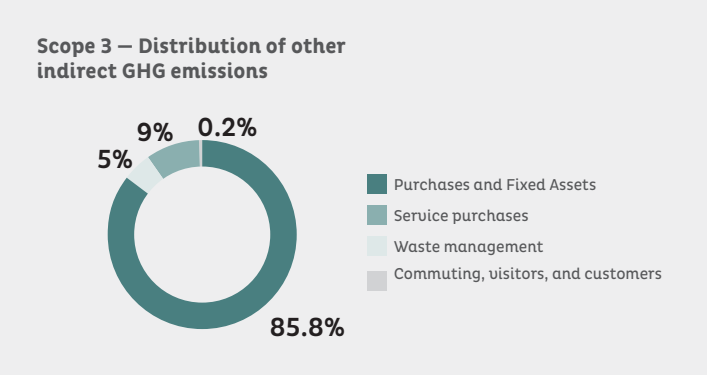
Emissions from container operations are correlated with increases in container traffic and the volume of goods handled.



¹ The category "Other" includes volatile emissions from refrigerants, emissions from biomass, etc.

SCOPE 3

Emissions relating to **purchases and fixed assets of goods** represent 86% of emissions in this scope.



Two Maersk ships powered by methanol, moored at Terminal TC4 in Tanger Med Port, October 2024

In parallel with the annual carbon footprint assessment, we continued to roll out projects aimed at limiting our GHG emissions. In 2023, the various projects carried out by the Group and the actions taken by its port partners will have enabled a 11% reduction in GHG emissions. In 2024, we continued to roll out environmental projects to further reduce our emissions and improve the performance measured by our 2024 carbon footprint.

TMPC LOCAL PHOTOVOLTAIC PRODUCTION PLANT

Since its commissioning in April 2023, the photovoltaic station installed on the roof of Tanger Med Port Center (TMPC) building, which houses the offices of the port community, as well as the maritime terminal, has highlighted its potential in a surprising way.

With an installed capacity of 1.3 MWc and an annual capacity of 1.95 GWh. The power plant was able to generate nearly 02 GWh during 2024, reducing the Group's GHG emissions by more than 1 400 tons of CO₂.

-1 351 T CO₂e

Reduction of the carbon footprint resulting from the TMPC solar park in 2024.

02 GWh

Renewable electricity production for 2024

POWER PURCHASE AGREEMENT : RENEWABLE ENERGY ELECTRICITY SUPPLY

Tanger Med Group has implemented electricity purchase contracts (PPAs) with the main renewable energy producers in Morocco. Tanger Med aims to achieve the objective of supplying 90% of electricity from renewable sources for the benefit of the port complex and industrial areas managed by the Group, as defined in the framework of its decarbonization strategy.

OUED RMEL DAM RESERVOIR FLOATING SOLAR PARK

Following the launch of its study in 2022, the floating solar photovoltaic park is now under construction, covering an area of 8 hectares at the Oued Rmel dam reservoir, near Tanger Med Port Complex, and will meet the port complex's potable water needs.

With an installed capacity of 13 MWp and an estimated annual production capacity of 20 GWh, the future floating solar farm will supply green electricity to Tanger Med Port Complex as part of the decarbonization program.

Floating photovoltaic panel technology prevents water loss through evaporation, which can account for up to 30% of the water volume in dams or agricultural reservoirs.

2nd half of 2025

Estimated commissioning date

-13 320 T CO₂e

Estimated annual reduction in the annual carbon footprint

MONITORING CARBON EMISSIONS FROM SHIPS

Tanger Med has launched a project study that reinforces its environmental strategy. By integrating a Ship Air Emissions Index (SAEI) to measure the environmental impact of ships based on their NOx, SOx, and CO₂ emissions. A project that will allow the Group to attract and encourage ships with a low carbon footprint through an incentive program based on a comparative analysis of international environmental incentive practices, in order to continue the sustainability of port activities in an environmentally friendly context.

INFRASTRUCTURE PROJECT FOR CONNECTING SHIPS TO ONSHORE POWER SUPPLY

In 2023, Tanger Med launched an infrastructure project to connect ships to shore-side electricity, known as "Onshore Power Supply", in response to three objectives:

- Reduce CO₂ emissions from ships at port and other pollutants from auxiliary engines
- Achieve significant energy savings
- Limit noise pollution

The project is being built in two phases, with the aim of eventually developing **09 connection points**:

- **Pilot phase:** Infrastructure installation work at dock level at Terminal TC4 level completed with a conversion station that can supply one mega-ship (in 7.5 MVA) or two medium-sized ones (2 x 4 MVA). The tests were carried out during the summer of 2024.
- **Generalization phase:** Launch of detailed technical studies for the generalization of the OPS system across all container terminals, **with commissioning scheduled for 2029.**

The converter station is capable of providing up to **7.5 MVA** for a large vessel or **4 MVA** for two small vessels simultaneously.

Estimated carbon footprint reduction of up to **100 T CO₂e per stopover**

Our commitment

The preservation of water resources for Tanger Med is of crucial importance. As a result, the Group is committed to the efficient management of water resources and to the protection of coastal waters through the establishment of rigorous seawater quality controls and wastewater treatment systems. The combination of these measures makes it possible to maintain a balance between economic viability and the protection of these resources.

Our contribution to SDGs



Our contribution to GRI

GRI 303
GRI 306

RENEWABLE ENERGY



As water is at the heart of our activities, we are working to optimize its consumption and to diversify the sources of origin in order to preserve the region's water resources.

1.52 million m³
Volume of water distributed in 2024

Tanger Med Group has a sanitation network for the treatment of domestic wastewater. From 2010 to 2022, four wastewater treatment plants (WWTP), built using the biological treatment process using activated sludge, were commissioned between the port complex and Tanger Automotive City (TAC) industrial zone.

The water treated in the respective plants will be reused for watering the green spaces of the port complex, the TAC zone, and the town of Chrafate. They also have secondary uses, mainly for washing roads. Excess purified water is released into the natural environment and is in no way dumped into nearby water sources.

SEWAGE TREATMENT PLANT	ORIGIN OF WASTEWATER	NATURE OF TREATMENT	TREATMENT CAPACITY/DAY	AVERAGE DAILY FLOW	HOURLY PEAK FLOW	EQUIVALENT IRRIGABLE AREA	VOLUME PROCESSED IN 2024
Tanger Med Port 1 WWTP	Domestic	Organic (activated sludge)	320 to 480 m ³ /day	400 m ³ /day	50 m ³ /hr	8 ha	167 181 m³
Tanger Med Port 2 WWTP	Domestic	Organic (activated sludge)	200 to 300 m ³ /day	80 m ³ /day	25 m ³ /hr	5 ha	28 678 m³
TAC Provisional WWTP	Domestic and Process	Organic (activated sludge)	800 m ³ /day	800 m ³ /day	200 m ³ /hr	20 ha	77 580 m³
TAC - CHERAFATE WWTP	Domestic and Process	Organic (activated sludge)	3 400 m ³ /day	2 500 M ³ /DAY	210 m ³ /hr	80 ha	682 003 m³

955 442 m³
Total volume of water treated in 2024 in the Group's 4 treatment plants

32 994 m³
Volume of treated water reused to water green spaces in 2024

+7.4
compared to 2023

MEASURING SEAWATER QUALITY

As part of the monitoring of seawater quality within Tanger Med Port Complex, as required by the ISO 14001 standard, Tanger Med Port carries out an annual measurement campaign of the quality of seawater and sediments in the basin and anchorages with an interpretation of the results obtained in relation to the regulations in force.

	UNIT	2024
Tanger Med Port 1 Perimeter		
pH	Percentage	7.77
Total dissolved salts	g/l	43.45
Turbidity	NTU	2.15
Mercury	µg/l	<0.1
Hydrocarbons	mg/l	< 5
Tanger Med Port 2 Perimeter		
pH	Percentage	7.74
Total dissolved salts	g/l	43.02
Turbidity	NTU	3.26
Mercury	µg/l	<0.1
Hydrocarbons	mg/l	< 5
Passenger Port and Ro-Ro Perimeter		
pH	Percentage	7.83
Total dissolved salts	g/l	43.15
Turbidity	NTU	1.53
Mercury	µg/l	<0.1
Hydrocarbons	mg/l	< 5

OUR PARTNERSHIPS AND INITIATIVES TO FIGHT AGAINST MARINE POLLUTION

TREATMENT OF WASTE OILS AND HYDROCARBON-LADEN WATER FROM VESSELS

Tanger Med Port Authority has financed the SERTEGO port reception facility at a cost of MAD 220 million. The facility is a major instrument for preventing marine pollution caused by ships, in accordance with international standards established by the MARPOL 73/78 Convention.

In order to guarantee the effective and rapid removal of contaminants, it extends over an area of **7 500 m²** and has a treatment capacity of **2 500 m³**, capable of treating up to:

1 500 m³
of hydrocarbon waste
100 m³
of hydrocarbon sludge
200 m³
of polluted water
300 m³
of finished products
300 m³
of flammable products

In addition to collecting hydrocarbon-laden water, SERTEGO station implements solutions for recycling this water using advanced treatment processes. In 2024, 29% of water containing hydrocarbons was recycled.

100%
water containing collected hydrocarbons, 29% of which is recycled

CÈDRE AGREEMENT TO COMBAT WATER POLLUTION

The agreement between Tanger Med Port Authority (TMPA) and CÈDRE provides a framework for addressing accident-related water pollution and related sustainable development issues. In order to combat marine pollution within Tanger Med Port Complex, CÈDRE teams provide assistance, technical support, and training to response teams.

CÈDRE's expertise is divided into three levels of support:

- Planning and carrying out preparation and intervention exercises
- Annual technical verification of marine pollution control equipment through inspections, visits, and site tests
- Training of intervention teams

SMIT SALVAGE AGREEMENT FOR MARITIME EMERGENCY RESPONSE

Under its agreement with SMIT SALVAGE, Tanger Med Port Authority (TMPA) receives expert support to anticipate and prepare for emergency response, rescue, wreck removal, and environmental protection operations.

Now a global benchmark, SMIT SALVAGE provides its resources and specialists to counter or mitigate any environmental hazard or threat, even the most extreme. Their teams are specially trained to respond to chemical tanker spills and fires involving hazardous cargo.



Exercise to combat marine pollution at
Tanger Med 2 Port
June 2024

Our commitment

Tanger Med invests in sustainable solutions that lead to more efficient waste management and encourages the development of renewable energy at the local and sectoral levels. With a focus on eco-development, the Group considers waste to be a secondary resource and runs sorting and recycling campaigns for its industrial and household waste, as well as that of neighboring local communities.



WASTE

WASTE COLLECTION BY TANGER MED UTILITIES (TMU)

The management of industrial and household waste is central to the Group's environmental strategy. An action plan has been drawn up to encourage eco-design, prevention, recycling, repair, and recovery of products and services.

In accordance with national and international standards and regulations, the subsidiary Tanger Med Utilities (TMU) collects, sorts, and transports industrial and household waste for its customers in all activity zones located in the areas covered by Tanger Med, including industrial zones such as TFZ, TAC, ZAEF, TP, and Tanger Med Port Complex.

Added to this is the cleaning of the waters of Tanger Med Ports 1 and 2, using barges specialized in the collection of solid and liquid floating waste.

In line with its practices within the Group's direct scope of intervention, TMU encourages all customers in activity zones to adopt a circular model, where waste and waste output are transformed into resources. With this in mind, customers located in the Group's activity zones reuse and recondition various consumables such as pallets, packaging, ink cartridges, water, etc.

Throughout the waste transport process, Tanger Med Utilities pays particular attention to protecting people, property, and the environment.

3 832 T

Waste collected at the Port Complex

+11
compared
to 2023

13 737 T

Waste collected in activity zones

+36%
compared
to 2023

17 569 T

Waste collected in total

+26%
compared
to 2023

Equivalent to 52 T of waste collected per day

WASTE SORTING AND RECYCLING: CONSTRUCTION OF A SORTING AND RECYCLING CENTER IN TANGER TECH ZONE

Tanger Med Utilities has begun construction work on a sorting and recovery center for non-hazardous industrial waste (NHIW) in Tanger Tech zone. The center is scheduled to be operational in the 2nd half of 2025.

The center has an area of 15 234 m² with a capacity to treat up to **90 tons** per day or **29 000 tons per year**.

In addition to reducing the environmental impact by decreasing the annual tonnage of waste buried in Tanger Med Zones, the center will serve to increase the attractiveness and economic dynamism of the Group's activity zones, as well as providing a service offer to SATT's Gigafactories to support them in the evolution of sorting at source.

90 T per day

Estimated daily capacity of the center

Our contribution to SDGs



Our contribution to GRI

GRI 301



Our commitment

Tanger Med Group's commitment to protecting biodiversity and the marine environment is based on integrating sustainable practices into all of its activities. The Group is taking action to raise awareness and mobilize all stakeholders around the importance of protecting marine ecosystems by strengthening environmental awareness.



BIODIVERSITY

SIMULATION EXERCISES TO COMBAT MARINE POLLUTION AT TANGER MED

In 2024, Tanger Med Group organized a series of accidental marine pollution simulation exercises in the anchorage area and the port's basins. These simulations involved the participation of various equipment and teams: the Port's MARPOL barge, a tugboat, a mooring launch, the Port's Safety and Response Officers, and the Port Safety Brigade team.

The simulation exercises were conducted in the presence of experts from the French Center for Documentation, Research, and Experimentation on Accidental Water Pollution (CÈDRE), who tested and inspected the port authority's pollution control equipment as part of the Intervention and Technical Assistance Agreement between TMPA and the center of expertise in marine pollution preparedness and response.

SIMULEX-24: 11th EDITION OF THE ACCIDENTAL MARINE POLLUTION EXERCISE

On September 24, 2024, Tanger Med Port Complex hosted the 11th edition of the "SIMULEX-24" simulation exercise, aimed at testing the effectiveness of the National Emergency Plan (PUN) in combatting accidental marine pollution. This large-scale exercise, conducted in collaboration with various ministerial departments, the Royal Armed Forces, and local authorities, mobilized maritime, land, and air resources.

The simulation involved a spill of 3 000 m³ of heavy fuel oil from a tanker off the coast of Tanger Med Port Complex, affecting Dalia Beach and requiring response operations at sea, on land, and in the port. The exercise provided an opportunity to assess coordination between the various actors and raise awareness of the importance of protecting the marine and coastal environment.

DALIA BEACH CONTINUES TO FLY THE BLUE FLAG

Supported by Tanger Med Foundation, Dalia Beach has once again been awarded the "Blue Flag" designation, an international ecolabel awarded to beaches committed to preserving and promoting the coastal environment.

The label is awarded by FEE (Foundation for Environmental Education), an international non-governmental organization represented in Morocco by the Mohammed VI Foundation for Environmental Protection.

To qualify for the Blue Flag designation, candidates must meet a series of criteria covering essential aspects such as water quality and sanitation, biodiversity preservation, and natural environment management throughout the summer period.

TANGER MED FOUNDATION PARTICIPATES IN THE CELEBRATION OF WORLD OCEAN DAY

As part of its commitment to raising awareness of the crucial importance of ocean conservation and promoting eco-friendly practices, the Mohammed VI Foundation for Environmental Protection celebrated World Oceans Day this year under the theme "Awaken New Depths".

Aware of the scope of this program and its impact on environmental awareness, Tanger Med Foundation, in partnership with the Mohammed VI Foundation for Environmental Protection, welcomed 25 schoolchildren from Fahs Anjra province to the port.

This immersive day allowed young people to understand the role of the Port on several geographical levels, its impact on the marine environment, and the measures taken to protect marine biodiversity.

Our contribution to SDGs



Our contribution to GRI

GRI 1-1
GRI 304



Aerial view of Tanger Med reservoir dam
October 2023

CLEAN BEACHES WITH TANGER MED FOUNDATION AND MARSA MAROC

Since 2015, Tanger Med Foundation has been working to protect and promote Dalia Beach as part of the national "Clean Beaches" program launched by the Mohammed VI Foundation for Environmental Protection.

In this context, each year Tanger Med Foundation organizes a plastic waste collection and recycling operation at Dalia Beach. Of the 31.8 T of plastic waste collected in 2024, 21.7 T was recycled. In addition to this operation, awareness-raising initiatives and activities are being offered to Moroccan and foreign summer visitors.

In 2024, several new features were introduced: a biodiversity zone to promote the preservation of flora and fauna, a maritime exhibition aimed at teaching visitors about the oceans and their ecosystems, scientific research workshops, demonstrations of the fishing net recycling process, and a digital library area for children and adults.

Over 30 tons of waste
collected on Dalia Beach, 70% of which is recycled

At the same time, the Marsa Maroc subsidiary is also a partner in the Clean Beaches program, sponsoring Ain Diab Extension beach in Casablanca.

For the 2024 summer season, Marsa Maroc has put together a wide-ranging program of entertainment and environmental awareness activities. This year's action plan covered several areas, including raising awareness about sustainable development in a dedicated educational village, organizing cultural, artistic and sports activities, and promoting cleaning tours along the coastal zone.

ENVIRONMENTAL PROTECTION AWARENESS DAY AT DALIA BEACH

As part of the national B7ar Bla Plastic campaign, the Mohammed VI Foundation for Environmental Protection, chaired by HRH Princess Lalla Hasnaa, organized an environmental awareness and education day at Dalia Beach, in partnership with Tanger Med Foundation and local associations.

Young people had the opportunity to discover the Dalia Sailing School and the new facilities at Dalia Beach for the 2024 summer season, including a marine museum, a biodiversity area, and a digital library.


Activities included scuba diving, waste collection, recycling workshops, discovering artificial intelligence applied to seabed observation, microplastic observation, scientific research workshops, and more.

70 children
participated in this day, including 20 autistic children

PLASTIC SEA: A DOCUMENTARY TO RAISE AWARENESS ABOUT THE DANGERS OF PLASTIC

Tanger Med Foundation supported the Dalia Diving Center in the production of a mini-documentary filmed at Dalia Beach, which highlights the issues of plastic pollution and the degradation of marine biodiversity.

As part of its partnership with Tanger Med Foundation, the center also offers introductory scuba diving sessions for children in Fahs Anjra Province. This initiative aims to raise awareness of the dangers of plastic to the marine ecosystem while offering young people an unforgettable exploration of the aquatic world.



Scan the QR-code to watch the documentary



Waste collection during Environmental Protection Awareness Day at Dalia Beach
August 2024

Our commitment

Tanger Med Group is committed to promoting green mobility solutions by involving its employees and partners on ecological transition issues. Through its initiatives, the Group encourages the adoption of modes of transport with a low carbon footprint such as optimized public transport and electromobility within the port complex.



GREEN MOBILITY

THE GROUP'S FLEET OF GREEN VEHICLES

To date, the Group has introduced electric vehicles for service use within the port area in order to reduce greenhouse gas emissions and promote sustainable mobility. A total of 10 recharging points for electric vehicles have been installed and employees have received training in the use of these vehicles.

The Industrial Cluster also has two electric service vehicles and provides two charging stations.

34

Electric vehicles made available to employees

10

Number of charging stations installed at the Group's various sites

ADOPTING GREEN MOBILITY AS PART OF OUR DAILY COMMUTE

The Group encourages employees to consider more environmentally friendly transport alternatives, both for business and personal travel.

Attractive financial incentives are offered to employees who choose a hybrid or electric vehicle. Since the program began, 21 employees have opted for hybrid vehicles.

MARSA MAROC LAUNCHES CLINKER CABOTAGE OPERATIONS

In order to meet its customers' needs in terms of decarbonizing their supply chains, Marsa Maroc offered one of its key accounts an integrated logistics solution including the handling and maritime transport of clinker between Agadir and Laâyoune ports.

This modal shift from land to sea for transporting clinker reduces the carbon footprint by around 60%, relieves road congestion, and reduces the risk of road accidents.

PARTICIPATION IN THE 2024 WORLD HYDROGEN SUMMIT AND EXHIBITION IN ROTTERDAM

Tanger Med Group took part in the 2024 World Hydrogen Summit & Exhibition, the world's most important event dedicated to hydrogen, co-organized by the Port of Rotterdam. This edition, the largest to date, brought together government institutions, hydrogen and energy producers, shipping companies, and logistics players, as well as systems suppliers (OEMs).

Tanger Med Group's participation enabled new opportunities for green transition to be explored and business discussions to be initiated with strategic players in this field.

Tanger Med Group was represented in the Moroccan pavilion, which showcased Morocco's hydrogen ecosystem at this important event alongside MAIED (Moroccan Agency for Investment and Export Development), MASEN (Moroccan Agency for Sustainable Energy), the Ports and Maritime Domain Directorate, and the National Telecom Regulatory Authority, Green H2 Cluster, and IRSENE (Institute for Research in Solar Energy and New Energies).

Our contribution to SDGs



Our contribution to GRI

GRI 3-3



Electric cars at Tanger Med Port Complex

APPENDICES



- > OUR CONTRIBUTION TO SDGS
- > ESG INDICATORS
- > GRI INDEX

OUR CONTRIBUTION TO SDGs

CHAPTER	SUBCHAPTER	SDGs CODE
INTRODUCTION	Chairman's Address	
	About this Report	
	About the Group	
	Our Stakeholders	
	Our Double Materiality Analysis	
	The Foundations of our CSR Strategy	
GOVERNANCE	Our Impact	
GOVERNANCE	Our Governance Systems	
	Our Responsible Management	
SOCIAL	Our Employees	
	Our Local Communities	
ENVIRONMENT	Climate Change	
	Renewable Energy	
	Biodiversity	
	Green Mobility	

ESG INDICATORS

GOVERNANCE

GOVERNANCE BODIES			
SCOPE	INDICATOR	2023	2024
TMSA	Supervisory Board		
	Composition of the Supervisory Board		
	Number of members	9	9
	Proportion of men among members	78%	78%
	Proportion of women among members	22%	22%
	Average length of service	5 years	5 years
	Supervisory Board Meetings		
	Number of Meetings	4	2
	Specialized committees emanating from the Supervisory Board		
	Number of Special Committees	3	4
	Number of meetings held by Specialized Committees	4	7
	Audit and Risk Committee		
	Number of members	6	4
	Proportion of men among members	67%	75%
	Proportion of women among members	33%	25%
	Strategy and Investment Committee		
	Number of members	3	5
	Proportion of men among members	67%	80%
	Proportion of women among members	33%	20%
	Nomination, Remuneration, and Governance Committee		
	Number of members	NA	4
	Proportion of men among members	NA	75%
	Proportion of women among members	NA	25%
	CSR Committee		
	Number of members	4	4
	Proportion of men among members	25%	50%
	Proportion of women among members	75%	50%

GOVERNANCE BODIES			
SCOPE	INDICATOR	2023	2024
TMSA	Board of Directors		
	Composition of the Board of Directors		
	Number of members	4	5
	Proportion of men among members	75%	80%
	Proportion of women among members	25%	20%
	Internal committees		
	Number of Internal committees	5	5
SUBSIDIARIES	Number of meetings held by Internal Committees	*	51
	Specialized Committees		
	Number of Specialized Committees emanating from the Boards of subsidiaries	*	11
	Number of meetings held by Specialized Committees emanating from the Boards of subsidiaries	*	26

CSR GOVERNANCE			
SCOPE	INDICATOR	2023	2024
GROUP	Number of employees in the CSR team	2	3
	Number of CSR Liaison Officers	27	27
	Distribution of CSR Liaison Officers by type of activity		
	Subsidiaries and Trades	52%	52%
	Support	48%	48%
	Distribution of CSR Liaison Officers by gender		
	Men	63%	63%
	Women	37%	37%
TMSA	Involvement of the Supervisory Board in CSR issues		
	Proportion of Supervisory Board meetings that dealt with CSR	100%	100%

(*) : Data Not Available
(NA): Not applicable to the fiscal year

ESG INDICATORS

GOVERNANCE

REGULATORY MECHANISMS			
SCOPE	INDICATOR	2023	2024
GROUP Excluding Marsa Maroc	Our Internal Control System		
	IFACI compliance score for our internal audit activities	98%	98%
GROUP	Our certifications		
	Number of certifications	*	73
	including ISO certifications	*	97%

RESPONSIBLE MANAGEMENT			
SCOPE	INDICATOR	202	2024
TMPA	Quality, Safety, and Security of Operations		
	ISPS Code compliance		
	Rate of application of ISPS code requirements within Tanger Med Port Complex	100%	100%
	Rate of application of ISPS code recommendations within Tanger Med Port Complex	93%	95%
	Port security measures		
	Number of interventions and preventive actions for the safety of Tanger Med Port Complex	3 904	3 824
	including fire control and prevention	45	57
	including the fight against land and marine pollution	67	62
	including intervention following a road traffic accident or the overturning of a vehicle or cargo	76	83
	including assistance to persons, vehicles, and for the search and detection of illegal immigrants	578	581
	including the escort of oversized vehicles and vehicles presenting risks (hazardous materials, convoys, or contaminated trucks)	408	288
	Securing ramps, level crossings, and works	729	782
	Monitoring of ships and bunkering operations at the Passenger and Ro-Ro Port	1 525	1 497
	Other Interventions	476	474
	Simulation of emergency situations at Tanger Med Port Complex		
	Completion rate of planned simulation exercises	*	100%
	Number of emergency simulation exercises organized internally and/or in collaboration with our partners	350	334

(*) : Data Not Available

RESPONSIBLE MANAGEMENT			
SCOPE	INDICATOR	2023	2024
TMPA	Port security training for the Safety Brigade		
	Number of port firefighters trained in operational safety	70	70
	Training for officers in the Safety and Response Department		
	Completion rate for planned safety training for officers in the Safety and Response Department	*	100%
	Number of officers from the Safety and Response Department trained in this area	*	5
	Impact of preventive maintenance on the safety and security of port operations		
	Availability rate of equipment and structures at Tanger Med Port Complex	99%	98%
	Rate of completion of planned preventive maintenance actions	100%	100%
	Supplier pool		
	Share of local suppliers referenced	29%	26%
GROUP Excluding Marsa Maroc	Share of referenced SME suppliers	*	22%
	Share of referenced local SME suppliers	*	7%
	Average supplier payment period	39 days	27 days
	Assessment of suppliers in terms of the quality of the supply or service		
	Proportion of suppliers with whom the Group contracted during the fiscal year who were assessed on the quality of their supply or service	*	18%
	including suppliers declared satisfactory	*	98%
	Assessment of suppliers in terms of environmental and social criteria		
	Number of suppliers evaluated in terms of social criteria	*	20
	including suppliers identified as having significant actual and potential negative environmental impacts	*	9
	Number of suppliers evaluated in terms of social criteria	*	20
	including suppliers identified as having negative and significant, real and potential social impacts	*	14
	Orders placed with local SMEs		
	Share of orders placed with SMEs	*	36%
	Share in value of orders placed with local SMEs	*	14%
	Volume share of orders placed with SMEs	*	35%
	Volume share of orders placed with SMEs	*	17%

ESG INDICATORS

GOVERNANCE

RESPONSIBLE MANAGEMENT			
SCOPE	INDICATOR	2023	2024
GROUP Excluding Marsa Maroc	Value share of local SME suppliers by type of purchase		
	Supplies	*	11%
	Services	*	58%
	Works	*	31%
	Communication with suppliers		
	Number of supplier complaints received on the purchasing portal	67	81
	Percentage of supplier complaints successfully resolved	100%	100%
GROUP Excluding Marsa Maroc	Information Systems Security		
	Port Security Management System (PSMS) Audit		
	Proportion of information security incidents addressed	*	100%
	Business Continuity Management System (BCMS) Audit		
	Proportion of critical information systems subject to a BCP (Business Continuity Plan) test	*	100%
	Training in information systems security and IT business continuity		
	Number of information systems security training campaigns	3	3
	Number of information systems security training modules	17	20
	Percentage of employees who have completed at least one information systems security training module	75%	69%
	Secure correspondence via the Digital Order Desk		
GROUP	Innovation		
	Progress report on digital roadmap projects		
	Percentage of projects completed	*	25%
	Percentage of projects in progress	*	75%

RESPONSIBLE MANAGEMENT			
SCOPE	INDICATOR	2023	2024
TMPA	State of the digital transformation of port services		
	Share of digitized import-export transactions	100%	100%
	including digitized or automated operations	*	54%
	Share of exclusively digitized import-export services	*	46%
	Share of digitized import-export services	*	31%
	Share of automated import-export services	*	23%
	Share of digitized export services	*	82%
	Share of digitized import services	*	10%
CIRES	Projects developed by Cires Digital Factory		
	Number of projects carried out by Cires Digital Factory	4	3

(*): Data Not Available

ESG INDICATORS

OUR EMPLOYEES

OUR HUMAN CAPITAL				
SCOPE	INDICATOR	2022	2023	2024
GROUP	Distribution of Group employees by socio-professional category, broken down by gender	2 963	2 975	2 831
	Executive	832	856	890
	Men	642	659	665
	Women	190	197	225
	Non-executive	2 131	2 119	1 941
	Men	1 968	1 951	1 774
	Women	163	168	167
	Distribution of employees by type of contract	2 963	2 975	2 831
	CDI	2 865	2 894	1 257
	CDD	98	81	46
	Statutories	NA	NA	1 528
	Distribution of employees by length of service	2 927	2 975	2 831
	< 5 years	892	980	937
	5-12 years	674	666	791
	12-20 years	598	619	521
	20-25 years	237	253	211
	≥ 25 years	526	457	371
	Distribution of employees by type of contract			
	Trades	69%	70%	74%
	Support	31%	30%	26%
	Average length of service	7	7	9

COMMITMENT AND SOCIAL DIALOGUE				
SCOPE	INDICATOR	2022	2023	2024
GROUP	Career Management			
	Hiring by socio-professional category, broken down by gender	223	166	187
	Executive	74	77	111
	Men	55	48	65
	Women	19	29	46
	Non-executive	149	89	76
	Men	127	80	55
	Women	22	9	21
	Layoffs by socio-professional category	9	1	2
	Executive	2	1	0
	Non-executive	7	0	2
	Resignations by socio-professional category	60	65	79
	Executive	13	38	50
	Non-executive	47	27	29
	Employee turnover rate	8%	7%	7%
	Percentage of employees who received a performance evaluation	80%	80%	80%
	Percentage of employees who have received career development opportunities among women	*	5%	7%
	Percentage of employees who have received career development opportunities among men	*	4%	6%
	Number of internal transfers	*	185	105
	Social Dialogue			
	Number of staff representatives	87	90	90
	Number of strike days	0	0	0
	Number of workplace disputes	1	1	2

(*): Data Not Available
(NA): Not applicable to the fiscal year

ESG INDICATORS

OUR EMPLOYEES

SKILLS DEVELOPMENT				
SCOPE	INDICATOR	2022	2023	2024
GROUP	Training plan completion rate	94%	91%	92%
	Share of the Group's training budget in relation to total payroll	*	1.3%	0.80%
	Average number of training hours completed by employees	19.8	21.8	22.2
	Average number of training hours completed per employee by gender			
	Men	*	25	19.6
	Women	*	16.4	22.8
	Average number of training hours completed by employees per socio-professional category			
	Executive	*	19	22
	Non-executive	*	25	20
	Percentage of employees who have completed at least one training course	69%	60%	71%
	Number of employees who received funding for their certification training	21	29	23
	Distribution of trained employees by type of training	*	402	284
	Trades	*	173	94
	Support	*	149	156
GROUP Excluding Marsa Maroc	Soft skills	*	80	34
	Distribution of trained employees by gender	*	402	284
	Men	*	310	210
	Women	*	92	74
	Distribution of trained employees by socio-professional category	*	402	284
	Executives	*	360	257
	Non-executives	*	42	27
	Training attendance rate	*	86%	88%
	Tanger Med E-learning			
	E-learning platform participation rate	47%	47%	45%
	Proportion of Soft Skills training	97%	95%	90%
	Percentage of language training	3%	5%	10%

DIVERSITY AND INCLUSION				
SCOPE	INDICATOR	2022	2023	2024
GROUP	Male - Female Parity			
	Distribution of employees by gender	2 963	2 975	2 831
	Men	2 610	2 610	2 439
	Women	353	365	392
	Percentage of female managers among female employees	7%	8%	11%
	Distribution of managers by gender	192	222	258
	Men	169	193	214
	Women	23	29	44
	Percentage of female managers among managers	12%	13%	17%
	Distribution of new hires by gender	223	166	187
	Men	181	129	120
	Women	42	37	67
	Intergenerational Human Capital			
	Workforce by socio-professional category, broken down by age	2 963	2 975	2 831
	Executive	832	856	890
	< 30 years	115	117	149
	30 - 50 years	552	599	602
	> 50 years	165	140	139
	Non-executive	2 131	2 119	1 941
	< 30 years	270	409	264
	30 - 50 years	1 004	1 051	1 086
	> 50 years	857	659	591

(*) : Data Not Available

ESG INDICATORS

OUR EMPLOYEES

DIVERSITY AND INCLUSION				
SCOPE	INDICATOR	2022	2023	2024
GROUP	Workforce by age group	2 963	2 975	2 831
	< 30 years	385	526	413
	30 - 50 years	1 556	1 650	1 688
	> 50 years	1 022	799	730
	Average age	39	39	38
	Recruitment by age group	223	166	187
	< 30 years	148	99	101
	30 - 50 years	75	65	86
	> 50 years	0	2	0
	Number of trainees accepted	1 565	1 758	1 739

HEALTH, SAFETY, AND WELL-BEING AT WORK				
SCOPE	INDICATOR	2022	2023	2024
GROUP	Work accidents			
	Total number of work accidents	46	45	33
	including fatal work accidents	1	1	0
	including workplace accidents with serious outcomes (excluding death)	0	2	0
	including reportable workplace accidents	45	42	33
	Work-related illnesses			
	Number of reportable work-related illnesses	0	0	0
	Number of deaths due to work-related illnesses	0	0	0
	Number of hours worked	6 629 056	6 620 880	6 270 408

HEALTH, SAFETY, AND WELL-BEING AT WORK

HEALTH, SAFETY, AND WELL-BEING AT WORK				
SCOPE	INDICATOR	2022	2023	2024
GROUP Excluding Marsa Maroc	Quality, Health, and Safety Approach			
	Number of members of the Health and Safety Committee	10	10	10
	Number of Health and Safety Committee meetings	4	4	4
	Number of training sessions related to occupational health and safety risks	13	7	6
	Emergency medical services within the Port Complex			
	Number of emergency incidents handled by the Emergency Care Center (ECC)	949	1 006	1 019
	Number of visits to the Emergency Care Center (ECC)	631	559	533
	Number of medical visits on board ships by the ECC team	116	172	221
	Number of evacuations by TMPA ambulance	161	160	182
	Achievements of Tanger Med Association for Social Work (AOSTM)			
	Total number of initiatives carried out by AOSTM	41	33	37
	Rate of completion of AOSTM initiatives	95%	95%	99%
	Number of Agreements and Partnerships concluded by AOSTM	44	32	51
	Social initiatives			
	Number of birth benefit recipients	20	35	38
	Number of education grant recipients	404	347	351
	Sports initiatives			
	Number of employees who participated in the inter-company chess tournament	*	*	8
	Number of employees who participated in the hiking program	95	114	130
	Number of employees who participated in the TOUBKAL expedition	25	*	17
	Summertime activities			
	Number of beneficiaries of summer activities	456	267	566
	Number of employees' children attending summer camps	74	136	113
	Number of Tanger Med Club memberships	199	394	217

(*) : Data Not Available

ESG INDICATORS

OUR LOCAL COMMUNITIES

REPORT ON OUR INITIATIVES IN THE REGION				
SCOPE	INDICATOR	2022	2023	2024
TMF	Number of projects carried out in the region since the creation of Tanger Med Foundation	939	1 031	1 136
	including projects carried out in the region during the fiscal year	69	92	102
	Number of beneficiaries of projects carried out in the region since the founding of Tanger Med Foundation	570 897	620 268	685 470
	including beneficiaries in the territory for the financial year	36 912	49 383	52 387
	Distribution of beneficiaries of Tanger Med Foundation projects during the fiscal year, by category	*	*	52 387
	Adults/Households	*	*	40 592
	Children	*	*	11 795
	Satisfaction rate among local communities	*	94%	92%
MARSA MAROC	Number of initiatives carried out in the region by Marsa Maroc	*	*	3
	Number of persons who benefited from initiatives carried out in the region by Marsa Maroc	*	*	895

EDUCATION				
SCOPE	INDICATOR	2022	2023	2024
TMF	Promoting excellence			
	Number of students in institutions directly owned and managed by the Group	596	517	665
	including students from Lycée Méditerranéen (Mediterranean High School)	96	96	96
	including students from the 1337 MED coding school	213	302	380
	including students at Dalia Sailing School	287	119	189
	LYMED students			
	Proportion of male students	30%	33%	29%
	Proportion of female students	70%	67%	71%
	Proportion of students from the Northern Region	27%	27%	19%
	Proportion of students from disadvantaged backgrounds	26%	129%	22%
	Proportion of students from public high schools	53%	191	44%

EDUCATION				
SCOPE	INDICATOR	2022	2023	2024
TMF	Students from 1337 MED			
	Proportion of male students	*	9%	12%
	Proportion of female students	*	91%	88%
	Proportion of students from the Northern Region	*	13%	23%
	Proportion of students under 30 years old	*	*	96%
	Percentage of students who obtained a pre-employment internship	*	*	30%
	Excellence Award			
	Number of recipients of Tanger Med's Grand Prize for Excellence	15	16	16
	Number of recipients of Tanger Med's Grand Prize for Fine Arts	3	3	3
	Reducing school dropout rates and improving learning conditions			
	School transportation program in Fahs Anjra			
	Number of participants in the school transport program in Fahs Anjra since its launch in 2009	31 388	37 143	43 352
	Number of participants in the school transport program in Fahs Anjra during the fiscal year	4 950	5 755	6 209
	Dar Talib and Dar Taliba reception centers in Fahs Anjra			
	Number of young people receiving support at the Dar Talib and Dar Taliba centers	431	307	378
MARSA MAROC	who are girls	331	243	293
	who are boys	100	64	85
	Academic remediation program in six regions of the Kingdom			
MARSA MAROC	Number of students receiving remedial education	600	600	600
	Number of parents informed about academic support	*	*	240
FTM & MARSA MAROC	Renovating and equipping schools			
	Number of schools renovated and equipped	2	2	6
	Number of beneficiaries of renovated and equipped schools	1 240	764	1 545
TMF	Equipping resource rooms for children with special needs			
	Number of children with special needs benefiting from specially equipped resource rooms	NA	NA	47

(*) : Data Not Available

(NA): Not applicable to the fiscal year

ESG INDICATORS

OUR LOCAL COMMUNITIES

INCLUSION				
SCOPE	INDICATOR	2022	2023	2024
TMF	Professional integration in Fahs Anjra			
	Fahs Anjra professional integration platform			
	Number of beneficiaries of the Fahs Anjras integration platform	1 034	3 975	2 609
	who are integrated	*	*	19%
	Solidarity trade fair as part of Operation Marhaba			
	Number of cooperatives and associations participating in the Operation Marhaba solidarity trade fair	NA	25	45
	Empowering rural women			
	Programs to empower and strengthen the skills of women in the territory			
	Number of women benefiting from empowerment and capacity building programs in the territory	*	*	516
	Support for the operation of women's training centers in Fahs Anjra			
	Number of women receiving support at women's training centers in Fahs Anjra	*	*	338
	Support for women's cooperatives			
	Number of women's cooperatives supported	NA	7	2
	Number of female beneficiaries	NA	202	50
	Improving the living conditions of vulnerable communities			
	Potable water connection program in Fahs Anjra			
	Number of villages benefiting from the potable water connection program	9	21	21
	Number of households who benefit from the potable water connection program	1 003	2 150	2 150
	Road improvements in Fahs Anjra			
	Number of villages benefiting from road improvements in Fahs Anjra	NA	NA	2
	Number of households benefiting from road improvements in Fahs Anjra	NA	NA	1 400
	Fahs Anjra Waste Management Program			
	Waste tonnage collected in Fahs Anjra	2 599	2 547	3 500
	Number of households benefiting from waste collection in Fahs Anjra	7 770	8 624	10 000

INCLUSION				
SCOPE	INDICATOR	2022	2023	2024
TMF	Promoting cultural and recreational activities in rural areas			
	Art workshop program			
	Number of students benefiting from the art workshop program in Fahs Anjra	170	62	77
	Number of students from Khmiss Anjraet Belyounech benefiting from workshops at the socio-cultural center in Tétouan	30	30	40
	Number of beneficiaries of cultural activities in libraries in the municipality of M'Diq-Fnideq	450	600	900
	Number of Fahs Anjra students benefiting from Land Art workshops	*	*	150
	Promoting sports activities in rural areas			
	Dalia Sailing School operated and managed by the Group			
	Number of students who have taken introductory sailing courses	287	119	189
	Number of children of employees who have benefited from introductory sailing sessions	*	84	100
	Number of Fahs Anjra students welcomed to Dalia Sailing School as part of the National "Studies and Sports" Program	NA	NA	24
	Number of sailing championships participated in	*	*	5
	Sports events in Fahs Anjra			
	Number of Fahs Anjra students who participated in the Provincial School Athletics Tournament	NA	NA	400
	Number of individuals receiving support for the Chraka football team	NA	NA	151
	Number of girls receiving support for the Taghramt women's volleyball team	NA	NA	25
	Promoting sports at the national level			
	Number of sponsored teams	3	5	5
	Number of sponsored athletes	5	5	3

(*) : Data Not Available

(NA): Not applicable to the fiscal year

ESG INDICATORS

OUR LOCAL COMMUNITIES

HEALTH				
SCOPE	INDICATOR	2022	2023	2024
TMF	Medical campaign for cataract treatment in Fahs Anjra			
	Number of individuals receiving cataract screening in Fahs Anjra	NA	20	900
	Proportion of individuals who received cataract surgery in Fahs Anjra compared to the 2026 target	NA	2%	33%
	Supporting the population of Fahs Anjra in activating their Compulsory Health Insurance (CHI)			
	Proportion of inhabitants of Fahs Anjra covered by Compulsory Health Insurance at the end of TMF support	NA	NA	8%

ENVIRONMENT

ENERGY CONSUMPTION AND PRODUCTION					
SCOPE	INDICATOR	UNIT	2022	2023	2024
GROUP Excluding Marsa Maroc	Energy production	GWh	NA	+1.3	+28.63
	Electricity consumption	GWh	*	458	452

CLIMATE CHANGE					
SCOPE	INDICATOR	UNIT	2022	2023	2024
GROUP Excluding Marsa Maroc	Distribution of GHG emissions by scope				
	Scope 1 - Direct Emissions	T CO ₂ e	65 960	66 328	81 618
	Scope 2 - Indirect Emissions	T CO ₂ e	95 298	98 378	109 638
	Scope 3 - Other Emissions	T CO ₂ e	37 734	52 578	51 024
	Scope 1 - Distribution of GHG emissions by activity				
	Containers	Percentage	NA	61%	65%
	Ro-Ro	Percentage	NA	8%	9%
	Miscellaneous bulk	Percentage	NA	3%	4%
	Other	Percentage	NA	28%	22%
	Scope 2 - Distribution of GHG emissions by activity				
	Containers	Percentage	NA	83%	86%
	Ro-Ro	Percentage	NA	9%	8%
	Miscellaneous bulk	Percentage	NA	NA	2%
	Other	Percentage	NA	8%	4%
	Scope 3 - Distribution of other indirect GHG emissions				
	Commuting and travel by visitors and customers	Percentage	NA	3%	85.8%
	Purchases and Fixed Assets	Percentage	NA	86%	9%
	Waste management	Percentage	NA	4%	5%
	Service purchases	Percentage	NA	7%	0.2%
	GHG emissions avoided				
	TMPC Photovoltaic Station	T CO ₂ e	NA	909	1 351
	Green spaces	T CO ₂ e	NA	20	24
	Water treatment at the MARPOL station	T CO ₂ e	NA	21 947	36 309

(*) : Data Not Available
(NA): Not applicable to the fiscal year

ESG INDICATORS

ENVIRONMENT

CLIMATE CHANGE					
SCOPE	INDICATOR	UNIT	2022	2023	2024
GROUP Excluding Marsa Maroc	Energy consumption				
	Energy consumption from non-renewable sources	GWh	*	457	423
	Energy consumption from renewable sources	GWh	*	1.26	28.63

RENEWABLE ENERGY					
SCOPE	INDICATOR	UNIT	2022	2023	2024
GROUP Excluding Marsa Maroc	Water				
	Treatment of waste oils and hydrocarbon waters by SERTEGO station				
	Hazardous waste collected and treated at the station level of SERTEGO station	Tons	31 920	32 461	*
	Rate of treatment of water containing hydrocarbons	Percentage	100%	100%	*
	Water consumption	mm³	1.62	1.54	1.52
	Total volume of wastewater treated in treatment plants (WWTP)	m³	185 258	889 875	955 442
	Total volume of wastewater treated by Tanger Med Port 1 WWTP	m³	137 102	149 485	167 181
	Total volume of wastewater treated by Tanger Med Port 2 WWTP	m³	24 078	25 142	28 678
	Total volume of wastewater treated by the temporary wastewater treatment plant at TAC	m³	296 808	177 125	77 580
	Total volume of wastewater treated by the WWTP at TAC - Cherafate	m³	*	538 123	682 003
	Water quality				
	Water quality - Tanger Med Port 1				
	pH	Percentage	7.93	8.03	7.77
	Total dissolved salts	g/l	45.39	34.6	43.45
	Turbidity	NTU	0.44	0.34	2.15
	Mercury	µg/l	<0.1	<0.1	<0.1
	Hydrocarbons	mg/l	<5	<5	<5
	Water quality - Tanger Med Port 2				
	pH	Percentage	7.88	8.1	7.74
	Total dissolved salts	g/l	43	29.7	43.02
	Turbidity	NTU	0.95	0.71	3.26
	Mercury	µg/l	<0.1	<0.1	<0.1
	Hydrocarbons	mg/l	<5	<5	<5

RENEWABLE ENERGY					
SCOPE	INDICATOR	UNIT	2022	2023	2024
GROUP Excluding Marsa Maroc	Water quality - Passenger and Ro-Ro Port				
	pH	Percentage	7.94	8.04	7.83
	Total dissolved salts	g/l	47.92	35.8	43.15
	Turbidity	NTU	1.11	0.46	1.53
	Mercury	µg/l	<0.1	<0.1	<0.1
	Hydrocarbons	mg/l	<5	<5	<5
	Total volume of treated water reused for watering green areas	m³	*	18 678	32 994
	Waste				
	Waste collection at the port complex and in activity zones	Tons	12 950	13 846	17 569
	Waste collected at the Port Complex	Tons	4 199	3 790	3 832
	Waste collected in activity zones	Tons	8 751	10 056	13 737

BIODIVERSITY					
SCOPE	INDICATOR	UNIT	2022	2023	2024
GROUP Excluding Marsa Maroc	Dalia "Clean Beach" Program				
	Waste collected on Dalia Beach	Tons	30	31	30.8
	including recycled waste	Tons	NA	NA	21.7

GREEN MOBILITY					
SCOPE	INDICATOR	UNIT	2022	2023	2024
GROUP Excluding Marsa Maroc	Deployment of an electric vehicle fleet				
	Number of electric service vehicles	Number	17	24	34
	Number of charging stations	Number	10	10	10
	Financial incentives that encourage employees to buy an electric or hybrid vehicle				
	Number of employees who have benefited from financial incentives for the purchase of an electric vehicle	Number	*	*	*
	Number of employees who have benefited from financial incentives for the purchase of a hybrid vehicle	Number	5	6	10

(*) : Data Not Available
(NA): Not applicable to the fiscal year

GRI INDEX

GRI CODE	STANDARD NAME	CHAPTER	SUBCHAPTER - ISSUE	PAGE
GRI 2 2021 General Information	The organization and its reporting practices			
	2-1 Organization details	Introduction	About the Group	6
	2-2 Entities included in the organization's sustainability reporting	Introduction	About this Report	5
	2-3 Reporting period, frequency, and contact point	Introduction	About this Report	5
	Activities and workers			
	2-6 Activities, value chain, and other business relationships	Introduction	About the Group	6
	2-7 Employees	Social	Our Employees	39
		Appendices	ESG indicators	86
	Governance			
	2-9 Governance structure and composition	Governance	Our Governance Systems	17
	2-10 Appointment and selection of members of the highest governance body	Governance	Our Governance Systems	17
	2-11 Chairmanship of the highest governance body	Governance	Our Governance Systems	17
	2-12 Role of the highest governance body in overseeing impact management	Governance	Our Governance Systems	17
	2-13 Delegation of responsibility for managing impacts	Governance	Our Governance Systems	17
	2-14 Role of the highest governance body in sustainability reporting	Introduction	Our Governance Systems	17
	Strategy, policies, and practices			
	2-22 Sustainable Development Strategy Declaration	Introduction	Chairman's Address	4
	2-25 Processes to remediate negative impacts	Introduction	The Foundations of our CSR Strategy	14
			Our Stakeholders	8
	2-26 Mechanisms for seeking advice and raising concerns	Governance	Our Governance Systems	17
	Stakeholder engagement			
	2-29 Approach to stakeholder engagement	Introduction	Our Stakeholders	8
GRI 3 2021 Relevant Topics	3-1 Process for identifying relevant topics	Introduction	Our Double Materiality Analysis	10
	3-2 Management of relevant topics	Introduction	Our Double Materiality Analysis	10
		Environment	Entire Chapter	72
	3-3 Management of relevant topics	Social	Entire Chapter	38
		Governance	Entire Chapter	16
GRI 201 2016 Economic Performance	201-1 Direct economic value generated and distributed	Introduction	About the Group	6
		Introduction	Our Impact	15

GRI INDEX

GRI CODE	STANDARD NAME	CHAPTER	SUBCHAPTER - ISSUE	PAGE
GRI 203 2016 Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Social	Our Local Communities	52
	203-2 Significant Indirect Economic Impacts	Social	Our Local Communities	52
GRI 204 2016 Purchasing Practices	204-1 Share of spending on local suppliers	Governance	Our Responsible Management - Responsible Purchasing	29
	302-1 Energy consumption within the organization	Environment	Climate Change	74
GRI 302 2016 Energy		Appendices	ESG indicators	86
	302-4 Reduction of energy consumption	Environment	Climate Change	74
		Appendices	ESG indicators	86
GRI 303 2018 Water and Effluents	303-1 Interactions with water as a shared resource	Environment	Renewable Energy – Water	78
	303-2 Management of water discharge related impacts	Environment	Renewable Energy – Water	78
	303-5 Water consumption	Environment	Renewable Energy – Water	78
	305-1 Direct GHG emissions	Environment	Climate Change	74
GRI 305 2016 Emissions	305-2 Indirect GHG Emissions	Environment	Climate Change	74
	305-3 Other indirect GHG emissions	Environment	Climate Change	74
	305-4 GHG emission intensity	Environment	Climate Change	74
	305-5 Reduction of GHG emissions	Environment	Climate Change	74
GRI 306 Waste	GRI 306-1 Waste generation and significant waste-related impacts	Environment	Renewable energy – Waste	80
	GRI 306-2 Management of significant waste related impacts	Environment	Renewable energy – Waste	80
	GRI 306-3: Waste Generated	Environment	Renewable energy – Waste	80
GRI 308 2016 Supplier Environmental Assessment	308-1 Negative social impacts in the supply chain and actions taken	Governance	Our Responsible Management - Responsible Purchasing	29
GRI 401 2016 Employment	GRI 401- 1 New employee recruitment and staff rotation	Social	Our Employees - Commitment and Social Dialogue	41
	GRI 401-2 Benefits granted to full-time employees and not to temporary or part-time employees	Social	Our Employees - Health, Safety, and Well-being at Work	47
GRI 403 2018 Health and Safety at Work	403-1 Occupational Health and Safety Management System	Governance	Our Responsible Management - Safety and Security of Operations	26
		Social	Our Employees - Health, Safety, and Well-being at work	47

GRI INDEX

GRI CODE	STANDARD NAME	CHAPTER	SUBCHAPTER - ISSUE	PAGE
GRI 403 2018 Health and Safety at Work	403-2 Hazard identification, risk assessment, and adverse event investigation	Governance	Our Responsible Management - Safety and Security of Operations	26
		Social	Our Employees - Health, Safety, and Well-being at work	47
	403-3 Occupational health services	Social	Our Employees - Health, Safety, and Well-being at work	47
	403-4 Participation and consultation of workers and communication regarding occupational health and safety	Governance	Our Responsible Management - Safety and Security of Operations	26
		Governance	Our Responsible Management - Safety and Security of Operations	47
	403-5 Occupational health and safety training for workers	Social	Our Employees - Health, Safety, and Well-being at work	47
		Social	Our Employees - Health, Safety, and Well-being at work	47
	403-6 Promotion of worker health	Social	Our Employees - Health, Safety, and Well-being at work	47
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	Social	Our Employees - Health, Safety, and Well-being at work	47
	403-8 Workers covered by an occupational health and safety management system	Social	Our Employees - Health, Safety, and Well-being at work	47
GRI 404 2016 Training and Education	403-9 Work-related injuries	Social	Our Employees - Health, Safety, and Well-being at work	47
	403-10 Work-related illnesses	Social	Our Employees - Health, Safety, and Well-being at work	47
	404-1 Average hours of training per year per employee	Social	Our Employees - Skills Development	43
GRI 405 2016 Diversity and Equal Opportunities	404-2 Programs for upgrading employee skills and transition assistance programs	Social	Our Employees - Skills Development	43
	404-3 Percentage of employees benefiting from performance and career development reviews	Social	Our Employees - Commitment and Social Dialogue	41
GRI 413 2016 Local Communities	405-1 Diversity of governance bodies and employees	Social	Our Employees - Diversity and Inclusion	45
		Governance	Our Governance Systems	17
GRI 414 2016 Supplier Social Assessment	413-1 Activities involving the local community and impact assessment and development programs	Social	Our Local Communities	52
	414-2 Negative social impacts in the supply chain and actions taken	Governance	Our Responsible Management - Responsible Purchasing	29

TANGER MED