



CMGP
Group



INTEGRATED REPORT

2021

ABOUT THIS REPORT

This report is the official publication of the achievements and the performance of CMGP Group in 2021. It also highlights its CSR performance and its contribution to sustainable development for the same period. This report has been established in accordance with the GRI standards (essential requirements option).

It covers all the activities and entities of the CMGP Group for the period from 1 January to 31 December 2021, corresponding to the company's financial year. The reporting cycle is annual. The next publication will be issued in 2023 and will cover the achievements and performance of the CMGP Group in 2022.

This report was supported by a sustainability consulting firm, which provided the methodology for the materiality assessment presented in section 3.2. All our publications are available on our website: www.cmgp-cas.com.

CMGP Group remains available to provide any other information on our achievements, our CSR approach and our contribution to sustainable development. For this purpose, we provide a dedicated email address and we encourage our stakeholders to share their expectations and concerns :

contact@cmgp-cas.com





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EDITORIAL



The year 2021 has been an important year for the CMGP Group. After the merger between CMGP and Comptoir Agricole du Souss-CAS, the group is now a leading player in the solutions of agro-equipment, agro-supply and infrastructure of water and solar energy in Morocco and West Africa. We thus continue to pursue our ambition to make CMGP Group a national champion, and a platform to become an African champion in the fields of agriculture, water, and energy.

This ambition is relies on an integrated operating model unique in the region and enables us to offer the broadest range of products and services covering the needs of our customers from end to end. This offer also relies on the strong expertise of our teams, partnerships with the largest international suppliers and a large distribution network in Morocco and West Africa.

Driven by a strong customer focus and a service quality approach, we naturally listen to our environment and our stakeholders. In this context, for several years we have been undertaking a societal responsibility approach to integrate the challenges of sustainable development and the expectations of our stakeholders in the strategy of the CMGP Group. Thus, the major challenges of the 21st century, in particular the scarcity of water resources, global warming, and food security, are embedded in our DNA and they are taken into account in the improvement of our value proposition.

This way, we contribute to water saving through the implementation of our micro-irrigation solutions, to the improvement of crop yields and to the reinforcement of food security thanks to our plant protection and nutrition products, to the reduction of greenhouse gas emissions and to the fight against global warming by developing solar energy, and finally to the access to infrastructure for the populations thanks to our solutions of Drinking Water Supply, Liquid Sanitation and Wastewater Networks.

The major challenges of the 21st century, including water scarcity, global warming, food security and access to basic infrastructure, are embedded in our DNA and they are taken into account in the continuous and sustainable improvement of our value proposition.

The year 2021 was marked by the continuity of the COVID-19 health crisis. Our teams played a vital role in protecting the health of our people and partners and in ensuring the continuity of our activities. Once again, this crisis did not prevent us from completing several projects launched in 2020 such as the realization of this beautiful project of bringing together CMGP.CAS or the various international partnership projects to achieve our expansion goal in Africa.

The strength of our operating model is based on the diversification of our businesses and geographies, our upstream activities and downstream integration, and our ability to capitalize on synergies. We have established the basis for building and achieving more growth in the years to come, with the ambition to improve our products and services to significantly continue to contribute to the Sustainable Development Goals.

Moreover, from a business performance point of view, we have stayed the course in unprecedented circumstances, and our consolidated revenues have reached 1.8 billion dirhams, up by 6% on 2020 on a like-for-like basis. I believe these results confirm the soundness of our operating model, based on the diversification of our businesses and geographies, our upstream activities and downstream integration, and our ability to capitalize on synergies. We have established the basis for building and achieving more growth in the years to come, with the ambition to improve our products and services to continue to significantly contribute to the Sustainable Development Goals.

On the social front, the year 2021 also saw the continuation of our commitments to our communities. Our strategy has been reviewed and is now supported by the AMANE Foundation, created by the CMGP Group to structure and improve the operational implementation of innovative projects and social and solidarity actions. Under the signature "Goutte d'espoir" (Drop of Hope), the AMANE Foundation supports and undertakes projects in the fields of education, entrepreneurship, environment, and access to essential services in regions where we operate.

Once again, I would like to thank our employees who, throughout the past year, have demonstrated their unwavering commitment to serving our clients in a time of crisis. The CMGP Group teams have mobilized at all levels to ensure the continuity of the essential services we provide our clients and to implement a strategic plan, we can all be proud of.

Youssef MOAMAH

Chairman and CEO CMGP Group



GROUP CONTRIBUTION IN 2021



KEY FIGURES OF OUR ACTIVITIES IN 2021



1.8
billion Dhs of
consolidated revenues



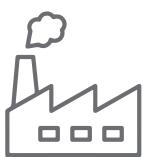
6%
growth in revenues



+800
employees



43%
of women in management
and supervisory positions



5
Plants



19
Agencies and
logistics sites



+15 000 Ha
of irrigation project
areas installed



+31M
m³ of water saved



+ 9 MWh
of installed renewable
energy



+620
collaborators trained
in our Ethical Values



+118%
of export turnover



+70M MAD
Investments



Projects carried out in
7
international countries



14 097
tons of CO₂
avoided



4058
beneficiaries of our social
and solidarity actions



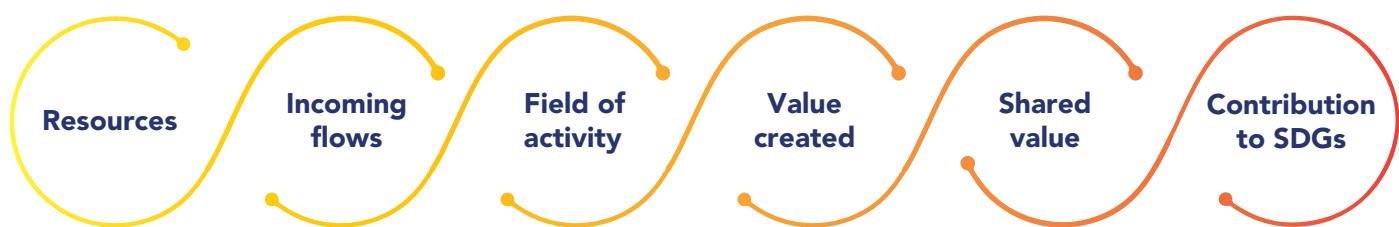
89%
customer satisfaction
rate

CONTRIBUTION OVERVIEW OF THE GROUP IN 2021

CONTRIBUTION TO SUSTAINABILITY GOALS THROUGHOUT OUR VALUE CHAIN

CMGP Group is a leader in irrigation, agri-supply, solar energy, and water infrastructure solutions. It deploys a value chain that considers the scarcity of resources and the need to fight against climate change, as well as the need to adapt to its already proven consequences.

The Group, which positions itself as a One Stop Shop for agricultural solutions, supports its customers throughout the value chain, creates and shares value for responsible and sustainable development and builds a model around the values of Excellence, Integrity and Benevolence for employees, customers and its extended ecosystem.



Human	Water	Agricultural equipment	SOLUTIONS FOR AGRICULTURE	Human	10 % increase in group workforce
823			Irrigation, Solar equipment, Pumping, Water treatment, Watering		
Naturel	Equipment	Agro Supply	SOLUTIONS FOR AGRICULTURE	Natural	14,097 Tons of CO2 avoided
Water, soil, biodiversity			Seeds and substrates, Plant protection products, Fertilizers, Nutritional supplements, Agricultural plastics, and nets	M3 of water saved	31.2 million M3 of water saved
Financial	Supplies	Solar energy	INFRASTRUCTURE SOLUTIONS	Societal	87.2M MAD in taxes paid 4058 beneficiaries of the Foundation's projects
Shareholders' equity: MAD 1,922 million EBITDA : 341M MAD			Pipes for drinking water supply, Pipes for liquid waste, Pipes for building and telecom		
Socie-Etalsystem	Raw materials	Infrastructure			
resellers and farmers More than 17,500 resellers and farmers					

CONTRIBUTION OVERVIEW OF THE GROUP IN 2021

OUR CONTRIBUTION IN RESPONSE TO COVID-19

2021 was the second year characterized by the Covid-19 pandemic and the health crisis that followed. The CMGP Group has continued deploying actions initiated in 2020, namely the implementation of sanitary measures to protect our employees and to ensure the continuity of our activities through an adapted work organization, raising awareness on the respect of preventative measures and testing campaigns. During the year, we continued to assume our responsibilities in response to the COVID-19 pandemic in all our areas of intervention and in our business relationships. Our response plan had two overarching goals:



Protecting our collaborators

To limit the spread of contamination in the different entities and sites of the group, CMGP Group has maintained an important sanitary system which has benefited from the commitment of the employees, the convincing results of the year 2020 and our approach to health and safety at work certified to the best international standards. The anti-Covid-19 action plan was piloted by a dedicated crisis unit coordinated by a Covid-19 referent.

**+700
COVID-19 tests
performed**



Supporting our communities

Through its Foundation, the Group has maintained its contribution to partner associations to support social and solidarity projects despite the pandemic.





ABOUT THE GROUP

THE DNA OF CMGP GROUP

In 2020, the CMGP group adopted a purpose: "An efficient, responsible and innovative group, proud of its African roots and close to its ecosystem".

The CMGP Group is committed to contributing to the United Nations Sustainable Development Goals (SDGs). Divided into the 5 main areas of our CSR strategy, these SDGs are implemented in the projects we carry out for our clients as well as in the deployment of CSR practices within the Group. Our approach to creating shared value guides all our actions, which affect all our businesses. More than ever, we want to strengthen our commitments as a player in a world that is more respectful of people and the environment.

Driven by the vision of becoming the leader in Africa for agriculture and infrastructure solutions, the CMGP Group has developed organically through a sustained growth of its activities, then through a merger with CAS. At the international level, the CMGP Group has completed large-scale projects in Mauritania, Niger, Ivory Coast, Ghana and Mali since 2010. This internationalization has accelerated with the creation of CMGP Senegal in 2020 and CMGP Ivory Coast in 2021.



Our values

The CMGP Group has defined three values constituting the new basis for its culture and its spirit of conquest: Excellence, Integrity and Benevolence. These values are the foundations of the CMGP Group's human resources management policy. They reflect the vision, enlighten the strategic decisions, and guide the action of the Group. By embodying them through the concrete missions of its employees, the Group gives a better visibility to its commitment in favor of sustainable development to its customers, partners and all its stakeholders.

The unanimous and unfailing mobilization of the Group's employees during the Covid-19 crisis was both a means of illustrating these values in a concrete way, and of cementing the Group's corporate culture around them.



OUR STRATEGY



The CMGP Group has adopted a set of strategic directions that are based on a thorough analysis of the markets and on the group's strategic capabilities. Our market is characterized by profound changes :

African agriculture challenged by water scarcity

Agriculture is a key economic sector in Africa. Building on a combined 80 years of experience in the sector with a focus on innovation, the CMGP Group brings its pioneering solutions in irrigation, fertigation, crop protection and solar energy on the market to address key challenges in Africa such as water scarcity and food security.

Through its efficient irrigation and agricultural water management technologies, the group can contribute to greater production and sustainability of agricultural production.

Urban development and its growing needs in water supply and sanitation

Access to water and its rational use is at the heart of Morocco's sustainable development objectives. With a rate of access of households to the sewerage networks approaching 65%, Morocco continues to face the challenge of upgrading its infrastructures to ensure a decent living environment and the protection of the health of the citizens. The CMGP Group participates in this effort and offers adapted solutions through its specialized subsidiaries.

Green energy and decarbonization requirements

Used as an example, Morocco is deploying an ambitious renewable energy development strategy. Agriculture, throughout the life cycles of projects and products, relies more and more on green energy to meet the requirements of competitiveness and decarbonization at the international level. The CMGP Group also innovates at this level and proposes turnkey projects to support its customers.

GROUP STRATEGY

As a result, the CMGP Group has defined the following strategic priorities



Ensuring good governance practices and business ethics



Strengthening our CSR commitments



Expand our customer base and retain our customers



Expand our offer and propose innovative solutions and products adapted to the needs of the market



Strengthen our network to be closer to our customers



Controlling our Supply Chain



Pursue our international development



Build intra-group and inter-region/country synergies



Supporting our development for an efficient financial management



Supporting the digital transformation of our activities



Strengthen our dynamic of improving our management systems



Accentuate the development of our human capital skills and strengthen knowledge management



Build an effective communication strategy



OUR VISION

To make the CMGP Group the leader in Africa in solutions for agriculture, water, and solar energy.

OUR BUSINESS MODEL

The combination of CMGP.CAS has created the undisputed leader in Morocco in irrigation, agro supply, solar solutions, and water infrastructure. This position provides the CMGP Group with a platform to become an African champion in the agricultural and water business. The subsidiaries of the CMGP Group, and especially CMGP and CAS, following their merger, have implemented in 2021 a "One-stop-shop" model of reference for the Moroccan and African farmer.

The CMGP Group defines itself as a responsible and innovative African economic actor, close to its ecosystem. The concept of Creating Shared Value (CSV) perfectly illustrates the notion of "win-win". To be viable in the long term, each development project must take into account not only the profitability, but also the equitable distribution of the creation of wealth throughout the value chain.

Through our "One Stop Shop" model, we bring the broadest range of solutions to cover our customers' needs from end to end to the market.



Othmane DOUIRI

Deputy General Manager CAS



Market leadership enabling the creation of shared value



The most capillary network of agencies and resellers on the market



A "One Stop Shop" model with a portfolio covering all product lines and customer segments

OUR SOLUTIONS AND OUR SUBSIDIARIES



Our solutions

The CMGP Group is an industrial and distribution group operating in businesses and sectors at the heart of sustainable development in Morocco and Africa. It is thus organized around three poles: Agro equipment, Agro supply and Infrastructure and 14 lines of business (Irrigation, fertilizers, seeds, etc...). We offer a wide range of products and solutions through several subsidiaries working in harmony and developing numerous inter-group synergies.

Representation diagram of subsidiaries and businesses



AGRICULTURE



AGRI-EQUIPMENT

- Irrigation
- Solar equipment
- Pumping
- Water treatment
- Watering



AGRI-SUPPLY



- Seeds
- Crop protection products
- Fertilizers
- Nutritional supplements
- Agricultural plastics and nets

INFRASTRUCTURE



PORTABLE WATER SUPPLY (PWD)

- PVC Pressure Pipe for Water Supply
- HDPE Pressure Pipe for Water Supply



BUILDING & TELECOM

- PVC pipe evacuation building
- PVC Telecoms PTT pipe



Our subsidiaries



CMGP

Created in 1995, the CMGP GROUP has achieved a turnover of 783 million Dhs. By the end of 2021, the company's workforce counted 427 people. CMGP offers pioneering solutions in the fields of irrigation, crop protection and solar energy to fight against the main challenges in Africa such as water shortage and food security.

M. Youssef
Moamah



CAS

Created in 1967, Comptoir Agricole du souss (CAS) has achieved a turnover of 825 million Dhs. By the end of 2021, the company's workforce counted 163 people. CAS is a leader in the distribution of phytosanitary products such as insecticides, herbicides, fungicides, nematicides, and other specialty and generic products. CAS distributes a complete range of fertilizers, seeds, substrates, and a range of agricultural plastics (greenhouse films, mulch films) and agricultural nets.

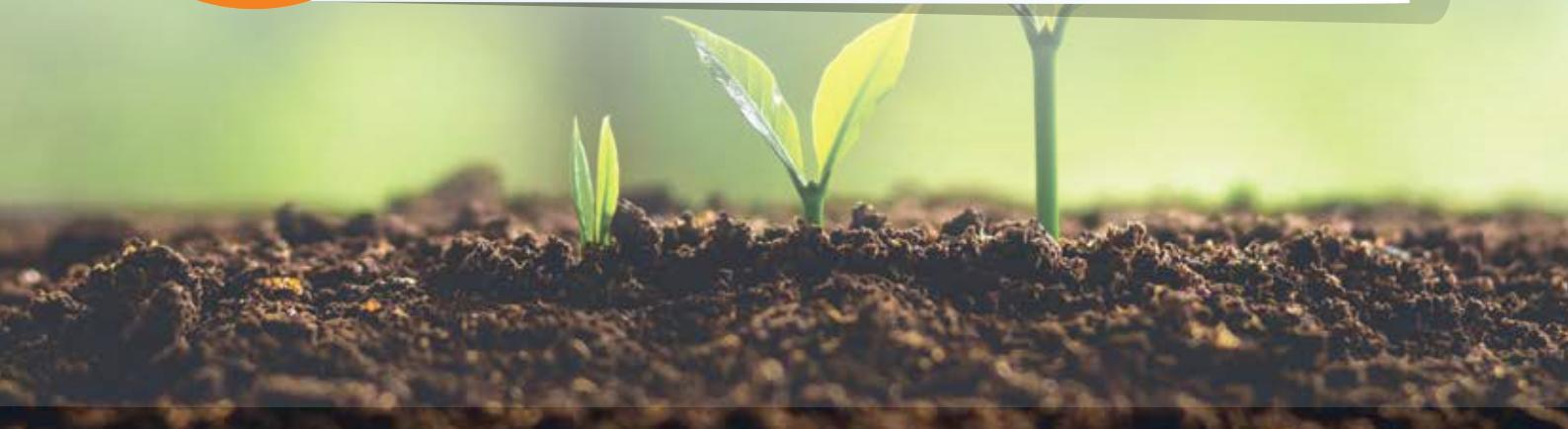
M. Jacques
Alléon



SICDA

Created in 1994, SICDA has achieved a turnover of 416 million Dhs. SICDA had a staff of 321 employees at the end of 2021. SICDA support the development of several sectors, in particular: Drinking water supply, sewerage, building, agriculture and telecoms, through innovative solutions, namely the production of PE and PVC pipes in compliance with the most demanding standards in force.

M. Youssef
Moamah





PHILEA

Created in 1994, PHILEA has achieved a turnover of 65 million Dhs. By the end of 2021, the company's workforce counted 15 people. Since April 2018, the company is part of the CMGP Group. It operates in the distribution of agricultural inputs including plant protection and crop nutrition products. Today, the company represents several internationally renowned partners.

Mme
Aouatif
HAFA



AGRIVAL

Created in 1995, AGRIVAL has achieved a turnover of 28 million Dhs. It had a staff of 7 employees at the end of 2021. The company is specialized in the distribution of phytosanitary products and seeds.

Mme
Aouatif
HAFA



PROCESS

PROCESS

Founded in 1974, PROCESS has achieved a turnover of 57 million Dhs. PROCESS had a staff of 34 employees at the end of 2021. The company is specialized in the production of fertilizers and compost.

Comptoir Agricole du Souss is in charge of the distribution of Process products.

M. Jacques
Alléon



CMGP Senegal

Created in 2019, CMGP Senegal has achieved a turnover of 10 million Dhs. By the end of 2021, CMGP Senegal's workforce counted 13 employees. CMGP Senegal is the subsidiary of CMGP Group operating in West Africa in the distribution of irrigation materials and the installation of turnkey projects.

M. Bruno
Demulder

ABOUT THE GROUP

HIGHLIGHTS 2021

The year 2021 marked a strategic turning point for the CMGP Group. The group has undertaken the implementation of its vision and "one stop shop" model for agriculture and the acceleration of its growth aspirations across the continent, with plans to reach all major markets in West Africa by 2024. Thus, the merger with the CAS Group, the development of SICDA's market segments, and the acceleration of international activities are the main highlights of the group's evolution in 2021.

This is a historic day for both our companies. Together, we are an undisputed Moroccan leader in irrigation, agri-supply, solar energy and water infrastructure. We have worked closely together to define our strategy and operating model in detail and great progress has already been made in the execution of the merger.



Youssef MOAMAH

Founder and CEO of CMGP Group



Merger of CMGP and CAS and of PHILEA and AGRIVAL



Bringing our teams together has confirmed that our companies share the same values of excellence, integrity, and care for our employees. This merger will accelerate the growth of our activities and allow us to become a partner and employer of reference for Morocco and the continent.



Jacques ALLÉON
CEO of CAS

CMGP and CAS have signed a merger agreement to become an integrated player in Morocco in irrigation, agri-supply and water infrastructure. Benefiting from strong complementarities in terms of product range, expertise, and distribution channels, CMGP and CAS have a unique opportunity to create the "One-Stop-Shop" for the Moroccan and African farmer.

This operation sees the entry in the capital of the Africinvest fund which joins the DPI fund (Development Partners International) in the CMGP Group's round table.

With their new brand and visual identity CMGP.CAS, the two subsidiaries of CMGP Group create the widest range of solutions on the market to cover the needs of Moroccan and African farmers from end to end. This merger offers key advantages to the agricultural and economic ecosystem :

-  The pooling of know-how to better support farmers in improving their productivity and income.
-  Improving research and development efforts and innovation to provide the best solutions to our customers.
-  A financial base to accelerate industrial and logistics investments in Morocco and Africa.



Today, CMGP.CAS represents :



+600
employees



19
agencies throughout
the country



1
agency in Senegal
(DAKAR)



1.8
Billion Dhs of consolidated
revenues in 2021



N°1
in the irrigation
business



N°1
in crop protection
products



N°1
in solar energy
(photovoltaic)
for agriculture



N°3
in fertilizers



N°5
in nets and plastic films



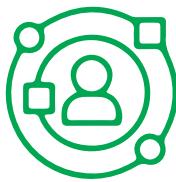
After the merger of CMGP and CAS, the two entities specialized in the distribution of generics, PHILEA (subsidiary of CMGP) and AGRIVAL (subsidiary of CAS) are grouping together to finalize their integration. This integration aims to create the Phileval brand and to multiply the synergies in order to give rise to a national leader in agricultural supplies to the actors of the local market, which should have a turnover of 150 million dhs by 2024.



Thus, thanks to the combination of the two portfolios : AGRIVAL (mainly seeds and insecticides) and PHILEA (mainly fungicides and herbicides), the new commercial brand PHILEVAL benefits from the combined experience of the two entities, as well as from their quality portfolios. This marks its contribution to CMGP Group's new "One Stop Shop" operating model. Moreover, the aggregation of the distribution networks and the sales teams allows the entity to have a sales network of more than 300 dealers covering the whole national territory.

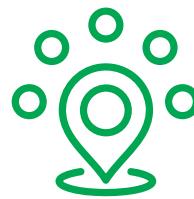
Today, PHILEVAL represents :

- Several internationally renowned partners
- 300 resellers
- Coverage of all agricultural regions of the kingdom
- A wide range of fungicides, insecticides, herbicides and fertilizers that help farmers improve crop yields and quality in a sustainable way.
- Proximity and support covering all areas of the kingdom.



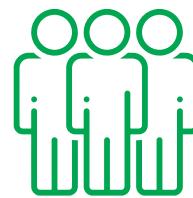
Experience

More than 25 years of activity in the agricultural sector with a wide range of plant protection and nutrition products.



Proximity

Availability of all products throughout Morocco through a distribution network covering the national territory.



Support

A team of specialized engineers and technicians who ensure a presence on the ground through advisory visits and training days.

SICDA, an industrial sector under the sign of innovation

SICDA, an industrial subsidiary of CMGP Group, has a total capacity of 55,000 T/year on a total production area of 80,000 m².

SICDA in numbers

In 2021, despite the difficult economic situation, SICDA honoured its roadmap regarding its investment plan. Indeed, it started work on several major projects, including :

- The launch of the SICDA INFRA Project in 2021 with a project for the manufacture of the double wall for liquid waste;
- The start-up of the commercial phase of its new SICDA III production site;
- The start-up of large diameter HDPE lines for drinking water, irrigation, and infrastructure;
- The launch, at the end of 2021, of the production of the new PVC Building Evacuation range;
- The integration of two new Swiss technology lines to meet a growing need in the irrigation market.



Site 1
15 000 T/year
8 000 m²



Site 2
25 000 T/year
21 000 m²



Site 3
15 000 T/year
49 000 m²



In terms of communication with its customers and partners, SICDA is more present than ever. In 2021, it launched its new website: www.sicda.ma, a more animated, more dynamic site for a better visibility on all the news concerning its activities and products. It also improved its presence on social networks and participated in the Virtual Plastics Exhibition, the gathering of plastics professionals par excellence, hailed as a meeting point for North African and African professionals from all branches of plastics, rubber, composites, packaging and processing.





Development of the CMGP Group in Senegal

Food self-sufficiency is essential to the emergence to which Senegal aspires by 2035. The CMGP GROUP, leader of irrigation in Morocco, wishes to bring its contribution to this challenge. It is within this framework that the CMGP Group decided to establish itself in Senegal in order to get closer to the local farmers and to bring them their support and expertise.

Senegal is a country where agriculture plays an essential role in feeding the population but also as the main activity of most of the population. To increase yields and develop agricultural production, the supply of water to agricultural land remains a major challenge. Localized irrigation, by organizing a controlled and water-efficient supply of agricultural land, is part of the solution.

With its experience in Morocco, the CMGP Group has for ambition to contribute to the development of irrigation in Senegal by bringing our experience feedback on irrigation in Morocco to accelerate the metamorphosis of Senegalese agriculture. Moreover, we have already carried out successful projects in Senegal in the past which confirmed the relevance of our offer for the Senegalese market. CMGP Senegal is also positioned as a distributor with a large product portfolio (more than 2000 references) in irrigation systems, solar energy (photovoltaic) as well as other equipment in agriculture (nets, geoliner, mulching film...).

Our process is underway with teams already present and at work. We have an operational infrastructure of over 3,000 m² in Dakar, including our storage platform, a showroom and our offices. In concrete terms, as of tomorrow, farmers can come and get their equipment from our agency without having to wait for import delays. This availability is the differentiating factor of CMGP Group.



GROUP GOVERNANCE

Governance embodying the Group's transformation

CMGP Group is a limited company under Moroccan law, not listed on the stock exchange. It is jointly owned by Mr. Youssef MOAMAH, Mr. Jacques ALLÉON, the investment fund DPI and the fund Africinvest.

Composition of the Board of Directors

The Board of Directors is responsible for defining the strategic direction of the CMGP Group and for deciding on the investment and divestment operations that the Group is considering. It meets four times a year. Chaired by Mr. Youssef MOAMAH, Chairman and CEO of the Group, the Board of Directors is composed of ten directors, eight of whom are non-executive directors, with a term of six years renewable in accordance with the law. In 2021, the Board of Directors met four times. The composition of the Board of Directors of CMGP Group is as follows :



**Mr. MOAMAH
Youssef**

Chairman and CEO
Executive Director



**Mr. LAHMER
Sofiane**

Non-Executive
Director



**Mr. STONEHAM
Marc**

Non-Executive
Director



**Mr. Del- Lero-
Moreau Jade**

Non-Executive
Director



**Mr. Filali
Amine Ghali**

Non-Executive
Director



**Mr. ALLEON
Jacques**

Executive
Director



**Mr. LAKHOUA
Khalil**

Non-Executive
Director



**Mr. MAHTAT
Mehdi**

Non-Executive
Director



**Mr. ABOUELMIKIAS
Anas**

Independent
Director



**Mr. GIANCARLO
DI PAOLA**

Independent
Director

The directors are appointed for a term of six years. The OGM closing the financial year 2026 will decide on the continuation of these mandates.

ABOUT THE GROUP

To assist the Board of Directors in its functions, several committees have been created, namely :



Audit and Risk Committee

The Committee is composed of two directors and one independent director and meets at least twice a year. It is responsible for the following tasks:

- Monitoring the process of preparing financial information for shareholders and third parties;
- Monitoring of internal control and risk management systems, and legal and regulatory compliance;
- Monitoring the external audit and statutory audit of the annual and consolidated financial statements, including the follow-up of questions and recommendations made by the Statutory Auditor.



Africa Committee

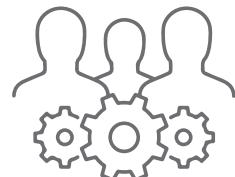
Composed of two non-executive directors and members of the Management Committee, the Committee assists the Board of Directors and the General Management in defining and implementing the Africa strategy. It meets once a month and is in charge of the following missions :

- Reflection on strategic options and their implications
- Monitoring the performance of African activities
- Support in accessing market expertise and in finding partners



Operational Committees

The Board of Directors may be assisted by several operational committees: the Management Committee, the CSR Committee, the HR Committee and the Recovery Committee.



Nomination and Remuneration Committee

The Committee is composed of two directors and one independent director meets at least twice a year. It assists the Board of Directors in its supervisory role, in particular by :

- Reviewing the appointment, recruitment, compensation and benefits of the directors and senior management of the CMGP Group;
- Reviewing the main human resources policies and programs, in place or being established, relating to workforce planning, succession planning, career development and performance evaluation, and their compliance with the CMGP Group strategy;
- Submitting the system of remuneration for directors and senior executives for approval to the Board of Directors.

MANAGEMENT COMMITTEE

To carry out his mission, the Chairman and Chief Executive Officer is assisted by a Management Committee, a reflection and decision-making body, which examines the Group's main decisions and orientations and meets every month. The Committee is also responsible for overseeing the Group's operational performance, business development, business expertise and culture.

On the 31st of December 2021, the Executive Committee consists of 13 members.



**Mr. Youssef
MOAMAH**

Chairman and CEO
CMGP Group



**Mr. Jacques
ALLÉON**

Chairman and CEO
CAS



**Mr. Younes
AL ABADAN**

Deputy Managing Director
in charge of development
CMGP Group



**Mr. Hicham
KHATTAB**

Deputy General
Director - Sales
Director CMGP Group



**Mr. Othmane
DOUIRI**

Deputy General
Director CAS



**Mr. Christian
NOUBOUE**

Africa Development
Director CMGP Group



**Mr. Yannick
RAMASSAMY**

Director of
SICDA plants



**Mrs. Aouatif
HAFA**

General Manager
Phileval



**Mrs. Hasnaa
BOULAYAAD**

Organization and CSR
Director CMGP Group



**Mrs. Amal
KRAT**

Administrative and
Financial Director CMGP
Group



**Mr. Mohamed
BEROUAL**

Sales and Marketing
Director SICDA



**Mrs. Ghizlane
EI JAAFARI**

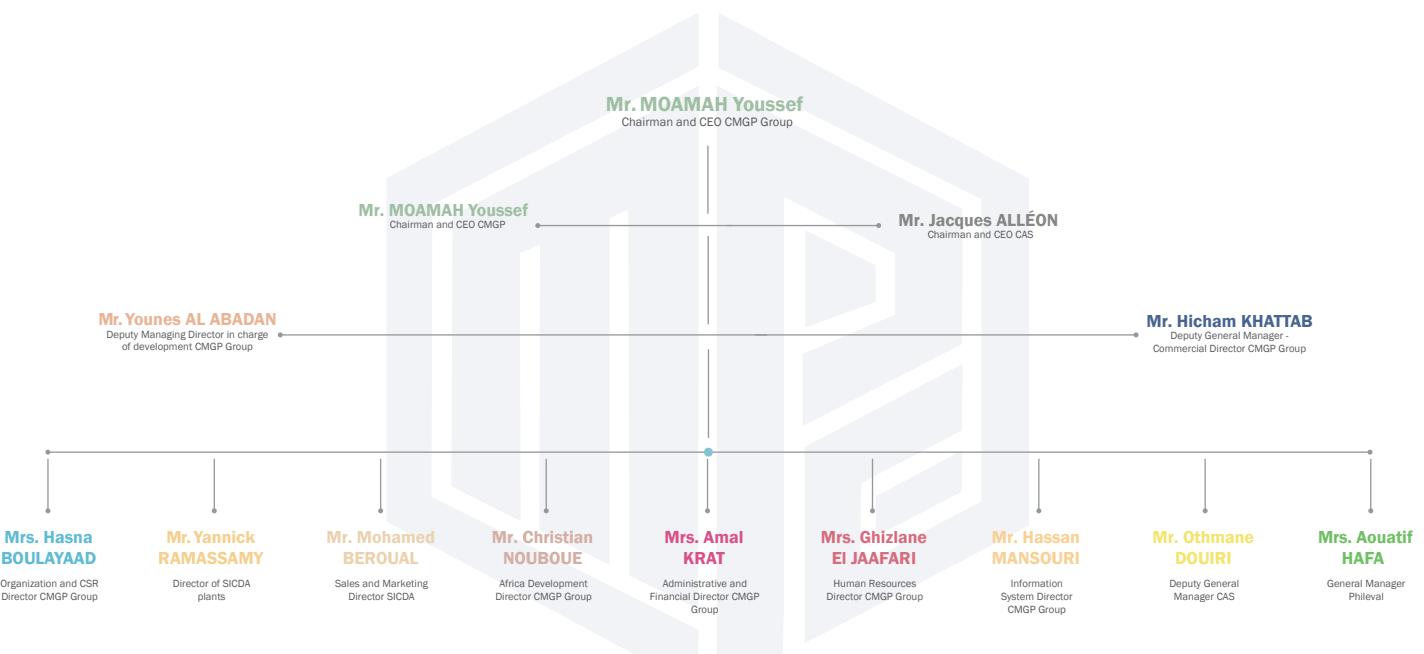
Human Resources
Director CMGP Group



**Mr. Hassan
MANSOURI**

Information System
Director CMGP Group

MANAGEMENT TEAM ORGANIZATION CHART





OUR CSR APPROACH

CMGP GROUP CONTEXT

CMGP Group implements its CSR approach in a context characterized by 3 major transformations

Morocco, regional powerhouse in the mobilization for Sustainable Development

The impacts of climate change are becoming increasingly visible around the world and, despite the signing of the Paris Agreement by many countries, the COP 26 held in Glasgow was not able to secure the necessary commitments to effectively operationalize this agreement. The current commitments are not sufficient to limit warming to + 1.5°C by 2050.

Morocco is one of the countries involved in this process, by setting the ambitious target of reducing its GHG emissions by 42% by 2030. This objective is based on a proactive policy of renewable energy and energy efficiency. With a budget of 270 billion dirhams, the Kingdom hopes to reach 24,800 MW of electricity production capacity by 2030 and to increase the share of renewable energies to 52% by 2030 (43% in 2020, then 47% in 2025).

In Africa like everywhere else in the world, water resources are becoming scarce. In Morocco, thanks to the policy of large dams carried out during the recent years, the country has succeeded in securing its water reserves and plans to carry out a new national drinking water supply program representing 115.4 billion dirhams of investment. 20 large dams should be built while the irrigation water supply component should concern 160 000 farmers and 510 000 hectares.

Thanks to its core business, advanced irrigation, CMGP Group is already strongly aware of the various environmental issues that constitute priority axes of its development strategy. Therefore, our Group is totally in line with the different national policies in terms of energy or water resources.



A new and more inclusive development model

In his speech of August 20, 2019, His Majesty King Mohammed VI gave momentum to the development, within the framework of a vast participatory approach, of a new, more inclusive development model for Morocco. The special commission for the Model of Development presented its conclusions to the sovereign. The CSMD report calls for new public governance, an increased role for the private sector, the development of the third sector and a framework of trust and accountability. The CSMD recommends four major areas of transformation: A productive, diversified economy that creates added value and quality jobs, a strengthened human capital better prepared for the future, opportunities for inclusion for all and a consolidated social bond as well as resilient territories, places where development can take root. The CMGP Group, as a citizen and as a responsible group, is being challenged by all these axes of transformation. The group is transforming its operational model to serve inclusive socio-economic development in its areas of operation.

Food security in Africa

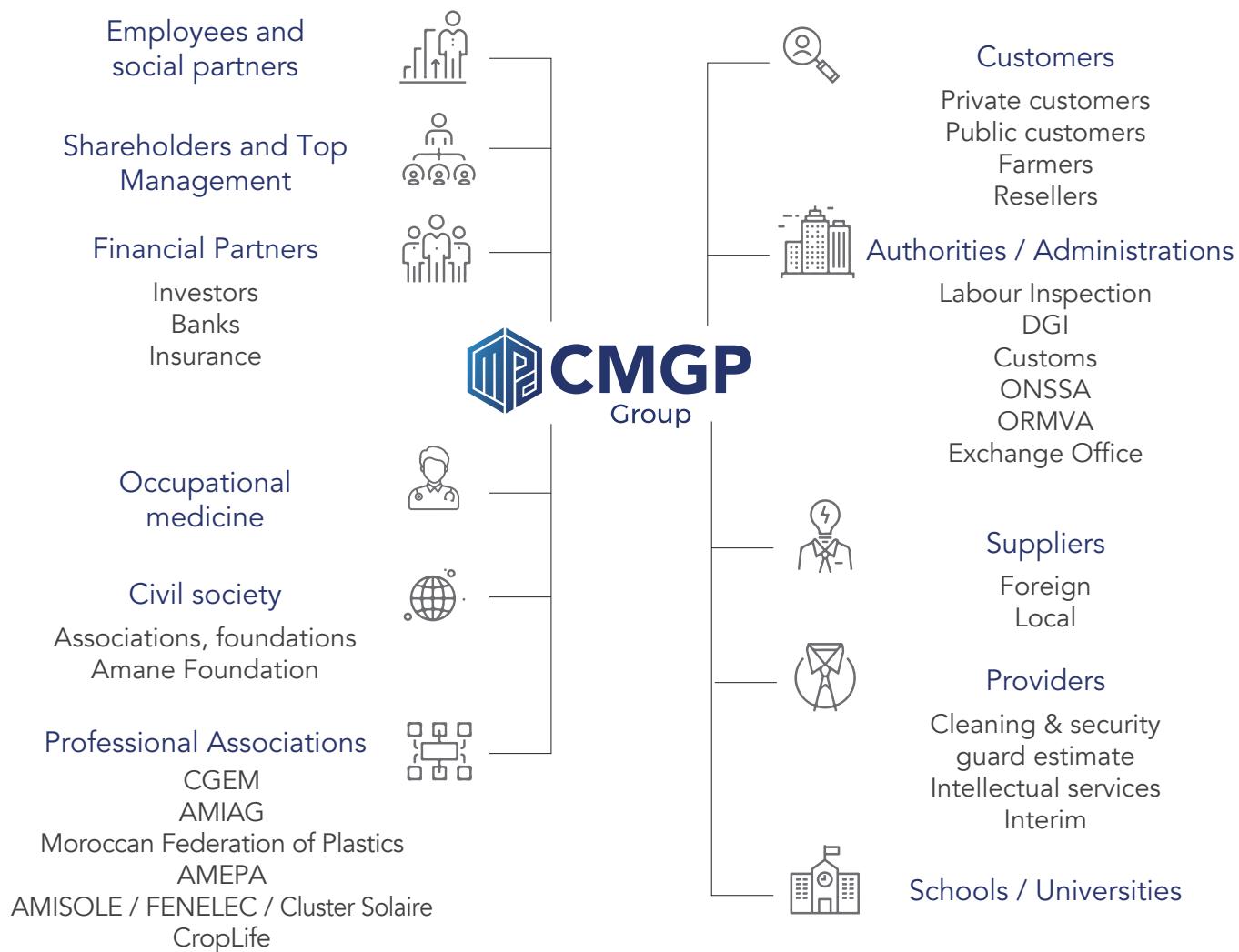
The African population is expected to double by 2050 to reach 2.5 billion people (1.2 billion in 2017). The African continent is experiencing strong population growth. In addition to the issue of water and agricultural yields, the availability of land and soil quality are important issues to ensure food security for Africans.

The CMGP Group wishes to contribute to bringing solutions to these issues at the African continent level. To do so, it invests directly in the countries where it has historically completed projects. Thus, in 2020, the group created CMGP Senegal. In 2021, it will continue to strengthen its presence in other countries, in particular the Ivory Coast.



DIALOGUE WITH STAKEHOLDERS

Since 2019, the CMGP Group has been conducting its CSR approach through a Roadmap setting dated and quantified objectives targeting the major Sustainable Development issues carried by its activities. The 2020-2022 Roadmap has been defined in line with the United Nations Sustainable Development Goals (SDGs) and based on an in-depth materiality analysis. This study covered more than 30 stakeholder families.



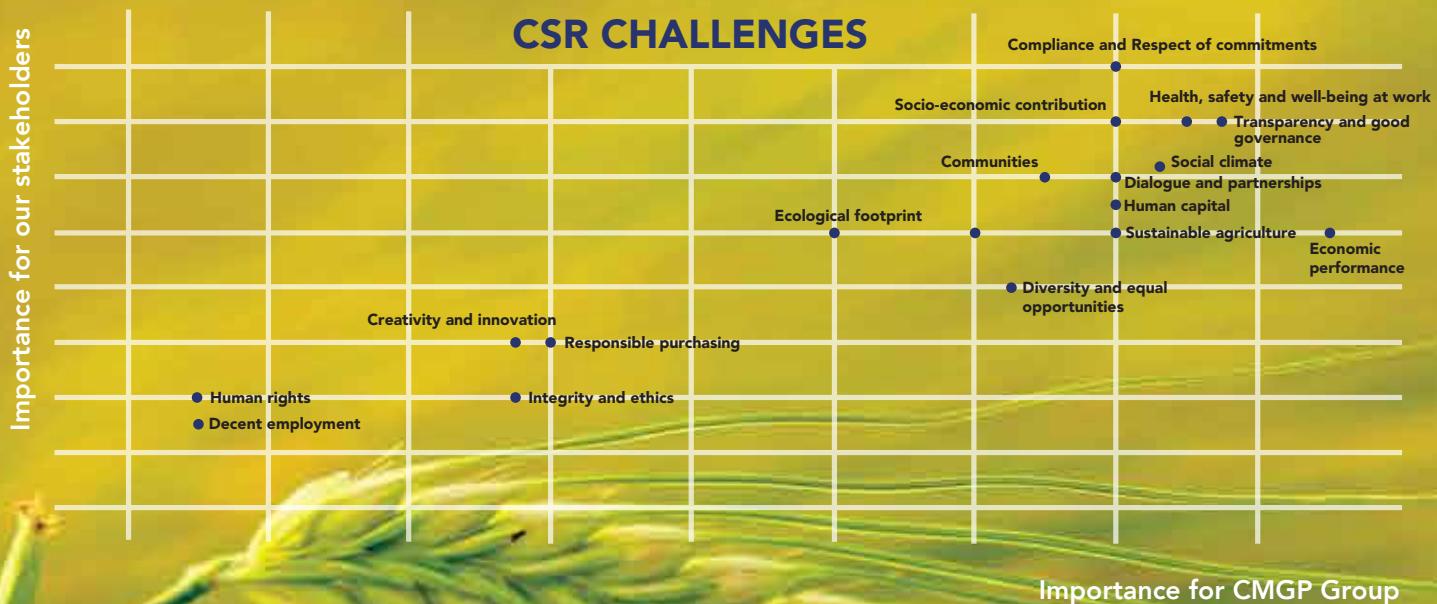
The Group has actively involved stakeholders in the development of its roadmap for 2019 and its purpose for 2020. The roadmap proposed by the CSR Committee was validated by the Management Committee and then by the Board of Directors and discussed with employee representatives and external stakeholders.

CMGP Group has set up a social watch system to monitor CSR issues, which represent both risks and opportunities for the Group. This monitoring mobilizes regular surveys of clients and stakeholders, analysis tools for the press, social networks and stakeholder publications, as well as the network of partners in the different regions.

A summary of the risks and opportunities induced by macro-trends, such as the impacts of climate change, water stress and pressure on the use of agricultural supplies, is presented to the Management Committee each year for analysis and decision.

MATERIALITY ANALYSIS

In 2019, the CMGP Group carried out its materiality study, an analysis that identified several dozen issues, which were analyzed to arrive at a list of priority extra-financial issues for the Group and which helped build its CSR Roadmap.



CSR STRATEGY

The CMGP Group has always been aware of the importance of its role in the community and its responsibility as an economic actor. At its level, it wishes to contribute to the emergence of a world more respectful of the human and the environment.

Commitments aligned with sustainable development objectives

The CMGP Group's CSR approach relies on five strong axes and 16 strategic commitments. The CSR approach has been globally thought to include all our activities and it aims at reinforcing the creation of shared value through our different actions which impact all our businesses. Consequently, each of our CSR action is part of a global approach integrating every aspect of our activity. With this in mind, we have chosen to structure our CSR approach around the United Nations Sustainable Development Goals (SDGs).

The structuring of our CSR approach, through the analysis of materiality, is in line with our initial approach labeled by the CGEM in 2017 and whose commitments have been evaluated according to the international standard ISO26000. This analysis allowed us to define our objectives in 2022, in line with the new development CMGP Group strategy in Morocco and internationally.



Hasnaa BOULAAYAD
Director of Organization and CSR



CONSOLIDATE AN EXEMPLARY AND SUSTAINABLE GOVERNANCE

OUR CHALLENGES AND COMMITMENTS

- Ensure good governance practices.
- Act with integrity, loyalty, and transparency.
- Develop an open and close dialogue with our stakeholders.
- Promoting human rights in our sphere of influence

SUSTAINABLE DEVELOPMENT OBJECTIVES



DEVELOP OUR ENVIRONMENTAL PERFORMANCE

OUR CHALLENGES AND COMMITMENTS

- Promote eco-design in projects: listening to our clients to help them find solutions that promote sustainable agriculture
- Adopt an eco-responsible management of our activities and our sites by responding to the challenges of energy consumption, greenhouse gas emissions, waste recovery and water resource management.

SUSTAINABLE DEVELOPMENT OBJECTIVES



ENHANCING OUR HUMAN CAPITAL

OUR CHALLENGES AND COMMITMENTS

- Cultivate the talents and develop the skills of our workforce.
- Guarantee the health and safety of our collaborators and ensure their well-being.
- Encourage internal mobility and gender diversity.
- Encourage social dialogue.

SUSTAINABLE DEVELOPMENT OBJECTIVES



STRENGTHEN OUR COMMITMENT TO THE COMMUNITY

OUR CHALLENGES AND COMMITMENTS

- Support innovative projects and social and solidarity-based actions
- Contribute to the development of the community through the involvement of our employees in associative work.
- Promote job creation through investment.

SUSTAINABLE DEVELOPMENT OBJECTIVES



PROPOSE INNOVATIVE AND RESPONSIBLE SOLUTIONS

OUR CHALLENGES AND COMMITMENTS

- Contribute to the structuring of our business sectors.
- Propose and ensure the accessibility of innovative solutions to all farmers in Morocco and internationally.
- Support the growth of our network of small and medium-sized distributors

SUSTAINABLE DEVELOPMENT OBJECTIVES



OBJECTIFS DE DÉVELOPPEMENT DURABLE

All these SDGs are put into practice in the field through the various projects we carry out on a daily basis with all of our stakeholders.

GOVERNANCE OF CSR

The governance of the CSR approach is defined at 3 levels :



At the level of the Management Committee: The Management Committee ensures the sponsorship of the approach. It validates the objectives and the CSR program and is informed on a quarterly basis by the progress of the program and of CSR performance

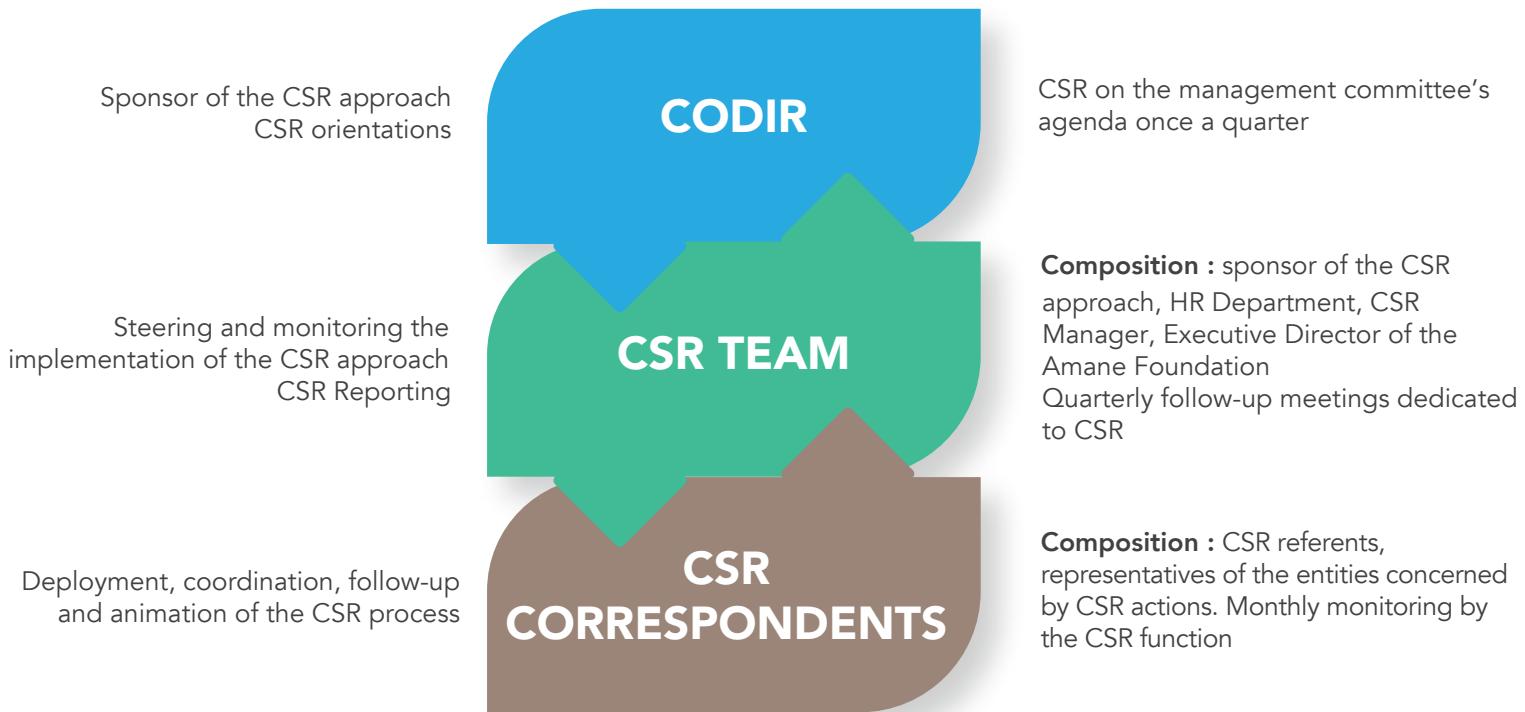


At the CSR team level: the CSR team monitors the deployment of the CSR program and the implementation of action plans monthly, as well as measuring CSR performance



At the level of CSR correspondents: CSR correspondents provide the necessary support to entities, thematic groups, and project teams. The CSR function ensures the animation of CSR correspondents' network

A THREE-LEVEL GOVERNANCE





OUR PERFORMANCE IN 2021

OUR PERFORMANCE IN 2021

Performance in the service of all stakeholders

In a year characterized by an uncertain environment, the unfailing commitment of the CMGP Group's employees as well as the confidence of its customers, investors and partners has once again enabled our Group to demonstrate its ability to create plural value for the benefit of all stakeholders.

“

Every year, 90% of the economic flows generated by the CMGP Group's activities are redistributed in the form of shared value with our stakeholders.



”

Younes AL ABADAN

DGD in charge of Development CMGP Group

Beyond commercial performance, we strive to create economic and social benefits for our activities in the regions where we operate, for the benefit of all players in the value chain.

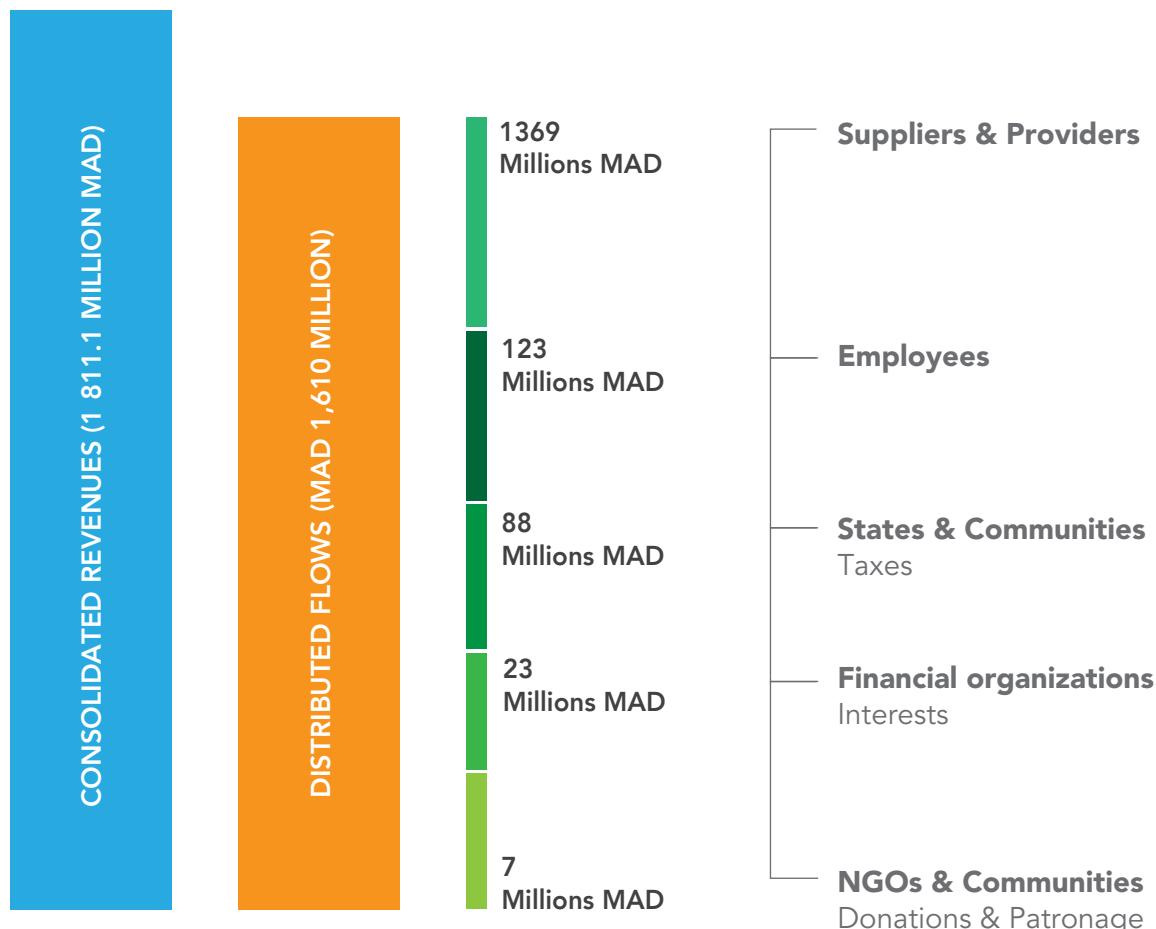


”

Hicham KHATTAB

DGD - Sales Director CMGP Group

The Group's commitment is to offer its clients sustainable solutions. These solutions allow shared management of the components of its value proposition, which facilitates the construction of the best economic, social and environmental performance with our entire ecosystem.



OUR PERFORMANCE IN 2021 |

OUR PERFORMANCE IN THE SERVICE OF OUR SHAREHOLDERS AND OUR ECOSYSTEM

Solid and sustainable financial achievements

The 2021 fiscal year was marked by the integration of CAS and its subsidiaries into the scope of the CMGP Group.

The CMGP Group has a stronger financial structure and a more resilient business model, enabling it to maintain its growth and profitability objectives.

The Group's consolidated revenues will increase from MAD 886 million in 2020 to MAD 1.81 billion in 2021, considering the integration of CAS and its subsidiaries in the Group's scope. On a like-for-like basis, the Group's revenues will grow by 6% compared to 2020.

This increase reflects a consolidation of growth in the mature segments (Irrigation, Fertilizers, Crop Protection Products) and more sustained growth in the development segments (Infrastructure, Export, Agro-supplies). The Group has a consolidated EBITDA margin of MAD 341 million, a significant rise compared with 2020 (MAD 185 million). This increase considers the growth of the activity as well as the contribution of the new entities of the Group.

Consolidated net income will amount to MAD 154.2 million in 2021.

Equity shows 1.92 billion dirhams compared to 1.1 billion dirhams in 2021. The Group is moving forward confidently in 2022 and is preparing to face the double emergency - ecological in long term, and economic in short term linked to the disruption of supply chains, soaring raw material prices and the current energy crisis.

The Group will continue to deploy its strategic development plan in 2022, including :



The finalization of the integration process between CMGP and CAS and the implementation of commercial, operational, and financial synergies



Acceleration of the Group's internationalization process with the expansion of our scope of intervention in Africa



The strengthening of our industrial integration with the completion of an important extension investment program of our industrial and logistic capacities.

OUR PERFORMANCE IN 2021

ENSURE GOOD GOVERNANCE PRACTICES

An efficient integrated management system :

Management procedures have always been an integral part of the corporate culture of the CMGP Group. Since the first ISO 9001 certification in 2004, the CMGP Group has expanded the scope of its management system by integrating other standards whose certifications are obtained and maintained in an efficient manner.

Certified performance :

All the certifications of our management system, obtained by our subsidiaries and regularly renewed, as well as the multiple certificates, approvals, standards, and approvals required for our products, guarantee the safety of the products and a high level of quality on the various sites and production lines.

Moreover, in line with its desire to put all its subsidiaries on the same level of performance and compliance, the CMGP Group has obtained the certification of the following subsidiaries and entities from their first year of integration or creation :

-  ISO9001 : 2015 certification of CAS and all its agencies ;
-  ISO9001 : 2015 certification of PROCESS, industrial subsidiary of CAS ;
-  ISO9001: 2015 certification of the AMANE Foundation.

International recognition of our CSR performance :

CMGP has once again confirmed its social commitment. Its assessment, and the Committed to CSR recognition at the "Confirmed" level according to the ISO 26000 international standard in January 2021, consolidate its performance in relation to the commitments defined in the CSR strategy and aligned with the United Nations SDGs.





An uncompromising "Ethics and Integrity" approach

Reaffirmed in the Code of Ethics adopted in 2020, ethical values and principles have always been at the heart of the CMGP Group's strategy and development. They govern the behaviour required of individuals within the company, as well as relationships with third parties and our business practices. Our main requirements for an ethical behaviour :

- Compliance with laws and regulations
- Anti-money laundering
- Compliance with healthy competition rules
- Respect for the interests of third parties in the protection of their confidential information
- Fight against corruption
- Social commitment and associative donations
- Respect for people and non-discrimination in any form

Through the Code of Ethics, we demonstrate our commitment to honest, transparent, and fair business practices.

All directors, senior managers, employees, and business partners who work on our behalf are aware of the absolute nature of requirements and must respect them.



The group has defined a roadmap for the deployment of the code of ethics. This roadmap was successfully implemented and consisted of distributing the code to employees, providing training on the purpose and aim of the code and presenting its various themes. Employees were then invited to review and sign the code to confirm their adherence to its values, principles and rules.

Younes AL ABADAN

Deputy Managing Director in charge of development

An alert system has been set up to report in complete confidentiality any concern regarding the non-respect of one of the clauses of the code of ethics. This system is accessible on the www.cmgp-cas.com website or via the email address : je_denonce@cmgp-cas.com.



612

Number of employees trained
in the code of ethics



OUR PERFORMANCE IN 2021 |

Compliance at the heart of our governance processes :

The CMGP Group is committed to always act with integrity, loyalty, and transparency towards each of its stakeholders. This duty of exemplarity is the essential basis for building relationships of trust with all its stakeholders.

To ensure good governance practices, the CMGP Group has put in place various tools and processes. Several reference documents have been drawn up, especially the internal regulations of the Board of Directors. Regulatory compliance is a priority for the group: a watch covering various subjects (QSE, legal, HR...) is constantly performed.



Proactive risk management :

Risk management is a fundamental component of the Group's sustainability and development. An assessment of the Group's strategic risks has been carried out. Risks by process have been assessed in accordance with ISO 31000 and COSO standards.

An Internal Audit department was created in 2020. Reporting to General Management, the Internal Audit function maintains a close relationship with the Audit Committee by providing assurance on the effectiveness of risk management and internal control systems.

In 2021, the CMGP Group has developed a strategic risk map and an operational risk map. The accounts of the CMGP Group are certified without reserve by the external auditors.

OUR PERFORMANCE IN 2021 |

The IT Department, an accelerator of Group change

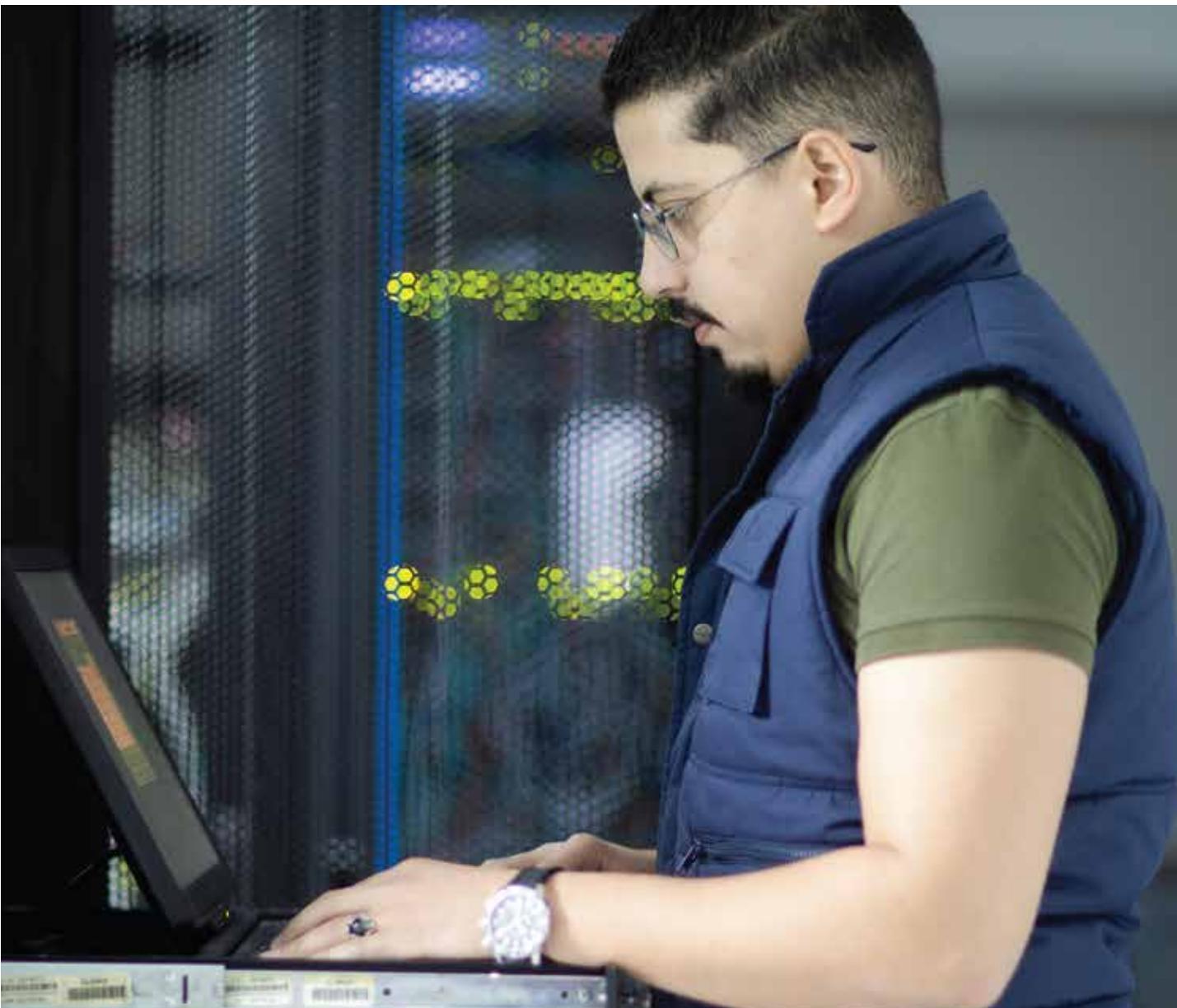
Within the merger of the CMGP.CAS, the information systems department was mobilized to successfully integrate and harmonize the IT processes. To do so, we have reinforced the team with an IT manager and a support technician to accompany the IT department in the steering and management of this change. We also provided training to CAS business teams and set up all the necessary infrastructure, security solutions and business applications at the head office and agencies of CAS to preserve and manage the information assets.

The merger of our two structures will bring important growth opportunities for our companies. We are proud to be part of this great project and are already at work



Hassan MANSOURI

Director of Information Systems





**OUR PERFORMANCE AT THE SERVICE
OF OUR CUSTOMERS AND PARTNERS**

OUR PERFORMANCE AT THE SERVICE OF OUR CUSTOMERS AND PARTNERS

Retain and expand our customer base

As part of the management system, customer satisfaction surveys are regularly conducted, and customer complaints are systematically analyzed to support quality improvement. This approach is reflected in the field by a very high customer satisfaction rate in all segments.



Over **89%**
average customer
satisfaction rate

Our priority is to educate farmers in the choice of crops, fertilizers, and the proper use of water in the context of drought to optimize yields.



Hicham KHATTAB
DGD - Sales Director



OUR PERFORMANCE AT THE SERVICE OF OUR CUSTOMERS AND PARTNERS

Our customers express to their satisfaction : Customized irrigation solutions

The CMGP Group continues to upgrade the irrigation technologies of its customers in the different regions of Morocco, integrating innovative techniques of water saving while ensuring a better productivity. Our customers recognize the discipline and the implication of our teams from the conception to the after-sales service. Our customer orientation allows us to be proactive on the market demand and on the evolution of technological solutions.

The group also offers training to its distributors to ensure the same level of service quality to the end customer as part of its strategy to increase the competence of its entire ecosystem.

With the CMGP Group we performed the irrigation studies of our farms again : in Ait Assa, we upgraded our installation with an automatic system, customized plants feeding, improved water saving, better yield. We are more comfortable, after the commissioning of the project. The CMGP Group provided us with their technicians to ensure that the installation works as agreed.

Our customers express their satisfaction : Quality support for our crops

As part of the support for farmers in the Gharb region, our subsidiary PHILEVAL with its partner and distributor PHYTOASKOUR carried out several tests of liquid fertilizers in order to improve the output of the sugar crop and the improvement of the quality of the plant cover.

Mohamed EL LAKAM

Manager of the farm EL LAKAM AKRIM
in Ait Azza, Taroudant

Thanks to the advice of the PHILEVAL teams, these liquid fertilizers are used in a reasonable and safe manner in compliance with environmental requirements.

Hassan ASKOUR

Manager of PHYTO ASKOUR



CMGP.CAS Mobile

A digital solution to better serve our customers

The CMGP.CAS continues its digitalization !

A mobile application to communicate with our customers

The CMGP.CAS Mobile application, available in Apple and Google stores, is a new tool implemented by the CMGP.CAS to communicate with its customers. It contains new publications, news related to the company's activity as well as news such as the creation of new branches.

The CMGP.CAS Application also reinforces the mobility of our employees with several functionalities such as the remote signature of documents.



New commercial sign CMGP.CAS :

After finalizing their merger, CMGP and CAS deploy a common commercial sign CMGP.CAS. This new brand is articulated around 2 colors : blue, associated with the water and green, associated with the agriculture.

Thanks to this brand, the CMGP Group puts together all its expertise, the synergy of its teams and all its solutions in Agro equipment, Agro supplies and Solar energy.



CMGP.CAS
SOLUTIONS POUR L'AGRICULTURE

A stronger sales network

The CMGP Group has also continued to develop its sales team, with the CMGP.CAS merger and the synergy of the two teams as well as a merged network of authorized distributors to better serve its customers.



19
regional agencies

1
subsidiary in Senegal

+700
authorized resellers

OUR PERFORMANCE IN THE SERVICE OF OUR CUSTOMERS AND PARTNERS

During the year, several training workshops have been carried out to support its customers and to keep them informed of the new technologies of the Irrigation and Solar sector :

- WP Training of the distribution network on the new JINKO/Mono half photovoltaic technology by our solar department
- WP Signature of a partnership with the digital platform Green Smile, a training and support firm specialized in agriculture. This partnership allowed the engineers of the CMGP Group to run online training sessions for the benefit of the customers (because of the sanitary restrictions) on the theme of red fruits.

Digitization of After-Sales Service:

The CMGP Group has undertaken a complete re-engineering of its after-sales service. The objectives of this upgrade are: To offer an efficient and effective after-sales service to the customers, to optimize the processing times, to control the costs and to ensure feedback for the continuous improvement of the after-sales service. This project is completely in line with our vision of customer-oriented quality and our CSR commitments to farmers and other customers.

We aim to improve our after-sales service processes in terms of quality, time, and cost, first at the CMGP and SICDA level, before extending it to CMGP Group.



Younes REDOUANE
After Sales Manager



OUR PERFORMANCE AT THE SERVICE OF OUR CUSTOMERS AND PARTNERS

Laboratory equipped with the best quality control equipment

To ensure the best quality of the product and to give confidence to our customers on the respect of the best international standards, our subsidiary SICDA set up a test laboratory accredited according to the international standards and equipped with the best quality control equipment. A competent team manages the laboratory according to very strict control rules.

This laboratory allows us to carry out the necessary measurements and tests to verify the compliance of the product during production and before it is put on the market. SICDA attaches great importance to product conformity and customer satisfaction.



Supporting the growth of our network of small and medium-sized distributors

In solidarity with its partners, the CMGP Group support its distributors at each step of the business creation. It provides them with financing and training solutions to help them with their economic development. The CMGP Group's ambition is to build a perennial business development model with its distributors, allowing them to develop their performances and to ensure a better presence on the different markets and regions to the whole network.

Customized training on crop monitoring

In collaboration with its partner COSMOCEL, PHILEVAL organized a day of study and communication for apple producers in Midelt with the presence of international agricultural experts. Several visits were made to local orchards to see what had been theoretically provided during the training.

I would like to thank my colleagues from PHILEVAL who gave us the opportunity to share the solutions for a better management of the apple crops with the customers.

“

Dario BITOUNI

Technical Coordinator COSMOCEL



Training on pumping and solar energy

The CMGP Group as a committed actor organizes punctually trainings on the development of competences in the field of the solar pumping for the benefit of its distributors.

Indeed, our teams have hosted a day of training for the benefit of about fifty partners under the theme "Pumping and solar energy". An opportunity to discover new products and techniques of innovative solar solutions.

CONTROL OUR SUPPLY CHAIN AND ENSURE RESPONSIBLE SOURCING

An efficient supply chain process

The CMGP Group has defined the control of the Supply Chain as an absolute priority to support its development in Morocco and internationally. Logistics is present in every layer of the company, from the unloading dock to the sales department, through the manufacturing line in our factories. The control of logistics is integrated in the Supply Chain. We are working to orient the control of our Supply Chain towards an increased efficiency of the organization of the production and distribution system of their products while controlling the various inherent operational and CSR risks. A roadmap is being developed with that in mind.



Promoting proactive inventory management and its interaction with stakeholders

The Supply Chain Department, in close collaboration with the Information Systems Department, has set up a portal for requesters, integrated with the business information system, to improve ergonomics in terms of expressing needs for the various requesters of the group's subsidiaries; this process ensures downstream centralized control of the relevance of requests, which has a positive impact on supply times and the reduction of inventory value.

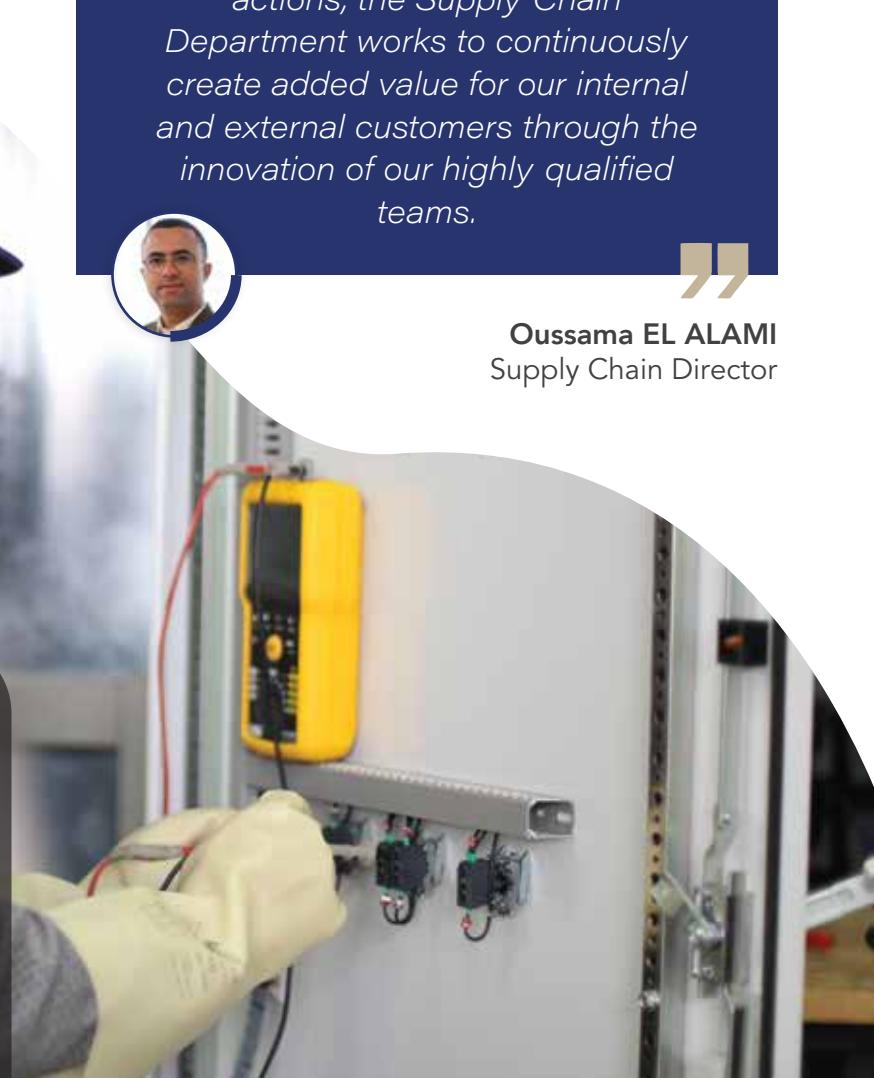
The Supply Chain Department, based on the implementation of "BI": Business Intelligence, has set up a tool for monitoring stocks in real time for the benefit of the eleven (11) CMGP Group commercial agencies, which has considerably improved the operational management of sales on stocks and the proactive decision-making assistance for the agencies' management.

Promoting of "IN SOURCING" for the creation of added value

Through our continuous improvement actions, the Supply Chain Department works to continuously create added value for our internal and external customers through the innovation of our highly qualified teams.

Oussama EL ALAMI
Supply Chain Director

As part of the improvement of the efficiency of the purchases of pre-wired electrical cabinets, the Supply Chain Department, in close collaboration with the Solar Department, has set up a workshop for the design and wiring of electrical cabinets, allowing the generation of an additional consolidated added value of 30% compared to the purchase of imported products, in addition to the training and creation of jobs for about ten people.



A responsible procurement approach

As a company committed to social responsibility values, the CMGP Group is committed to increase awareness with all the actors evolving in its ecosystem. Regarding its small and medium-sized suppliers who are the least committed to social responsibility, CMGP Group ensures their support and their evaluation on criteria beyond the trio Quality-Cost-Delivery, especially concerning the prevention of forced labor and the respect of the fundamental labor standards of ILO.





OUR PERFORMANCE IN THE SERVICE OF AGRICULTURE

Through its brand CMGP.CAS, CMGP Group provides its customers with a panel of competences to recommend the most adapted and the most efficient solution according to the existing parameters and to support them during all the stages of their irrigation projects.

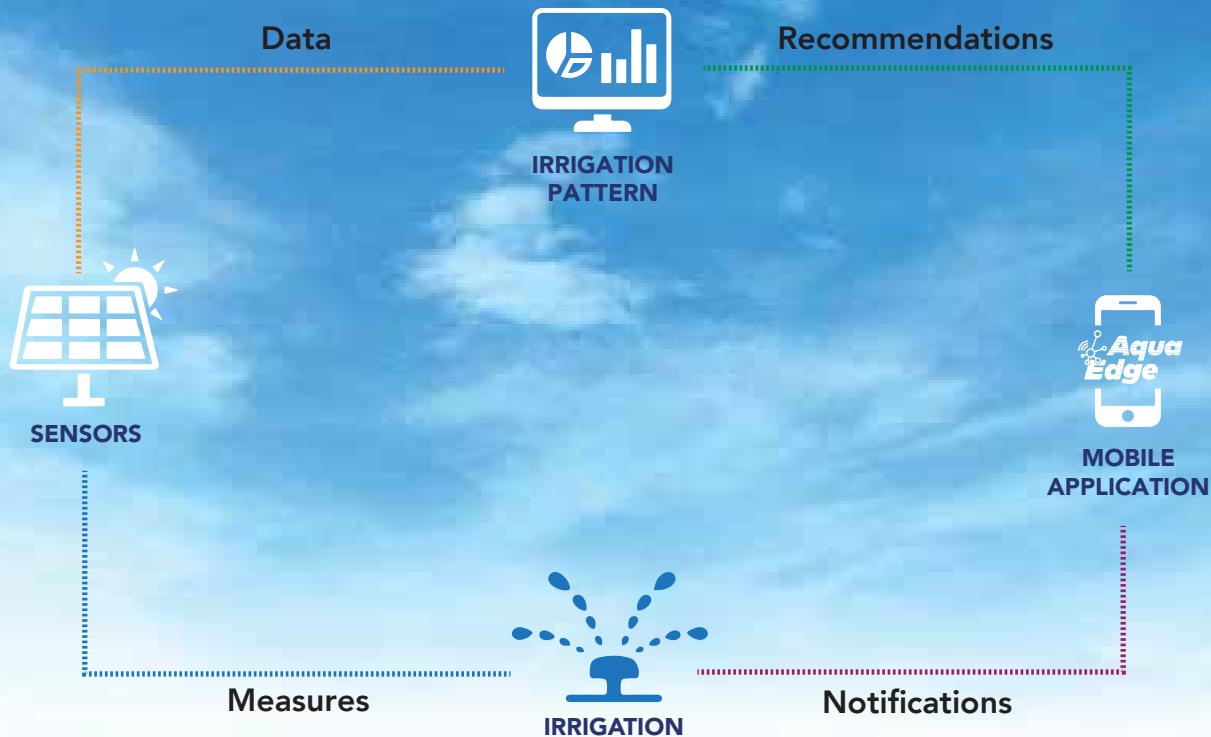
OUR INNOVATIVE SOLUTIONS IN AGRO EQUIPMENT :

CMGP.CAS puts forward its expertise to the benefit of farmers : Development of an innovative precision irrigation solution

In partnership with the University Mohammed VI Polytechnic (UM6P), CMGP.CAS participates in the development of an applied research and development project. AgriEdge relies on the laboratories of the University to develop AgriTech services, with very high added value, adapted with the context of the African agriculture. This project includes: precision irrigation (AquaEdge), reasoned fertilization (FertiEdge), yield prediction (YieldEdge) and disease management (PhytoEdge). CMGP.CAS brings its expertise in irrigation equipment and its knowledge of the field constraints and its support to the implementation of the projects. The solution will be based on an irrigation control service by satellite imagery and will be commercialized with a sharing of the intellectual property.



OUR PERFORMANCE IN THE SERVICE OF AGRICULTURE



OUR PERFORMANCE IN THE SERVICE OF AGRICULTURE

Irrigation for yield

We put our expertise at the disposal of our customers to choose the irrigation techniques best suited to their crops and offer them a better yield and optimal productivity.





A new generation of watering solution for green spaces

One of our leading projects in 2021, Jenane Echrifia, a residential project in Marrakech, has several works: A geoliner basin ensuring the storage of large quantities of water, a drip system ensuring substantial savings, and a head station with a pumping power equivalent to 35 kilowatts and a filtration rate of 145m³/H.



Lining of basins with geopolymers

Support for agricultural development in the Souss-Massa region

CMGP.CAS support the sustained development of the agricultural sector in the region of SOUSS-MASSA by proposing adapted and innovative irrigation solutions. Our expertise allows us to control, from the conception to the realization, all the components of our customers' projects: irrigation, geoliner basins, photovoltaic installations, desalination stations, piloting solutions...



CMGP.CAS has completed several projects during the year 2021



PROVIDENCE Project-KDIMA Market (126 Ha), Drip Installation, Citrus Cultivation Pumping.

The irrigation station built for the PROVIDENCE project allows precision irrigation of citrus fruits, contributing to better yields and significant water savings.



CAP AGRO Project (125 Ha), Red fruit cultivation, Installation Under Greenhouses, Drip, Misting

On the CAPAGRO project, the photovoltaic energy production facilities allow efficient and economical pumping and contribute to a considerable reduction in greenhouse gas emissions.



PROVIDENCE VERTE project in Larache (119 Ha), raspberry cultivation, installation work of Drop to Drop.

CMGP.CAS support the farmers in the Lukous region by adapting the agro-equipment to the specific needs of the red fruits crops under greenhouse.



DESERT TIMBER Project (947 Ha), Olive Tree and Date Palm Culture, Basin Installation.

CMGP.CAS realized a large-scale project for the irrigation of date palms. Our solutions allow the customer to adapt to the hydric constraints of this region and to optimize the water consumption.



DESERT TIMBER Project (947 Ha), Olive tree and Date Palm cultivation, Basin installation and Drip system

Thanks to its solar energy solutions for pumping and controlled irrigation, the CMGP Group puts its know-how in investment precision agriculture in high value crops such as date palm and olive tree.



Public project - PAD of Fez: Construction of Pressure and filtration stations in sector IV/Fez of the Moyen Sebou and Inaouen downstream project - Province of Moulay Yacoub

In a context of water stress, CMGP Group participates in the effort to bring quality water deployed by the provincial directorates of agriculture by adapting its pumping and water treatment solutions to the needs of farmers.

OUR INNOVATIVE SOLUTIONS IN AGRICULTURAL SUPPLIES :

CMGP.CAS is the precursor of the One-Stop shop in Morocco, with the distribution of a portfolio rich in references : + 15 major partners, + 2 500 references.

CMGP.CAS leader in the distribution of :

- ▲ Crop protection products such as insecticides, herbicides, fungicides, nematicides, and other specialty and generic products;
- ▲ A complete range of fertilizers such as water-soluble fertilizers, solid fertilizers, nitrogen fertilizers, potassium fertilizers, phosphate fertilizers, NPK fertilizers, nutritional supplements and bio stimulants;
- ▲ A complete range of seeds;
- ▲ A complete range of substrates;
- ▲ A range of agricultural plastics (greenhouse films, mulch films) and agricultural nets.

The Group has also marked its industrial integration by manufacturing "NPK" fertilizers and has an optimal commercial coverage including a network of commercial agencies and a sales force covering the whole of Morocco as well as export to other countries in Africa.



OUR PERFORMANCE IN THE SERVICE OF AGRICULTURE

CMGP.CAS Group has also completed several trainings for the benefit of farmers in several regions of Morocco throughout the year 2021.

These trainings are part of the Group's commitment to its customers to promote sustainable agriculture.

Deployed at the level of several rural communities, our trainings focused on various themes :

- The advantages of semi-direct (cereals) and the adaptation of fertilizer inputs
- The importance of soil tests to optimize fertilization
- Principles of fertilization and good phytosanitary management.
- The good technical conduct of the Olive Tree
- The basics of NPK fertilization reasoning.
- The importance of soil analysis for the optimization and reasoning of cereal fertilization.
- The technical management of trees, such as olive or apple, and the importance of fertilizer inputs and phytosanitary management for the optimization of yields.



455
Trained
farmers





Optimal solutions for better performance :

CMGP.CAS offers soluble fertilizers integrated to the drip irrigation system, which in addition to the water saving, work to ensure a better dosage and to reduce the quantity of fertilizer used. CMGP.CAS provides (www.cmgp-cas.com), all the key information about its solutions on its new website.

Awareness on the sensible use of fertilizers :

To raise farmers' awareness of the dangers of pesticide use, PHILEVAL has developed videos to frame the use of pesticides:

« Grain manual »,
« Maraicher manual »

In the current context characterized by a growing population and a shortage of agricultural land, the responsible use of "plant medicines" is essential.



Aouatif HAFA

Executive Director PHILEVAL

OUR RESPONSIBLE ENERGY SAVING SOLUTIONS

Marketed under the CMGP.CAS brand, several key solutions and equipment for solar energy installations are made available to our customers: Solar panels, inverters, batteries, converters, galvanized steel structures, electrical protections and wiring dedicated to this type of installations. In 2021, the cumulative installed capacity since 2019 is more than 5 MWp. To support the technological development of Morocco, CMGP.CAS offers its customers in the field of photovoltaic solar energy the Mono PERC Half Cell technology which presents several advantages: a higher yield, a low temperature loss coefficient and a higher silicon purity. The CMGP Group, through its specialized fields, supports the energetic transition of the agriculture. It has expert teams in the field and has performed several turnkey installations for this purpose, allowing its customers a reduction in their energy bills.

Several projects were carried out in 2021, beautiful turnkey achievements, including :

BHIRA I Project - Benguerir Region (462.48 kWp)

Equipment project in mixed photovoltaic system with a global power of 462.48 kWh in Benguerir. Its plug & play panel support structure in hot-dip galvanized steel of the Zinc-Magnesium type can resist to wind speeds of 120 km/h and saves significant time. This new project will ensure a rate of self-sufficiency of 50% and self-consumption of 90%.



HANAE III Project - Marrakech Region (190.28 kWp)

A project carried out to meet a need for a pumping system installation has resulted in substantial energy savings and positive environmental impacts. Fully automated, the installation ensures the availability of irrigation water at the desired flow rate and with the best yields.

We are very happy with the services of the CMGP Group, this project fully meets our expectations.

Mohammed NAFID
Customer of the project



EFFICIENT SOLUTIONS FOR THE SENSIBLE USE OF WATER RESOURCES :

The CMGP Group reaffirms its commitment to the efficient use of water for the preservation of our planet by launching a Water Treatment department in 2021. With more than 25 years of expertise, CMGP.CAS has been able to save more than 780 million m³ of water and it will save more in the coming years through innovative water management solutions.

This new department consists of a team of engineers and technicians to meet all customer requirements in this area, whether they require standard or customized solutions. The team of experts guarantee customers the design of water treatment installations while offering proven technical support to start up and maintain the equipment. The after-sales service department is also available and makes its network available for any type of intervention. CMGP.CAS solutions range from simple filtration to more complex solutions :

- ▲ Membrane techniques (reverse osmosis, ultrafiltration, nanofiltration, and EDI (Electrodeionization))
- ▲ Ion exchange (softener, de-mineralizer)
- ▲ Media filter (FAS, Iron Remover, Activated Carbon, Multilayer Media)
- ▲ Microfiltration of cartridges
- ▲ UV disinfection, Ozone, ClO₂ generator

This offer is complemented by a range of utility conditioning solutions, including boilers, cooling towers, reverse osmosis and DHW (domestic hot water).





OUR PERFORMANCE IN THE SERVICE OF COMMUNITIES

OUR PERFORMANCE IN THE SERVICE OF COMMUNITIES

The water and sanitation infrastructures are vital for the life of the citizens and the management of the communities. Through SICDA, CMGP Group contributes to find adapted solutions that meet the most demanding technical standards in the field of water infrastructure.



In addition to the water supply and sanitation infrastructure built for the benefit of communities, SICDA plays a key role in providing the group's other specialized subsidiaries with the products needed to build irrigation-related installations. Also aware of the upstream impact of our plastics processing activity, we are doubling our efforts to control the environmental impact of our activities.

SICDA is the first Moroccan company to design and market a 100% Moroccan micro-irrigation solution to the same standards as international solutions.

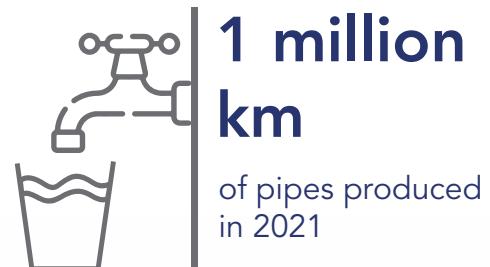


M. Yannick RAMASSAMY
Director SICDA plants

OUR PERFORMANCE IN THE SERVICE OF COMMUNITIES

Innovative solutions for drinking water supply and liquid sanitation

With many years of experience and know-how, SICDA is today positioned as a leading player in the plastics industry, in particular the extrusion of PVC & PE tubes; intended for the Hydraulic Infrastructure sector, drinking water supply, liquid sanitation, and Building.



Thanks to its successful achievements and compliance with the most demanding standards in the field, SICDA is multiplying contracts and achievements while favouring sustainable solutions that contribute to filling the gap in accessing these basic infrastructures for the benefit of citizens and communities.

Each linear meter of pipe produced by SICDA and delivered to our customers contributes to the development of agriculture, saves drinking water, increases the number of people with access to water and sanitation and therefore has a positive impact on the protection of the environment



Mohamed BEROUAL
Sales & Marketing Manager SICDA





PRODUCTION PLANTS

SICDA



500 km
of manufactured tubes

SICDA contributes to the improvement of the connection rate to the sewerage network through the supply of pipes to several flagship projects launched by local authorities.

Key public contracts carried out by SICDA in 2021 :



**Framework contract with REDAL for the
"Supply of Polyethylene Pipes for
Drinking Water Supply" in the cities of
Rabat and Sale**



**Framework contract with LYDEC for the
" Supply of Polyethylene Pipes for
Drinking Water and Sanitation Pipes "
Lot 5 and 6 - in the city of Casablanca.**



**Framework contract with RADEEO for
the "Supply of PVC pipes for drinking
water supply" in the city of Oujda**



Framework contract with RADEET for the "Supply of pipes and special parts for drinking water network" in the city of Taza.



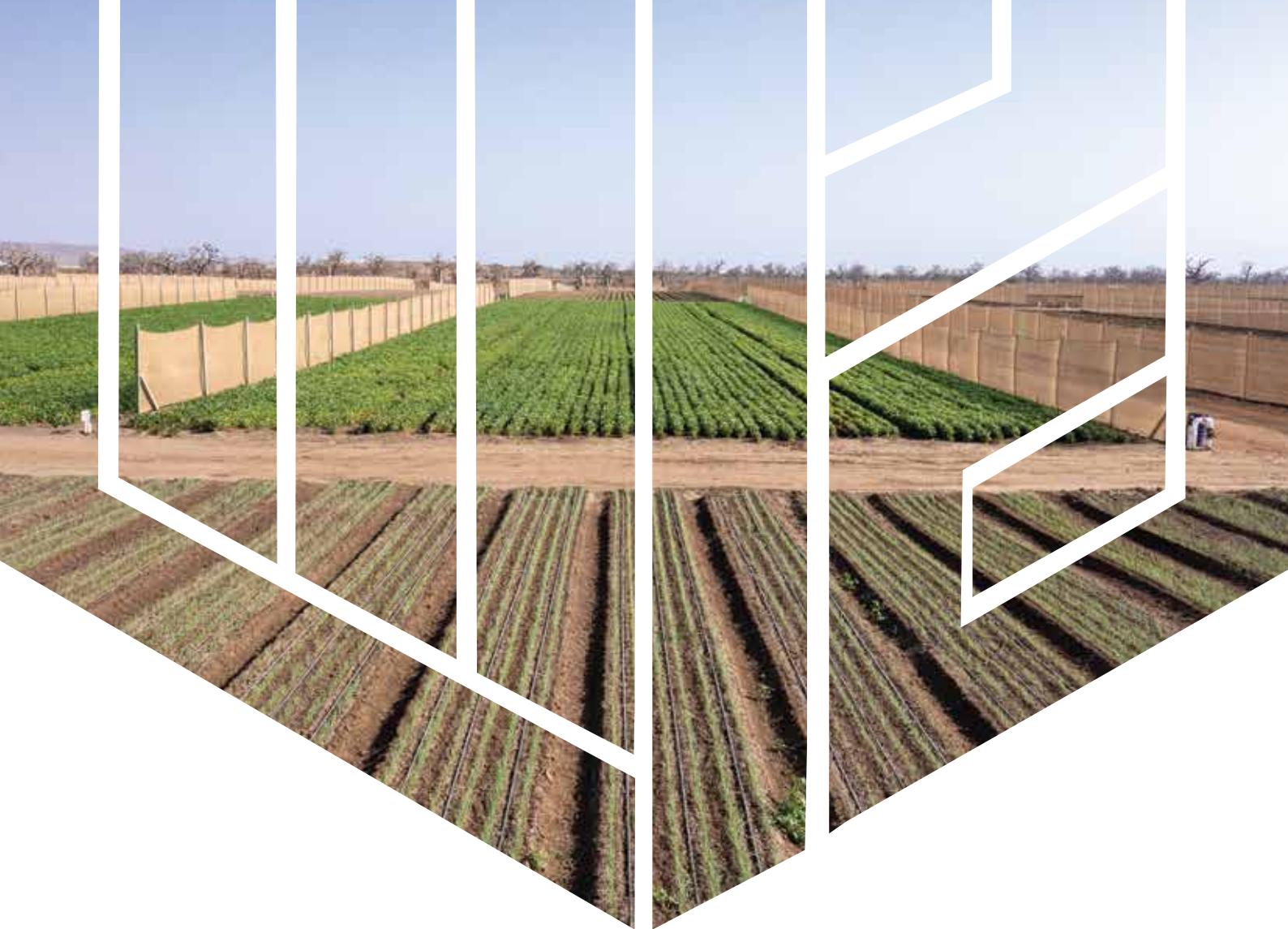
Framework contract with RAMSA for the "Supply of maintenance material for the drinking water network: Polyethylene and PVC pipe" in the city of Agadir.

A NEW RANGE OF SOLUTIONS ADAPTED TO THE BUILDING INDUSTRY

In relation with liquid sanitation solutions, and to support the development of urbanization and construction, SICDA has launched a range of PVC Building Pipe SICDA ADQ Plus.

SICDA also manufactures ADEQUA Building Fittings in the form of PVC Glue-on Fittings, Soundproof Gasketed Fittings and PVC Pressure Pipe A.J. All these product lines are certified according to national and international standards.





OUR INTERNATIONAL PERFORMANCE

2021: A CHALLENGING YEAR

2021 remained a challenging year at the international level. In the context of the ongoing Covid-19 pandemic with its different variants, international activities remained very disrupted :

- The Kingdom's pandemic response policy has caused difficulties in moving teams internationally.
- Continued disruption of supply chains (availability, freight, customs clearance)
- Geopolitical complications (notably the embargo on Mali, the group's land of commercial opportunities) also presented challenges.

2021: A YEAR OF GOOD PERFORMANCE FOR THE GROUP DESPITE THE CHALLENGES

Thanks to the strength of its group, its organization, and the agility of its supply chains, the CMGP Group will have an outstanding international performance in 2021.

- Doubling of our exports
- Quadrupling of activity in Senegal
- Creation of the CMGP Ivory Coast entity
- Team building and skills
- Signature of new strategic partnerships

118%
increase in export sales

7
Countries of intervention

Effective presence in
3
countries: Morocco +
Senegal + Ivory Coast



OUR INTERNATIONAL PERFORMANCE

Our exports have doubled thanks to the strength of our model :

- A controlled and strengthened supply chain: large stocks to supply our customers quickly, strengthened skills and tools for management and anticipation, strong relationships with our logistics partners
- A diversified commercial prospecting and an important commercial pipeline: our multi-country footprint (for example well beyond Mali), our opportunities on all segments (resellers, large accounts, large projects)
- The digitalization of our group: capitalizing on remote work tools
- A state-of-the-art know-how perfected over 25 years of existence, and which is in great demand in Africa, especially by demanding customers.

Being a leading operator in all our business markets is our goal for 2025. We have stayed the course in 2021 despite the challenges and we will go further in 2022



Christian NOUBOUE
Director of Development Africa

In Senegal, our business has substantially developed thanks to the strength of our model, the scale of our investment in the country where we have a lot of potential, and above all, the quality of our teams, who have demonstrated their agility. We see the future positively and are clearly aiming for leadership in the country by 2022.

QVS PROJECT (100HA), DRIP IRRIGATION AND PUMPING STATION (SENEGAL)



IN LINE WITH THE STRATEGIC ROADMAP

Beyond the outstanding business performance in 2021, the CMGP Group has also remained focused on its expansion in Africa.

In terms of new implementations, 2021 marked the creation of CMGP Côte d'Ivoire. The presence in Ivory Coast exposes us to the largest agricultural sector in French-speaking West Africa and we have the ambition to quickly replicate the Senegal success.

Future implementations are also in the pipeline, and we intend to keep our ambitious roadmap despite the challenges. We believe that our model is resilient, adapted to our African continent and clearly performing well whether the context is favorable or not.

THE CMGP GROUP AND VALLEY SIGN A PARTNERSHIP AGREEMENT

Conquering the international market, our group is always expanding its range to provide relevant solutions for the targeted markets.

From now on, the CMGP Group distributes Valley Irrigation - A Valmont Company, world leader in pivot irrigation. By pooling the expertise of the 2 Groups, we bring more advanced solutions in pivot, pumping and solar energy to the African farmer. By getting closer to Valley, we enrich our competences and our capacity to project ourselves on large-scale projects in the region. It is one more step in the realization of the vision of 'one-stop-shop' of the CMGP Group.



Some achievements in Africa



Installation team on site LFT Project, Irrigation of an area of 320 Ha under
Pivot Turnkey Project (Senegal)



Tie reinforcement works SEDIMA project, Installation of a 48 Ha basin and drip
irrigation (Senegal)



**SAPS Project, Installation under greenhouses and misting
of 7 Ha (Senegal)**



Installation of a sprinkler system under shelter (Ivory Coast)



OUR EMPLOYEES, ACTORS AND BENEFICIARIES OF OUR PERFORMANCES

OUR EMPLOYEES, ACTORS AND BENEFICIARIES OF OUR PERFORMANCES

Aware that its success depends on its Human Capital, the CMGP Group leads a Human Resources policy based on the professional development of its employees. The management of Human Capital is another area where the Creation of Shared Value takes on its full meaning. In addition to a motivating remuneration policy, our employees benefit from training and personalized development plans to support them in the development of their careers and promote their employability. The Group also pays particular attention to the professional integration of young people.



OUR EMPLOYEES AT THE HEART OF THE CHALLENGES OF THE CMGP.CAS MERGER PROJECT

The Human Resources Department is on the front line in the management of change management to facilitate the merger between CMGP and CAS. Targeted and effective actions have been implemented to ensure team integration and cohesion.

OUR EMPLOYEES, ACTORS AND BENEFICIARIES OF OUR PERFORMANCES



3 questions to Ghizlane EL JAAFARI, Director of Human Resources of CMGP Group on the main initiatives deployed within the framework of this merger :

Question n°1 : How did you support the merger between CMGP and CAS?

Answer : The merger of the two teams, CMGP and CAS, came with many internal challenges, including the harmonization of two cultures and the effective integration of the teams to strengthen synergies. It is important to focus on the culture and the human aspect. Together we were able to build a new structure whose values connect us and reinforce our commitment.

Transparency, respect, and fairness drive our behaviour !

Question 2 : How did you communicate with the teams?

Answer : We have encouraged a benevolent communication, so that the teams would remain confident: internal newsletters were distributed, and meetings were held with all the employees. We made sure that the progress of this transition was communicated and celebrated when necessary. In fact, the finalization of the merger was celebrated in all our branches in a convivial atmosphere.

Question 3: How did you develop team cohesion?

Answer : we have organized coaching trainings to boost the team cohesion in our different agencies. The objective of these trainings is that the two teams get to know each other and form a single CMGP.CAS team, which will obviously have a positive impact on the performance of the Group.

"We welcome this merger project with CMGP with great joy and motivation. We are looking forward to being able to meet the CMGP Group teams on a wider scale and to work together on the success of the project.

Abdennaceur AMRI
Head of agency CAS of Marrakech

OUR EMPLOYEES, ACTORS AND BENEFICIARIES OF OUR PERFORMANCES

CULTIVATE THE TALENTS AND DEVELOP THE SKILLS OF OUR WORKFORCE

The CMGP Group's Human Resources policy is based on three main pillars: Training, internal promotion, and gender diversity. The role of the Human Resources Department is to support the development of Human Capital within the Group. To this end, the HR department has set two objectives :



Ensure the skills development of CMGP Group employees



Ensure career management

95%

talent retention
rate

PRESERVE THE HEALTH AND SAFETY OF OUR EMPLOYEES AND ENSURE THEIR WELL-BEING

For the CMGP Group, health and safety at work is more than a priority. This commitment is fundamental to our organization and deeply rooted in our working methods. Early on, the Group understood the importance of ensuring a healthy and safe working environment for its employees. Occupational health and safety aspects are managed through its ISO 45001 certified management system, which continuously monitors the various risks, keeps a close eye on the regulations and manages prevention measures for all stakeholders.

United against the COVID-19 pandemic

The year 2021, in terms of protecting the health of employees, was also marked by a policy of continued vigilance facing Covid-19, mainly the maintenance of periodic tests, patrols to ensure compliance with preventative measures, providing employees with masks and hydroalcoholic gels, and finally holding meetings by videoconference. This level of vigilance concluded with positive results: Out of more than 700 tests carried out in 2021, we recorded zero contamination outbreaks.

Today, however, we remain vigilant and we continue to raise awareness and to perform tests, as the epidemic is still not over, and we must continue our efforts.



OUR EMPLOYEES, ACTORS AND BENEFICIARIES OF OUR PERFORMANCES

Beyond health and safety, the well-being of employees



To offer a pleasant working environment to its employees and to ensure their well-being, the CMGP Group invests in its infrastructures, in particular the layout of its offices (ergonomic seats to avoid musculoskeletal disorders), the luminosity or the management of the air conditioning.

78% Employees satisfaction rate in the Workplace Improvement Survey



OUR EMPLOYEES, ACTORS AND BENEFICIARIES OF OUR PERFORMANCES

Team building: An opportunity to meet in a more friendly environment

A day of team building activities was organized for the benefit of the technical teams. Friendly atmosphere, fun activities, animation, team spirit... Employees were honoured and reengaged around the values of the CMGP Group.



Friendly meeting with the children of our collaborators :

On World Children's Day, the children of the employees were invited to a moment of sharing, where they enjoyed a guided tour within the company. This special day included discussions, coloring, fun activities, and surprises.



OUR EMPLOYEES, ACTORS AND BENEFICIARIES OF OUR PERFORMANCES

PROMOTE INTERNAL MOBILITY AND GENDER DIVERSITY

Non-discrimination and parity between men and women are one of the main focuses of the CMGP Group's human resources policy. The processes of recruitment, promotion, evaluation, remuneration and access to training are carried out with fairness and equal opportunity, without discrimination of any kind.

“

With the CMGP Group, I feel at home. I was quickly integrated into this wonderful family, and I welcome the company's commitment to diversity and equal opportunities.



Edgard Ndiack NDOUR
Video editor and graphic designer

”



These principles clearly stated in the HR policy of CMGP Group are applied daily by the management. In addition, in 2021 the CMGP Group participated in a support project on professional equality initiated by the Ministry of Economic Inclusion, Small Business, Employment and Skills and in the Professional Equality Trophy, which shows its commitment to diversity.

OUR EMPLOYEES, ACTORS AND BENEFICIARIES OF OUR PERFORMANCES

ENCOURAGE SOCIAL DIALOGUE

In continuity of its work to strengthen its role as a social partner, the CMGP Group has organized new elections for its employee representatives in 2021.

In addition, the CMGP Group develops internal communication tools: team building, posters, service notes, collaborative interfaces...

In general, management cultivates an "open-door" policy and encourages employees to directly come to them with their requests or questions without necessarily having to go through the employee representatives. This trust-based approach guarantees an excellent social climate within the Group: no collective conflict has been noted.

I was one of the first people recruited when CMGP started, and I have spent my entire career there.

The leadership and the management style allow to establish a peaceful dialogue and a work environment where everyone finds their peace.



Souad BOUHAJA

Deputy Staff Representative,
Accounting Manager SICDA



OUR EMPLOYEES, ACTORS AND BENEFICIARIES OF OUR PERFORMANCES

PARTNERSHIP WITH THE AMANE FOUNDATION TO PROMOTE THE SOCIAL COMMITMENT OF OUR EMPLOYEES

To encourage its employees to participate in social actions, the group launched in 2021 the "ACT By Amane" program supported by the Human Resources Department of CMGP Group and the AMANE Foundation.

ACT By Amane™, an abbreviation for: "Action", "Commitment" and "Time" in English. This name means "Act" through the Amane Foundation. This initiative crystallizes the contribution of our employees to the various social actions implemented by the CMGP Group over the past 15 years.

ACT By Amane™ is the result of an agreement signed between the CMGP Group and its Foundation and has 3 main components : skills volunteering, solidarity campaigns and entrepreneurship support.



“

Through the ACT By Amane™ program and The AMANE Foundation, all employees benefit from a platform for discussion and sharing to act for the community. Our goal within 3 years is to reach over 90% employee participation rate on the various programs offered.

”



Zainab BENMAISS
CSR Manager CMGP Group





OUR PERFORMANCE FOR A SUSTAINABLE ENVIRONMENT

OUR PERFORMANCE FOR A SUSTAINABLE ENVIRONMENT

Environmental performance is at the heart of our model for sustainable agriculture. Through our activities, we contribute to several SDGs related to the protection and preservation of the environment.

At the business level, we prioritise the integration of environmental principles in the design of our product and service offerings. Internally, we apply these principles to the daily management of our activities to reduce our impacts on the environment and on the climate.

Most of the Group's activities are ISO 14001 certified, and it deploys an environmental management approach as part of the risk control in its activities.

In addition, CAS and PHILEVAL regularly organize awareness campaigns for farmers on the handling of phytosanitary product packaging and distribute brochures to this effect during visits to their clients.

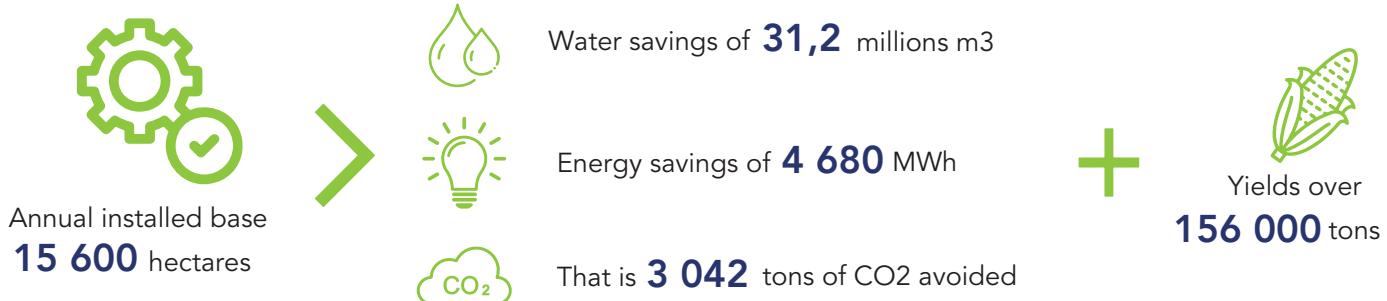


And as part of its societal actions in favor of the protection of the environment, in 2022 the CMGP Group plans to launch a caravan through its Foundation, which will travel the 12 agricultural regions of Morocco, to raise awareness among farmers on the economy of water, the sensible use of fertilizers and the safe use of pesticides.

CSR INDICATOR 2021 - CMGP

Developing our environmental performance

Impact of our business activities



Photovoltaic capacity sold

9 212 kWp

Energy produced (energy savings) :

14 740 MWh



Which is **11 055** tons of CO₂ avoided

Carbon impact

14 097 tons of CO₂ avoided which is :



360 800 trees planted



The emission of **4 700** vehicles



The energy consumption of **21 600** people

PROMOTE THE ECO-DESIGN OF PROJECTS

The CMGP Group make sure to integrate the different eco-design possibilities in the completed projects. This desire is translated into quantified objectives covering the period 2020-2022



Save 30,000 m³ of water through our facilities



Reduce more than 8,000 tons of CO₂ emissions annually through our facilities



Reduce the group's energy consumption by 5% each year



Make 100% of our employees aware of good environmental practices

OUR PERFORMANCE FOR A SUSTAINABLE ENVIRONMENT

As part of the Green Morocco Plan project, the CMGP Group has successfully completed its irrigation system change project : from gravity irrigation to localized irrigation

The work carried out by our teams ranges from the laying of 170 km of PVC and HDPE pipes, through the construction of 123 civil engineering shelters and finally the installation of 636 property outlets. The conversion of more than 4,000 hectares from gravity irrigation to localized irrigation has resulted in significant water savings and improved crop yields.

“

This initiative has achieved a triple objective : Rationalization of water use, reduction of production costs and reduction of environmental impact



Hicham KHATTAB
DGD – Sales Director CMGP Group

”



ADOPT AN ECO-RESPONSIBLE MANAGEMENT OF OUR ACTIVITIES AND OUR SITES

Impact of solar activity and energy efficiency solutions on the environment :

Within the framework of its contribution to the objectives of sustainable development. The CMGP Group progressively equips all its sites and premises with photovoltaic systems. Thus the head office of the CMGP Group and the site of CMGP Senegal were equipped in 2019 and 2020, and the Sites SICDA II and CMGP.CAS Benimellal were equipped during 2021. This allowed the company to significantly reduce its energy factors and at the same time its greenhouse gas emissions.

The CMGP Group has set its sights on solar photovoltaic energy. At the headquarters, our solar installation has ensured a production of 75 MWh since 2019. One third of our electricity consumption now comes from clean sources.

CMGP GROUP.CAS distribution site in Benimellal
equipped with photovoltaic panels



SICDA II production unit equipped with
photovoltaic panels



Environmental footprint: a requirement to be exemplary above all

Supported by the General Management, the environmental management system of the CMGP GROUP is certified ISO 14001 on all the activities. The environmental performance indicators are regularly monitored in order to adopt improvements if necessary.



Finally, and in accordance with the requirements of the ISO 14001 standard, recycling units within SICDA plants allow for the reuse of all waste related to the start-up of the manufacturing lines.





OUR PERFORMANCE IN SERVING OUR COMMUNITIES

OUR PERFORMANCE IN SERVING OUR COMMUNITIES

For more than 25 years, the CMGP GROUP has been supporting social actions in collaboration with recognized associations of public interest. Created in 2021, the AMANE Foundation, vector of our societal commitment, is part of the continuity of our solidarity actions. Its objective will be to structure and reinforce our CSR approach at the societal level around priority areas of intervention for better impact on the community and the territories. Its actions will revolve around four main areas: Education, Entrepreneurship, Environment, and access to essential services.



The AMANE Foundation aims to create a strong and sustainable impact on the community, especially in the rural and agricultural world, through social, economic, and environmental actions. AMANE, a plurivocal name that means Water in Amazigh language, Security in Classical Arabic and Serenity in Moroccan dialectal Arabic, has been chosen as the name of our foundation. The AMANE Foundation has for objective to become a space of exchange, sharing and commitment, to invite all our employees to invest in civic actions by offering them the opportunity to voluntary become engaged actors in projects that benefit the community.

Through the AMANE foundation, the CMGP Group commits its time, expertise, ideas, and resources to serving the communities with its social and solidarity actions



Ahmed Reda Oumerri
Executive Director of the Amane Foundation



ROADMAP 2021 - 2023

Planned objectives	Achieved in 2021	Planned in 2022	Planned in 2023
Equipment of 10 schools	3 schools	3 schools	4 schools
30 actions to contribute to the financing of educational reinforcement	10 projects funded	10 projects funded	10 projects funded
Implementation of 9 projects for access to essential services (electricity, drinking water, networks and sanitation)	3 projects	3 projects	3 projects
Organization of an awareness caravan on the reasonable use of fertilizers, safe pesticides and water saving in 12 rural areas / year		1 caravan / 12 regions	1 caravan / 12 regions
Accompaniment of very small companies in the ecosystem of CMGP Group		20 VSES	20 VSES
Support of 5 innovative initiatives in rural entrepreneurship		2 Innovative initiatives in rural entrepreneurship	2 Innovative initiatives in rural entrepreneurship

INTERVIEW WITH AHMED REDA OUMERRI - EXECUTIVE DIRECTOR OF THE AMANE FOUNDATION

1. What is the added value of the Foundation ?

In a world affected by a health crisis characterized by events that affect many individuals, it is comforting that many responsible companies are committed to the well-being of communities. For the CMGP Group, this commitment means putting its time, its expertise, its ideas, and its resources in the service of its social and solidarity actions for the communities.

2. What will change in concrete terms ?

With the AMANE Foundation, the Group is starting a new phase in its commitment towards the community, through the development of a roadmap focused on impacting specific areas of intervention (Education, Entrepreneurship, Environment and Access to Essential Services)

3. What are the Foundation's resources ?

The AMANE Foundation is privileged to be able to count on the historical support of the CMGP Group, on many partners and employees of the Group who do not hesitate to commit to improving the quality of life of the communities. The foundation plans to develop its own financing in the future.

"Drop of Hope" is now the signature of this commitment, whose impact and innovation represent the values of our actions."

OUR PERFORMANCE IN SERVING OUR COMMUNITIES

THE 2021 BALANCE SHEET OF THE AMANE FOUNDATION



19
partnership agreements



9
projects to support social, health and humanitarian actions



4058
beneficiaries



1
entrepreneurship support project



10
education support projects



6
projects to support accessibility to essential services

PARTNERSHIP WITH THE SANADY FOUNDATION IN THE FIELD OF EDUCATION

The AMANE Foundation is partnering with the Sanady Foundation to support and accompany social and solidarity initiatives. The Amane and Sanady Foundations will work closely on the implementation of innovative solutions to improve the schooling conditions of students in rural schools and enable them to evolve in healthy conditions. The agreement was signed in the presence of other partners of the Amane Foundation in September 2021.





The AMANE Foundation has supported and completed several projects during 2021, the main ones being :

SUPPORT TO THE MOUNA INSTITUTE FOR DEAF CHILDREN :

Raising awareness of deaf rights begins with ensuring that deaf children have access to sign language education. Like all others, deaf children have the right to a quality education in a language and an environment that maximizes their potential. The AMANE Foundation supports the Moroccan Association for Deaf Children in its efforts to provide an inclusive education for these children.



ZITI IBN ATIYA SCHOOL PROJECT

In partnership with Desert Timber Africa, the AMANE Foundation inaugurated the Ziri Ibn Atiya school in Bouanane on November 29, 2021. The school rehabilitation project with a solar installation and access to water will improve the schooling conditions for children.

We lived a day full of emotions and sharing with the children and the partners.





APPENDICES

CONSOLIDATED INCOME STATEMENT

(In millions of Moroccan dirhams)	31-Dec-21	31-Dec-20
Revenues	1,811.1	886.2
Other income from the activity		
Revenue from ordinary activities	1,811.1	886.2
Purchasing	1,244.6	563.0
Other external expenses	94.0	63.7
Personnel costs	123.4	69.5
Taxes	3.8	1.8
Depreciation and operating provisions	47.1	29.6
Other operating income and expenses, net	- 4.3	- 3.1
Current operating expenses	1,517.2	730.6
Current operating income	293.9	155.5
Other non-current operating income and expenses	- 32.5	1.9
Results of operating activities	261.4	157.4
Financial result	- 23.4	- 21.4
Pre-tax income of consolidated companies	238.1	136.0
Tax on profits	87.2	50.1
Deferred taxes	- 3.4	0.2
Consolidated net income	154.2	85.7
Minority interest	- -	19.25
Income of the consolidated Group	154.2	66.4

Assets (in millions of Moroccan dirhams)

Goodwill	858.9	604.2
Intangible assets	1.0	0.5
Tangible assets	444.0	297.9
Other financial instruments	4.7	13.8
Deferred tax assets	8.5	2.5
Non-current assets	1,317.0	919.0
Stocks and working progress	424.3	168.0
Customer receivable	1,148.8	653.6
Other operating receivables	197.3	157.9
Cash and cash equivalents	159.9	9.2
Current assets	1,930.3	988.8
 Total assets	 3,247.3	 1,907.8

Liabilities (in millions of Moroccan dirhams)

Capital	1,550.1	762.2
Share premium or merger premium	158.0	-
Revaluation surplus	1.0	-
Reserves	59.0	131.5
Minority interests	-	118.7
Group share of net income	154.2	85.7
Consolidated equity	1,922.3	1,098.1
Investment incentive	7.8	4.0
Non-current financial debts	496.3	277.0
Deferred tax liabilities	63.7	38.8
Non-current liabilities	567.8	319.8
Current trade payables	336.2	179.2
Other current payables	169.9	142.4
Debts to credit institutions	250.9	168.3
Current liabilities	757.1	489.9
 Total liabilities	 3,247.2	 1,907.8

CASH FLOW STATEMENT 2020

	YEAR 2021	YEAR 2020
(In millions of dirhams)		
Income of the consolidated Group	154.2	85.7
· Amortization and provision	30.8	26.9
· Capital gains on disposals	-	3.7
· Deferred tax	-	1.5
	3.4	0.2
Cash flow	177.9	111.3
<i>Change in activity - related working capital requirement</i>		
· Stocks	256.2	4.2
· Operating receivable	495.1	127.8
· Operating liabilities	-	157.1
· Other receivables from operating activities	103.5	50.7
· Other liabilities from operating activities	-	28.0
Net cash flow from operating activities	491.98	26.04
<i>Cash flows from investment operations</i>		
· Capital acquisitions	139.8	47.9
· Newly acquired TP	216.5	-
· Disposal of fixed assets net of tax	7.4	-
· Reduction of financial assets	16.9	1.7
· Change in receivables and payables on fixed assets	13.6	3.4
· Impact of changes in the scope of consolidation	4.2	4.1
Net cash used in investing activities	349.7	46.9
<i>Cash flows from financing activities</i>		
· Dividends paid	5.7	8.2
· Impact of changes in capital	590.0	1.4
· Issuance of bonds	375.4	23.2
· Repayment of current accounts	-	4.5
· Repayment of loans	127.9	40.6
· Investment grant received	4.9	4.5
Net cash flow from financing activities	836.7	24.2
· Net cash and cash equivalents at the beginning of the year	159.3	114.2
· Net cash and cash equivalents at end of year	164.3	159.3
Change in cash and cash equivalents	5.0	45.0

Deloitte.

GROUPE CMGP

ex ADP II Holding 10 Morocco SARL (A.U) Group

**RAPPORT DE L'AUDITEUR INDEPENDANT SUR LES ETATS
FINANCIERS CONSOLIDES**

EXERCICE DU 1^{ER} JANVIER AU 31 DECEMBRE 2021



Deloitte Audit
Bd Sidi Mohammed Benabdellah
Bâtiment C – Tour Ivoire 3 – 3^{ème} étage
La Marina
Casablanca - Maroc

Aux Actionnaires

Groupe CMGP (ex ADP II Holding 10 Morocco S.A.R.L A.U)

2, Rue Al Abtal - Hay Erraha -
Immeuble CMGP
Casablanca

RAPPORT DE L'AUDITEUR INDEPENDANT SUR LES ETATS FINANCIERS CONSOLIDES

EXERCICE DU 1^{ER} JANVIER AU 31 DECEMBRE 2021

Opinion

Nous avons effectué l'audit des états financiers consolidés de la société **CMGP S.A. (ex ADP II Holding 10 Morocco S.A.R.L A.U Group) et de ses filiales** (« Groupe CMGP »), qui comprennent l'état consolidé de la situation financière au 31 décembre 2021, ainsi que le compte de résultat consolidé et l'état consolidé du résultat global, l'état consolidé des variations des capitaux propres et le tableau consolidé des flux de trésorerie pour l'exercice clos à cette date, ainsi que les notes annexes, y compris un résumé des principales méthodes comptables. Ces états financiers consolidés font ressortir un montant de capitaux propres consolidés de milliers de MAD 1 922 310 dont un bénéfice net consolidé de milliers de MAD 154 207. Ces états ont été établis dans un contexte évolutif de la crise sanitaire de l'épidémie de Covid-19, sur la base des éléments disponibles à cette date.

A notre avis, les états financiers consolidés cités au premier paragraphe ci-dessus donnent, dans tous leurs aspects significatifs, une image fidèle de la situation financière consolidée du Groupe CMGP au 31 décembre 2021, ainsi que de sa performance financière consolidée et de ses flux de trésorerie consolidés pour l'exercice clos à cette date, conformément aux Normes Internationales d'Information Financière (IFRS) telles qu'adoptées dans l'Union Européenne.

Fondement de l'opinion

Nous avons effectué notre audit selon les Normes de la Profession au Maroc. Les responsabilités qui nous incombent en vertu de ces normes sont plus amplement décrites dans la section « Responsabilités de l'auditeur à l'égard de l'audit des états financiers consolidés » du présent rapport. Nous sommes indépendants du Groupe conformément aux règles de déontologie qui s'appliquent à l'audit des états financiers consolidés au Maroc et nous nous sommes acquittés des autres responsabilités déontologiques qui nous incombent selon ces règles. Nous estimons que les éléments probants que nous avons obtenus sont suffisants et appropriés pour fonder notre opinion d'audit.

Responsabilités de la Direction et des responsables de la gouvernance à l'égard des états financiers consolidés

La Direction est responsable de la préparation et de la présentation fidèle des états financiers consolidés conformément aux IFRS, ainsi que du contrôle interne qu'elle considère comme nécessaire pour permettre la préparation d'états financiers consolidés exempts d'anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs.

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Lors de la préparation des états financiers consolidés, c'est à la Direction qu'il incombe d'évaluer la capacité du Groupe à poursuivre son exploitation, de communiquer, le cas échéant, les questions se rapportant à la continuité de l'exploitation et d'appliquer le principe comptable de continuité d'exploitation, sauf si la Direction a l'intention de liquider le Groupe ou de cesser son activité ou si aucune autre solution réaliste ne s'offre à elle.

Il incombe aux responsables de la gouvernance de surveiller le processus d'information financière du Groupe.

Responsabilités de l'auditeur à l'égard de l'audit des états financiers consolidés

Nos objectifs sont d'obtenir l'assurance raisonnable que les états financiers consolidés pris dans leur ensemble sont exempts d'anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs et de délivrer un rapport de l'auditeur contenant notre opinion. L'assurance raisonnable correspond à un niveau élevé d'assurance, qui ne garantit toutefois pas qu'un audit réalisé conformément aux normes de la profession au Maroc permettra toujours de détecter toute anomalie significative qui pourrait exister. Les anomalies peuvent résulter de fraudes ou d'erreurs et elles sont considérées comme significatives lorsqu'il est raisonnable de s'attendre à ce que, individuellement ou collectivement, elles puissent influer sur les décisions économiques que les utilisateurs des états financiers consolidés prennent en se fondant sur ceux-ci.

Dans le cadre d'un audit réalisé conformément aux normes de la profession au Maroc, nous exerçons notre jugement professionnel et faisons preuve d'esprit critique tout au long de cet audit. En outre :

- Nous identifions et évaluons les risques que les états financiers consolidés comportent des anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs, concevons et mettons en œuvre des procédures d'audit en réponse à ces risques, et réunissons des éléments probants suffisants et appropriés pour fonder notre opinion. Le risque de non-détection d'une anomalie significative résultant d'une fraude est plus élevé que celui d'une anomalie significative résultant d'une erreur, car la fraude peut impliquer la collusion, la falsification, les omissions volontaires, les fausses déclarations ou le contournement du contrôle interne ;
- Nous acquérons une compréhension des éléments du contrôle interne pertinents pour l'audit afin de concevoir des procédures d'audit appropriées aux circonstances, et non dans le but d'exprimer une opinion sur l'efficacité du contrôle interne du Groupe ;
- Nous apprécions le caractère approprié des méthodes comptables retenues et le caractère raisonnable des estimations comptables faites par la Direction, de même que des informations y afférentes fournies par cette dernière ;
- Nous tirons une conclusion quant au caractère approprié de l'utilisation par la Direction du principe comptable de continuité d'exploitation et, selon les éléments probants obtenus, quant à l'existence ou non d'une incertitude significative liée à des événements ou situations susceptibles de jeter un doute important sur la capacité du Groupe à poursuivre son exploitation. Si nous concluons à l'existence d'une incertitude significative, nous sommes tenus d'attirer l'attention des lecteurs de notre rapport sur les informations fournies dans les états financiers au sujet de cette incertitude ou, si ces informations ne sont pas adéquates, d'exprimer une opinion modifiée. Nos conclusions s'appuient sur les éléments probants obtenus jusqu'à la date de notre rapport. Des événements ou situations futurs pourraient par ailleurs amener le Groupe à cesser son exploitation ;
- Nous évaluons la présentation d'ensemble, la structure et le contenu des états financiers consolidés, y compris les informations fournies dans les notes, et apprécions si les états financiers consolidés représentent les opérations et événements sous-jacents d'une manière propre à donner une image fidèle ;

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- Nous obtenons des éléments probants suffisants et appropriés concernant les informations financières des entités et activités du Groupe pour exprimer une opinion sur les états financiers consolidés. Nous sommes responsables de la Direction, de la supervision et de la réalisation de l'audit du Groupe. Nous assumons l'entièvre responsabilité de l'opinion d'audit.

Nous communiquons aux responsables de la gouvernance notamment l'étendue et le calendrier prévus des travaux d'audit et nos constatations importantes, y compris toute déficience importante du contrôle interne que nous aurions relevée au cours de notre audit.

Casablanca, le 27 juillet 2022

L'auditeur indépendant

Deloitte Audit



Adnane FAOUZI
Expert-Comptable



CMGP GROUP

**Ex ADP II Holding 10 Morocco SARL (A.U) Group
INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS**

CONSOLIDATED FINANCIAL STATEMENTS

FISCAL YEAR FROM JANUARY 1ST TO DECEMBER 31ST 2021

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To the Shareholders

CMGP Group (ex ADP II Holding 10 Morocco S.A.R.L A.U)

2, Rue Al Abtal - Hay Erraha -
CMGP Building
Casablanca

INDEPENDENT AUDITOR'S *REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

FISCAL YEAR FROM JANUARY 1ST TO DECEMBER 31ST 2021

Opinion

We have audited the accompanying consolidated financial statements of CMGP S.A. (formerly ADP II Holding 10 Morocco S.A.R.L A.U Group) and its subsidiaries ("CMGP Group"), which comprise the consolidated statement of the financial situation as of December 31, 2021, and the consolidated statement of income and comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year ended, as well as the notes annexed to the financial statements, including a summary of significant accounting policies. These consolidated financial statements show a consolidated equity of MAD 1,922,310, including a consolidated net income of MAD 154,207. These statements have been prepared in the context of the evolving Covid-19 epidemic health crisis, based on the information available at that date.

In our opinion, the consolidated financial statements referred to in the first paragraph above present fairly, in all material respects, the consolidated financial position of the CMGP Group as of December 31, 2021, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union.

Basis of opinion

We conducted our audit in accordance with the Standards of the profession in Morocco. Our responsibilities under these standards are described in more detail in the section "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements" of this report. We are independent of the Group in accordance with the ethical requirements applicable to the audit of the consolidated financial statements in Morocco and we have fulfilled our other ethical responsibilities under those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of management and those charged with governance for the consolidated financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRS, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

* Please note that Deloitte's audit report presented in the French version (C.f pages 109-111) has been translated by an international certified consulting firm.

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In preparing the financial statements, it is the responsibility of the Board of Directors to assess the Company's ability to continue as a going concern, to communicate, as the case may be, issues related to the continuity of operations and to apply the accounting principle of going concern, unless the Board of Directors intends to liquidate the Company or cease its activity or if no other realistic solution is available to it.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities in the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements taken as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report thereon. Reasonable assurance is a high level of assurance, but does not guarantee that an audit performed in accordance with professional standards in Morocco will always detect any material misstatement. Misstatements may result from fraud or error and are considered material when it is reasonable to expect that, individually or in aggregate, they could affect the economic decisions that users of the consolidated financial statements make in reliance on them.

In the context of an audit conducted in accordance with the standards of the profession in Morocco, we exercise professional judgment and critical thinking throughout the audit. In addition :

We identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures in response to those risks, and obtain sufficient appropriate audit evidence on which to base our opinion. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting a material misstatement due to error, because fraud may involve collusion, falsification, intentional omissions, misrepresentation or circumvention of internal control;

We obtain an understanding of the elements of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control; We assess the appropriateness of the accounting policies used and the reasonableness of the accounting estimates made by management, as well as the related disclosures made by management;

We conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we find material uncertainty, we are required to draw the attention of readers of our report to the information provided in the financial statements about this uncertainty or, if this information is not adequate, to express an amended opinion. Our conclusions are based on evidence obtained up to the date of our report. However, future situations may cause the Company to cease to continue as a going concern;

We evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures in the notes, and assess whether the consolidated financial statements present fairly the underlying transactions and events;

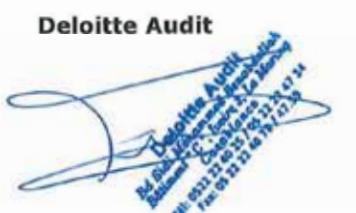
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We obtain sufficient appropriate audit evidence about the financial information of the Group's entities and activities to provide a basis for our opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the Group's audit. We assume full responsibility for the audit opinion.

We communicate to those charged with governance, among other things, the planned scope and timing of the audit work and our significant findings, including any material weaknesses in internal control that we identified during our audit.

Casablanca, the 27th of July 2022

The independent auditor



Adnane FAOUZI
Chartered Accountant

For this report, CMGP Group wishes to present its commitments clearly in a manner consistent with the GRI Reporting Standards, and that the references of these are properly included and aligned with the information and data provided in the sections of this report.

Use Statement :	The CMGP Group has produced this report in accordance with the GRI standards : Essential Compliance Option
Reporting period :	Period from January 01, 2021, to December 31, 2021.
Reporting principles used :	GRI 101
Applicable sector GRI standards :	None

GRI	Pages	Omissions
GRI 101: General Principles	35	
GRI 102: General Statements	-	
GRI 102-1 to 102-13. Profile of CMGP Group	12-19	
GRI 102-14. Strategy	6-7, 14-16, 31-37	
GRI 102-16. Ethics and integrity	43	
GRI 102-18. Governance	27-30, 37	
GRI 102- 40 to 102.44. Stakeholder involvement	34	
GRI 102-45 to 102-55. Reporting practice	17-19, 35, 116	
GRI 201. Economic performance	39-40	
GRI 202. Market presence	17-26, 47-52	
GRI 203. Indirect economic impact	39	
GRI 204. Purchasing practices	53-55	
GRI 205. Anti-corruption	43	
GRI 206. Fair Competition Practices		Considering the multiplicity of the domains covered by the CMGP Group's solutions, this standard does not apply to.
GRI 301. Raw materials	51, 72-77	
GRI 302. Energy	69, 96-98	
GRI 303. Water and Effluent	73-77, 96	
GRI 304. Biodiversity	65-67	
GRI 305. Air emissions	95	
GRI 306. Effluents and Waste	98	
GRI 307. Environmental Compliance	94-98	
GRI 308. Environmental assessment of suppliers		The CMGP Group does not carry out an environmental assessment of its suppliers, the majority of which are based abroad
GRI 401. Employment	21, 55	
GRI 402. Management of labor relations	85-86, 89, 92	
GRI 403. Health and Safety at work	88-89	
GRI 404. Education and Training	87-88, 99-104	
GRI 405. Diversity and Equal Opportunities	90	
GRI 406. Fight against discrimination	90	
GRI 407 Social dialogue and freedom of association	91	
GRI 408. Fight against child labor		This issue is not relevant in the CMGP Group's sectors of activity
GRI 409. Fight against forced labor		This issue is not relevant to CMGP's business lines
GRI 410. Safety practices		CMGP Group has no plans to report on its safety practices
GRI 411. Rights of indigenous peoples		This issue is not applicable in Morocco, in other African countries this issue is not yet evaluated by CMGP Group
GRI 412. Human rights assessment		This standard is not implemented in 2021
GRI 413. Local communities	99-104	
GRI 414. Social assessment of suppliers	53-55	
GRI 415. Public Policy		This standard is not implemented in 2021
GRI 416. Consumer health and safety	46-77	
GRI 417. Marketing and Labeling	46-52, 56-70	
GRI 418. Consumer Privacy		The CMGP Group does not collect sensitive data that require protection from its customers
GRI 419. Socio-economic compliance	39	



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