

# INTEGRATED REPORT 2023



## ABOUT THIS REPORT



This is CMGP Group official report on its activity during 2023 calendar year. It describes the group, its model, its commercial, financial and extra-financial performances, its CSR approach as well as its contribution to sustainable development over the same period. This report was prepared in accordance with GRI standards following an extended compliance option.

It covers the whole Group's activities and entities over the period from 1st January to 31st December 2023, corresponding to the group's financial year. The reporting cycle is annual. The next report will cover the Group's ESG achievements and performance over 2024 and will be communicated in 2025.

This report was supported by a sustainability technical assistance firm, which provided the methodology for the materiality analysis presented in the appendix to this report. All our publications are available on our website: [www.cmgp-cas.com](http://www.cmgp-cas.com).

CMGP Group remains available to provide any additional information on its CSR approach and its contribution to sustainable development. To this end, we provide an email address dedicated to our stakeholders who we encourage to share their expectations and concerns: [contact@cmgp-cas.ma](mailto:contact@cmgp-cas.ma).



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# STATEMENT FROM THE GROUP CHAIRMAN AND CEO

**5 years ago, CMGP started a transformation from Morocco's irrigation leader to Morocco and West Africa regional 'one-stop-shop' agriculture player.** Through a series of organic and external growth initiatives and key partnerships, we have built an unmatched portfolio of expertise, capabilities and solutions for agriculture. To maximize synergies and conquer new horizons, we overhauled our organization to operate as one team. Behind our commercial brands, the same team serves our customers all over our countries of presence. This yielded new Business Units (BU), supported by technical and functional expertise grouped in Service Units. We have also upgraded our digital tools and internal governance to reap the full fruits of alignment, collaboration and agility to best serve our markets.

**This reorganization enables new ambitions, higher horizons: becoming a leading agricultural, water and energy operator across the entire continent.** 4 key axes of development: (1) maximize synergies and elevate service to farmers through the Retail BU and its footprint of distribution centers across Morocco; (2) accelerate our international expansion with a dedicated, autonomous International BU, more able to adapt to various contexts; (3) enhance our industrial & manufacturing ambitions with an Industry BU capable of accelerating product innovation, mastering industrial ramp-up and accelerating upstream integration; (4) but above all, the Project BU will spearhead the group conquest of cutting-edge solar energy and water solutions projects. Our ambition: master the most sophisticated water and energy projects such as desalination as well as we master drip irrigation projects today.

**2023 was a keen reminder of the relevance of both our solutions and business model.** Structural water stress in Morocco, tense geopolitics and its consequences on supply chain, or the Al-Haouz earthquake in Morocco reinforce three convictions: (1) the resilience of a diversified business model like ours with our financial and extra-financial performance who withstood the shocks; (2) the relevance of solutions such as desalination to meet the continent's next water challenges; (3) and the resonance of our impact such as the Group mobilization following the earthquake and Amane foundation collaboration with UNICEF. More than ever, CMGP Group renews its commitment to humbly contribute to the challenges that await us.

**Youssef MOAMAH**  
Chairman and CEO CMGP Group

# OUR ACTIVITY



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# OUR ACTIVITY



## SOLUTIONS – OUR VALUE PROPOSITION

### INTERVIEW OF GROUP MANAGING DIRECTOR - OPERATIONS BREADTH & COHERENCE OF THE SOLUTIONS PORTFOLIO



#### Could you introduce CMGP Group?

**JACQUES ALLÉON:** CMGP Group, through its entities and subsidiaries, offers an extensive portfolio of solutions to a wide array of clients, grouped in the 3 following areas of activity:

**Agriculture:** our historical core client base. We serve farms of all sizes from small farmers to very large farms of several thousand hectares as well as the various intermediaries who supply them such as wholesalers, resellers and retail points of sale.

**Water solutions:** CMGP Group has diversified its portfolio of water solutions clients to now serve directly or indirectly, in addition to agricultural customers, urban drinking water and sanitation service utilities, industrial groups with specific needs and the water piping market for the buildings sector.

**Solar energy:** we serve agricultural customers but increasingly manufacturing sites and buildings in the tertiary sector.



**JACQUES ALLÉON**  
MD – Operations  
CMGP Group

#### Could you elaborate on CMGP Group solutions portfolio?

**JACQUES ALLÉON:** : We probably have the most extensive range of solutions on the market. We offer:

**Agricultural equipment:** irrigation (supply of goods and turnkey projects), pumping (from pumps to pumping stations), water treatment, agricultural water infrastructure (large water conveyance and storage structures) for government agencies upstream of the plots



**Agricultural inputs:** fertilizers, nutritional supplements, crop protection (conventional and biological), seeds, plastic nets and other accessories

**Water treatment solutions:** desalination, demineralization, purification and other solutions to meet specific needs. We offer turnkey projects and the supply of consumable inputs

**Bespoke solutions for pumping and non-agricultural water infrastructure:** the department dedicated to pumping allows us to design, install and operate bespoke solutions ranging from the construction of large pumping stations to the distribution of pumps and we also provide solutions for projects beyond hydro-agricultural development.

**Solar energy:** solar energy equipment such as the entire range of photovoltaic panels, batteries, inverters, electrical cables and support structures to integrated system solutions in “stand alone”, “on grid” and “off grid” offering depending on additional connection or not to the electricity grid.

Throughout our history, we have constantly expanded the range of our solutions to cover most of farmers’ needs today. This is what we call the ‘One stop shop’, the preferred partner for the needs of farmers in general.

Today, CMGP Group is the leader in agricultural solutions in Morocco and is a leading player in West Africa.



## OVERVIEW OF CMGP GROUP BUSINESS LINES

			Agriculture	Eau	Energie
Agroéquipement	Irrigation	Conception R&D, production, import, distribution, études et installation de projets clé en main d'irrigation (Goutte-à-goutte, aspersion, pivots, serres et autres)			
	Infra agricole	Etudes, fourniture et installation de projets privés et publics d'infrastructures agricoles (Génie civil, Bassins, Irrigation et autres)			
	Infra non agricole	Fourniture de tubes d'adduction d'eau potable et d'assainissement pour les régies de gestion d'eau publique (communes, régions, résidentiel & industriel)			
	Pompage	Import, distribution de pompes (solaire et non solaire) + études et installation de projets de pompage requérant du surmesure ou une sophistication poussée			
	Traitement des eaux	Portefeuille complet de solutions (désalinisation, déminéralisation, potabilisation et autres) pour projets clé en main et fourniture aux clients agricoles & industriels			
	Solaire	Import, distribution, études et installation de projets clé en main d'énergie solaire (Off grid, On grid, batteries, onduleurs, panneaux photovoltaïques)			
Agrofourniture	Phyto spécialisés	Produits phytosanitaires de pointe pour la protection des plantes contre des herbes, des insectes, des nématodes et autres ravageurs			
	Phyto génériques	Produits phytosanitaires non brevetés et au coût plus abordable pour la protection des plantes contre des herbes, des insectes, des nématodes et autres ravageurs			
	Engrais	Gamme complète d'engrais solides commodités (NPK), d'engrais solubles, de spécialités, compléments nutritionnels et biofertilisants pour l'agriculture			
	Compléments nutritionnels	Gamme de produits plus spécialisés sur certains usages			
	Semences	Gamme de semences (OPV et hybrides) à haute valeur ajoutée pour les agriculteurs			
	Films plastiques	Gamme de films plastiques pour divers usages dans l'agriculture (serres...)			



## BRANDS

### ARTICULATING OUR VALUE PROPOSITION

Our fasciae and brands are the symbols by which customers recognize us commercially. They all represent the group's commitment to serving customers with quality products and expertise recognized on the market.



#### CMGP.CAS – THE ‘ONE STOP SHOP’ SOLUTIONS FOR AGRICULTURE IN MOROCCO

##### **CMGP.CAS – Leader in solutions for agriculture**

CMGP.CAS comes from the merger between CMGP, leader in irrigation systems in Morocco since 1995, and Comptoir Agricole du Souss (CAS), leader in agricultural inputs in Morocco since 1967.

As a leading player in Morocco in irrigation, agricultural inputs, solar energy and water infrastructure, CMGP.CAS positions itself as the preferred partner for the Moroccan farmer, offering a full range of products and services to meet his agricultural needs end-to-end.

Our deep expertise, our partnerships with the largest international suppliers, our quality service and our extensive distribution network in Morocco are dedicated to supporting Moroccan farmers in their agricultural projects, ensuring excellent support.



#### SICDA – SOLUTIONS FOR AGRICULTURE AND WATER INFRASTRUCTURE

##### **SICDA - Solutions for agriculture, drinking water, sanitation, buildings and Telecoms.**

SICDA was born from the desire to support the development of several sectors, notably drinking water supply, sanitation, construction, agriculture and telecommunications. For nearly three decades, we have provided innovative solutions to the specific needs of each sector. Our specialization in the production of PE and PVC pipes, in compliance with the most demanding standards, is at the heart of our commitment. With a team of dedicated collaborators, we highlight our mastery and expertise to rigorously support you in carrying out your projects.





## PHILEVAL – QUALITY AND AFFORDABLE CROP PROTECTION AND SEEDS SOLUTIONS

### PHILEVAL - Seeds and crop protection solutions

Phileval was born from the merger between Philea, a subsidiary of CMGP, and Agrival, a subsidiary of CAS, with the aim of optimizing our distribution of affordable agricultural inputs for farmers.

Phileval means the distribution of products from Agrival (seeds and insecticides) and Philea (fungicides and herbicides), i.e. a complete range of products to meet all agricultural needs. With an expanded distribution network of over 300 resellers across Morocco, Phileval is committed to providing quality affordable agricultural solutions.

Internationally, Phileval represents off-patented crop protection products and solutions owned by CMGP Group.



## CMGP.CAS AFRICA – THE ‘ONE STOP SHOP’ SOLUTIONS FOR AGRICULTURE OUTSIDE OF MOROCCO

### CMGP.CAS AFRICA – Solutions for agriculture for clients outside Morocco

CMGP.CAS Africa is the group's international brand, committed to deploying all of the group's solutions. Our mission is clear: to support and promote the development of promising businesses and farmers in Africa. As a strategic partner, we provide our expertise and network to support these companies in their growth and expansion. We believe in the potential of Africa and we are determined to contribute to its economic development by supporting local players.





## SOLAR - SOLUTIONS FOR SOLAR ENERGY

Our Solar division is dedicated to providing suitable solar energy solutions to the needs of our customers. We put our expertise to their service, from design to installation and maintenance of solar systems. Our commitment to innovation and sustainability aims to support the transition towards a more environmentally friendly economy.



## WATER TREATMENT - SOLUTIONS FOR WATER TREATMENT

We are dedicated to providing comprehensive water treatment solutions to cater to the various needs of our customers. From design to installation and maintenance, our team of experts ensures the continuous access to a clean and safe water, essential for the business and the environment.





# OUR STRATEGY



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# OUR STRATEGY



## CONTEXT – THE CHALLENGES OF AGRICULTURE, WATER AND ENERGY IN AFRICA

### MEETING THE DUAL CHALLENGE OF DEVELOPMENT AND CLIMATE ADAPTATION



**YOUNES AL ABADAN**  
MD – Finance & Corporate  
Development  
CMGP Group

**In our various industries, Africa has a dual challenge: accelerating development and at the same time ensuring a successful climate transition..**

**In Agriculture,** Africa must urgently ensure its food security by improving below-average yields while adapting to climate change that disrupts the seasons. Achieving this dual objective is critical to ensuring social peace and the successful demographic growth. Morocco also faces challenges of water availability and sustainably improving water efficiency. The «Generation Green 2020-2030» Agricultural Plan was set up to address these challenges, aiming to improve the water efficiency of Moroccan agriculture, promote the use of sustainable agricultural inputs, and increase agricultural added value in the economy. These are agricultural objectives shared by many countries on the continent, as reflected in their agricultural policies.

**For water,** the African continent is one of the continents with the least water resources per capita (approximately 680mm/year of rainfall). Combined with demographic growth and climate change, the pressure on water resources will only increase. In Morocco, the situation is very critical with a confirmed structural water stress. 2023 was the fifth year in a row with below-average rainfall.

**As for energy,** when the world and Africa are mobilizing to ensure an energy transition from fossil fuels to renewable energies (including solar), Africa has another major challenge: low electrification and an inefficient electricity grid. It is therefore vital for the continent, more than elsewhere, to radically accelerate its equipment in electricity generation and even more on renewable energies.

**This backdrop informs CMGP Group strategic roadmap with a firm intention to contributing to solving these challenges.** As evidenced by our success over the previous decades, we strive to increase our capacity to innovate, to penetrate new activities, new markets, but always in line with our mission.



# STRATEGIC ROADMAP – BECOMING A CONTINENTAL PLAYER IN AGRICULTURE, WATER AND ENERGY ACROSS AFRICA

## Extending our success in agriculture to infrastructure and industry

1. Strengthening our success story in agriculture: more solutions, more coverage, more edge over competition to better meet customer needs
2. Repeating a similar "success story" in the water and energy sectors: we intend to leverage the synergies with our current core businesses to become a key player in those areas
3. Strengthening our capacity to produce more products and solutions ever closer to our customers



## AMBITION 2030: BECOMING A CONTINENTAL PLAYER IN AGRICULTURE, WATER AND ENERGY ACROSS AFRICA

### AGRICULTURE



**STRENGTHEN OUR LEADERSHIP&EXPAND OUR PRESENCE AND REACH**

- 1 **MOROCCO:** from reference partner to preferred partner on all our business lines  
Reinforce our "one stop shop" solutions portfolio for agriculture  
Expand our solutions portfolio to new business lines
- 2 **INTERNATIONAL:** become the reference partner for Agriculture across the continent  
Expand our presence: from regional operator in North and West Africa to pan-African footprint  
Deploy our "One stop shop" model to become a reference partner in all our markets

### WATER & ENERGY INFRASTRUCTURE



**BECOME A GLOBAL FIRST-TIER PLAYER AS IN IRRIGATION**

- 3 **WATER SOLUTIONS:** become a first-tier player on all expertise and solutions for water treatment & infrastructure  
Consolidate our range of expertise and solutions  
Become a natural partner for projects of all sizes and expertise levels (like irrigation today)
- 4 **SOLAR ENERGY:** become a first-tier player on all segments of solar energy  
Consolidate our range of expertise and solutions  
Become a natural partner for projects of all sizes and expertise levels (like irrigation today)

### INDUSTRY/ MANUFACTURING



**DEVELOP OUR PRODUCTION CAPACITY&EXPAND OUR EXPERTISE TO PENETRATE NEW MARKETS**

- 5 **BUSINESS PORTFOLIO:** become a major manufacturer in business lines we distribute  
Support the development of our businesses through capacity building and international production  
Strengthen the scope of our industrial production on all our businesses and the level of upstream integration
- 6 **NEW INDUSTRIAL EXPERTISE:** acquire new industrial know-how  
Develop new industrial know-how with partners, which opens up new markets for us  
Enrich our product offering to strengthen the resilience of our business

# SUSTAINABLE DEVELOPMENT CONTRIBUTION OUR POLICY AND OUR IMPACT

## SUSTAINABLE DEVELOPMENT POLICY



## SUSTAINABLE DEVELOPMENT GOALS

### SUSTAINABLE DEVELOPMENT POLICY AND CHARTER COMMITMENTS 2023 - 2025

#### 5 AXES - 15 COMMITMENTS - 35 OBJECTIVES - 10 SDG

<b>AXIS 1</b>	<p><b>Adopt exemplary and transparent governance of ethical behaviors and ensure dialogue with our stakeholders</b></p> <p>EN1 : Integrate CSR principles into our daily group governance.  EN2 : Ensure continuous dialogue with our stakeholders and consider their expectations.  EN3 : Manage risks and ensure compliance while promoting the agile transformation of the group.</p>	 
<b>AXIS 2</b>	<p><b>Deploy innovative operational models enabling the sharing of value throughout our value chain on the African continent</b></p> <p>EN4 : Continuously improve our financial operational performance.  EN5 : Innovate and create shared value throughout our value chain.  EN6 : Promote CSR throughout our supply chain in our ecosystem.</p>	   
<b>AXIS 3</b>	<p><b>Develop, protect, and retain our Human Capital in a caring environment promoting professional equality</b></p> <p>EN7 : Develop and retain our Human Capital.  EN8 : Ensure healthy and safe working conditions and protect the well-being of our employees.  EN9 : Promote diversity and ensure equal opportunities.</p>	 
<b>AXIS 4</b>	<p><b>Contribute to sustainable agriculture and preserve natural capital by optimizing necessary resources and limiting the environmental impacts of our activities</b></p> <p>EN10 : Reduce the environmental footprint of our activities.  EN11 : Consider climate change in our activities to promote sustainable agriculture.  EN12 : Continue to promote Sustainable Agriculture on the African continent through our activities.</p>	 
<b>AXIS 5</b>	<p><b>Support our communities through education, employment, entrepreneurship, and access to our solutions, executed by the Amame Foundation</b></p> <p>EN13 : Support entrepreneurial initiatives in our ecosystem and contribute to job creation and income.  EN14 : Facilitate access to our solutions for inclusive development in rural areas.  EN15 : Support the education of young people and citizen actions involving our employees.</p>	    



Excellence



Integrity



Kindness







## SUSTAINABLE DEVELOPMENT CONTRIBUTION ALONG THE VALUE CHAIN

RESOURCES CAPITAL	INPUT FLOWS	CMGP GROUP MODELS	VALUE CREATION	SHARED VALUE CAPITAL
<p><b>HUMAN</b> 1068</p> <p><b>NATURAL</b> WATER, SOIL, BIODIVERSITY</p> <p><b>FINANCIAL</b> EQUITY: MAD 2180 M</p> <p><b>SOCIETY</b> RESELLER AND FARMER ECOSYSTEM MORE THAN 700 RESELLERS AND 1,500 FARMERS</p>	<p>WATER</p> <p>SOIL DATA</p> <p>EQUIPMENT</p> <p>INPUTS</p> <p>CROP DATA</p> <p>RAW COMMODITIES</p> <p>MACHINES &amp; EQUIPMENT</p> <p>R&amp;D</p>	<p>RETAIL BU - 'ONE STOP SHOP'</p> <p>PROJECT BU - TURNKEY PROJECTS</p> <p>INDUSTRY BU - UPSTREAM INTEGRATION</p> <p>INTERNATIONAL - BU AFRICAN FOOTPRINT</p>	<p>AGRICULTURAL EQUIPMENT, CROP NUTRITION, CROP PROTECTION, SEEDS ACCESSORIES AGRICULTURAL</p> <p>IRRIGATION PROJECTS SOLAR PROJECTS WATER TREATMENT</p> <p>PRODUCTION OF PIPES FOR IRRIGATION &amp; INFRASTRUCTURE, BLENDING &amp; PACKAGING OF FERTILIZERS</p> <p>GROUP SOLUTIONS OUTSIDE MOROCCO</p>	<p><b>HUMAN</b> WORKFORCE +2.5% INCREASE IN WORKFORCE</p> <p><b>NATURAL</b> 34,884 TONS OF CO2 AVOIDED 28.4 MILLIONS OF M3 OF WATER SAVINGS</p> <p><b>SOCIETAL</b> 82 MAD IN TAXES PAID</p> <p>7,125 BENEFICIARIES OF THE FOUNDATION'S ACTIONS</p>



## BUSINESS UNITS

### AN ORGANIZATION ENABLING OUR SOLUTIONS

CMGP Group is operationally structured around 4 Business Units to achieve the optimum between integrated customer service and operational synergies.

## OVERVIEW OF THE 4 BUSINESS UNITS (BU)

### RETAIL

'ONE STOP SHOP' DIRECT SALES IN MOROCCO TO DISTRIBUTORS AND FARMERS



- IRRIGATION
- PUMPING, SOLAR AND AGRICULTURAL EQUIPMENT
- CROP PROTECTION AND BIOLOGICALS
- FERTILIZER
- SEEDS, NETS AND AGRICULTURAL INPUTS

### PROJECT

DESIGN, DELIVERY AND INSTALLATION OF TURNKEY PROJECTS



- IRRIGATION
- AGRICULTURAL WATER CIVIL WORKS
- PUMPING
- SOLAR ENERGY
- WATER SOLUTIONS

### INDUSTRY

DEVELOPMENT AND MANAGEMENT OF MANUFACTURING UNITS



- PVC PIPES
- PE / HDPE PIPES
- DOUBLE WALL PIPES
- IRRIGATION DRIP TAPES
- FERTILIZER BLENDER & PACKAGING

### INTERNATIONAL

MANAGEMENT OF THE GROUP'S ACTIVITIES IN AFRICA OUTSIDE MOROCCO



- SENEGAL
- IVORY COAST
- GHANA
- MAURITANIA
- EXPORT TO 10+ COUNTRIES





## BU RETAIL STRENGTHEN THE SYNERGIES OF 'ONE STOP SHOP'



**'ONE-STOP-SHOP' LEADER:** offer a complete range of agro-equipment and agro-inputs in one place, thus simplifying the customer's supply process and product complementarity



**WIDE PORTFOLIO OF PRODUCTS:** with 40+ partnerships with international blue-chip manufacturers and a portfolio of 4,000+ references, CMGP Group offers an extensive range covering all aspects of modern agriculture



**IRRIGATION :** micro-irrigation, micro-sprinkling, pipes and fittings, head control units, pumping, etc.



**SOLAR ENERGY:** solar panels, inverters, batteries, etc...



**AGRICULTURAL INPUTS:** fertilizers, crop protection, seeds, plastic films, etc...



**PRODUCT QUALITY:** products carefully selected for their quality and reliability



**EXTENSIVE BUSINESS INFRASTRUCTURE:** vast distribution network (19 distribution centers) ensuring fast and efficient availability of products throughout Morocco



**QUALITY AFTER-SALES SERVICE:** CMGP Group teams' deep commitment is focused on customer satisfaction, offering specialized advice and technical support to ensure optimal performance of the products sold

➤ **Leading position in irrigation, solar energy, crop protection and fertilizers**



## GROUP DEPUTY MD BU RETAIL INTERVIEW STRENGTHENING 'ONE STOP SHOP' SYNERGIES



**OTHMANE DOURI**  
GROUP DEPUTY MD  
BU Retail

**Could you describe the scope of the Retail BU within the Group?**

**OTHMANE DOURI :** Our scope encompasses our capabilities to distribute goods to our customers in Morocco, key accounts, resellers or farmers. Specifically, this includes our distribution network of 19 branches across Morocco, as well as the sales team that operates them to distribute all of our products, whether agricultural equipment or agricultural inputs.

**What is the rationale for the integration between CMGP and CAS within the group?**

**OTHMANE DOURI :** The integration between CMGP and CAS aims to complete the merger between the two entities by pooling commercial brands, creating operational and value synergies, and ultimately, blending completely into a single team. For our customers, this materializes a One Stop Shop, where we offer 360-degree expertise on all their issues and needs. Our customers can reach out whenever they need help or encounter a problem, even before knowing its root causes, whatever the needs (Crop protection, fertilizers, irrigation or solar energy).

**What impact does this integration have on a daily basis for the group?**

**OTHMANE DOURI :** The full integration of expertise yields versatile sales people and perfect synchronicity for our clients, which promotes cross-development of solutions. We are also strengthening synergies to be more efficient in our service, improving the affordability of solutions while protecting the resilience and profitability of our model. Finally, we reaffirm our singularity as a unique operator in the current difficult context of Moroccan agriculture, by combining the breadth of our range and the complementarity of our solutions with real leadership in our businesses.



## BU PROJECT CONQUER NEW HORIZONS



**TECHNICAL EXPERTISE :** design, delivery and installation of turnkey projects (from the design phase to installation and commissioning), 100+ projects per year



**DIVERSITY OF SOLUTIONS:** irrigation, pumping, solar energy and water treatment



**TIME MANAGEMENT:** comply with deadlines, thus ensuring smooth and efficient execution of projects, even in complex or restrictive environments.



**CONTINUOUS INNOVATION:** at the forefront of innovation, exploring new technologies and solutions to improve projects and meet changing customer needs.

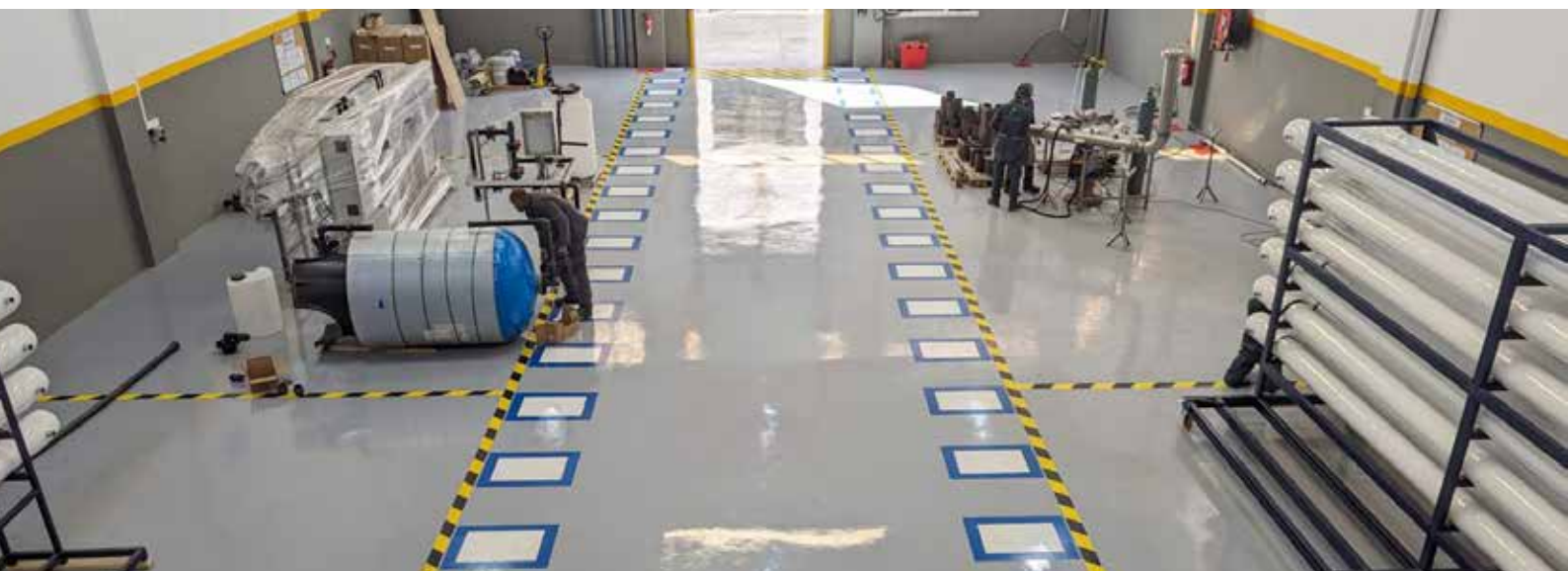


**PERSONALIZED TECHNICAL SUPPORT:** detail-oriented and tailor-made approach by providing technical assistance at each stage of the project, to meet the specific needs of each client and thus ensuring optimal satisfaction throughout the process



**POST-INSTALLATION MONITORING:** guarantee the proper functioning and continued performance of the solutions proposed after their commissioning

➤ **Leading position in irrigation projects (historical core business of the Group)**



## GROUP DEPUTY MD BU PROJECT INTERVIEW CONQUER NEW HORIZONS



### Could you describe the scope of the Project BU within the Group?

**HICHAM KHATTAB :** Our scope encompasses all our expertise and know-how to offer turnkey solutions in Morocco in the fields of agriculture, pumping, water treatment and solar energy. This includes our Irrigation Projects, Public Tender, Water Treatment and Solar Energy Projects departments.



**HICHAM KHATTAB**  
GROUP DEPUTY MD  
BU Project

### What is the rationale of the BU within group?

**HICHAM KHATTAB :** Our integration symbolizes the group's new horizons, aiming to establish our expertise and become an internationally renowned operator in water treatment (like desalination and demineralization), pumping (particularly beyond the agricultural sector), and solar energy (beyond agricultural solar), while strengthening our leadership in irrigation projects and public tenders. For our clients, this is the promise of quality support, harnessed by a group with more than 25 years of experience in projects and engineering, dotted with real "success stories".

### What impact does this orientation have on a daily basis for the group?

**HICHAM KHATTAB :** On a daily basis, we focus on the needs of projects, by developing experienced teams, strengthening our project management tools and developing new expertise. We are also working on more precise communication by highlighting our brands, our visual identity and our technical and commercial communication. Regarding desalination, 20 years after our group's commitment to contributing to the realization of the vision of the Green Morocco Plan, I feel the same energy today to meet the new challenges of our country regarding water thanks to desalination.





## BU INDUSTRY MEETING THE NEXT CHALLENGES



**INDUSTRIAL FOOTPRINT:** 5 manufacturing sites (3 sites for the production of pipes for irrigation, sanitation, drinking water supply, construction and telecoms and 2 sites for the packaging and blending of fertilizers)



**TOP QUALITY MANAGEMENT:** 3 internal quality control laboratories equipped to guarantee compliance with international standards and the superior quality of the products manufactured



**CERTIFICATIONS:** numerous certifications which validate our quality approach. Certifications on both sites (ISO 9001, ISO 27001, ISO 45001, etc.) and finished products (Lydec, Carso, Eurofins, etc.)



**SKILLS DEVELOPMENT:** the Group invests in the professional development of its employees to guarantee high-level technical skills and anticipate the needs of tomorrow



**INNOVATION AND R&D:** internal and partnership R&D initiatives, exploring new technologies and continuous improvement of products and processes

➤ Pioneer in the production of irrigation drip tapes in Morocco and leader in integrated production for agricultural solutions



## INTERVIEW DIRECTOR OF OPERATIONS BU INDUSTRY TAKE ON NEW CHALLENGES



**Could you describe the scope of the Industry BU within the Group?**

**ZAKARIA BOUAINE :** The main mission of the BU Industry is to develop the group's industrial activity while continually seeking to achieve operational excellence. This will involve the design of a common strategy for all our current or future production units aimed at firstly improving the working environment of our employees and also consolidating our performance management.



**ZAKARIA BOUAINE**  
DIRECTOR OF OPERATIONS  
BU INDUSTRY

**What is the reason for this orientation towards industrial development within the group?**

**ZAKARIA BOUAINE :** The strategic orientation of our group aims to gradually increase the rate of industrial integration (\*) with the ambition to produce ever more locally and thus establish the sovereignty of our countries of operations. For our customers, both internal and external, it means projects aimed at increasing existing capacities in order to support growing market demand, exploring new products in synergy with our sales force to strengthen the One- Stop-Shop, and also, ultimately, develop industrial activity internationally.

**What impact does this strategy have on a daily basis for the group?**

**ZAKARIA BOUAINE :** This strategy allows the revisiting of operational processes while further enhancing human capital. With a clarification of scope and responsibilities, the latter will advocate a culture of results-oriented performance through, on a daily basis, mastery of problem-solving and continuous improvement. Also, faced with a changing and variable market, it is necessary to establish a flexible and agile organization promoting creativity and innovation, essential ingredients to consolidate our position as Leader through better vertical integration from industry to distribution.



## BU INTERNATIONAL RENEWED COURSE, BUILDING ON INITIAL SUCCESSES



**ACTIVITIES:** the entire portfolio of solutions of the group, for customers outside Morocco



**DISCIPLINED REGIONAL DEVELOPMENT:** strategy focused on identifying promising markets and establishing strategic partnerships to support growth in target countries



**ADAPTATION TO LOCAL MARKETS:** dedicated resources to enable CMGP Group to adapt to the specificities and needs of local markets. Each country has its own model.



**RECENT EXPANSION:** dedicated team since 2020, with a first subsidiary in Senegal, thus marking an important milestone in CMGP Group development

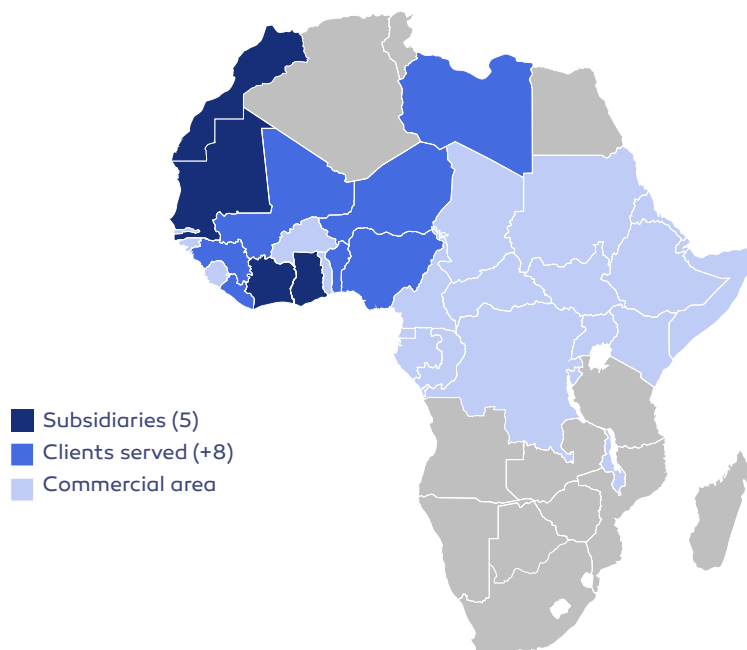


**STRENGTHENED AFRICAN FOOTPRINT:** CMGP Group has strengthened its presence in Africa during the past 4 years, with accelerated strategic openings of new subsidiaries, notably in Ivory Coast, Ghana and Mauritania



**STRONG PRESENCE IN WEST AFRICA:** giving access to other markets through export from the countries of operation (Senegal, Ivory Coast, Ghana, Mauritania)

➤ **Leading position in irrigation in Senegal and leading operator in Ivory Coast**



## GROUP DEPUTY MD BU INTERNATIONAL INTERVIEW RENEWED COURSE, BUILDING ON INITIAL SUCCESSES



**Could you describe the scope of the International BU within the Group?**

**CHRISTIAN NOUBOUÉ :** Our scope includes all our solutions intended for customers outside Morocco. Specifically, this includes our export departments, major international projects, our subsidiaries abroad and the Africa headquarters.



**CHRISTIAN NOUBOUÉ**  
GROUP DEPUTY MD  
BU International

**What is the reason for this orientation towards the international market within the group?**

**CHRISTIAN NOUBOUÉ :** Our orientation towards the international market is a major axis of development for our group. The challenges of climate change and the agricultural potential of the African continent require the deployment of sustainable agricultural solutions now and for the coming decades. With our expertise and critical scale, we are ideally positioned to deploy our solutions internationally. For our clients, this translates into the most comprehensive offering of agricultural solutions on the market, a presence and in-depth knowledge of African agricultural markets, as well as leadership positions in various markets on the continent, beyond Morocco. We have demonstrated our ability to penetrate African agricultural markets and integrate into local ecosystems in a collaborative manner to better serve our customers. The transition from zero subsidiaries in December 2019 to 4 subsidiaries (Senegal, Ivory Coast, Ghana, Mauritania) in December 2023 despite global disruptions is a great feat.

**What impact does this strategy have on a daily basis for the group?**

**CHRISTIAN NOUBOUÉ :** On a daily basis, the reorganization in Business Units allows us to focus on the specific needs of our international customers by listening carefully to their needs, developing specific solutions and adapting to various local contexts. We have dedicated resources, with an organization offering more autonomy and integration to better serve the markets and strengthen our competitiveness. Finally, this strategy renews our ambitions by strengthening our presence, continuing our development, being the group's standard bearer internationally and disseminating our solutions and expertise as an ambassador.



# OUR CORPORATE GOVERNANCE



BOARD OF DIRECTORS – ENSURING RESPONSIBLE AND TRANSPARENT GOVERNANCE

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BOARD COMMITTEES

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MANAGEMENT COMMITTEES

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# OUR CORPORATE GOVERNANCE

## BOARD OF DIRECTORS

### ENSURING RESPONSIBLE AND TRANSPARENT GOVERNANCE

CMGP Group is a public limited company with a Board of Directors. The Board of Directors sets the direction of the company's activity and ensures their implementation. It covers any question regarding the smooth running of the company and settles through its deliberations the affairs which concern it. It also carries out the oversight and controls when it deems appropriate.

As of 31st Dec 2023, the Board of Directors is made up of 11 directors including two executive directors, eight non-executive directors and an independent administrator.

#### CMGP GROUP BOARD OF DIRECTORS



**YOUSSEF MOAMAH**  
Chairman & CEO  
Executive Member



**SOFIANE LAHMAR**  
Director  
Non-executive member



**MARC STONEHAM**  
Director  
Non-executive member



**JADE DEL LERO MOREAU**  
Director  
Non-executive member



**GHALI FILALI**  
Director  
Non-executive member



**JACQUES ALLÉON**  
Managing Director  
Executive member



**KHALIL LAKHOUA**  
Director Non-executive  
member



**MEHDI MAHTAT**  
Director  
Non-executive member



**DRISS BENNANI**  
Director  
Non-executive member



**PIERRE FERRAND**  
Director  
Non-executive  
member



**ANAS ABOUELMIKIAS**  
Independent Director  
Non-executive member



## BOARD COMMITTEES

**In order to assist the Board of Directors in its functions, several Board Committees have been created:**

### AUDIT AND RISK COMMITTEE

Made up of two directors and one independent director, the committee meets at least twice a year. He is responsible for the following missions:

- › Monitoring the process of preparing financial information intended for shareholders and third parties;
- › Monitoring of internal control and risk management systems, and legal and regulatory compliance;
- › Monitoring the external audit and legal control of the annual accounts and consolidated accounts, including monitoring of questions and recommendations formulated by the Auditor.

### AFRICA COMMITTEE

Made up of three non-executive directors and members of the Management Committee, the committee assists the Board of Directors and General Management in defining and operationalizing the Africa strategy. He meets once a month and is notably in charge of the following missions:

- › Defining strategic options and their implications
- › Monitoring the performance of Africa activities
- › Support for accessing expertise on the markets and for finding partners

### NOMINATION AND REMUNERATION COMMITTEE

Made up of two directors, the committee meets at least once a year. He assists the Board of Directors in its supervisory function, particularly by:

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



## MANAGEMENT COMMITTEES

### EXECUTIVE COMMITTEE

Responsible for steering the Group's strategy, the Management Committee is a team of around fifteen members with complementary and varied skills. It brings together both operational departments and support functions, representing all of CMGP Group's activities and missions.

#### COMPOSITION OF THE MANAGEMENT COMMITTEE



**YOUSSEF MOAMAH**  
Chairman & CEO  
CMGP Group



**JACQUES ALLÉON**  
MD – Operations  
CMGP Group



**YOUNES AL ABADAN**  
MD – Finance & Corporate  
Development CMGP Group



**HICHAM KHATTAB**  
DMD – Project BU  
CMGP Group



**CHRISTIAN NOUBOUÉ**  
DMD – International BU  
CMGP Group



**OTHMANE DOURI**  
DMD – Retail BU  
CMGP Group



**ANAS BENHIMA**  
Sales Director – Retail BU  
CMGP Group



**ZAKARIA BOUAINE**  
Director of Operations – Industry  
BU CMGP Group



**AOUATIF Hafa**  
Managing Director  
Phileval



**YANNICK RAMASSAMY**  
Director Factories  
SICDA



**MOHAMED BEROUAL**  
Commercial and marketing  
director SICDA



**AMAL KRAT**  
Administrative and Financial  
Director CMGP Group



**GHIZLANE EL JAAFARI**  
Human Resources Director  
CMGP Group



**HASNA BOULAYAAD**  
Director of Organization &  
CSR CMGP Group



**HASSAN MANSOURI**  
Information Systems Director  
CMGP Group



**OUSSAMA EL ALAMI**  
Supply Chain Director  
CMGP Group



## OPERATIONAL COMMITTEES

### CSR COMMITTEE

It meets quarterly and is in charge of:

- › Ensuring monitoring of the implementation of the Group's CSR strategy
- › Ensuring reporting of ongoing projects and evaluate their performance

### PROCUREMENT AND SUPPLY CHAIN COMMITTEE:

It meets on a monthly basis and is responsible for:

- › Defining and validating procurement needs and purchasing strategy
- › Ensuring reporting of current projects and evaluating the performance of the relationship with suppliers
- › Monitoring the performance and management of supply chain projects

### HR COMMITTEE:

It meets on a monthly basis and is responsible for:

- › Defining the Human Capital management strategy in alignment with the Group strategy
- › Managing the actions implemented and ensuring monthly reporting of HR indicators



# OUR PERFORMANCE



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# OUR PERFORMANCE

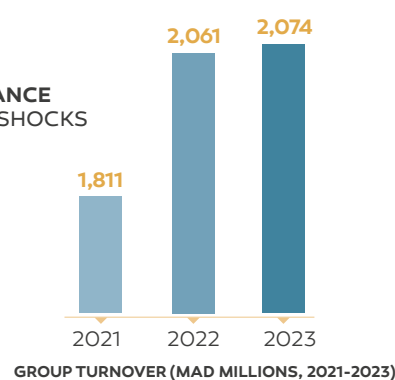
## COMMERCIAL PERFORMANCE

2023: RESILIENCE OF ACTIVITY DESPITE SHOCKS

**ONE STOP SHOP**  
WIDEST RANGE ON THE MARKET

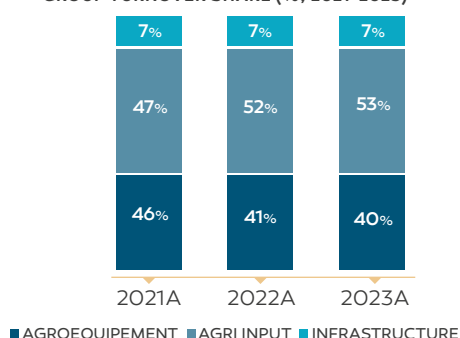


**BUSINESS PERFORMANCE**  
RESILIENCE DESPITE SHOCKS

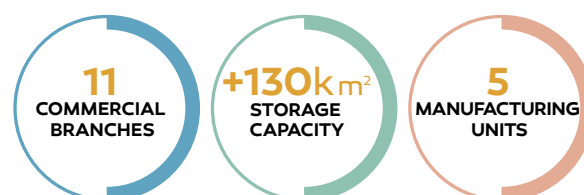


**DIVERSIFICATION**  
DEVELOPMENT BEYOND CORE ACTIVITIES

GROUP TURNOVER SHARE (% , 2021-2023)



**INFRASTRUCTURE**  
AN INFRASTRUCTURE SERVING OUR CUSTOMERS



**INTERNATIONAL**  
DEPLOY OUR MODEL OUTSIDE MOROCCO



**ONE TEAM**  
ONE TEAM, AT YOUR SERVICE



## EXTRA-FINANCIAL PERFORMANCE

### 2023: CONTINUOUS INTEGRATION OF ESG AND SUSTAINABILITY OBJECTIVES

#### ENVIRONMENT FOR THE BENEFIT OF OUR ENVIRONMENT



#### EMPLOYEES FOR THE BENEFIT OF OUR EMPLOYEES



#### COMMUNITIES FOR THE BENEFIT OF OUR COMMUNITIES



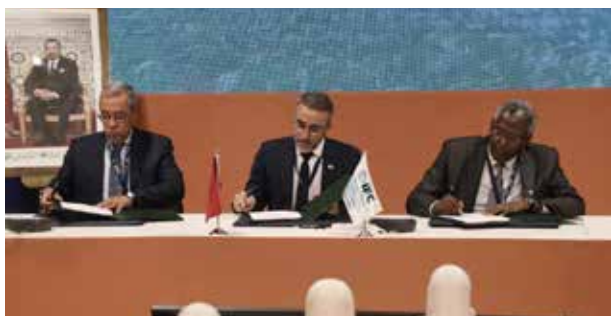
#### OUR IMPACT AREAS OF INTERVENTION





## DEVELOPMENT: HIGHLIGHTS

The year was rich in development milestones for the Group, which maintained its development despite the shocks and challenges of 2023. Here are some highlights:



### **RSF A & B** Financing solutions for CMGP clients

-CMGP Group, International Finance Corporation (IFC) and Groupe Banque Centrale Populaire (BCP) signed a memorandum to set 2 risk-sharing financing (RSF) facilities for CMGP customers. “RSF A” is targeted at projects clients and “RSF B” targeted at distribution clients. The 2 facilities finance up to MAD 370m (\$37m).

The RSF initiative represents a major strategic step forward for CMGP, marking our commitment to promoting innovation and sustainability in the sectors we serve. By facilitating access to financing for a diverse range of projects and supporting our distributor partners, we strengthen the conservation of water resources, promote renewable energy and improve essential water infrastructure.

This approach reflects our commitment to supporting economic growth while protecting the environment. Working closely with our clients, we stimulate the irrigation, solar energy and water treatment sectors, providing them with the innovative equipment and expertise necessary to support their initiatives, thereby helping to foster regional development. sustainable and prosperous.

These financing solutions promote the prosperity of SMEs and the agricultural community, thus contributing to the overall development of the regions we serve.

### **VIODA** Launch of a new product



Our latest addition to the product line is VIODA, a new product made from virgin powdered PVC resin. Compliant with the strictest standards, including ISO 1452-2, VIODA is specially designed to fill the needs for pressurized transport of treated sanitation water intended for the irrigation of green spaces.

This new solution offers a perfect combination of durability, performance and reliability, meeting the most rigorous requirements of agricultural, urban and leisure irrigation projects.

With VIODA, the customer benefits from an efficient and sustainable distribution of treated wastewater, thus guaranteeing optimal irrigation of his green spaces.

“This new solution represents the appropriate solution combining solidity, efficiency and assurance, in line with the most demanding standards of irrigation projects, whether intended for agriculture, urban areas or leisure.” Mr. Mohamed Beroual – Marketing and Sales Director Sicda



### **CMGP.CAS GHANA : Broadening Horizons, New Subsidiary, New Opportunities in Africa**

The inauguration of **CMGP.CAS** Ghana represents a major step forward in our expansion in Africa. By expanding our presence in Ghana, we reaffirm our commitment to this dynamic region and position ourselves to cater to the needs of the local market.

This initiative illustrates our confidence in Ghana's growth potential, and we are excited to contribute to economic development and build successful partnerships in the region.

Furthermore, it is the group's first English-speaking subsidiary, which allows us to extend our reach to new contexts.

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### **CMGP.CAS MAURITANIA** A Pioneer of Growth and Innovation in West Africa



The dynamic expansion of **CMGP.CAS** Africa continues with the launch of **CMGP.CAS Mauritania**, marking a strategic step in the consolidation of our presence on the African continent.

This launch demonstrates our continued commitment to growth and exploring promising new markets. By expanding our reach to Mauritania, we seek to proactively respond to the specific needs of this region and demonstrate our ability to support our clients in their international development.

**CMGP.CAS Mauritania** embodies our vision focused on offering innovative and quality solutions, while strengthening our partnership with local communities and playing an active role in the economic progress of Mauritania. Driven by the enthusiasm to unveil new perspectives and create significant opportunities, we are launching with determination into this new stage of our expansion in Africa.

## EXCELLENCE, AT THE HEART OF OUR VALUES

### HIGHLIGHTS OF THE YEAR

#### IRRIGATION PROJECT BOUJDOUR



The Boujdour project extends over an area of **367.4 hectares** in the Boujdour region.

At the heart of this ambitious project is the hydro-agricultural development works of the irrigated area of Oudiyate Tiousse, as part of the program to intensify bovine dairy production for the benefit of the Sakia Alhamra cooperative.

One of the main concerns of this project is the protection of the irrigated area against silting, a major challenge in this region, in particular by the establishment of effective windbreaks to counter the effects of violent winds and thus preserve valuable agricultural land.

#### Irrigation project GHABAT CHABAB

The Ghabat Chabab project, led by the client ORMVAH Marrakech, represents an exceptional achievement in the field of subsurface drip irrigation in the Marrakech region.

Covering an area of **180 hectares**, this project is dedicated to ornamental cultivation, particularly green spaces. Also known as the Olive Grove of Independence, this park is home to an important collection of century-old olive trees located in the very heart of the city center, close to the famous Menara Gardens.

To ensure efficient irrigation while preserving the natural beauty of this space, subsurface drip irrigation technology has been judiciously implemented. This initiative demonstrates our commitment to the preservation and beautification of this precious natural heritage within the city of Marrakech.



#### IRRIGATION PROJECT DESERT TIMBER

The various Desert Timber projects are at the forefront of sustainable agriculture.

Located on an area of **990 hectares** dedicated to almond trees, date palm trees and olive trees in the region of Bouanane, Figuig province, these projects embody the commitment to environmentally friendly agricultural practices.

Notably awarded the Khalifa International Prize for Agricultural Innovation, for the best organic palm farm over an area of **740 hectares**, this initiative demonstrates our continued investment in innovation and sustainability.



Driss Charef  
Desert Timber projects.

“In full alignment with our commitments in terms of sustainable development, CMGP plays a key role in the realization of our innovative and sustainable projects. This one in particular makes us proud, and our collaboration will continue on other initiatives aimed at preserving our environment”



## SOLAR PROJECT DOMAINE HANAA 4



A new implementation of our expertise installed in the Marrakech region: a photovoltaic solar system connected to the electric grid, with an installed photovoltaic power of **105.6 kWp**.

This system was designed to meet the energy needs of our client while contributing to the preservation of the environment. Since its commissioning, a substantial saving of **193,881 kWh** was realized.

Moreover, by switching to a renewable energy source, our client was able to avoid the emission of **130.63 tons of CO2** thanks to this installation, thus helping reducing his carbon footprint and promoting a more sustainable future for our planet.



Mehdi Acil  
Head of the Water Treatment  
Department.

“In Morocco, the impact of our water treatment solutions is crucial in essential sectors such as agriculture, industry and the tertiary sector. The relevance of these solutions is reinforced by the scarcity of water resources, which are constantly under pressure from climate change and increasing demand. This requirement is not limited to agriculture and industry, but also includes the supply of domestic hot water for public buildings, hospitals and hotels, which is essential for collective well-being. »



## WATER TREATMENT PROJECT Urgent action to strengthen the drinking water supply in the Oriental region



CMGP.CAS responded proactively to the government emergency plan aimed at strengthening the supply of drinking water in the Oriental region through the installation of a drinking water production unit.

This action demonstrates CMGP.CAS's firm commitment to the well-being of local communities and its constant concern to meet the vital needs of the population.

The installation of this drinking water production unit demonstrates CMGP.CAS's desire to provide rapid and effective solutions to the challenges facing the region in terms of water supply.



## WATER TREATMENT PROJECT CHEM'S BERRY



The construction of a desalination plant with a capacity of 25m<sup>3</sup>/h for the Cap Agro group illustrates a key step in meeting specific water needs for the irrigation of high value-added crops as Blueberry.

This installation will play a crucial role in ensuring a regular and quality supply of reverse osmosis water, essential to promote optimal development and maximize crop yield.

This initiative thus contributes to promoting sustainable development by ensuring efficient use of available water resources, while strengthening the profitability and competitiveness of high value-added agricultural activities within the Cap Agro group.

## INFRASTRUCTURE – REDAL Watering green spaces in the cities of Rabat and Salé with wastewater



SICDA carried out a major watering system equipment project for REDAL of the cities from Rabat and Salé by wastewater via purple DN315 PVC pressure tubes and D.N.400.

This project has several benefits, including preserving fresh water resources, reducing pollution by using treated wastewater, and promoting sustainable management of urban green spaces.

## INFRASTRUCTURE - LYDEC: Equipment in drinking water and sanitation systems



SICDA signed two framework contracts with LYDEC (a reputed water utility company) for the equipment of two projects:

- the first in sanitation pipes systems using our new VERDA product range
- the second in drinking water pipes systems using our HDPE pipe range.

## AFRICA PROJECT PEECIE AND SONS

Fresh demonstration of our mastery in Sierra Leone.

This facility included irrigation systems such as drip, water storage, pump station and center pivot. This tailor-made irrigation system has been designed to meet the specific needs of our client's farm.

This initiative demonstrates our commitment to providing effective and sustainable solutions to improve the productivity and profitability of our customers, wherever they are in the world.





## AFRICA PROJECT CENTER PIVOT SYSTEM



A new implementation of our expertise in Senegal was successfully carried out: the installation of 11 irrigation pivots covering a total area of 550 hectares.

This cutting-edge technology from our strategic partner Valley has several benefits for local agriculture, including efficient water use, mechanization of agricultural operations, precise resource management and minimization of water loss.

These irrigation pivots represent a significant advancement for agriculture in Senegal, providing tangible benefits in terms of efficiency, productivity and sustainability for farmers in the region.

## AGRICULTURAL INPUTS LAUNCH OF THE SEED CARE RANGE: BENI MELLAL, MEKNES, KENITRA

CMGP.CAS inaugurates a new era for cereal and legume producers with the launch of a new innovative seed treatment range.

A pioneer of this innovative concept in Morocco, CMGP.CAS has opted for an interactive approach by organizing training days in Beni Mellal, Meknes and Kenitra.

During these events, growers delved into the world of seed treatment, discovering its crucial role in disease prevention and its beneficial impact on final yields. These sessions were enriched with practical demonstrations covering the use of the seed treatment machine as well as optimal product application methods.

CMGP.CAS is committed to supporting farmers towards more efficient and sustainable agriculture, thus transforming challenges into thriving opportunities



## AGRICULTURAL INPUTS ACCOLADE PRODUCT PROMOTION DAY AIT MELLOUL

CMGP.CAS recently organized a promotion day for the ACCOLADE product, with the aim of supporting its local producers and highlighting the advantages of this solution for soil fumigation.

Under the theme «ACCOLADE: the sustainable solution for soil fumigation», this initiative reflects the proximity policy adopted by the group, seeking to strengthen ties with its customers and meet their specific needs.

The event was marked by the presence of more than 150 customers from the Ait Melloul region, demonstrating the commitment and interest of the local community in the products and services offered by CMGP.CAS.



## **Agricultural inputs** **Presentation of the new** **SYNGENTA BIOLOGICAL RANGE AGADIR**

In partnership with Syngenta Biological, our customer focus day in Agadir was a real success, bringing together more than 150 customers to celebrate the launch of the CMGP.CAS and Syngenta Biological partnership.

This event was the perfect opportunity to highlight the synergies resulting from the merger between CMGP and CAS, as well as the ambitious objectives that we have set together. Syngenta Biologicals Global's captivating presentation unveiled a strong organization and a promising vision, highlighting our commitment to innovation and sustainability. As a result of the merger between Valagro and Syngenta's biostimulant, biocontrol and biofertilization development activities, Syngenta Biological embodies the best in expertise and technology.

Finally, the lively debate with our guests was an opportunity to understand the specific local challenges of the Souss region and to propose adapted solutions. This day strengthened our ties with our customers and opened up new and exciting perspectives for fruitful collaboration to come.

"This event was an excellent opportunity to highlight the benefits of the merger between CMGP and CAS, as well as the ambitious objectives that we have established jointly. Syngenta Biologicals Global's presentation highlighted a robust organizational structure and a promising vision, highlighting our commitment to innovation and sustainability. »



Jacques Alléon  
Deputy Managing Director  
Operations - CMGP Group



## OUR CERTIFICATIONS



Hasnaa Boulaayad  
Director of organization and CSR

### CMGP RENEWS ITS “CSR COMMITTED” ASSESSMENT

In 2023, CMGP is reevaluated “CSR Committed” (“Engagé RSE”) label from AFNOR “confirmed” level, a re-evaluation which made it possible to confirm our commitments to sustainable development. This “CSR Committed” Label with confirmed level is an important recognition of CMGP’s commitment to considering the consequences of its actions and activities. In addition, this highlights its contribution to the UN Sustainable Development Goals, thus strengthening its credibility with its partners.

“The label renewal is a testament to our commitment to our partners, demonstrating that our approach to managing the impact of our decisions and our activities on our environment is fully factored in. »

### CERTIFICATION - CMGP AFRICA OBTAINS ISO 9001 CERTIFICATION FOR QUALITY EXCELLENCE



Obtaining **ISO 9001 certification by CMGP Africa** underlines our commitment to operational excellence and quality of service.

This recognition attests to our ability to comply with strict international standards in quality management, thus strengthening the trust of our customers and partners.

A major step in our continuous quest for improvement and optimal customer satisfaction.





## EXCELLENCE IN HUMAN CAPITAL MANAGEMENT



### HEALTH AND SAFETY AT WORK a priority for the Group

Health and safety at work is central at CMGP Group. Across all its subsidiaries, the group has implemented strict policies and practices aimed at ensuring a safe and healthy working environment for all of its staff and partners.

With this in mind, CMGP has developed comprehensive training and awareness programs for all employees. These programs aim to inform them of the potential risks linked to their functions and to provide them with adequate preventive measures to avoid accidents. They also include specialized training for workers operating in high-risk environments, such as construction sites, driving, handling chemicals, and other risks associated with industrial installations, including training on the use of equipment, firefighting, chemical risks, evacuation and electrical clearance.

In addition, CMGP has implemented rigorous monitoring procedures to ensure compliance with safety standards at all of its operational sites. Regular audits are conducted to assess risks and identify opportunities for improvement in order to maintain compliance with the most demanding security standards. This commitment is materialized by maintaining the ISO 45001 certifications of its entities, thus demonstrating the rigor of occupational health and safety management systems.

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### HR POLICY, A KEY LEVER a key lever for the integration of the group's new entities

CMGP Group puts its human capital at the heart of its priorities, an essential pillar of its growth. The Group implemented a Human Resources policy aimed at effectively onboarding new members joining the group while ensuring alignment with the vision, missions, values and established codes of conduct. The year 2023 witnessed the integration of the teams of its new subsidiary CMGP Africa, the teams were supported by the support and business teams throughout the year.



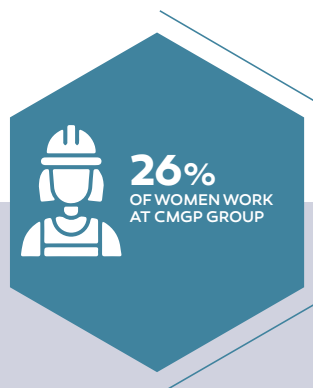
## INTERNAL COACHING, an initiative aiming at unlocking employees' potential



Hamid Mly Abdellah  
Internal Coach

In 2023, an important initiative was launched by the Human Resources department with the introduction of an internal professional Coach, thus demonstrating the importance given by the Group to strengthening relational and managerial skills. This approach offers all employees the opportunity to benefit from free support aimed at unlocking their potential and increasing their autonomy.

“Business coaching is a professional development practice which aims to support people or teams in developing their potential and their soft skills within the framework of professional objectives. Professional coaching represents a tremendous performance lever, whether for talents, managers or leaders, it allows you to optimize the potential and skills of an individual or a team with the aim of improving profitability of the company's activities.



## THE PROMOTION OF DIVERSITY AND INCLUSION, an important axis of HR policy

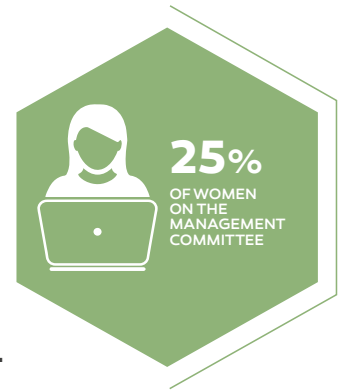
CMGP, active in the agriculture, water and energy sectors across various territories and countries in Africa. The company is resolutely committed to cultivating a work environment where every individual, regardless of origin, religion, age, and gender, feels valued and respected.

CMGP recognizes that diversity constitutes real wealth and a crucial driver of its success. By embracing cultural differences and encouraging the participation of all, CMGP is able to design innovative solutions adapted to the varied markets in which it operates. To achieve this objective, policies and practices have been put in place to promote diversity and inclusion. Awareness and training programs have been developed for all employees, aimed at making them aware of the benefits of diversity and guiding them towards creating an inclusive work environment.

Additionally, CMGP is committed to recruiting, training and promoting talent from diverse backgrounds and communities. The company firmly believes that diversity must be reflected within its staff and partners to meet the needs of its customers in different African countries.

Finally, CMGP is invested in promoting diversity and inclusion outside of its activities, by supporting initiatives and projects aimed at improving the lives of local communities and encouraging diversity and inclusion in all areas of society.





## CMGP OBTAINS THE PROFESSIONAL EQUALITY TROPHY FOR THE CASABLANCA-SETTAT REGION



The professional equality trophy, which brings together economic players from the 12 regions of Morocco, aims to change cultural and social standards in favor of gender equality.

It is also about promoting companies of all sizes and from all regions of Morocco, which stand out for their innovative actions in favor of equality between women and men and sharing best practices in favor of gender equality in the professional environment.

With the participation of 280 companies from the 12 regions of Morocco, from different sectors of activity, and of all sizes, the equality trophy managed to collect the equivalent of the applications from the 6 previous editions combined.

"The attention we pay to gender equality at work is fundamental at CMGP Group. Receiving this award reinforces our commitment to double down on promoting equality between women and men in our daily practices."



Ghizlane El Jaafari  
HR Director CMGP Group



## PROFESSIONAL DEVELOPMENT AND WELL-BEING AT WORK, a lever for creating a healthy and productive professional environment

At CMGP Group, we pay attention to the professional development of our employees. To do this, we have put in place policies aimed at promoting career development and continuous learning. We provide regular training opportunities to update our employees' skills and keep them at the forefront of their area of expertise. At the same time, we encourage innovation and creativity by encouraging our teams to submit new ideas to enrich our business.

We are aware that our employees are the real drivers of our success, which is why we are committed to offering them a stimulating, encouraging work environment conducive to their professional development.

CMGP Group launches each year a work-related employment survey among its employees on various themes, notably subjects related to Management, Skills, Environment and Career.



# AMANE FONDATION



SERVING OUR COMMUNITIES  
FOCUS ON AL-HAOUZ EARTHQUAKE  
ACT BY AMANE

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# AMANE FOUNDATION

SERVING OUR COMMUNITIES



## INTERVIEW EXECUTIVE DIRECTOR AMANE FOUNDATION CREATING A STRONG AND LASTING IMPACT



We would like to express our gratitude to all those who contributed to making this year an exceptional chapter in our journey. With the implementation of 36 impactful projects, we have touched lives of 7,125 beneficiaries, thus demonstrating our impact to the communities we serve.

The year 2023 was marked by the earthquake that struck our nation, destroying infrastructure but simultaneously reviving the spirit of solidarity nationally. In this context, our ecosystem has carried out structuring projects affecting 4 regions of the Kingdom, particularly in the field of water, sanitation and hygiene.

At the same time, other actions undertaken are included in our roadmap, in particular the development of agricultural sectors in 3 “second chance” schools. This development was one of the catalysts for these positive changes for young people and their socio-professional integration.

By focusing on access to essential services, the AMANE Foundation has responded to the needs of communities, particularly in the area of water. Through 10 projects, we have facilitated access to this vital resource, thus helping to relieve populations in a context of water stress. We would also like to thank the dedicated volunteers of the AMANE Foundation. Their passionate commitment has been a driving force behind the success of our various initiatives this year.

Looking back, this exceptional year has reminded us of the resilience of our communities and the power of unity. With an eye toward the future, we are opening a new chapter of our mission with determination and hope.



Ahmed Reda Oumerri  
Director of the foundation





## FOCUS ON AL-HAOUZ EARTHQUAKE

CMGP Group, a civic and committed economic operator, expressed its deep sadness for the victims of the earthquake in the Al Haouz region.

The Group immediately joined the movement of national solidarity and contributed financially and by delivering urgent aid. Following the devastating earthquake that struck the Al Haouz region on September 8, 2023, CMGP Group took immediate measures to support the affected communities.

In response to this event, CMGP Group made a donation of 5 million dirhams to the special fund established by royal order to mitigate the consequences of the disaster. In addition to this financial contribution, the Group, in partnership with the AMANE Foundation, quickly organized the delivery of 60 sanitary blocks and coordinated efforts to deploy more than 28,000 ML of HDPE tubes to ensure essential access services. water and sanitation in disaster areas, thus providing vital emergency assistance to victims.



### OUR IMPACT IN FIGURES



### CHARITABLE DONATION OF 5 MILLION TO THE SPECIAL FUND FOR MANAGING THE EFFECTS OF THE ALHAOUZ EARTHQUAKE

THE CMGP.CAS Group is making a financial contribution of 5 million dirhams to the Special Fund for managing the effects of the earthquake created on High Royal Instructions.

Beyond this financial contribution, CMGP.CAS confirms its commitment to the affected communities by mobilizing all of its employees as well as its "Amane" Foundation to provide the first responses to the disaster areas. As such, the Foundation quickly initiated tangible actions, notably through the provision of equipment for access to water, the establishment of temporary shelters and the provision of sanitary blocks.

In line with its commitment to social responsibility and more particularly in this period of crisis, CMGP.CAS will continue to provide support to communities and contribute to the national surge of solidarity.

## KEY PROJECTS AMANE FOUNDATION

### Competition to promote innovation in the face of water stress

In collaboration with the National School of Agriculture of Meknes and Jadara Foundation, a conference bringing together experts on the theme of water, training sessions, and finally, a Hackathon were organized on June 10 and 11, 2023.

This event was specifically dedicated to the school's engineers, aiming to encourage the entrepreneurial spirit while seeking innovative solutions to deal with water stress.



## KEY PROJECTS AMANE FOUNDATION NABDA PROJECT:

### first sports hall dedicated to people with reduced mobility

The AMANE Foundation supported the creation of NABDA, the first gym in Morocco specially designed to be accessible to people with specific physical needs.

This sports space, developed with inclusivity as a priority, welcomes individuals from all backgrounds, providing a secure and equipped environment to meet the varied needs of its members.

NABDA goes above and beyond the standards, ensuring that it provides suitable facilities and programs for those with mobility limitations, sensory challenges or other special needs. By supporting visionary entrepreneurs like those behind NABDA, the AMANE Foundation materializes its commitment to innovative ideas contributing to a better future.

## KEY PROJECTS AMANE FOUNDATION Partner of the First edition of the Moroccan Social Innovation Awards



The AMANE Foundation sponsored the "Environment Category" prize during the first edition of the "Moroccan Social Innovation Awards".

This prize was awarded to the Ecodome Maroc initiative in recognition of its innovative entrepreneurial project aimed at building ecological housing and infrastructure for the development of rural communities using local resources.

The Moroccan Social Innovation Awards, initiated by the Abdelkader Bensalah Foundation, celebrate innovative initiatives with strong social impact in the sectors of health, education, inclusion, culture and the environment.

## KEY PROJECTS AMANE FOUNDATION

### TENDRARA PROJECT: Because access to water is a right of all



The Amane Foundation team has completed a project to install hydraulic pumps powered by a sustainable Tendirara solar energy source, thus benefiting 70 families in Douar Hay el Gara.

This project, made possible thanks to the support of the Swiss Embassy in Morocco and the Government of Monaco, allowed these families to access water while receiving awareness on water saving and efficient management. at the community level after its completion.

## ACT By Amane

ACT BY AMANE IN FIGURES 2023



## ACT BY AMANE, HIGHLIGHTS

### HAOUZ EARTHQUAKE: All mobilized!

The Amane Foundation team has completed a project to install hydraulic pumps powered by a sustainable Tendirara solar energy source, thus benefiting 70 families in Douar Hay el Gara.

This project, made possible thanks to the support of the Swiss Embassy in Morocco and the Government of Monaco, allowed these families to access water while receiving awareness on water saving and efficient management. at the community level after its completion.





## **ACT BY AMANE,** Highlights - World Water Day: Awareness workshops in BENIMELLAL

On the occasion of World Water Day, CMGP-CAS Benimellal employees welcomed students from Lycée Zerkouni for an on-site visit.

On the program, various awareness workshops on the importance of preserving water resources, as well as a site visit to discover the different solutions used by farmers to irrigate their crops efficiently,



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## **ACT BY AMANE, Highlights** Achoura Celebrated at the SOS CHILDREN'S VILLAGE EL JADIDA

On the occasion of the Achoura celebrations, CMGP Group employees went to the SOS Children's Village in El Jadida, for a visit to the association's children's homes.

An opportunity also to host games for the children, share a snack and distribute toys to them to celebrate Achoura with the family.









# APPENDICES



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# APPENDICES

## METHODOLOGY ON COMPILING THIS REPORT

### SCOPE OF THE ESG REPORT

The ESG report for fiscal year 2023 compiles the social, societal, environmental and governance indicators of CMGP Group's activities in Africa unless exceptions that are explicitly mentioned. It includes all of the Group's subsidiaries based in Morocco, Senegal and Ivory Coast.

All the indicators contained in this report cover the financial year from January 1, 2023 to December 31, 2023. The reference years are communicated depending on the availability and completeness of the data. The evolution of the indicators is indicated at constant perimeter in terms of geography and method of calculating the indicators.

### STANDARDS

This report was developed based on the 2016 GRI4 standards and the various updates at the end of 2023, the 17 United Nations SDGs and the requirements of Morocco's AMMC circular No. 03/19 of 20/ 02/2019 relating to financial operations and information.

The corresponding table between the content of this report and the requirements of each framework is located at the end of this document.

### DATA COLLECTION PROCESS

Economic indicators relating to activity, partners and customers are extracted from dedicated information systems.

Social indicators relating to training and workforce are extracted from information systems of the Group, those relating to health and safety at work come from the reporting system established by the Human Resource Department.

Environmental and Governance indicators are reported using a harmonized calculation process. Then consolidated by the Group's CSR Department.

The societal indicators are reported by the management of the Amane Foundation and consolidated by the Group's CSR Department.

Once all the indicators have been collected, the CSR Department carries out a new check in order to assess consistency and compliance with the reporting scope.



## ESG DATA VERIFICATION REPORT

### MATERIALITY ANALYSIS

The first materiality study conducted by CMGP Group in 2022 represents an important milestone in the history of CMGP Group's CSR and demonstrates the increasing maturity of its CSR approach. This exercise made it possible to redefine and prioritize the Group's challenges in terms of corporate social responsibility for the years to come.

Conducted with a wide panel of CMGP Group's internal and external stakeholders, the study made it possible to verify the relevance of the priority issues to be addressed and the emergence of new issues linked to the current context (water saving, health and workplace safety, food safety, carbon footprint, etc.). Today, the resulting strategic ambitions are supported by the new CSR strategy "SUSTAINABLE 4 AFRICA" to support the Group's sustainable growth.

This mission was carried out jointly by the CMGP Group teams and an independent CSR expertise firm who ensured the proper deployment of all stages of the materiality analysis process.

Thus, the methodology was broken down into three stages:

**A preparatory phase of identification of the issues**, during which 14 key issues were defined for CMGP Group, divided into five dimensions: **Environmental Responsibility, Social Responsibility, Social Responsibility, Economic Responsibility and Governance and Business Ethics**

The identification of CMGP Group's CSR issues across its entire value chain was based on various international standards (ISO 26000, GRI), an internal documentary analysis, a diagnosis of CSR macro-trends impacting the Group and its activity as well as a sector benchmark.

**1. A consultation phase** conducted with a large panel of 10 categories of

Stakeholders using a mixed approach, by questionnaire and by Focus groups

These two consultation methods made it possible to collect the stakeholders' assessment of the various issues as well as their perceptions and proposals.

The consultation covered the following areas:

- › The importance of the issue for the stakeholder
- › The perception of CMGP Group's performance on the issue
- › The level of knowledge of the actions undertaken by CMGP Group to respond to the issue
- › The perception of the effectiveness of the actions undertaken to respond to the issue
- › Suggestions for improvement to better address the issue.

**2. A phase of prioritization of issues and their prioritization** according to three levels

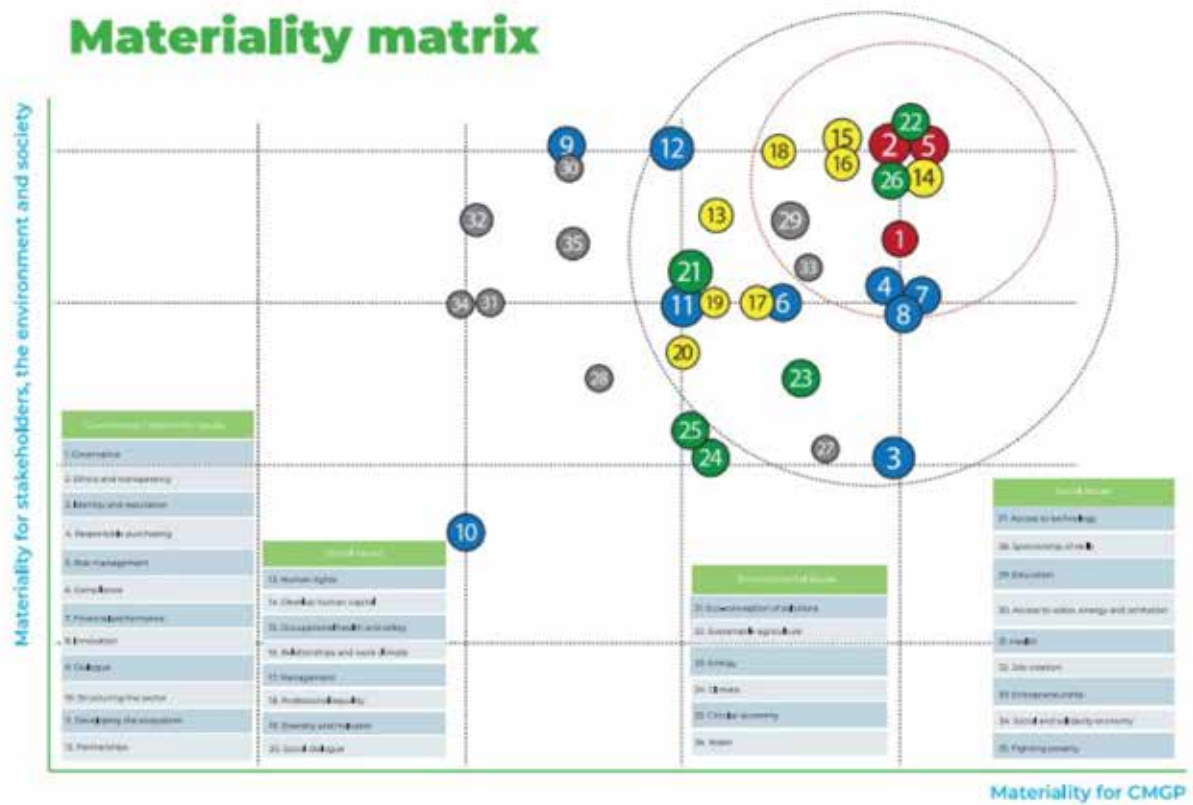
(very high, high, moderate), taking into account both the importance they have for stakeholders and the impact on the Group's activity.

This prioritization of issues, reinforced by the assessments of extra-financial rating agencies, made it possible to formalize CMGP Group's new ambitions in terms of sustainable growth.

**3. An adequacy of our actions with our priority issues**

This adequacy makes it possible to verify that the expectations of our stakeholders and our contribution to the SDGs relevant to our business and our activities are taken into account.

## MATERIALITY MATRIX



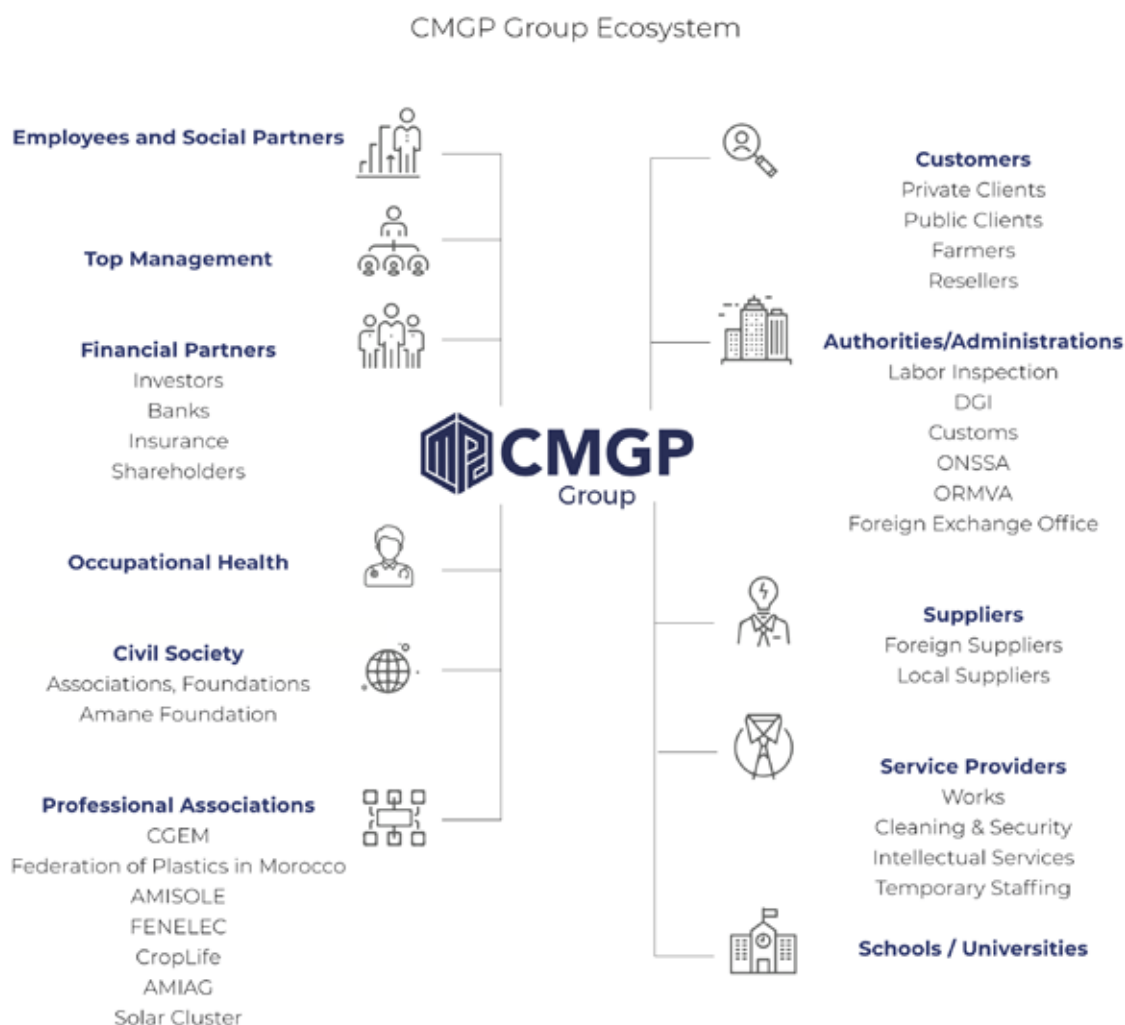


## DIALOGUE WITH OUR STAKEHOLDERS

The Group's territorial anchoring in all regions of Morocco and its coverage of the entire value chain make CMGP group a value-creating company in an ecosystem as large as it is varied.

For many years, CMGP group has fostered a constructive and structured dialogue with all of its internal and external stakeholders, based on listening, trust and transparency.

Its proximity to the players in its ecosystem allows CMGP group to better perceive the expectations and developments in its environment and to demonstrate agility in the face of the risks and impacts of the Group's activities.



CMGP group stakeholders are classified into categories. Each stakeholder is concerned by at least one issue identified as important in our materiality matrix. The selection criteria for each stakeholder are based on the legal and regulatory requirements, contractual requirements and internal procedures of CMGP Group, applicable to the relationship with the stakeholder.

Thus, CMGP group deploys very diverse modes of dialogue and information tools to maintain regular communication with each category of its stakeholders.

#### TABLE REPRESENTING INTERACTIONS WITH STAKEHOLDERS:

CATEGORY	STAKEHOLDERS	CHANNELS AND MODALITIES OF DIALOGUE
Financial partners	Stakeholders	Channels and Modalities of Dialogue Board of directors, audit committee, risk committee, remuneration committee, investment committee, Africa committee, Information to shareholders.
	Investors	Financial and extra-financial reporting, auditors' audit reports, activity report
	Banks	Meetings, meetings, visits, administrative and financial documents
	Insurance	Meetings, meetings, visits, Administrative and financial documents, declarations
Top management	Executive Committee	Management committees, reporting, internal notes, focus groups
Employees and social partners	Employees	Annual assessment interview, development survey, team building, focus group
	Employee representatives	CHSCT Committee, Works Council
	Occupational Medicine	CHSCT, Weekly visits, monthly points
Clients	Farmers	Field visits, Souks, Counter surveys
	Private clients	Customer satisfaction survey, customer visit, project meetings
	Public customers	Events, demonstrations, exhibitions, project management meetings
	Resellers	Training, technical meetings, visits, animation of the sales network, satisfaction survey
Suppliers	Local	Visits, international trade fairs, supplier documentation, training
	Foreign	Visits, orders
Service Providers	Works, cleaning & security, intellectual services, temporary work	Interactions on site, contractual discussions, focus group
Authorities & Administrations		Visits, regulatory reporting, declarations, legal and regulatory monitoring, filing of files, regular communication within the framework of authorizations
Civil society	Associations & Foundations	Receptions, requests, visits, conventions, project monitoring, project evaluation (survey), focus group
	AMANA Foundation	Association office, board of directors, budget, roadmap
Professional Affiliations	CGEM; FMP, AMIAG, FENELEC, CropLife	Meetings, events, commissions, general assembly
Academic World	Universities and schools	Internship agreements, forum for schools and universities, continuing training for the benefit of employees
	Research centers	Agreements, management of joint projects
	Incubators	Conventions, Jury

## CONSOLIDATED ACCOUNTS

### CONSOLIDATED INCOME STATEMENT

(In millions of dirhams)	2023-12-31	2022-12-31
Sales	2 074,2	2 060,7
Other operating income	(24,5)	2,3
Revenue from ordinary activities	2 049,7	2 063,1
Purchases	1 459,3	1 470,4
Other external charges	104,3	95,3
Personnel expenses	161,3	146,6
Taxes and duties	4,3	4,1
Depreciation and operating provisions	62,0	54,9
Other net operating income and expenses	1,1	2,0
Current operating expenses	1 792,4	1 773,3
Current operating income	257,4	289,7
Other non-current income and expenses	(23,7)	(8,3)
Operating income	233,6	281,5
Financial income	(28,8)	(47,3)
Profit before tax of consolidated entities	204,8	234,2
Income taxes	82,4	87,9
Deferred taxes	(0,1)	4,2
Net income of consolidated entities	122,6	142,2
Minority interests	-	-
Consolidated net income	122,6	142,2

### BALANCE SHEET

Assets (In millions of dirhams)	2023-12-31	2022-12-31
Goodwill	858,9	858,9
Intangible assets	16,0	16,2
Tangible assets	435,7	430,2
Other financial instruments	77,9	55,9
Deferred tax assets	6,2	7,5
Non-current asset	1 394,7	1 368,7
Stocks & Inventory	391,2	447,7
Customer receivables	1 381,0	1 340,1
Other operating receivables	191,0	214,5
Cash and cash equivalents	123,9	65,2
Current assets	2 087,0	2 067,4
<b>Total Assets</b>	<b>3 481,7</b>	<b>3 436,2</b>
Liabilities (In millions of dirhams)		
Capital	1 550,1	1 550,1
Issue or merger premiums	158,0	158,0
Revaluation difference	-	-
Reserves	349,5	206,2
Minority interests	-	-
Net income, group share	122,6	142,2
Shareholders' Equity of the consolidated group	2 180,2	2 056,5
Non-current financial debts	378,7	440,5
Deferred taxes Liabilities	63,3	64,6
Other non-current liabilities	4,4	0,1
Non-current liabilities	446,4	505,1
Supplier debts	339,7	364,9
Current financial debts	73,1	35,9
Other current creditors	189,4	189,2
Investment grants	13,1	12,0
Debts to credit institutions	239,8	272,5
Current liabilities	855,1	874,5
<b>Total Liabilities</b>	<b>3 481,7</b>	<b>3 436,2</b>



## CONSOLIDATED ACCOUNTS

### CASH-FLOW STATEMENT

	2023-12-31	2022-12-31
(In millions of dirhams)		
<b>Consolidated net income</b>	<b>122,6</b>	<b>142,2</b>
Depreciation and provisions	64,2	41,1
Capital gains from sales	(0,8)	6,8
Deferred tax	(0,1)	6,8
Impact of regularization of expenses and products	(2,2)	(6,6)
<b>Autofinancing cash flow</b>	<b>183,6</b>	<b>187,7</b>
Change in working capital related to activity		
Stocks & Inventory	54,4	23,4
Operating receivables	(55,1)	191,3
Operating payables	(24,5)	(28,6)
Other receivables	1,3	(47,6)
Other payables	10,3	9,9
<b>Operating cash-flow</b>	<b>170,0</b>	<b>39,2</b>
Cash flows from investment activities		
Fixed asset acquisitions	(61,5)	(84,6)
Investment securities		
Disposals of fixed assets	12,7	9,6
Reduction of financial assets		2,6
Change in receivables and payables on fixed assets	0,2	0,9
<b>Investment cash-flow</b>	<b>(48,7)</b>	<b>(71,5)</b>
Cash flows related to financing activities		
Dividends paid		
Debt draw down	5,9	38,2
Repayment of current accounts		
Repayment of loans	(64,1)	(63,4)
Investment grants received	3,2	6,0
<b>Financing cash-flow</b>	<b>(54,9)</b>	<b>(19,3)</b>
Cash beginning of period	(215,8)	(164,3)
Cash end of period	(149,4)	(215,8)
<b>Change in cash and cash equivalents</b>	<b>66,4</b>	<b>51,5</b>









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Maroc



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Rabat - Maroc

# CMGP Groupe S.A.

**Rapport des auditeurs indépendants**

**Audit des états financiers établis selon le référentiel  
comptable IFRS**

**Exercice clos le 31 décembre 2023**

**Mai 2024**



AC9, rue Al Maysse secteur 15  
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**Aux Actionnaires de la société**  
**CMGP S.A.**  
Parc Industriel SAPINO  
Nouaceur, Casablanca

## **RAPPORT DES AUDITEURS INDEPENDANTS**

### **Audit des états financiers établis selon le référentiel comptable IFRS**

### **Exercice clos le 31 décembre 2023**

#### **Opinion**

Nous avons effectué l'audit de l'information financière consolidée ci-jointe de la société CMGP GROUPE S.A (la « Société ») et de ses filiales, comprenant l'état consolidé de la situation financière au 31 décembre 2023, ainsi que l'état consolidé du résultat global de l'exercice clos à cette date (l'ensemble étant ci-après dénommé « les états financiers »). Ces états financiers font ressortir un montant de capitaux propres consolidés de MAD 2.180.201 KMAD, dont un bénéfice net consolidé de 122.565 KMAD.

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 de l'ensemble constitué par les entités comprises dans la consolidation de CMGP GROUPE S.A au 31 décembre 2023, ainsi que sa performance financière consolidée et des flux de trésorerie pour l'exercice clos à cette date, conformément aux normes internationales d'information financière (IFRS).

#### **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 de synthèse » du présent rapport. Nous sommes indépendants de la société conformément aux règles de déontologie qui s'appliquent à l'audit des états de synthèse 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 pour les états de synthèse**

La direction est responsable de la préparation et de la présentation fidèle des états de synthèse, conformément au référentiel comptable en vigueur au Maroc, ainsi que du contrôle interne qu'elle considère comme nécessaire pour permettre la préparation d'états de synthèse exempts d'anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs.

Lors de la préparation des états de synthèse, c'est à la direction qu'il incombe d'évaluer la capacité de la société 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 la société 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 de la société.

## Responsabilités de l'auditeur pour l'audit des états de synthèse

Nos objectifs sont d'obtenir l'assurance raisonnable que les états de synthèse 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 influencer sur les décisions économiques que les utilisateurs des états de synthèse 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 de synthèse 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 de la société ; 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 de la société 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 de synthèse 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 la société à cesser son exploitation ;
- Nous évaluons la présentation d'ensemble, la structure et le contenu des états de synthèse, y compris les informations fournies dans l'ETIC, et apprécions si les états de synthèse représentent les opérations et événements sous-jacents d'une manière propre à donner une image fidèle.



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.

Fait à Rabat, le 03 mai 2024

#### Les auditeurs indépendants

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**CMGP Groupe S.A.**

**Independent Auditors' Report**

**Audit of Financial Statements Prepared in Accordance  
with IFRS**

**For the Year Ended December 31, 2023.**

**May 2024**



**To the Shareholders of CMGP S.A.  
SAPINO Industrial Park  
Nouaceur, Casablanca**

**Independent Auditors' Report  
Audit of Financial Statements Prepared in Accordance with IFRS  
For the Year Ended December 31, 2023**

**Opinion**

We conducted the audit of the consolidated financial statements attached to this report of CMGP Group S.A. (the "Company"), and its subsidiaries, including the consolidated statement of financial position as of December 31, 2023, as well as the consolidated statement of comprehensive income for the year then ended (collectively referred to hereinafter as 'the financial statements'). These financial statements show consolidated equity of MAD 2,180,201 thousand, including consolidated net income of MAD 122,565 thousand.

In our opinion, the consolidated financial statements mentioned in the first paragraph above, in all material respects, give a true and fair view of the financial position of the Company and its consolidated entities as of December 31, 2023, as well as its consolidated financial performance and cash flows for the year then ended, in accordance with International Financial Reporting Standards (IFRS).

**Basis of Opinion**

We conducted our audit in accordance with auditing standards applicable in Morocco. Our responsibilities under those standards are further described in the "Auditors' Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the Company in accordance with the ethical rules that apply to us, and we believe that the audit evidences we have obtained are sufficient and appropriate to provide a basis for our opinion.

**Responsibilities of Management and Those Charged with Governance for the 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 financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

It is the responsibility of those charged with governance to oversee the company's financial reporting process.

#### **Auditors' Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but it is not a guarantee that an audit conducted in accordance with auditing standards applicable in Morocco will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with auditing standards applicable in Morocco, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Gain an understanding of the internal control elements relevant to the audit in order to design audit procedures appropriate to the circumstances, and not for the purpose of expressing an opinion on the effectiveness of the company's internal control. We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's 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 conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Signed in Rabat on May 3, 2024.

#### Independent Auditors

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KPMG Audit SAS

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# CERTIFICAT

*ICTS France certifies hereby that the non-financial report addressing ESG topics established by*

## **CMGP Group**

PARC INDUSTRIEL SAPINO LOT 102 105, Nouaceur Casablanca Maroc

*Has been verified in accordance with the requirements of the Certi-Trust ESG Assurance Protocol (based on GRI standards and the AA1000AS).*

***The report spans from January 1st to December 31st, 2023, and is prepared in line with the reporting requirements selected by CMGP Group. It accurately, transparently, and reliably presents ESG data, supported by relevant evidence.***

*The details of the verification activities and their results are documented in the verification report.*

Certificate N° **C-RSE-022023- CU1039**

Casablanca on, **29-09-2023**

Verification Date: **from 01 to 22 – 09 – 2023**

In Paris

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This assessment and the associated certification were conducted in accordance with the audit and certification procedures of the CERTi-TRUST™ group. This certificate can be verified by sending an email to [africa@certi-trust.com](mailto:africa@certi-trust.com).



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

<b>Declaration of Use</b>	<b>CMGP has produced this report in compliance with GRI standards: limited compliance option</b>
<b>Reporting period</b>	<b>Period from January 1, 2023 to December 31, 2023.</b>
<b>Reporting principles used</b>	<b>GRI 1</b>
<b>Applicable sector GRI standard</b>	<b>None</b>

GRI	AMMC Circular Annex III.2.M	ODD	Pages	Omissions
GRI 1: General principles	-	-	-	
GRI 2-1 to 2-13. CMGP Group profile	I. Issuer profile	16	10 - 14	
GRI 2-14 & 15. Strategy	II.5. Articulation of the CSR approach around business objectives	16 - 17	18 - 21	
	II.5 impact of CSR actions on economic and financial performance	16	41	
	II.1. Environmental policy	16	20	
GRI 2-16 & 17. Ethics and Integrity	-	16		CMGP is not communicating on this element for 2023
GRI 2-18 to 2-39. Governance	II.3. Composition of the governance body - Executive and non-executive members	16	34 - 37	Limited reporting scope in 2023
	II.3. Composition of the governance body - Qualification criteria for independent directors	16		Limited reporting scope in 2023
	II.3. Composition of the governance body - Dates of appointment and duration of terms of office of members of the governance body	16		Limited reporting scope in 2023
	II.3. Composition of the governance body - Functions within the governance body, representation of stakeholders	16		Limited reporting scope in 2023
	II.3. Composition of the governance body - Parity and monitoring rules	16		Limited reporting scope in 2023
	II.3. Composition of the governance body - Number of mandates per director	16		Limited reporting scope in 2023
	II.3. Composition of the governance body - Specialized committees and their compositions	16	35	
	II.3. Composition of the governance body - Attendance at council meetings	16		Limited reporting scope in 2023
	II.3. Composition of the governance body - Remuneration of directors	16		Limited reporting scope in 2023
	II.3. Composition of the governance body - Remuneration of directors	16		Limited reporting scope in 2023
	II.3. Composition of the governance body - Relationship and communication with shareholders	16		Limited reporting scope in 2023
	II.3. Composition of the governance body - Process for evaluating the performance of the governance body for ESG themes	16		Limited reporting scope in 2023
GRI 2-40 to 2.44. Stakeholder engagement	II.4. Conditions for dialogue with stakeholders	16	65 - 68	
	II.4. Policy and criteria for selecting stakeholders	16	65 - 68	
	II.4. Corrective actions following potential or proven negative impacts of activities on local communities	16		Limited reporting scope in 2023
GRI 2-45 to 2-56. Reporting practice	I. Scope of ESG reporting	16	64	
	I. Methodological note on the collection of ESG data	16	64	
	I. Certification from the external ESG data verifier	16	72	
	II.1. Environmental indicators	16		CMGP is not communicating on this element for 2023
	II.1. Environmental litigation and proceedings	16		CMGP is not communicating on this element for 2023
GRI 3-1. Explanation of relevant issues and their scope	I. Materiality analysis	16 - 17	65	

	II.1. Activities and their impacts on the environment	16 - 17	41	
GRI 3-2. Managerial approach and its components	II.5. CSR objectives and commitments	16 - 17	20	
GRI 3-3. Evaluation of the managerial approach	II.5. Achievements of the last three years in terms of CSR	16 - 17		
GRI 201. Economic performance	-	2	40	
GRI 202. Market Presence	-	2	10 - 14 620 - 31	
GRI 203. Indirect economic impact	II.4. Impact of investments in infrastructure and public services	9	28 - 29 et 45	
GRI 204. Purchasing practices	-	16	37	
GRI 205. Fight against corruption	II.3. Actions taken to prevent corruption	16		No incidents reported in 2023
	II.3. Measures taken following incidents of corruption	16		No incidents reported in 2023
GRI 206. Anti-competitive behavior	-	16		CMGP has not yet communicated on this element
GRI 207. Taxation	-	10	69-70	CMGP has not yet communicated on this element
GRI 301. Materials	II.1. Environmental indicators	15		CMGP has not yet communicated on this element
GRI 302. Energy	II.1. Environmental indicators	7		Limited reporting scope in 2023
GRI 303. Water and Effluents	II.1. Environmental indicators	6		Limited reporting scope in 2023
GRI 304. Biodiversity	II.1. Environmental indicators	15		Limited reporting scope in 2023
GRI 305. Emissions	II.1. Environmental indicators	13		Limited reporting scope in 2023
GRI 306. Waste	II.1. Environmental indicators	14 - 15		Limited reporting scope in 2023
GRI 308. Environmental assessment of suppliers	-	16 - 17		Limited reporting scope in 2023
GRI 401. Employment	II.2. HR Policy - Recruitment	8		Limited reporting scope in 2023
	II.2. HR policy - Career management	8		Limited reporting scope in 2023
	II.2. HR indicators - Resignations by category	8		Limited reporting scope in 2023
	II.2. HR indicators - Recruitment by category	8		Limited reporting scope in 2023
	II.2. Workforce by branch of activity	8		Limited reporting scope in 2023
	II.2. Workforce by type of contract	8		Limited reporting scope in 2023
	II.2. Workforce - overall distribution by seniority	8		CMGP is not communicating on this element for 2023
	II.2. Profit-sharing and participation schemes	8		CMGP has not yet communicated on this element
	II.2. HR Policy - Remuneration	10		CMGP has not yet communicated on this element
GRI 402. Employee/Management Relations	II.2. HR indicators - Staff representatives	8		Limited reporting scope in 2023
	II.2. HR indicators - Strike days	8		Limited reporting scope in 2023
	II.2. HR indicators - Individual and collective social disputes	8		Limited reporting scope in 2023
	II.2. HR indicators - Layoffs by category	8		There are no layoffs during this financial year
GRI 403. Occupational Health and Safety	II.2. HR indicators - Work accidents	8		Limited reporting scope in 2023
GRI 404. Education and Training	II.2. HR Policy - Training	4	50 - 53	
GRI 405. Diversity and Equal Opportunities	II.2. HR policy - Integration of people with disabilities	10	51 - 53	
	II.2. HR policy - Equality between men and women	5	52 - 53	
	II.2. Workforce - overall distribution by gender	5		Limited reporting scope in 2023
	II.2. Workforce by category and gender	5		Limited reporting scope in 2023
GRI 406. Fight against discrimination	-	10		
GRI 407 Freedom of Association and Collective Bargaining	II.2. HR indicators - Staff representatives	17		Limited reporting scope in 2023
	-	1		CMGP has a Zero tolerance for child labor internally and among its partners and suppliers.
GRI 408. Child labor	-	1		
GRI 409. Forced or compulsory labor	-	16		Reporting rules currently being implemented, CMGP is not yet communicating on this element
GRI 410. Safety practices	-	10		Limited reporting scope in 2023
GRI 411. Rights of Indigenous Peoples	II.4. Economic and social impact on local populations and local development	2 - 4 - 5 - 7	56 - 60	
GRI 413. Local communities	-	8 - 9 - 10		
GRI 414. Social assessment of suppliers	-	16 - 17		Limited reporting scope in 2023
GRI 415. Public policies	-	16		Limited reporting scope in 2023
GRI 416. Consumer health and safety	-	12		This issue is not material for CMGP
GRI 417. Marketing and Labeling	-	12		Limited reporting scope in 2023
GRI 418. Customer Data Privacy	-	12		Limited reporting scope in 2023





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