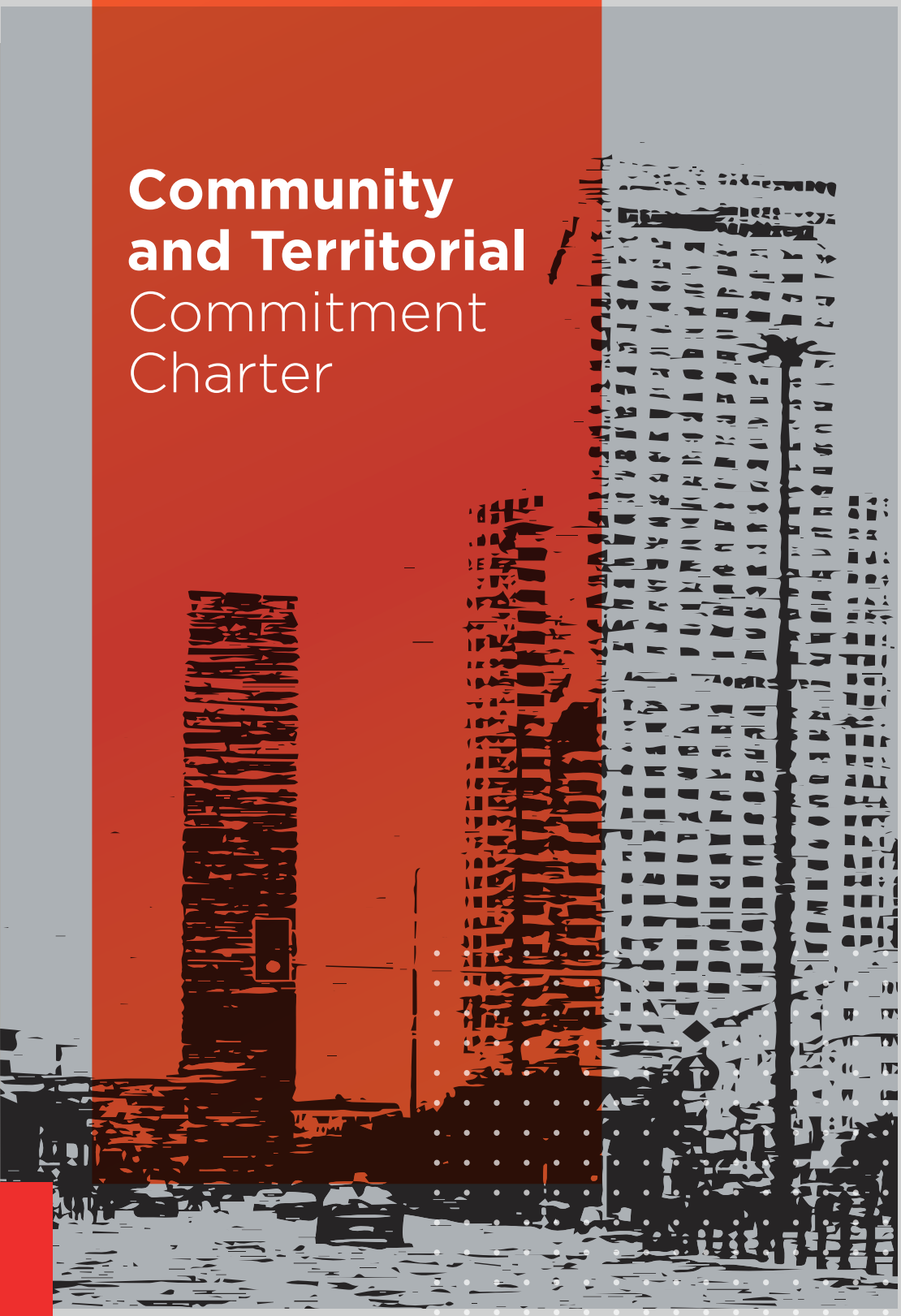
Together for our
communities

Community and Territorial Commitment Charter



TGCC
CONSTRUISONS ENSEMBLE

1. Preamble - Our ambition

As a major player in the construction sector in Morocco, **TGCC** operates at the heart of local territories and actively contributes to their economic and social development.

This strong local presence gives us a particular responsibility :

to support this development, create shared value, and strengthen cohesion between our activities, our employees, and the communities around us.

Our social commitment reflects our desire to act in a sustainable and meaningful way, fully aligned with our core business activities.

This commitment is reflected in all initiatives carried out by the Group, including those deployed through the **TGCC** Foundation, and aims to strengthen the coherence and impact of our social contribution, notably in the fields of art and culture.

2. Our social vision

We aim to contribute to human and territorial development by working with the communities closest to our activities.

Our vision is based on meaningful engagement focused on sustainable impact, guided by careful consideration of the needs expressed by our local partners, the communities concerned, and the Group teams involved on the ground.

TGCC thus seeks to anchor its social action in a coherent and responsible approach aligned with national development priorities, while remaining grounded in the realities of the construction sector and fostering a progressive culture of collective engagement within the Group.

3. Guiding principles

Our social approach is based on four founding principles :

1. **Usefulness :** acting where our contribution can address a real and relevant need.
2. **Proximity :** focusing our efforts on the people and territories directly linked to our operations.
3. **Empowerment :** helping to strengthen beneficiaries' capabilities and future prospects.
4. **Local anchoring :** supporting sustainable initiatives adapted to the local context, taking into account the economic, social and cultural specificities of the territories, in a spirit of cooperation and shared value creation.

4. Priority stakeholders

Our social commitment focuses on three categories of stakeholders identified as those to whom **TGCC** can bring a positive contribution within its ecosystem :

- **Workers,** whether **TGCC** employees or employees of our partners, are at the heart of our projects and value chain.
- **Workers' families**, whose well-being contributes to social stability and community resilience.
- **Local communities,** including in particular women, persons with disabilities, and young people in situations of vulnerability or disconnected from economic opportunities **(NEETs)**.

By choosing to focus its actions as closely as possible on its core business and territories, **TGCC** affirms a coherent social approach rooted in the reality of its operations and oriented toward sustainable impact. This positioning enables the deployment of useful, measurable initiatives adapted to the needs of the regions where we operate, while strengthening ties between the company, its employees and surrounding communities.

5. Our commitments

Commitment 1 - Strengthening workers' skills and employability

Strengthen the employability of workers and young people by supporting skills development and access to qualifying pathways that lead to sustainable career prospects, particularly in construction trades.

Commitment 2 - Supporting workers' families and improving living conditions

Develop or support initiatives aimed at strengthening family well-being, access to essential services, and children's education.

Commitment 3 - Contributing to social development and inclusion of local communities

Act alongside local stakeholders to support projects addressing priority social needs, particularly for NEET youth, women, and populations seeking access to economic opportunities.

Commitment 4 - Acting as a partner to local territories

Co-build sustainable initiatives with local stakeholders, adapted to the realities of the regions where **TGCC** operates : social infrastructure, educational partnerships, cultural or environmental initiatives.

6. Transparency and continuous improvement

TGCC is committed to implementing its social actions with transparency, regularly sharing progress on its initiatives, and adapting its approach based on lessons learned and ongoing dialogue with stakeholders.

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