

WELLNESS & BENEFITS PROGRAMS

Social benefits

Including savings, social security, sports and socio-cultural benefits, as well as competitive benefits regarding access to property. Beyond these benefits, we continually ensure the well-being of our associates through the development of a new generation of workspace that supports both professional and personal growth.

As part of its Human Capital Policies, the Group offers a number of benefits to its employees, including, schemes to encourage home ownership (through mortgage assistance, financial donation), access to social infrastructure such as sports facilities in OCP cites and to vacation centers and summer camps. The overall aim of OCP social offering is to provide all employees with a balance between their professional and personal lives.



CULTURAL ACTIVITIES AND SPORTS-WELLNESS AT WORK

Significant human and social infrastructures are used (clubs, centers, sports facilities, etc.) to provide to our employees with cultural activities and sports-wellness at work. A various social, cultural, sports and entertainment events are organized in collaboration with all stakeholders for the benefit of thousands of employees and their families. OCP has created a large network of sports installations available and also promotes the membership of our associates in sports clubs and facilities:

- **40** sports halls, clubs and sports complexes specific to the Group are available to employees and their families as well as around **1000** partnerships sports facilities.
- OCP invests an average of nearly **25 MMAD** annually to promote conviviality and well-being at work through the practice of sport.
- **1 in 2** associates participates in sports activities. This participation rate has risen steadily in recent years.

VACATION CENTERS AND SUMMER CAMPS

The group offers its employees and their families a panoply of partner hotels & resorts to spend their holidays in the different Moroccan cities as well as the group-specific vacation.

A true OCP success story, in 2019:

- 20 435 stays have been recorded.
- The Group's vacation camps attracted 5 806 children, aged 8 to 14.





SOCIAL PARTNERSHIPS

OCP developed a portfolio of partnership agreements in a variety of areas (car assistance, transportation), as part of a continued effort to upgrade employee benefits.

PROPERTY OWNERSHIP

Property ownership plans were among the earliest social measures offered to OCP employees (through mortgage assistance, financial donation, home & land sales) in order to become a home owner. In **2019**, **1 043** received property ownership.

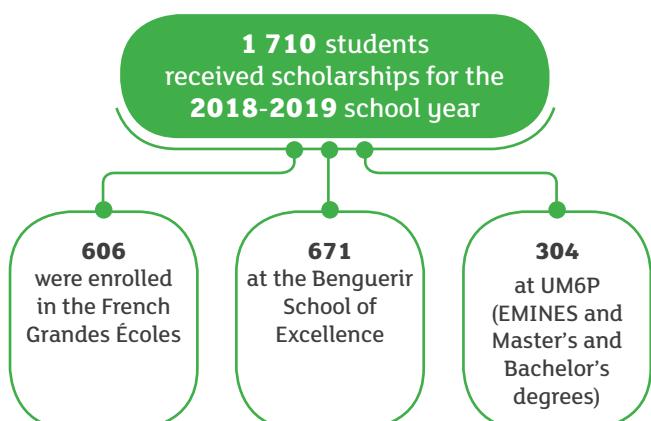
EDUCATION FOR EMPLOYEES' CHILDREN

The Institute for Social Advancement and Education (IPSE) is an OCP institution providing high-quality education to children through the use of new technologies, development of language skills, introduction to the experimental approach, and the promotion of science.

OCP now has 34 IPS Eschools, and **33** partnerships with prestigious academic institutions. As of **2019**, the Group is offering high-quality education to **19 000** children of employees. Our aim in **2025** is to enroll up to **32 000** students.

STUDENTS SCHOLARSHIP

OCP offers scholarships in order to support the academic sector and ensure equal opportunity:



LEARNING CONDITIONS

Improving learning conditions in local schools is also an important area of focus for OCP. This commitment has translated into investments in school transport to ensure that girls have access to education and improvements to school infrastructures.

EMERGENCY FUND

OCP has set up an **emergency fund** for its associates, their families, and retirees, intended to partially or totally cover expenses relating to difficult social/medical situations.

ACT4COMMUNITY LEAVE

Associates are encouraged to join Act4community, an initiative of corporate volunteering and skills sponsorship. The Group is providing a paid community leave of 1 to 4 weeks (on top of their regular vacation). Employees can get involved in their community by volunteering at associations and even by creating their own business and becoming entrepreneurs.

