



Concilium Expertise (Reanda Morocco)

MOROCCO BUSINESS AND INVESTMENT GUIDE --- 2025

Africa's Gateway to Growth and Opportunity

Welcome

Amid the shifting backdrop in the international context, Morocco offers a compelling blend of opportunity and resilience. With its unique geographic positioning between Europe, Africa, and the Middle East, and an expanding network of trade agreements, Morocco provides strategic access to a wide and diverse market. Its commitment to modernization, evident in reforms across infrastructure, energy, digitalization, and governance, continues to improve its attractiveness to investors and entrepreneurs alike.

This publication was created with the ambition to serve as a clear, actionable reference for those considering entering or expanding in the Moroccan market. Drawing on the practical knowledge of our professionals at Concilium Expertise (Reanda Morocco), this guide reflects insights gained from working closely with both local enterprises and international players across industries.

Each chapter is crafted to stand alone and focus on a specific area, whether it's legal and tax frameworks, investment incentives, sector-specific opportunities, or operational considerations. You may explore the topics that are most relevant to your sector and growth stage.

We hope this guide supports your understanding of Morocco's evolving business environment and helps shape your next steps. Should you need personalized advice or have specific questions, our team at Concilium Expertise would be happy to assist.

We remain committed to guiding your growth and success in the Moroccan market and help you navigate its evolving business landscape with confidence.



Ibrahim RAIS EL FENNI

Managing Partner



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About Reanda Morocco

Concilium Expertise (Reanda Morocco) is a leading chartered accountancy and advisory firm based in Casablanca. With a multidisciplinary team of seasoned professionals, the firm delivers a comprehensive suite of services, including audit, accounting, tax advisory, legal & HR consulting, and strategic business guidance. Since joining the Reanda International network, Concilium Expertise has strengthened its global reach while maintaining a deep understanding of the Moroccan market.

The firm is known for its agile approach, tailored solutions, and commitment to measurable results, serving a diverse clientele ranging from individuals and SMEs to multinational corporations. Positioned in a country that bridges Europe, Africa, and the United States, Reanda Morocco leverages its strategic location and regulatory insight to support clients in navigating complex financial landscapes and expanding across borders.

About Reanda International

Reanda International is a global alliance of independent accounting and consulting firms, dedicated to delivering high-quality services in audit, tax, and business advisory. The network supports a wide spectrum of clients, from privately held enterprises to multinational corporations, by offering tailored expertise across diverse industries and jurisdictions.

In 2024, Reanda International reported a network span over 60 countries and territories, operating through more than 140 offices, and is powered by a team of 6,200 professionals and 290 partners worldwide. Reanda International is a full member of the Forum of Firms, a prestigious global association that promotes consistent and high-quality audit practices. According to the International Accounting Bulletin's 2025 World Survey, Reanda ranked the 26th position among the world's leading international networks, a testament to its growing influence and strategic expansion.

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Executive summary

Morocco has emerged as a leading investment destination in Africa, offering a business-friendly climate underpinned by political stability, sustained economic reforms, and a clear vision for industrial and digital transformation. Strategically located at the crossroads of Europe, sub-Saharan Africa, and the Middle East, Morocco serves as a natural bridge for trade, finance, and logistics, providing privileged access to a consumer market of over 1 billion people through its extensive network of free trade agreements.

Over the past two decades, the country has implemented ambitious sectoral strategies to enhance its economic attractiveness. The Industrial Acceleration Plan (PAI) aims to strengthen Morocco's manufacturing base by developing high-value-added industries such as automotive, aeronautics, textiles, and agro-industry, with a focus on value chain integration, ecosystem development, and job creation. The Digital Morocco Plan positions the country as a regional digital hub by promoting innovation, expanding digital infrastructure, and supporting IT-enabled services and offshoring. In agriculture, the Green Morocco Plan and its successor, Generation Green 2020–2030, promote sustainable rural development and modern agribusiness. Meanwhile, the National Energy Strategy seeks to generate 52% of Morocco's electricity from renewable sources by 2030, placing the country among Africa's leaders in solar and wind energy, exemplified by landmark projects such as the Noor Solar Complex in Ouarzazate.

These strategies are supported by strong institutional backing. The Moroccan Agency for Investment and Export Development (AMDIE) leads investment promotion efforts and offers facilitation services. Regional Investment Centers (CRIs) operate as one-stop shops to streamline administrative processes at the local level. The Hassan II Fund for Economic and Social Development supports strategic industrial initiatives through co-financing mechanisms.

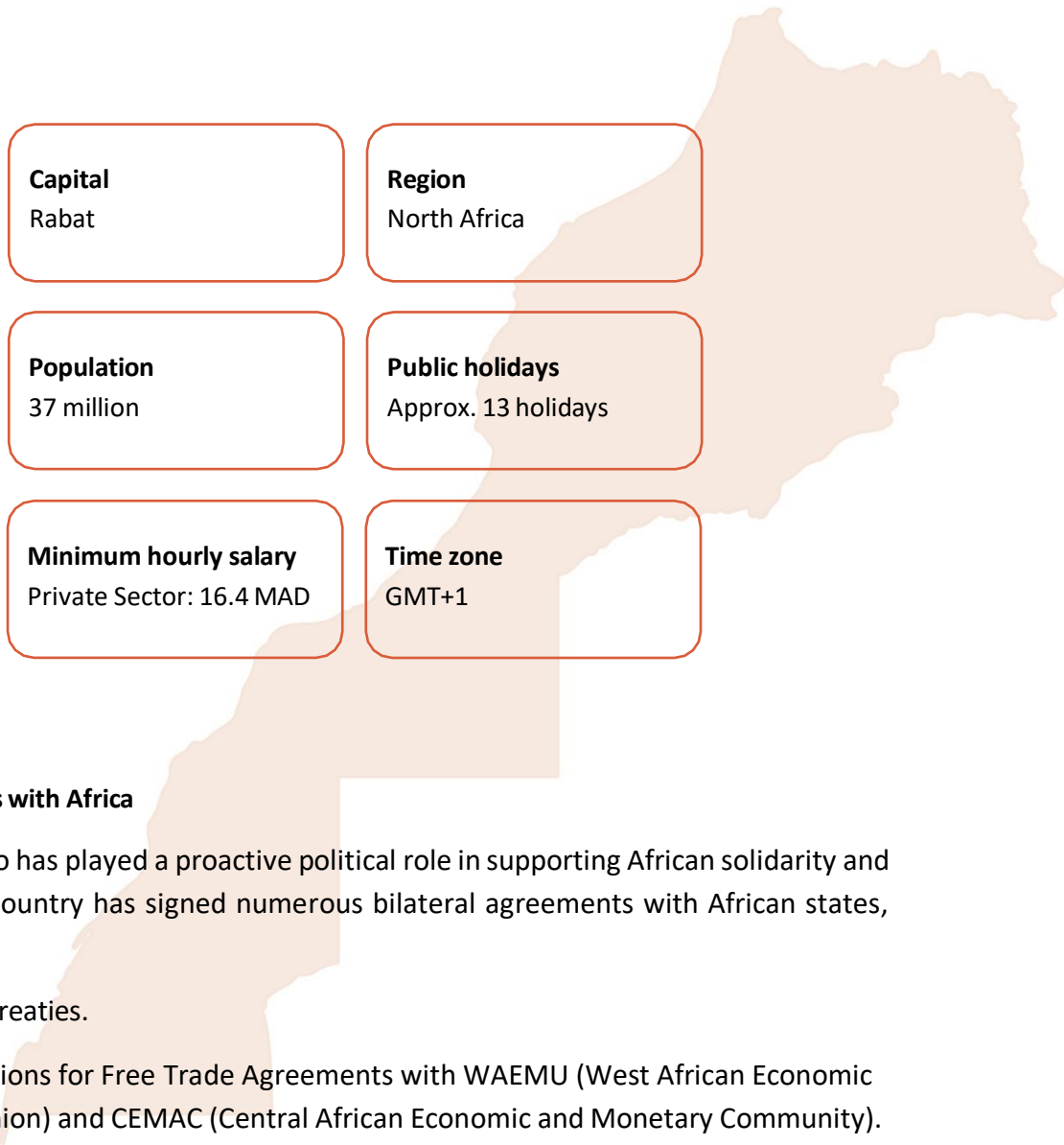
Morocco's attractiveness is further reinforced by its modern infrastructure, which includes the Tanger Med Port, the largest in Africa, as well as an expanding network of highways, railways, and airports. The country also benefits from a young, multilingual, and increasingly skilled workforce, supported by vocational training tailored to key economic sectors. Investors can also benefit from various incentive zones. Casablanca Finance City (CFC) offers competitive advantages for financial institutions and service providers targeting the African market. Industrial Acceleration Zones (ZAI) and Offshore Platforms provide tax exemptions, simplified regulatory procedures, and turnkey facilities to accelerate business setup and operations.

Additionally, Morocco has earned international recognition for its structural reforms in business regulation, property rights, digitalization of public services, and improved customs procedures. Its legal framework guarantees transparency, investor protection, and alignment with international best practices.

Morocco presents a compelling value proposition for investors through its stable macroeconomic environment, strategic geographic positioning, investor-friendly policies, diversified economy, and forward-looking sectoral strategies that drive sustainable and inclusive growth.

Country Snapshot

Morocco at a Glance



Currency Moroccan Dirham (MAD)	Capital Rabat	Region North Africa
Languages Arabic and French	Population 37 million	Public holidays Approx. 13 holidays
Working Hours 44 hours / week	Minimum hourly salary Private Sector: 16.4 MAD	Time zone GMT+1

Historical and Political Ties with Africa

Since the 1960s, Morocco has played a proactive political role in supporting African solidarity and regional cohesion. The country has signed numerous bilateral agreements with African states, including:

- Double taxation treaties.
- Ongoing negotiations for Free Trade Agreements with WAEMU (West African Economic and Monetary Union) and CEMAC (Central African Economic and Monetary Community).

Morocco also hosts a significant population of Francophone African students, further deepening cultural and educational ties.

Historical migration flows between Morocco and the OHADA member states underscore long-standing people-to-people connections.

Key Indicators

Morocco has continued to position itself as a strategic gateway to Africa. In 2024, its macroeconomic indicators reflect both resilience and potential. With a population of over 37 million, Morocco recorded a GDP growth rate of 4.3% in 2025, supported by steady domestic demand, strategic reforms, and an expanding industrial base. The country has moved up rapidly from 130th to 53rd place in the World Bank's Doing Business index within just eleven years, reestablishing itself as a competitive player in global trade and investment. As of 2024, Morocco's GDP per capita stands at approximately \$3,993, with a total GDP of nearly \$154 billion¹. After a modest growth of 1.3% in 2022, the economy has gained renewed momentum, with the Ministry of Finance projecting 4.4% growth by end of 2025, and 4% in 2026.

This trajectory is being driven by structural initiatives such as the New Development Model, the Social Protection Program, and the New Investment Charter, which aims to create 500,000 jobs over three years. With inflation contained at 1.3% and a growing focus on skills development and labor market inclusion, Morocco is laying the groundwork for a more dynamic, inclusive, and future-ready economy. The government continues to prioritize human capital development and public-private partnerships, while reinforcing its role as a regional financial center through Casablanca Finance City. Morocco's leadership remains committed to sustainable reform, economic resilience, and enhancing its global positioning as a key trade and investment destination.



4.3%
GDP growth as of the 1st
trimester of 2025



37 million
Total population



\$3,993
GDP per capita as of 2024



1.3%
Inflation rate as of the 1st
trimester of 2025



\$154 billion
Total GDP as of 2024



13.3%
Unemployment rate as of
the 1st trimester of 2025

¹ Source: World bank ([Morocco | Data](#))

A look at Morocco's GDP performance and macroeconomic indicators from 2019 to 2024.

Economic Indicators

Indicators	2019	2020	2021	2022	2023	2024
GDP in USD (billion)	124	115.2	127.7	133.1	146.3	153.5
GDP per capita in USD	3,508	3,268	3,786	3,455	3,771	3,993
GDP growth in %	2.9	-7.2	8.2	1.5	3.4	3.2
Inflation rate in %	0.3	0.7	1.4	6.7	6.1	1.0
Foreign direct investment in % of GDP	1.3	1.2	1.6	1.7	0.8	-

Sectoral Contribution to Morocco's Real GDP Growth.



Social Indicators

Indicators	2019	2020	2021	2022	2023	2024
Unemployment rate %	-	-	12.3	11.8	13	13.3
Population total (million)²	35.59	35.95	36.31	36.67	37.02	37.37

² Source: Haut-Commissariat au Plan ([Population du Maroc par année civile \(en milliers et au milieu de l'année\) : 1960 - 2050](#))

Morocco's Comparative Advantages

Building on its solid macroeconomic foundation, Morocco offers a range of competitive advantages that position it as one of the most attractive destinations for trade, investment, and regional leadership in Africa. Beyond its growth figures, the country's strategic location, diversified industries, natural resources, and stability make it a key gateway to global markets.

Emerging Financial Hub

- Ranked 57th globally among financial centers, 4th in MENA, and 1st in Africa (2024).
- 76 listed companies, market capitalization of 1 trillion MAD.

Global Industry Presence

- Active in automotive, aeronautics, solar, electronics, agri-food, offshoring, textiles, and leather industries.

Infrastructure

- Among the most developed infrastructure networks in Africa.

Stability

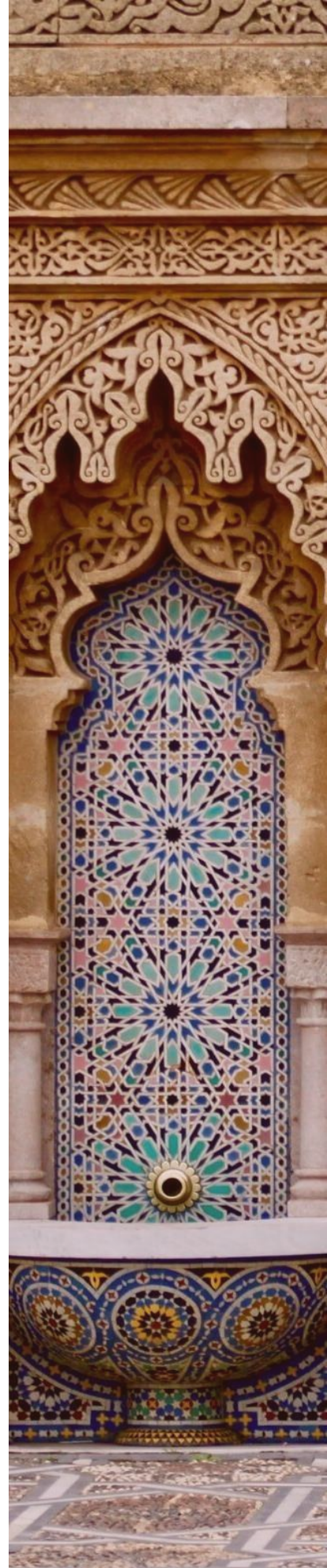
- Renowned for its political stability, cultural openness, and favorable climate.

Strategic Trade Gateway

- Just 15 km from Europe, offering unmatched proximity to EU markets.
- EU is Morocco's top trading partner, followed by China, USA, and Saudi Arabia.
- Main customers after the EU: India and the USA.

Natural Wealth

- Holds over 70% of global phosphate reserves, and is the world's largest phosphate fertilizers exporter.
- Features thousands of kilometers of coastline rich in marine biodiversity.



Morocco's Global Free Trade Network



Agreement	Partners
EU FTA	European Union
US FTA	United States
Turkey FTA	Bilateral agreement
Agadir Agreement	Tunisia, Jordan, Egypt
UAE FTA	United Arab Emirates
GAFTA	Full customs elimination for: Morocco, Tunisia, Libya, Egypt, Lebanon, Syria, Palestine, Jordan, Iraq, Kuwait, Saudi Arabia, United Arab Emirates, Oman, Qatar, Bahrain, and Yemen
AfCFTA	African Continental Free Trade Area covering 54 African countries

Morocco's Free Trade Outlook and Regulatory Advancements



Ongoing Expansion

- South Korea and Russia are actively seeking free trade agreements with Morocco to expand market access and economic cooperation.
- Russia, in particular, aims to integrate Morocco into a North African free trade zone linked to the Eurasian Economic Union (EAEU).



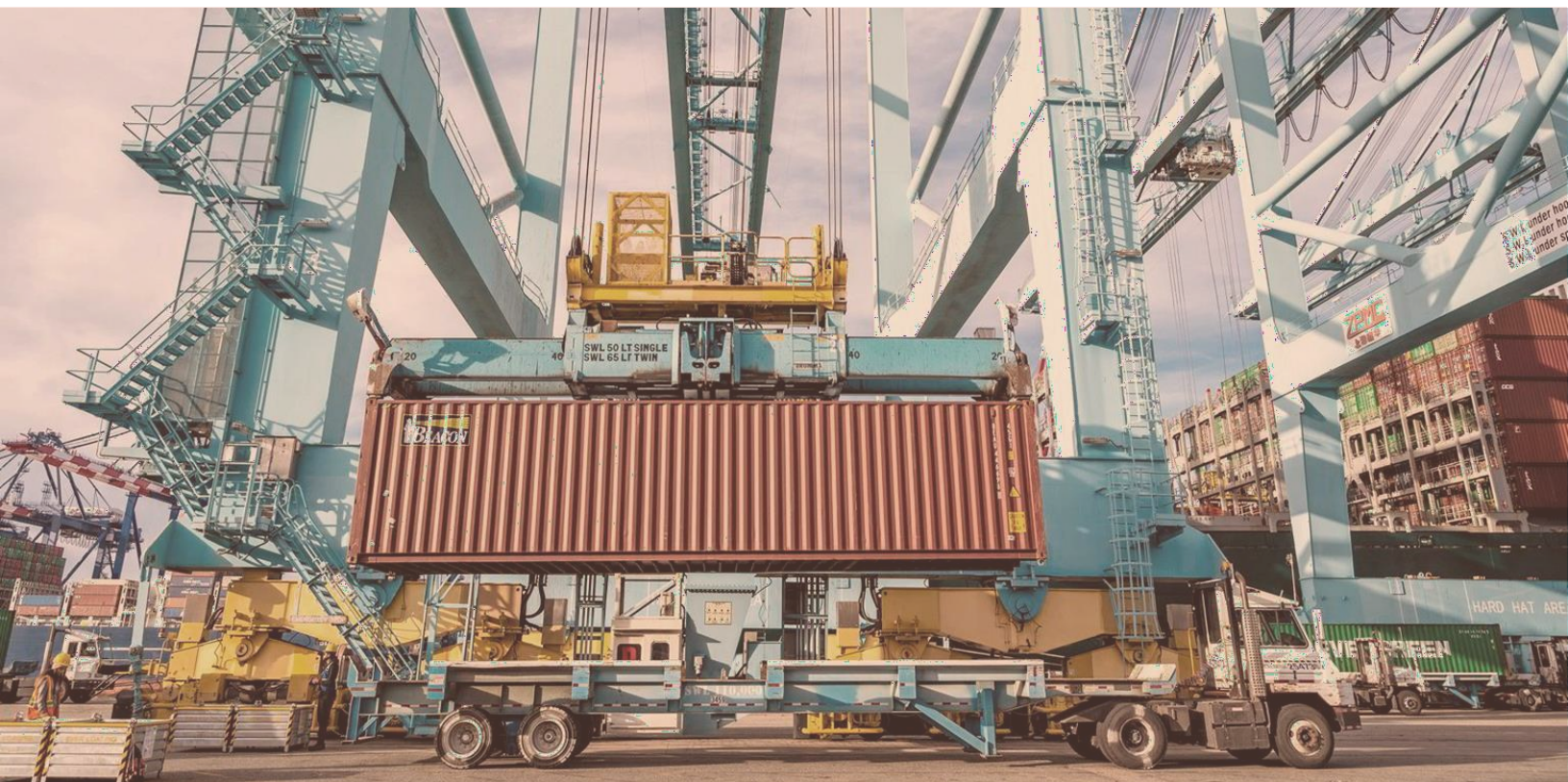
Regulatory Framework

- Through Decree No. 2-22-30, Morocco has reinforced its legal framework for customs tariff management, enhancing domestic production protection while maintaining openness to trade.



Trade Impact and Performance

- Free trade agreements account for 77% of Morocco's foreign trade, demonstrating strong integration into global markets.
- Trade balance performance has notably improved under these agreements, though some deficits persist.
- Despite imbalances, FTAs continue to stimulate foreign investment, especially in industrial and export-oriented sectors.



Morocco's Major Strategic Development Axes

Morocco's long-term growth agenda is guided by a set of integrated development axes that reflect its ambitions in industrial leadership, environmental sustainability, digital inclusion, and regional competitiveness. Each axis is supported by targeted national strategies designed to accelerate progress across key sectors.

Industrial Development and Competitiveness

Morocco seeks to enhance its industrial base by strengthening value chains, promoting investment, and integrating into global production networks. The country has also developed adequate training programs tailored to meet the evolving needs of key industries and ensure a skilled workforce.

Industrial Acceleration Plan (PAI)

Launched in 2014, the PAI aims to create competitive industrial ecosystems by linking large firms with SMEs, improving industrial infrastructure, and attracting foreign direct investment (FDI). The plan focuses on high-potential sectors such as automotive, aerospace, textiles, and agro-industry. It emphasizes job creation, local sourcing, and sectoral integration.

Africa Hub Strategy

This strategy positions Morocco as a continental business gateway, leveraging its proximity to Europe, robust infrastructure, and political stability. Through trade, investment, and diplomatic partnerships, Morocco aims to become a logistical and financial hub for West and Central Africa.



Green Transition and Energy Independence

To address climate change and reduce dependency on imported energy, Morocco is implementing a green transition model that combines environmental sustainability with economic opportunity.



Generation Green 2020–2030

This strategy, succeeding the Green Morocco Plan, focuses on inclusive agricultural development, improved living conditions in rural areas, and environmental protection. It aims to empower a new generation of agricultural entrepreneurs, expand irrigation systems, enhance value chains, and support sustainable land use.

Energy Transition Plan

Morocco has committed to generating over 52% of its electricity from renewable sources by 2030. This plan includes the expansion of solar, wind, and hydroelectric infrastructure, with flagship projects such as the Noor Ouarzazate Solar Complex and integrated wind farms. The plan supports Morocco's ambition to become a regional leader in clean energy and achieve long-term carbon neutrality.

Digital Transformation and Sustainable Tourism

Morocco is actively developing its digital and tourism sectors as key drivers of economic growth. The digital transformation agenda focuses on enhancing competitiveness, innovation, and public service delivery, while the sustainable tourism vision promotes cultural preservation, environmental responsibility, and regional development. Both sectors play a vital role in strengthening Morocco's global appeal and economic resilience.

Maroc Digital Strategy Morocco 2030

Designed to accelerate digital transformation across government, business, and education, this strategy promotes smart governance, supports digital entrepreneurship, and expands internet access and digital literacy nationwide.

Vision 2020 for Tourism

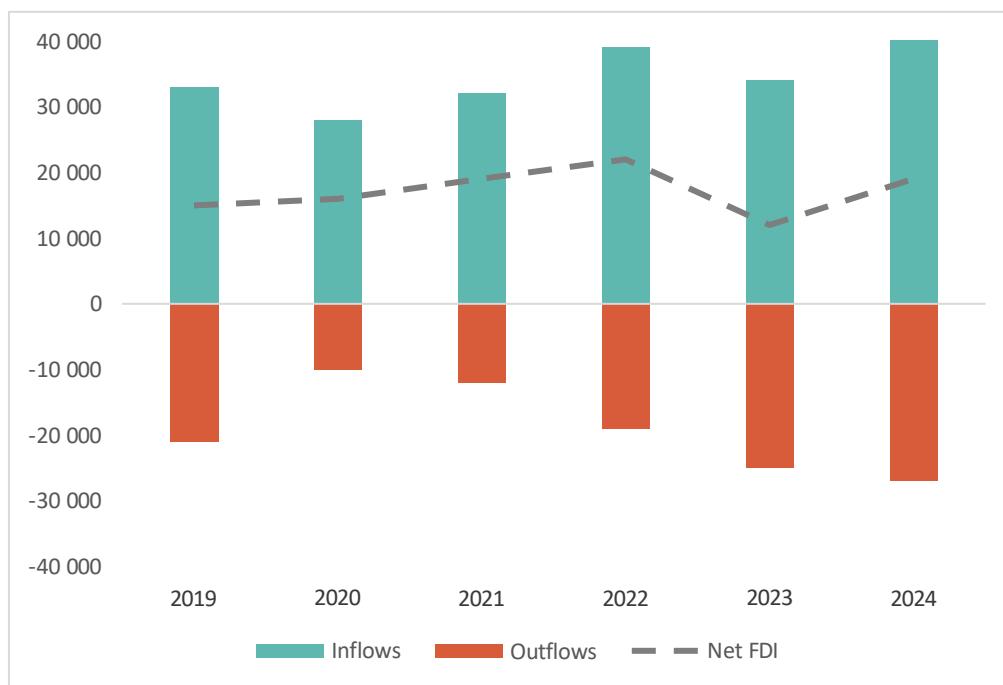
This strategy aimed to make Morocco one of the top 20 tourist destinations in the world by 2020. It emphasized sustainable development, the promotion of niche markets (e.g., ecotourism, cultural tourism), and improved infrastructure. Although the pandemic disrupted some targets, the strategy laid the foundation for post-COVID recovery and resilience.



Business and Investment Climate

Attractiveness of Foreign Direct Investments

Foreign direct investment in Morocco is showing clear signs of recovery, supported by improved risk indicators and investor confidence. In 2024, FDI inflows rose by 24.7%, reflecting renewed momentum in the country's investment climate. Announced greenfield FDI projects have surged in recent years, underscoring Morocco's growing appeal as a destination for international capital. This upward trend signals increasing trust in the Moroccan economy, bolstered by structural reforms and sectoral diversification efforts.



Morocco's foreign investment momentum is anchored in several high-potential sectors. Targeted government policies and global market dynamics have positioned industries such as electric vehicles, renewable energy, chemicals, and tourism as key drivers of FDI, reinforcing the country's role as a competitive regional hub.

Electric Vehicles (EV)

Morocco is rapidly emerging as a strategic hub for electric vehicle (EV) production and exports, particularly targeting the European and African markets. This momentum is largely driven by major Chinese investments.

Gotion High-Tech is leading the way by establishing Africa's first gigafactory for EV batteries in Morocco. Similarly, Huayou Cobalt has committed nearly \$20 billion to the manufacturing of cathodes and other essential lithium-ion battery components. In parallel, BYD, one of the world's largest EV manufacturers, is in advanced discussions to open an assembly plant in the country.

These initiatives are made possible by Morocco's well-developed industrial strategy and robust logistics infrastructure, which support integration into global EV value chains.

Renewable Energy

Attracted by Morocco's abundant solar and wind resources, foreign investors are increasingly channeling capital into renewable energy projects. These investments align with global shifts toward clean energy and support Morocco's ambitions to diversify its economy while advancing energy independence. As of 2021, renewable energies represented 37% of the country's total installed power, with 4GW of installed capacity, placing Morocco as the most attractive country in North Africa for renewable energy investment. The sector's growth reflects both investor interest and the country's commitment to sustainable development.





Chemicals

The chemical industry in Morocco continues to attract significant foreign investment, supported by strong industrial foundations and rising demand across the region. Foreign players are drawn by the availability of industrial zones, supportive regulation, and Morocco's strategic location for distribution into African and European markets. The sector plays a key role in Morocco's industrial diversification strategy and benefits from consistent policy support.

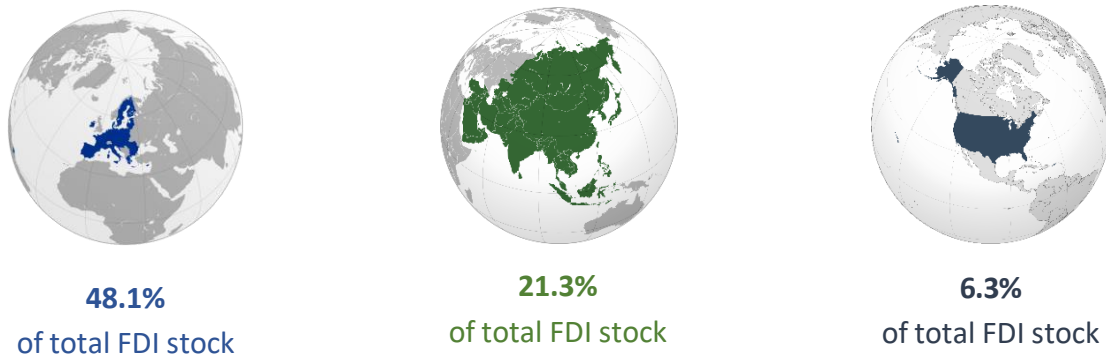


Tourism

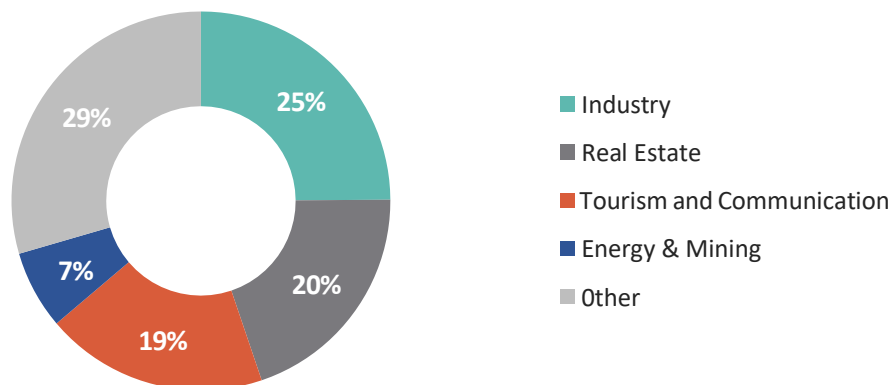
Tourism remains a vital pillar of Morocco's economy and continues to receive substantial foreign investment. In 2024, 17.4 million arrivals were registered, making Morocco number one destination in Africa. The country's rich cultural heritage, natural landscapes, and political stability make it a top destination for international travelers. Ongoing efforts to develop sustainable and diversified tourism, beyond traditional hubs, have reinforced Morocco's appeal to global investors. The sector also benefits from government incentives and infrastructure development aimed at increasing its economic impact and global competitiveness.

Geographic and Sectoral Investment Trends

Morocco's stock of foreign direct investment reflects the depth of long-term international partnerships it has cultivated over the years. European countries remain the most prominent investors, particularly France, followed by significant contributions from Gulf nations and North America. This diversified investor base demonstrates the sustained confidence in Morocco's economic fundamentals, stability, and strategic positioning.



In terms of sectoral distribution, Morocco's FDI stock is strongly concentrated in industry, real estate, and tourism. These sectors benefit from targeted national strategies, infrastructure development, and investor-friendly policies. Other significant areas attracting FDI stock include communication technologies, energy and mining, and commerce.



Digital Quality of Life

In the 2024 Digital Quality of Life (DQL) Index, Morocco ranks 69th globally out of 121 countries, marking a notable improvement of six positions compared to 2023.

Within Africa, Morocco maintains a strong position, placing 2nd among 25 countries on the continent.

The country's overall digital performance reflects a 6.13% year-over-year improvement, highlighting gradual but consistent progress across multiple pillars of digital development.

Electronic infrastructure:

Ranked 60th globally with a significant progress with a jump of 27 positions.

Electronic security:

Continued improvement, reaching 41st place globally. Up 1 position from 2023.

Electronic government services:

Improved to 85th, with a gain of 5 positions.

Internet quality:

Slight progress, now ranked 100th, an increase of 6 positions.

Internet affordability:

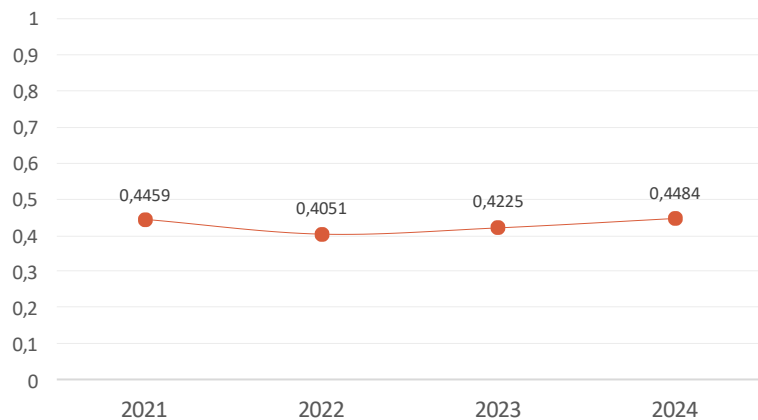
Remains a key challenge, ranked 70th globally, with only a 2-position improvement from the previous year.



Morocco

 **6 positions** vs 2023

DQL Index Comparison YoY



Infrastructure and Connectivity

Motorways



Morocco boasts the second largest motorway network in Africa, with new infrastructure projects underway, including the Tit Mellil, Berrechid and Rabat-Casablanca highways. According to the report annexed to the 2024 Finance Bill, the National Highway Company (ADM) is set to implement an investment program exceeding 8 billion dirhams over the next three years. This funding will support the construction of these key highways, with an annual budget plan and a program contract currently being prepared to define the financing and revenue recovery mechanisms for ADM.

Airports

Morocco has 21 international airports, including Casablanca's Mohammed V Airport, one of Africa's largest. Royal Air Maroc, the country's national carrier, was named "Best Regional Airline in Africa" by Skytrax for the seventh time in 2022. The country is connected to 56 nations via 399 air routes, serving 141 airports worldwide. According to the Ministry of Economy and Finance, air traffic is expected to grow by 6.4% annually between 2024 and 2026, increasing from 27 million to 31 million passengers.



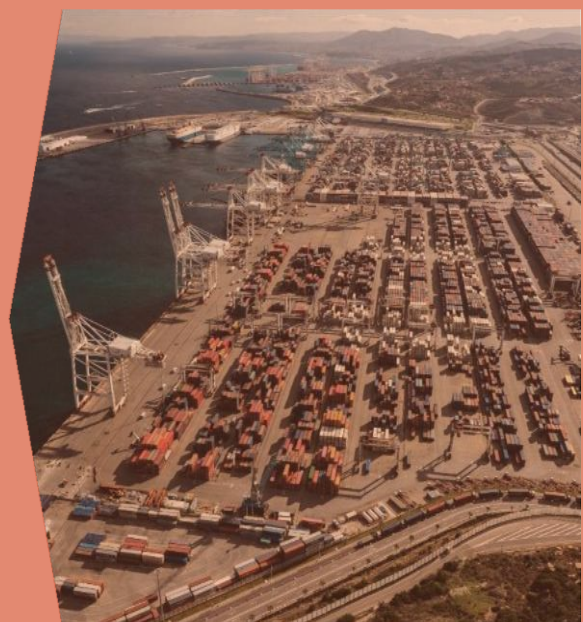
Railway



Morocco holds the position of having Africa's largest railway network, with 3,815 km of track and a global rank of 33rd. Operated by ONCF, the network includes over 2,300 km of active lines and features Al Boraq, Africa's first high-speed train, launched in 2018 to link Tangier and Casablanca in 2h10. ONCF is now working to extend high-speed service to Marrakech and Agadir, while adding 1,300 km of new conventional lines. With revenues expected to reach 4.85 billion dirhams in 2024, and traffic projected to grow by 5% to 7% annually through 2030, rail continues to play a key role in Morocco's sustainable mobility plans.

Ports

Tanger-Med has emerged as a key driver of Morocco's logistics sector, establishing itself as the country's top port since 2007. In 2023, it earned global recognition—ranked first in Africa, 17th worldwide, and the fourth most efficient port by the Alphaliner. Looking ahead, Morocco's Port Strategy 2030 aims to expand and modernize port infrastructure, reinforcing the country's role as a strategic hub for international trade, with Tanger-Med at its core.



Telecom



Morocco's telecommunications sector contributes around 10% of the national GDP, making it a vital pillar of the economy and a major attractor of foreign direct investment. The country leads North Africa in internet speed, according to Speedtest 2024, reflecting ongoing improvements in digital infrastructure. In 2024, Phase II of the National Broadband Plan (PNHD) targets the coverage of 2,500 additional areas to expand internet access. Meanwhile, preparations for the rollout of 5G are underway for 2025, further boosting Morocco's digital readiness and investor appeal.

Natural Resources

Morocco holds the world's largest reserves of phosphates, positioning the country as a global leader in phosphate production and export. Managed primarily by the OCP Group, this sector plays a strategic role in Morocco's economy, contributing significantly to export revenues and industrial development. Beyond phosphates, Morocco is also rich in other natural resources, including lead, zinc, copper, and silver, which support a growing mining industry.



Legal and Regulatory Framework

Morocco offers a stable and transparent legal framework that is highly conducive to investment. Its legal system characterized by codified statutes and a clear separation of powers. Over the years, Morocco has undertaken significant reforms to align its legal and regulatory environment with international business standards, particularly to support foreign investment and enhance legal certainty for economic operators.



International Treaties

The country is a signatory to major agreements safeguarding foreign investments, including:

- ICSID: Enables foreign investors to resolve disputes through international arbitration.
- MIGA: Offers political risk insurance (e.g., expropriation, transfer restrictions).



2023 Investment Charter

Recently revised to enhance investor confidence by guaranteeing:

- Protection from expropriation without compensation and freedom to repatriate profits and capital.
- Fair and equitable treatment and access to dispute resolution mechanisms.



Dispute Resolution

Commercial disputes can be resolved through local courts or arbitration:

- Morocco is a party to the New York Convention, ensuring the enforcement of foreign arbitral awards.
- Casablanca Finance City (CFC) offers access to international commercial courts, catering to global investors.

Main Types of Companies

Criteria	LLC (SARL)	SAS	PLC (SA)	Branch
Liability	Limited to contributions	Limited to contributions	Limited to contributions	Unlimited (parent company is fully liable)
Minimum Capital	None	None	300,000 MAD (unlisted) / 3M MAD (listed)	None
Shareholders	1 to 50	1 or more	Minimum 5	N/A
Capital Contribution	25% at setup, balance within 5 years	25% at setup, balance within 3 years	25% at setup, balance within 3 years	N/A
Management	One or more managers	Flexible (defined by statutes)	Board of Directors or Executive/Supervisory Board	Director appointed by parent company
Statutory Auditor	Required if revenue > 50M MAD	Required if regulatory threshold is met	Mandatory for all	Not required
Shares Transfer	Restricted; $\frac{3}{4}$ shareholder approval required	Defined by statutes	Free unless restricted by statutes	N/A
Voting Rights	Proportional to shareholding	Defined by statutes	1 share = 1 vote (other statutory possibilities)	N/A
Main Advantages	Simple, low cost, SME-friendly	Flexible, investor-friendly	Strong credibility, fundraising potential	Easy setup, direct parent control
Main Drawbacks	Less attractive to investors	More complex and costly than LLC	Rigid governance, high setup/operating cost	Unlimited liability, low autonomy

Foreign Ownership and Repatriation Rules



Foreign investors can hold up to 100% ownership in most sectors, except for a few regulated industries (e.g. agriculture, mining concessions).

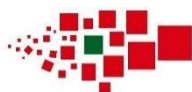


Free repatriation of capital and profits is allowed under Morocco's foreign exchange regulations, provided proper registration through the Foreign Exchange Office.



No restrictions on dividend distribution or capital transfers, subject to compliance with local tax obligations.

Key Regulatory Authorities



المركز الجهوي للاستثمار
Centre Régional d'Investissement

CRI is a one-stop shops for business creation, permits, and support. Recently reformed to streamline procedures.



المكتب المغربي للملكية الصناعية والتجارية
Office Marocain de la Propriété
Industrielle et Commerciale

OMPIC handles company registration, trade names, trademarks, and patents.



AMDIE promotes Morocco as an investment destination and supports foreign investors with information and facilitation.

Taxation Framework

Morocco's tax system is structured and investor-friendly, with reforms aimed at aligning with international standards and promoting private sector growth.

Corporate Income Tax

As part of the 2023 Finance Law, Morocco launched a corporate tax reform aimed at streamlining the tax system by progressively eliminating disparities across regimes. The reform introduces a simplified structure with two standard rates, 20% and 35%, effective by 2026.

Tax Regime	Exemption Period	Applicable Rate (BF ≤ 100 M MAD)	Applicable Rate (BF > 100 M MAD)
Common Law	None	20%	35%
Hotel Companies	5 years	20%	35%
Agricultural Companies	If revenue < 5 MMAD	20%	35%
Industrial Acceleration Zone (ZAI)	5 years	20%	20%
Casablanca Finance City (CFC)	5 years	20%	20%
Offshoring Companies	5 years	20%	35%
Exporting Companies	None	20%	35%
Industrial Companies	5 years	20%	35%

Hotel companies enjoy a 5-year Corporate Tax exemption on foreign currency revenues that are properly repatriated.

Agricultural businesses with annual turnover under 5 million MAD are fully exempt. If they exceed this threshold, they become taxable at 20% or 35%, and must remain below the limit for three consecutive years to regain the exemption.

Social Solidarity Contribution on Profits

The Social Solidarity Contribution on Profits is an additional tax on the net profits of companies subject to Corporate Income Tax (IS) in Morocco. It supports funding for social programs such as poverty reduction, healthcare, and education. The rate varies by profit level, encouraging profitable companies to contribute to the country's social development while complementing Morocco's efforts to promote economic growth and social equity.

Bracket in MAD	Rate
1 million – 5 million	1.5%
5 million – 10 million	2.5%
10 million – 40 million	3.5%
+ 40 million	5%

Dividend Withholding Tax

Up until 2023, dividends in Morocco were subject to a withholding tax rate of 15%. The 2023 Finance Law introduced a stepped decrease to enhance the country's fiscal competitiveness. Starting with 13.75% in 2023, the rate will drop incrementally each year, 12.5% in 2024, 11.25% in 2025, before stabilizing at 10% in 2026.

This gradual adjustment is designed to make dividend payouts more attractive to investors, supporting increased investment and aligning Morocco's tax rates with global best practices.

13.75%
In 2023

12.5%
In 2024

11.25%
In 2025

10%
In 2026

Value-Added Tax (VAT)

The 2024 Finance Law introduces plans to streamline VAT by consolidating rates into two main levels, 10% and 20%, by 2026. This measure is part of a wider effort to simplify the tax system and clarify applicable rates, aiming to achieve uniformity and consistent VAT application across the board by that year.

VAT General Benefits and Refund Mechanisms

Companies operating within industrial acceleration zones enjoy the benefit of purchasing goods and services without paying VAT. For those outside these zones, VAT must be paid on purchases; however, they can still access several mechanisms designed to improve cash flow, including:

- *VAT Exemption for Exporters*
Exporting businesses are allowed to buy goods, raw materials, non-recoverable packaging, and services from local suppliers without VAT. Additionally, companies focused on exporting services may qualify for VAT exemptions on products and services crucial to their operations.
- *VAT Refunds for Exporters*
Export-oriented companies may apply for VAT refunds on eligible purchases, provided they meet specific regulatory requirements.
- *VAT Refunds on Investment Goods*
Businesses can also seek refunds on VAT paid for investment goods, with the exception of office furniture and personal vehicles, subject to certain eligibility conditions.





VAT Benefits Industrial Acceleration Zones

To promote investment and boost industrial development, Morocco has established Industrial Acceleration Zones (IAZs) offering a range of tax and operational benefits, including:

- *VAT on Sales*
Companies operating within industrial acceleration zones benefit from a VAT exemption on sales, including exports and transactions with other businesses located in the same or other designated zones. This exemption also allows for VAT deduction on eligible inputs.
- *VAT on Purchases*
Similarly, purchases of goods and services from suppliers within the same zone or other industrial acceleration zones are exempt from VAT, while maintaining the right to deduct.

However, transactions carried out with entities outside these zones remain subject to the standard VAT rates as defined by national tax regulations.

Professional Tax

The professional tax is levied on both individuals and companies, Moroccan or foreign, conducting business activities in Morocco. It is primarily calculated based on the rental value of the premises used for these activities.

The main exemptions for companies:

5 -year exemption for newly established companies, except for branches, which are taxed from the first year.

15 -year exemption for companies operating within industrial acceleration zones.



Employment and Labor Law

Morocco's labor framework is defined by a modern Labor Code designed to balance worker protection with business flexibility. It covers key aspects such as employment contracts, foreign workforce regulations, wages, and social security obligations.

Social Indicators

Mandatory Social Contributions

The CNSS (Caisse Nationale de Sécurité Sociale) oversees Morocco's mandatory social security system, ensuring coverage for salaried employees across various sectors. It provides key benefits such as health insurance (AMO), family allowances, retirement pensions, and compensation for work-related risks.

Contributions	Benefits	Cost for Employee	Cost for Employer
Social Security Benefits	It guarantees employee protection	4.48%	8.98% Capped base at 6,000 MAD
Mandatory Health Insurance	It covers medical expenses	2.26%	4.11%
Family Allowances	It provides financial support	-	6.4%
Vocational Training Contribution	It provides funds to professional training	-	1.6%

Morocco's Labor Laws

Morocco's labor system includes regulated working hours, mandatory insurance, structured wage policies, and seniority-based salary increases, all designed to ensure worker protection and compliance with labor standards.



Work Accident Insurance

Covers medical expenses and salary losses employees in case of a work-related accident or occupational illness.

Costs between 1% and 10% of total taxable payroll (no cap).



Guaranteed Minimum Wage

Amount as of 2024: MAD 3,111.39.

Planned Increase: +10% for private sector in two phases: +5% in January 2025 and +5% in January 2026.



Legal Working Hours

Annual Limit: 2,288 hours per year.

Weekly Limit: 44 hours per week.

Typical Distribution: 8 hours/day from Monday to Friday.



Mandatory Annual Salary Increase

5% after 2 years and 10% after 5 years

Annual Limit: 2,288 hours per year.

Or, 15% after 12 years, 20% after 20 years, and 25% after 25 years.



Overtime Pay

Between 6:00 AM – 9:00 PM

25% extra: On regular working days

50% extra: On rest days or public holidays



Overtime Pay

Between 9:00 PM – 6:00 AM

50% extra: On regular working days

100% extra: On rest days or public holidays

Investment Incentives and Support Structures

Institutional Support

Morocco offers a robust ecosystem of institutional support to facilitate investment, promote exports, and finance strategic projects. Key institutions include:

AMDIE – Moroccan Agency for Investment and Export Development

Beyond its promotional role, AMDIE acts as a facilitator for investment procedures and supports export-ready businesses through:

- Tailored investor support programs and aftercare services.
- Coordination of international promotional campaigns.
- Support for market access and export readiness for Moroccan firms.

CRIs – Regional Investment Centers

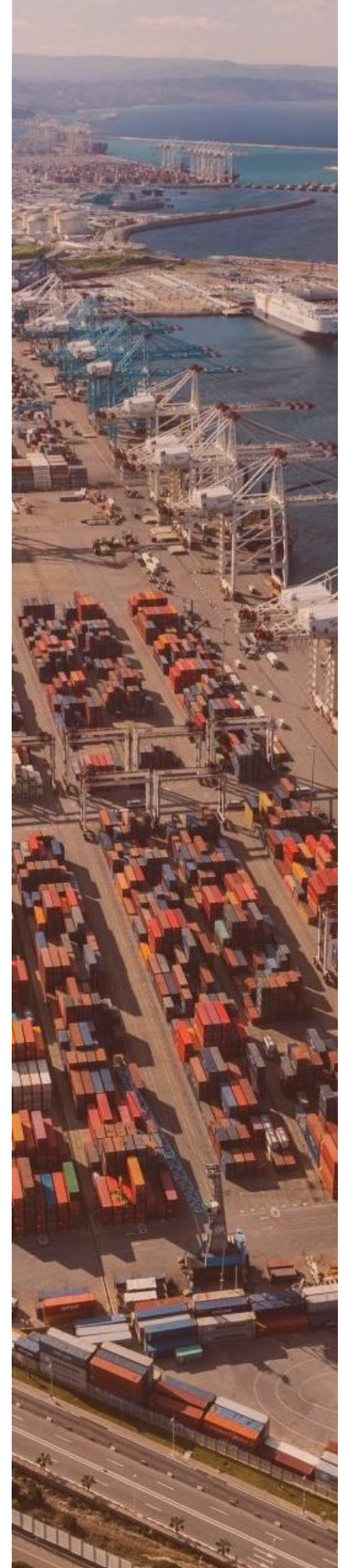
While CRIs are known as administrative one-stop shops, they also:

- Provide region-specific investment intelligence.
- Offer personalized project support, including feasibility feedback and local contacts.
- Help investors access regional incentives, infrastructure zones, and labor support programs.
- Act as a liaison with local authorities to accelerate approvals.

Hassan II Fund for Economic and Social Development

This fund plays a strategic financial role by:

- Co-financing industrial projects, especially those generating jobs or involving technology transfer.
- Offering direct financial grants to eligible sectors like automotive, aeronautics, textiles, tourism, and offshoring.
- Supporting infrastructure development within industrial zones or export-oriented clusters.



Specific Hosting Structures

Morocco has developed dedicated hosting environments to attract and accommodate high-value-added businesses, particularly in finance, industry, and technology. These structures offer tailored regulatory, tax, and operational advantages to boost competitiveness and attract foreign direct investment.

Casa Finance City

Established in 2010 under the leadership of King Mohammed VI, Casablanca Finance City (CFC) serves as a strategic platform for accessing African markets. Positioned between Europe and Africa, CFC offers a stable environment, local expertise, and institutional support to facilitate cross-border business.

Managed by the Casablanca Finance City Authority (CFCA), CFC provides a favorable regulatory and tax framework that attracts multinational firms and promotes investment. It has supported members operating in over 80 countries, reinforcing Morocco's role as a key financial and business hub for the continent.

-
- 1st financial Center in Africa
 - \$1.5 billion Revenue of CFC members
 - 80 countries covered
 - 24 nationalities represented by CFC
 - 226 members
 - +5,500 employees



To obtain CFC status, companies must operate in sectors such as finance, professional services, or international trade. They must be based in Casablanca Finance City, locally managed, and actively contribute to its development by creating qualified jobs, transferring skills, and forming strategic partnerships. Eligibility also requires a minimum level of operational spending, proven expertise, and investment in infrastructure to ensure a long-term presence within the CFC ecosystem.



Tax and Social Advantages

- Corporate income tax: full tax exemption for five years from CFC status approval, then a reduced 20% tax rate.
- Dividend Tax: dividends paid to non-residents are permanently exempt from withholding tax.
- Registration Fees: exemption applies to fees related to company incorporation and capital increases.
- Personal income tax: all employees working for CFC-accredited companies benefit from a flat personal income tax rate of 20%, applicable for up to 10 years.
- Capital mobility: unified foreign currency account, full flexibility in managing foreign assets, unrestricted intra-group transfers of management and support fees, and higher business travel allowances are granted.

Industrial Acceleration Zones (ZAI)

Industrial Acceleration Zones (ZAI), formerly Export Free Zones, are designated areas that promote industrial investment and exports through tax incentives, simplified procedures, and access to major logistics networks. Key zones include Tangier, Kenitra's Atlantic Free Zone, and Oujda.


Tax and Social Advantages


- **Tax Benefits:** 5-year corporate tax exemption, followed by a reduced 20% rate from 2026; VAT exemption on local and imported goods/services.
- **Dividend & Customs Relief:** no withholding tax on dividends to non-resident shareholders; exemption from customs duties on imported equipment and raw materials for export.
- **Foreign Exchange Flexibility:** full freedom in foreign currency operations for trade and services.
- **Strategic Location:** Direct access to key transport infrastructure (ports, airports, highways) to ease exports.
- **Simplified administration:** Streamlined processes for business setup and operations.





To be eligible for ZAI status, companies must operate primarily in industry, logistics, or export-related services, and present investment projects that promote industrial growth and employment in Morocco. They are expected to align with international standards, focus on export production, and provide a term of reference outlining their role in fostering innovation, skills development, and the overall advancement of the zone.



 **Targeted Sectors:** Designed to attract export-focused companies in key industries such as automotive, aerospace, electronics, and agri-food.

 **Strategic Policy Tool:** These hubs are part of Morocco's broader Industrial Acceleration Plan, positioning the country as a manufacturing and export bridge between Europe and Africa.

 **Investor-Ready Environment:** Zones offer fully developed infrastructure, investor support services, and streamlined administrative procedures to simplify business operations.

 **Institutional Management:** Operated by MEDZ, a subsidiary of the CDG Group, ensuring strategic coordination, public support, and long-term development alignment.

Geographic Distribution of Industrial Acceleration Zones in Morocco



Offshoring P2I

- Casanearshore
- Rabat Technopolis
- Fes Shore
- Tetouan Shore
- Oujda Shore



Automotive P2I

- Kenitra Atlantic Free Zone
- Tangier Automotive City



Aeronautics P2I

- Nouaceur Aerospace City



Agropoles

- Agropole of Meknes
- Agropole of Berkane
- Agadir Haliopolis



General Purpose P2I

- Technopole of Oujda
- Agadir Free Zone



Offshoring Zones

Morocco's offshore zones are specialized economic areas designed for companies engaged in international services such as IT, outsourcing, and business process operations. These zones offer favorable tax and regulatory conditions to attract global investors and enhance Morocco's positioning as a competitive service hub.

Key offshore platforms include five Integrated Industrial Platforms (P2I): Casanearshore, Technopolis, Fès Shore, Oujda Shore (developed by MEDZ), and Tétouan Shore (managed by TMSA). These sites provide modern infrastructure and tailored facilities to support business operations.

2nd

employer in Morocco

+11 billion MAD

of export turnover

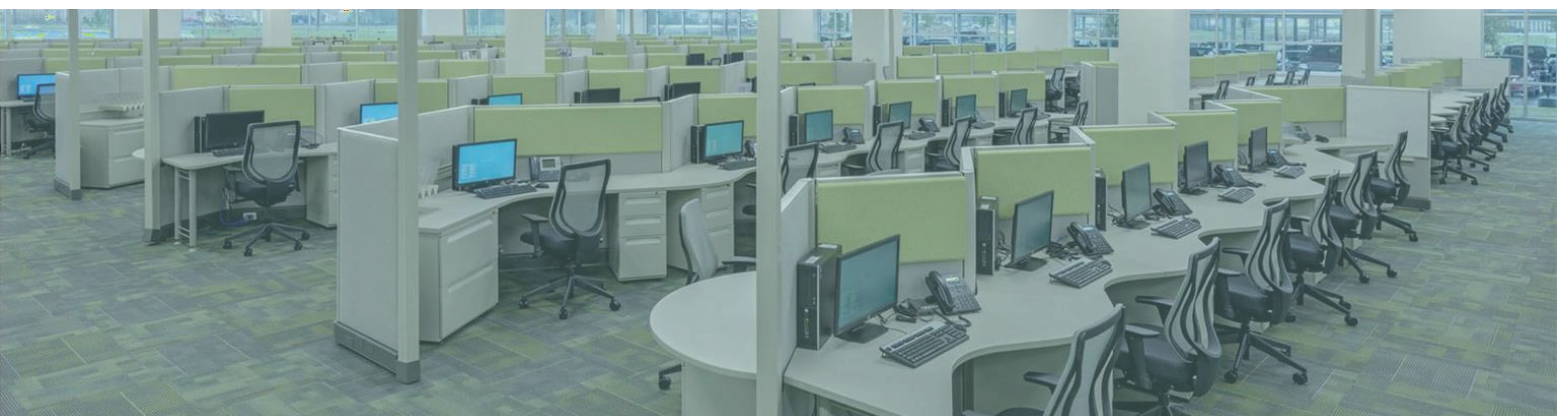
+1,000

companies

+69,000

Job positions

To operate within an offshore zone, companies must be focused on export-oriented services such as IT, finance, consulting, outsourcing, or support functions. They are required to present investment projects that align with Morocco's economic goals and show their potential to generate qualified employment.



Core Areas

**CRM**

Customer Relationship Management

**ITO**

Information Technology Outsourcing

**BPO**

Business Process Outsourcing

**ESO**

Engineering Services Outsourcing

**KPO**

Knowledge Process Outsourcing

Tax and Social Advantages

- **Corporate Tax:** 100% exemption for the first five years, followed by a reduced rate of 20% starting in 2026. Additionally, a state subsidy lowers the effective tax on export revenues to 8.75%.
- **Personal Income Tax Support:** The government partially subsidizes income tax, enabling a reduced effective rate of 20%.
- **VAT Relief:** Exemption from VAT on services delivered abroad.
- **Strategic Infrastructure Access:** Close to major transport hubs such as ports, airports, and highways, supporting efficient logistics.
- **Streamlined Administration:** Simplified processes for business setup and operations.



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