

MOTAÆNGIL

GRI Table

Sustainability
Report 2021





This document is an appendix to Mota-Engil Group's **► 2021 Sustainability Report**, which was written in accordance with the Global Reporting Initiative (GRI) Standards (under “Essential”). Set out below are the GRI standards and indicators to which it is hoped to respond, with reference to the respective contents of the Report (or other external resources) and detailing the response, in the table itself, wherever applicable.



General contents

GRI 102: GENERAL CONTENTS

Location

Referring to the standard published in 2016

Organisational profile

102-1 Name of the organisation

Mota-Engil, SGPS, S.A.

102-2 Activities, brands, products and services

Chapter 2.2 Business Areas

Page 14

For more information, see: www.mota-engil.com/institucional/apresentacao/

102-3 Location of headquarters

Rua do Rego Lameiro, nº 38, 4300-454 Porto, Portugal

102-4 Location of operations

Chapter 2.1 Mota-Engil world

Pages 12-13

For more information, see: www.mota-engil.com/mota-engil-no-mundo/presenca-internacional/

102-5 Ownership and legal form

The company is 100%-owned by Mota-Engil, SGPS, S.A. whose head office is in Rua do Rego Lameiro, nº 38, no Porto. Mota-Engil SGPS, S.A. is quoted on the PSI 20 benchmark index on the Lisbon Stock Exchange (Euronext Lisboa).

102-6 Markets served

Chapter 2.1 The Mota-Engil world

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Chapter 2.2. Business areas

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102-7 Scale of the organisation

Chapter 1.2 Mota-Engil in numbers

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Chapter 2.1 The Mota-Engil world

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102-8 Information on employees and other workers

TOTAL NUMBER OF EMPLOYEES PER LENGTH OF CONTRACT AND GENDER

		2020	2021
Permanent contract	Men	12,989	15,860
	Women	2,533	2,769
	Subtotal	15,522	18,629
Fixed-term contract	Men	17,644	17,480
	Women	2,165	2,322
	Subtotal	19,809	19,802
Interns	Men	0	92
	Women	0	51
	Subtotal	0	143
Total Employees		35,331	38,574

Note 1: No temporary workers and interns were included.

Note 2: Data for 2020 does not include interns, as the relevant information had not been uploaded into the system at the time.

Note 3: The data refers to the no. of existing employees as of 31 December.

TOTAL NUMBER OF EMPLOYEES PER LENGTH OF CONTRACT AND REGION

		2020	2021
Permanent contract	Europe	5,459	5,840
	Africa	3,383	4,907
	Latin America	6,003	7,197
	Holding company	280	258
	Share capital	397	427
Subtotal	15,522	18,629	
Fixed-term contract	Europe	3,092	2,822
	Africa	12,172	12,215
	Latin America	4,158	4,378
	Holding company	43	65
	Share capital	344	322
Subtotal	19,809	19,802	
Interns	Europe	–	36
	Africa	–	65
	Latin America	–	19
	Holding company	–	17
	Share capital	–	6
Subtotal	–	143	
Total Employees		35,331	38,574

Note 1: No temporary workers and interns were included.

Note 2: Data for 2020 does not include interns, as the relevant information had not been uploaded into the system at the time.

Note 3: The data refers to the no. of existing employees as of 31 December.



TOTAL NUMBER OF EMPLOYEES PER TYPE OF CONTRACT AND PER GENDER		2020	2021
Full-time	Men	30,633	33,432
	Women	4,698	5,142
Total		35,331	38,574

Note 1: No temporary workers and interns were included.

Note 2: Data for 2020 does not include interns, as the relevant information had not been uploaded into the system at the time.

Note 3: The data refers to the no. of existing employees as of 31 December.

102-9 Supply chain

Chapter 5.3 Mota-Engil supply chain

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102-10 Significant changes to the organisation and its supply chain

Chapter 5.2 Sustainable economic growth

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During 2021, no significant changes occurred to the Group's operations or the geographies where they have a presence. However, as a product of the Group's policy of expansion into new markets, the start-up of operations in 2021 in Nigeria, where the Group's largest ever contract is currently being implemented, and in Mali should be highlighted.

Furthermore, in 2021, Mota-Engil SGPS, S.A., proceeded to increase its share capital by issuing 69,270,809 new ordinary, book-entry and nominal shares, with a nominal value of one euro each and a subscription price of €1.50, i.e. a premium of €0.5 per new share. In addition, 2021 was also notable for the entry of a new shareholder into the Group's capital structure – China Communications Construction Company, Ltd. (CCCC), one of the world's largest infrastructure groups. Following the change in the aforementioned shareholding positions, Mota Gestão e Participações, SGPS, S.A. held 38.41% of the share capital in Mota-Engil, SGPS, S.A. and CCCC (via the company Epoch Capital Investments BV) 32.41%.

No significant changes were verified in the supply chain.

102-11 Precautionary principle or approach

Chapter 3 Building 26 for a sustainable future

Pages 16-19

Chapter 6 Environmental aspects

Pages 56-74

The precautionary principle is a key part of the integrated safety, health, environment and quality (SHEQ) policy and the Group's corporate management systems and companies through which risks are identified and action plans are defined to prevent and minimise the Group's impacts on the environment.

102-12 External initiatives

Chapter 4.4 Our stakeholders

MAIN CHARTERS, PRINCIPLES AND OTHER EXTERNAL INITIATIVES	EXTERNAL ORGANISATION RESPONSIBLE
Charter of Principles(*) (Mota-Engil SGPS)	BCSD Portugal
CEO's Guide on Human Rights(*),(**) (Mota-Engil SGPS)	BCSD Portugal
Corporate Integrity and Anti-Corruption Compact (Mota-Engil México)	Instituto Ehos
Global Compact(***) (Mota-Engil Mexico)	United Nations
Principles of Women's Empowerment (Mota-Engil Mexico)	UNGC and UN Women

(*) See SYNERGY no. 56 (pp. 8-9) www.mota-engil.com/media/publicacoes/

(**) Chapter 4.3 Human rights

(***) Chapter 7.3 Local development and see SYNERGY no. 56 (p. 82) www.mota-engil.com/media/publicacoes/

102-13 Membership of associations

Chapter 4.4 Our stakeholders

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Mota-Engil, through its various companies, is a part of sectoral associations, business associations, chambers of commerce and other bodies. The Group is represented in the sectors where it operates and in the chambers of commerce in the geographical markets where it does business. Bearing in mind the diversity of the Group's business areas and these multiple memberships, only associations that stand out in the area of sustainability are identified in Chapter 4.4 for summary reasons.

Strategy

102-14 Statement from senior decision-maker

Chapter 1.1 The view from top management

Pages 5-7

102-15 Key impacts, risks and opportunities

See: 2021 Consolidated Annual Report, chapter 02. Non-Financial Information Report | C. Main Risk Factors (pp. 52-63)

www.mota-engil.com/investidores/informacoes-financeiras/

Ethics and integrity

102-16 Values, principles, standards and norms of behaviour

Chapter 4.2. Corporate ethics and integrity

Pages 17; 29

For more information, see: www.mota-engil.com/sustentabilidade/codigo-de-etica-e-de-conduta/

102-17 Mechanisms for advice and concerns about ethics

Chapter 4.2. Corporate ethics and integrity

Pages 29-30

Channel for reporting irregularities: www.mota-engil.com/provedoria/

For more information, see: www.mota-engil.com/sustentabilidade/codigo-de-etica-e-de-conduta/

Governance

102-18 Governance structure

Chapter 4.1 Sustainability governance

Pages 26-28

See: 2021 Consolidated Annual Report, chapter 04. Report on Corporate Governance Practices | B. Governing Bodies and Committees (p. 248)

www.mota-engil.com/investidores/informacoes-financeiras

102-22 Composition of the highest governance body and its committees

See: 2021 Consolidated Annual Report, chapter 04. Report on Corporate Governance Practices | B. Governing Bodies and Committees (pp. 242-269)

www.mota-engil.com/investidores/informacoes-financeiras

102-24 Nominating and selecting the highest governance body

See: 2021 Consolidated Annual Report, chapter 04. Report on Corporate Governance Practices | B. Governing Bodies and Committees (p. 243)

www.mota-engil.com/investidores/informacoes-financeiras

102-25 Conflicts of Interest

Chapter 4.2. Corporate ethics and integrity

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Stakeholder engagement

102-40 List of stakeholder groups

Chapter 4.4 Our stakeholders

Page 38

102-41 Collective bargaining agreements

COLLECTIVE BARGAINING AGREEMENTS

Percentage of workers covered by collective bargaining agreements (%)

	2020	2021
Europe	32%	31%
Africa	34%	48%
Latin America	88%	86%
Other	89%	89%
Total Mota-Engil Group	52%	56%

COLLECTIVE BARGAINING AGREEMENTS

Percentage of workers covered by collective bargaining agreements (%)

	2020	2021
Engineering and Construction	61%	64%
Environment	33%	35%
Other business areas	89%	89%
Total Mota-Engil Group	52%	56%

102-42 Identifying and selecting stakeholders

Chapter 4.4 Our stakeholders

Pages 37-38

102-43 Approach to stakeholder engagement

Chapter 4.4 Our stakeholders

Pages 37-39

102-44 Key topics and concerns raised

Through the existing hearing mechanisms (Chapter 4.4), developed by Mota-Engil Group and its companies, information is collected that helps to identify the needs, expectations, concerns and satisfaction of their main stakeholders. This information is processed by each company and according to the specific aims of involvement, no summary of the results of all these interactions being centrally available

Reporting practices

102-45 Entities included in the consolidated financial statements

For the analysis and support of the GRI indicators, the information from the Group companies indicated in the table, gathered from the different markets and for which relevant activity exists/active projects with an impact on the environmental and social areas, was taken into account.

INTERNAL GROUP MANAGEMENT STRUCTURE

	COMPANY	BUSINESS AREA (*)
Europe	CAPSFIL	Engineering and Construction
	Mota-Engil, Engenharia e Construção, S.A.	Engineering and Construction
	Mota-Engil Central Europe S.A.	Engineering and Construction
	Mota-Engil Railway Engineering, S.A.	Engineering and Construction
	EGF – Empresa Geral do Fomento, S.A.	Environment
	SUMA – Serviços Urbanos e Meio Ambiente, S.A.	Environment
	Triaza	Environment
	Enviroil	Environment
	Resilei	Environment
	Rima	Environment
	Siga	Environment
	Ecovision	Environment
	Africa	Mota-Engil Angola
Mota Engil Côte d'Ivoire SARL		Engineering and Construction
Mota-Engil Guinea Conakry SARL		Engineering and Construction
Mota-Engil Guinée Mandiana SARL		Engineering and Construction
Mota-Engil - Sucursal do Malawi		Engineering and Construction
MEIM (Mota-Engil Inter-Mining) Morila SARL		Engineering and Construction
Mota-Engil Engenharia e Construção África, SA – Sucursal de Moçambique		Engineering and Construction
Mota-Engil, Moçambique, Limitada.		Engineering and Construction
MEEC Africa - Sucursal do Quênia		Engineering and Construction
Mota-Engil Engenharia e Construção – Rwanda		Engineering and Construction
MEECA PTY		Engineering and Construction
Mota-Engil Engenharia e Construção África – Sucursal do Uganda		Engineering and Construction
Mota - Engil Uganda		Engineering and Construction
Vista Waste		Environment
Clean Eburnie	Environment	
Eco-Eburnie	Environment	
ECOLIFE, SA	Environment	



	COMPANY	BUSINESS AREA (*)
Latin America	Empresa Construtora Brasil SA	Engineering and Construction
	Mota-Engil Engenharia e Construção SA – Sucursal do Brasil	Engineering and Construction
	Mota-Engil Colombia SAS	Engineering and Construction
	Mota-Engil LATAM Colombia SAS	Engineering and Construction
	MEEC – Sucursal da Colombia	Engineering and Construction
	Consortium. MEC-AV.MALECON-UF2	Engineering and Construction
	Consortio ME-C. Schools	Engineering and Construction
	Mota-Engil LATAM COL SAS	Engineering and Construction
	Mota-Engil México, S.A.P.I DE C.V.	Engineering and Construction
	MEEC - Sucursal do Panamá	Engineering and Construction
	Mota-Engil Perú S.A.	Engineering and Construction
	Mota-Engil Dominicana	Engineering and Construction
	SUMA Brasil – Serviços Urbanos e Meio Ambiente, SA	Environment
Other	Manvia - Manutenção e Exploração de Instalações e Construção, SA	Other business areas
	Manvia II Condutas Lda.	Other business areas
	Manvia - Manutenção e Exploração de Instalações e Construção SA – Sucursal de Espanha	Other business areas
	Vibeiras – Sociedade Comercial de Plantas, SA	Other business areas
	Área Golfe – Gestão, Construção e Manutenção de Campos de Golfe, SA	Other business areas
	Mota Engil Real Estate Portugal, S.A.	Other business areas
	Mota-Engil Real Estate Sp. z o.o.	Other business areas
	Mota-Engil Renewing S.A	Other business areas
	Takargo	Other business areas

(*) Simplified subdivision between Engineering and Construction, Environment and Other Business Areas, as ascertained for the environmental and OHS indicators. For more information see Chapter 8.1 About this report.

The information regarding the remaining indicators was ascertained based on centrally gathered information covering all companies within the boundaries of financial consolidation.

102-46 Defining report content and topic Boundaries

Chapter 4.5 Our material topics Page 40

102-47 List of material topics

Chapter 4.5 Our material topics Page 40

102-48 Restatements of information

Chapter 8.1 About this report Page 120

This report alters the following data contained in the 2020 Sustainability Report: governance – GRI 205-3; environmental – GRI 301-1, 302-1, 303-3, 305-1/2, 306-3, 307-1; and social – GRI 102-41, 406-1, 419-1. These changes are a result of the process underway to: 1) consolidate ascertainment methods; and 2) standardise the sources and criteria for ascertaining data between the different markets/geographies where the Group operates.

102-49 Changes in reporting

There are no changes to note

102-50 Reporting period

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102-51 Date of most recent report

June 2020

102-52 Reporting cycle

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102-53 Contact point for questions regarding the report

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102-54 Claims of reporting in accordance with the GRI Standards

Chapter 8.1 About this report Page 119

102-55 GRI content index

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102-56 External assurance

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Management approach

GRI 103: MANAGEMENT APPROACH

Location

Relating to the standard published in 2016

103-1 Explanation of the material topic and its Boundary

Chapter 4.5 Our material topics

Page 40

At the start of the respective chapter/subchapter, each material topic presents introductory information about its relevance to Mota-Engil.

103-2 The management approach and its components

Chapter 3 Building 26 for a sustainable future

Pages 16-20

In the introduction to the chapter/subchapter, each material topic details information on existing policies, commitments and responsibilities, among other relevant data, that reflect the Mota-Engil Group management model. In addition, and for each material topic, a selection of specific actions is detailed, such as projects, programmes and initiatives, developed corporatively and per region where Mota-Engil operates, as a form of illustrating its management in this area.

As regards complaints, there are various mechanisms aimed at gathering the opinions, concerns, complaints and suggestions of employees, clients, communities, and other stakeholders (Chapter 4.4 Our stakeholders). Each company in the Group has specific channels for receiving complaints, within the scope of their management systems, analysing them and replying to complainants. This information is decentralised in each market/company. It must also be mentioned that the Group companies, whose quality management systems are certified, regularly conduct satisfaction surveys among their clients and that the process of centralising information in Africa has been started in the aim of identifying the main needs and acting transversally in order to raise our clients' satisfaction levels. With the current process of expanding the Global Group Certification (to ISO 9001 standard), the centralisation of information at the corporate level will be reinforced. An internal Client Management process was also established whose chief aim was to strengthen closer links with clients to ensure their needs are identified and to improve their satisfaction.

The Group has a corporate channel for reporting irregularities → (www.mota-engil.com/provedoria) – Chapter 4.2. Corporate ethics and integrity. The reception and forwarding of complaints over concerns or infringements is the responsibility of Internal Audit. In situations in which the local legislation determines the existence of reporting channels with local domains, the automatic and simultaneous forwarding of communications to the Ethics channel of the Group is ensured whenever legally possible.

Some infringements, due to their nature, may be forwarded to other functional areas, namely Human Resources and Legal Affairs.

103-3 Evaluation of the management approach

The Mota-Engil Group undertakes regular monitoring and assessment of the indicators associated with each topic. To assess the effectiveness of the management model, it also uses the results of audits (internal and external), the effectiveness of actions taken to handle risks and opportunities, feedback from stakeholders, benchmarking analyses and, whenever available, external performance ratings.



Specific content

Economic performance

GRI 201: ECONOMIC PERFORMANCE

Location

Relating to the standard published in 2016

201-1 Direct economic value generated and distributed

Thousands of euros	EUROPE		AFRICA		LATIN AMERICA		HOLDING COMPANY ^(a)		SHARE CAPITAL		TOTAL MOTA-ENGI GROUP	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
I) Direct Economic Value Generated	1,057,693.51	1,014,063.69	790,471.69	958,458.19	612,247.29	676,063.77	- 37,831.77	- 11,240.96	63,539.29	60,088.32	2,486,120.01	2,678,360.59
Income ^(a)	1,057,693.51	1,014,063.69	790,471.69	958,458.19	612,247.29	676,063.77	- 37,831.77	- 11,240.96	63,539.29	60,088.32	2,486,120.01	2,678,360.59
II) Direct Economic Value Distributed (Operational costs)	986,230.71	935,235.47	645,044.84	778,067.26	574,411.22	653,051.70	- 4,923.99	28,882.33	65,873.51	62,765.07	2,266,636.29	2,425,198.47
Expenditure related to financiers and shareholders ^(b)	29,003.58	27,986.84	55,242.33	53,798.85	38,837.10	48,690.27	20,191.35	27,085.08	3,200.32	2,417.30	146,474.68	151,960.53
Expenditure related to the state and other public entities ^(c)	14,319.68	19,762.11	29,222.97	43,024.59	13,580.80	23,456.55	- 5,575.12	- 2,978.37	1,428.49	918.97	52,976.81	84,517.28
Expenditure on community-related investments ^(d)	569.10	479.62	457.37	543.23	1,170.03	1,358.37	346.32	582.36	67.85	38.66	2,610.66	3,022.80
Staff costs ^(e)	209,111.72	220,239.32	123,641.92	142,372.12	146,785.05	159,034.19	20,207.54	10,194.45	19,898.22	20,831.80	519,644.45	563,586.40
Operating expenditure ^(f)	733,226.63	666,767.57	436,480.26	538,328.48	374,038.24	420,512.32	- 40,094.09	- 6,001.19	41,278.64	38,558.33	1,544,929.68	1,622,111.47
III) Accumulated Economic Value (I-II)	71,462.80	78,828.22	145,426.85	180,390.93	37,836.07	23,012.06	- 32,907.78	- 40,123.28	- 2,334.22	- 2,676.75	219,483.71	253,162.12

Notes:

(a) Corresponds to the sum of the following items/sub-items in the consolidated profit and loss account by nature: (i) Sales and services rendered; (ii) Other operating income/(expenditure) – Profits on tangible assets disposal; (iii) Other operating income/(expenditure) – Other profits; and (iv) Financial gains and earnings – Interest received.

(b) Corresponds to the sum of the following sub-items in the consolidated profit and loss account by nature: (i) Financial losses – Interest charged; (ii) Financial losses – Interest charged – leasing liabilities with dividends paid in the financial year contained in the consolidated cash-flow statement.

(c) Corresponds to the sum of the following items/sub-items in the consolidated profit and loss account: (i) Other operating income/(expenditure) – Operating costs and losses – Taxes; and (ii) Current corporation tax.

(d) Corresponds to the sub-item in the consolidated profit and loss account by nature: Other operating income/(expenditure) – Operating costs and losses – Donations. This item does not include all community investments in cases where they are operationally allocated to specific cost centres for local works and projects.

(e) Corresponds to the item in the consolidated profit and loss account by nature: Expenditure on personnel.

(f) Corresponds to the sum of the following items/subitems in the consolidated profit and loss account by nature: (i) Cost of goods sold and materials consumed and Variations in production; (ii) Supplies and external services; (iii) Other operating income/(expenditure) – Operating costs and losses – Losses in tangible asset disposal; (iv) Other operating income/(expenditure) – Operating costs and losses – Other costs.

GRI 202: MARKET PRESENCE

Location

Relating to the standard published in 2016

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

As regards the percentage of the workforce receiving the national minimum wage, and given that not every country has one, the figure is only shown for those markets where a national minimum wage is applied.

PERCENTAGE OF EMPLOYEES RECEIVING THE LOCAL MINIMUM WAGE (%)			PERCENTAGE OF EMPLOYEES RECEIVING THE LOCAL MINIMUM WAGE (%)		
	2021			2021	
Angola	Men	10.8%	Mozambique	Men	0.4%
	Women	20.6%		Women	0.0%
	Total	11.6%		Total	0.3%
Colombia	Men	33.3%	Poland	Men	1.3%
	Women	27.4%		Women	4.8%
	Total	31.5%		Total	2.1%
Mexico	Men	0.0%	Portugal	Men	11.6%
	Women	0.9%		Women	10.2%
	Total	0.2%		Total	11.4%

Note: The data relates to the no. of existing workers as of 31/12/2021.

GRI 205: ANTI-CORRUPTION

Location

Relating to the standard published in 2016

205-2 Communication and training about anti-corruption policies and procedures

Chapter 4.2. Corporate ethics and integrity

Page 31

205-3 Confirmed incidents of corruption and actions taken

Chapter 4.2. Corporate ethics and integrity

Pages 31-32



Environmental performance

GRI 301: MATERIALS

Location

Relating to the standard published in 2016

301-1 Materials used by weight or volume

Chapter 6.2 Use and management of natural resource (materials consumption)

Page 65

CONSUMPTION OF MATERIALS	2020					2021				
	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGIL GROUP	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGIL GROUP
Renewable materials (tonnes)	25,679	1,986	1,138	314	29,117	46,690	1,900	1,514	1,006	51,110

CONSUMPTION OF MATERIALS	2020				2021			
	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP
Renewable materials (tonnes)	3,586	25,217	314	29,117	5,204	44,900	1,006	51,110

Note 1: The consumption of renewable materials essentially relates to artificial aggregate from waste incineration slag (AEIRU), wood and paper.

CONSUMPTION OF MATERIALS	2020					2021				
	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGIL GROUP	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGIL GROUP
Non-renewable materials (m ³)	127,156	99,338	110,859	36,552	373,904	274,023	52,591	154,305	13,055	493,974
Non-renewable materials (tonnes)	6,518,598	2,717,619	1,824,761	145,739	11,206,717	5,024,711	2,336,496	3,094,953	114,531	10,570,692

CONSUMPTION OF MATERIALS	2020				2021			
	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP
Non-renewable materials (m ³)	333,252	4,101	36,552	373,904	477,663	3,255	1,006	493,974
Non-renewable materials (tonnes)	11,058,605	2,373	145,739	11,206,717	10,454,195	1,966	114,531	10,570,692

Note 1: The materials indicated per unit volume (m³) encompass: concrete; paints/varnishes/enamel/thinners; lubricants/putties; chemicals; others.

Note 2: The materials indicated per weight unit encompass rock aggregates; cement; bitumen and emulsion; steel; explosives; accumulators; plastic bags; tyres; among others.



GRI 302: ENERGY

Location

Relating to the standard published in 2016

302-1 Energy consumption within the organisation

Chapter 6.1 Energy and climate change

Pages 59-60

ENERGY (GJ)	2020					2021				
	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGIL GROUP	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGIL GROUP
Consumption of fuels from non-renewable sources	2,000,384	1,582,849	1,257,777	375,676	5,216,686	2,023,671	2,112,898	1,168,921	407,056	5,712,546
Consumption of fuels from renewable sources (bioethanol)	0	0	8,232	0	8,232	0	0	1,899	0	1,899
Self-generated energy for consumption (solar and waste recovery)	151,327	0	5	2	151,334	181,741	0	0	2	181,744
Indirect energy purchased for consumption (electricity)	254,005	36,152	9,486	8,654	308,298	263,875	52,014	10,393	8,363	334,645
Total energy sold	1,608,163	0	0	43,902	1,652,065	1,826,249	0	0	31,238	1,857,486

ENERGY (GJ)	2020				2021			
	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP
Consumption of fuels from non-renewable sources	3,290,350	1,550,660	375,676	5,216,686	3,770,821	1,534,669	407,056	5,712,546
Consumption of fuels from renewable sources (bioethanol)	7,051	1,180	0	8,232	1,285	614	0	1,899
Self-generated energy for consumption (solar and waste recovery)	354	150,978	2	151,334	360	181,381	2	181,744
Indirect energy purchased for consumption (electricity)	107,037	192,606	8,654	308,298	134,233	192,049	8,363	334,645
Total energy sold	80	1,608,083	43,902	1,652,065	69	1,826,179	31,238	1,857,486

Note 1: Does not include data for energy use (diesel and electricity) in mining contracts for which clients are responsible.

The GJ conversions were based on the conversion factors shown in "Chapter 4 – Measurement units and conversion factors (Preliminary text)" by the UN Oslo Group (2009) under "Standard calorific values for liquid fuels" and "Standard calorific values for gaseous fuels".

For coal, the conversion factor in the GRI document "Indicator Protocols Set Environment" was used. Standard calorific values were used since, given the multiple geographies where Mota-Engil operates, it was not possible to obtain specific calorific values for each country.

GRI 303: WATER AND EFFLUENTS

Location

Relating to the standard published in 2018

303-1 Interactions with water as a shared resource

Chapter 6.2 Use and management of natural resources (water)

Page 70

Mota-Engil Group's water management is defined by compliance with existing legal requirements and establishment of goals for specific projects depending on the significance of the impacts and according to each company's environmental management systems. Water management is determined according to the nature of the project. The project teams draft erosion and sediment control plans, as well as water conservation plans in conjunction with public bodies and, where applicable, local stakeholders. These plans assess the environmental conditions, potential volume of water withdrawal needed, available sources, the current legislation, including obligations to the owners, and monitoring measures. Mota-Engil focuses on raising the awareness of its employees and subcontractors regarding reducing water use and installing water-saving devices in facilities with high water consumption and reusing rainwater (where feasible).

**303-2 Management of water discharge-related impacts**

Through its companies and respective environmental management systems, Mota-Engil ensures that discharged wastewater complies with the specifications of the respective discharge licences (where applicable), local legal requirements and good environmental practices.

303-3 Water withdrawal

Chapter. 6.2 Use and management of natural resources (water)

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WATER WITHDRAWAL (m ³)	SURFACE WATER		GROUND WATER		WATER PURCHASED FROM THIRD PARTIES		TOTAL WATER WITHDRAWN	
	2020	2021	2020	2021	2020	2021	2020	2021
Europe	20,168	17,133	557,589	519,156	522,587	389,788	1,100,344	926,077
Africa	151,125	219,653	69,984	159,055	161,781	290,594	382,890	669,302
Latin America	356,233	372,136	3,407	39,107	82,421	96,669	442,061	507,912
Other	0	0	8,280	8,280	6,613	6,198	14,893	14,478
Total Mota-Engil Group	527,526	608,922	639,259	725,598	773,402	783,249	1,940,188	2,117,769

WATER WITHDRAWAL (m ³)	SURFACE WATER		GROUND WATER		WATER PURCHASED FROM THIRD PARTIES		TOTAL WATER WITHDRAWN	
	2020	2021	2020	2021	2020	2021	2020	2021
Engineering and Construction	518,318	603,257	131,973	251,403	325,918	450,248	976,209	1,304,907
Environment	9,208	5,665	499,006	465,916	440,871	326,803	949,086	798,384
Other business areas	0	0	8,280	8,280	6,613	6,198	14,893	14,478
Total Mota-Engil Group	527,526	608,922	639,259	725,598	773,402	783,249	1,940,188	2,117,769

Note 1: The reported figures concern the withdrawal of water resulting from the operations of Group companies. They do not include data on the activities of the company Takargo (no data available) or the mining contracts in which consumption is the client's responsibility.

Note 2: The figures for Europe, with regard to surface water, do not include water withdrawn from the Tagus River to cool the steam circuit at the Valorsul Energy Recovery Plant (Portugal), which is returned in full, duly monitored and controlled, to the water environment at a slightly higher temperature.

Note 3: The source "water purchased from third parties" includes the supply of water by municipal managing entities.

GRI 304: BIODIVERSITY

Location

Relating to the standard published in 2016

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Chapter 6.2 Use and management of natural resources (biodiversity)

Pages 71-72; 74

304-2 Significant impacts of activities, products and services on biodiversity

Chapter 6.2 Use and management of natural resources (biodiversity)

Pages 71-72; 74



GRI 305: EMISSIONS

Location

Relating to the standard published in 2016

305-1 Direct (Scope 1) GHG emissions

Chapter 6.1 Energy and climate change

Pages 59; 61-63

EMISSIONS (tCO ₂ e)	2020					2021				
	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGIL GROUP	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGIL GROUP
Non-renewable fuels consumed	148,072	115,869	92,463	25,346	381,750	148,679	154,725	85,977	27,767	417,148
Renewable fuels consumed	0	0	588	0	588	0	0	136	0	136
Other direct emissions	1,449,579	0	0	0	1,449,579	1,325,860	0	0	0	1,325,860
Total	1,597,651	115,869	93,051	25,346	1,831,917	1,474,540	154,725	86,113	27,767	1,743,144

EMISSIONS (tCO ₂ e)	2020				2021			
	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP
Non-renewable fuels consumed	247,979	108,425	25,346	381,750	280,753	108,628	27,767	417,148
Renewable fuels consumed	503	84	0	588	92	44	0	136
Other direct emissions	0	1,449,579	0	1,449,579	0	1,325,860	0	1,325,860
Total	248,483	1,558,088	25,346	1,831,917	280,845	1,434,532	27,767	1,743,144

Note 1: Does not include data for energy use (diesel) in mining contracts for which clients are responsible.

The figures shown are an estimate based on energy use. To calculate emissions from fuel use, emission factors per type of fuel were used. In the case of diesel, a distinction was made between the fuel use of mobile and fixed equipment – an emission factor for each type of use was considered for this and the final emission factor was pondered based on data per business area relating to the type of equipment used (estimated data supplied by the Mota-Engil Engineering Unit). To calculate GHG emissions, the “EPA Emission Factors for Greenhouse Gas Inventories, April 2021” and DEFRA’s “UK Government GHG Conversion Factors for Company Reporting” (2021) were used.

Added to the estimated results were the data from EGF (Portugal) on direct emissions from waste recovery processes (“other direct emissions”). These emissions stem from: direct measurement of the motogenerators at landfill energy generating plants and anaerobic digestion centres, as well as continual analysers at the Energy Recovery Plant; added to this information is the estimate of diffuse methane emissions from urban waste landfills. As a methodology, mention must be made of the use of the Support Manual for Filling the Pollutant Release and Transfer Register (PRTR), relating to combustion emissions/determination of air emissions per emission factors, issued by the Portuguese Environment Agency (APA). For diffuse landfill emissions, the Landfill Gas Emissions Model (LandGem) developed by the Environmental Protection Agency (EPA) was used. In other direct emissions, landfill emissions in the Ivory Coast (Clean Eburnie) are not yet included.

It should be mentioned that Mota-Engil is consolidating the methodologies for ascertaining greenhouse gas (GHG) emissions based on the GHG Protocol, bearing in mind the diversity of contract types and its business areas that impact on defining organizational limits. Global warming potential (GWP) over 100 years was used in line with the IPCC’s “Fifth Assessment Report (AR5)”.

**305-2 Energy indirect (Scope 2) GHG emissions**

Chapter. 6.1 Energy and climate change

Pages 59; 61-63

EMISSIONS (tCO ₂ e)	2020					2021				
	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGI GROUP	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGI GROUP
Electricity (location-based)	18,221	3,125	1,324	490	23,160	19,739	4,907	1,524	489	26,660

EMISSIONS (tCO ₂ e)	2020				2021			
	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGI GROUP	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGI GROUP
Electricity (location-based)	11,162	11,508	490	23,160	14,663	11,507	489	26,660

Note 1: Does not include data for energy use (electricity) in mining contracts for which clients are responsible

To calculate GHG emissions associated with the Group's electricity consumption (location-based), the emission factors shown in the following sources of information relating to the local energy mix were considered:

- Association of Issuing Bodies (AIB), "European Residual Mixes - Results of the calculation of Residual Mixes for the calendar year 2020" – European countries.
- Carbon Footprint, "Country Specific Electricity Grid Greenhouse Gas Emission Factors" – South Africa (2018), Saudi Arabia (2018) and Brazil (2018).
- Institute for Global Environmental Strategies (IGES), "List of Grid Emission Factors" – Ivory Coast (2019) (West African Power Pool); Mozambique (2015) (Southern African Power Pool); Kenya (2019); Rwanda (2013); Uganda (2013); Colombia (2020); Mexico (2021); Peru (2007); Dominican Republic (2016).
- Ecometrica, "Technical Paper – Electricity-specific emission factors for grid electricity" – Angola (2011) and Panama (2011).

For countries where it was not possible to obtain the respective specific emission factors, the factor for a neighbouring country was used (for Oman, Saudi Arabian data was used; for Guinea-Conakry, data from Ivory Coast was used; for Malawi data from Mozambique was used).

305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions

AIR EMISSIONS (TONNES)	2020	2021
Nitrogen oxides (NO _x)	710.0	826.8
Sulphur oxides (SO _x)	26.3	36.8
Volatile Organic Compounds (VOC)	159.3	156.3
Toxic pollutants (HAP)	0.3	0.3
Particulates with a diameter less than 10 µm (PM ₁₀)	1.7	4.1
Carbon monoxide	303.5	339.9
Hydrogen sulphide (H ₂ S)	0.4	0.2
Non-Methane Volatile Organic Compounds (NMVOCs)	20.0	22.3

Note 1: Direct measurements of moto generators (landfill power generating and anaerobic digestion plants) and continuous analysers in the Energy Recovery Plant.

Note 2: Does not include direct carbon dioxide and methane emissions, as mentioned in indicator 305-1.

Where atmospheric pollutants are concerned, we refer to the emissions resulting from the services provided by the waste companies and those of EFG (Portugal) in particular, stemming from the energy recovery process, which continuously monitors atmospheric emissions. The data shown relates to EGF emissions in 2020 and 2021 from direct measurements of the moto generators (landfill power generating and anaerobic digestion plants), as well as of the Valorsul Energy Recovery Plant in Portugal. Control/processing and emissions monitoring measures are implemented in each case as per the conditions defined in the respective licenses and in compliance with the applicable legislation. For example, in the case of the Energy Recovery Plant, throughout the last 20 years of collection and analysis of data on the environmental parameters of the plant's surrounding region, in studies conducted, whenever possible, by independent entities, the results were positive and consistent, showing that the Plant's activity reveals no negative impact to the environmental quality of the surrounding area.

Other sources of atmospheric emissions associated with the Group's activities are essentially controlled by occasional monitoring (in accordance with current legislation) and do not therefore include significant emissions – e.g. boilers in buildings, chimneys in shipyards and equipment for bituminous mixtures.

**GRI 306: WASTE**

Location

Relating to the standard published in 2020

306-1 Waste generation and significant waste-related impacts

Chapter 6.2 Use and management of natural resources (waste)

Page 66-69

Via the introduction of the Strategic Plan 2022-2026 – “BUILDING 26 | For a sustainable future” (Chapter 3), Mota-Engil undertook a restructuring of its business units that will enable the reporting of the Group’s ESG performance based on the various business areas. This will make it possible to more directly mirror the environmental (and social and economic) impacts specifically associated with each type of business. Given that this restructuring is underway (2021 was a transitional year), it has not yet been possible to detail the significant impacts of the activities involved in producing the organisation’s goods and services from a value chain perspective. A more detailed answer will be provided in future reports.

306-2 Management of significant waste-related impacts

Chapter 6.2 Use and management of natural resources (waste)

Page 66-69

The waste generated by the Mota-Engil Group is managed according to the regulations in each country as regards registration, temporary storage, delivery for shipping and forwarding to its end destination, with authorised management companies being used at all times. The Group focuses on raising the awareness of employees (in-house and subcontracted) to minimise waste generation as a result of their activities.

306-3 Waste generated

Chapter 6.2 Use and management of natural resources (waste)

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WASTE GENERATED (TONNES)	2020					2021				
	HAZARDOUS WASTE		NON-HAZARDOUS WASTE		TOTAL	HAZARDOUS WASTE		NON-HAZARDOUS WASTE		TOTAL
	Recovery operations	Disposal operations	Recovery operations	Disposal operations		Recovery operations	Disposal operations	Recovery operations	Disposal operations	
Europe	3,188	9,507	231,213	28,407	272,315	2,590	4,941	250,315	11,711	269,557
Africa	5,504	984	47,127	122,820	176,434	10,369	721	11,753	43,807	66,651
Latin America	93	293	47,761	32,846	80,992	111	200	141,199	176,774	318,284
Other	14	156	7,124	142	7,437	74	9	13,379	402	13,863
Total Mota-Engil Group	8,799	10,938	333,225	184,215	537,177	13,144	5,871	416,646	232,694	668,354

WASTE GENERATED (TONNES)	2020					2021				
	HAZARDOUS WASTE		NON-HAZARDOUS WASTE		TOTAL	HAZARDOUS WASTE		NON-HAZARDOUS WASTE		TOTAL
	Recovery operations	Disposal operations	Recovery operations	Disposal operations		Recovery operations	Disposal operations	Recovery operations	Disposal operations	
Engineering and Construction	5,707	5,951	324,556	179,524	515,737	10,583	1,360	401,372	226,780	640,095
Environment	3,078	4,832	1,545	4,548	14,003	2,487	4,502	1,895	5,512	14,395
Other business areas	14	156	7,124	142	7,437	74	9	13,379	402	13,863
Total Mota-Engil Group	8,799	10,938	333,225	184,215	537,177	13,144	5,871	416,646	232,694	668,354

Note 1: The reported quantities concern waste produced by the activities of the Group’s own companies. They do not include waste treated by waste management companies.

Note 2: In Poland, earthworks (surface soil and other) are deemed as waste, as per national legal requirements, which explains why non-hazardous waste intended for recovery operations in the European region are of very high value when compared with other regions.

Note 3: In Colombia, earthworks and other materials reused in a project as considered non-hazardous waste and sent for recovery.



GRI 307: ENVIRONMENTAL COMPLIANCE

Location

Relating to the standard published in 2016

307-1 Non-compliance with environmental laws and regulations

NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS		2020					2021				
		EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGIL GROUP	EUROPE	AFRICA	LATIN AMERICA	OTHERS	TOTAL MOTA-ENGIL GROUP
Fines ranging from €3,000-€10,000	No.	0	0	0	0	0	0	0	0	1	1
	Overall amount paid	0	0	0	0	0	0	0	0	€3,000	€3,000
Fines ranging from €10,000-€50,000	No.	0	0	0	0	0	0	0	2	0	2
	Overall amount paid	0	0	0	0	0	0	0	0	0	0
Fines above €50,000	No.	0	0	0	0	0	0	0	1	0	1
	Overall amount paid	0	0	0	0	0	0	0	0	0	0
Total fines	No.	0	0	0	0	0	0	0	3	1	4
	Overall amount paid	0	0	0	0	0	0	0	0	€3,000	€3,000
Total no. of non-monetary sanctions		0	0	0	0	0	0	1	1	2	0
No. of cases handled through arbitration mechanisms		0	0	0	0	0	0	0	1	3	0

NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS		2020				2021			
		ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP
Fines ranging from €3,000-€10,000	No.	0	0	0	0	0	0	1	1
	Overall amount paid	0	0	0	0	0	0	€3,000	€3,000
Fines ranging from €10,000-€50,000	No.	0	0	0	0	2	0	0	2
	Overall amount paid	0	0	0	0	0	0	0	0
Fines above €50,000	No.	0	0	0	0	0	1	0	1
	Overall amount paid	0	0	0	0	0	0	0	0
Total fines	No.	0	0	0	0	2	1	1	4
	Overall amount paid	0	0	0	0	0	0	€3,000	€3,000
Total no. of non-monetary sanctions		0	0	0	0	2	2	0	4
No. of cases handled through arbitration mechanisms		0	0	0	0	2	2	0	4

As regards non-compliance with environmental laws and regulations, the Mota-Engil Group companies paid four fines in 2021 (over €3,000). One of the fines, worth €3,000, was applied to and paid in Portugal and related to a process in 2017 notified in May 2021 stemming from sporadic non-compliance with the general noise regulation (Special Noise Licence (LER)). Three fines were issued in Brazil – one relating to environmental irregularities within the scope of the landfill licence (CTR) under the former owner which was applied retroactively and the others issued under the environmental normalisation of the project to duplicate and improve a federal highway – all of which are at the administrative defence stage and undergoing representation at the environmental bodies, which explains why no payment relating to these infringements has yet been made.



Social performance

GRI 401: EMPLOYMENT

Location

Relating to the standard published in 2016

401-1 New employee hires and employee turnover

The analysis of employee turnover entails considering the fact that there are fluctuations at the level of the contracts that are linked to the duration of the projects, explaining percentages above 100% (as per table below).

PERCENTAGE OF ENTRIES AND EXITS PER LOCATION, GENDER AND AGE GROUP	2020						2021						
	ENTRIES			EXITS			ENTRIES			EXITS			
	< 30	30 a 50	> 50	< 30	30 a 50	> 50	< 30	30 a 50	> 50	< 30	30 a 50	> 50	
Europe	Men	75%	27%	18%	40%	18%	20%	72%	26%	15%	59%	26%	20%
	Women	64%	23%	15%	32%	18%	12%	69%	20%	13%	35%	18%	17%
	Total	73%	26%	18%	38%	18%	20%	72%	25%	15%	54%	24%	20%
Africa	Men	51%	34%	21%	67%	54%	50%	62%	39%	24%	35%	30%	24%
	Women	51%	38%	14%	69%	68%	54%	60%	27%	10%	28%	23%	52%
	Total	51%	35%	20%	68%	56%	50%	61%	38%	23%	34%	30%	26%
Latin America	Men	86%	35%	37%	110%	118%	124%	109%	69%	38%	70%	54%	39%
	Women	47%	28%	55%	77%	55%	30%	83%	40%	13%	52%	29%	12%
	Total	80%	34%	38%	104%	110%	118%	106%	65%	35%	68%	51%	35%
Holding company	Men	22%	4%	0%	33%	10%	4%	68%	27%	7%	25%	19%	27%
	Women	27%	6%	2%	42%	10%	15%	64%	18%	6%	26%	13%	18%
	Total	25%	5%	1%	38%	10%	9%	66%	22%	7%	26%	16%	23%
Share capital	Men	48%	23%	21%	32%	18%	24%	73%	24%	20%	48%	24%	24%
	Women	29%	10%	0%	43%	14%	9%	64%	29%	8%	27%	15%	17%
	Total	46%	21%	20%	33%	17%	23%	72%	25%	19%	45%	23%	24%
Total Entries and Exits (per Age Group)		57%	32%	20%	67%	53%	39%	77%	43%	23%	48%	35%	26%
Total Entries and Exits (per gender)	Men		35%			54%			47%			37%	
	Women		33%			47%			34%			25%	
Total Entries and Exits (per location)	Europe		28%			21%			27%			26%	
	Africa		37%			58%			41%			30%	
	Latin America		43%			110%			68%			51%	
	Holding company		8%			15%			29%			20%	
	Share capital		23%			20%			28%			26%	
Rate of Entries and Exits		35%			53%			46%			35%		

Note 1: Data collected from the Group's Central Information System, not reflecting the consolidated information of all markets/businesses (the integration of which is under development)

Note 2: The percentages were calculated based on the total no. of employees as of 31 December for each geography, gender and age group.

Note 3: The figures for entries and exits are intrinsically associated with the start and end of the Group's projects, works and contracts.

401-2 Benefits provided to full-time employee that are not provided to temporary or part-time employees

Chapter 7.4 Manuel António da Mota Foundation (Mota-Engil Community)

Pages 115-117

GRI 402: LABOUR/MANAGEMENT RELATIONS

Location

Relating to the standard published in 2016

402-1 Minimum notice periods regarding operational changes.

Mota-Engil adheres to the minimum notice periods established by labour legislation or in the collective bargaining tools applicable to each company/market (where they exist), given that the minimum notice periods are not defined/standardised at a corporate level.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

Location

Relating to the standard published in 2018

403-1 Occupational health and safety management system

Chapter 7.1 Health and safety

Pages 76-89

The Mota-Engil corporate and local (companies) integrated safety, health, environment and quality (SHEQ) systems cover not just the Group's own employees but also those whose work and/or job depends on the organisation (e.g. subcontractors). They are governed by ISO 45001 and are currently being implemented..

403-2 Hazard identification, risk assessment and incident investigation

Chapter 7.1 Health and safety

Pages 79-83

The approach to OHS adheres to a uniform methodology in line with the best international practices and normative guidance. It is focused on identifying hazards and assessing the risks that impact not only on safety but also on health (understood as physical and mental well-being), identifying exposure and determining effective prevention and protection control measures in the various types of operations and following the risk control hierarchy.

Mota-Engil invests in proactive health and safety and human behaviour.

The Group conducts regular inspections and checks (subcontractors included) and is subject to periodic audits. It encourages regular drills and specific training in the aim of preparing and responding to possible emergency scenarios.

It should also be mentioned that employees, at the time they join the organisation, are informed of their right to report hazardous situations and not to remain in a place/under conditions where they are exposed to hazards or risks that might put their health and/or safety, or that of others, in danger. When identifying these situations, employees are free to immediately inform operational heads and colleagues in terms of removing themselves from a hazardous situation until the risk is eliminated and the necessary health/safety conditions have been created. This guidance is set out in the Health, Safety and Quality Policy and the Corporate Code of Ethics and Conduct and are reinforced by training and toolbox talks. A booster programme in this area is currently underway.

Identifying/exposing potentially hazardous situations is part of Mota-Engil's corporate culture and is emphasised in its policies, with clear protection offered against reprisals in the Corporate Code of Ethics and Conduct and other associated procedures, such as the reporting of irregularities.



403-3 Occupational health services

Chapter 7.1 Health and safety

Pages 81-88

Mota-Engil develops surveillance and health promotion programmes to ensure workplace medicine consultations, medical testing, screening, vaccination campaigns and monitoring of exposure to physical agents are carried out, amongst other things.

403-4 Worker participation, consultation and communication on occupational health and safety

Chapter 7.1 Health and safety

Page 82

Worker consultation and participation processes play a key role in achieving the intended results in occupational health and safety. At the Mota-Engil Group, various channels have been created to enable employee consultation and participation, including OHS Committee meetings (at regional, market/country and project/company level), toolbox talks (informal safety meetings focused on OHS that take place at the start of a piece of work or shift) and direct employee consultation and participation surveys. In addition to those channels, there is also a corporate digital portal, with training initiatives and clarification sessions that also serve as a means to provide relevant information on OHS.

403-5 Worker training on occupational health and safety

Chapter 7.1 Health and safety

Pages 80-82; 85-88

403-6 Promotion of worker health

Chapter 7.1 Health and safety

Pages 81-88

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

It should be stressed that most of the markets/companies have the respective ISO 45001 certification and that currently underway is the implementation of the Group Global Certification that will reinforce the standardisation of system in this field. The Mota-Engil corporate and local (companies) integrated safety, health, environment and quality (SHEQ) systems cover not just the Group's own employees but also those whose work and/or job depends on the organisation (e.g. subcontractors). They are governed by ISO 45001.

403-8 Workers covered by an occupational health and safety management system

Chapter 7.1 Health and safety

Page 81

403-9 Work-related injuries

Chapter 7.1 Health and safety

Pages 78-81

BUSINESS AREAS	NO. OF FATAL INJURIES		RATE OF DEATHS RESULTING FROM WORK-RELATED INJURIES	
	2020	2021	2020	2021
Engineering and Construction	1	4	0.02	0.07
Environment	–	0	–	0,00
Other business areas	–	0	–	0,00
Total Mota-Engil Group	1	4	0.02	0.05

BUSINESS AREAS	LOST TIME INJURIES (LTI)		LOST TIME INJURY FREQUENCY RATE (LTIFR)	
	2020	2021	2020	2021
Engineering and Construction	289	264	5.51	4.55
Environment	–	681	–	28.21
Other business areas	–	78	–	35.19
Total Mota-Engil Group	289	1 023	5.51	12.13

Note 1: In 2021 it was already possible to calculate the accidents at work data by business area, complementing it with data from the Environment and other business areas.

Note 2: To calculate the rates, the working hours standardisation factor of 1,000,000 was used.

Note 3: Workplace injuries involving Mota-Engil Group's own employees (local and internationally mobile employees) were included, but subcontracted and temporary staff were not.

403-10 Work-related ill health

Chapter 7.1 Health and safety

Pages 78-81

BUSINESS AREAS	TOTAL NO. OF DEATHS DUE TO WORK-RELATED ILL HEALTH	TOTAL NO. OF REPORTED CASES OF WORK-RELATED ILL HEALTH	TOTAL NO. OF CONFIRMED CASES OF WORK-RELATED ILL HEALTH
	2021	2021	2021
Engineering and Construction	0	1	0
Environment	0	27	13
Other business areas	0	1	1
Total Mota-Engil Group	0	29	14

Note 1: In 2021 data on occupational diseases was compiled for the first time for the entire Group.

Note 2: Work-related ill health involving Mota-Engil Group's own employees (local and internationally mobile employees) were included, but subcontracted and temporary staff were not.



GRI 404: TRAINING AND EDUCATION

Location

Relating to the standard published in 2016

404-1 Average hours of training per year per employee

Chapter 7.2 Talent management

Pages 93-98

TRAINING PER FUNCTIONAL CATEGORY AND GENDER			2020		2021	
			NO. OF TRAINING HOURS	AVERAGE NUMBER OF TRAINING HOURS	NO. OF TRAINING HOURS	AVERAGE NUMBER OF TRAINING HOURS
Europe	Senior Management / Technical Directors	Men	512	7	815	10
		Women	106	11	58	5
		Subtotal	619	7	873	9
	Specialisation and Coordination	Men	4,847	13	7,902	22
		Women	3,291	25	3,632	33
		Subtotal	8,138	16	11,534	25
	Supervisors and Technical Staff	Men	11,623	12	17,590	19
		Women	7,150	16	12,739	29
		Subtotal	18,773	13	30,329	22
	Operating and Support Staff	Men	139,714	24	145,550	25
		Women	15,874	21	19,367	23
		Subtotal	155,588	24	164,917	24
	Total	Men	156,696	22	171,857	24
		Women	26,420	20	35,796	25
		Total	183,117	21	207,653	24
	Africa	Senior Management / Technical Directors	Men	510	9	605
Women			9	9	13	13
Subtotal			519	9	618	10
Specialisation and Coordination		Men	892	4	1,537	5
		Women	301	10	607	14
		Subtotal	1,193	4	2,144	6
Supervisors and Technical Staff		Men	2,691	2	6,280	5
		Women	650	4	1,461	9
		Subtotal	3,341	3	7,741	6
Operating and Support Staff		Men	18,254	1	23,958	2
		Women	965	1	1,996	1
		Subtotal	19,219	1	25,954	2
Total		Men	22,348	2	32,380	2
		Women	1,924	1	4,077	2
		Total	24,271	2	36,457	2

Continuation

TRAINING PER FUNCTIONAL CATEGORY AND GENDER			2020		2021	
			NO. OF TRAINING HOURS	AVERAGE NUMBER OF TRAINING HOURS	NO. OF TRAINING HOURS	AVERAGE NUMBER OF TRAINING HOURS
Latin America	Senior Management / Technical Directors	Men	354	8	900	24
		Women	653	327	364	182
		Subtotal	1,007	21	1,264	32
	Specialisation and Coordination	Men	3,292	18	2,336	13
		Women	614	16	914	22
		Subtotal	3,906	18	3,250	14
	Supervisors and Technical Staff	Men	35,391	43	6,220	8
		Women	4,383	20	2,706	12
		Subtotal	39,775	39	8,926	9
	Operating and Support Staff	Men	44,481	6	89,228	10
		Women	1,959	2	6,668	5
		Subtotal	46,439	5	95,896	9
	Total	Men	83,518	10	98,684	10
		Women	7,609	5	10,652	7
		Total	91,127	9	109,336	9
	Holding company	Senior Management / Technical Directors	Men	209	6	277
Women			5	1	13	2
Subtotal			213	5	290	8
Specialisation and Coordination		Men	339	11	495	13
		Women	610	17	735	19
		Subtotal	949	14	1,230	16
Supervisors and Technical Staff		Men	222	7	542	19
		Women	304	5	954	17
		Subtotal	525	6	1,496	18
Operating and Support Staff		Men	133	3	132	2
		Women	230	3	549	7
		Subtotal	362	3	681	5
Total		Men	902	6	1,446	9
		Women	1,148	7	2,251	13
		Total	2,049	6	3,697	11



▼ Continuation

TRAINING PER FUNCTIONAL CATEGORY AND GENDER			2020		2021	
			NO. OF TRAINING HOURS	AVERAGE NUMBER OF TRAINING HOURS	NO. OF TRAINING HOURS	AVERAGE NUMBER OF TRAINING HOURS
Share capital	Senior Management / Technical Directors	Men	267	27	128	12
		Women	23	23	11	6
		Subtotal	290	26	139	11
	Specialisation and Coordination	Men	712	22	1,001	28
		Women	887	89	181	16
		Subtotal	1,598	38	1,182	25
	Supervisors and Technical Staff	Men	1,291	17	3,901	44
		Women	618	19	1,407	37
		Subtotal	1,909	17	5,308	42
	Operating and Support Staff	Men	3,652	7	3,611	7
Women		113	5	465	17	
Total		3,765	5	4,076	7	
Total	Men	5,922	9	8,641	13	
	Women	1,640	25	2,064	26	
Total	Total	7,562	10	10,705	14	
	Mota-Engil Group	Senior Management / Technical Directors	Men	1,852	8	2,725
Women			795	35	459	19
Subtotal			2,647	11	3,184	13
Coordinators and Specialist Staff		Men	10,082	12	13,271	15
		Women	5,702	23	6,069	25
		Subtotal	15,784	14	19,340	17
Supervisors and Technical Staff		Men	51,219	17	34,533	12
		Women	13,104	14	19,267	21
		Subtotal	64,322	16	53,800	14
Operating and Support Staff		Men	206,233	8	262,479	9
	Women	19,140	5	29,045	7	
	Total	225,373	8	291,524	9	
Total	Men	269,386	9	313,008	9	
	Women	38,740	8	54,840	11	
Total	Total	308,126	9	367,848	10	

Note: The denominator of the indicator considered the number of existing workers as at 31 December. Includes paid executive directors.

404-3 Percentage of employees receiving regular performance and career development reviews

PERCENTAGE OF WORKERS RECEIVING PERFORMANCE AND CAREER REVIEWS			2020	2021
Europe	Senior Management / Technical Directors	Men	77.6%	82.4%
		Women	100.0%	87.5%
		Subtotal	80.3%	82.9%
	Specialisation and Coordination	Men	55.5%	57.9%
		Women	79.5%	69.6%
		Subtotal	61.8%	60.7%
	Supervisors and Technical Staff	Men	58.3%	52.0%
		Women	67.6%	60.5%
		Subtotal	61.7%	54.8%
	Operating and Support Staff	Men	90.0%	83.4%
Women		79.7%	76.7%	
Total		78.6%	73.8%	
Total	Men	74.6%	70.0%	
	Women	77.7%	72.9%	
Total	Total	78.6%	73.8%	
Africa	Senior Management / Technical Directors	Men	83.0%	78.0%
		Women	100.0%	100.0%
		Subtotal	83.3%	78.3%
	Specialisation and Coordination	Men	44.1%	49.7%
		Women	56.7%	52.4%
		Subtotal	45.5%	50.0%
	Supervisors and Technical Staff	Men	36.3%	36.2%
		Women	46.3%	55.8%
		Subtotal	37.8%	38.7%
	Operating and Support Staff	Men	16.9%	15.9%
Women		25.3%	19.5%	
Total		19.1%	16.8%	
Total	Men	31.3%	31.1%	
	Women	35.1%	33.8%	
Total	Total	32.0%	31.6%	



▼ Continuation

PERCENTAGE OF WORKERS RECEIVING PERFORMANCE AND CAREER REVIEWS		2020	2021	
Latin America	Senior Management / Technical Directors	Men	89.2%	94.6%
		Women	100.0%	50.0%
		Subtotal	89.5%	92.3%
	Specialisation and Coordination	Men	74.4%	74.5%
		Women	82.4%	90.5%
		Subtotal	75.8%	77.4%
	Supervisors and Technical Staff	Men	83.1%	69.1%
		Women	80.1%	69.8%
		Subtotal	82.5%	69.2%
	Operating and Support Staff	Men	54.6%	59.7%
		Women	64.3%	51.6%
		Subtotal	57.8%	57.3%
Total	Men	71.9%	66.5%	
	Women	72.2%	61.8%	
	Total	72.0%	65.4%	
Holding company	Senior Management / Technical Directors	Men	93.8%	116.7%
		Women	100.0%	100.0%
		Subtotal	94.1%	115.8%
	Specialisation and Coordination	Men	83.9%	110.5%
		Women	93.9%	113.2%
		Subtotal	89.1%	111.8%
	Supervisors and Technical Staff	Men	93.5%	153.6%
		Women	79.3%	114.0%
		Subtotal	84.3%	127.1%
	Operating and Support Staff	Men	76.5%	79.5%
		Women	95.2%	98.3%
		Subtotal	86.8%	90.3%
Total	Men	85.7%	110.2%	
	Women	88.1%	107.7%	
	Total	87.0%	108.8%	

▼ Continuation

PERCENTAGE OF WORKERS RECEIVING PERFORMANCE AND CAREER REVIEWS		2020	2021	
Share capital	Senior Management / Technical Directors	Men	100.0%	100.0%
		Women	100.0%	100.0%
		Subtotal	100.0%	100.0%
	Specialisation and Coordination	Men	100.0%	88.9%
		Women	100.0%	90.9%
		Subtotal	100.0%	89.4%
	Supervisors and Technical Staff	Men	87.7%	86.4%
		Women	93.5%	81.6%
		Subtotal	89.4%	84.9%
	Operating and Support Staff	Men	87.8%	83.1%
		Women	89.5%	85.2%
		Subtotal	87.8%	83.2%
Total	Men	88.5%	84.2%	
	Women	93.3%	84.6%	
	Total	88.9%	84.2%	
Mota-Engil Group	Senior Management / Technical Directors	Men	84.3%	87.4%
		Women	100.0%	85.7%
		Subtotal	85.3%	87.3%
	Coordinators and Specialist Staff	Men	58.3%	62.1%
		Women	79.8%	78.0%
		Subtotal	63.2%	65.4%
	Supervisors and Technical Staff	Men	59.5%	52.6%
		Women	68.6%	66.1%
		Subtotal	62.0%	55.8%
	Operating and Support Staff	Men	72.4%	66.7%
		Women	63.7%	58.4%
		Subtotal	70.7%	64.9%
Total	Men	66.9%	61.9%	
	Women	67.8%	63.3%	
	Total	67.1%	62.2%	

Note: The denominator of the indicator considered the number of existing workers as at 31 December.



GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

Location

Relating to the standard published in 2016

405-1 Diversity of governance bodies and employees

Chapter 7.2 Talent management

Pages 99-100

PERCENTAGE OF WORKERS PER FUNCTIONAL CATEGORY AND GENDER	2020		2021		
	MEN	WOMEN	MEN	WOMEN	
Europe	Senior Management Technical Directors	91%	9%	88%	13%
	Coordinators and Specialist Staff	76%	24%	76%	24%
	Supervisors and Technical Staff	96%	4%	68%	32%
	Operating and Support Staff	70%	30%	87%	13%
Africa	Senior Management Technical Directors	98%	2%	98%	2%
	Coordinators and Specialist Staff	89%	11%	87%	13%
	Supervisors and Technical Staff	89%	11%	87%	13%
	Operating and Support Staff	89%	11%	89%	11%
Latin America	Senior Management Technical Directors	96%	4%	95%	5%
	Coordinators and Specialist Staff	83%	17%	81%	19%
	Supervisors and Technical Staff	87%	13%	78%	22%
	Operating and Support Staff	79%	21%	87%	13%
Holding company	Senior Management Technical Directors	79%	21%	81%	19%
	Coordinators and Specialist Staff	48%	52%	50%	50%
	Supervisors and Technical Staff	42%	58%	33%	67%
	Operating and Support Staff	34%	66%	45%	55%
Share capital	Senior Management Technical Directors	91%	9%	85%	15%
	Coordinators and Specialist Staff	76%	24%	77%	23%
	Supervisors and Technical Staff	96%	4%	70%	30%
	Operating and Support Staff	70%	30%	95%	5%
Mota-Engil Group	Senior Management Technical Directors	93%	7%	90%	10%
	Coordinators and Specialist Staff	78%	22%	79%	21%
	Supervisors and Technical Staff	89%	11%	76%	24%
	Operating and Support Staff	88%	12%	88%	12%

Note: The data refers to the no. of existing employees as of 31 December. Includes paid executive directors.

▼ Continuation

PERCENTAGE OF WORKERS PER FUNCTIONAL CATEGORY AND AGE	2020			2021			
	< 30	30 a 50	> 50	< 30	30 a 50	> 50	
Europe	Senior Management Technical Directors	1%	47%	52%	1%	48%	51%
	Coordinators and Specialist Staff	1%	73%	26%	1%	72%	28%
	Supervisors and Technical Staff	11%	52%	37%	16%	63%	21%
	Operating and Support Staff	15%	64%	22%	11%	51%	38%
Africa	Senior Management Technical Directors	0%	51%	49%	0%	57%	43%
	Coordinators and Specialist Staff	1%	63%	36%	2%	60%	39%
	Supervisors and Technical Staff	22%	69%	9%	17%	56%	26%
	Operating and Support Staff	17%	57%	26%	22%	68%	9%
Latin America	Senior Management Technical Directors	0%	58%	42%	0%	67%	33%
	Coordinators and Specialist Staff	1%	71%	27%	1%	67%	32%
	Supervisors and Technical Staff	18%	64%	18%	14%	75%	11%
	Operating and Support Staff	12%	76%	12%	20%	63%	17%
Holding company	Senior Management Technical Directors	0%	45%	55%	0%	53%	47%
	Coordinators and Specialist Staff	3%	82%	15%	5%	80%	14%
	Supervisors and Technical Staff	29%	38%	33%	33%	52%	15%
	Operating and Support Staff	24%	57%	19%	35%	41%	24%
Share capital	Senior Management Technical Directors	0%	27%	73%	0%	38%	62%
	Coordinators and Specialist Staff	0%	76%	24%	2%	81%	17%
	Supervisors and Technical Staff	9%	64%	27%	15%	74%	11%
	Operating and Support Staff	16%	75%	8%	10%	63%	27%
Mota-Engil Group	Senior Management Technical Directors	1%	53%	47%	0%	53%	46%
	Coordinators and Specialist Staff	1%	71%	28%	1%	68%	30%
	Supervisors and Technical Staff	15%	65%	21%	16%	64%	20%
	Operating and Support Staff	18%	63%	19%	19%	63%	18%

Note: The data refers to the no. of existing employees as of 31 December. Includes paid executive directors.



▼ Continuation

PERCENTAGE OF EMPLOYEES PER FUNCTIONAL CATEGORY AND LENGTH OF SERVICE (YEARS)	2020				2021				
	< 3	3 a 10	11 a 20	≥ 20	< 3	3 a 10	11 a 20	≥ 20	
Europe	Senior Management Technical Directors	18%	20%	28%	34%	19%	20%	23%	39%
	Coordinators and Specialist Staff	14%	19%	41%	25%	14%	18%	39%	30%
	Supervisors and Technical Staff	42%	25%	24%	10%	32%	24%	24%	19%
	Operating and Support Staff	32%	25%	26%	18%	40%	25%	24%	11%
Africa	Senior Management Technical Directors	15%	25%	25%	36%	8%	25%	32%	35%
	Coordinators and Specialist Staff	35%	32%	14%	19%	37%	33%	13%	16%
	Supervisors and Technical Staff	67%	26%	5%	1%	45%	34%	10%	11%
	Operating and Support Staff	50%	28%	10%	12%	68%	26%	5%	1%
Latin America	Senior Management Technical Directors	25%	38%	23%	15%	18%	36%	33%	13%
	Coordinators and Specialist Staff	39%	47%	9%	5%	37%	47%	11%	5%
	Supervision and Techniques	88%	12%	0%	0%	58%	38%	3%	1%
	Operating and Support Staff	56%	42%	1%	1%	88%	12%	0%	0%
Holding company	Senior Management Technical Directors	19%	19%	29%	33%	19%	28%	22%	31%
	Coordinators and Specialist Staff	7%	39%	39%	15%	12%	29%	42%	17%
	Supervisors and Technical Staff	32%	16%	26%	26%	29%	29%	20%	21%
	Operating and Support Staff	28%	26%	21%	24%	47%	16%	16%	21%
Share capital	Senior Management Technical Directors	0%	27%	36%	36%	0%	23%	46%	31%
	Coordinators and Specialist Staff	7%	40%	43%	10%	11%	32%	45%	13%
	Supervisors and Technical Staff	61%	29%	8%	2%	52%	30%	16%	2%
	Operating and Support	45%	35%	20%	0%	53%	34%	11%	3%
Mota-Engil Group	Senior Management Technical Directors	14%	26%	29%	31%	15%	25%	28%	32%
	Coordinators and Specialist Staff	22%	30%	29%	19%	25%	29%	26%	19%
	Supervisors and Technical Staff	43%	32%	14%	11%	44%	31%	14%	11%
	Operating and Support	66%	22%	8%	3%	68%	22%	7%	3%

Note: The data refers to the no. of existing employees as of 31 December. Includes paid executive directors.

▼ Continuation

PERCENTAGE OF WORKERS PER FUNCTIONAL CATEGORY AND QUALIFICATIONS	2020			2021			
	Primary Education	Secondary Education	Higher Education	Primary Education	Secondary Education	Higher Education	
Europe	Senior Management Technical Directors	0%	0%	100%	0%	0%	100%
	Coordinators and Specialist Staff	4%	8%	88%	4%	7%	89%
	Supervisors and Technical Staff	15%	22%	62%	13%	20%	67%
	Operating and Support Staff	73%	25%	3%	72%	25%	4%
Africa	Senior Management Technical Directors	0%	0%	100%	0%	0%	100%
	Coordinators and Specialist Staff	11%	13%	76%	11%	17%	71%
	Supervisors and Technical Staff	31%	33%	36%	26%	30%	43%
	Operating and Support Staff	76%	20%	4%	75%	21%	4%
Latin America	Senior Management Technical Directors	0%	0%	100%	0%	0%	100%
	Coordinators and Specialist Staff	3%	11%	85%	3%	6%	91%
	Supervisors and Technical Staff	5%	33%	63%	3%	26%	71%
	Operating and Support Staff	51%	44%	5%	41%	53%	6%
Holding company	Senior Management Technical Directors	0%	0%	100%	0%	0%	100%
	Coordinators and Specialist Staff	0%	15%	85%	4%	13%	83%
	Supervisors and Technical Staff	5%	20%	75%	2%	20%	78%
	Operating and Support Staff	32%	41%	27%	28%	45%	27%
Share capital	Senior Management Technical Directors	0%	0%	100%	0%	0%	100%
	Coordinators and Specialist Staff	0%	2%	98%	0%	0%	100%
	Supervisors and Technical Staff	4%	16%	80%	5%	16%	79%
	Operating and Support Staff	48%	49%	3%	50%	46%	4%
Mota-Engil Group	Senior Management Technical Directors	0%	0%	100%	0%	0%	100%
	Coordinators and Specialist Staff	5%	10%	84%	6%	10%	84%
	Supervisors and Technical Staff	17%	28%	54%	14%	25%	61%
	Operating and Support Staff	67%	29%	4%	63%	32%	5%

Note: The data refers to the no. of existing employees as of 31 December. Includes paid executive directors.



405-2 Ratio of basic salary and remuneration of women to men

Chapter 7.2 Talent management

Pages 99-100

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN		2020	2021
Europe	Senior Management Technical Directors	1.09	0.76
	Coordinators and Specialist Staff	0.85	0.87
	Supervisors and Technical Staff	0.82	0.84
	Operating and Support Staff	0.96	0.98
Africa	Senior Management Technical Directors	0.62	0.57
	Coordinators and Specialist Staff	0.72	0.97
	Supervisors and Technical Staff	1.49	1.08
	Operating and Support Staff	0.95	0.91
Latin America	Senior Management Technical Directors	-	1.14
	Coordinators and Specialist Staff	0.84	0.94
	Supervisors and Technical Staff	1.06	1.03
	Operating and Support Staff	0.74	0.73
Holding company	Senior Management Technical Directors	1.46	1.15
	Coordinators and Specialist Staff	0.82	0.81
	Supervisors and Technical Staff	0.84	0.95
	Operating and Support Staff	0.91	0.92
Share capital	Senior Management Technical Directors	0.73	0.94
	Coordinators and Specialist Staff	0.90	0.94
	Supervisors and Technical Staff	0.92	0.91
	Operating and Support Staff	1.17	1.16
Mota-Engil Group	Senior Management Technical Directors	1.05	0.87
	Coordinators and Specialist Staff	0.83	0.88
	Supervisors and Technical Staff	1.06	1.02
	Operating and Support Staff	0.90	0.94

Note: The data refers to the no. of existing employees as of 31 December. It excludes internationally mobile employees (i.e. for periods over 6 months) and non-executive members of the Board of Directors

GRI 406: NON-DISCRIMINATION

Location

Relating to the standard published in 2016

406-1 Incidents of discrimination and corrective actions taken

Chapter 7.2 Talent management

Page 101

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Location

Relating to the standard published in 2016

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Chapter 4.3 Human rights

Pages 35-36

GRI 408: CHILD LABOUR

Location

Relating to the standard published in 2016

408-1 Operations and suppliers at significant risk for incidents of child labour

Chapter 4.3 Human rights

Pages 35-36

GRI 409: FORCED OR COMPULSORY LABOUR

Location

Relating to the standard published in 2016

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour

Chapter 4.3 Human rights

Pages 35-36

GRI 410: SECURITY PRACTICES

Location

Relating to the standard published in 2016

410-1 Security personnel trained in human rights policies or procedures

Chapter 4.3 Human rights

Pages 35-36

Respect for human rights is enshrined in the Group's Corporate Code of Ethics and Conduct and also promotes employee training on human rights policies and procedures, among other connected themes. In the case of subcontracted companies, Mota-Engil ensures training on workplace safety and emergency procedures, with other specific themes on human rights and access control also possible. It should also be mentioned that the training provided to workers of these subcontracted entities involved in the security of facilities and protection of assets is also ensured by the respective companies, as per local legal requirements. Management in these cases is at the project/market level, with no corporate-level guidance currently existing that is transversally applicable and that standardises the training approach, enabling the percentage of security staff who have received training on human rights policies or procedures to be calculated.

GRI 411: RIGHTS OF INDIGENOUS PEOPLES

Location

Relating to the standard published in 2016

411-1 Incidents of violations involving the rights of indigenous peoples

Chapter 4.3 Human rights

Pages 35-36

GRI 412: HUMAN RIGHTS ASSESSMENT

Location

Relating to the standard published in 2016

412-2 Employee training on human rights policies or procedures

Chapter 4.3 Human rights

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Chapter 7.2 Talent management

Pages 93-94



GRI 413: LOCAL COMMUNITIES

Location

Relating to the standard published in 2016

413-1 Operations with local community engagement, impact assessments and development programmes

Chapter 7.3 Local community support

Pages 103-107

Chapter 7.4 Manuel António da Mota Foundation

Pages 108-114

GRI 414: SUPPLIER SOCIAL ASSESSMENT

Location

Relating to the standard published in 2016

414-1 New suppliers that were screened using social criteria

Chapter 5.3 Mota-Engil supply chain

Pages 50-54

GRI 419: SOCIOECONOMIC COMPLIANCE

Location

Relating to the standard published in 2016

419-1 Non-compliance with laws and regulations in the social and economic areas

NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREAS		2020					2021				
		EUROPE	AFRICA	LATIN AMERICA	OTHER	TOTAL MOTA-ENGIL GROUP	EUROPE	AFRICA	LATIN AMERICA	OTHER	TOTAL MOTA-ENGIL GROUP
Fines ranging from €3000-€10,000	No.	8	0	0	0	8	0	0	0	1	1
	Overall amount paid	€15,423	0	0	0	€15,423	0	0	0	€3,060	€3,060
Fines ranging from €10,000-€50,000	No.	0	0	3	0	3	1	0	0	0	1
	Overall amount paid	0	0	€15,765	0	€15,765	€33,750	0	0	0	€33,750
Fines above €50,000	No.	0	0	0	0	0	0	0	4	0	4
	Overall amount paid	0	0	0	0	0	0	0	€118,689	0	€118,689
Total fines	No.	8	0	3	0	11	1	0	4	1	6
	Overall amount paid	€15,423	0	€15,765	0	€31,188	€33,750	0	€118,689	€3,060	€155,499
Total no. of non-monetary sanctions		0	0	0	0	0	0	0	0	0	0
No. of cases handled through arbitration mechanisms		0	0	0	0	0	0	0	0	0	0

NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREAS		2020			2021				
		ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP	ENGINEERING AND CONSTRUCTION	ENVIRONMENT	OTHER BUSINESS AREAS	TOTAL MOTA-ENGIL GROUP
Fines ranging from €3000-€10,000	No.	0	0	1	1	0	0	1	1
	Overall amount paid	0	0	€3,060	€3,060	0	0	€3,060	€3,060
Fines ranging from €10,000-€50,000	No.	0	1	0	1	0	1	0	1
	Overall amount paid	0	€33,750	0	€33,750	0	€33,750	0	€33,750
Fines above €50,000	No.	4	0	0	4	4	0	0	4
	Overall amount paid	€118,689	0	0	€118,689	€118,689	0	0	€118,689
Total fines	No.	4	1	1	6	4	1	1	6
	Overall amount paid	€118,689	€33,750	€3,060	€155,499	€118,689	€33,750	€3,060	€155,499
Total no. of non-monetary sanctions		0	0	0	0	0	0	0	0
No. of cases handled through arbitration mechanisms		0	0	0	0	0	0	0	0

Regarding non-compliance with social and economic laws and regulations in 2021, six fines over €3,000 were issued.

- Peru: fine (€75,342) for late payment of taxes corresponding to prepaid income tax for the years 2015 and 2017 resulting in different interpretations of the applicable regulations; fine (€17,843) for failure to pay taxes corresponding to the adjustment in prepaid income tax for 2015; non-compliance with social and labour regulations (€16,454); fine (€9,050) for unduly withholding invoices from a supplier.
- Portugal: EGF – non-compliance with VAT billing by various suppliers, leading to undue deductions in the respective VAT (€33,750); fine resulting from non-submission of registration for an employee in the driver category to complement the tachograph records in the 28 days prior to the date of inspection (€3,060).

The eleven fines applied in 2020 were issued in Portugal and Peru. In Portugal, they resulted in two administrative offence processes, one due to the inadequacy of the OHS Plan (€10,000) and the other, containing six infringements, related to driving and resting periods and tachograph switching rules by drivers of heavy-goods vehicles (worth a total of €5,423). In Peru, the fines applied related to: the failure to pay VAT within the period set by local regulations (€3,591); non-compliance with the disabled employee quota applied to the Consórcio Rodoviário Jaylli (€5,344); and an infringement related to the social and labour regulations at Consórcio Mota-Engil – TR Peru (€6,830).

In general, these situations were irregular events. However, and whenever deemed necessary, corrective measures were taken to avoid similar situations in the future.



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Creative Strategy:

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Externally verified:

Bureau Veritas
