



SOCIAL RESPONSIBILITY POLICY

Approved at the Board of Directors' meeting on 20/10/2025

Document Datasheet

Responsible Functional Area	Corporate Sustainability Department
ME Version	1.0
Approval Body	Board of Administration

Historical		
Version	Approval Date	Changes
1.0	20-10-2025	Original Version

The Mota-Engil Group is governed by a Policy of monitoring and continuous improvement of its Policies and Procedures. Thus, the information contained in this Policy is subject to updating, and Mota-Engil reserves the right to update it, whenever necessary

INDEX

1. CONTEXT AND PURPOSE	4
2. SCOPE.....	5
3. PRINCIPLES AND OBJECTIVES OF CORPORATE SOCIAL RESPONSIBILITY.....	5
3.1 Objectives of Social Responsibility.....	5
3.2. Instruments of Social Responsibility at Mota-Engil	5
3.2.1. Manuel António da Mota Foundation (FMAM- Fundação Manuel António da Mota) .	5
3.2.2. Donations and Corporate Social Responsibility of Mota-Engil.....	5
3.2.3 Volunteering	6
3.2.4 Development of Social Support Programmes and Preservation of Employee Dignity..	6
3.2.5 Impact Measurement.....	6
4. MOTA-ENGIL'S COMMITMENT TO COMMUNITIES	7
Mota-Engil's Commitment to Affected Communities.....	7
ANNEX I DEFINITIONS	9
ANNEX II FRAMEWORK OF MOTA-ENGIL'S SOCIAL RESPONSIBILITY POLICY	12

1. CONTEXT AND PURPOSE

"My father used to say that all he needed was strength in his head and arms. He didn't need it in his legs, because his strategic vision and the sustainability of his projects meant he always had his feet firmly on the ground, wherever he stood, and never gave up, no matter the difficulties. That's how we understand being Angolan in Angola, Peruvian in Peru, Brazilian in Brazil, just as we are Portuguese in Portugal."

António Mota during the presentation of the Manuel António da Mota Award

People are the central pillar of our culture and purpose: **"OUR LEGACY INSPIRES AND COMMITS US TO BUILDING A BETTER WORLD"**.

The Social Responsibility Policy of Mota-Engil aims to formalise the **Group's principles, guidelines, and commitments regarding Corporate Social Responsibility (CSR)**. It addresses **communities at all levels, including the internal community of Mota-Engil employees**, in line with the **United Nations Sustainable Development Goals (SDGs)**, and establishes strategic guidelines, while promoting **effective engagement of communities** as key stakeholders for the Mota-Engil Group.

Mota-Engil is committed to actively **contribute to the sustainable development of communities, respecting local cultures and specificities, and promoting human dignity** across all geographies in which it operates.

It also aims **to guide and monitor the Mota-Engil Group's activity** through a **prioritisation hierarchy** within the **social, environmental, and economic triad**, in the following order: **generation of positive impact, mitigation of negative impacts, and compensation**.

In accordance with the **definition of social responsibility** in the annex, Mota-Engil's CSR reflects the Group's commitment to the **planet and to people while conducting business**. This Policy focuses specifically on one dimension of social responsibility — **the community development** — and **does not replace** the broader responsibilities applied across the Group under its various existing policies and regulatory frameworks.

2. SCOPE

This Policy applies to **all** companies, business units and geographies of the Mota-Engil Group.

3. PRINCIPLES AND OBJECTIVES OF CORPORATE SOCIAL RESPONSIBILITY

3.1 Objectives of Social Responsibility

- Creating a positive impact on the community in general, with a focus on the local communities where the Group operates, including affected communities, and on its employees.
- Promoting better living conditions for local populations.
- Preserving human dignity, particularly that of employees and their families.

3.2. Instruments of Social Responsibility at Mota-Engil

3.2.1. Manuel António da Mota Foundation (FMAM- Fundação Manuel António da Mota)

[FMAM](#) is an important **strategic CSR instrument of the Mota-Engil Group's social responsibility**, pursuing its statutory social purposes internally, among which the Manuel António da Mota Awards and **donations to various institutions stand out**.

Whenever **strategically relevant**, and in line with the FMAM, the Mota-Engil Group and its companies based in Portugal establish **Manuel António da Mota Foundations in different markets, in accordance with local legislation**, as vehicles for pursuing their **social responsibility objectives**.

3.2.2. Donations and Corporate Social Responsibility of Mota-Engil

The Mota-Engil Group develops social responsibility initiatives, namely through **patronage of its foundations** and through **donations to charitable and non-profit organizations** that work towards its development goals, in accordance with the [Group's Donations and CSR Procedure](#).

3.2.3 Volunteering

The Mota-Engil Group commits to **allocating a minimum of 8 hours per year per employee** for participation in **community-focused [volunteering initiatives](#)**.

The Group also undertakes to **promote volunteering activities either independently or in partnership with non-profit organisations** aligned with the SDGs, with **communities** as the ultimate beneficiaries.

In regions where there are Manuel António da Mota Foundations, **these are responsible for planning and organising volunteering activities** and liaising with non-profit organisations.

3.2.4 Development of Social Support Programmes and Preservation of Employee Dignity

The **Group's Social Responsibility Programmes** are designed primarily to provide social support to the Mota-Engil community, addressing social challenges faced by employees. These programmes are aligned with the **SDGs defined for Social Responsibility** and seek to respond to social issues existing in the geographies where the Group operates, including those experienced by its workforce.

3.2.5 Impact Measurement

The Mota-Engil Group **aims to create** a positive impact in **all areas of its activity**, ensuring the means to measure it **whenever justified and considered strategic, especially in its patronage activities**.

The Mota-Engil Group **develops and provides the necessary means** for the systematic recording and archiving of its social solidarity actions and initiatives for future use and impact measurement.

4. MOTA-ENGIL'S COMMITMENT TO COMMUNITIES

The Mota-Engil Group is **committed to supporting communities and their development** in the countries where it operates.

Mota-Engil ensures that **communities are represented in the definition of its strategic objectives** through a double materiality analysis.

With **regard to community development**, the Mota-Engil Group **aligns its social responsibility initiatives** with the Sustainable Development Goals, prioritising the SDGs on Social Responsibility, , namely **SDG 1 (No Poverty), SDG 3 (Good Health and Well-being) and SDG 4 (Quality Education)**, which are the central pillars of our social intervention, while also recognising the relevance of the SDGs that reinforce our strategic alignment.

Accordingly, Mota-Engil is **committed to generating positive impact in these areas**.

The Mota-Engil Group is committed to **using its social responsibility tools to create a positive impact** on the community.

The Mota-Engil Group also recognises the **creation of decent jobs** as an **effective measure for the development of the communities** where it operates, committing itself to hiring in the communities and training local staff, as well as complying with its [Human Rights Policy](#) and best labour practices.

Mota-Engil's Commitment to Affected Communities

- The Mota-Engil Group recognises the importance of ensuring that the **interests and concerns of affected communities are heard**. Whenever necessary and when not guaranteed by the client or local legislation, Mota-Engil develops [internal mechanisms and response channels](#);
- The Mota-Engil Group is also committed to **assessing risks to local communities** arising from its operations;
- The Mota-Engil Group is committed to ensuring the **transparent and participatory involvement of affected communities** in the preservation of biodiversity and ecosystems, in line with international standards and based on the aforementioned hierarchy of environmental impacts;
- The Mota-Engil Group acknowledges the **global scarcity of resources** and is committed to

adopting measures to prevent excessive water use, thereby preventing negative impacts on communities;

- The Mota-Engil Group recognizes the importance of **ensuring the health and safety of communities** by implementing actions to **avoid or minimize exposure to hazardous substances and prevent the spread of communicable diseases**, particularly those related to **contaminated water consumption and other pollution sources**;
- The Mota-Engil Group is aware of the challenges posed by involuntary resettlement and strives to avoid the displacement of communities wherever possible;
- The Mota-Engil Group identifies the presence of **Indigenous People**, promoting their engagement — both internally and with responsible entities — from the early stages of projects, ensuring mitigation and/or compensation of potential impacts while fully respecting their cultures;
- The Mota-Engil Group is committed to **safeguarding cultural heritage**, identifying it and ensuring **communities' continued access to their sites of cultural value**.

ANNEX I | DEFINITIONS

- **Corporate Social Responsibility (CSR):** Mota-Engil's corporate social responsibility establishes the Group's commitment to both the planet and people while conducting its business. This commitment, and all resulting actions, is voluntary, goes beyond philanthropy, is oriented towards multiple stakeholders and is aligned with social and environmental criteria that reflect the Group's values.¹
- **Corporate Social Responsibility Policy:** "Establishes the commitments associated with achieving a specific objective related to social responsibility."²
- **Communities:** "A group of people who share common characteristics or interests. A community may be geographically based, interest-based, or demographically composed, regardless of its physical location within a country."³
- **Local Communities:** "All communities that depend on the land. While communities may differ in size, identity, internal equity and land use systems, they all share strong ties to their land and distribute rights according to norms they have themselves established."⁴
- **Affected Communities:** "Individuals or groups of individuals who reside or work in areas affected or likely to be affected by the organisation's activities;"⁵
- **Indigenous Communities:** "The term 'Indigenous Peoples' refers broadly to culturally distinct social groups with the following characteristics, to varying degrees: :⁶
 - Self-identification as members of a distinct indigenous cultural group and recognition of this identity by others;
 - Collective connection to geographically distinct habitats or ancestral territories in the project area and to the natural resources of those habitats and territories;
 - Customary cultural, economic, social or political institutions, separate from those of the dominant society or culture;

¹ 2024 Consolidated Report and Accounts link: https://www.mota-engil.com/app/uploads/2025/04/RC-consolidado-2024_vPdf-1.pdf

² International Organization for Standardization. (2010). ISO 26000:2010 – Guidance on Social Responsibility. Geneva: ISO.

³ United Nations Educational, Scientific and Cultural Organization (UNESCO)- Instruction manual for completing the questionnaire on research and experimental development (R&D) statistics (2012)

⁴ Oxfam. (2016, 2nd March). *Common Ground: Securing land rights and safeguarding the earth* [Briefing paper]. Oxfam International; International Land Coalition; Rights and Resources Initiative.

⁵ Global Reporting Initiative-GRI

⁶ IFC Guidance Note 7 Indigenous Peoples

- Use of a distinct language or dialect, often different from the official language(s) of the country or region of residence."
- **Community Engagement:** "This working methodology with groups and traditional, community, civil society, government and opinion leaders aims to facilitate their active participation in addressing issues affecting their lives. Community engagement empowers social groups and social networks, building on local strengths and capacities and increasing local participation in the search for adaptable and accountable solutions. Through the principles and strategies of community engagement, all stakeholders have access to processes for assessing, analysing, planning, leading, implementing, monitoring and evaluating actions, programmes and policies that will promote the survival, development and protection of community members." ⁷
- **Client:** The term 'client' is used throughout the Performance Standards in a broad sense to refer to the party responsible for the implementation and operation of the project being financed, or the recipient of the financing, depending on the structure of the project and the type of financing. ⁸
- **Compensation:** The act of balancing, equalising or repairing a loss or damage, which may involve neutralising negative effects according to the parties' responsibilities and the Mota-Engil Group's policies and regulations.
- **Donation:** "A voluntary transfer of financial or material resources, without expectation of return or direct compensation, made by a philanthropic entity to an organisation, project or individual, to promote a cause of public interest." ⁹
- **Foundation:** "A foundation is any legal entity characterised by the allocation of assets to pursue social purposes." ¹⁰
- **Materiality:** Materiality analysis is the process that serves as the starting point for sustainability reporting under the new CSRD Directive and ESRS Standards. It consists of identifying and assessing the most relevant impacts, risks and opportunities for the organisation and its stakeholders, which are the topics to be reported.

⁷ UNICEF: "Community Engagement: Partnering with communities so they can lead the change process."

⁸ IFC Performance Standards- Performance Standard 5- Land Acquisition and Involuntary Resettlement

⁹ European Foundation Centre. (2017). Institutional Philanthropy in the EU: A Comparative Analysis. Brussels: EFC.

¹⁰ Diário da República-Lexionário

A material topic is one that can significantly influence the decisions, actions and performance of the organisation or its stakeholders in the short, medium or long term. This information must be sufficiently meaningful to explain the topics in question, meeting the expectations of transparency from both the organisation and the general public, and supporting informed decision-making.

As part of its materiality analysis, the Mota-Engil Group mapped all its stakeholders, identifying the affected communities as a crucial stakeholder for its operations.

Recognising the importance of these communities, the company consulted them through internal and external surveys and proxies, with the aim of gathering, complementing and reinforcing its understanding of their concerns and expectations, ensuring these were duly considered in the analysis process.¹¹

¹¹ PWC-Análise de Dupla Materialidade: [pwc-sustentabilidade-dupla-materialidade-metodologia.pdf](#)

ANNEX II | FRAMEWORK OF MOTA-ENGIL'S SOCIAL RESPONSIBILITY POLICY

International Labour Organization (ILO)

- [ILO Convention No. 87 – Freedom of Association and Protection of the Right to Organise](#)
- [ILO Convention No. 105 – Abolition of Forced Labour](#)
- [ILO Convention No. 138 – Minimum Age for Admission to Employment](#)
- [ILO Convention No. 182 – Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour](#)
- [ILO Convention No. 155 – Occupational Safety and Health](#)
- [ILO Convention No. 100 – Equal Remuneration for Men and Women Workers for Work of Equal Value](#)
- [ILO Convention No. 111 – Discrimination \(Employment and Occupation\)](#)
- [ILO Convention No. 29 – Forced or Compulsory Labour](#)

United Nations (UN)

- [Universal Declaration of Human Rights \(UDHR\)](#)
- [UN Agenda 2030 for Sustainable Development](#)
- [UN Guiding Principles on Business and Human Rights](#)
- [UN Declaration on the Rights of Indigenous People](#)

Organisation for Economic Co-operation and Development (OECD)

- [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#)
- [Handbook for Stakeholder Engagement at the United Nations Environment Programme \(UNEP\)](#)

International Finance Corporation (IFC)**Performance Standards on Environmental and Social Sustainability**

- [Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts](#)
- [Performance Standard 2: Labor and Working Conditions](#)
- [Performance Standard 3: Resource Efficiency and Pollution Prevention](#)
- [Performance Standard 4: Community Health, Safety, and Security](#)
- [Performance Standard 5: Land Acquisition and Involuntary Resettlement](#)
- [Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources](#)
- [Performance Standard 7: Indigenous Peoples](#)
- [Performance Standard 8: Cultural Heritage](#)

MOTAENGIL

Um Mundo de Inspiração

