

SUSTAINABILITY REPORT for FY 2008 - Public Data
Hovione Group
Performance Indicators

HOVIONE GROUP	UNIT	FY2006	FY2007	FY2008	DESCRIPTION (when needed)
Performance Indicators					
ECONOMIC INDICATORS					
Total sales	mUSD	94	104	126	Total annual sales
Total quantity produced	t	300	270	500	Rounded to tens of tons, cumulative of all intermediates and final products
INDIRECT ECONOMIC INDICATORS					
GMP Compliance and Regulatory Indicators					
Total nº of audits and inspections	unit	45	50	45	Sum of internal audits + client audits + inspections by Health Authorities and certif. bodies
Warning letters from Health Authorities	unit	0	0	0	
Recalls or similar post-sale remedial action	unit	0	0	0	
Complaints from clients	unit	12	19	20	Reportable complaints as per ICH Q7A & CFR Part 210 and 211
Suppliers indicators					
Total number of Chemical suppliers	unit	258	608	562	
Audits to chemical suppliers	unit	21	25	17	
Total Purchase Orders issued to chemical suppliers	unit	2,191	2,029	3,716	Number of purchase orders issued to chemical suppliers
Total nº of complaints to chemical suppliers	unit	60	69	56	Total number of complaints sent to chemical suppliers
% Complaints vs POs	%	2.74	3.4	1.5	Total number of complaints / Number of POs x 100
Business visits to chemical suppliers	unit	12	4	5	Number of business visits to chemical suppliers
Complaints from chemical suppliers	unit	32	0	24	Number of complaints received from chemical suppliers
SOCIAL PERFORMANCE					
STAFF INDICATORS					
Company staff					
Average staff number	unit	576	596	654	Sum of total company staff in each month / 12
% male staff	%	68	57	69	
% female staff	%	32	43	31	
% staff with university degree or higher level of education	%	37	49	44	
Seniority	years	11	8	10	Total of the years of work of all company staff / Average staff number
Staff rotation	%	6	7	11	((Number of company staff left+staff admitted)/2)/average staff number
Total staff absenteeism excluding maternity leave	%	1.8	1.1	3.2	Total staff absenteeism excluding maternity leave
Training					
Training received (internal and external)	hours	18,503	22,432	31,496	Total hours of Internal & external training received by all staff
GMP	hours	3,492	6,802	3,279	Total hours of Internal & external training received in GMP
HSE	hours	4,170	4,019	4,684	Total hours of Internal & external training received in HSE
Other	hours	9,557	11,007	23,533	Total hours of Internal & external training received -other themes
Average training hours per staff	hours	104	46	48	Training received (internal and external)/ average staff number
Total cost	USD	325,060	691,153	921,271	Total cost of training given (external training)
Average cost per staff	USD	470	1,160	1,409	Total cost/ average staff number
Sub-contracted staff full time on site					
Average number of staff	unit	42	33	98	
Training	hours	82	1,910	148	Number of hours of training given by Hovione
Benefits to employees and families					
Transport and Cantine / meal allowance	USD	623,543	723,150	850,076	
Hovione health insurance and medical reimbursements	USD	613,111	568,345	522,751	
Pension fund	USD	516,584	497,965	264,981	
Hovione Cultural and Sport Association	USD	20,186	42,139	56,150	
Social events	USD	72,365	87,563	134,837	
Summer apprenticeships	unit	11	14	16	Nº of summer apprenticeships of young people
SUPPORT AND DONATIONS TO THIRD PARTIES					
Community (inc. Fire department) related	USD	43,507	46,018	40,222	
Education related, at national level	USD	20,355	21,330	27,001	
Others donations	USD	21,735	20,401	43,261	
INTERACTION WITH THE COMMUNITY					
School visits - Nº of schools	unit	36	12	14	
School visits - Nº of students	unit	795	222	269	
Open Days - total number of visitors	unit	130	302	300	
Nº of professional apprenticeships or other educational training given to nationals	unit	0	0	4	
Total tax paid	USD	3,817,159	4,738,798	6,497,563	Includes tax paid on employee's income, social security, un-recovered VAT, company income tax, import duties, municipal tax, any licenses paid to any government authority, petroleum tax on gasoline, etc
COMMUNICATION					
Nº of A4 pages of Company Newsletter issued/ per year	unit	24	24	36	Total number of pages issued (3 issues a year)
Circulation per issue - portuguese printed edition	unit	2,000	2,000	2,200	Average Nº of printed copies per issue - per year
Circulation per issue - english electronic edition	unit	450	465	482	Average Nº of electronics versions sent by email per issue - per year
Nº of internal surveys	unit	5	5	3	
Nº of external surveys	unit	1	0	3	
HEALTH, SAFETY AND ENVIRONMENTAL PERFORMANCE					
EXPENSES AND INVESTMENTS					
Social security and unemployment contributions	USD	2,682,212	3,269,384	3,971,551	As paid out to government schemes
Personal accident insurance	USD	440,273	457,929	510,519	Workers compensation insurance
Total health expenses	USD	636,756	681,456	1,151,353	Includes insurance, and any directly paid expenses for doctors, medicines, medical exams, etc.
Health expenses per employee	USD/employee	1,105	1,157	1,760	Social security + Health expenses + Health insurance / average number of staff
Safety expenses per sales	%	0.7	0.7	0.6	Safety expenses / total sales x 100
Environmental expenses per sales	%	1.5	1.2	1.5	Environmental expenses / total sales x 100
HSE AUDITS					
Internal audits	unit	18	21	25	
External audits and inspections	unit	10	6	4	
External audits performed to suppliers	unit	3	0	0	
CONSUMPTIONS					
Raw materials	t	10,392	8,383	8,793	
Solvents	t	4,183	3,869	8,376	
Recycled and reused	t	2,157	2,954	3,209	
Other raw materials	t	1,384	4,232	664	
Recycled and reused	t	0	0	0	
Electricity	kw/1000	20,800	19,939	22,494	
Energy consumption per ton of production	kw/ton	68,701	73,306	44,987	Energy consumption / ton of production
Water	m3	179,245	181,841	236,289	
Recycled and reused	m3	27,601	28,157	29,206	
Water consumption per ton of production	m3/ t	597	657	467	Water consumption / ton of production
Diesel	m3	249	217	193	
Natural gas	Nm3	645,015	1,084,044	905,038	
Paper (total)	Packs	3,747	2,611	2,480	
Recycled paper	Packs	1,362	1,171	1,670	
EMISSIONS					

SUSTAINABILITY REPORT for FY 2008 - Public Data
Hovione Group
Performance Indicators

HOVIONE GROUP	UNIT	FY2006	FY2007	FY2008	DESCRIPTION (when needed)
Performance Indicators					
Air emissions					
Particles	t	5	1	6	
Sulfur dioxide (SO ₂)	t	101	1	76	
Nitrogen oxides (in NO ₂)	t	18	22	16	
Carbon monoxide (CO)	t	0	2	0	
Volatile organic compounds (VOC)	t	52	50	63	
Heavy metals (total)	t	0	0.0	0	
Greenhouse gas emissions					
CO ₂ emissions- total energy consumption	t CO ₂ eq	915	1,470	2,255	
CO ₂ emissions- electricity purchased	t CO ₂ eq	2,851	8,946	9,477	
CO ₂ emissions associated to processes	t CO ₂ eq	4,223	4,409	5,046	
CO ₂ sequestration initiatives (negative values)	-t CO ₂ eq	0	0	0	CO ₂ sequestration from trees that Hovione plants or maintains, or carbon credits it buys
CO ₂ emissions / sequestration balance	t CO ₂ eq	7,989	14,825	16,778	Sum of CO ₂ emissions less the CO ₂ sequestration achieved.
Liquid emissions					
Chemical oxygen demand – COD	t	3,902	8,551	2,736	
Total Suspended Solids – TSS	t	74	221	46	
Waste					
Treated externally	t	772	792	1,222	
Internal thermal recycling	t	6,467	6,405	6,945	
Internal recycling and reuse	t	2,592	2,884	3,095	
Treated externally	%	8	8	11	Treated externally / (Treated Externally + Internal thermal recycling + internal recycling and reuse)
Internal thermal recycling	%	66	64	62	Internal thermal recycling / (Treated externally + Internal thermal recycling + internal recycling and reuse)
Internal recycling and reuse	%	26	29	27	Internal recycling and reuse / (Treated externally + Internal thermal recycling + internal recycling and reuse)
SAFETY					
Safety (company)					
Accident frequency rate	unit	10.2	5.2	4.5	Number of accidents with one or more lost days per million of man-hours worked
Accident severity rate	unit	0.2	0.1	0.1	Number of lost days per thousand man-hours worked
Accident incidence rate	unit	6	10	9	Number of accidents with one or more lost days X 1000 / (total staff n°)
Number of fatalities	unit	0	0	0	Related to work accidents
Safety (sub-contractors)					
Accident frequency rate	unit	5.1	0.4	8.5	Number of accidents with one or more lost days per million of man-hours worked
Accident severity rate	unit	0.07	0.002	0.8	Number of lost days per thousand man-hours worked
Accident incidence rate	unit	12	1	17	Number of accidents with one or more lost days X 1000 / total number of staff
Number of fatalities	unit	0	0	0	Related to work accidents
HEALTH					
Number of employees with medical check up done by					
Company doctor	unit	943	646	1,008	
Noise exposure between 85 and 90 dB(A)	%	4	3	4	Number of staff exposed to noise between 85 and 90 dB(A) / average staff n° x 100
Noise exposure above 90 dB(A)	%	3	1	3	Number of staff exposed to noise above 90 dB(A) / average staff n° x 100
Occupational health diseases frequency rate	%	0.0	0.0	0.0	Number of situations per million of hours-men worked
COMPLAINTS FROM NEIGHBOURS					
Total N° of complaints	unit	0	1	6	
N° Complaints related to noise	unit	0	1	3	
N° Complaints related to smell/odours	unit	0	0	2	
N° Other complaints	unit	0	0	1	
N° Complaints investigated and addressed by the Company and found to be unjustified or unrelated to the Company's activity	unit	0	0	0	