

SUSTAINABILITY REPORT for FY 2008 - Public Data						
Hovione Group						
Performance Indicators						
HOVIONE GROUP	UNIT	FY2006	FY2007	FY2008	DESCRIPTION (when needed)	
<b>Performance Indicators</b>						
<b>ECONOMIC INDICATORS</b>						
Total sales	mUSD	94	104	126	Total annual sales	
Total quantity produced	t	300	440	500	Rounded to tens of tons, cumulative of all intermediates and final products	
<b>INDIRECT ECONOMIC INDICATORS</b>						
<b>GMP Compliance and Regulatory Indicators</b>						
Total n° 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	
<b>Suppliers indicators</b>						
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	2,486	Number of purchase orders issued to chemical suppliers	
Total n° of complaints to chemical suppliers	unit	60	69	56	Total number of complaints sent to chemical suppliers	
% Complaints vs POs	%	2.7	3.4	2.3	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	
<b>SOCIAL PERFORMANCE</b>						
<b>STAFF INDICATORS</b>						
<b>Company staff</b>						
Average staff number	unit	576	596	654	Sum of total company staff in each month / 12	
% male staff	%	68	70	72		
% female staff	%	32	30	28		
% staff with university degree or higher level of education	%	37	49	57		
Seniority	years	11	8	8	Total of the years of work of all company staff / Average staff number	
Staff rotation	%	6	13	19	((Number of company staff left+staff admitted)/2)/average staff number	
Total staff absenteeism excluding maternity leave	%	1.8	1.1	1.6	Total staff absenteeism excluding maternity leave	
<b>Training</b>						
Training received (internal and external)	hours	18,503	27,602	31,621	Total hours of Internal & external training received by all staff	
GMP	hours	3,492	9,220	3,280	Total hours of Internal & external training received in GMP	
HSE	hours	4,170	4,511	4,684	Total hours of Internal & external training received in HSE	
Other	hours	9,557	13,871	23,657	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	
<b>Sub-contracted staff full time on site</b>						
Average number of staff	unit	42	33	98		
Training	hours	82	1,910	148	Number of hours of training given by Hovione	
<b>Benefits to employees and families</b>						
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	N° of summer apprenticeships of young people	
<b>SUPPORT AND DONATIONS TO THIRD PARTIES</b>						
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		
<b>INTERACTION WITH THE COMMUNITY</b>						
School visits - N° of schools	unit	36	12	14		
School visits - N° of students	unit	795	222	269		
Open Days - total number of visitors	unit	130	0	300		
N° of professional apprenticeships or other educational training given to nationals	unit	0	0	4		
Total tax paid	USD	3,817,159	4,688,888	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	
<b>COMMUNICATION</b>						
N° 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 N° of printed copies per issue - per year	
Circulation per issue - english electronic edition	unit	450	465	482	Average N° of electronics versions sent by email per issue - per year	
N° of internal surveys	unit	5	5	3		
N° of external surveys	unit	1	0	3		
<b>HEALTH, SAFETY AND ENVIRONMENTAL PERFORMANCE</b>						
<b>EXPENSES AND INVESTMENTS</b>						
Social security and unemployment contributions	USD	2,682,212	3,269,385	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	681,457	666,361	As paid out to non-government schemes	
Health expenses per employee	USD/employee	1,105	1,143	1,019	Social security + Health expenses + Health insurance / average number of staff	
Safety expenses per sales	%	0.7	0.8	0.7	Safety expenses / total sales x 100	
Environmental expenses per sales	%	1.5	1.4	1.6	Environmental expenses / total sales x 100	
<b>HSE AUDITS</b>						
Internal audits	unit	18	21	25		
External audits and inspections	unit	10	6	4		
External audits performed to suppliers	unit	3	0	0		
<b>CONSUMPTIONS</b>						
Raw materials	t	10,392	9,839	13,498		
Solvents	t	4,183	6,827	9,397		
Recycled and reused	t	2,157	2,689	3,909		
Other raw materials	t	1,384	3,012	4,101		
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	45,009	45,015	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	410	473	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	3,011	3,000		
Recycled paper	Packs	1,362	1,171	1,670		

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**Hovione Group**  
**Performance Indicators**

HOVIONE GROUP	UNIT	FY2006	FY2007	FY2008	DESCRIPTION (when needed)
<b>Performance Indicators</b>					
<b>EMISSIONS</b>					
<b>Air emissions</b>					
Particles	t	5	1	6	
Sulfur dioxide (SO <sub>2</sub> )	t	101	1	76	
Nitrogen oxides (in NO <sub>2</sub> )	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	
<b>Greenhouse gas emissions</b>					
CO <sub>2</sub> emissions- total energy consumption	t CO <sub>2</sub> eq	915	1,470	2,195	
CO <sub>2</sub> emissions- electricity purchased	t CO <sub>2</sub> eq	2,851	8,946	9,319	
CO <sub>2</sub> emissions associated to processes	t CO <sub>2</sub> eq	4,223	4,409	5,046	
CO <sub>2</sub> sequestration initiatives (negative values)	-t CO <sub>2</sub> eq	0	0	0	CO <sub>2</sub> sequestration from trees that Hovione plants or maintains, or carbon credits it buys
CO <sub>2</sub> emissions / sequestration balance	t CO <sub>2</sub> eq	7,989	14,825	16,560	Sum of CO <sub>2</sub> emissions less the CO <sub>2</sub> sequestration achieved.
<b>Liquid emissions</b>					
Chemical oxigen demand – COD	t	3,902	8,551	2,736	
Total Suspended Solids – TSS	t	74	221	46	
<b>Waste</b>					
Treated externally	t	772	792	1,323	
Internal thermal recycling	t	6,467	6,405	6,410	
Internal recycling and reuse	t	2,592	2,884	3,212	
Treated externally	%	8	8	12	Treated externally / (Treated Externally + Internal thermal recycling + internal recycling and reuse)
Internal thermal recycling	%	66	64	59	Internal thermal recycling / (Treated externally + Internal thermal recycling + internal recycling and reuse)
Internal recycling and reuse	%	26	29	29	Internal recycling and reuse / (Treated externally + Internal thermal recycling + internal recycling and reuse)
<b>SAFETY</b>					
<b>Safety (company)</b>					
Accident frequency rate	unit	10.2	5.3	4.6	Number of accidents with one or more lost days per million of man-hours worked
Accident severity rate	unit	0.2	0.2	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
<b>Safety (sub-contractors)</b>					
Accident frequency rate	unit	5.1	1.1	25.5	Number of accidents with one or more lost days per million of man-hours worked
Accident severity rate	unit	0.1	0.0	2.3	Number of lost days per thousand man-hours worked
Accident incidence rate	unit	12	2	51	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
<b>HEALTH</b>					
Number of employees with medical check up done by Company doctor	unit	943	1,131	1,008	
Noise exposure between 80 and 87 dB(A)	%	4	15	1	Number of staff exposed to noise between 80 and 87 dB(A) / average staff n° x 100. The range was changed from 85-90 dB(A) to 80-87 dB(A) in accordance with existing EU legislation
Noise exposure above 87 dB(A)	%	3	4	3	Number of staff exposed to noise above 87 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
<b>COMPLAINTS FROM NEIGHBOURS</b>					
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	