

| SUSTAINABILITY REPORT for FY 2006 - Public Data | | | |
|---|--------------|-----------|--|
| Hovione Group | | | |
| Performance Indicators | | | |
| HOVIONE GROUP | UNIT | FY2006 | DESCRIPTION (when needed) |
| Performance Indicators | | | |
| ECONOMIC INDICATORS | | | |
| Total sales | mUSD | 94 | Total annual sales |
| Total quantity produced | t | 300 | Rounded to tens of tons, cumulative of all intermediates and final products |
| INDIRECT ECONOMIC INDICATORS | | | |
| GMP Compliance and Regulatory Indicators | | | |
| Total n° of audits and inspections | unit | 45 | Sum of internal audits + client audits + inspections by Health Authorities and certif. bodies |
| Warning letters from Health Authorities | unit | 0 | |
| Recalls or similar post-sale remedial action | unit | 0 | |
| Complaints from clients | unit | 12 | Reportable complaints as per ICH Q7A & CFR Part 210 and 211 |
| Suppliers indicators | | | |
| Total number of Chemical suppliers | unit | 258 | |
| Audits to chemical suppliers | unit | 21 | |
| Total Purchase Orders issued to chemical suppliers | unit | 2,191 | Number of purchase orders issued to chemical suppliers |
| Total n° of complaints to chemical suppliers | unit | 60 | Total number of complaints sent to chemical suppliers |
| % Complaints vs POs | % | 2.7 | Total number of complaints / Number of POs x 100 |
| Business visits to chemical suppliers | unit | 12 | Number of business visits to chemical suppliers |
| Complaints from chemical suppliers | unit | 32 | Number of complaints received from chemical suppliers |
| SOCIAL PERFORMANCE | | | |
| STAFF INDICATORS | | | |
| Company staff | | | |
| Average staff number | unit | 576 | Sum of total company staff in each month / 12 |
| % male staff | % | 68 | |
| % female staff | % | 32 | |
| % staff with university degree or higher level of education | % | 37 | |
| Seniority | years | 11 | Total of the years of work of all company staff / Average staff number |
| Staff rotation | % | 6 | ((Number of company staff left+staff admitted)/2)/average staff number |
| Total staff absenteeism excluding maternity leave | % | 1.8 | Total staff absenteeism excluding maternity leave |
| Training | | | |
| Training received (internal and external) | hours | 18,503 | Total hours of Internal & external training received by all staff |
| GMP | hours | 3,492 | Total hours of Internal & external training received in GMP |
| HSE | hours | 4,170 | Total hours of Internal & external training received in HSE |
| Other | hours | 9,557 | Total hours of Internal & external training received -other themes |
| Average training hours per staff | hours | 104 | Training received (internal and external)/ average staff number |
| Total cost | USD | 325,060 | Total cost of training given (external training) |
| Average cost per staff | USD | 470 | Total cost/ average staff number |
| Sub-contracted staff full time on site | | | |
| Average number of staff | unit | 42 | |
| Training | hours | 82 | Number of hours of training given by Hovione |
| Benefits to employees and families | | | |
| Transport and Cantine / meal allowance | USD | 623,543 | |
| Hovione health insurance and medical reimbursements | USD | 613,111 | |
| Pension fund | USD | 516,584 | |
| Hovione Cultural and Sport Association | USD | 20,186 | |
| Social events | USD | 72,365 | |
| Summer apprenticeships | unit | 11 | N° of summer apprenticeships of young people |
| SUPPORT AND DONATIONS TO THIRD PARTIES | | | |
| Community (inc. Fire department) related | USD | 43,507 | |
| Education related, at national level | USD | 20,355 | |
| Others donations | USD | 21,735 | |
| INTERACTION WITH THE COMMUNITY | | | |
| School visits - N° of schools | unit | 36 | |
| School visits - N° of students | unit | 795 | |
| Open Days - total number of visitors | unit | 130 | |
| N° of professional apprenticeships or other educational training given to nationals | unit | 0 | |
| Total tax paid | USD | 3,817,159 | 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 | | | |
| N° of A4 pages of Company Newsletter issued/ per year | unit | 24 | Total number of pages issued (3 issues a year) |
| Circulation per issue - portuguese printed edition | unit | 2,000 | Average N° of printed copies per issue - per year |
| Circulation per issue - english electronic edition | unit | 450 | Average N° of electronics versions sent by email per issue - per year |
| N° of internal surveys | unit | 5 | |
| N° of external surveys | unit | 1 | |
| HEALTH, SAFETY AND ENVIRONMENTAL PERFORMANCE | | | |
| EXPENSES AND INVESTMENTS | | | |
| Social security and unemployment contributions | USD | 2,682,212 | As paid out to government schemes |
| Personal accident insurance | USD | 440,273 | Workers compensation insurance |
| Total health expenses | USD | 636,756 | As paid out to non-government schemes |
| Health expenses per employee | USD/employee | 1,105 | Social security + Health expenses + Health insurance / average number of staff |
| Safety expenses per sales | % | 0.7 | Safety expenses / total sales x 100 |
| Environmental expenses per sales | % | 1.5 | Environmental expenses / total sales x 100 |
| HSE AUDITS | | | |
| Internal audits | unit | 18 | |
| External audits and inspections | unit | 10 | |
| External audits performed to suppliers | unit | 3 | |
| CONSUMPTIONS | | | |
| Raw materials | t | 10,392 | |
| Solvents | t | 4,183 | |
| Recycled and reused | t | 2,157 | |
| Other raw materials | t | 1,384 | |
| Recycled and reused | t | 0 | |
| Electricity | kw/1000 | 20,800 | |
| Energy consumption per ton of production | kw/ton | 68,701 | Energy consumption / ton of production |
| Water | m3 | 179,245 | |
| Recycled and reused | m3 | 27,601 | |
| Water consumption per ton of production | m3/t | 597 | Water consumption / ton of production |
| Diesel | m3 | 249 | |
| Natural gas | Nm3 | 645,015 | |
| Paper (total) | Packs | 3,747 | |
| Recycled paper | Packs | 1,362 | |

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| EMISSIONS | | | |
| Air emissions | | | |
| Particles | t | 5 | |
| Sulfur dioxide (SO ₂) | t | 101 | |
| Nitrogen oxides (in NO ₂) | t | 18 | |
| Carbon monoxide (CO) | t | 0 | |
| Volatile organic compounds (VOC) | t | 52 | |
| Heavy metals (total) | t | 0 | |
| Greenhouse gas emissions | | | |
| CO ₂ emissions- total energy consumption | t CO ₂ eq | 915 | |
| CO ₂ emissions- electricity purchased | t CO ₂ eq | 2,851 | |
| CO ₂ emissions associated to processes | t CO ₂ eq | 4,223 | |
| CO ₂ sequestration initiatives (negative values) | -t CO ₂ eq | 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 | Sum of CO ₂ emissions less the CO ₂ sequestration achieved. |
| Liquid emissions | | | |
| Chemical oxygen demand – COD | t | 3,902 | |
| Total Suspended Solids – TSS | t | 74 | |
| Waste | | | |
| Treated externally | t | 772 | |
| Internal thermal recycling | t | 6,467 | |
| Internal recycling and reuse | t | 2,592 | |
| Treated externally | % | 8 | Treated externally / (Treated Externally + Internal thermal recycling + internal recycling and reuse) |
| Internal thermal recycling | % | 66 | Internal thermal recycling / (Treated externally + Internal thermal recycling + internal recycling and reuse) |
| Internal recycling and reuse | % | 26 | Internal recycling and reuse / (Treated externally + Internal thermal recycling + internal recycling and reuse) |
| SAFETY | | | |
| Safety (company) | | | |
| Accident frequency rate | unit | 10.2 | Number of accidents with one or more lost days per million of man-hours worked |
| Accident severity rate | unit | 0.2 | Number of lost days per thousand man-hours worked |
| Accident incidence rate | unit | 6 | Number of accidents with one or more lost days X 1000 / (total staff n°) |
| Number of fatalities | unit | 0 | Related to work accidents |
| Safety (sub-contractors) | | | |
| Accident frequency rate | unit | 5.1 | Number of accidents with one or more lost days per million of man-hours worked |
| Accident severity rate | unit | 0.1 | Number of lost days per thousand man-hours worked |
| Accident incidence rate | unit | 12 | Number of accidents with one or more lost days X 1000 / total number of staff |
| Number of fatalities | unit | 0 | Related to work accidents |
| HEALTH | | | |
| Number of employees with medical check up done by Company doctor | unit | 943 | |
| Noise exposure between 80 and 87 dB(A) | % | 4 | 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 | Number of staff exposed to noise above 87 dB(A) / average staff n° x 100 |
| Occupational health diseases frequency rate | % | 0.0 | Number of situations per million of hours-men worked |
| COMPLAINTS FROM NEIGHBOURS | | | |
| Total N° of complaints | unit | 0 | |
| N° Complaints related to noise | unit | 0 | |
| N° Complaints related to smell/odours | unit | 0 | |
| N° Other complaints | unit | 0 | |
| N° Complaints investigated and addressed by the Company and found to be unjustified or unrelated to the Company's activity | unit | 0 | |