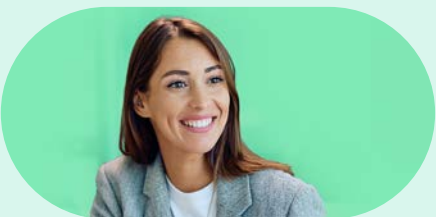




Sustainability starts within

Sustainability Report 2025



At Hovione,  our people
lead with accountability. 
This report reflects  the commitment
of our people across every initiative.
 Their engagement is visible
in the results  we share.

Our actions are collective. Our paths are shared.
Our commitment **starts within.**



This Sustainability Report provides a transparent and data-driven update on our environmental, social, and governance (ESG) performance during Fiscal Year (FY) 2025, which ran from April 2024 to March 2025. It sets out our progress through a robust framework of key performance indicators and a portfolio of sustainability metrics, reinforcing our commitment to accountability and continuous improvement.

Beyond the data, this report brings our strategy to life. Through the stories shared in the “ESG in action” sections of the report, we highlight how sustainability is being embedded across our operations—shaping decisions, strengthening our processes, and guiding the everyday actions of our people. These stories reflect the tangible progress we are making to integrate sustainability into the core of our business.

Together, the metrics and the narratives present a holistic view of our journey, one that demonstrates not only where we stand, but how we are evolving. As we continue to advance, this report serves both as a record of performance and a reflection of our continuing ambition to deliver long-term, sustainable value.

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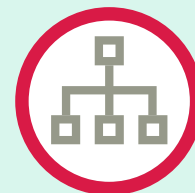
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Message from the Co-CEOs

Driven by Science. Guided by Responsibility

Since its origins, Hovione has demonstrated that sustainability is not a parallel initiative to our business — it is deeply embedded in the way we do business. It shapes how we innovate, operate, and ultimately fulfill our purpose of improving health and changing lives through science.

At Hovione, sustainability starts within. It is rooted in our culture, strengthened by our values, and advanced every day through the collective actions of our global teams. As our company has grown, we have remained committed to creating long-term value not only for our business, but also for people, communities, and the planet.

Our progress reflects continued investment in efficient operations, advanced technologies, responsible manufacturing, and data-driven decision-making. We know meaningful progress begins with measurement — understanding our impact, setting ambitious goals, and continuously improving. Guided by science and enabled by innovation, we are advancing sustainability through concrete actions with pragmatism, rigor, and accountability.



Marco Gil and António Almeida
Co-Chief Executive Officers (Co-CEOs)

“ At Hovione, sustainability starts within. It is rooted in our culture, strengthened by our values, and advanced every day through the collective actions of our global teams. ”

Sustainability is also inseparable from strong governance. Transparency, ethics, compliance, and long-term thinking remain fundamental to how we operate. By embedding sustainability into governance and strategic decision-making, we strengthen resilience, manage risk responsibly, and reinforce the trust placed in us by our clients, partners, shareholders, and communities.

Above all, our sustainability journey is powered by our people. As One Hovione, we foster a culture grounded in responsibility, collaboration, inclusion, and continuous improvement. Our strong safety culture — built on care,

discipline, and attention to detail — reflects the shared accountability that exists at every level of the organization. Across our sites and functions, our teams transform ambition into action through their expertise, dedication, and a shared commitment to excellence.

This integrated approach continues to strengthen Hovione’s position as a trusted, innovation-driven partner and global leader in key pharmaceutical technology platforms. Yet we recognize that sustainability is not a destination. It is an ongoing commitment — one that requires curiosity, resilience, and the courage to continuously evolve.

Anchored by our values and united by our purpose, Hovione will continue advancing sustainability through science, innovation, operational excellence, and responsible growth, creating long-term value for all our stakeholders.

FY25 Sustainability Highlights

139 kt CO₂e

Total Greenhouse Gas Emissions

73%

Electricity From Renewable Sources

(Self-generated and purchased with certificates of origin)

5 kt CO₂e

Emissions Avoided Through Renewable Electricity

82%

Waste Recovery Rate

-21%

Lost Time Injury & Illness Rate

(Lost-time cases per 1,000,000 hours worked)

>77k

Training Hours Delivered

100%

Geographies Assessed Against Living-Wage Standards

88%

Employer Awareness and Attractiveness Score

(Top Employer 2026 score: 2.5% above benchmark and 9.6% higher than in 2025)

Certification and Ratings



“B” for Climate



“B-” for Water Security



14001:2015

3 sites



45001:2018

1 site



50001

1 site



SCIENCE
BASED
TARGETS

Near-term targets
submitted

Hovione at a Glance

What We Do

Hovione is an international, family-owned specialist Contract Development and Manufacturing Organization (CDMO) focused on complex medicines. We work with pharmaceutical companies across the drug development life cycle, from early development to commercialization.

Our integrated capabilities span drug substance, particle engineering and drug product. This allows customers to access development and manufacturing services through a connected offering, helping them address scientific and technical challenges, improve medicine performance and deliver innovative and established treatments to patients worldwide.

How We Do It

Hovione brings together scientists, engineers, technical experts and manufacturing teams to support customer programs as they progress from the laboratory to commercial scale. Our research and development activities focus on chemical synthesis, particle engineering, formulation and drug product development.

By connecting expertise across these areas, we support the transfer of knowledge and materials between different stages of development and manufacturing. This integrated approach can simplify program execution, reduce interfaces and support consistent quality and reliable scale-up.

Our manufacturing operations in Portugal, Ireland, the United States and China produce clinical trial supplies and commercial medicines. All sites operate in accordance with Good Manufacturing Practices and are regularly inspected by health authorities, including the U.S. Food and Drug Administration.

Our Motto

In it for life

Our Mission

To passionately turn any challenge into a solution, by collaborating with our partners to develop great medicines

Our Vision

To become the #1 innovative, integrated solution provider in selected platforms to the global pharmaceutical industry

Core Values

We are principled

- Honesty, integrity and transparency
- Family
- Partnership
- Never give up

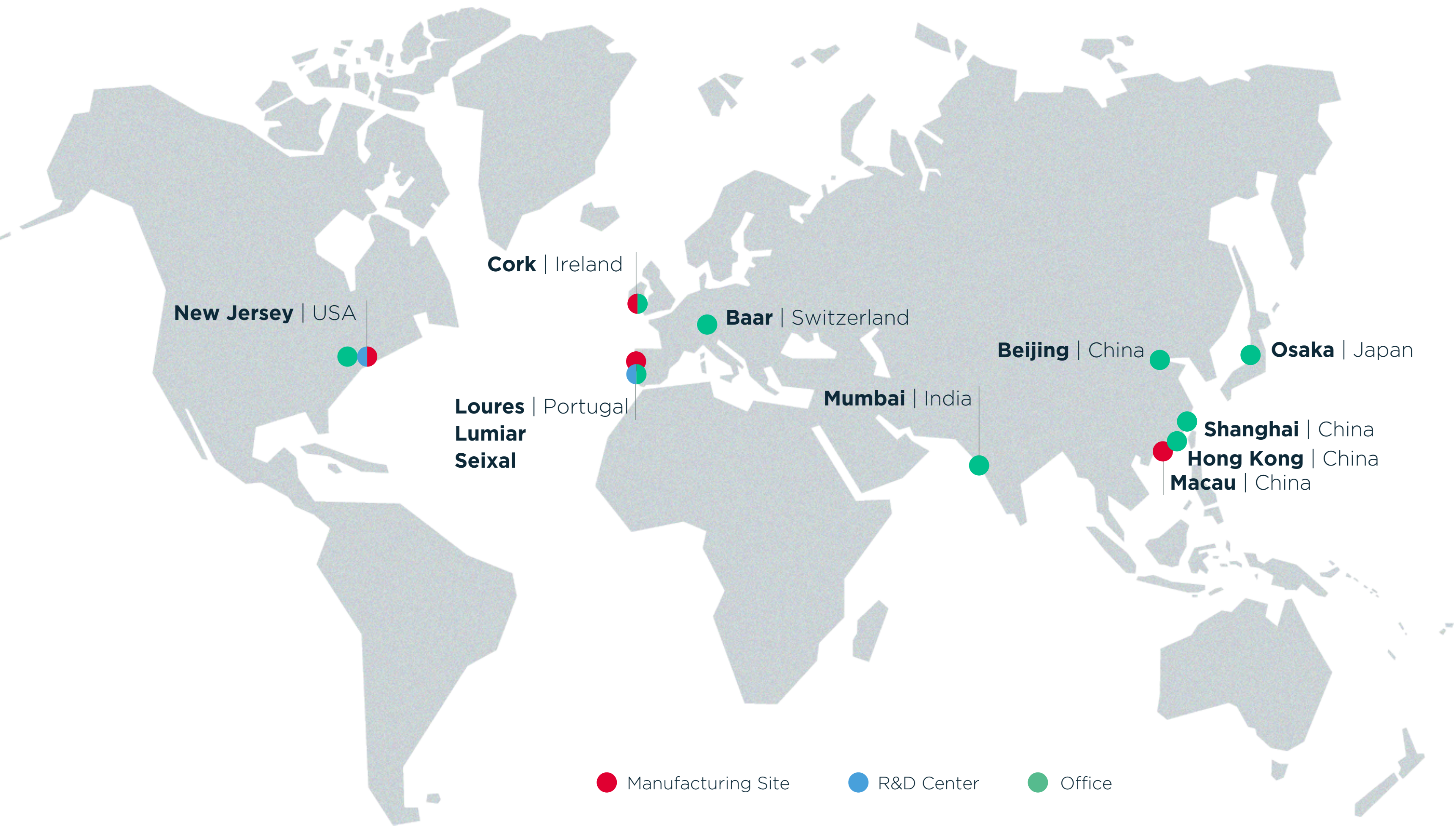
Think differently

- Team-thinking wins
- Innovate everywhere
- Creativity driven by diversity
- Dare to do the impossible

and deliver

- Passion and rigor in everything we do
- Uncompromising quality
- Committed to our customers

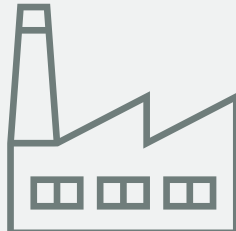
Our Global Presence





12

Locations Across the Globe



5

Manufacturing Sites



2

R&D Centers



8

Offices



+2,600

People All Over the World

How We Stand Out

Our differentiation is built on deep scientific expertise, proprietary technologies and decades of manufacturing experience. Hovione is globally recognized for its leadership in areas such as pharmaceutical spray drying and continuous tableting. Our spray drying capabilities help overcome the low solubility of many active pharmaceutical ingredients, improving drug performance and enabling the development of complex medicines. Together, these capabilities help accelerate development and support the reliable delivery of medicines. Hovione’s R&D and manufacturing expertise contributed to up to 10% of all new drugs approved annually by the U.S. FDA, in the past eight years.*

Our global footprint allows us to develop and manufacture medicines closer to the markets they serve, supporting supply resilience, dual sourcing and the regionalization of pharmaceutical supply chains. By continuing to expand our capabilities in Europe and the United States, we can grow alongside our customers’ programs and respond to their evolving needs, from development to commercial scale.

For more than 65 years, Hovione’s family-owned structure has provided vision and stability, supporting a culture of trust and commitment that aligns closely with the needs of the pharmaceutical industry. This long-term perspective is particularly valuable, as it aligns with lengthy drug development timelines and product life cycles, enabling consistent investment in innovation and quality over time.

This enduring outlook also positively impacts our engagement with team members by fostering a supportive work environment that values personal growth, wellbeing and career development.

Our Corporate Governance

Hovione was founded in 1959 by Ivan and Diane Villax, and remains an independent family business. The Board is formed by Villax family members and independent Non-Executive Directors, supported by specialized committees including Audit, Financial and Risk; Governance and Remuneration; Technical Operations & Sustainability; and R&D and Innovation (see governance structure diagram on the right).

Co-Chief Executive Officers, together with the Global Leadership Team (GLT), are responsible for proposing a strategy and executing it after approval of the Board of Directors. The GLT manages Hovione’s activities and each member is responsible for a specific area of the business.



*Source: U.S. Food and Drug Administration; Hovione analysis.

Our People

Hovione employs over 2,600 team members working across labs, sites and regional offices. Our Female to Male ratio stands at 38:62, while at management level, it increases to 43:57.

We continue to grow our team not just in size, but also by embracing a diverse range of talents, nationalities, and ages, spanning five generations.



+2,600

Team Members



7

Countries with Team Members Present

Countries with local legal entities and workforce presence



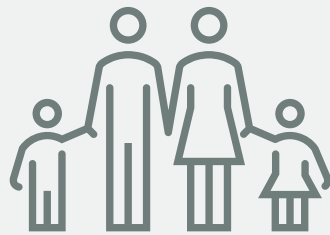
60

Nationalities



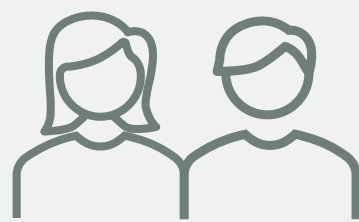
39

Average Age



5

Generations



38:62

Female to Male Ratio (Total Team Members)



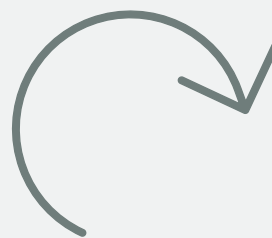
43:57

Female to Male Ratio (Management Level)



7.8%

Growth in Team Members*



8.3%

Total Turnover*

*(FY24 vs FY25)

Our Approach to Sustainability

At Hovione, sustainability reflects the role we choose to play, not only as a business, but as part of a wider global community. It is shaped by the decisions we make today and the future we aim to help create.

We believe that long-term success depends on our ability to operate responsibly, grow with integrity, and create value that extends beyond our organization. This means reducing our environmental impact, supporting our people and communities, and upholding strong governance as the foundation for how we operate.

Sustainability, therefore, guides how we think, act, and define progress. It challenges us to continuously improve, innovate, and raise our standards, going beyond compliance to deliver meaningful and lasting impact.

To focus our efforts, we apply a double materiality perspective, helping us understand both the impact of our activities on the world around us and the sustainability factors that shape our long-term performance.

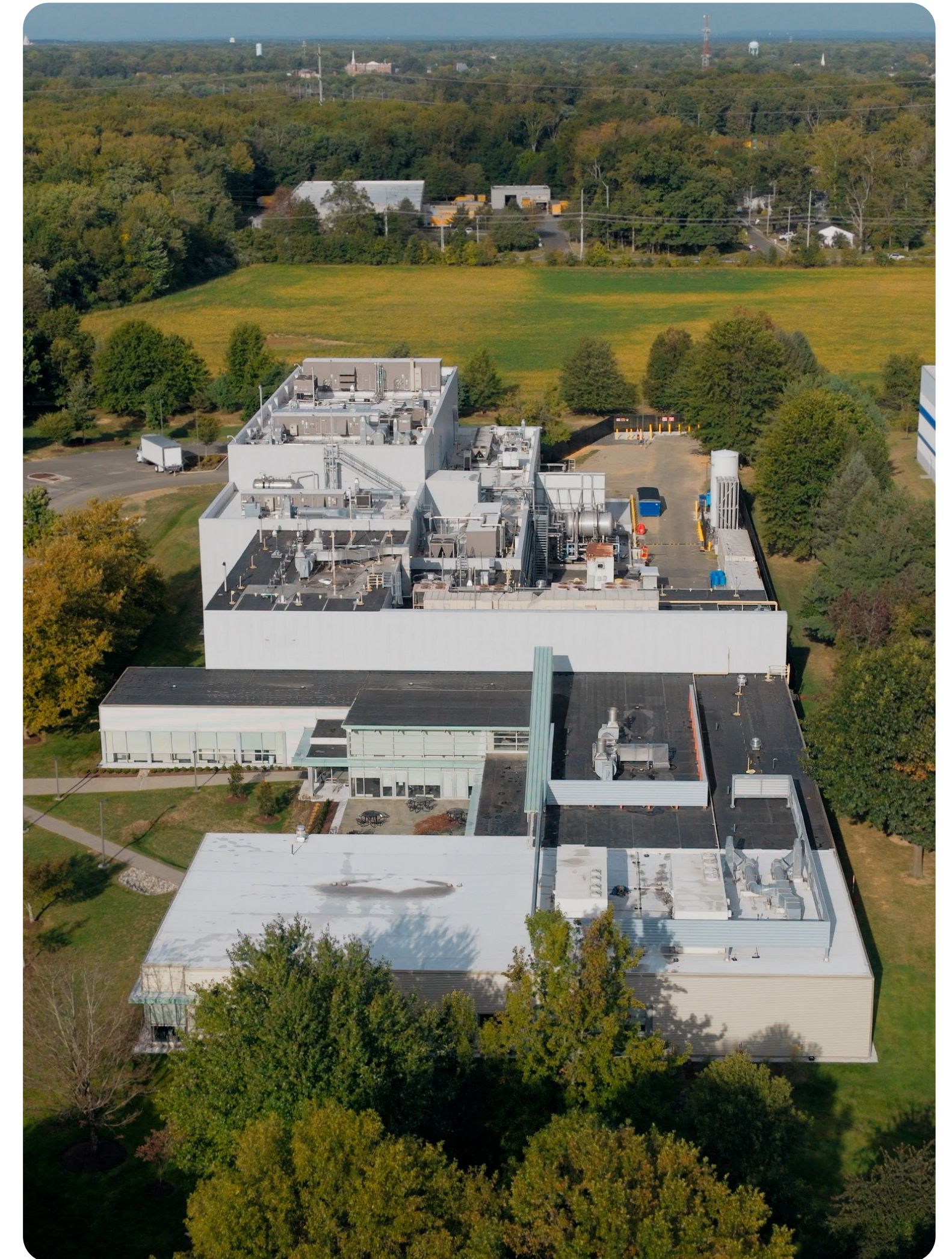
This enables us to prioritize with clarity, act with purpose, and align our strategy with the expectations of society and the needs of our business.

Sustainability at Hovione is ultimately defined not by what we say, but by the impact of what we deliver and the consistency with which we deliver it.

Hovione was honored to receive the CDMO Sustainability in Action Award at the CDMO Leadership Awards Europe, 2025. This recognition reflects the progress we have made on our journey and motivates us to continue raising our standards and advancing our sustainability performance.



Our success depends on operating responsibly, growing with integrity, and creating value beyond our organization.





ENVIRONMENT



Tomorrow



starts with
commitment

Our Environmental Progress

Building a Stronger Future

At Hovione, environmental sustainability is integral to how we want to operate and grow. Guided by our ESG commitments, we are focused on delivering measurable impact — reducing our environmental footprint while strengthening business resilience.

In 2025, we completed a comprehensive review of our sustainability approach, strengthening governance and prioritization across the company. As a direct outcome, we launched a dedicated Sustainability CapEx Fund for FY26 to accelerate high-impact initiatives and embed sustainability more systematically into investment decisions.

We also improved our EcoVadis and CDP ratings, providing a clear benchmark against peers and reinforcing our ambition to align with leading industry practices.

Addressing climate change remains a priority. We continue to reduce emissions through improved process efficiency and targeted investments in cleaner technologies, ensuring our operations are both responsible and future-ready.

Our transition to renewable energy is advancing, supporting reductions in Scope 2 emissions while improving energy reliability across our network.

We are advancing circularity and water stewardship by minimizing waste, increasing reuse and recycling, and improving resource efficiency through strengthened operational controls.

Looking ahead, we will continue to embed more sustainable manufacturing practices, leverage new technologies, and raise standards beyond compliance to further enhance environmental performance.

Together, these actions reflect a clear commitment: to operate responsibly today while enabling a more sustainable, resilient future.



Austin Geraghty

Senior Director, Health, Safety & Sustainability



“

Addressing climate change remains a priority. We continue to reduce emissions through improved process efficiency and targeted investments in cleaner technologies, ensuring our operations are both responsible and future-ready.

”

Austin Geraghty

Senior Director, Health, Safety & Sustainability

Climate and Carbon Footprint

Greenhouse Gas Emissions

In FY25, total absolute Greenhouse Gas (GHG) emissions (Scopes 1, 2, and 3) increased by 21.2% compared to the FY22 baseline, primarily driven by business growth, increased production volumes, and expanded operations, which outpaced ongoing efficiency measures.

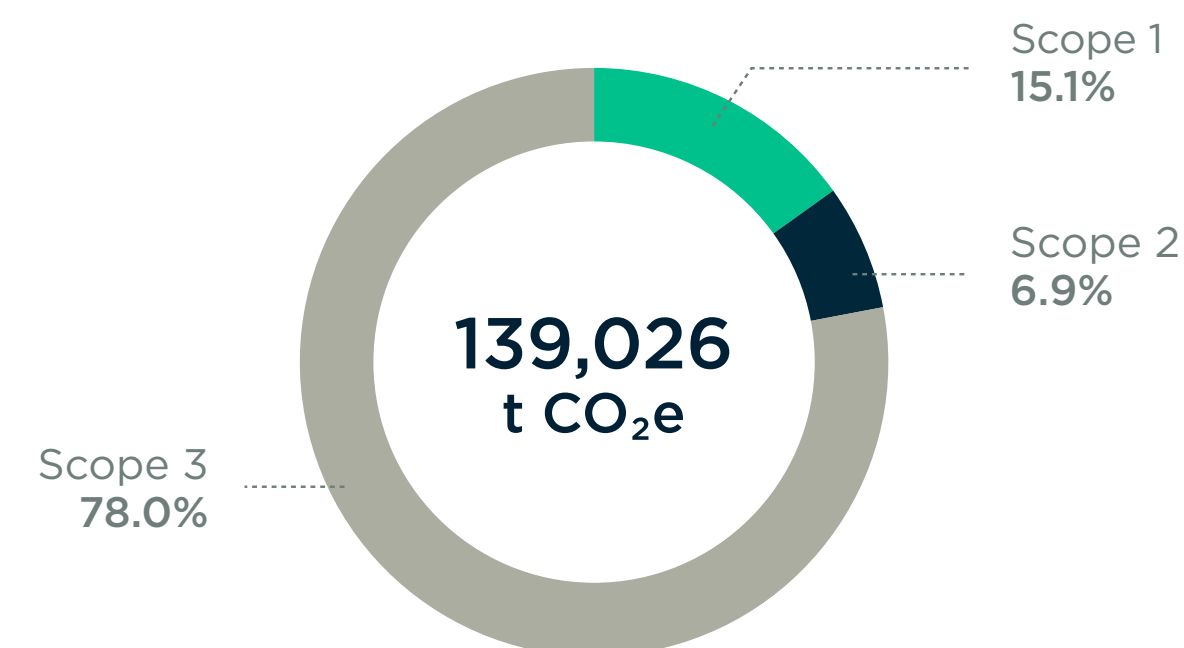
Direct mitigation efforts delivered resilient performance within our operations, with Scope 1 and Scope 2 emissions remaining broadly stable and showing a slight decrease of around 1% against the baseline.

Our Scope 3 emissions grew faster than revenue reflecting increased value chain activity, particularly within Purchased Goods & Services and Capital Goods categories, linked to the expansion of manufacturing capabilities.

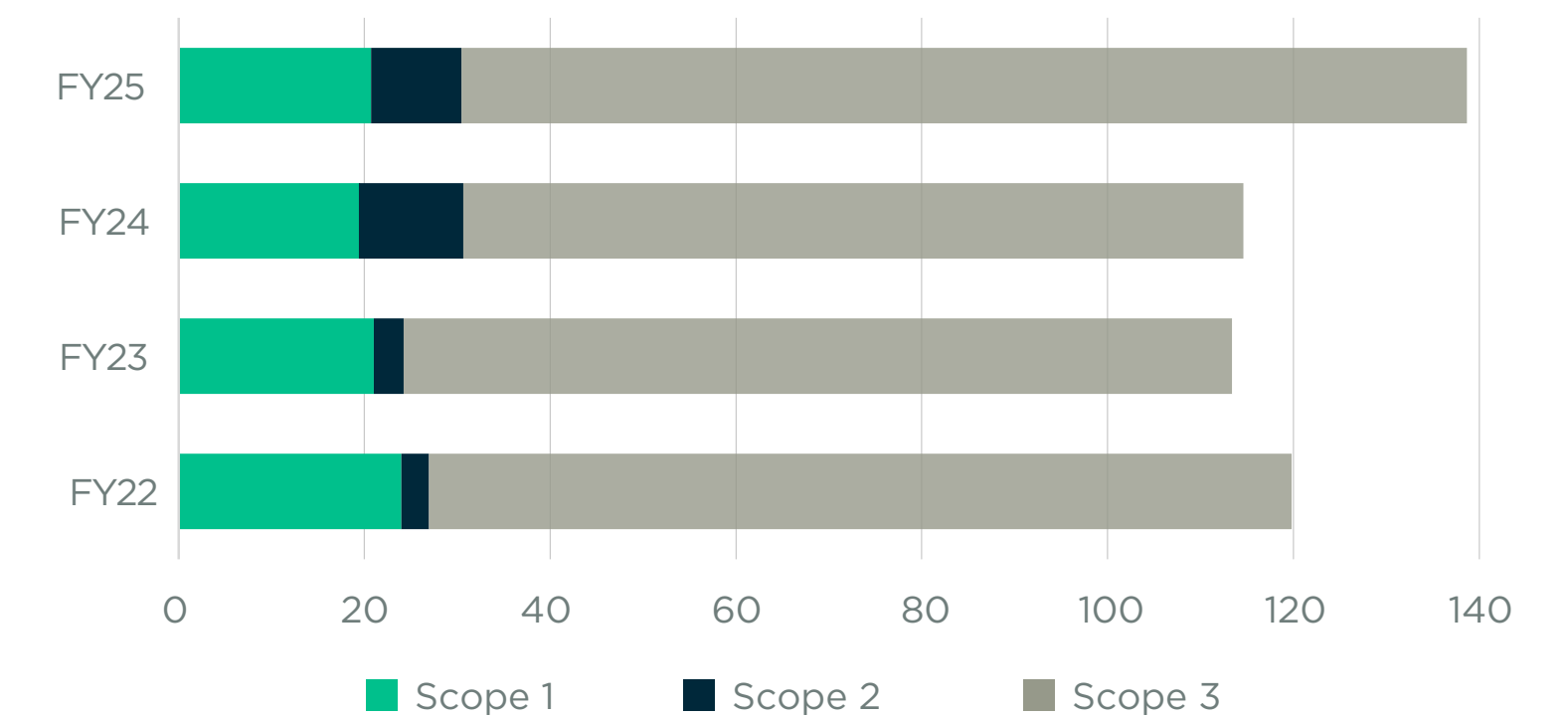
Hovione continues to scale sustainable design initiatives to drive meaningful Scope 3 reductions across our product lifecycles.



Greenhouse Gas Emissions
Total of CO₂e emissions (tons)/FY25



Greenhouse Gas Emissions
FY/Total of CO₂e emissions (tons)/FY25



Scope 3 and Supply Chain

Scope 3 emissions remained the principal driver of Hovione’s overall emissions profile in FY25, increasing by more than 24,500 t CO₂e compared to FY24 and rising by 29.2% on an intensity basis.

Purchased goods and services continued to represent the largest contribution at approximately 67,162 t CO₂e, followed by capital goods at 20,242 t CO₂e, with these two categories accounting for more than 80% of total Scope 3 emissions.

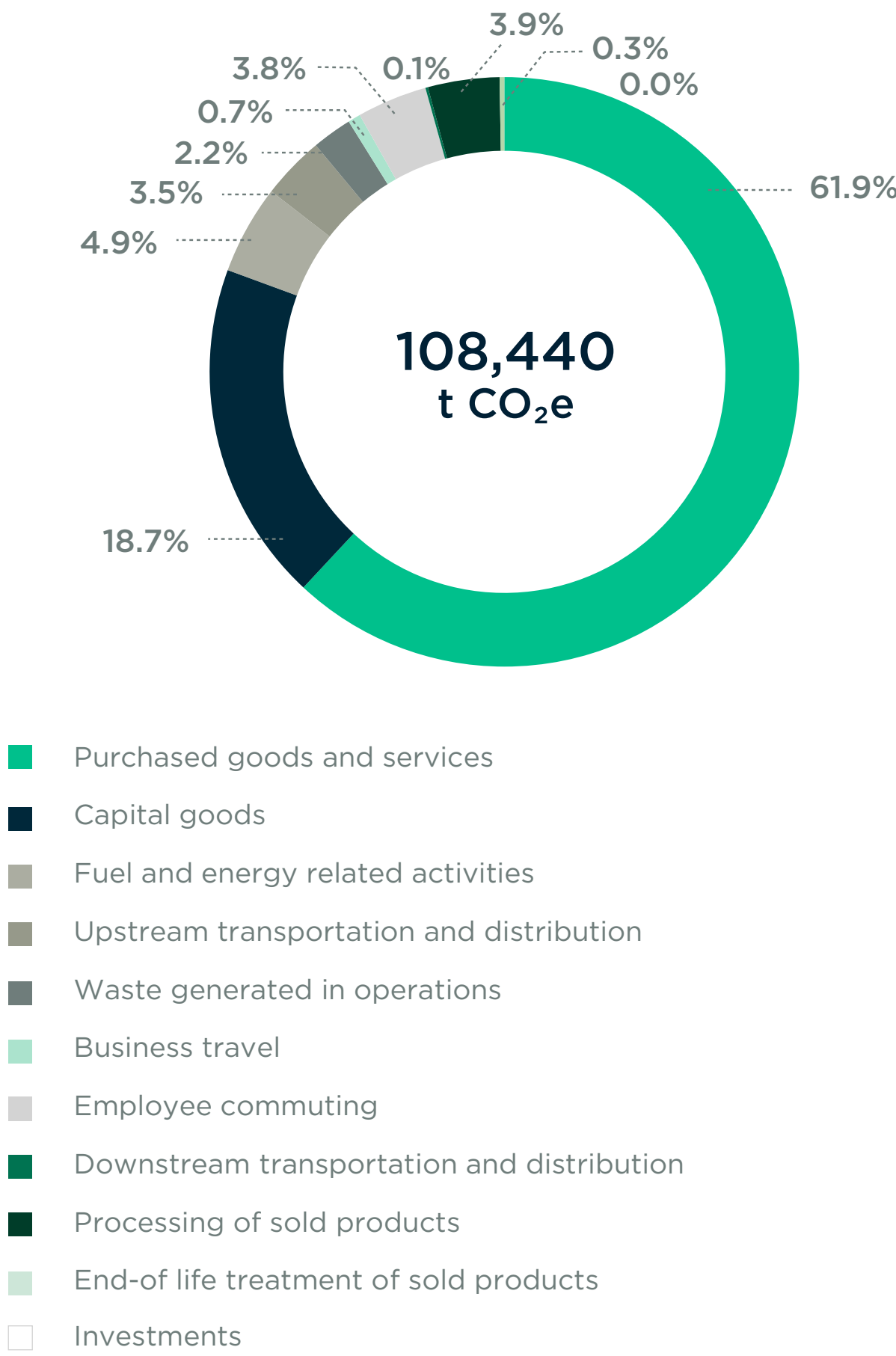
These results reflect the structural impact of strategic raw materials, including palladium, rhodium, dichloromethane, ethyl acetate, and ethanol, as well as increased procurement associated with business growth.

Capital expenditure-related emissions increased significantly during the year, driven by continued investment in manufacturing and R&D capacity.

As a result, emissions growth outpaced revenue in FY25, reinforcing the importance of focused action on upstream emissions through supplier engagement, sustainable procurement practices, and the development of lower-carbon alternatives.

Greenhouse Gas Emissions

Total of CO₂e emissions per category (tons)/FY25



Climate Action

Hovione continues to advance targeted climate actions focused on reducing emissions within operations and manufacturing processes. In FY25, initiatives centered on process optimization and material efficiency delivered measurable reductions, demonstrating the impact of operational interventions.

Process optimization efforts included multiple initiatives, including non-cleaning strategies in commercial manufacturing, which were successfully applied to limited products and, together, resulted in a reduction of 704 t CO₂e through decreased solvent use.

In parallel, solvent recirculation has been assessed by Quality allowing the initiation of the reuse of solvents within manufacturing loops, reducing reliance on virgin materials while maintaining product quality and compliance with GMP requirements. In total, 16 initiatives were completed during the year, ranging from site-level improvements to more complex process changes driven by cross-functional teams. These initiatives demonstrate how targeted operational actions are contributing to emissions reduction while building a pipeline of scalable solutions to support longer-term decarbonization.



Water Stewardship

Hovione is strengthening its approach to water stewardship, adopting a more structured and risk-based approach to managing water use and quality across its operations.

Operating in a highly regulated environment, robust processes are in place to ensure alignment with environmental regulations, legal obligations, and GMP requirements. This includes management of water withdrawal, consumption, and discharge, as well as associated chemical and wastewater risks.

To support continuous improvement, Hovione is expanding its focus to better identify and manage water-related risks across operations and, progressively, the value chain. This is being supported through the development of a company-wide water stewardship framework aimed at improving consistency across sites, enhancing data quality, and strengthening resource efficiency. As part of this effort, work is underway to define a global water target to guide site-level actions and enable more consistent management of water resources across the organization.



Water Performance

To support a more structured approach to water stewardship, Hovione has strengthened data visibility and governance through the establishment of a dedicated internal Water Stewardship Team. This cross-functional team is responsible for identifying high-impact water reduction opportunities and improving the consistency and quality of water data across sites.

Water use in FY25 increased in line with production growth, with third-party sourcing continuing to represent the primary supply source across operations.

Through improved monitoring of water-intensive processes, the team is prioritizing initiatives based on their potential to reduce consumption and their technical feasibility, enabling more targeted and effective action. This data-driven approach supports improved decision-making and strengthens the ability to manage water consumption while maintaining the high standards required for pharmaceutical manufacturing.

Water Withdraw
Water (thousands of m³) / FY



Water Efficiency

In FY25, targeted water efficiency initiatives delivered measurable reductions in consumption, counterbalancing overall water demand driven by operational growth while maintaining the highest standards of operational performance and product quality. In total, these efforts resulted in approximately 1,967 m³ of water savings, reflecting increased focus on embedding resource efficiency into day-to-day operations.

Key initiatives developed by a specialized team (photo on the right) included optimization of filter washing processes, where aligning maintenance practices with operational needs reduced washing frequency and delivered approximately 760 m³ of annual water savings. In addition, a data-driven review of sampling and analysis frequencies enabled a reduction in unnecessary water use, generating a further 93 m³ of annual savings while maintaining full compliance with quality requirements. These initiatives demonstrate how targeted operational improvements can deliver measurable reductions in resource consumption, supporting Hovione’s broader objective of strengthening water stewardship through scalable and practical actions.



Waste Circularity

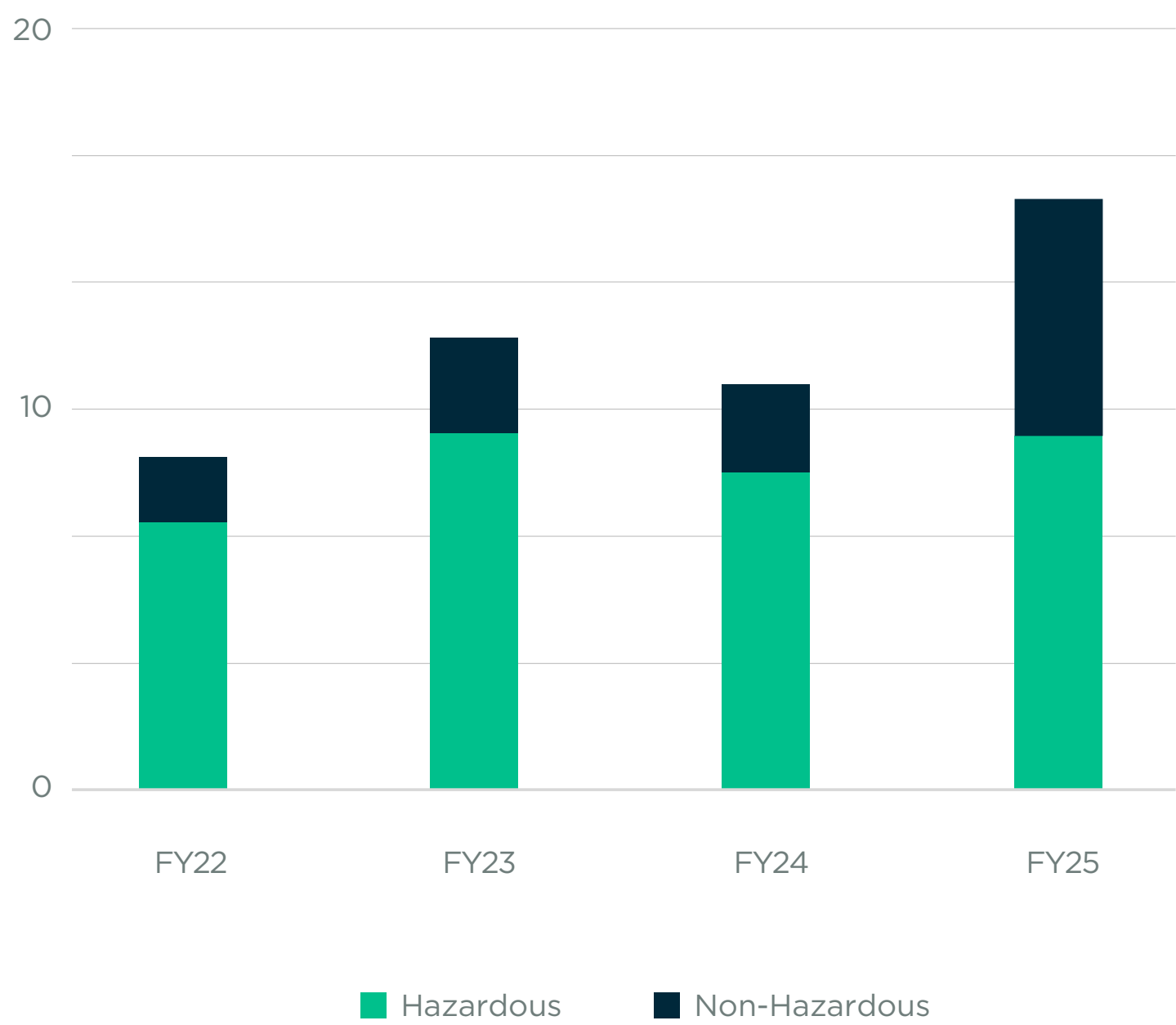
Hovione continues to strengthen its approach to waste management and circularity, focusing on reducing waste generation and maximizing resource value across its operations through improved material efficiency and more circular treatment pathways.

This approach is reflected in strong recycling performance, with 91.2% of non-hazardous waste and 47.6% of hazardous waste directed to recycling streams. In line with the ambition to minimize landfill reliance, only 0.5% of hazardous waste is disposed of through landfill, ensuring that the majority of waste is managed through more sustainable treatment routes.

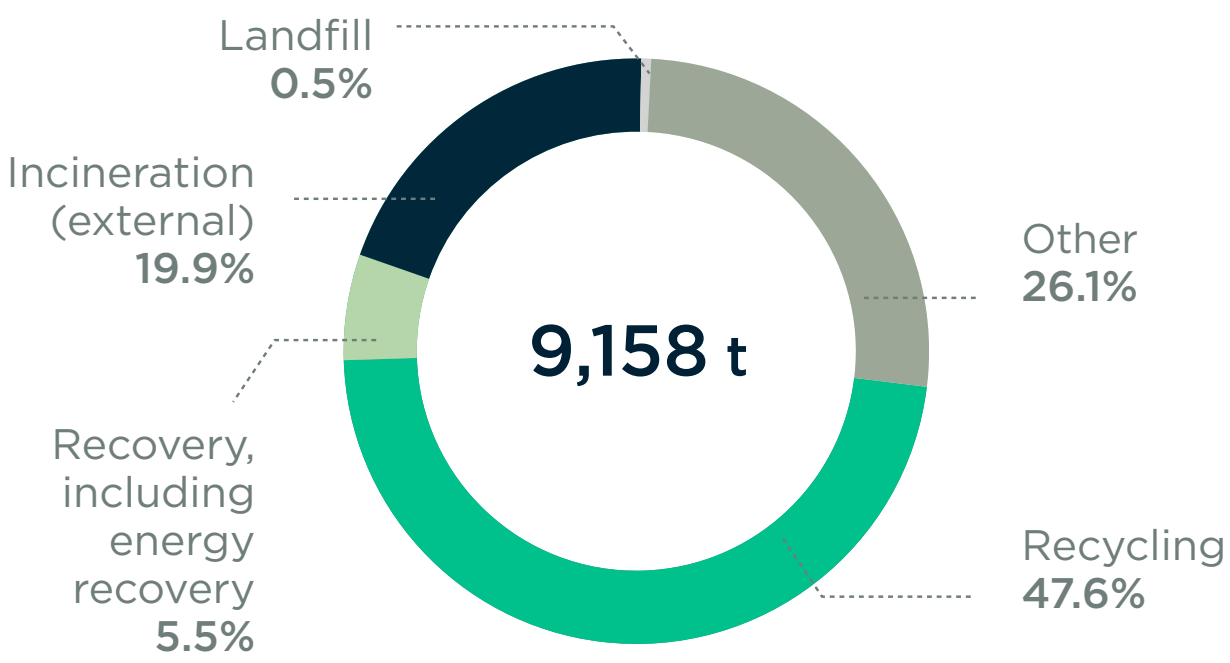
Waste generation trends reflect both operational activity and business growth. Following fluctuations between FY22 and FY24, total waste volumes increased in FY25, primarily driven by a significant rise in non-hazardous waste associated with construction and expansion activities.

These outcomes reinforce continued focus on embedding circular principles across operations, with emphasis on reducing waste at source, improving segregation and treatment, and strengthening overall resource efficiency.

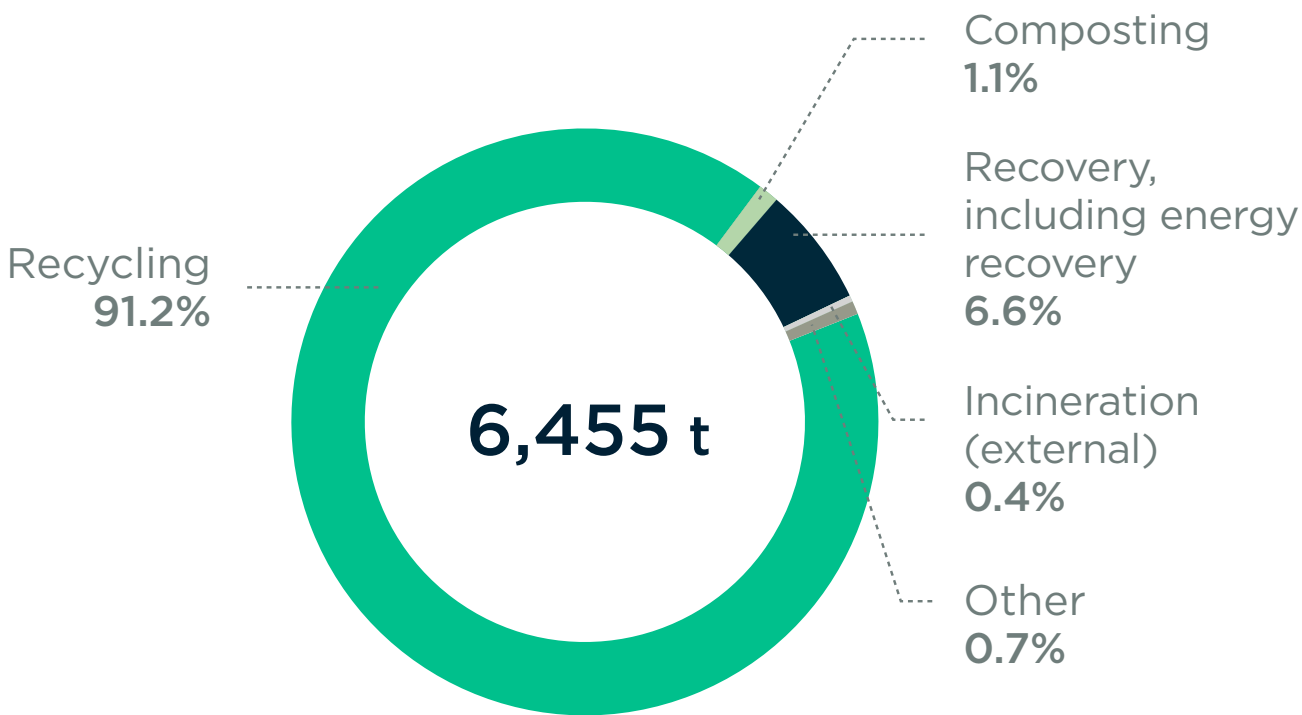
Waste Disposal (external)
Total of CO₂e emissions (tons)/FY



Hazardous Waste
Total of CO₂e emissions (tons)/FY25



Non-hazardous Waste
Total of CO₂e emissions (tons)/FY25



Environment in Action

Sustainability-by-Design

Sustainability is embedded in the design of processes and products, recognizing that the greatest opportunities to reduce environmental impact arise early in development.

Through the application of sustainable chemistry and eco-design principles, Hovione seeks to minimize resource use, reduce reliance on higher-impact materials, and improve process efficiency from early-stage development through to commercial manufacturing.

To support this approach, Hovione has initiated the development of an ecolabelling framework for its product portfolio, enabling a more consistent and data-driven assessment of environmental performance across the product lifecycle. In parallel, R&D teams continue to explore opportunities to reduce the use of solvents, reagents, and high-impact analytical inputs.

These efforts have established a foundation for integrating sustainability more systematically into development decisions, supporting more consistent and scalable improvements in environmental performance.

“Hovione has initiated the development of an ecolabelling framework for its product portfolio, enabling a more consistent and data-driven assessment of environmental performance [...]”



Environment in Action

Closing the Loop on Solvents

A key opportunity to improve resource efficiency and reduce emissions in pharmaceutical manufacturing lies in addressing solvent use, one of the sector's largest sources of environmental impact.

To address this, teams across Manufacturing, Quality, Regulatory Affairs, and Sustainability are developing and validating approaches to enable solvent recovery and reuse within defined production processes. This work focuses on safely extending solvent use while maintaining the stringent quality and regulatory standards required for pharmaceutical production.

In parallel, improved understanding of material and energy flows is enhancing visibility of the carbon impact associated with solvent use, helping to identify priority areas for optimization and guide decision-making during process development.

While this remains an area of ongoing development, these efforts demonstrate how process innovation can support more circular use of materials and contribute to reduced environmental impact across operations.

“ [Hovione teams] are developing and validating approaches to enable solvent recovery and reuse within defined production processes. ”



SOCIAL



Purpose



starts with
drive

Our Social Progress

Our Success Starts with Our People

People remain at the center of our strategy and the foundation of our long-term success. Our strong values continue to guide every aspect of our business, fostering an inclusive workplace that inspires motivation and enhances employee satisfaction. By nurturing an environment where individuals can bring their best selves to work every day, we support innovation, excellence and sustainable performance across the organization.

Throughout FY25, we continued to strengthen our team member value proposition, developing clarity on what is important to our team members, enabling meaningful dialogue between managers and teams.

Our commitment to safety and wellbeing remains unwavering. We strengthened our global governance of our wellbeing strategy, with a strong focus on improving prevention measures and embedding a culture of shared responsibility. These efforts support the physical and

mental wellbeing of our team members and reinforce our goal of providing a safe and healthy working environment for everyone.

We are proud to continue to be recognized as a Top Employer, reflecting our ongoing commitment to providing an inspiring, inclusive and rewarding workplace.

Our business and people strategies remain closely aligned, ensuring a consistent and positive employee experience across all regions. Our global architecture and transparent performance and compensation cycles support fair recognition, motivation and engagement, strengthening employee satisfaction and our ability to attract and retain talent.

Beyond our organization, we remain committed to being a supportive and responsible corporate citizen, recognizing our responsibility to the communities in which we operate. We aim to create a positive and lasting social impact by contributing to local and national initiatives across education, health, culture and environmental sustainability.



Ilda Ventura
Senior Vice-President, Human Resources



“

Our strong values continue to guide every aspect of our business, fostering an inclusive workplace that inspires motivation and enhances employee satisfaction.

”

Ilda Ventura

Senior Vice-President, Human Resources

Health and Safety

The safety and wellbeing of our workforce is Hovione's highest priority. We continue to invest in safe facilities, robust processes, and the promotion of safe behaviors companywide. Through ongoing education and awareness, we are strengthening a culture where safety is embedded in daily routines and where team members actively look out for one another.

As part of our commitment to sustainability and worker safety, we set a target in 2023 to reduce the Lost Time Accident Frequency Rate (LTAFR) to below 1.0 by 2028. We were pleased to achieve this milestone ahead of schedule in 2024, with performance further improving to 0.8 in 2025.

The culture change journey continues to gain momentum. Following the successful implementation of the program at Hovione Loures, Portugal, it has now been extended to Hovione New Jersey, U.S., where it has been well received. This marks an important step in global deployment, reinforcing a shared safety-first mindset and demonstrating the scalability of the approach across diverse operational contexts.

In parallel, work is underway to strengthen the alignment of standards across key functions, including Health, Safety & Environment. This cross-functional effort aims to harmonize requirements, roles, and expectations, ensuring consistent application across operations. By reducing fragmentation and reinforcing a common framework, the initiative supports stronger governance, improved compliance, and more effective execution at each site.

Protecting the health and safety of our people also includes a strong focus on mental wellbeing. We are reinforcing a healthy workplace culture and expanding initiatives, preventive measures, and training programs that promote mental health and support overall wellbeing.

Cross-functional wellbeing committees at each site continue to play a central role in promoting a supportive and healthy workplace. Their initiatives span four wellbeing pillars — health and resilience, workplace environment, connection and community, and financial wellbeing — reinforcing a holistic approach to supporting our people.



People and Culture

Employee Value Proposition

During FY25, Hovione launched "Better Starts With", our new Employee Value Proposition, to articulate what employees and candidates can expect from Hovione and the contribution each person can make to our shared purpose — In it for life.

The EVP reflects the key elements of the Hovione experience: meaningful work, opportunities to learn and grow, collaboration within a global and diverse organization, and the ability to make a difference for patients through science.

A clear and consistent employer narrative across locations and channels, the EVP strengthens our ability to attract, engage and retain talent, while fostering a shared sense of belonging across Hovione.



BETTER
STARTS
WITH
purpose

**Doing the right things right.
Our way to be better every day.**

Top Employer Certification

Hovione is delighted to have received this certification for the fourth consecutive year. Every site improved its score compared to last year. Being recognized as a Top Employer means that Hovione continues to meet rigorous international standards in people practices and workplace culture, but more importantly, it reflects the environment we build together every day — one where people are respected, supported, and encouraged to grow. This certification reinforces our commitment to creating a positive, inclusive, and reliable workplace, grounded in strong HR practices, continuous development, and a culture of engagement and collaboration.



Hovione has renewed Top Employer certification in all sites in 2026

Inclusion and Belonging

Progress was evidenced in a 17% increase in the result for the “DEI” pillar of our Top Employer result over previous year with all sites.

Our FY25 priorities centered around documenting a global DEI/Inclusion strategy, launching the accessibility program, with initial focus on piloting our initiatives in Portugal, and aligning global Health & Wellbeing governance with local site initiatives. A company-wide “inclusion” rebrand was agreed and rolled out.

Our Learning & Development team focused on weaving inclusion awareness into many of our training workshops and e-learning sessions, covering topics such as Unconscious Bias, Mental Health, Men’s Health, Neurodiversity, and Inclusive Leadership.

Site teams delivered local inclusion education and awareness moments covering LGBTQIA+, International Women’s Day, Men’s Health talks, while initiatives are kicking off to broaden diversity pipelines in targeted recruitment and outreach events.



At Hovione, we are proud of the strong foundation we have built in Diversity, Equity, and Inclusion but building a diverse and equitable workplace is not enough. **Inclusion** is how we make it real.

We are now moving forward with the next step: embedding Inclusion into how we lead, communicate, and collaborate—every day. This is not a change of direction. It is a deepening of our commitment to a culture where everyone is seen, heard, and respected, where we embrace people’s differences, including their beliefs, abilities, preferences, backgrounds, values, and identities.

This journey belongs to all of us. Join us as we **shape a culture of belonging—together.**



Compensation

At Hovione, we pride ourselves on providing market-based and competitive compensation for talent attraction and retention. Our pay structure is aligned with our job architecture. This means that our pay bands are based on the same criteria across all sites and consider Family, Sub-Family, Career Stream, Proficiency Levels and Jobs. We conduct targeted market benchmarking for key roles, supporting recruitment and retention.

Our pay structure targets the median of the market. We pay above the minimum living wage across all our geographies ensuring adequate living standards for all team members. We promote and reward according to performance and merit, while ensuring gender equity within the same site, proficiency level, job family and tenure.

Globally Hovione's gender pay gap is less than 1%, demonstrating clearly our commitment to equal pay.



Pay structure aligned with job architecture

- Pay bands based on the same criteria across all sites: Family, Sub-Family, Career Stream, Proficiency Levels and Jobs
- Pay band structure aligned with Job Architecture for flexibility to reflect market benchmark in specific career streams

- Our pay-structure targets the median of the market
- We pay above the minimum living wage across all our geographies ensuring adequate living standards for all team members
- We do targeted market benchmarking for key roles, supporting recruitment and retention

Market-based & competitive compensation for talent attraction and retention



Merit-based for high performing culture

- We promote and reward according to performance and merit

- We review our pay to ensure gender equity within the same site, proficiency level, job family and tenure

Ensure gender equity pay



Learning and Development

Continuous learning and development are key to achieving excellence at Hovione. By investing in our team members’ development, we ensure we remain at the forefront of industry standards and innovation. To support our workforce in developing their skills and knowledge, and in reaching their full potential, we have revised and enhanced our training programs through the creation of functional Learning Academies.

These academies provide a structured combination of mandatory and self-directed learning opportunities, designed to support performance, strengthen competencies, and ensure compliance. Together, they build a future where excellence is not just a goal, but a way of life.

Our Learning Academies



Operations

Enhancing operational efficiency and effectiveness through specialized training programs that support reliable and high-performance execution.



Quality

Upholding the highest standards in product and service quality with targeted learning modules that reinforce compliance and continuous improvement.



Health, Safety & Environment

Ensuring a safe and sustainable workplace through comprehensive training on best practices and regulatory requirements.



Operational Excellence

Driving continuous improvement and innovation with focused training on operational excellence methodologies and practices.



Legal & Intellectual Property

Navigating legal complexities and intellectual property management with expert-led courses tailored to Hovione’s business context.



Finance

Strengthening financial acumen and strategic decision-making through dedicated learning opportunities across financial disciplines.



Project Management Office

Mastering project management skills to deliver successful outcomes through our PMO Academy.



Human Resources

Fostering effective people management through practical learning on people processes, time management, employment practices, and the consistent application of Hovione values across the organization.



Research & Development

Ensuring consistent best practices, accelerating knowledge sharing, and strengthening the continuous learning of our R&D teams, supporting best-in-class service to our customers and long-term organizational sustainability.



Our Communities

At Hovione, we believe that being a responsible corporate citizen means actively fostering sustainable development and creating meaningful social impact in the communities where we operate.

To maximize our effectiveness, our corporate giving strategy has begun to prioritize multi-year partnerships and large-scale initiatives.

By providing sustained, long-term funding, we offer our partner organizations the financial stability needed to drive lasting, systemic change.

Hovione and its team members drove community recovery following Portugal’s severe winter weather in 2025/2026, achieving a record level of internal fundraising for local relief. Alongside emergency aid, Hovione actively invests in future talent by funding 12 annual STEM scholarships across two major Lisbon universities.





Social in Action

Strengthening a Culture of Care

Recurring incidents and behavioral risks at Hovione Loures, Portugal, highlighted the need to move from reactive safety management to proactive prevention.

Launched in 2023, the Safety Culture Program combines team-led ownership with strong leadership support. Employees closest to daily operations lead structured weekly discussions to identify risks, review behaviors and agree practical actions. Leaders provide coaching, set clear expectations and help remove barriers.

This combined approach makes safety both locally owned and consistently supported. It has strengthened trust, improved the quality of safety conversations and embedded risk awareness more deeply into everyday decisions.

Since the program's launch, Lost Time Accidents (LTA) have fallen from eight cases, with an LTA rate of 2.64, to two cases and a rate of 0.94 in FY25. More than 430 team-led safety sessions have supported this progress. The program benefits everyone on site, fostering a culture of care and shared responsibility while offering a model that can be adapted across Hovione's global operations.

“Launched in 2023, the Safety Culture Program combines team-led ownership with strong leadership support.”



Social in Action

Building a Safer Business and Community

Effective emergency response depends on coordination between site teams and local authorities.

More than 30 years ago, Hovione Macau, China, began working with local emergency services to strengthen preparedness for potential incidents. What started with joint fire and rescue drills has evolved into a broader partnership involving fire, police and health authorities. The idea is to prepare together for a rapid, safe and coordinated response.

Dedicated response teams train in firefighting, evacuation, medical response and crisis communication. Regular exercises test procedures, clarify responsibilities and strengthen coordination across teams and organizations.

A recent fire drill brought together more than 150 participants from Hovione Macau and local emergency services. Based on a simulated process safety incident, the exercise tested the response process and confirmed the site's technical readiness and cross-functional coordination.

The benefits extend beyond emergency preparedness. This collaboration strengthens safety awareness, encourages responsible behaviors and builds trust with local authorities and the community.

“What started with joint fire and rescue drills has evolved into a broader partnership involving fire, police and health authorities.”



Social in Action

Delivering Encouragement When it Matters Most

In 2025, Hovione New Jersey's employee-led Community Impact Committee and Art Club joined forces to support the local community.

To mark Women's History Month and International Women's Day, they partnered with For My Baby and Me, a Rescue Mission of Trenton program for pregnant women and mothers recovering from addiction. While the program provides housing, medical care and counseling, the team saw an opportunity to offer something equally important: encouragement.

Art Club members designed and handcrafted personalized cards with messages of hope. Each was paired with a potted flower symbolizing growth, resilience and new beginnings, and personally delivered to the facility.

The gesture brought smiles to participants and lifted the spirits of the employees involved, showing how a simple act of kindness can make a meaningful difference.

This laid the foundation for an ongoing partnership involving volunteering and donation drives to support mothers and families.

“ Art Club members designed and handcrafted personalized cards with messages of hope.”

Social in Action

Making Wellbeing More Accessible

Many wellbeing activities take place after work, making participation difficult for employees with family, commuting or personal commitments.

To remove this barrier, Hovione's Sports & Social Club held its first on-site Spinathon in 2025, during working hours. Proposed by Susan Crowley in 2024 and delivered by Theresa O'Regan, the event aimed to make wellbeing inclusive, accessible and enjoyable.

A specialist fitness provider transformed the site into a cycling studio with five spinning bikes and interactive technology. Nine teams of five employees completed 10-minute rides, competing to achieve the greatest total distance. Refreshments and colleagues cheering from the sidelines created a festival-like atmosphere.

The Spinathon strengthened relationships across departments, promoted physical wellbeing and supported charitable fundraising. It also showed how inclusive workplace activities can build community and engage colleagues who may not participate in traditional sports or after-hours events.

Its success created a scalable model combining accessibility, teamwork and community impact.

“A specialist fitness provider transformed the site into a cycling studio with five spinning bikes and interactive technology.”





Trust



starts with
transparency

Our Governance Progress

A Foundation for Sustainable Growth

At Hovione, we believe that governance is most effective when it not only provides oversight and control, but also enables better decisions, stronger accountability, and long-term value creation. As our organization continues to grow in scale and complexity, governance plays an increasingly important role in ensuring that strategic ambition is matched by clear responsibilities, disciplined execution, and a culture of integrity.

During FY25, we focused on embedding many of the governance initiatives developed in previous years into our day-to-day operations. A significant milestone was the approval and implementation of our revised delegation of authority, a company-wide framework that clarifies decision rights across all major business activities and promotes accountability while empowering leaders to act with confidence and speed. At the same time, we continued to strengthen our governance architecture through the expansion of the Hovione Legal Rules framework, which provides a consistent foundation for compliance, ethical conduct, and effective risk management across all geographies.

At board level, we continued to enhance governance practices by refining board regulations and committee responsibilities, improving the effectiveness of oversight and preserving alignment with Hovione's long-term vision. The Board and its committees further reinforced their focus on strategic risks, operational excellence, sustainability, and succession planning, recognizing that effective governance requires both robust structures and continuous engagement with the most significant issues facing the business.

Good governance ultimately depends on people. It requires leaders who are prepared to make decisions responsibly, challenge assumptions constructively, and act in the long-term interests of all stakeholders.

By continuing to strengthen our governance framework while fostering transparency, accountability, and ethical leadership, we are building an organization that is capable of navigating change with confidence. At Hovione, governance is not simply a mechanism of oversight, it is a strategic capability that helps ensure resilience, sustainability, and trust for generations to come.



Tiago Ferreira de Matos
General Counsel



“

Good governance ultimately depends on people. It requires leaders who are prepared to make decisions responsibly, challenge assumptions constructively, and act in the long-term interests of all stakeholders.

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Tiago Ferreira de Matos
General Counsel

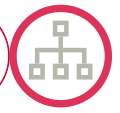
Hovione Legal Rules

As part of Hovione’s commitment to integrity, accountability and excellence, in FY24 the Legal Department reviewed the company’s compliance architecture and developed a series of internal policies formally designated as the Hovione Legal Rules (HLRs). The HLRs align our operations with legal obligations, promote ethical conduct and support internal controls, audit readiness and risk mitigation.

During FY25, we continued to embed the HLRs through training, awareness and onboarding initiatives. The framework also continued to evolve, including through the launch of the revised Delegation of Authority Policy. Together, the HLRs strengthen decision-making and accountability, promote ethical conduct and integrity, support fair and responsible business, and protect the information entrusted to Hovione.

Hovione Legal Rules

- HLR01 – List of Restricted Markets:** Establishes the countries, territories and counterparties with which Hovione may not engage, or may only engage subject to enhanced approval requirements, as part of its Trade Compliance Program.
- HLR03 – Financial Conflict of Interest (FCOI) Policy:** Establishes a framework for identifying, disclosing, reviewing and managing financial conflicts of interest that could compromise the integrity, objectivity or independence of Hovione’s activities.
- HLR04 – Human Rights and Child Labor Policy:** Affirms Hovione’s commitment to respecting internationally recognized human rights and prohibiting any form of child labor within its operations and value chain.
- HLR05 – Third-Party Code of Conduct:** Defines the ethical, legal, environmental and social standards expected from suppliers, contractors, distributors and other third parties conducting business with Hovione.
- HLR06 – Anti-Bribery and Corruption Policy:** Prohibits bribery, corruption and other improper payments, while establishing controls and expectations to ensure integrity in all business dealings.
- HLR10 – Conflict Minerals:** Establishes due diligence requirements to identify and mitigate the risk of sourcing minerals that contribute to armed conflict, human rights abuses or unethical mining practices.
- HLR12 – Conflicts of Interest:** Requires the disclosure and management of actual, potential or perceived conflicts of interest to ensure that business decisions are made in the best interests of Hovione.
- HLR13 – Data Privacy:** Establishes requirements for the lawful, secure and responsible processing of personal data, protecting the privacy rights of employees, customers, suppliers and other stakeholders.
- HLR15 – Generative Artificial Intelligence (AI) Policy:** Provides governance principles and safeguards for the responsible, secure and ethical use of Generative AI technologies across Hovione’s activities.
- HLR16 – Code of Conduct:** Defines the fundamental ethical principles, expected behaviors and compliance standards that guide the conduct of all Hovione team members and representatives.
- HLR19 – Trade Compliance:** Defines the controls necessary to ensure compliance with applicable sanctions, export controls, customs requirements and other international trade regulations.
- HLR21 – Antitrust and Fair Competition Policy:** Promotes compliance with competition laws by prohibiting anti-competitive conduct, including improper agreements with competitors, abuse of market power and other practices that may distort fair competition.



Ethical Conduct and Integrity

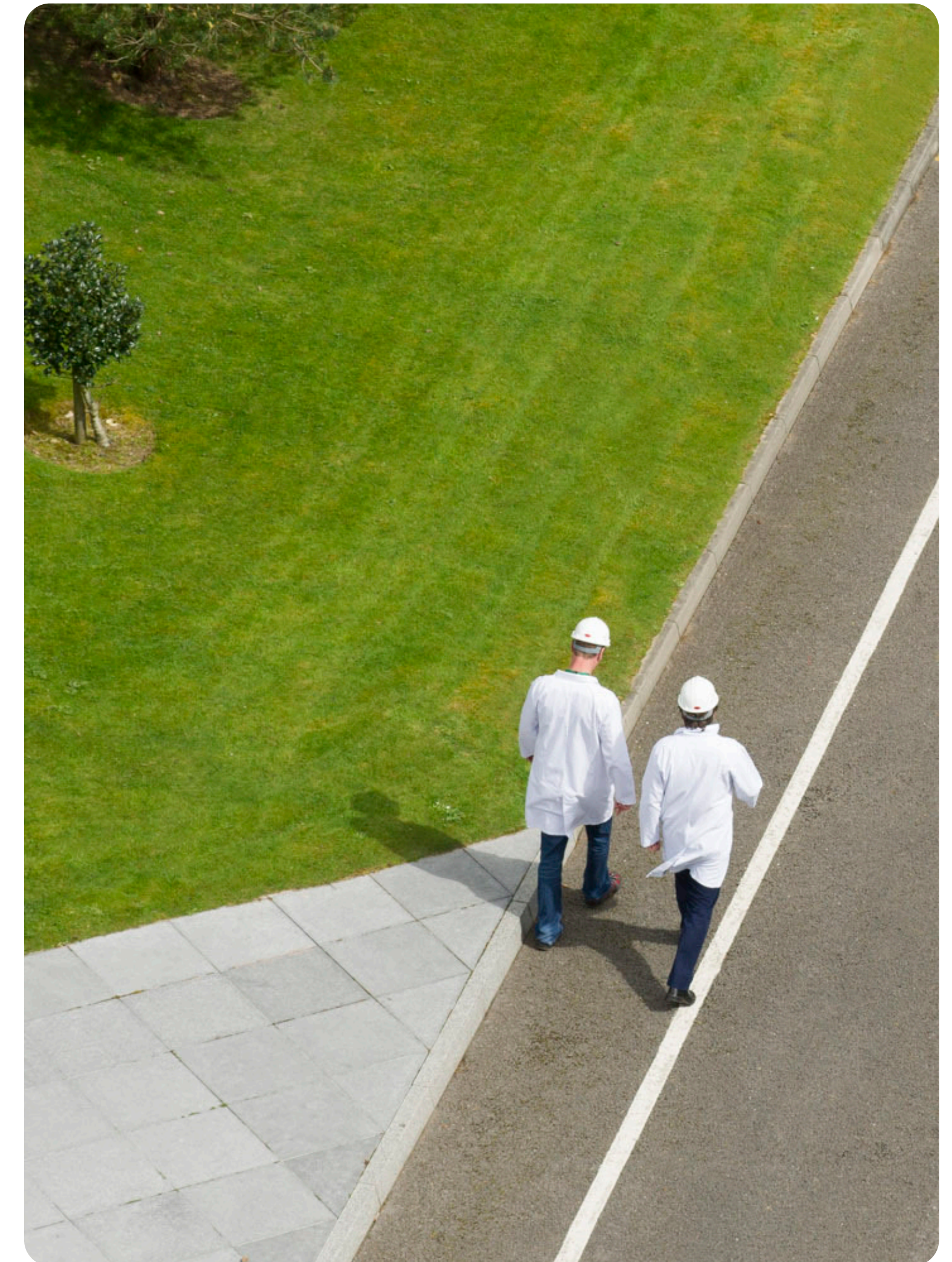
Integrity, transparency and accountability guide how Hovione conducts business. Our Code of Conduct provides the foundation for the conduct expected from all team members and authorized third parties acting on our behalf. It is complemented by the Anti-Bribery and Corruption Policy, which prohibits all forms of bribery and corruption, and the Conflicts of Interest Policy, which requires actual or potential conflicts to be disclosed and appropriately managed.

During FY25, we continued to reinforce these standards through communication, training, awareness and onboarding initiatives. Our Speak Up framework also enables concerns to be raised confidentially, including anonymously, and supports the investigation and remediation of reported misconduct.

Fair and Responsible Business

Our responsibility extends to how we compete and work with customers, suppliers and other business partners. The Antitrust and Fair Competition Policy guides interactions with customers, competitors and partners and prohibits collusion, practices that unfairly restrict competition and the abuse of a dominant market position.

Our Third-Party Code of Conduct sets expectations for suppliers, distributors, agents and partners across human and labor rights, health and safety, environmental responsibility, business integrity, data protection and responsible sourcing. This framework is supported by related HLR requirements addressing Human Rights and Child Labor, Conflict Minerals, and Trade Sanctions and Export Controls, extending our standards across the value chain.



Information Protection and Trust

Trust depends on the responsible handling of information. Our Data Privacy and Confidential Information Policy establishes requirements for collecting, accessing, using and protecting personal data and confidential information in accordance with applicable laws. Together with HLR requirements covering data security, confidentiality and intellectual property, it helps protect information belonging to Hovione, our team members, customers and partners from unauthorized access, disclosure, alteration, loss or misuse.

During FY25, training, awareness and onboarding activities continued to reinforce the responsibilities of team members when handling information entrusted to Hovione.





Appendix

Climate Summary	FY22	FY23	FY24	FY25	ΔFY25-FY22	ΔFY25-FY24	Absolute ΔFY25-FY22	GRI
Scope 1 (t CO ₂ e)	24,137.6	21,148.9	19,707.7	20,991.6	-13.0%	6.5%	-3,145.9	305-1
Scope 2, market-based (t CO ₂ e)	2,921.7	3,046.6	11,095.1	9,604.9	228.7%	-13.4%	6,683.1	305-2
Scope 3 (t CO ₂ e)	92,803.1	89,363.1	83,935.5	108,463.4	16.9%	29.2%	15,660.3	305-3
Total Emissions (t CO₂e)	119,862.4	113,558.6	114,738.2	139,059.9	16.0%	21.2%	19,197.5	-
Scope 1 + 2 (t CO ₂ e)	27,059.3	24,195.5	30,802.8	30,596.5	13.1%	-0.7%	3,537.2	-
Scope 3 cat 1 & 2 intensity (t CO ₂ e/million USD revenue)	173.1	152.1	122.8	158.6	-8.4%	29.2%	-14.5	-
Percentage of self-produced electricity	0.5%	0.9%	1.0%	0.8%	55.0%	-20.1%	0.3%	-
Renewable electricty (MWh)	65,772.9	62,131.7	41,168.8	49,981.0	-24.0%	21.4%	-15,791.9	-
Percentage of renewable electricity	90.9%	90.0%	62.6%	73.0%	-19.7%	16.5%	-17.9%	-
Scope 2 market-based emissions avoided by green certificates (t CO ₂ e)	13,721.4	13,179.5	4,571.7	5,207.6	-62.0%	13.9%	-8,513.8	-
Scope 3 category 1 ratio (out of total scope 3)	66.3%	66.6%	59.5%	61.9%	-6.6%	4.0%	-4.4%	-
Scope 3 category 1 ratio (out of total emissions)	51.3%	52.4%	43.6%	48.3%	-5.9%	10.9%	-3.0%	-

GHG Emissions - Scope 1 (t CO ₂ e)	FY22	FY23	FY24	FY25	ΔFY25-FY22	ΔFY25-FY24	Absolute ΔFY25-FY22	GRI
Scope 1 natural gas	11,661.5	10,388.5	9,606.1	10,760.7	-7.7%	12.0%	-900.8	305-1
Scope 1 industrial diesel	80.5	33.9	1.9	39.3	-51.1%	1970.2%	-41.2	305-1
Scope 1 incinerator	9,041.3	7,642.5	7,587.8	7,701.0	-14.8%	1.5%	-1,340.4	
Scope 1 fleet diesel	616.5	656.6	580.4	579.9	-5.9%	-0.1%	-36.7	
Scope 1 fleet petrol	238.7	313.8	469.3	618.2	159.0%	31.7%	379.5	
Scope 1 fugitive emissions	2,495.6	2,110.3	1,460.5	1,290.7	-48.3%	-11.6%	-1,204.9	
Scope 1 process emissions	3.4	3.4	1.8	1.9	-43.7%	5.1%	-1.5	
Scope 1 total	24,137.6	21,148.9	19,707.7	20,991.6	-13.0%	6.5%	-3,145.9	305-1

Energy Consumption	FY22	FY23	FY24	FY25	ΔFY25-FY22	ΔFY25-FY24	Absolute ΔFY25-FY22	GRI
Total energy consumption	72,375.5	69,015.6	65,722.5	68,511.6	-5.3%	4.2%	-3,863.8	-
Total energy consumption without green certificates from renewable sources	0.0	0.0	16,297.5	15,848.4	-	-2.8%	15,848.4	-
Total energy consumption without green certificates from nonrenewable sources	6,602.6	6,883.9	24,553.7	18,530.6	180.7%	-24.5%	11,928.0	-
Total energy consumption with green certificates	65,387.3	61,529.6	24,192.0	33,566.8	-48.7%	38.8%	-31,820.4	-
Self-generated renewable energy	385.6	602.1	679.3	565.7	46.7%	-16.7%	180.1	305-2
Percentage of self-produced electricity	0.5%	0.9%	1.0%	0.8%	55.0%	-20.1%	0.3%	305-2
Renewable electricity (MWh)	65,772.9	62,131.7	41,168.8	49,981.0	-24.0%	21.4%	-15,791.9	
Percentage of renewable electricity	90.9%	90.0%	62.6%	73.0%	-19.7%	16.5%	-17.9%	
Scope 2, market-based (t CO ₂ e)	2,921.7	3,046.6	11,095.1	9,604.9	228.7%	-13.4%	6,683.1	
Scope 2, location-based (t CO ₂ e)	18,377.3	17,089.0	9,260.3	13,113.9	-28.6%	41.6%	-5,263.4	
Scope 2 market-based emissions avoided by green certificates (t CO ₂ e)	13,721.4	13,179.5	4,571.7	5,207.6	-62.0%	13.9%	-8,513.8	

GHG Emissions - Scope 3 (t CO ₂ e)	FY22	FY23	FY24	FY25	ΔFY25-FY22	ΔFY25-FY24	Absolute ΔFY25-FY22	GRI
Scope 3.1 - Purchased goods and services*	61,528.3	59,509.8	49,980.1	67,161.5	9.2%	34.4%	5,633.2	305-3
Scope 3.2 - Capital goods*	13,847.0	13,782.9	11,897.5	20,242.3	46.2%	70.1%	6,395.4	305-3
Scope 3.3 - Fuel and energy related activities not in Scope 1 or 2	3,883.5	3,678.3	6,673.4	5,294.3	36.3%	-20.7%	1,410.8	305-3
Scope 3.4 - Upstream transportation and distribution**	2,770.2	2,899.0	3,076.3	3,753.3	35.5%	22.0%	983.1	305-3
Scope 3.5 - Waste generated in operations	870.0	908.3	3,222.6	2,376.7	173.2%	-26.2%	1,506.7	305-3
Scope 3.6 - Business travel	1,026.6	474.6	621.1	749.5	-27.0%	20.7%	-277.1	305-3
Scope 3.7 - Employee commuting	3,482.1	3,595.1	4,072.0	4,170.0	19.8%	2.4%	687.9	305-3
Scope 3.9 - Downstream transportation and distribution**	601.0	231.6	226.8	151.5	-74.8%	-33.2%	-449.5	305-3
Scope 3.10 - Processing of sold products***	4,520.9	4,030.7	3,890.6	4,249.8	-6.0%	9.2%	-271.2	
Scope 3.12 - End-of-life treatment of sold products***	243.2	240.3	236.2	277.0	13.9%	17.2%	33.7	
Scope 3.14 - Franchises***	30.3	12.5	38.1	34.0	12.3%	-10.8%	3.7	
Scope 3.15 - Investments***	0.0	0.0	0.9	3.5	-	300.0%	3.5	305-3
Scope 3 - Total	92,803.1	89,363.1	83,935.5	108,463.4	16.9%	29.2%	15,660.3	

* Changes to the calculation methodology were retroactively applied. ** Upstream transportation and distribution now includes what was previously downstream transportation and distribution paid by Hovione. This was removed from category 9. External warehousing emissions are also considered here. Both changes were retroactively applied.
*** New categories added, not previously calculated. Retroactively calculated.

Intensity Metrics	FY22	FY23	FY24	FY25	ΔFY25-FY22	ΔFY25-FY24	Absolute ΔFY25-FY22	GRI
Revenue (million USD)	435.4	482.0	504.0	551.0	26.6%	9.3%	115.6	-
Energy Intensity (MWh/million USD revenue)	166.2	143.2	130.4	124.3	-25.2%	-4.6%	-41.9	-
Scope 1 + 2 Emissions Intensity (t CO ₂ e/million USD revenue)	62.1	50.2	61.1	55.5	-10.7%	-9.1%	-6.6	305-4
Scope 3 Emissions Intensity (t CO ₂ e/million USD revenue)	213.1	185.4	166.5	196.8	-7.6%	18.2%	-16.3	305-4
Scope 3 Cat 1 & 2 Intensity (t CO ₂ e/million USD revenue)	173.1	152.1	122.8	158.6	-8.4%	29.2%	-14.5	
Total Emissions Intensity (t CO ₂ e/million USD revenue)	275.3	235.6	227.7	252.4	-8.3%	10.9%	-22.9	305-4
Water Withdrawal Intensity (m ³ /million USD revenue)	1,135.7	996.7	893.4	938.4	-17.4%	5.0%	-197.3	-

Water (m³)	FY22	FY23	FY24	FY25	ΔFY25-FY22	ΔFY25-FY24	Absolute ΔFY25-FY22	GRI
Water withdrawal	494,484.00	480,408.00	450,250.05	517,073.24	4.57%	14.84%	22,589.24	303-3
Groundwater withdrawal	3,826.00	3,257.00	1,873.00	2,570.00	-32.83%	37.21%	-1,256.00	303-3.a.ii
Third-party water withdrawal	490,658.00	477,151.00	448,377.05	514,503.24	4.86%	14.75%	23,845.24	303-3.a.v
Water reused	64,684.00	73,100.00	52,763.00	41,509.00	-35.83%	-21.33%	-23,175.00	-
Water discharged	364,151.00	364,036.00	382,842.35	401,412.28	10.23%	4.85%	37,261.28	303-4
Seawater discharged	93,196.00	78,320.00	81,378.00	98,882.00	6.10%	21.51%	5,686.00	303-4.a.iii
Third-party water discharged	270,955.00	285,716.00	301,464.35	302,530.28	11.65%	0.35%	31,575.28	303-4.a.iv
Water consumed	130,333.00	116,372.00	67,407.70	115,660.96	-11.26%	71.58%	-14,672.04	303-5
Water reused (%)	13.1%	15.2%	11.7%	8.0%	-38.63%	-31.50%	-5.05%	

Waste - Externally Managed (tons)	FY22	FY23	FY24	FY25	ΔFY25-FY22	ΔFY25-FY24	Absolute ΔFY25-FY22	GRI
Hazardous waste generated	7,006.7	9,471.4	8,407.2	9,158.1	30.7%	8.9%	2,151.5	306-3
Hazardous waste recycling	3,251.7	5,736.4	2,941.4	4,355.9	34.0%	48.1%	1,104.2	306-4.b.ii
Hazardous waste recovery, including energy recovery	1,190.0	1,054.0	2,095.6	535.2	-55.0%	-74.5%	-654.8	306-5.b.i
Hazardous waste incineration (external)	1,682.0	1,213.6	2,139.5	1,824.2	8.5%	-14.7%	142.2	306-5.b.ii
Hazardous waste landfill	836.7	633.9	700.6	49.9	-94.0%	-92.9%	-786.8	306-5.b.iii
Hazardous waste other	46.3	833.5	530.1	2,392.9	5068.3%	351.4%	2,346.6	-
Non-Hazardous waste generated	1,673.8	2,506.4	2,220.2	6,455.4	285.7%	190.8%	4,781.7	306-3
Non-hazardous waste recycling	1,166.5	1,889.3	1,317.7	5,887.5	404.7%	346.8%	4,720.9	306-4.c.ii
Non-hazardous waste composting	42.6	54.4	60.7	72.9	71.0%	20.0%	30.3	306-4.c.iii
Non-hazardous waste recovery, including energy recovery	278.4	419.3	339.2	425.5	52.8%	25.5%	147.1	306-5.c.i
Non-hazardous waste incineration (external)	131.1	111.1	129.7	22.8	-82.6%	-82.4%	-108.3	306-5.c.ii
Non-hazardous waste other	55.1	32.4	373.0	46.8	-15.1%	-87.5%	-8.3	-
Total waste generated	8,680.4	11,977.7	10,627.5	15,613.6	79.9%	46.9%	6,933.1	306-3

Waste - Internally Managed	FY22	FY23	FY24	FY25	ΔFY25-FY22	ΔFY25-FY24	Absolute ΔFY25-FY22	GRI
Incineration (with energy recovery)	8,570.4	7,252.0	7,293.1	6,567.8	-23.4%	-9.9%	-2,002.6	
Solvent recovery (m³)	3,075.6	3,377.4	1,781.6	2,075.0	-32.5%	16.5%	-1,000.7	

Health & Safety	FY22	FY23	FY24	FY25	ΔFY25-FY22	ΔFY25-FY24	Absolute ΔFY25-FY22	GRI
Fatalities	0	0	0	0	-	-	0	403-9/-10
Recordable injuries & illnesses	37	28	34	27	-27.0%	-20.6%	-10	403-9/-10
Lost time injuries & illnesses	10	12	6	5	-50.0%	-16.7%	-5	403-9/-10
Hours worked	5,376,129	6,024,080	5,811,553	6,205,607	15.4%	6.8%	829,478	403-9/-10
Total injury & illness rate (recordable cases per 200k/h worked)	1.38	0.93	1.17	0.87	-36.8%	-25.6%	-0.51	403-9/-10
Total lost time injury & illness rate (lost time cases per 200k/h worked)	0.37	0.40	0.21	0.16	-56.7%	-22.0%	-0.21	403-9/-10

New Employee Hires and Employee Turnover	Total no. of Employees	No. of New Employee Hires	Rate of New Employee Hires	GRI
Gender				-
Male	1615	262	16%	401-1
Female	1004	134	13%	401-1
Age Group				401-1
Under 30 years old	556	194	35%	401-1
30-50 years old	1688	184	11%	401-1
Over 50 years old	375	18	5%	401-1
Work location*				
Portugal	1913	284	15%	401-1
Republic of Ireland	255	52	20%	401-1
United States of America	254	37	15%	401-1
Macau	159	18	11%	401-1
Switzerland	22	3	14%	401-1
Japan	7	2	29%	401-1
Hong Kong	5	0	0%	401-1
China	4	0	0%	401-1
Total	2619	396	15%	401-1

* Employees are classified according to their primary work location, irrespective of the employing legal entity.

Diversity of Governance Bodies and Employees	Female (%)	Male (%)	Total (#)	GRI
Business operations (B)	78%	22%	51	405-1
Enterprise leadership (EL)	11%	89%	9	405-1
Management (M)	39%	61%	609	405-1
Professional (P)	59%	41%	226	405-1
Science, technology, engineering & mathematics (S)	54%	46%	749	405-1
Technical operations (O)	19%	81%	975	405-1
Total workforce	38%	62%	2619	405-1

Average Hours of Training per Year per Employee	FY23	FY24	FY25	GRI
Gender				404-1
Male	42.98	36.06	47.74	404-1
Female	30.46	29.45	28.93	404-1
Employee Category				404-1
Senior Management	8.53	9.55	7.14	404-1
Middle Management	25.77	21.43	20.15	404-1
Technical / Operational Staff	30.26	27.21	33.33	404-1

Programs for Upgrading Employee Skills and Transition Assistance	FY23	FY24	FY25	GRI
Total training hours	73,811.90	65,828.58	77,048.91	404-2
Average training hours per employee	28.15	25.11	29.39	404-2

Sustainability Report 2025



Hovione is an international company with over 60 years of experience in pharmaceutical development and manufacturing operations. As a Contract Development and Manufacturing Organization (CDMO) it has a fully integrated offering of services for drug substances, drug product intermediates and drug products. The company has four FDA inspected sites in the USA, Portugal, Ireland and China and development laboratories in Lisbon, Portugal and New Jersey, USA. Hovione provides pharmaceutical customers services for the development and compliant manufacture of innovative drugs, and customized product solutions across the entire drug life cycle.

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