

Covid-19 | 15th Stakeholder Communiqué |12th March 2021

Dear Team-Member, Customer, Supplier, Contractor, Neighbor, and all other Stakeholders,

SARS-CoV-2 hit Portugal one year ago on March 2nd, when other European countries were already experiencing dramatic situations. One year later the situation is not under control but there is definitely light at the end of the tunnel.

Hovione and Covid-19

We have had 1 new case in the last 2 weeks in all Hovione sites - a sharp drop in cases compared to January, our worst month with 47 positive cases. Fortunately, since the start of this pandemic none of our Team members has become critically ill, everyone has recovered.

We have been providing once-per-week antigen testing to 100% of those that work on premises in Portugal for 3 months now. In February we offered our first onsite antigen tests in New Jersey and have encouraged team members to pre-register if interested to being vaccinated. In all our sites we continue to make our place of work safe, whether working from home or working at the plant or in the labs.

Flexibility to Work Remotely

The pandemic has shown that working remotely using digital tools can deliver high levels of productivity and that Team Members like the flexibility this gives them. However, working from home for extended periods of time without coming to the office must have unintended negative consequences, opening up a new dialogue around work life balance. Hovione will be issuing a remote work policy that represents a major departure from our pre-Covid habits. We will provide flexibility to work remotely, as it is obvious that teams can get organized, work with far greater autonomy and get the work done when not working in the office 100% of the time. This new way of working will be supported with a work life balance and well-being philosophy focusing on prevention initiatives.

Outlook

The ongoing national vaccination campaigns have started in all our locations, prioritising the elderly, those on medical need and frontline workers. This will take time due to limited supply of vaccines.

Reading between the lines and given our experience with how pharma manufacturing processes get approved we expect that a large number of plants around the world will be coming on-line manufacturing vaccines in Spring. The ramp-up should soon translate in a much larger flow of vials. We should expect the number of vaccinated people to escalate and that countries – starting from the first-movers (Israel, UAE, UK, USA), to the rich countries, to the rest – will over time move to a state of herd immunity. At our locations we expect that the return to school after the coming summer holidays will mark a start of normality.

A month ago, Portugal was N°1 in the charts for the worst performer in any Covid statistic per 100.000 inhabitants. Today after tight lockdown measures the numbers are decreasing, inverting the curve of new infections. Portugal is an example that we cannot again allow us to be complacent, we know only too well that if we let our guard down people die.

Be resilient. Act safe!

Guy Villax
Chief Executive

[Click here for our previous External Stakeholder Communiqués](#)

For all other on-going activities see our webpage [Covid-19/Coronavirus](#).

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