



**JANSSEN**  
PHARMACEUTICA



# Sustainability Report 2007



*Johnson & Johnson*  
PHARMACEUTICAL RESEARCH  
& DEVELOPMENT  
DIVISION OF JANSSEN PHARMACEUTICA NV



## Foreword

2007 will be etched in our memories as one of the most difficult years in the history of our company. Because of the growing pressure on the pharmaceutical industry, we were obliged to reorganize our company worldwide and to cut down our workforce in order to focus on our core activities: Research & Development and the production and marketing of new medicines. In Belgium, around 600 jobs were cut, of which 167 temporary appointments. Of the permanent staff members who were affected, there were still around 100 who hadn't found a new job yet, three months after the start of the reorganization. An outplacement unit will help them in their search for new employment.

We understand that this reorganization came as a shock to many people, but we had no other option: our patents on two of our best-selling drugs are due to expire in 2008 and 2009. The problems facing us are also clearly reflected in our figures, with a fall in turnover and operating profit for the second year in a row. We will come through this troubled stage of our journey with combined forces. An open dialogue and a willingness to listen are essential if we are to make progress, and will therefore remain very important principles in our relations with both internal staff and external stakeholders.

Despite our decreasing turnover, we essentially remain a healthy firm. Employment within the company will be restricted to our core activities, while for various non-core activities we will increasingly call upon the expertise and specialization of external experts. We currently already have 1,000 external workers at our sites, and we estimate that regional employment derived from procurement by the company represents another 4,000 indirect jobs.

The figures in this *Sustainability Report* show that we continue to believe in Belgium and that we want to keep investing here. In 2007, we spent the highest amount ever on Research & Development, besides yet more substantial sums in infrastructure and new technologies.

Janssen Pharmaceutica in Beerse, Geel and Olen is still the biggest Johnson & Johnson campus outside the United States. This should not come as a surprise, since those three sites serve as:

- the worldwide center for discovery research in the field of psychiatry, neurology and oncology (small molecules);
- the world knowledge center for preclinical research for the entire Pharmaceutical Group;
- the worldwide coordination center for clinical development by carrying out clinical research and data management for the entire Pharmaceutical Group;
- the worldwide center of expertise in chemical-pharmaceutical development;
- the biggest factory of active pharmaceutical ingredients in the world for the group;
- the specialist in pharmaceutical production of liquid formulations, parenteral formulations and sterile products.

Beerse is also home to certain international general and support services of the group in the areas of finance, ICT, prevention, marketing and communication.

This high concentration of knowledge in one place is in itself already a highly significant fact, yet the greatest plus is that all these departments work together to achieve a whole that is greater than the sum of its parts. This should give us the assurance that we are in a strong position to face the future. The signs are there for everyone to see: the announced investment in the new pilot plant in Geel is going ahead undiminished. Thanks to the spray drying technology which we developed, we are actively involved in the production of the group's new HIV/AIDS and hepatitis C medicines. We also have a number of new medicines in the pipeline for treating unmet medical needs.

Janssen Pharmaceutica therefore remains an important socioeconomic player in Belgium and a world player in drug research, development and production.



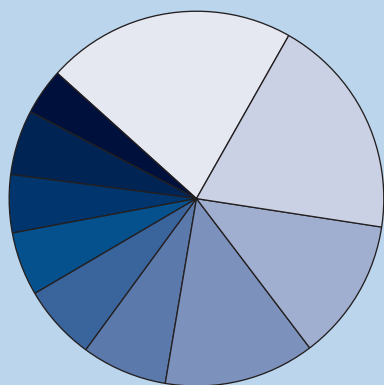
**Paul Stoffels**  
*Company Group Chairman R&D  
CNS/Internal Medicine  
Johnson & Johnson*



**Ajit Shetty**  
*Managing Director  
Chairman of the Board of Directors  
Janssen Pharmaceutica*



# Patients



Breakdown of sales by major therapy area

□ Central nervous system	19%
□ Oncology/Nephrology	12%
□ Inflammatory diseases	13%
□ Epilepsy	10%
□ Infectious diseases	6.5%
□ Pain treatment	5%
□ Gastrointestinal disorders	5.5%
□ Hormonal contraception	3.5%
□ ADHD	4%
□ Other	21.5%

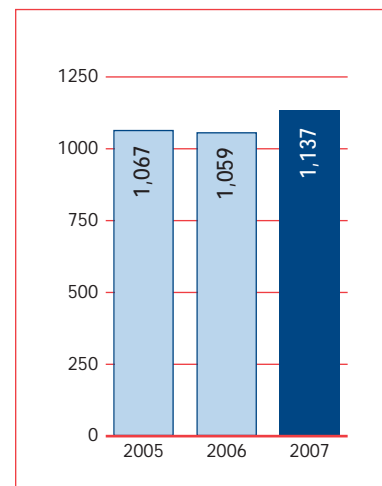
The most important contribution made to society by Janssen Pharmaceutica is the development and production of new drugs. Expenditure on Research & Development increased further in 2007 and reached a new record high of 1,137 million euros.

The search for medicines that treat unmet medical needs continues to form the main thrust of our research activities. This means that we focus primarily on those disease areas for which no efficacious treatments are available yet. The adjacent pie chart gives an overview of worldwide sales for the major therapy areas. As part of the international reorganization, our site in Beerse will concentrate on psychiatry and neurology, two areas in which we have led the way worldwide for a long time now. In the area of cancer, we will remain engaged in discovery research for small molecules.

All the pharmaceutical research activities of Johnson & Johnson are now more clearly demarcated within the group, which for our Belgian sites opens up considerable opportunities for closer cooperation and further support. A number of departments that are based in Beerse, such as Preclinical Development, Chemical-Pharmaceutical Development and Worldwide Clinical Operations, will carry out assignments for all divisions of the group.

Besides the close cooperation with Tibotec, our sister company in Mechelen, in the area of research and production, we have signed partnership agreements with other Belgian research firms as well. For example, two research projects on rheumatoid arthritis and cancer were started up with Galapagos in Mechelen.

Indicators	2007	2006	2005
R&D investments (in million euros)	1,137	1,059	1,067
Product responsibility: system in place	Yes	Yes	Yes



R&D investments (in million euros)

The European regulatory authorities have approved PREZISTA®, a new HIV/AIDS inhibitor; INVEGA®, a drug for treating schizophrenia; and DOXIL®, a drug for treating multiple myeloma, a form of cancer.

New regulatory files have been submitted with a view to the approval of new drugs for treating HIV/AIDS, psoriasis and bacteriological infections.

Subject	Programs	Audit
Product responsibility	Quality assurance, GLP, GMP Internal reporting Regulatory files Pharmacovigilance	Internal and external, international

Last year, a total of 22,766 new molecules were synthesized in our laboratories. More than 45,833 compounds were acquired from non-Janssen sources and are ready to be screened for potential therapeutic properties. We filed 48 new patent applications.

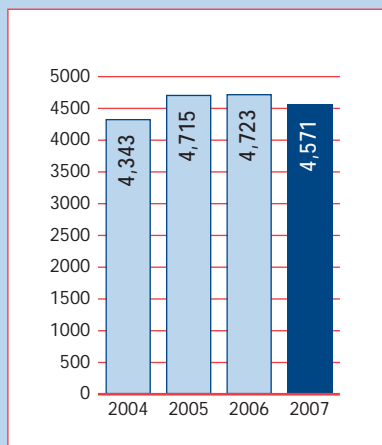
Both in the initial stages of research and during the development, production and sale of our medicines, numerous checks are carried out to ensure patient health and safety. The company keeps the various authorities up-to-date on progress and applies for the necessary licenses that are required by law. Naturally there are also very strict internal audits which precede the external audits. In 2007, the company underwent six audits and 38 inspections in the area of general health and safety.



® All product names in capital letters are Johnson & Johnson trademarks.



# Employees



Evolution of the number of employees.

For Janssen Pharmaceutica, 2007 was a year of reorganization, and a difficult time for our staff. Staff numbers were cut back, although the impact of the reorganization will begin to make itself fully felt in 2008. The uncertainty created by the restructuring is reflected in the lower rating on the employee satisfaction scale. This figure emerges from the worldwide Credo survey of Johnson & Johnson and answers the question about general employee satisfaction about the company.

We as a company took a whole range of initiatives to support our people in this period of uncertainty: workshops on *"How to Deal with Uncertainty"*, a comprehensive process of inplacement and outplacement, an information hotline and a permanent helpline for staff members and their families. Despite the necessary reorganization and its impact on our staff, the company has done everything possible to coach this process and to have a listening ear for everyone's concerns. Janssen Pharmaceutica has thus assumed its responsibility as set out in the second paragraph of *Our Credo*: care for our employees.

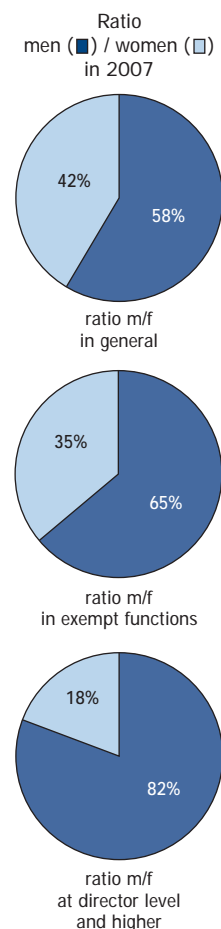
The substantial growth in the number of training initiatives in 2007 is linked to the introduction of a new electronic batch record system, called PES. In the past, production operators received bundles of papers containing the necessary instructions for the production process, and also used those papers to document all the steps. With PES, those piles of paper have become a thing of the past; all instructions are now given over a PC at the production line. In order to make this transition possible, many staff members received special training and had their PC skills brushed up.

The *"Better Balance, Better Business"* project was rounded off in 2007 with a workshop. The project resulted in various publications and supporting tools on issues such as resilience, focus, recognition and appreciation, growth, change and flexibility. The results will be rolled out further in the course of 2008. This project also received a great deal of external media attention.

Indicators	2007	2006	2005	2004
Number of employees	4,571	4,723	4,715	4,343
Number of work-related accidents (with lost workdays)	21	27	21	14
Sickness absenteeism (percentage of total working hours)	4.56%	4.43%	4.49%	3.95%
Lost workdays	2,200	2,271	2,333	2,248
Employee satisfaction*	53%	79%	82%	77%
Termination of employment on employee's initiative (percentage of total number of employees)	2.84%	0.78%	1.15%	0.85%
Average number of hours' training per employee (average percentage of total working hours)	44 (2.7%)	42 (2.56%)	41 (2.5%)	45 (2.66%)
Number of training initiatives per employee	29	14	14	14
Ratio men/women in general	♂ 58% ♀ 42%	♂ 57% ♀ 43%	♂ 57% ♀ 43%	♂ 58.2% ♀ 41.8%
Ratio men/women in exempt functions	♂ 65% ♀ 35%	♂ 65% ♀ 35%	♂ 66% ♀ 34%	♂ 68% ♀ 32%
Ratio men/women at director level and higher	♂ 82% ♀ 18%	♂ 84% ♀ 16%	♂ 84% ♀ 16%	♂ 82% ♀ 18%
Formal employee representation	Yes	Yes	Yes	Yes

\* The satisfaction indicator includes the categories 'very satisfied' and 'satisfied' on a 5-grade scale and gives the average from an internal survey in the Research departments, Production and General Services, and Networking & Computing Services. As of 2007, the Credo survey will be conducted every two years.

Subject	Programs
Employee satisfaction	<ul style="list-style-type: none"> <li>Credo survey: as of 2007, this survey will be conducted every two years</li> <li><i>Better Balance, Better Business: Time Out to Make Time</i>, Toolkit for Greater Resilience, Communication Campaign on Recognition and Appreciation, Resilience, Growth, Focus and Change</li> </ul>
Diversity policy	<ul style="list-style-type: none"> <li>The Colors of Diversity</li> <li>Women's Leadership Initiative</li> <li>Intercultural Training Courses</li> <li>Unwanted and Boundary-Crossing Behavior in the Workplace</li> </ul>
Safety	<ul style="list-style-type: none"> <li>Working on Safe Behavior</li> <li>Traffic Safety Day</li> <li>Safe Fleet Program</li> <li>Prevention Share</li> </ul>
Health	<ul style="list-style-type: none"> <li>Medical examinations, ergonomics, vaccinations, spontaneous consultations, travel advice, blood collection, psychosocial counseling</li> </ul>
Information and communication	<ul style="list-style-type: none"> <li><i>Focus intranet</i> with daily updates</li> <li>Three-weekly <i>Janssen bericht</i></li> <li>Monthly video news (<i>Focus televisie</i>)</li> <li>Quarterly company magazine (<i>Focus magazine</i>)</li> <li><i>R&amp;D Navigator</i>, with weekly newsletter</li> <li>Quarterly worldwide magazine of the R&amp;D group (<i>The Pharma Frontier</i>)</li> <li>Annual staff information sessions</li> <li>Permanent <i>Open Dialog</i> section for comments and questions over <i>Focus intranet</i></li> </ul>



For its gender diversity project, Janssen Pharmaceutica in 2007 received the *J&J Diversity and Inclusion Team Award for Workforce Excellence*. This award was presented at the Global Leadership Summit on November 13, 2007, in New Brunswick, USA, and symbolizes a wonderful internal recognition of our efforts in the area of gender diversity.



# Community

## Environment



In Geel, Frans Peeters, the mayor of Geel, opened a new unit in the water treatment plant for maximum elimination of nitrogen from wastewater.

2007 was another pivotal year for our efforts in the area of sustainable development. Substantial improvements were achieved for a large number of indicators, which shows that Janssen Pharmaceutica is capable of fulfilling its commitment to continuous improvement. Those improvements were rewarded during the ISO 14001 recertification audits in Beerse, Olen and Geel with a renewal of the environmental protection system certificates.

In Geel, the nitrification-denitrification unit of the water treatment plant was officially opened. This unit is designed to achieve maximum elimination of nitrogen from the wastewater. As a result, the removal efficiency of nitrogen from wastewater increased from 62% in 2006 to 92% in 2007. Also at the Geel site, the operation of the environmental tank park for the selective collection of waste solvents from the production plants was optimized. As a result, a larger proportion of the waste solvents can be recycled. In addition, the temporary storage capacity of the environmental tank park allows more water layers to be processed by the water treatment plant. Along with the lower production volume, this led to a drastic reduction in the amount of waste that had to be removed for incineration with energy recovery.

In Beerse, noise levels were reduced after alterations were made to the boiler house. We also invested in dispensing with sludge processing after water treatment, and extra parking space was created. All these measures resulted in a significant reduction in the number of complaints that came in over our toll-free hotline in the categories of noise, odor and parking nuisance. The improvements were also formally confirmed by local residents at the annual neighborhood information evening.

Indicators	2007	2006	2005	2004
Energy consumption (in kWh)	324,434,906	351,988,521	342,357,927	332,086,265
CO <sub>2</sub> reduction (in tons)	14,869	10,331	8,343*	–
Use of green power	100%	100%	94%	25%
Water consumption (m <sup>3</sup> )	1,110,236	1,366,251	1,367,502	1,402,606
Waste incinerated, dumped or physicochemically treated (according to definition of HP2010 goals) (in tons)	12,532	18,710	17,781	–**
Paper and cardboard packaging (in tons)	2,672	2,981	3,111	–
% of packaging originating from certified forests or recycled materials	58.1%	54%	55%	–
Initiatives on environmental awareness and biodiversity	Yes	Yes	Yes	Yes
Incidents and fines	0	0	0	1
Operational environmental costs (in million euros)	15.1	19.9	18.7	17.4
Audit of suppliers and external manufacturers	Yes	Yes	Yes	Yes
Product management; use of DfE***	Yes	Yes	Yes	Yes

\* 2005 was the first year that these data had to be reported under the Flemish Energy Covenants.

\*\* In the 'Next Generation Goals' we measured how much water or waste was cumulatively avoided (number of savings realized year by year for the different indicators). In the Healthy Planet 2010 Goals, this criterion is tightened, with an absolute reduction target for water consumption and waste materials as the only relevant standard. For this reason the trend in those indicators cannot be shown for the previous years.

\*\*\* DfE stands for Design for Environment. This is the process used by Chemical, Pharmaceutical and Packaging Development in the development of a medicine up to the final commercial product, during which the environmental impact of products and processes is closely monitored.

In order to further increase environmental awareness, every employee was given a calendar containing practical tips on how to prevent waste and cut back water consumption. As has become an annual custom, the Energy Week was organized in the last week of October to urge everyone to make the effort to save energy. 305 Janssen employees took part in the "Kyoto and Me" campaign: together they traveled nearly 68,000 km to and from work, thereby reducing CO<sub>2</sub> emissions by more than 13,000 kg.

Johnson & Johnson's Worldwide Sustainability Award was won for the environmental impact analysis connected with the successful introduction of LEVAQUIN®. This is the eighth year in a row that Janssen Pharmaceutica succeeded in winning this top environmental accolade from Johnson & Johnson.

In addition, its project "*Chemical Production at Janssen Pharmaceutica: The Road to Kyoto*" earned Janssen Pharmaceutica a respectable second prize when the 2007 Responsible Care Awards were conferred by Essenscia, the Belgian Federation of Chemical Industries and Life Sciences. This is a just reward for the efforts our company has made to finance the extra cost of renewable energy with the returns on energy-saving projects.





In 2007, Johnson & Johnson launched a project to combat intestinal worm infections in children in tropical countries.



Janssen Pharmaceutica donated one of its fire engines to a Chilean village.

## Community

Janssen Pharmaceutica aims to be actively involved in the community and supports projects that are in line with its economic competencies and know-how.

At the Janssen Meeting Center in Turnhout, we accommodate 17 local non-profit organizations whose social objectives are in keeping with *Our Credo*. In February 2007, the Flemish League against Cancer was the seventeenth organization to take up residence at the center. This means that the Meeting Center is now fully occupied.

For many years now, Janssen Pharmaceutica has supplied psychopharmaceuticals to the Brothers of Charity. This organization in turn distributes these medicines in a number of African countries. In addition, Janssen supports private initiatives of doctors who help to alleviate the most pressing medical needs in several developing countries in the form of medicine parcels.

In 2007, Johnson & Johnson launched a project to combat intestinal worm infections in children in tropical countries. An estimated 400 million children worldwide are currently infected with such parasites, which have an adverse impact on their cognitive faculties and cause retarded growth and impaired immunity. Each year, in association with the *Task Force for Child Survival and Development*, Janssen and Johnson & Johnson supply medicines to the national authorities. Although those medicines are not expensive as such, they do not reach the patients who need them most. After a few pilot projects in Latin America, the company has switched over to a large-scale and worldwide de-worming campaign, starting in Bangladesh, Cameroon, Uganda, Zambia, Cambodia, the Cape Verde Islands, Laos and Nicaragua. In 2007, a total of 22 million doses of mebendazole were distributed, and in 2008 this figure is set to rise to 50 million.

Janssen Pharmaceutica donated one of its fire engines to the fire brigade of the Chilean village of Chonchi, which had no such rescue vehicle yet. The fire engine, which is still in mint condition, dates from 1993 and will have at least another 10 years of service ahead in Chile.

Activity	Projects	Partners
Financial support	<ul style="list-style-type: none"> <li>Social, medical and community projects</li> <li>Sustainable development aid</li> </ul>	Fight against Cancer/ Flemish League against Cancer, Red Cross, Special Olympics, UNICEF, and many other NGO's and non-profit organizations
Company-related initiatives	<ul style="list-style-type: none"> <li>Johnson &amp; Johnson Fund for Health Care</li> <li>Cooperation agreement for the conservation and restoration of historical finds</li> </ul>	King Baudouin Foundation Xian-Janssen and the Terracotta Army Museum Xian
Support in kind	<ul style="list-style-type: none"> <li>Janssen Meeting Center, Turnhout</li> </ul>	Residents of the Meeting Center
Product donations	<ul style="list-style-type: none"> <li>Medicines and medicine parcels</li> </ul>	Brothers of Charity, private initiatives
Other donations	<ul style="list-style-type: none"> <li>J&amp;J body care products, written-off furniture, etc.</li> </ul>	Various non-profit organizations
Regional development	<ul style="list-style-type: none"> <li>Plato</li> <li>Regional Incubation Center Kempen (RICK)</li> </ul>	
Business organizations	<ul style="list-style-type: none"> <li>Founding member of Business &amp; Society Belgium</li> <li>Member of Kauri*</li> </ul>	
Local authorities	<ul style="list-style-type: none"> <li>Emergency services, fire brigade</li> </ul>	

\* Kauri, a think-tank and working group of people from industry and NGOs who want to use their knowledge to build fair economic, social and cultural relations between North and South.

The company also wants to help actively promote science among young people. To this end, a partnership was set up with the Flemish Institute of Biotechnology and Living Tomorrow. A special science tour on the importance of life sciences illustrates our firm belief that scientific knowledge is one of the cornerstones of social progress. Joint promotional activities are also set up with the Royal Belgian Institute of Natural Sciences, for example in the form of a "science bus" which will make a tour of the schools.

Local residents can call a toll-free hotline to ask questions and to report problems. In 2007 we received 12 complaints. These were followed up internally, with feedback to the caller explaining the action that has been taken. Both in Beerse and in Geel, local residents are regularly informed of the latest developments and any problems that arise are discussed as soon as possible.

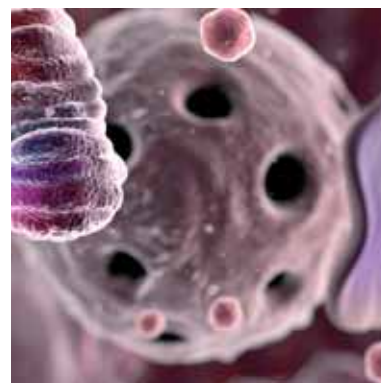
## General Ethical Policy

As an internationally operating company, our reputation is one of our most precious assets. This corporate reputation hinges entirely on our ethical principles, the implementation of those principles and their enforcement.

Our company will be working together even more closely with external firms in the areas of research, production and marketing. In those partnerships, strict standards will be imposed in terms of socially sound entrepreneurship and ethical management. Our suppliers throughout the world will be bound by contract to comply with the laws and regulations and will be audited by us each year with respect to their compliance with labor and environmental law. In many cases, there will be a transfer of knowledge from our company to our external partners.

Our own executives must formally let us know each year whether they are aware of any breaches of the *Business Code of Conduct*. Our policy on Healthcare Compliance (HCC), too, imposes extremely far-reaching and strict rules on relations with external parties such as doctors, public authorities and hospitals. Non-compliance with those rules can lead to severe penalties for all parties involved.

We as a company believe that it is part of our social responsibility to do more than what the law requires of us. This is in our own interest too. The pharmaceutical industry can only inspire confidence and get the respect it deserves if it adopts a transparent attitude. We, for our part, are open to all forms of constructive dialogue.



Janssen, in a partnership set up with well-known institutions, also wants to help actively promote science among young people.



The Healthcare Compliance (HCC) policy imposes strict rules on the relations with external parties such as doctors, public authorities and hospitals.

Subject	Indicator	Programs	Audit
Child labor	Workforce: no children are employed by us	Employment Policy for Young People	Yes - Internal
Human rights	Complaints: none		
Advertising	Communication and Sponsoring Complaints: none Advertising to patients: not applicable	Deontological Code of MDeon	Yes - Internal + External
Pricing	Not applicable		
Employee privacy	Complaints: none	Yes	Yes
Patient privacy	Complaints: none	Yes	Yes



## Economic



Janssen keeps investing large amounts of money in state-of-the-art infrastructure and technology, for instance in the new pilot plant under construction in Geel.

The turnover of Janssen Pharmaceutica in Belgium in 2007 was down on 2006. The diminished sales of PARIET® and DUROGESIC®, of which the patent has expired, are the main cause of this fall in turnover. The profit on ordinary activities before taxes stood at 24 million euros, or 1.3% of turnover, the lowest it has been in years. The bottom-line profit for the year (647 million euros) was favorably influenced once-only by the capital gain realized on the disposal of the shares of the coordination center J.C. General Services. The local profit and turnover figures should naturally be incorporated in the overall results of the Johnson & Johnson group, our parent company quoted on the New York Stock Exchange.

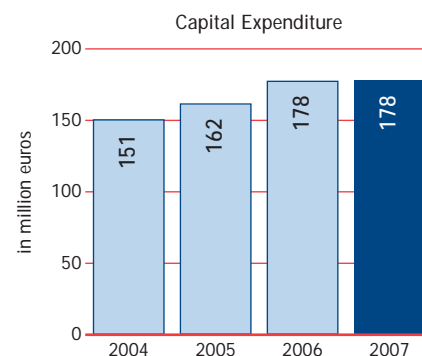
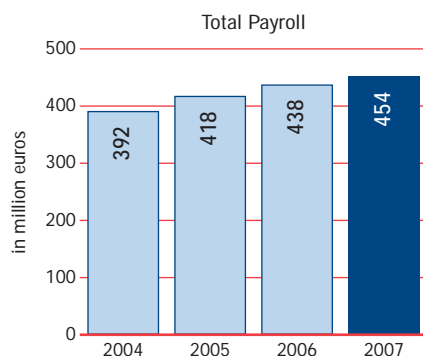
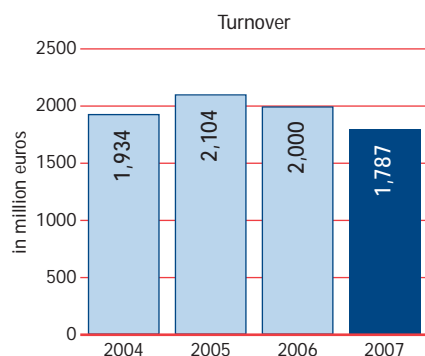
In 2007, Janssen Pharmaceutica purchased 501 million euros worth of goods and services from Belgian companies.

In Beerse, investments in Sterile Production were continued in order to remain in compliance with legal and future requirements. In addition, we invested in a modification of the formulation of narcotic products in order to prevent potential improper use. The further development of a new production and packaging line for a new anti-schizophrenia drug went ahead as well. Further expenditure included the acquisition of the exclusive licensing rights for a chemical substance which will be further developed, manufactured and marketed into one of the most promising hepatitis C drugs.

In Geel, we invested in the new pilot plant under construction. In addition, capital expenditure continued on the extension of the spray-drying plant for a new anti-AIDS drug. Additional funds were spent on a so-called High Containment Low Temperature (HCLT) bay, a facility where production can be carried out under sealed conditions and where low-temperature reactions (-70°C) can be generated.

In 2007, Janssen Pharmaceutica received a total of more than one million euros in subsidies from the Flemish government, of which 195,000 euros worth of industrial expansion support for environmental projects and 875,000 euros for research projects.

Indicators	2007	2006	2005	2004
Turnover (in million euros)	1,787	2,000	2,104	1,934
Profit on ordinary activities before taxes (in million euros)	24	256	455	568
Profit (in million euros)	674	200	345	423
Total payroll (in million euros)	454	438	418	392
Capital expenditure on buildings, infrastructure, new technologies (in million euros)	178	178	162	151
Purchases from suppliers representing more than 10% of total purchases (in million euros)	None	None	None	None

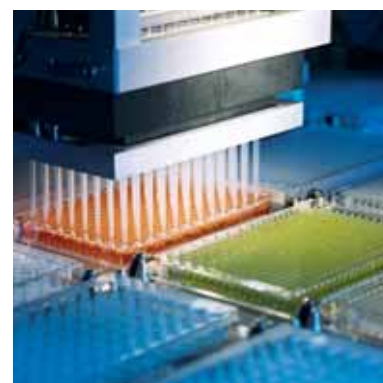


## Programs and Challenges for the Future

As was mentioned earlier, we are now at a pivotal moment in the history of our company. We need to invest far more than before, with far greater risks than before. Therefore we need to concentrate fully on stepping up our productivity in all sections of the company. At the same time, we will need to enter into a dialogue with the regulatory authorities to make the long journey to the approval and reimbursement of new drugs proceed more efficiently.

If we are to increase our productivity, we will have to specialize in a number of disease areas and research disciplines. In Belgium, discovery research will focus on psychiatry and neurology. We will also work together far more with external experts, firms or academic groups belonging to the top in the world in their respective fields. The partnership that was concluded in 2007 with the Mechelen-based firm Galapagos should be seen in that perspective. The concept of "Open Innovation" will become increasingly widespread.

Our internal processes and innovative strength, too, are still capable of substantial improvement. To this end, we use the tools and techniques of Business Excellence. For an innovative company like ours, it remains vitally important to develop new and innovative medicines. Everyone in the organization is therefore actively involved in the search for innovative solutions. Employees who come up with initiatives that are in line with what the company needs and that catch the eye in one of the areas in question can enter their project or initiative and compete for a *Business Excellence Award*.



Subject	Programs	Audit
Result improvement	Business Excellence	Internal

In 2007, 65 projects were submitted. Fifteen projects were eventually short-listed and five prizes were awarded in the categories 'Innovation in R&D', 'Innovation in Operations', 'Improvements using Process Excellence Methodologies', 'Improvements through Cross-departmental Teams', and 'Improvements through Teams of Operators'.

# Some highlights in 2007



## Donation to Cameroon

Johnson & Johnson and the Task Force for Child Survival and Development launched a partnership to help alleviate the problem of soil contamination, which causes worm infections in children in many developing countries. Cameroon received the first donation from Janssen, consisting of four million doses of mebendazole. In 2007, a total of 22 million doses have already been distributed in eight countries.



## Approval of PREZISTA®

The CHMP, the Committee responsible for the assessment of new medicinal products for human use in the European Union, delivered a conditional positive opinion for PREZISTA®, the latest HIV/AIDS drug developed by Tibotec. It has already been approved in the USA, Canada, Russia and Switzerland and is now awaiting approval in several other countries.



## Randstad Award

In 2007, Janssen Pharmaceutica was elected Most Attractive Employer in Belgium for the second year in a row and for the third time in seven years, following an extensive survey commissioned by temporary employment agency Randstad. The pharmaceutical industry traditionally scores very highly in this survey, which has been held every year since 2001.



## Establishment of HST

In early 2007, four major companies – GlaxoSmithKline (GSK), Janssen Pharmaceutica, Pfizer and UCB – joined forces to establish an organization, the Health, Science & Technology (HST) group, aimed at projecting Belgium as an attractive investment location for pharmaceutical Research & Development and production.



## Living Tomorrow 3

In January, Living Tomorrow 3 was officially opened in Vilvoorde. In this third version of the house of the future, Johnson & Johnson Pharmaceutical Research & Development (J&JPRD) is well represented with its own Health Corner, where two films are permanently on show: one on research into new medicines and another on developments in health care.



## INVEGA® Approved

At the end of December 2006, the FDA approved INVEGA®, paliperidone in sustained-release tablet formulation for treating schizophrenia. At the end of June 2007, this important new product against schizophrenia received a marketing authorization from the European Commission. Soon after that, the drug was launched in the United Kingdom and Germany.



## European Distribution Center in Courcelles

In 2007, the Medical Devices & Diagnostics (MD&D) group of J&J opened its new European Distribution Center in Courcelles, near Charleroi. From this state-of-the-art center, which is already due for extension, the wide range of products of this group is distributed to hospitals across Europe.

## Employees Who Won External Awards in 2007



### 50 Years of Research in Beerse

At the end of April, the fact was commemorated in Beerse that, exactly 50 years ago, Dr Paul Janssen and his then small team of investigators moved from Turnhout to Beerse to build a successful research campus. At the ceremony, Prime Minister Guy Verhofstadt announced that the Belgian government had approved Tibotec's PREZISTA® in record time for reimbursement.



### Opening of Development Center in Mumbai

In May, Janssen-Cilag and Johnson & Johnson Pharmaceutical Research & Development (J&JPRD) officially opened an extended and renovated Analytical & Pharmaceutical Development Center (APDC) in Mumbai, India. This marks a tremendous step forward in the company's plans to increase its presence and capacity in this rapidly developing country.



### Partnership Agreement with Galapagos

At the end of October, Janssen Pharmaceutica and the Mechelen-based biotechnology firm Galapagos entered into a worldwide agreement for the discovery and development of several drugs in a therapeutic area that is relatively new to Janssen: rheumatoid arthritis. Galapagos has tremendous expertise in the investigation into bone and joint diseases, such as rheumatism.



Marc Peeters, Manager Safety Coordination, received the first *Agoria Award "Health & Safety Adviser 2007"* for the efficacy of the strategy which his department has developed in health and safety coaching. This system is comprised of the "prevention share", an important tool to implement the health and safety objectives in the workplace, and of a training matrix for the staff of the Engineering department.



In 2007, a team from Janssen Geel won the *Ergo Cup*, a competition organized by the Ergonomics Center of North Carolina (USA) and the Institute of Industrial Engineers. The entry of Geel, entitled "Ergonomic Improvement of Purification Filters in a Chemical Production Plant", was submitted for the competition category "Engineering/ Ergonomist-Driven Workplace Solution". With this project, the biggest ergonomic risk that was detected within chemical production was entirely resolved.



Ben Barbé, Vice President Strategy and Business Improvement Management, was voted *European Quality Manager of the Year* by the European Organization for Quality. Ben received the award from the President of this organization at the annual Quality Congress in the Czech Republic in May 2007. Ben helped to develop the total quality system that is used within Worldwide Chemical Production and made it one of the top projects of this department.



## Overview of the Organization and Scope of the Report

This *Sustainability Report* relates to Janssen Pharmaceutica, the Belgian company that represents the Production departments and Support services, as well as the Belgian site of Johnson & Johnson Pharmaceutical Research & Development (J&JPRD). The figures of Janssen Animal Health and Janssen Internationaal are also included in the report. In Belgium, Janssen Pharmaceutica has production sites in Beerse, Geel and Olen.

The principal customers of Janssen Pharmaceutica are the business units of Janssen-Cilag, which provide promotional and sales support for the medicinal products developed by Janssen Pharmaceutica.

Janssen Pharmaceutica has only one shareholder: Johnson & Johnson. Communication to the shareholder is limited to management meetings and formal reporting.

The stakeholders of the Belgian organization belong primarily to the following two major categories:

- our own organization, consisting of our own employees, sister companies, operating companies and Johnson & Johnson's head office in the United States;
- society as a whole, including public authorities, local residents, the media, interest groups, etc.