

## Company Personnel Balance Sheet 2007

### COMPANY IDENTIFICATION

Name	SOPOL - Sociedade Geral de Construções e Obras Públicas, S.A.		
Address	Quinta do Outeiro - Apartado 34		
Area	Arrentela		
Zip Code	2840-999 Seixal		
District	Setúbal	Tel.	21 227 46 00
Region	Seixal	Fax.	21 227 46 99
e-mail address	<a href="mailto:geral@sopol.pt">geral@sopol.pt</a>		
Number for tax contribution	500273863		
Main Activity of the Company	Construção e Engenharia Civil		

NUMBER OF ESTABLISHMENTS	
Continente	25
Azors	0
Madeira	0

NUMBER OF SERVICE WORKERS	
On January the 2nd	332
At December 31st	384
Average during the year	374

Judicial Nature Sociedade Anónima

ADDED VALUE (in Euro)	21.642.183,88
Personnel Costs	16.950.771,45
Depreciation of the Year	1.992.385,14
Provisions of the Year	-
Costs and Financial Losses	2.383.341,84
Income Tax of the Year	-195.941,85
Net profit/(loss) for the Year	511.627,30

## 1 - EMPLOYMENT

PERSONNEL DISTRIBUTION		Directors	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
Personnel in service on Dezembro 31st	M	6	70	32	69	104	8	31	0	320
	W	1	26	4	1	32	0	0	0	64
	T	7	96	36	70	136	8	31	0	384
With permanent contract	M	6	48	22	42	75	4	10	0	207
	W	1	16	1	1	23			0	42
	T	7	64	23	43	98	4	10	0	249
With defined term contract	M	0	22	10	27	29	4	20	0	112
	W	0	10	3	0	9	0		0	22
	T	0	32	13	27	38	4	20	0	134
With undefined term contract	M	0	0	0	0	0	0	1	0	1
	W	0	0	0	0	0	0	0	0	
	T	0	0	0	0	0	0	1	0	1
Other	M	0	0	0	0	0	0	0	0	0
	W	0	0	0	0	0	0	0	0	0
	T	0	0	0	0	0	0	0	0	0
Average n° of employees during the year	M	6	49	21	69	135	7	24	0	311
	W	1	25	5	1	30	0	0	0	62
	T	7	74	26	70	165	7	24	0	373

AGE STRUCTURE ON DECEMBER 31st	Men	Women	TOTAL
Under 15 years old	0	0	0
From 16 to 17 years old	0	0	0
From 18 to 24 years old	11	3	14
From 25 to 29 years old	36	18	54
From 30 to 34 years old	52	11	63
From 35 to 39 years old	57	18	75
From 40 to 44 years old	49	7	56
From 45 to 49 years old	42	3	45
From 50 to 54 years old	33	1	34
From 55 to 59 years old	25	3	28
From 60 to 61 years old	6	0	6
From 62 to 64 years old	6	0	6
65 years old and beyond	3	0	3

Average age structure=sum of ages/n° of employees	39,96
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YEARS OF EMPLOYMENT AT THE COMPANY ON DECEMBER 31st	Men	Women	TOTAL
Under 1 year	69	16	85
From 1 to 2 years	27	5	32
From 2 to 5 years	53	4	57
From 5 to 10 years	111	28	139
From 10 to 15 years	31	5	36
Over 15 years	29	6	35

<b>FOREIGN EMPLOYEES</b>	Men	Women	TOTAL
From European Union Countries	0	0	0
From official portuguese speaking african countries	16	0	16
From Brasil	2	0	2
From other countries	12	0	12

<b>WORKERS WITH FISICAL DISABILITIES</b>	Men	Women	TOTAL
Number of workers	4	0	4

<b>PERSONEL EDUCATION LEVELS ON DECEMBER 31ST</b>	Men	Women	TOTAL
Under 4th grade	9	0	9
4th grade	58	0	58
6th grade	49	0	49
9th grade	50	4	54
Secondary studies	77	29	106
Professional higher studies	0	2	2
Polytechnic higher studies	13	4	17
University higher studies	64	25	89
Other	0	0	0

<b>DEFINED TERM CONTRACTS (during the year)</b>		Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/app rentices	Total
Defined term contracts	M	30	22	34	54	8	29	0	177
	W	16	6	0	13	0	0	0	35
	T	46	28	34	67	8	29	0	212
Undefined term contracts	M	0	0	0	0	0	1	0	1
	W	0	0	0	0	0	0	0	0
	T	0	0	0	0	0	1	0	1
Defined term contract that passed over to permanent contracts	M	7	1	1	9	1	4	0	23
	W	2	0	0	0	0	0	0	2
	T	9	1	1	9	1	4	0	25
Defined term contracts that passed over from last year	M	14	13	10	34	3	16	0	90
	W	5	3	0	2	0	0	0	10
	T	19	16	10	36	3	16	0	100
Annual average number of defined term contracts	M	12	11	24	40	3	15	0	105
	W	11	3	0	6	0	0	0	20
	T	23	14	24	46	3	15	0	125

<b>LAY-OFF'S</b>		Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/app rentices	Total
Permanent contract lay-off's	M	1	2	5	6	0	0	0	14
	W	0	0	0	0	0	0	0	0
	T	1	2	5	6	0	0	0	14
Defined term contract lay- off's	M	1	6	6	6	1	5	0	25
	W	2	2	0	5	0	0	0	9
	T	3	8	6	11	1	5	0	34
Other	M	0	0	0	0	0	0	0	0
	W	0	0	0	0	0	0	0	0
	T	0	0	0	0	0	0	0	0

<b>PERMANENT CONTRACT LAY-OFFS</b>	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
Due to employee initiative	1	2	3	6	0	0	0	12
Due to mutual agreement	0	0	0	0	0	0	0	0
Due to employers initiative	0	0	0	0	0	0	0	0
Due to mass lay-off	0	0	0	0	0	0	0	0
Due to getting fired	0	0	0	0	0	0	0	0
Pension by disability	0	0	1	0	0	0	0	1
Normal pension	0	0	1	0	0	0	0	1
Anticipated pension	0	0	0	0	0	0	0	0
Pre-pension	0	0	0	0	0	0	0	0
Death	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>

<b>DEFINED TERM CONTRACT LAY-OFFS</b>	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
Due to term of defined term contract	2	3	5	4	1	1	0	16
Due to term of undefined term contract	0	0	0	0	0	0	0	
Anticipation of the term of defined term contract	1	4	0	4	0	3	0	12
Anticipation of the term of the undefined term contract	0	0	0	1	0	0	0	1
<b>Total</b>	<b>3</b>	<b>7</b>	<b>5</b>	<b>9</b>	<b>1</b>	<b>4</b>		<b>29</b>

<b>OTHER CEASE FUNCTIONS OF PERMANENT OR DEFINED TERM CONTRACT</b>	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
Special long-term situations	0	0	0	0	0	0	0	0

<b>NON-OCCUPIED WORKSHOPS DUE TO RECRUITMENT DIFFICULTIES</b>	Professions	Number of Workstations
	-	-

<b>PROMOTIONS</b>		Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/app rentices	Total
Due to antiguity	M	0	0	2	5	0	0	0	7
	W	0	0	0	4	0	0	0	4
	T	0	0	2	9	0	0	0	11
Due to merit	M	6	0	0	2	0	0	0	8
	W	5	0	0	0	0	0	0	5
	T	11	0	0	2	0	0	0	13
Others	M	0	0	0	0	0	0	0	0
	W	0	0	0	0	0	0	0	0
	T	0	0	0	0	0	0	0	0
Total	M	6	0	2	7	0	0	0	15
	W	5	0	0	4	0	0	0	9
	T	11	0	2	11	0	0	0	24

<b>REEVALUATIONS</b>		Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/app rentices	Total
Number of workwers	M	0	0	0	0	0	0	0	0
	W	0	0	0	0	0	0	0	0
	T	0	0	0	0	0	0	0	0

WORK TIME	NWP Weekly Hours	Number of Workers
NWT-Normal work period	24,00	1
	37,50	94
	40,00	289

Schedule types during the year	Number of Workers
Normal fixed schedule	0
Normal flexible schedule	202
Shifts (fixed/mobile)	0
Irregular and/or mobile	0
Reduced schedule	1
Exempted schedule	181
Other	0

	Number of Hours	
Maximum yearly potencial (workable hours)	785.668	
Total of hours actually worked	724.945	
<b>Supplemental work/extra hours</b>		
Week days	M	32.032
	W	188
	T	32.220
Days of additional rest and holidays	M	0
	W	0
	T	0
On mandatory rest days	M	12.790
	W	33
	T	12.823

<b>ABSENCES FROM WORK</b>		Number of cases	Number of hours
Due to work accidents	M	17	4.775
	W	1	98
	T	18	4.873
Due to illness (total)	M	30	8.158
	W	7	1.265
	T	37	9.423
Due to professional illness	M	0	0
	W	0	0
	T	0	0
Due to disciplinary suspension	M	0	0
	W	0	0
	T	0	0
Due to undelayable assistance	M	3	22
	W	7	100
	T	10	122
Due to maternity/paternity	T	7	2.417
Due to other causes	M	217	5.826
	W	38	827
	T	255	6.653
Total (paid and unpaid absences)	M	270	18.988
	W	57	4.500
	T	327	23.488
Paid absences	M	152	3.760
	W	46	921
	T	198	4.681
Unpaid absences	M	118	15.228
	W	11	3.579
	T	129	18.807

NON WORKED HOURS		Number of Hours
Due to professional training	M	3.003,25
	W	1.201,00
	T	4.204,25
Due to legal reduction of activity	M	0
	W	0
	T	0
Due to in-house unemployment	M	0
	W	0
	T	0
Due to supplemental rest	M	0
	W	0
	T	0
Due to strikes	M	0
	W	0
	T	0

## 2 - COSTS WITH PERSONNEL

COSTS WITH PERSONNEL	In euros	
	Company Elements	Remaining Workers
Direct Salary	627.510,01	9.712.686,29
Base Salary	568.428,35	8.262.007,46
Subsidies and regular bonuses	59.081,66	1.450.678,83
Subsidies and irregular bonuses	252.491,67	1.893.299,67
Payments in kind	0,00	0
Legal obligations of the employer	147.691,30	2.836.173,15
Other costs of social nature	5.454,12	512.729,00
Costs with professional training	0,00	61.902,56
Other costs with personnel	0,00	841.401,65
<b>Total</b>	<b>1.033.147,10</b>	<b>15.858.192,32</b>

Average net salary= biggest net salary / smollest net salary	27,30
Interprative net salary= biggest net salary(after 5% withdrall)/smallest net salary (after 5% withrall)	14,57

### 3 - HEALTH AND SAFETY

WORK ACCIDENTS	At work					In itinere				
	Total	1 to 3 days of sick leave	4 to 30 days of sick leave	More than 30 days of sick leave	Deaths	Total	1 to 3 days of sick leave	4 to 30 days of sick leave	More than 30 days of sick leave	Deaths
Total number of accidents	22				0	0				0
Number of accidents while sick leave	13	1	8	4		0	0	0	0	
Number of lost days with sick leave	599	3	225	371		0	0	0	0	

	Number of cases
Permanent incapacity during the year	0
Absolute permanent incapacity	0
Partial permanent incapacity	0

PROFESSIONAL ILLNESSES	Code of illness	number of cases
	-	-

<b>MEDICAL ASSISTANCE AT WORK</b>	Number of cases
Total of medical examinations carried out	907
Admission exams	105
Periodic exams	194
Ocasional and complementary exams	608
Number of visits made to workstations	2
Expenses with medical costs (in Euros)	25.672,30

<b>SAFETY COMMISSION</b>	Number of cases
Annual reunions	3
Visits to workstations	140

<b>RE-QUALIFIED OR RELOCATED WORKERS DUE TO WORK ACCIDENTS</b>	Number of cases
Number of workers	0

<b>WORKSHOPS FOR TRAINING AND SAFETY AWARENESS MATTERS</b>	Number of cases
Number of workshops	3.334
Number of people covered by the workshops	6.180

COSTS WITH PREVENTION OF ACCIDENTS AND PROFESSIONAL ILLNESSES	In Euros
Structure costs to provide medical assistance at work and safety at work	362.331,00
Costs with protection equipment	266.558,00
Costs with training for risk prevention	11.391,00
Other costs	23.169,00

#### 4 - PROFESSIONAL TRAINING

Number of workshops	Less than 100	From 100 to 249	From 250 to 499	From 500 to 999	more than 1000
	hours	hours	hours	hours	hours
Total workshops	65	3	0	0	0
In-house workshops	31	0	0	0	0
External workshops	34	3	0	0	0

NUMBER OF ATTENDANCES	Directors	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
	Total workshops	0	172	5	80	80	1	0	0
In-house workshops	0	135	5	78	64	1	0	0	283
External workshops	0	37	0	2	16	0	0	0	55

DURATION OF WORKSHOPS	Directors	Higher Management	Middle Management	Intermediate Management	Highly qualified and qualified Professionals	Semi-qualified Professionals	Un-qualified Professionals	Trainees/apprentices	Total
	Total number of hours	0,00	2.073,25	66,50	880,50	969,00	3,00	0,00	0,00
Number of hours in in-house workshops	0,00	1.102,00	66,50	870,50	624,00	3,00	0,00	0,00	2.666,00
Number of hours in external workshops	0,00	971,25	0,00	10,00	345,00	0,00	0,00	0,00	1.326,25

TOTAL COSTS WITH TRAINING	In Euros
Costs with in-house	30.904,46
Costs with external	24.705,14

## 5 - SOCIAL BENEFITS

COMPANY INSURED SOCIAL BENEFITS	Number of workers	In Euros
Illness and professional ailments	0	0,00
Old-Age, Survivors, and Disability Insurance	3	25.830,24
Other social security plans	0	0,00

SOCIAL BENEFITS NOT INSURED BY THE COMPANY	Number of workers	In Euros
Illness and professional ailments	2	7.929,49
Old-Age, Survivors, and Disability Insurance	0	0,00
Other social security plans	0	0,00

<b>SOCIAL SUPPORTS</b>	<b>In Euros</b>
Child support	0,00
Seniors' support	0,00
Occupational benefits	0,00
Others	0,00

<b>OTHER TYPES OF SOCIAL SUPPORT</b>	<b>In Euros</b>
Sport groups	0,00
Food support	0,00
Study support	0,00
Health support	0,00
Housing support	0,00
Transportation support	0,00
Life, health and accident insurance	0,00
Loans	0,00
Others	0,00