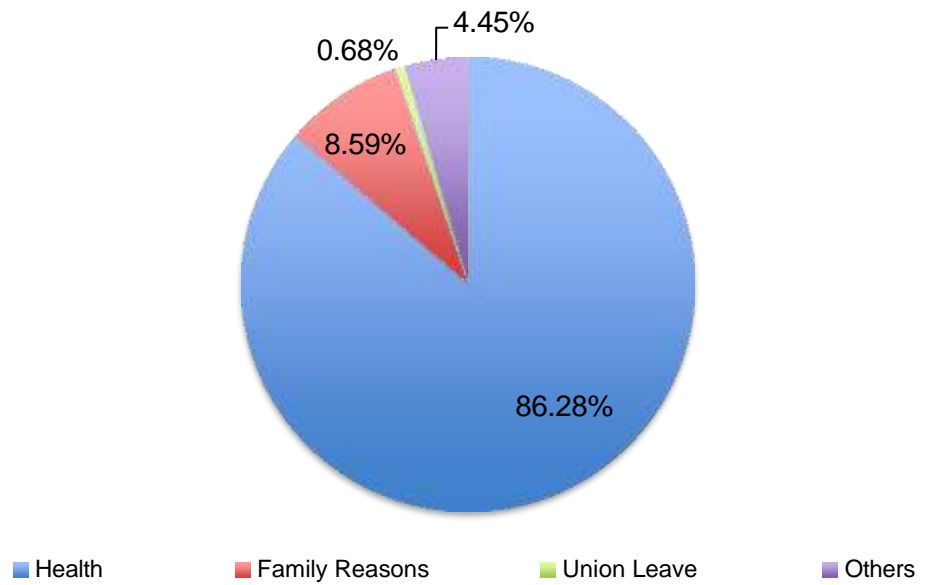


ABSENTEEISM 2019

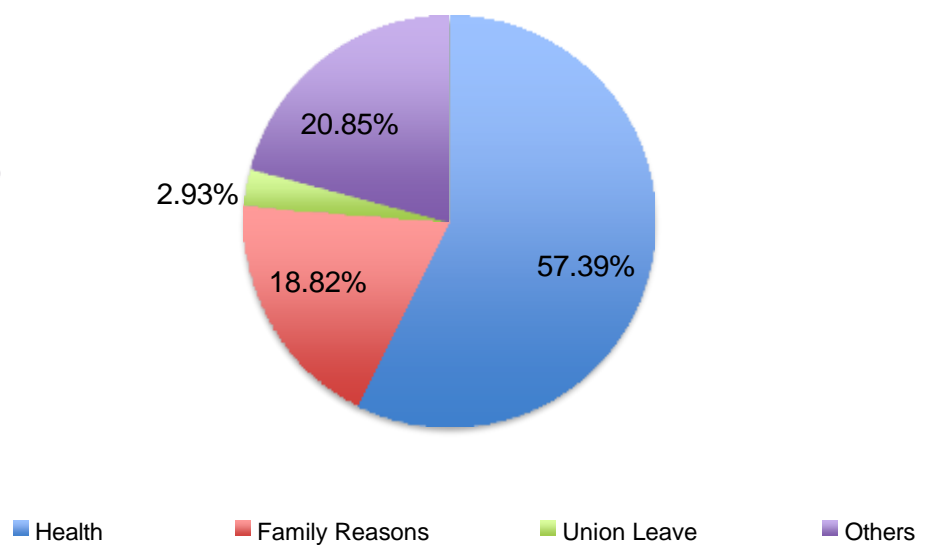
First Quarter (1Q)

5,63%



Second Quarter (2Q)

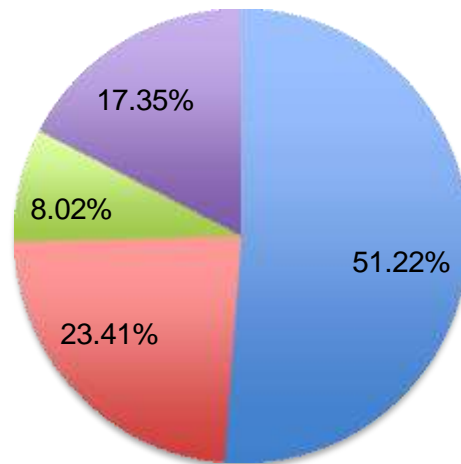
2,39%



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Third Quarter (3Q)

1,72%



■ Health

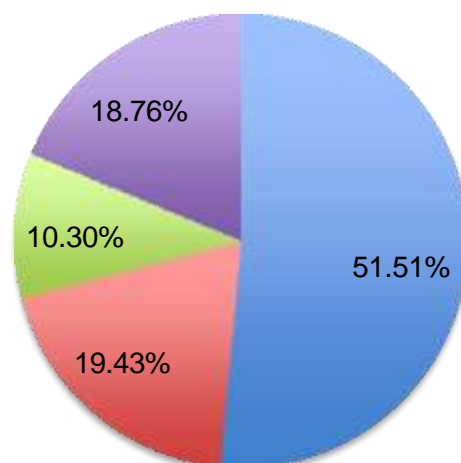
■ Family Reasons

■ Union Leave

■ Others

Fourth Quarter (4Q)

2,32%



■ Health

■ Family Reasons

■ Union Leave

■ Others