

**RATE OF ABSENCES - YEAR 2023**

Organisational Structures	I QUARTER 2023		II QUARTER 2023		III QUARTER 2023		IV QUARTER 2023	
	% illness	% other absences <sup>1</sup>	% illness	% other absences <sup>1</sup>	% illness	% other absences <sup>1</sup>	% illness	% other absences <sup>1</sup>
Governance	0,35%	1,78%	2,04%	0,02%	0,54%	5,91%	0,18%	0,61%
Administration, Finance and Control	2,48%	7,59%	0,93%	4,98%	0,00%	4,85%	1,30%	2,26%
Legal & Regulatory Office	0,48%	0,51%	0,10%	2,50%	0,49%	6,53%	0,43%	0,78%
IT Systems	2,48%	0,00%	0,67%	0,39%	0,10%	0,19%	0,87%	0,12%
Markets	0,65%	8,51%	0,69%	5,98%	0,63%	4,39%	1,12%	3,79%
Market Monitoring, Analysis and Statistics	1,81%	10,25%	1,02%	8,67%	0,96%	11,68%	5,97%	2,37%

<sup>1</sup> Other absences from work: maternity and paternity leave, parental leave, permits pursuant to Law 104/92, medical examination permits, study permits, trade union business, various permits