

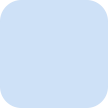
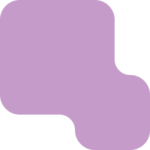
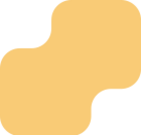
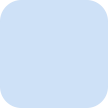
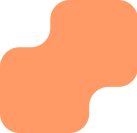
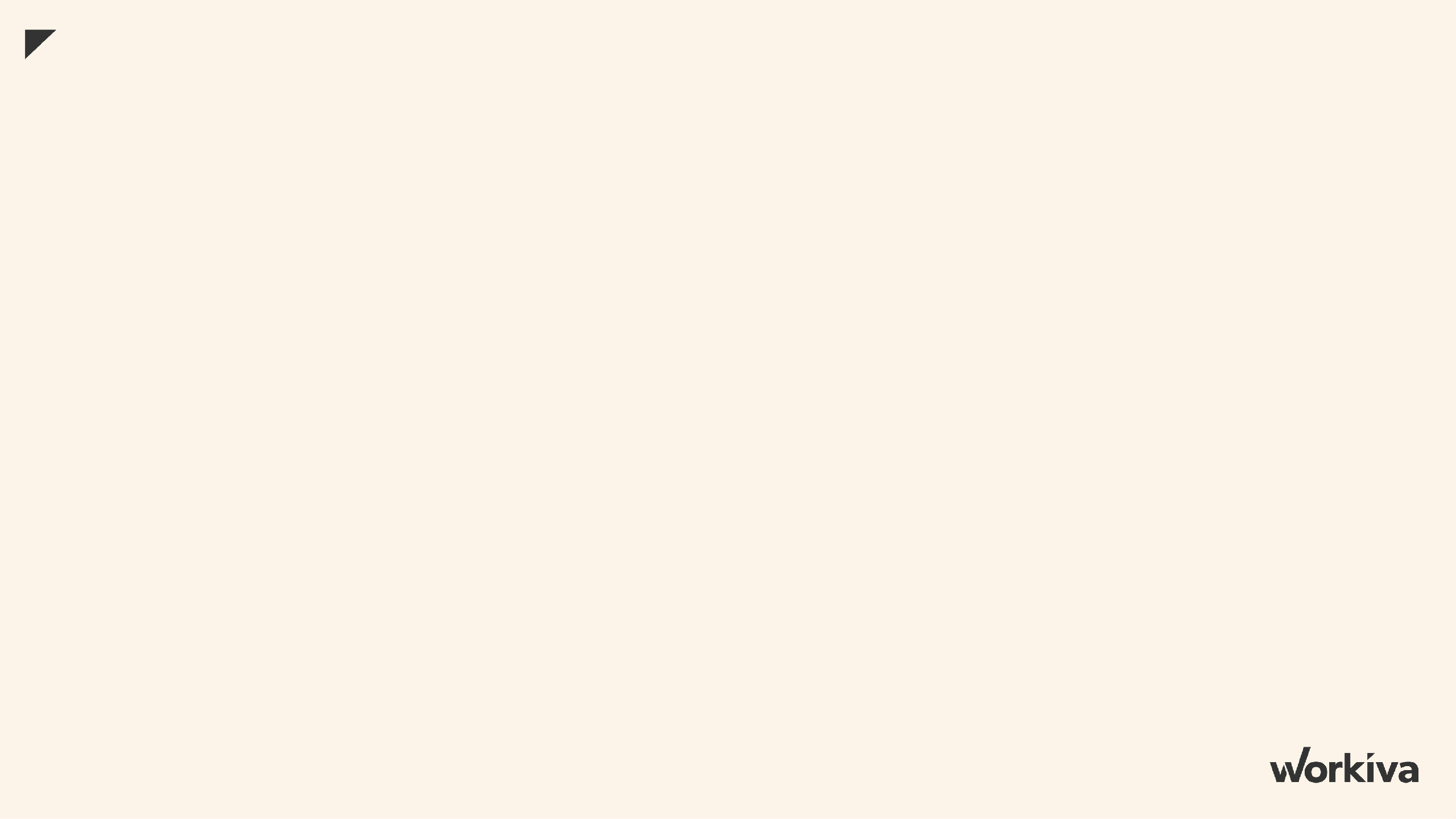
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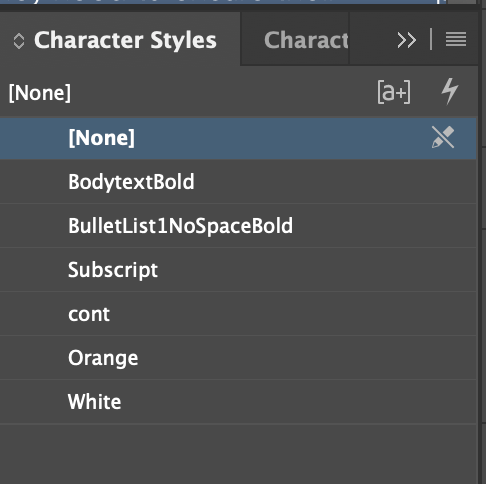
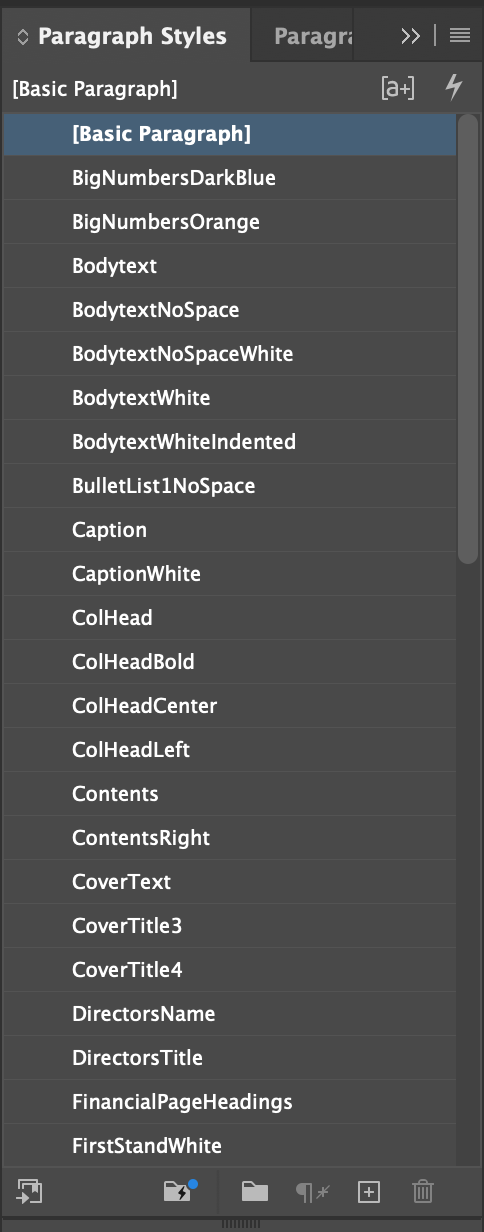
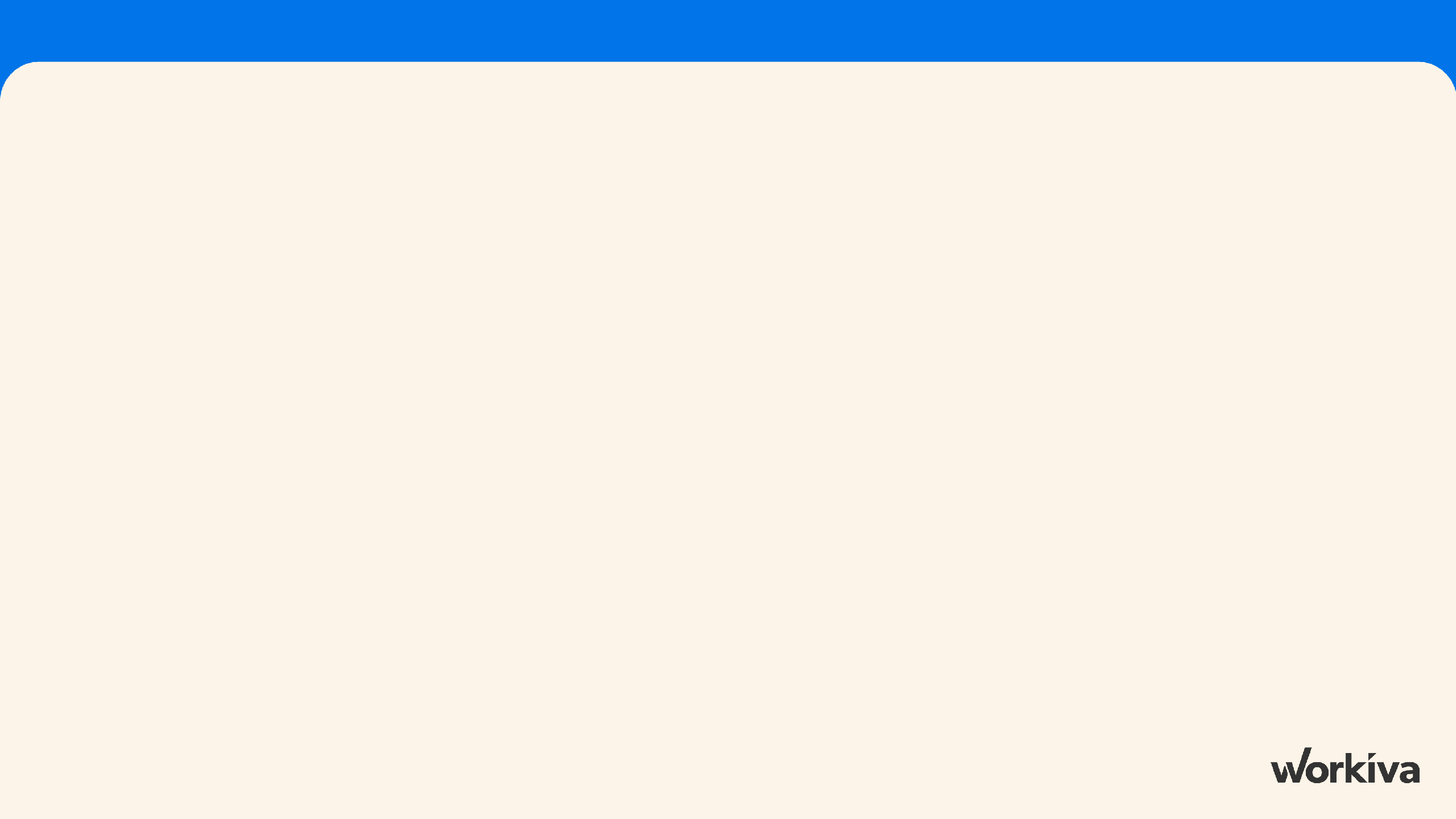
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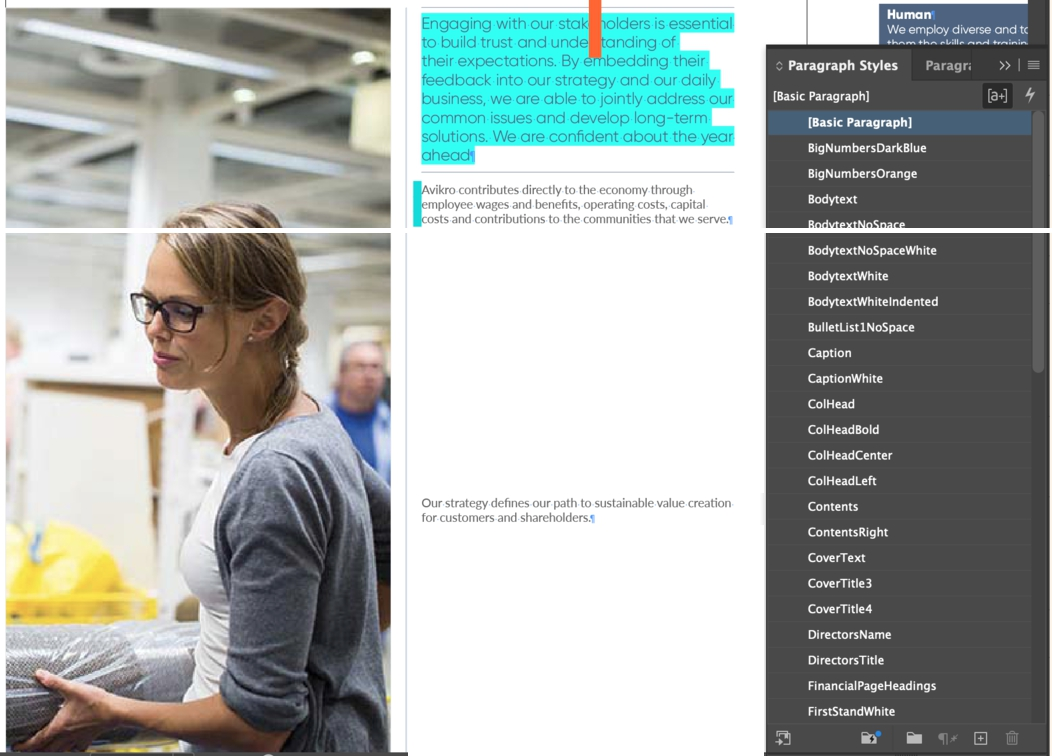


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**Estratégia e negócios**

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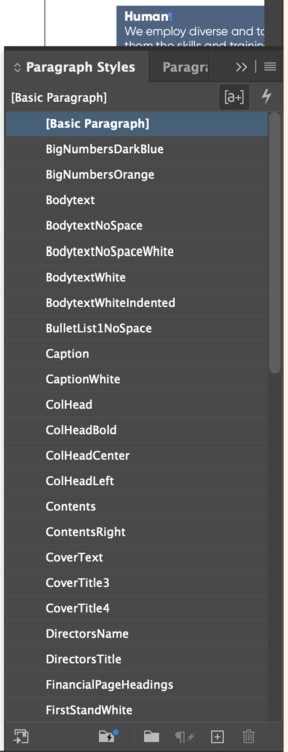
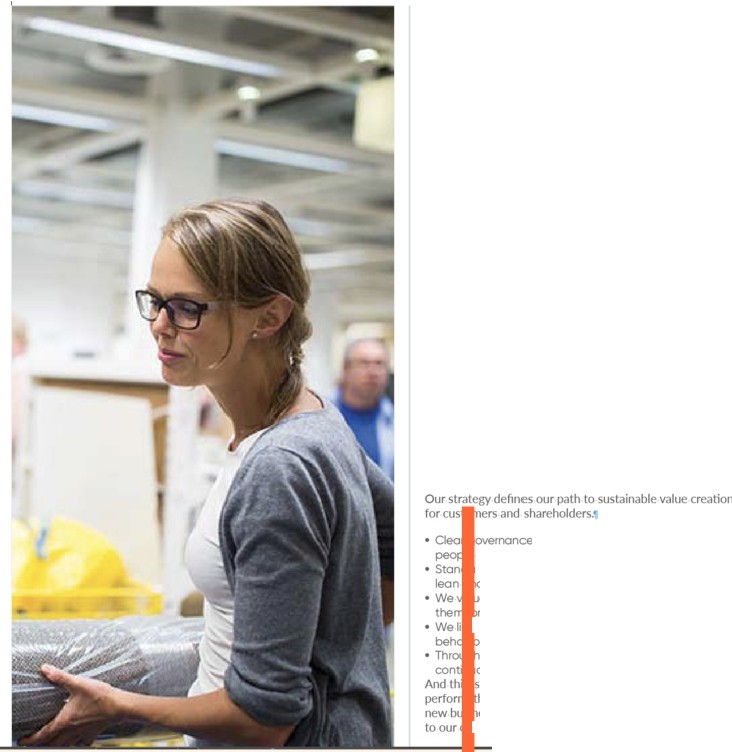
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**Estratégia e negócios**

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as expectativas. Ao incorporar o feedback dos funcionários emnossa estratégia e emnossos negócios diários, podemos abordar conjuntamente nossos problemas comuns e desenvolversoluções de longo prazo. Estamos confiantes com o ano que se inicia!

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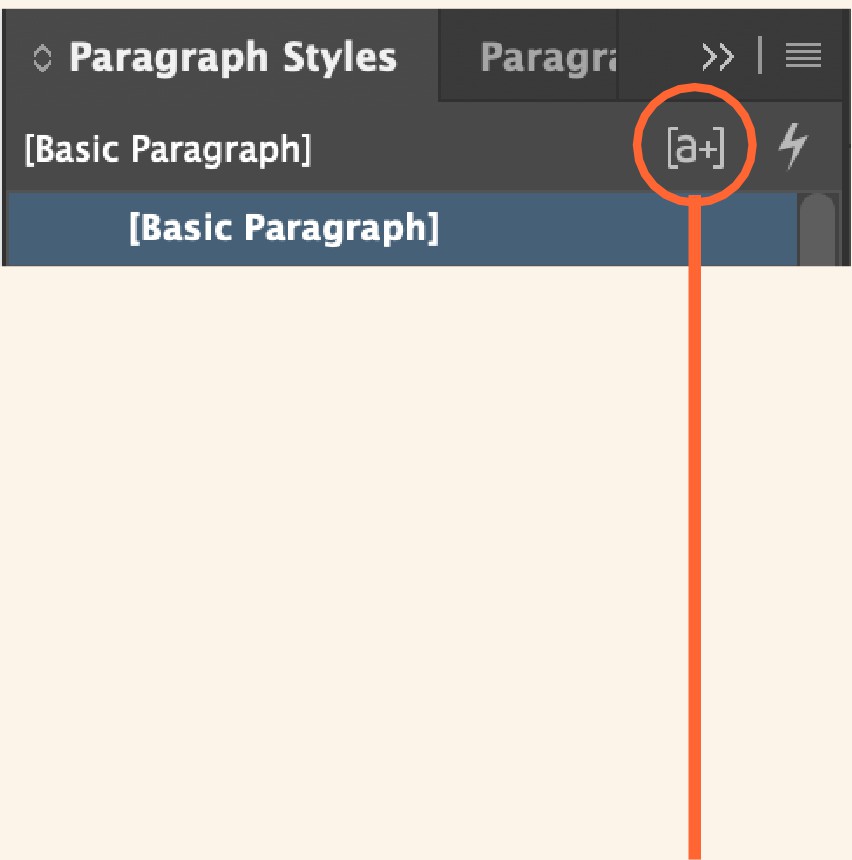
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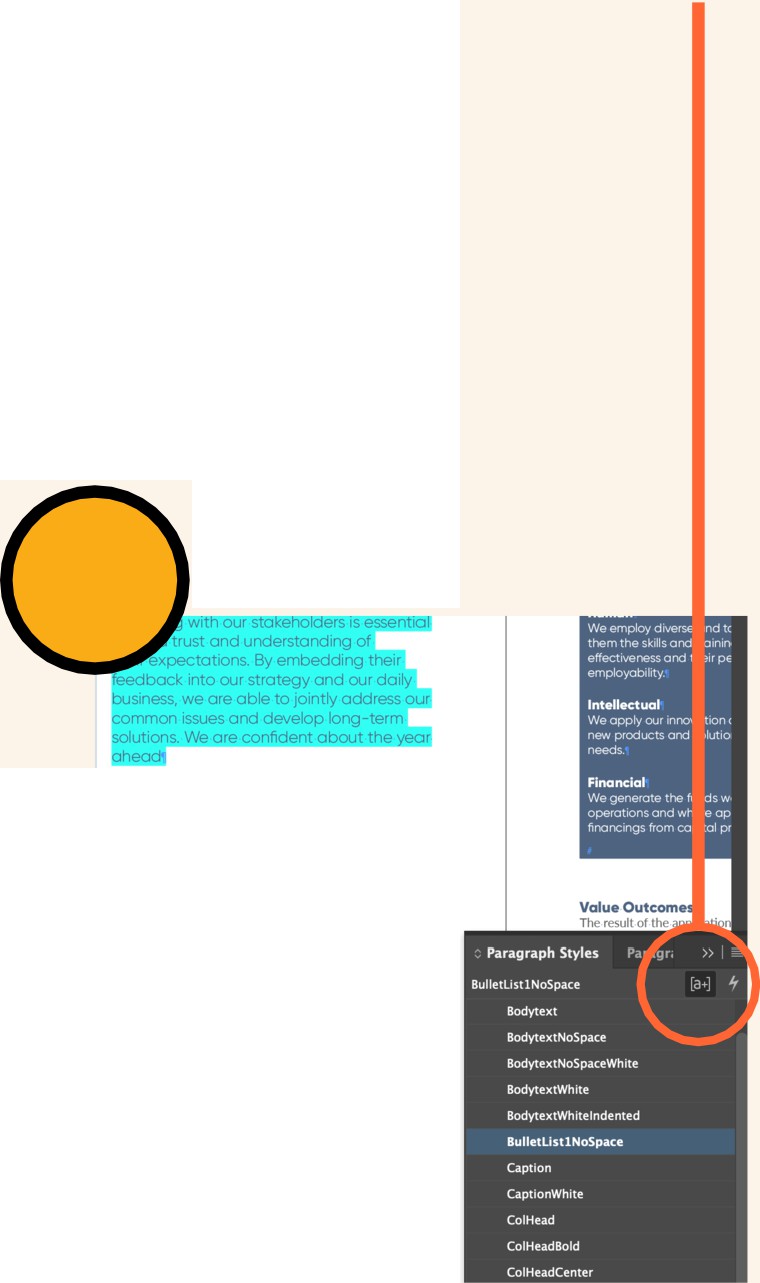
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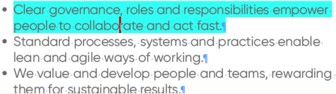
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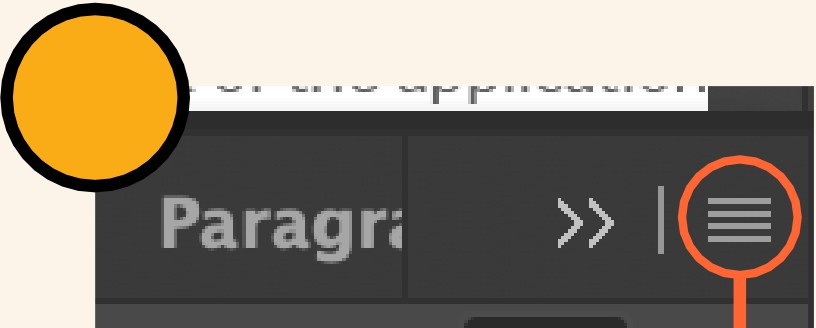
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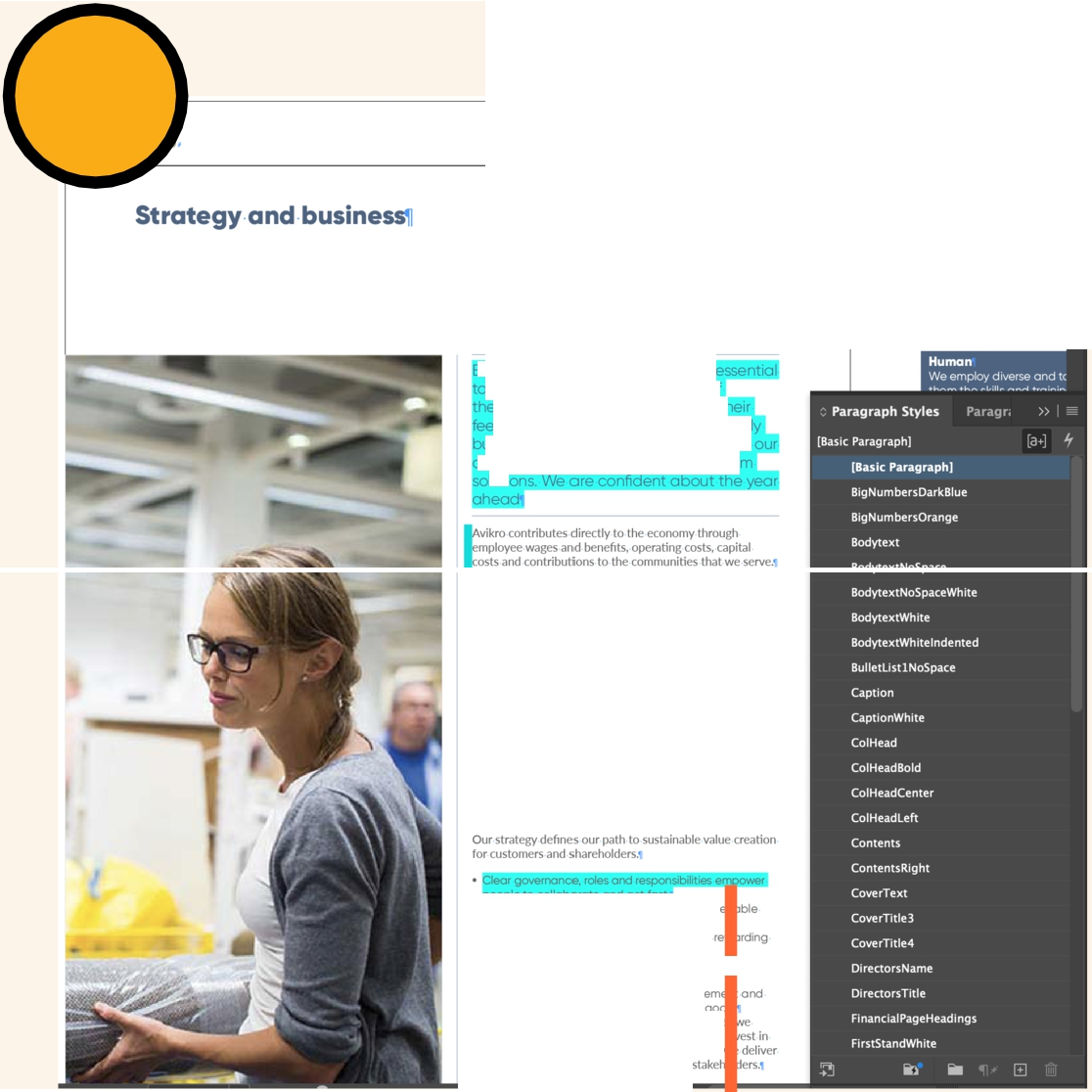
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somos capazes de tratar conjuntamente de questões comuns e desenvolver um sistema de gestão de riscos

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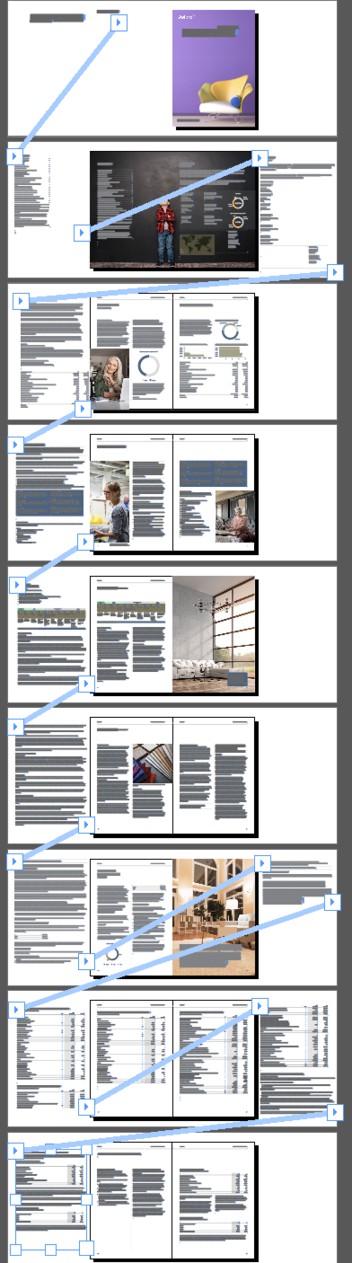
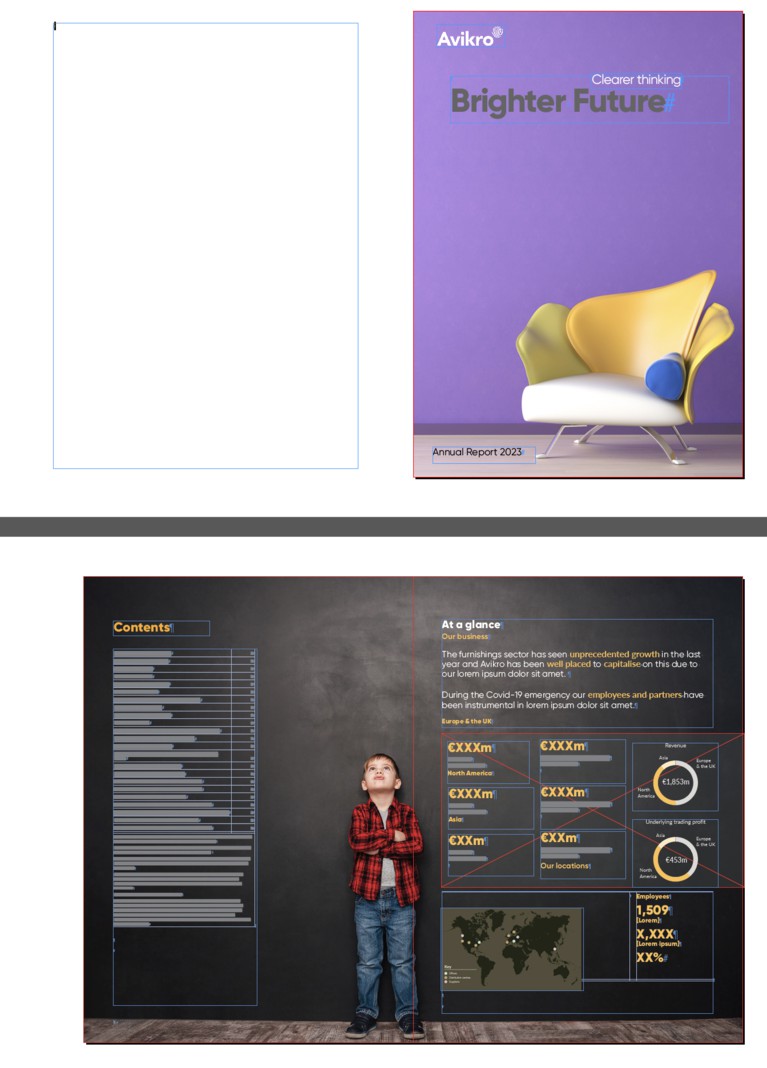
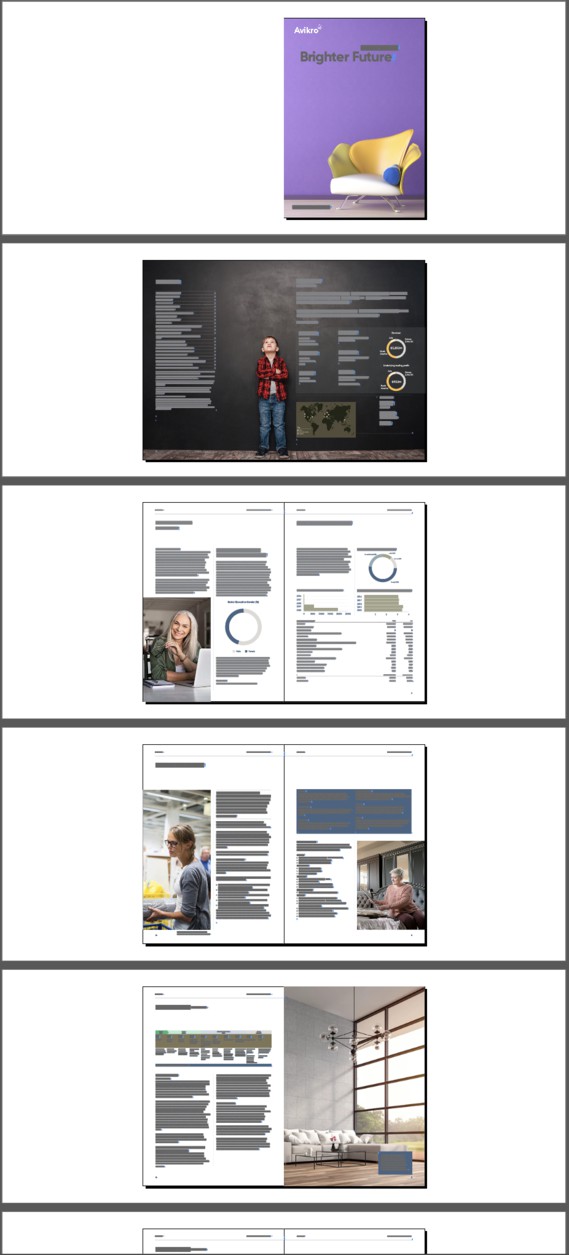
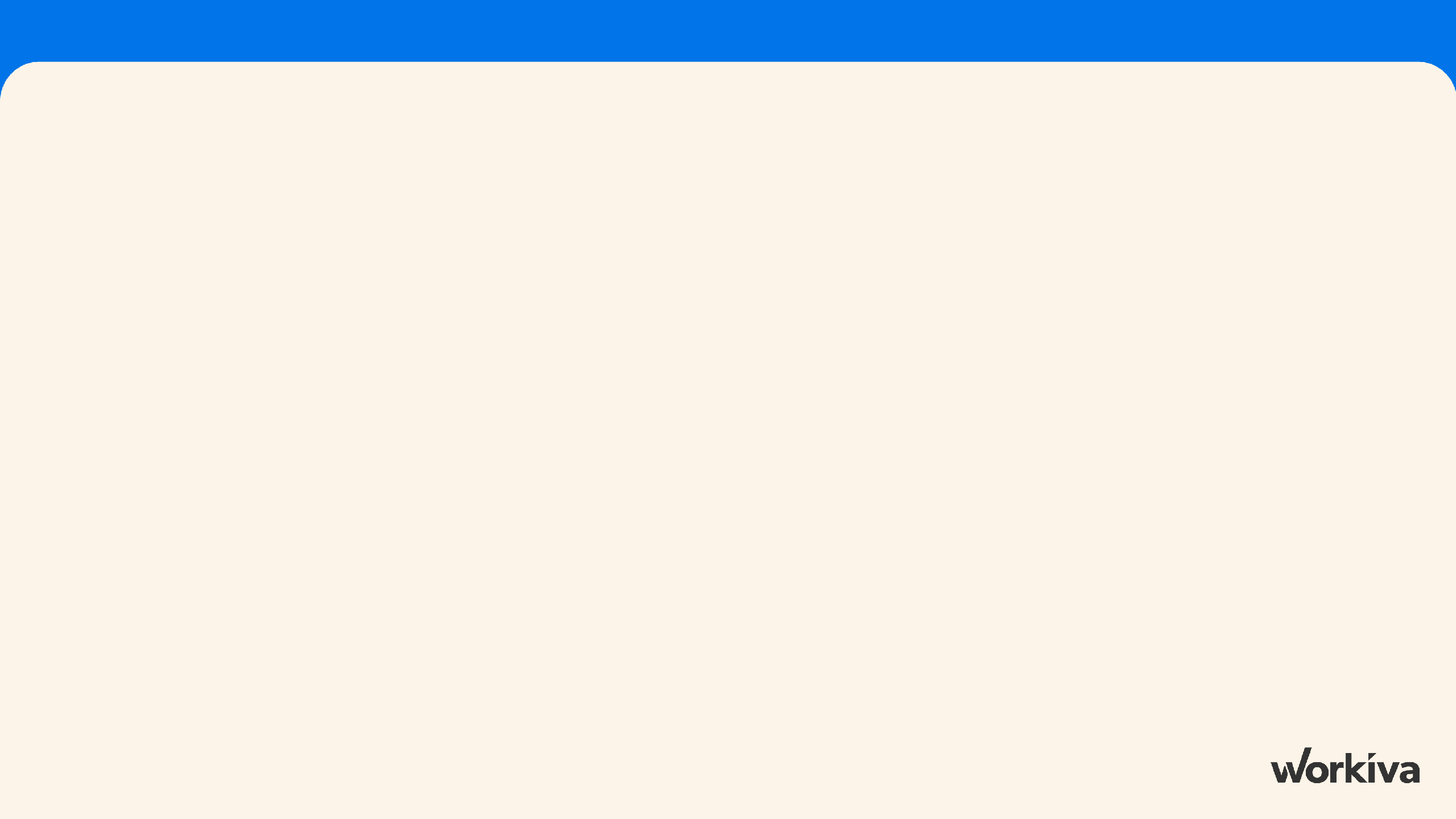
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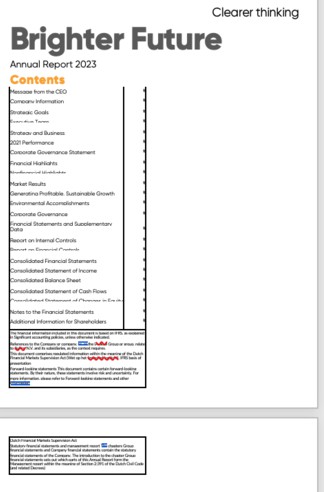
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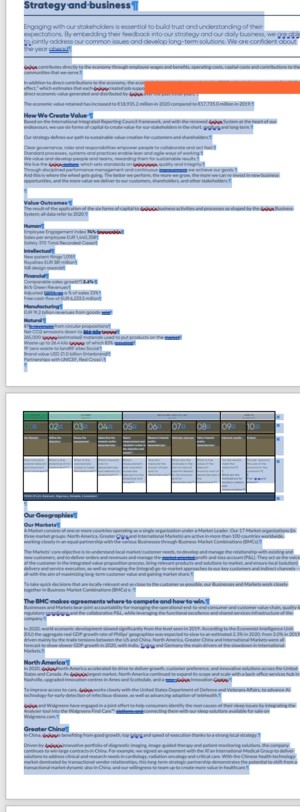


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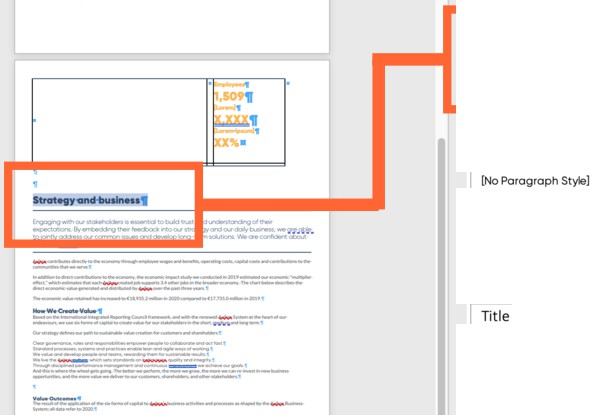


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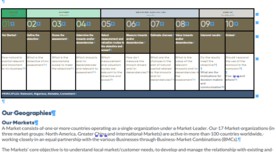
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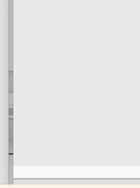
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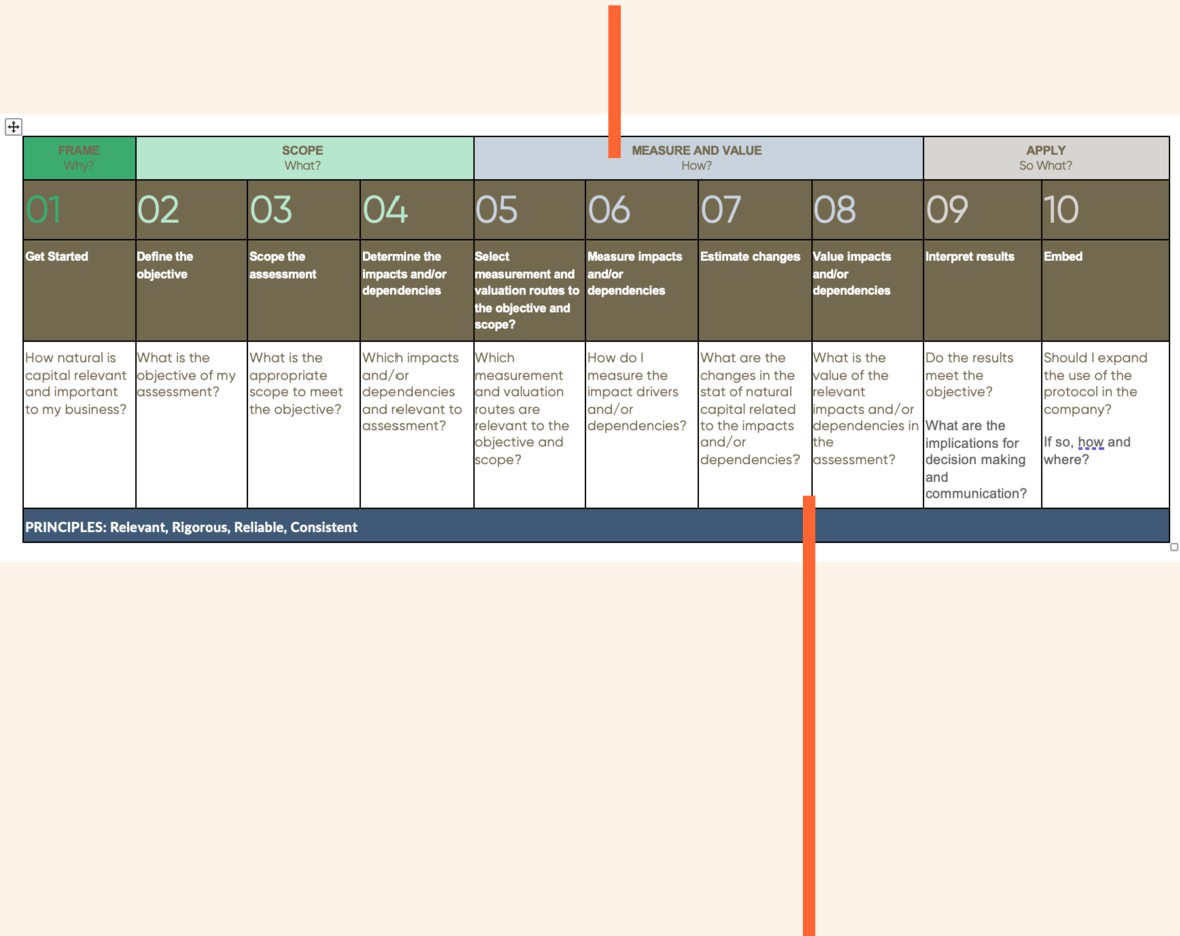
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**Humanos**

* + Índice de engajamento dos funcionários **74% favorável**
  + Vendas por funcionário EUR 1.440.358
  + Segurança 370 Totol Custos registrados

**Intelectual**

* + Novos registros de patentes1.015
  + Royalties 381 milhões de euros
  + 148 prêmios de design

**Financeiro**

* + Crescimento das vendas comparáveis") **2.6%**
  + 84% Receitas verdes
  + EBITA ajustado como% das vendas 33%
  + Fluxo de caixa livre de 6.233,5 milhões de euros

**Fabricação**

* + 19,2 bilhões de euros dereceitas de produtos vendidos

**Natural**

* + 87% de receitas provenientes de propostas circulares
  + Emissões líquidas de CO2 reduzidas para **266 quilos de toneladas**
  + 265.000 toneladas (estimativa) de materiais usados para colocar produtos no mercado
  + Resíduos de até 26,4 quilos de toneladas, dos quais 83% foram reciclados
  + 19 locais com "zero resíduos para aterro" Social
  + Valor da marca USO 21,0 bilhões (lnterbrand)
  + Parcerias com a UNICEF, Cruz Vermelha

**Resultados de valor**

O resultado da aplicação das seis formas de capital àsatividades e aosprocessos de negócios da A¥'.i.km'.s,conforme moldado pelo&tlkmBusiness System; todos os dados referem-se a 2020.

**Humanos**

Índice de engajamento dos funcionários **74%** Vendas por funcionário EUR 1.440.358 Segurança 370 Total de casos registrados

**Intelectual**

Novos registros de patentes 7.015 Royalties 381 milhões de euros 148 prêmios de design

**Financeiro**

Crescimento das vendas comparáveis") **2.6%**

84% Receitas verdes

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**Fabricação**

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265.000 (estimativa) para colocar produtos no lixo de até 26,4 quilos , dos quais 83%

19 locais com"zero resíduos para aterro" Social

Valor da marca USO 21,0 bilhões (lnterbrand) Parcerias com a UNICEF, Cruz Vermelha

Resultados de valor

O resultado da aplicação das seis formas de capital às atividades e aos processosde negócios da Avikro , conforme moldado pelo Sistema de Negócios da Avikro: alldatareferto2020. --

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Engajamento de funcionários Jnde;,,,: 74%fu vourable

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87% de receitas provenientes de propostas circulares Emissões líquidas de CO2 reduzidas para 266 quilos de toneladas

265.000 toneladas (estimativa) de materiais usados para colocar produtos no mercado

Resíduos de até 26,4 quilos de toneladas, dos quais 83% foram reciclados 19 locais de "zero aterro sanitário" Social

Valor da marca USD 21,0 bilhões (lnterbrand)

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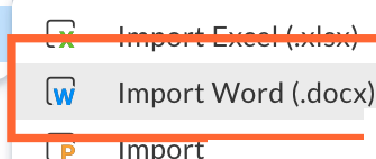
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