



ٲ8 \*Ū5L Ū 2120.HK

20236Ē:p'ì6ĒA 0%(I-Ç0'='g1Š)%4p

(\_)%4pAê>#D>2Ö6BA B>.j,pAñ>ÿ.L;ß'É.L;ß" Ê->BÑ(•D' Í 1—J<1 ;60B9-)/B¥ D 1t;=(\_)%4pAÇ;4> 6ÛA2=MAC,5(\_)%4pD1< / ?i>Ã(D)÷2Y,5(D5ý DCf?ŠDë4p<Â.J-Û6Û Í1—J6Û-x9-; Aä.411fD 6 +e Í(\_)%4p+e9-//) ,÷2Z) +d(,ÍÁÂ0 -•D' Í 0 A59-//?; C D 1t0 0Á1t+y? 9-//8E< DX<Æ É?>5<."E D / < 6») 0 =f) D DX<Æ ÊB0\* ,÷ ,Ã0 \*œ) Í 0 A59-//?; 0'> 9-//6 +e9œ) 0 ) ,÷.L2Ë 0 7œ5 D,5(\_)%4p+e9-//9œ) 0 ) ,÷DË,Ã C,÷,Ã0 -•D'2Z;( > 2 ;;9%+e D

(\_)%4pD1< / ?i>Ã> 2 ,!4C@ŠD D.L;ß0 9-//4K;U.L;ß C.l>+0 \*Û(Ž) > 2.(\_)%4pD1< @~; 0 < / +e?i>Ã0 .|+,+e.LCž?µ CDÝ9~?µ C=Cœ?µ.l.Cž9~?µE \* 9-//6 ; 0 6•; +e)ã;W C)ñ7V0 (DD Í 9-//9-) AÇ1LD E > A!3—+e8 2> D(\_)%4p'Y/ +e?i>Ã;(B»6 8Ñ9 3 +e (T2 >ãE \* +e Í.L;ß) 0 2.(\_)%4p+e(...-Ý1™?±=ID Í8ó) 6½(DD 8EDÝ9~?µ ÍA ) 0 2.,Ã:»Aû(\_\*(I-ÇD /T+e; D+?µ1™CZ,5(\_)%4p1™ ?±-Ý?£ D(\_)%4p+e6 +e) ) B»Aû<Ã.JÍ0 C€6Û) AÇ+RA!3—Aû(\_)%4pE \* .yAû.L;ß C)>R0 5ÔA8DÖ3 0 8Ñ2 +e=Cœ0 9œ6 +e,÷>W D ;ß0'8E4K;U.L;ß C.l>+0 \*Û(ŽZ) AS,5(\_)%4p0 8E6»9¾D 9-//; Aä,Y)[:»0 AS(\_)%4p,YD#D 9-//< ; 2@AñAF>R8ó) )ñ+D9-//BÑ9- É ž; 0 8E< Ê D

(\_)%4p'Y3%,ÔAÔ.L;ßB»\*- \*‡< ; +e-Ø? AÇ9¶8;+e6 +e C6 8Ñ9 3 A50',5> 3\*8;=œ+e)ã;W DCf?Š8ÑCQ?µ:š6 ;(0 AûA >Ö4qAñ.y.L;ß2 AË9 3 +e0':%00',è;U.L;ß2ùD'+eAS;ù,YE \* Í ) \*ÇB»DæD9\*Ô- >ò.) 9~ ,?µ Í0UAû\*- Í; 0«1.,œ2ê6½0 / .Cf?Š8ÑCQ?µ:š6 AñD9\*Ô+e )OAM D.L;ß0 9-//4K;U.L;ß C.l>+0 \*Û(Ž5ÛAñAF>R8ó) )ñ+D2.? .y9¶8;D /T\* >÷+e;#0B0 > B...8;+e;#0B-Y?£? .y+e8ÑCQ?µ:š6 D

(\_)%4p) .Z)ê.[5S0 9°.l.L;ßB»5á.> C? -¼0 9-//8E< +y,p,Ã;<0 .J9°.l.+e9-//D 9• +eA B•0 A B•@œ9 D(\_)%4p+e9-//) ,÷AA) .Z )êB 9-//0=M0 )ñ7VAñ.y+e0 \*,0 A!2> D2@<Æ,Y@Qf?ŠDë4p) .Z)ê2 ?; , +e W5á.›19336ËD 9•,É X0'-Ú2>-æ,É'Á) +e-Ø<Ö3p< , AF+e"Cq.j;J " D(\_)%4p) 'Y3%Añ.y.L;ß0 8ED 9•+e< Añ? .y?i>Ã Í Aé8E;(Añ.y:‡0'=WDë.L;ßD 9•+e- >ö/.<1;C2Ý5(+e?i>Ã D> 2 5á.>D 9•1\A8> B'0 DÃ)B Í.L;ß+e.j,p) +dB»5á.>0 ? 5á.>9-; \* ;< Í> 0 0 6 DÃ)B.‡, 0 ) ,è;=-æ+iDÃ)B.‡, .‡>ÿ+e1\A8\* =f\_\_\_\_\_ D .L;ß) > 1™?±? .yDÃ)B Í) 8ó\*' > 0§/İB»5á.>1™?±DÃ)B0 .L2Ë,Ã?±;j8 DB»? -¼ Í.L;ß+e9-//.j,p) +d.L2Ë,Ã;< Í \* ,èA B•,Ã;<0 9°.l.\*-+i.j,p+eCq.j;JA2Aê? -¼4K/01\A8< Añ>ÿ.L;ß7>DÝ) ? .L;ßDÃ)B\*‡-Ú2> W.L;ß É9 7m0'B' ? <Ö>% Ê<Ö3\*É ? -¼,É3p+{3Zc Ê+eAñ.y.‡, 1™?±+h0"Í8óA2=)ê4l\*-+i+h0" D- BÓ Í> 2 ;++R+h0" ÍCq.j;J) +dB»? -¼,÷,Ã C,Ã) 0 \*œ) DB»8E< .}>p9 B ,÷,Ã ( )%4p2ê6½0 ;+=^,É5\*>ÿD' Í0 +dCf?Š)%4p+e9-; AÇ+R-ÇD Dö0 Í) .yDÃCf?Š>ÿD' D

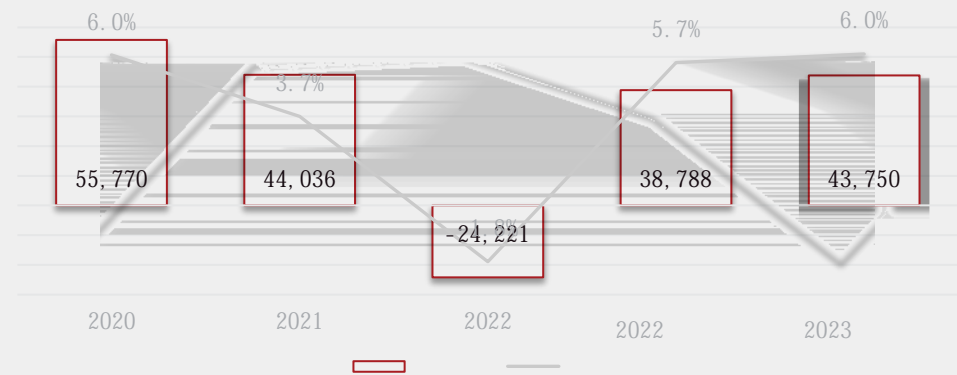
=l.ž)/0'(\_\*(I-Ç ÍB 0 9-B'=MAC) \*'0 AJ;3\*ÛE ? 8E<Ã.J+eCf?ŠDë4p0 2.( \_\*(I-Ç<Ã.J+e9-//Dë4p DB 0 9-B'1™A ) =MACB»(\_\*(I-Ç0 \*‡B»0 AJ;38;0Á Í) A59-//?; ,Í7e C ,ÍÁÂ0 A58E< ,p; -•D'(\_)%4p Í0 > 9-//6 +e1L(\_)%4pDË,Ã-Û8E< 9-//9- DB 0 9-B' (y?İB»(\_\*(I-Ç1,;Y/T1L(\_)%4p0'2.( \_\*(I-Ç<Ã.J+e8E< < AñDë4p,Ö/Û-Û.L;ß D

## A 0%/ù. I

- 2023Ë:p'ì6Ë ÍD1.)/K.|2 0α/÷-•?μBx)Å<•;'6 >õ Í < Dæ Y1B2ÖD1.) Z1l:%o+e:•9l=g1™/TA@9 ; \*Û6 D;2 :'?¥3Î >!:)1l:%oA50'9-2û3°4.../ÐB 1B2Ö.)3ÎAC; +eBx8à) ,0=g, A 4g?É9 <Â:ž Í ( \_0•=fA! =q:ˆ0 'ÍA +eCÿ)@D ÷ Í0 0ÖE6 ,5A (D-¥-Ð+i<ÖC^Í=l.ž2 >Ù/Ð.)3Î\*•?£ Í0'8àA 4gD+4` .)2ù Í; >÷(\_0•=fA >R<ÂD+Bx?^ D2@<Æ9,+dA5>ã1™ÛCZ
- 2023Ë:p'ì6Ë Í ( \_0•=f; >÷Dý;69ì9-6 (s **777.9**'0="B< Í =M8;Bx0**5.4%** Í 8ED1DõAñA B>B-AË;69ì> 9-6**728.3**'0="B< Í=M(iBx)Å **6.7%**
- 2023Ë:p'ì6Ë Í DõAñA B>5ì3Ü> 9-6 (**181.2**'0="B< Í =M (iBx0' **0.1%**
- 2023Ë:p'ì6Ë Í ( \_0•=f.Š;UAû.L;ß.j, 2 3Ü9Ô> 9-6 (s **438**'0="B< Í =M(iBx0' **128%**
- 2023Ë:p'ì6Ë Í ( \_0•=fDõAñA B>BxD" **300**³ É8ED1'Ý3%o, !4C :%oD\$+e/Æ4K=™ **10,578**Ë Í B-AË\*\*> ;^BxD**10,578**Cf Í 1p 2022ËB£6Š+**9,558**CfBx)Å**10.7%**
- 2023Ë:p'ì6Ë Í ( \_0•=fDõAñA B>DÂB>\*“9¶;^\*Ð+**1607**=“ \*“9¶ Í =M(iBx)Å**6.8%** Ü5æC•9-\*\*-Ð+**251**=“9-\*\*- Í =M(iBx )Å**11.6%**

É9-6 (s'0="B< Ê	2023Ë :p'ì6Ë	2022Ë :p'ì6Ë	(.../Ð
	777.9	738.3	5.4%
	728.7	683.1	6.7%
	181.2	181.0	0.1%
	43.8	38.8	12.8%
EBITDA	158.0	169.7	-6.9%
	113.6	56.0	102.9%
	10,578	9,558	10.7%
( )	160.7	150.5	6.8%
( )	25.1	22.5	11.6%

		1,425,005		
	1,229,996			
978,466				
		689,629	744,197	
2020	2021	2022	2022	2023



20236Ë:p'Ì6ËA 0‰(I-Ç ÎA >R4b+,,(NB› C)56°2Ö6ß(NB› C9 <Ð2Ö6ß(NB

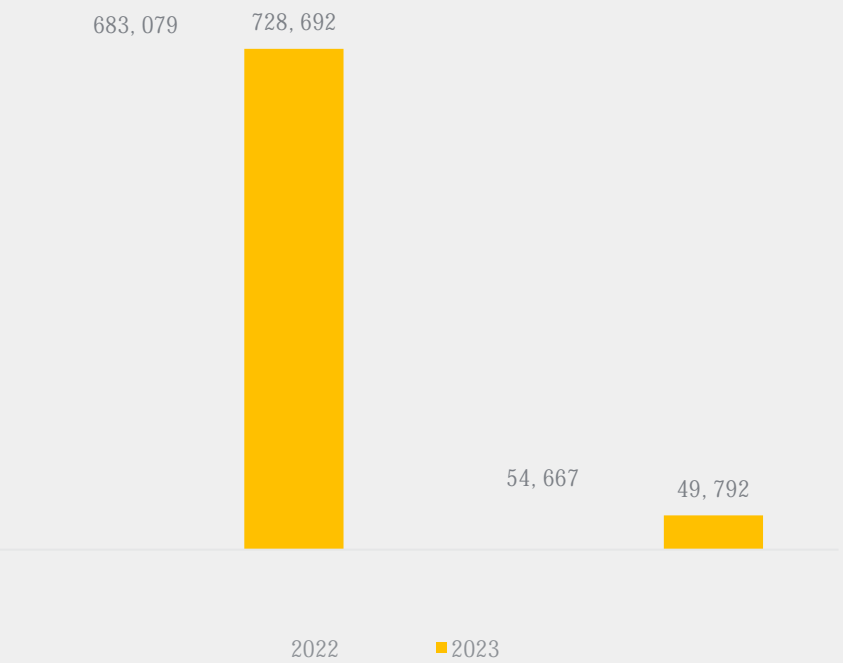
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### (\_0•=f+eA 4gA >R;69Ì'Ý3%o Û

DõAñA BᵝBᵝAË;69Ì Û(\_0•=f-Ø0³A Bᵝ<Â.J+e5æC•/.DÂBᵝC~;6+e,òAä Í,÷> A 4g- >R;69Ì/.A 8  
? ;<;69Ì Í20236Ë:p'Ì6Ë ÍDõAñA BᵝBᵝAË;69ÌC](\_0•=fA 4gA >R;69Ì+e **93.6%**É 1yD"20226ËB£30¶  
D 4š-xB£ Û**92.6%**É D

8E< ;69Ì ÛDXA 'Ý3%o.}3ÎDê@PA >R;69Ì CA 8 0'A 4g8X?-? ;<;69Ì/.?i>Ã0•;VA >R;69Ì+i Í 2023  
:p'Ì6Ë8E< ;69ÌC](\_0•=fA 4gA >R;69Ì+e **6.4%**É 1yD"20226ËB£30¶D 4š-xB£ Û**7.4%**É D



'•DÂB>B 5æC•,÷>W

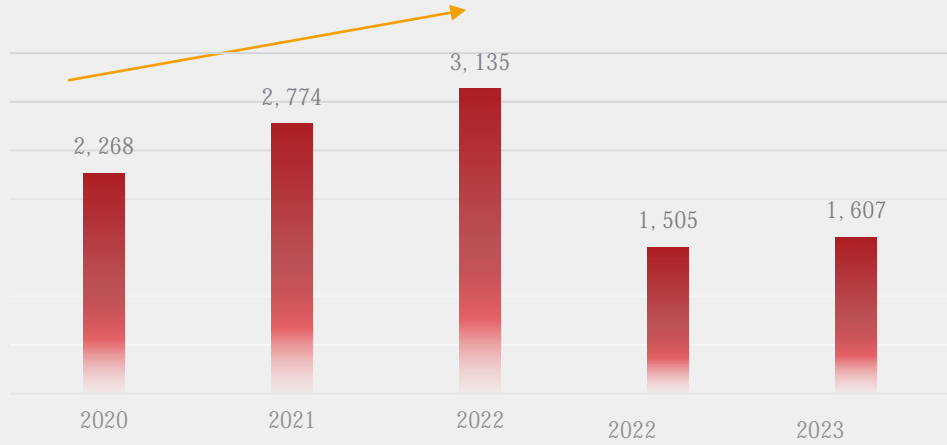
2023:p'Ì6Ë Ä.L;ßDõAñA B>A >R,ÃCZ8 >) Í; >÷Cl+F;69Ì9-6 (s 744.2="B< Í1p20226Ë=M8;Bx 0'9-6 (s 54.6="B< Í8ED1 ÛDÂB>Cl+F;69Ì9-6 (s 637.8="B< Í1p2022 6Ë=M8;Bx)8.4%Û5æC•Cl +F;69Ì9-6 (s 106.4="B< Í1p20226Ë=M8;Bx)Å5.3%DDÂB>;69ÌB DõAñA B>Cl+F;69Ì+e(i3PxBx0'D" 85.7%É2022:p'Ì6Ë Û 85.4%Ê D

Aû20236Ë:p'Ì6Ë ÍDõAñA B>B-AË\*" >10,578f Í1p20226Ë6Š É,688Cf ÊBx)Å9.2% Û; 0«C]Aä\*" 9¶160.7"-x É20226Ë=M8; Û150.5" Ê ÍBx)Å 6.8% ÜDÂB>) 9-8 2Z5à\*"9¶2ËD Bx0'D345B< É2022 6Ë=M8; Û341B< Ê Í=M(iBx)Å 1.2% D

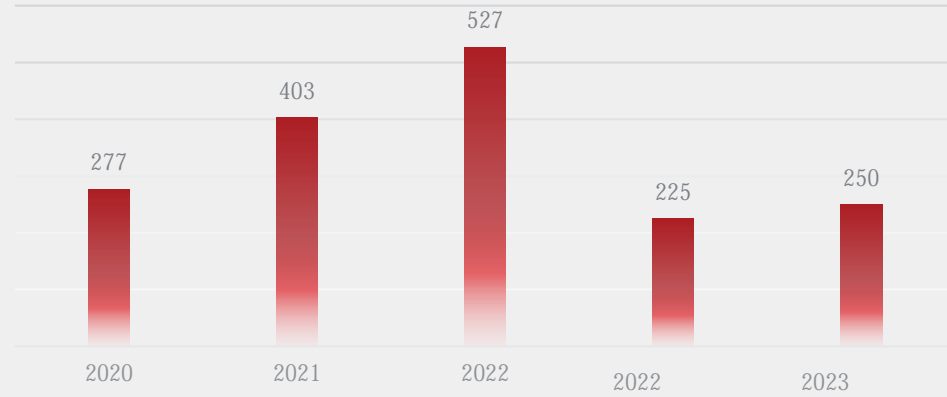
2023:p'Ì6Ë ÍDõAñA B>5æC•9-\*-B25.1="\*- É20226Ë=M8; ÛB22.5="\*- Ê ÍBx)Å 11.6% Ü\*-2Z5æ C•,òB•425B< É20226Ë=M8; ÛB449

# 2023: p'Î6ËA 0%(I-Ç ÎDõAñA B>A >R/ù.I

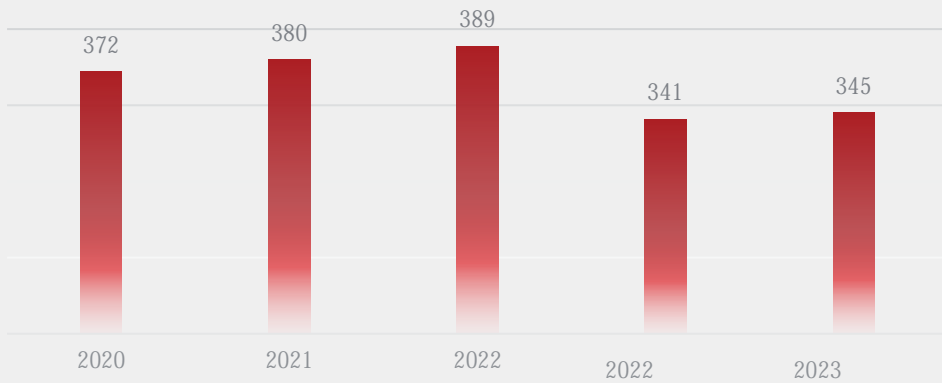
## DõAËA B>+eDÂB>Dý\*\*9¶;^ ( )



## DõAËA B>+e5æC•9-¹\*~ ( )



## DõAËA B>+eDÂB>) 9-8 2Z5à\*\*9¶2ËD



## DõAËA B>+e5æC•) 9-5à9-¹\*8 2Z2ËD

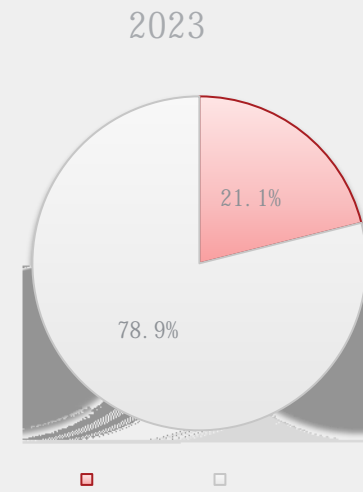
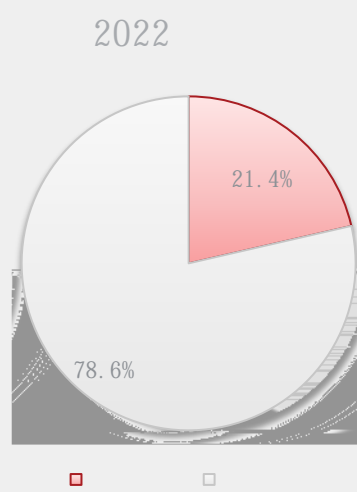
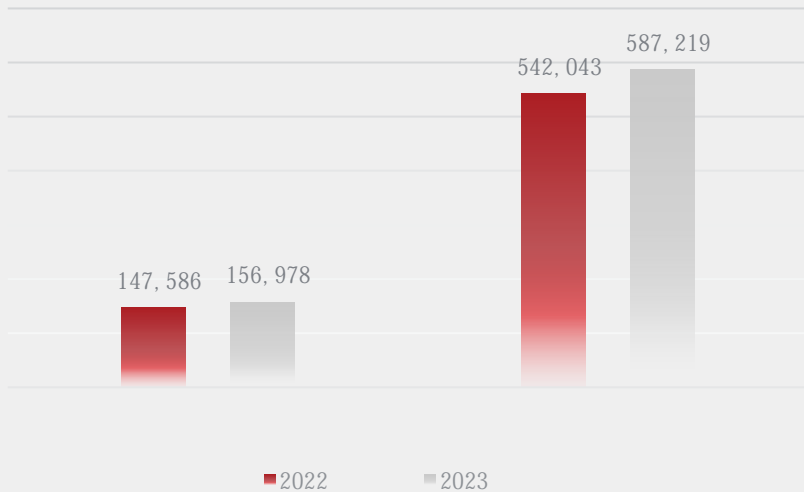
## 'A 4g- >RB A 8 ? ;<

2023: p'ì6Ë Í.L; ßDõAñA B>A >R, ÃCZ8 >) ÍA 4g- >RB A 8 ? ;<2Z; >÷=M) Bx) Å D

2023: p'ì6Ë ÍA 4g- >R; 69ì9-6 (s **587.2**="B< Í1p9†6Ë=M8; Bx) Å **8.3%** í8ED15æC • A 4g- >R; 69ì9-6 (s **33.6**="B< ÍDÂB>A 4g- >R; 69ì9-6 (s **553.6**="B< D

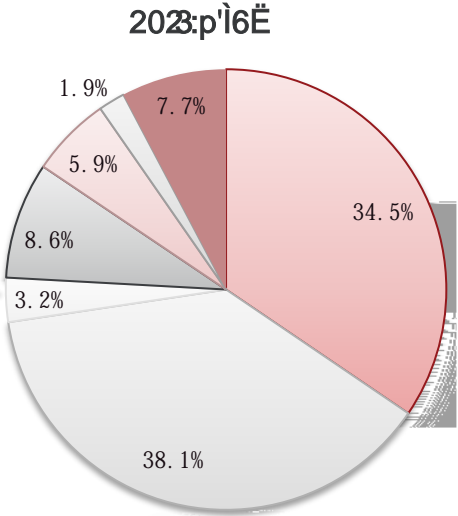
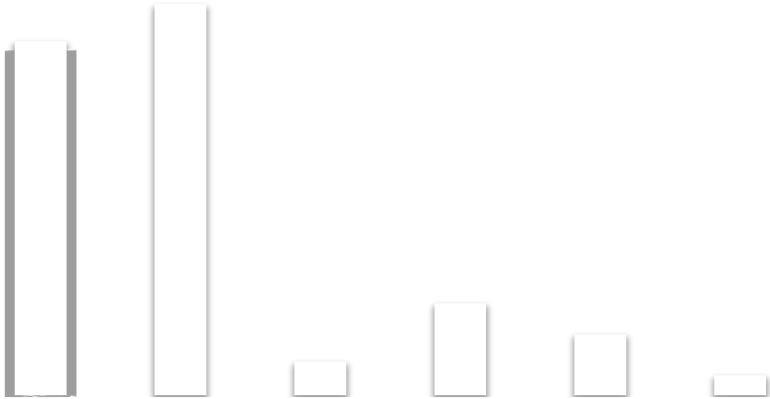
2023: p'ì6Ë ÍA 8 ? ;<; 69ì9-6 (s **157.0**="B< Í1p9†6Ë=M8; Bx) Å **6.4%** í8ED15æC • A 8 ? ;<; 69ì **72.8**="B< ÍDÂB>A 8 ? ;<; 69ì **84.2**="B< D

2023: p'ì6Ë ÍA 8 ? ;<; 69ìCJDõAñA B>CI+F; 69ì(i3P> **21.1%** É 2022: p'ì6Ë Û **21.4%** É DA 8 ? ;<5ì3Ü5+1V+nD **6.6%** É 2022: p'ì6Ë Û **7.8%** É D



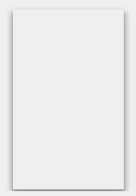


É8ÈB:9-6 (s È



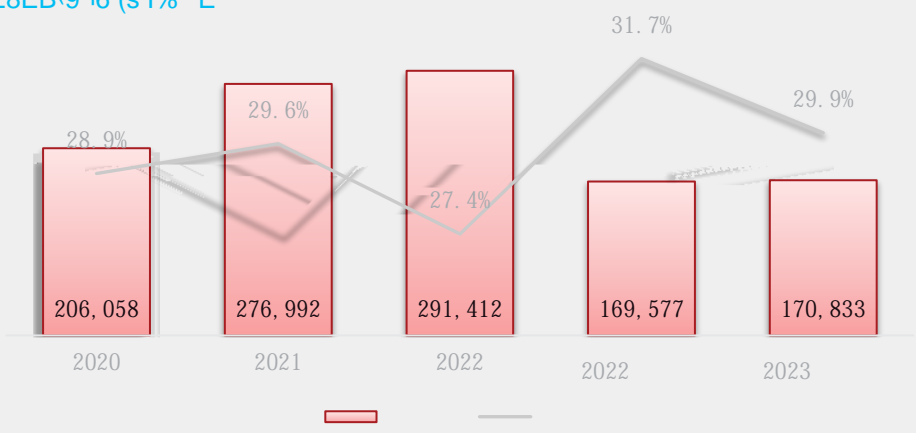
# 2023: p'ì6ËÄ 0% (I-Ç—DõAñA B›5Ì3Ü0'5Ì3Ü5+, ÷>W

É8ÈB›9-6 (s Í% Ê

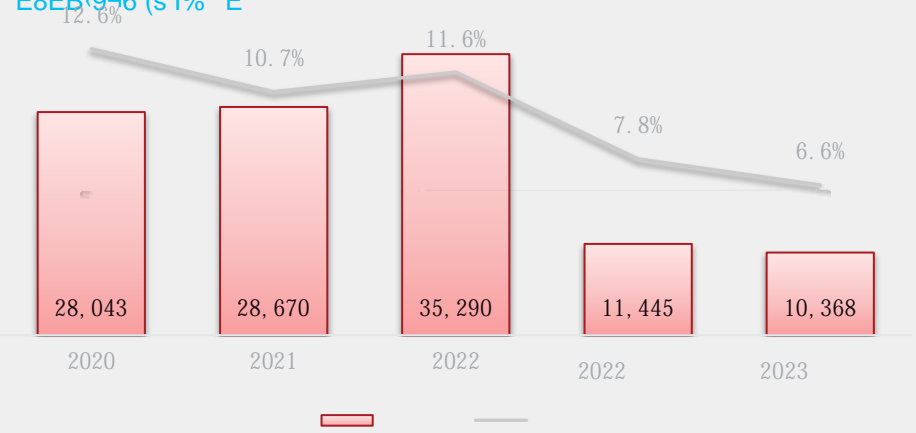


2023: p'ì6Ë ÌDõAñA B›Dü/05Ì3Ü9-6 (s181.2°="B› Í1p  
 2022: p'ì6ËBx)Å**0.1%**Ü  
 DõAñA B›Dü/05Ì3Ü5+>ã1V**24.9%**É2022: p'ì6Ë Û **26.5 %**É Í  
 8ED1A 4g- >RA >R+e5Ì3Ü5+1p2022: p'ì6Ë>ã1**1.8**x'0, ÷  
 +,, ÍA 8 ? ;<5Ì3Ü5+1p2022: p'ì6ËÖÖ:z4I **1.2**x'0, ÷+,, D

É8ÈB›9-6 (s Í% Ê



É8ÈB›9-6 (s Í% Ê

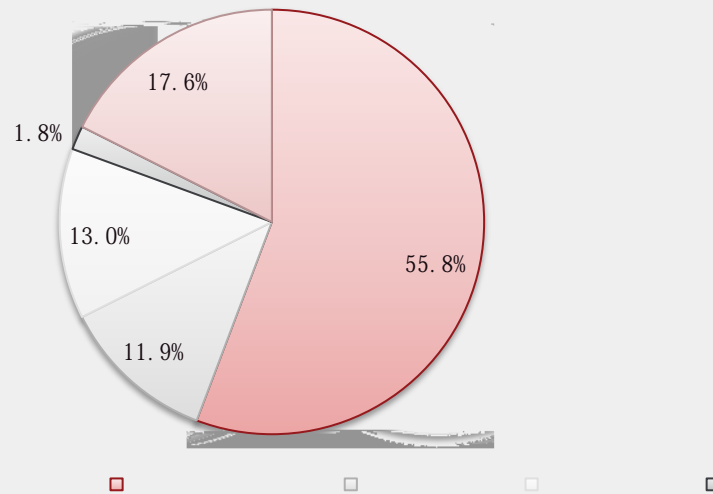


>35è Àk-É\$Ò„5ãSÕt<1:??3A 9‰

A B› É.L;ß Ê6 )ç	6,,;	< Añ9‰	=WDë0Ó1Š
:c>X:g*DA B›.}3Î Dê@PAñ>ÿ.L;ß	)/.j	30%	:c>X; =WDë8 <‰ Í8M>ãB-AË0'.}3ÎªA B› ÍB-AË**"> ;^ 1300CfE Aó D
D99 /0*‰2Ö6ßA B› Añ>ÿ.L;ß	)/.j	40%	A 0³<Â.J?¥3Î0“) C:Ž?¥0“) C3°6Ë0“) 0'5^?µ0“) +e2Ö-•A B› ÍB-AË**"> ;^*Đ350Cf D
)ê, 1'7DMZ6ß2 :' ) A B›Añ>ÿ.L;ß	)/.j	24%	> Aû)ê, ;1A53°6Ë2ç/.2 :'2ç> <1:L+eDÉ2çA B› ÍB-AË**"> ;^*Đ[150] Cf D
/ D>"2đA 4g2ç0• Añ>ÿ.L;ß	)/.j	26.65%	;(A 0³DÉDÃD1-À,,?¥3Î1B2Ö- >R+e4M< 8 7g.L;ß ÍAê.›6», 0Ã2 :'?¥3ÎDÉ0³ 4K/0*•4C Í0 ;!1^5008à.›A 0•=f8M>ã.›A Dë(_C^55=WDë DB»(R2 C:p/ C/ D> C6°2 C>ä5æ C)Å:T C>X'"'+i+y)ê.GB-AË28B 0³?¥3ÎA B› CC•< /.Dê@PD1 ?¥ D

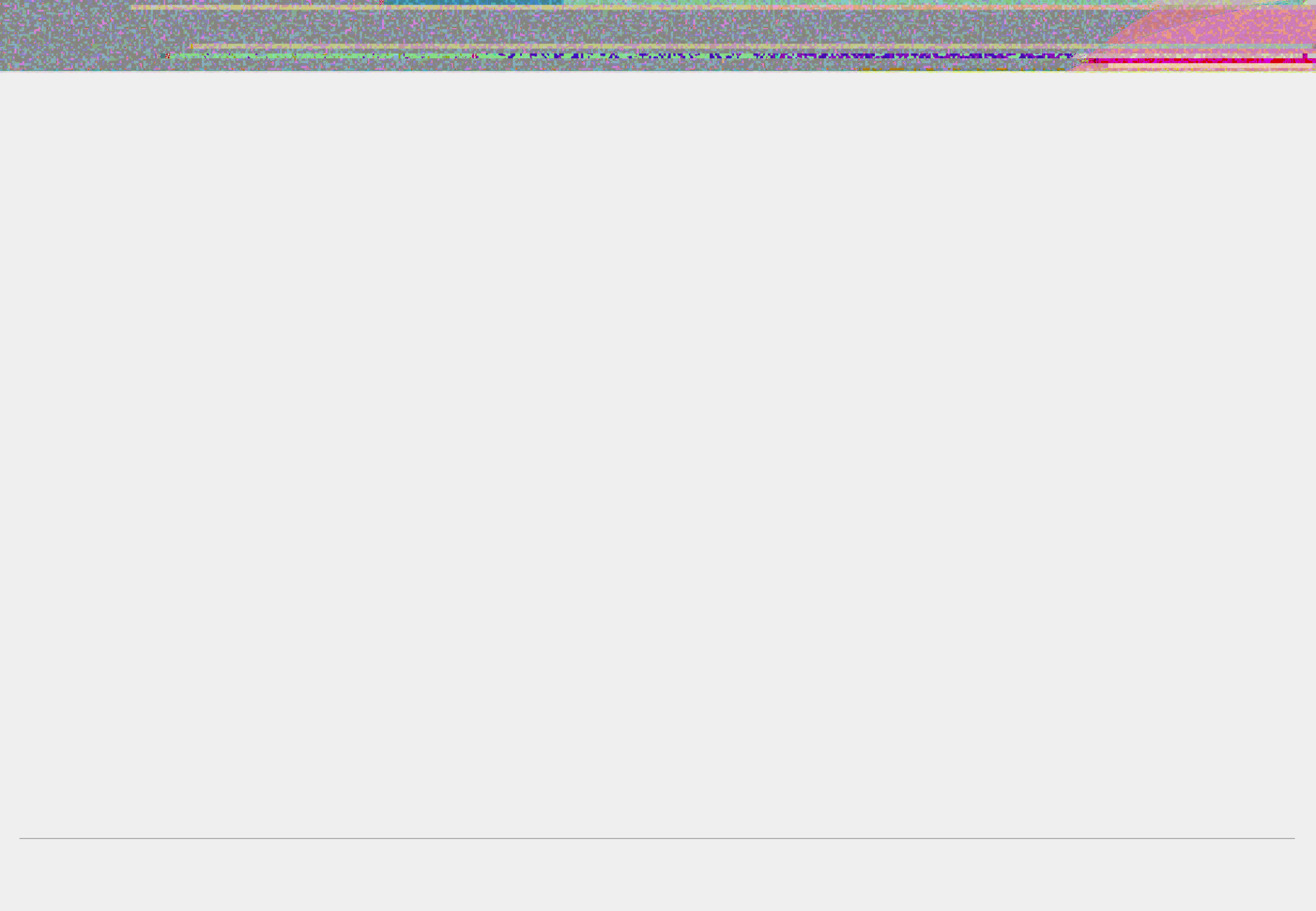


### 2022p16E

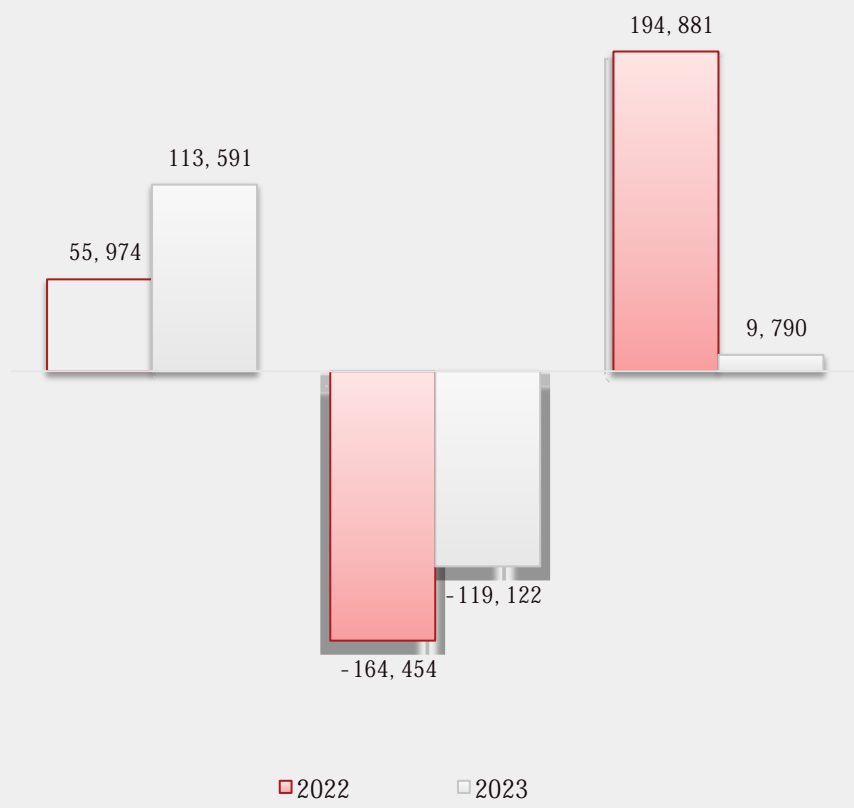


É8ÈB<9-6 (s Ê





## É8ÈB:9-6 (s È



2023: p'ì6Ë Í; >÷2 AË0 , +e>÷1'4~4` 9-6 (s **113.6**="B< Í1p 2022: p'ì6ËBx0' **102.9%**D

\*`2 3Ü9Ô9-6 (s48.7'0="B<0 \*,:p Í+~Cœ4l?!  
 Aä0ÖD < ; 0'Dë)[0ÖD < ; 9-6 (s **3.0**0="B</.  
 9-6 (s **81.2**0="B<+e-Ø3ÁDë)[C|2\*0'<•? ÍB-  
 AËDë1'(..., +]D#+e>÷1'4~\* > 9-6 (s **29.9**0="B< D

2023: p'ì6Ë Í=WDë0 , ; Aä+e>÷1'2 , O> 9-6  
 (s **119.1**0="B< Í'Ý3‰2. 5 )èMZ6ßA B> CLŠD>MZ  
 6ßA B> C4z/ \*©6ßA B> CPçB§;G6ßA B>+e0 1l  
 =W9ì0'8 @•)Å-p+eDÑ?¿=W9ì+i D