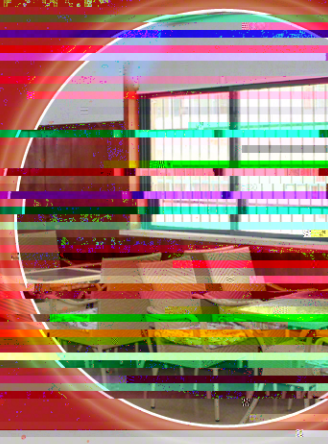
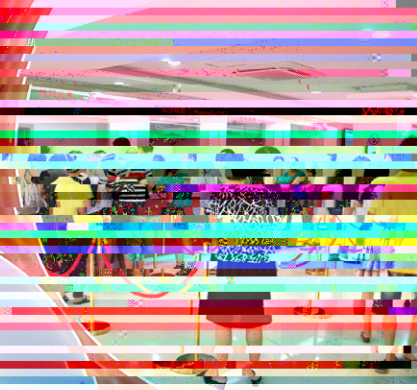




j8*Ű5L Ű 2120.JIK

20236Ě:p'ì6ĚA 0%o(l-Ç0'='g1Š)%4p

(_)%4pAê>#D>2Ö6BA B>.j,pAñ>ÿ.L;ß É .L;ß " Ê->BÑ(•D' Í 1— .J<1 ;60ß9-)/B¥ D 1t;=(_) %4pAÇ;4> 6ÛA2=MAC,5(_) %4pD1< / ?!>Ã(D)÷2Y,5(D5ý DCf?ŠDë4p<Â.J-Û6Û Í1—.J6Û-x9-; Aä.4l1fD 6 +e Í(_) %4p+e9-//) ,÷2Z) +d(\\,ÎAÂ0 -•D' Í 0 A59-//?"; C D 1t0 0Â1t+y? 9-//8E< DX<Æ Ê?5<."E D / < 6») 0 =f) D DX<Æ ÊB0*- ,÷ ,Ã0 *Æ) Í 0 A59-//?"; 0'> 9-//6 +e9E) 0) ,÷.L2Ë 0 7æ5 D,5(_) %4p+e9-//9E) 0) ,÷DË,Ã C,÷,Ã0 -•D'2Z;(> 2 ;;9‰+e D

(_) %4pD1< / ?!>Ã> 2 ,!4C@ŠD D.L;ß0 9-//4K;U.L;ß C.l>+0 *Û(Ž) > 2.(_) %4pD1< @~; 0 < / +e?!>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'Ý/ +e?!>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<Â.JÍ0 C£6Û) AÇ+RA!3-Aû(_) %4pE * .yAû.L;ß C)'>R0 5ÔA8DÔ3 0 8Ñ2 +e=<Cœ0 9E6 +e,÷>W D ;ß0'8E4K;U.L;ß C.l>+0 *Û(Ž2Z) 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'Ý3‰,ÔAÔ.L;ßB»*- *‡< ; +e-Ø? AÇ9¶8;+e6 +e C6 8Ñ9 3 A50',5> 3•8;=æ+e)ã;W DCf?Š8ÑCQ?µ:š6 ;(0 AûA >Ö4qAñ.y.L;ß2 AË9 3 +e0':‰0',è;U.L;ß2ùD'+eAS;ù,YE * Í) *ÇB»DæD9*Ô- >ö/.) 9~ ,?µ Í0ÛAû*- Í; 0<1.,æ2ê6½0 /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;#0ß0 > B...8;+e;#0ß-Ý?£? .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•@æ9 D(_) %4p+e9-//) ,÷AA) .Z)êB 9-//0=M0)ñ7VAñ.y+e0 *,0 A!2> D2@<Æ,Y@0f?ŠDë4p) .Z)ê2 ?¿, +e W5á.>19336ËD 9•,É X0'-Ú2>-¤,É'Â) +e-Ø<Ö3p< , AF+e"Cq.j;J " D(_) %4p) 'Ý3‰Añ.y.L;ß0 8ED 9•+e< Añ? .y?!>Ã Í Aé8E;(Añ.y:‡0'=WDë.L;ßD 9•+e- >ö/.<1;C2Ý5(+e?!>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;=-¤+iDÃ)B.‡, .‡>ÿ+e1\A8* =f D .L;ß) > 1™?±? .yDÃ)B Í) 8ó*'> 0š/ßB»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 *Æ) DB»8E< .}>p9 B ,÷,Ã () %4p2ê6½0 ;+=^,É5*>ÿD' Í0 +dCf?Š) %4p+e9-; AÇ+R-ÇD Dö0 Í) .yDÃCf?Š>ÿD' D

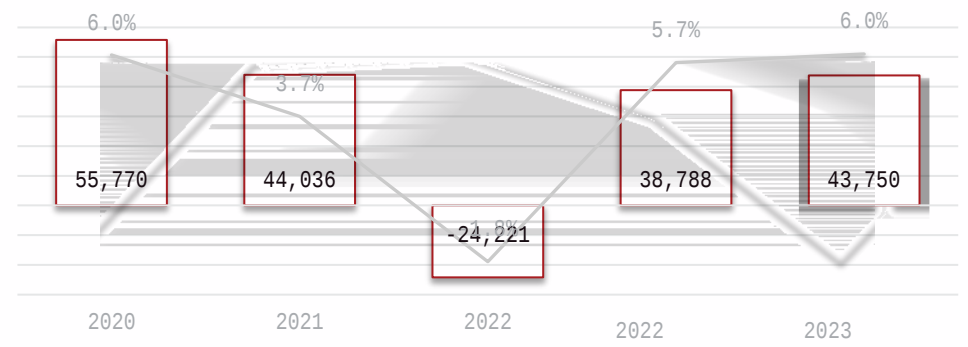
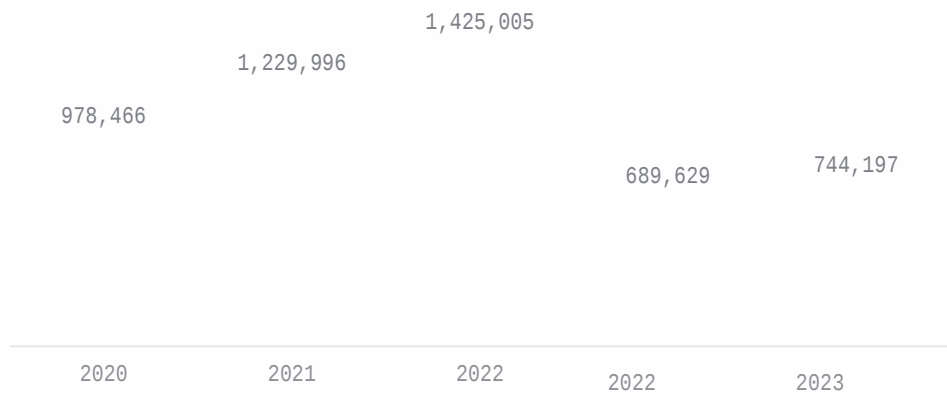
=l.ž)/0' (_*(I-Ç ÍB 0 9-B'=MAC) *'0 AJ;3*ÛE ? 8E<Â.J+eCf?ŠDë4p0 2.(_*(I-Ç<Â.J+e9-//Dë4p DB 0 9-B'1™A) =MACB»(_*(I-Ç0 *‡B»0 AJ;38;0Å Í) A59-//?"; ,Î7e C ,ÎAÂ0 A58E< ,p; -•D'(_) %4p Í0 > 9-//6 +e1L(_) %4pDË,Ã-Û8E< 9-//9- DB 0 9-B' (y?İB»(_*(I-Ç1,;Y/T1L(_) %4p0'2.(_*(I-Ç<Â.J+e8E< < AñDë4p,Ö/Û-Û.L;ß D

2023:p'ì6ĚA 0%(I-Ç-A 0%/ù.I

A 0%/ù.I

- 2023Ě:p'ì6Ě ÍD1.>/K.|2 0α/÷-•?μB×)Å<•;'6 >ð Í < Dæ Y1B2ÖD1.> Z1I:%o+e:•9ì=g1™/TA@9 ; *Û6 D;2 :.'?¥3Î >!:>1I:%oA50'9-2û3°4.../ÐB 1B2Ö.}3ÎAC; +eB×8à) ,0=g, A 4g?É9 <Â:ž Í (_0•=fA!=q:ˆ0 'ÍA +eCÿ)@D)÷ Í0 0Æ6 ,5A (D-¥-Ð+i<ÖC^Í=I.ž2 >Ù/Ð.}3Î*•?£ Í0'8àA 4gD+4` .}2ù Í; >÷(_0•=fA >R<ÂD+B×?ˆ D2@<Æ9,+dA5>ã1™CZ
- 2023Ě:p'ì6Ě Í (_0•=f; >÷Dý;69ì9-6 (s **777.9**'o="B< Í =M8;B×0**5.4%** Í 8ED1DõAñA B>B-Æ;69ì> 9-6**728.3**'o="B< Í=M(iB×)Å **6.7%**
- 2023Ě:p'ì6Ě Í DõAñA B>5ì3Ü> 9-6 (**181.2**'o="B< Í =M (iB×0' **0.1%**
- 2023Ě:p'ì6Ě Í (_0•=f.Š;UAû.L;ß.j, 2 3Ü9Ô> 9-6 (s **438**'o="B< Í =M(iB×0' **128%**
- 2023Ě:p'ì6Ě Í (_0•=fDõAñA B>B×D" **300**³ É8ED1'Ý3%,!4C :%oD\$+e/Æ4K=™ **100**³Ě Í B-Æ*"> ;^B×D**10,578**Cf Í 1p 2022ĚB£6Š+**9,558**CfB×)Å**10.7%**
- 2023Ě:p'ì6Ě Í (_0•=fDõAñA B>DÂB>*“9¶;^*Ð+**1607**=“ *“9¶ Í =M(iB×)Å**6.8%** Ü5æC•9-~*~Ð-**251**=“9-~*~ Í =M(iB×)Å**116%**

É9-6 (s'o="B< Ê	2023Ě :p'ì6Ě	2022Ě :p'ì6Ě	(.../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%

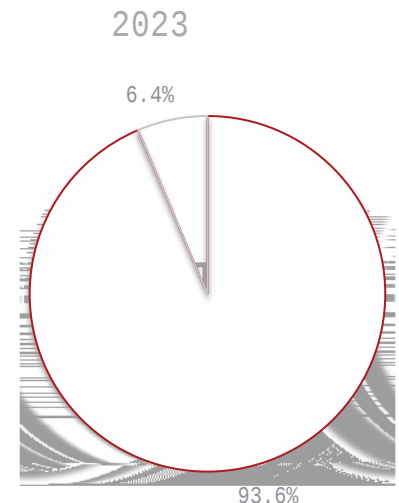
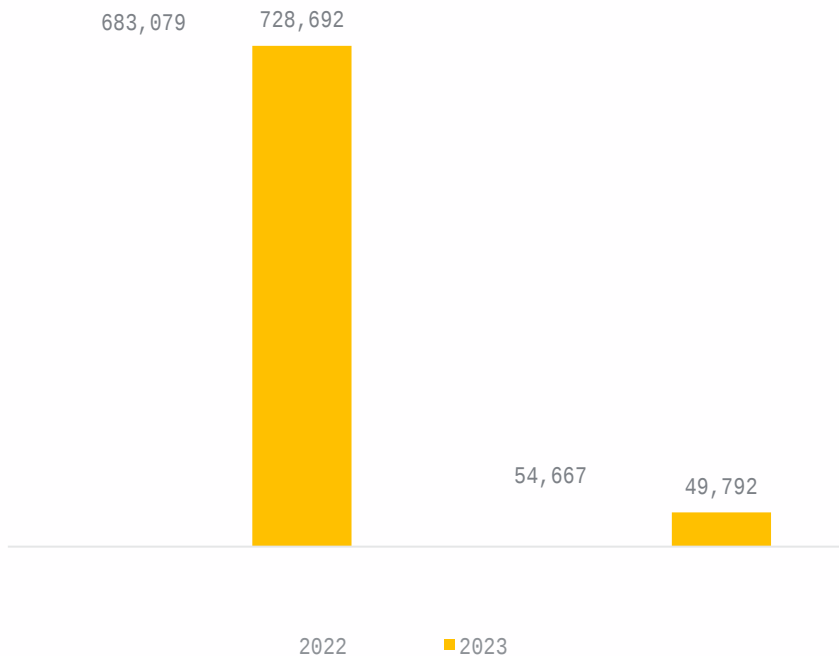


2023:p'ì6ËA 0%(I-Ç ÎDõAñA B>B¬AË;69Ì-|3j

(_0•=f+eA 4gA >R;69Ì'Ý3% Û

DõAñA B>B¬AË;69Ì Û(_0•=f-Ø0³A B><Â.J+e5æC•/.DÂB>C~;6+e,òAä Í,÷> A 4g- >R;69Ì/.A 8
 ? ;<;69Ì Í20236Ë:p'ì6Ë ÍDõAñA B>B¬AË;69ÌC](_0•=fA 4gA >R;69Ì+e **93.6%**É1yD"20226Ë3911
 D 4š-×B£ Û**92.6%**Ê D

8E< ;69Ì ÛDXA 'Ý3%.}3ÎDê@PA >R;69Ì CA 8 0'A 4g8X?–? ;<;69Ì/.?|>Ã0•;VA >R;69Ì+i Í 2023
 :p'ì6Ë8E< ;69ÌC](_0•=fA 4gA >R;69Ì+e **6.4%**É1yD"20226Ë3911D 4š-×B£ Û**7.4%**Ê D



2023:p'Ì6Ë 0%(I-Ç ÎDõAñA B>A >R/ù.I

'•DÂB>B 5æC•,÷>W

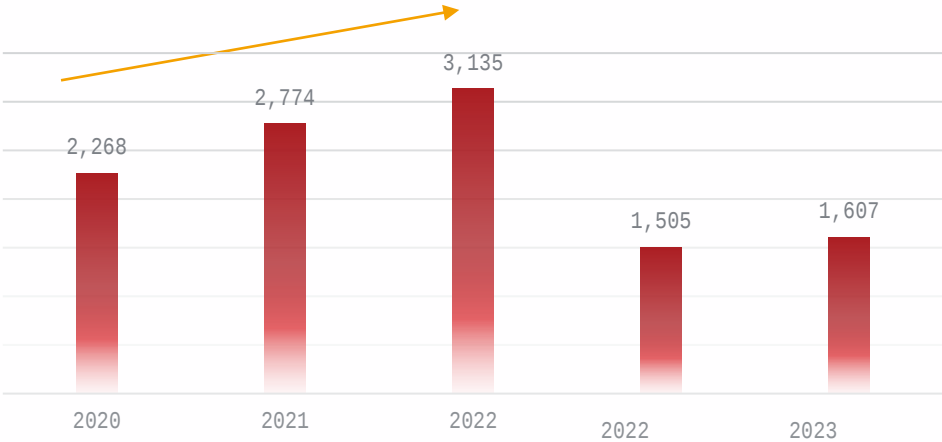
2023:p'Ì6Ë Í.L;ßDõAñA B>A >R,ÃCZ8 >) Í; >÷CI+F;69Ì9-6 (s 744.2="B< Í1p20226Ë=M8;B×
0'9-6 (s 54.6="B< Í8ED1 ÛDÂB>CI+F;69Ì9-6 (s 637.8="B< Í1p2022 6Ë=M8;B×)8.4%Û5æC•CI
+F;69Ì9-6 (s 106.4="B< Í1p20226Ë=M8;B×)5.3%DDÂB>;69ÌB DõAñA B>CI+F;69Ì+e(i3PB×0'D"
85.7%É2022:p'Ì6Ë Û 85.4%Ê D

Aû20236Ë:p'Ì6Ë ÍDõAñA B>B-ÀË*">10,578f Í1p20226Ë6Š 9,688Cf ÊB×)9.2% Û; 0«C]Aä*"
9¶160.7"-× É20226Ë=M8; 150.5" Ê ÍB×)Å 6.8% ÛDÂB>) 9-8 2Z5à*"9¶2ËD B×0'D345B< É2022
6Ë=M8; 341B< Ê Í=M(iB×)Å 1.2% D

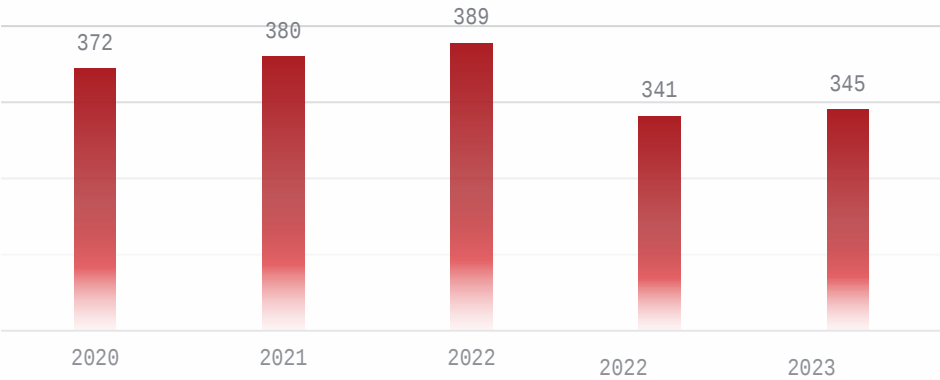
2023:p'Ì6Ë ÍDõAñA B>5æC•9-¹B25.1="¹ É20226Ë=M8; ÛB22.5="¹ Ê ÍB×)Å 11.6% Û¹2Z5æ
C•,òB•425B< É20226Ë=M8; ÛB449

2023:p'ì6ĖA 0%(I-Ç ÎDõAñA B>A >R/ù.I

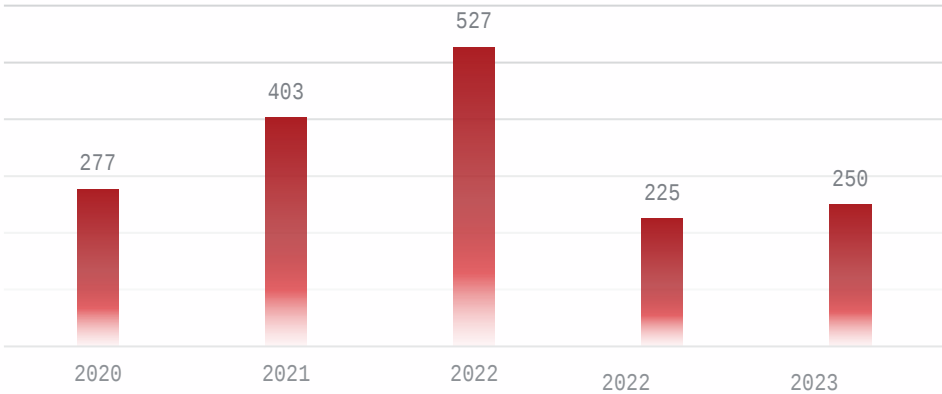
DõAĖA B>+eDÂB>Dý*“9¶;^
()



DõAĖA B>+eDÂB>) 9-8 2Z5à*“9¶2ĖD



DõAĖA B>+e5æC•9-~
()



DõAĖA B>+e5æC•) 9-5à9-~ 8 2Z2ĖD

2023:p'ì6Ë 0%(I-Ç ÎDõAñA B>A >R/ù.I

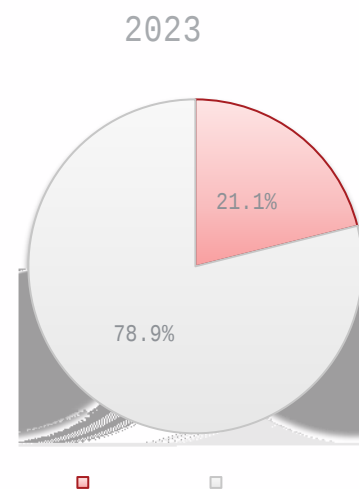
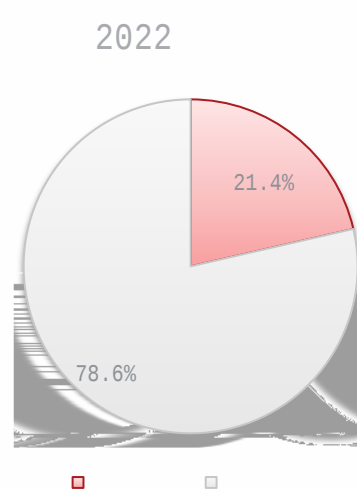
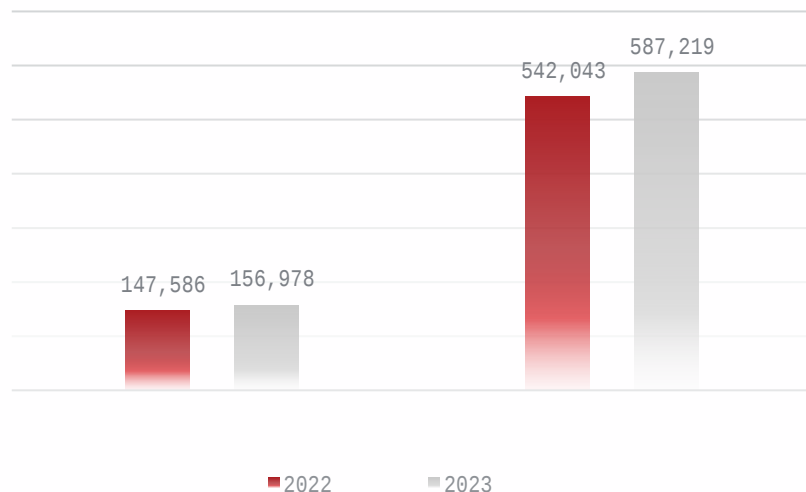
'•A 4g- >RB A 8 ? ;<

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

2023:p'ì6Ë ÍA 4g- >R;69ì9-6 (s **587.2**="B< Í1p9†6Ë=M8;B×)Å**8.3%**Í8ED15æC•A 4g- >R;69ì
9-6 (s **33.6**="B< ÍDÂB>A 4g- >R;69ì9-6 (s **553.6**="B< D

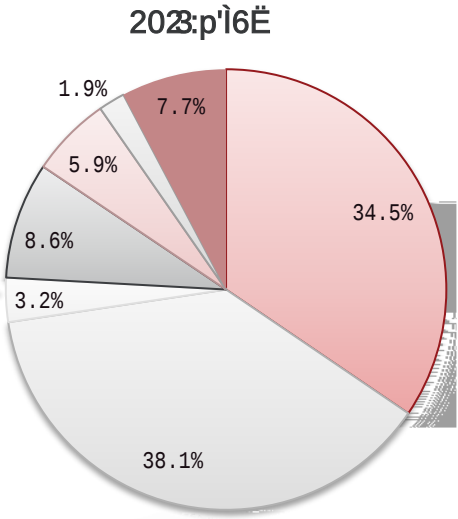
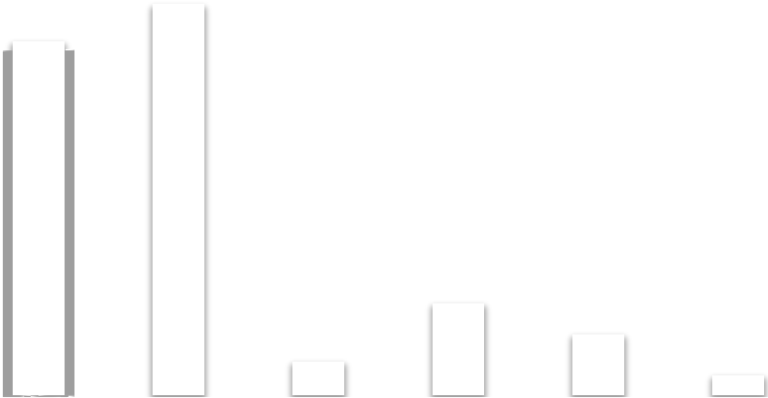
2023:p'ì6Ë ÍA 8 ? ;<;69ì9-6 (s **157.0**="B< Í1p9†6Ë=M8;B×)Å**6.4%**Í8ED15æC•A 8 ? ;<;69ì
72.8="B< ÍDÂB>A 8 ? ;<;69ì **84.2**="B< D

2023:p'ì6Ë ÍA 8 ? ;<;69ìCJDõAñA B>CI+F;69ì(i3P> **21.1%**É2022:p'ì6Ë Û **21.4 %**Ê DA 8 ?
;<5ì3Ü5+1V+nD**6.6%**É2022:p'ì6Ë Û **7.8%**Ê D



A 4g0 .Z6)ç	< Añ9‰	8;6Š2Ë,æ*“> ÉCf Ê	C]Aä*“9¶ É8È*“9¶ Ê	; Aä5+ É% Ê	5æC•4` É8È*“ Ê			

É8ÈB:9-6 (s È



2023:p'ì6ËA 0%(I-Ç—DõAñA B>5ì3Ü0'5ì3Ü5+,÷>W

É8ÈB<9-6 (s Í% Ê



2023:p'ì6Ë ÍDõAñA B>Dü/05ì3Ü9-6 (s181.2°="B< Í1p

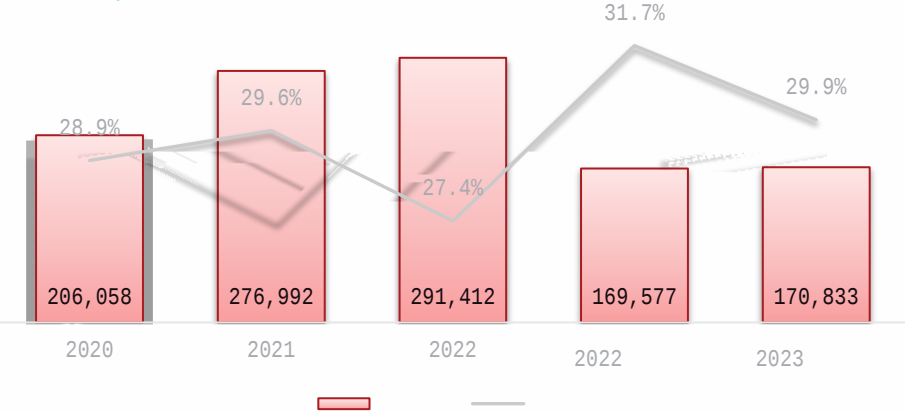
2022:p'ì6ËB×)Å0.1%Ü

DõAñA B>Dü/05ì3Ü5+>ã1V24.9%É2022:p'ì6Ë Û 26.5 %Ê Í

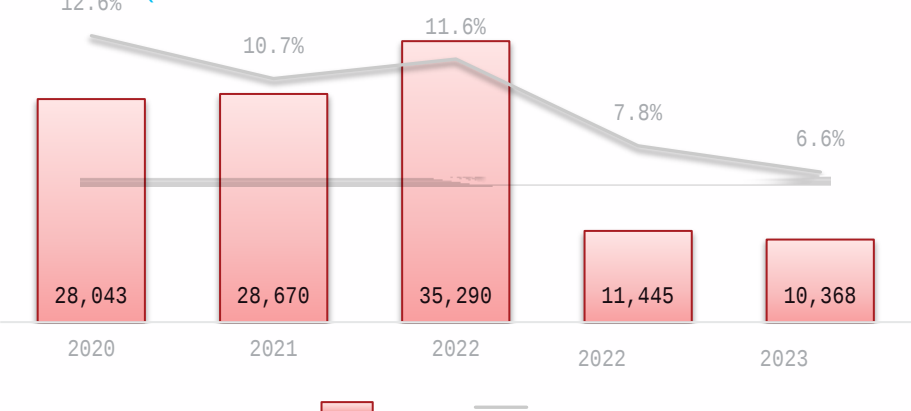
8ED1A 4g- >RA >R+e5ì3Ü5+1p2022:p'ì6Ë>ã1V1.8×'º,÷

+, ÍA 8 ? ;<5ì3Ü5+1p2022:p'ì6Ë0Ö:z4I 1.2×'º,÷+, D

É8ÈB<9-6 (s Í% Ê



É8ÈB<9-6 (s Í% Ê

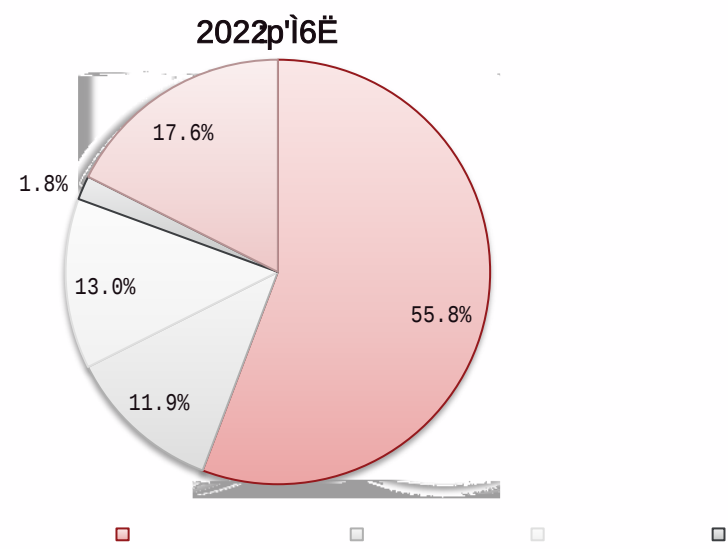


>35è Àk-É\$Ò,,5ãSÕt<¹:¥3A 9%

A B> É.L;ß Ê6)ç	6,,;	< Añ9%	=WDë0Ó1Š
:c>X:g*ÐA B>}.3Î Dê@PAñ>ÿ.L;ß	)/.j	30%	:c>X; =WDë8 <% Í8M>ãB-AË0'.}30³A 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*"> ;^*Ð350Cf D
)ê, 1'7DMZ6ß2 :') A B>Añ>ÿ.L;ß	)/.j	24%	> Aû)ê, ;1A53°6Ë2ç/.2 :'2ç> <¹:L+eDÉ2çA B> ÍB-AË*"> ;^*Ð[150] Cf D
/ D>""2ðA 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>ã5æ C)Å:T C>X""+i+y)ê.GB-AË28B 0³?¥3ÎA B> CC•< /.Dê@PD1 ?¥ D



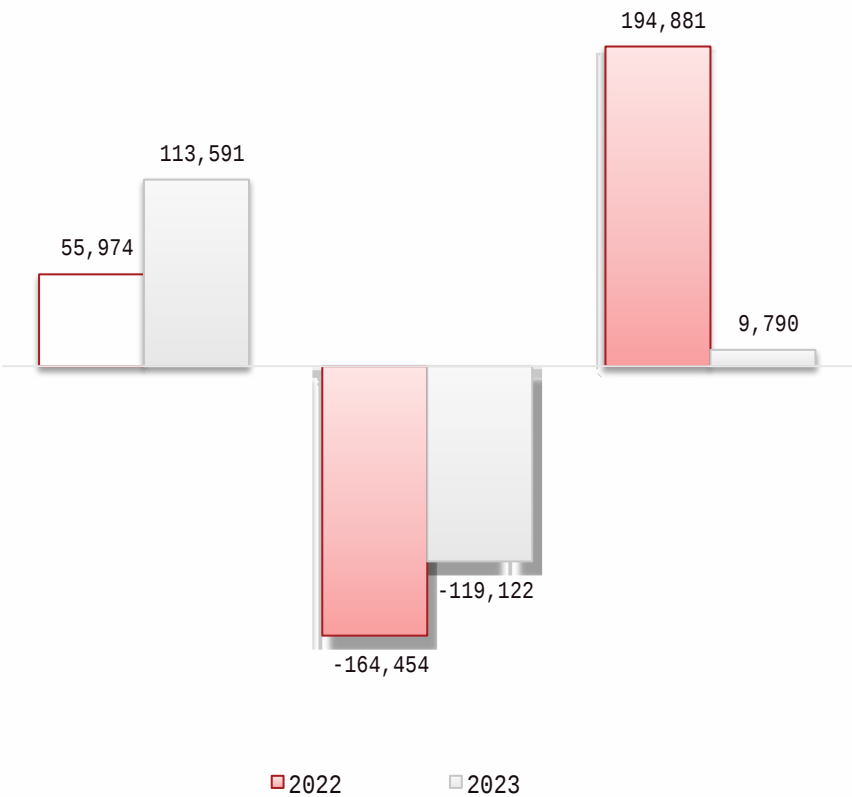
2023:p'İ6ËA 0‰(I-Ç—



É8ÈB<9-6 (s Ê



É8ÈB×9-6 (s Ê



2023:p'Ì6Ë Í; >÷2 AË0 , +e>÷1'4~4`9-6 (s
113.6°=“B< Í1p 2022:p'Ì6ËB×0' **102.9%**D

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

2023:p'Ì6Ë Í=W Dë0 , ; Aä+e>÷1'2 ,O> 9-6
(s **119.1**°=“B< Í'Ý3‰2. 5)èMZ6ßA B> CLŠD>MZ
6ßA B> C4z/ *©6ßA B> CPçB§;G6ßA B>+e0 1l
=W9Ì0'8 @•)Å-þ+eDÑ?¿=W9Ì+i D