j8 *Û5L Û 2120 HK
20236Ë:p'Ì6ËA 0‰(I-Ç0‘=g1Š)%4p

6 BÑ:š6

(_)%4pAê>#D>2Ö6ßA B›.j,þAñ>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 DCƒ?ŠDë4p<Â.J-Ù6Û Í1—.J6Û-×9¬; Aä/.4l1ƒD 6 +e Í(_)%4p+e9¯//) ,÷2Z) +d(\,ÎAÂ0 -•D' Í 0 A59¯//?¯; C D 1t0 0Å1t+y? 9¯//8E< DX<Æ É?5<.”E D / < 6») 0 =ƒ) D DX<Æ ÊBº*¯,÷ ,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< / ?¦>Ã> 2 ,!4C@ŠD D.L;ß0 9¯//4K;U.L;ß C.I>+0 *Û(Ž) > 2.(_)%4pD1< @~; 0 < / +e?¦>Ã0 .|+„+e.LCž?µ CDÝ9˜?µ C=‹Cœ?µ/.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 5ÔA8DÕ3 0 8Ñ2 +e=‹Cœ0 9Œ6 +e,÷›W D ;ß0‘8E4K;U.L;ß C.I>+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‰,ÕAÔ.L;ßB»*¬*‡< ; +e-Ø? AÇ9¶8;+e6 +e C6 8Ñ9 3 A50‘,5> 3•8;=œ+e)ã;W DCƒ?Š8ÑCQ?µ:š6 ;(0 AûA >Ö4qAñ.y.L;ß2 AË9 3 +e0º:‰0‘,è;U.L;ß2ùD'+eAS;ù,YE * Í) *ÇB»DæD9*Ô- >ö/.) 9˜, ?µ Í0ÙAû*¬ Í; 0«1,.œ2ê6½0 /.Cƒ?Š8ÑCQ?µ:š6 AñD9*Ô+e)OAM D.L;ß0 9¯//4K;U.L;ß C.I>+0 *Û(Ž5ÜAñAF>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;ßB»5á.› C? -¼0 9¯//8E< +y,Þ,Ã;<0 .J9°.[+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@Cƒ?ŠDë4p) .Z)ê2 ?¿, +e W5á.›19336ËD 9•,É X0‘-Ú2>-¤,É'Å) +e-Ø<Ö3Þ< , 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,þ) +dB»5á.›0 ? 5á.›9¬; * ;< Í> 0 0 6 DÃ)B.‡, 0) ,è;=-¤+iDÃ)B.‡, .‡>ÿ+e1\A8* =ƒ D .L;ß) > 1™?±? .yDÃ)B Í) 8ó*´> 0§/ÍB»5á.›1™?±DÃ)B0 .L2Ë,Ã?±.j8 DB»? -¼ Í.L;ß+e9¯//.j,þ) +d.L2Ë,Ã;< Í * ,èA B•,Ã;<0 9°.[*¬+i.j,þ+eCq.j;JA2Aê? -¼4K/01\A8< Añ>ÿ.L;ß7›DÝ) ? .L;ßDÃ)B*‡-Ú2> W.L;ß É9 7m0‘B´? <Ö>% Ê<Ö3Þ É ? -¼,É3Þ+{32Cc 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< .}>Þ9 B ,÷,Ã (_)%4p2ê6½0 ;=+^,É5*>ÿD' Í0 +dCƒ?Š)%4p+e9¬; AÇ+R-ÇD Dõ0› Í) .yDÃCƒ?Š>ÿD' D

=I.ž)/0´(_*¯(I-Ç ÍB 0 9¬B’=MAC) *´0 AJ;3*ÙE ? 8E<Â.J+eCƒ?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< ,Þ; -•D'(_)%4p Í0 > 9¯//6 +e1L(_)%4pDË,Ã-Ù8E< 9¯//9¬ DB 0 9¬B’ (y?ÌB»(_*¯(I-Ç1,;Y/T1L(_)%4p0‘2.(_*¯(I-Ç<Â.J+e8E< < AñDë4p,Ö/Ú-Ù.L;ß D

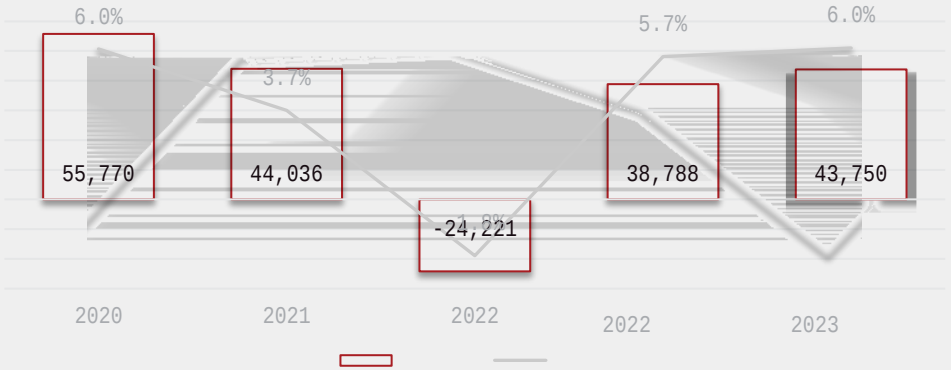
2023:p'Ì6ËA 0‰(I-Ç-A 0‰/ù.l

A 0‰/ù.l

- 20236Ë:p'Ì6Ë ÍD1.›/K.|2 0¤/÷-•?µB×)Å<•;'6 >õ Í < Dæ Y1B2ÖD1.› Z1I:‰+e:•9Ì=g1™Í/TA@9 ; *Û6 D;2 :'?¥3Î >!:›1I:‰A50‘9¬2û3°4…/ÐB 1B2Ö.}3ÎAC; +eB×8à) ,0=g, A 4g?É9 <Â:ž Í (_0•=fA!=q:^0 'ÍA +eCŸ)@D)÷ Í0 0Œ6 ,5A (D-¥-Ð+i<ÕC^Í=I.ž2 >Ù/Ð.}3Î*•?£ Í0´8àA 4gD+4` .}2ù Í; >÷(_0•=fA >R<ÂD+B×?^ D2@<Æ9,+dA5>ã1™ÛCZ
  - 20236Ë:p'Ì6Ë Í (_0•=f; >÷Dý;69Ì9¬6 (s 777.9 'º="B‹ Í =M8;B×0 5.4% Í 8ED1DõAñA B›B¬AË;69Ì> 9¬6 (s 728.3 'º ="B‹ Í=M(iB×)Å 6.7%
  - 20236Ë:p'Ì6Ë Í DõAñA B›5Ì3Ü> 9¬6 (s 181.2 'º="B‹ Í =M (iB×0´ 0.1%
  - 20236Ë:p'Ì6Ë Í (_0•=f.Š;UAû.L;ß.j, 2 3Ü9Ô> 9¬6 (s 43.8 'º="B‹ Í =M(iB×0´ 12.8%
  - 20236Ë:p'Ì6Ë Í(_0•=fDõAñA B›B×D" 300 ³ É8ED1'Ý3‰,!4C :‰D$+e/Æ4K=™Á0B›Ê Í B¬AË*“> ;^B×D 10,578 Cf Í 1p 20226Ë B£6Š+ 9,558 CfB×)Å 10.7%
  - 20236Ë:p'Ì6Ë Í (_0•=fDõAñA B›DÂB›*“9¶;^*Ð+ 160.7 =“ *“9¶ Í =M(iB×)Å 6.8% Ü5æC•9¬*¯*Ð+ 25.1 =“9¬*¯ Í =M(iB×)Å 11.6%

É9¬6 (s'º=“B‹ Ê	20236Ë :p'Ì6Ë	20226Ë :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

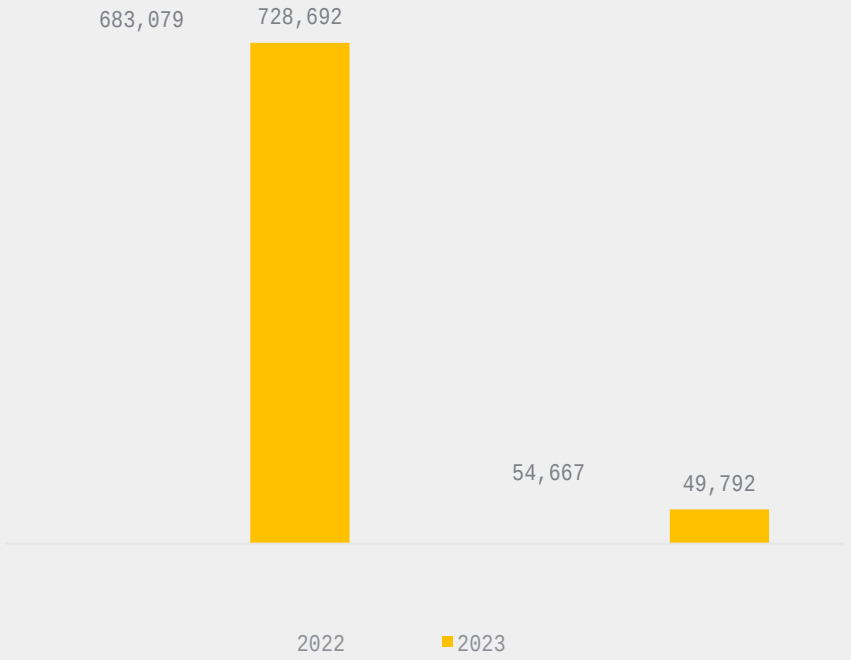

6.0%
3.7%
5.7%
6.0%
55,770
44,036
-24,221
38,788
43,750
2020
2021
2022
2022
2023

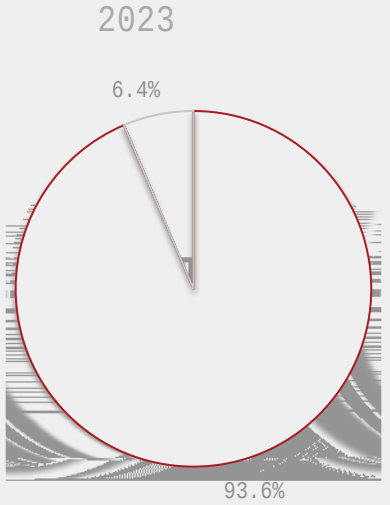
20236Ë:p'Ì6ËA 0‰(I-Ç ÎA >R4b+„(NB› C)56°2Ö6ß(NB› C9 <Ð2Ö6ß(NB›

(_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"20226ËB£309¶ 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"20226Ë6£309¶D 4š-×B£ Û**7.4%**Ê D





'•DÂB›B 5æC•,÷>W

2023:p'Ì6Ë Í.L;ßDõAñA B›A >R,ÃCZ8 >) Í; >÷Cl+F;69Ì9¬6 (s 744.2 º="B‹ Í1p20226Ë=M8;B×0´9¬6 (s 54.6 º="B‹ Í8ED1 ÛDÂB›Cl+F;69Ì9¬6 (s 637.8 º="B‹ Í1p2022 6Ë=M8;B×)Å 8.4% Ü5æC•Cl+F;69Ì9¬6 (s 106.4 º="B‹ Í1p20226Ë=M8;B×)Å 5.3% DDÂB›;69ÌB DõAñA B›Cl+F;69Ì+e(i3ÞB×0´D" 85.7% É2022:p'Ì6Ë Û 85.4% Ê D

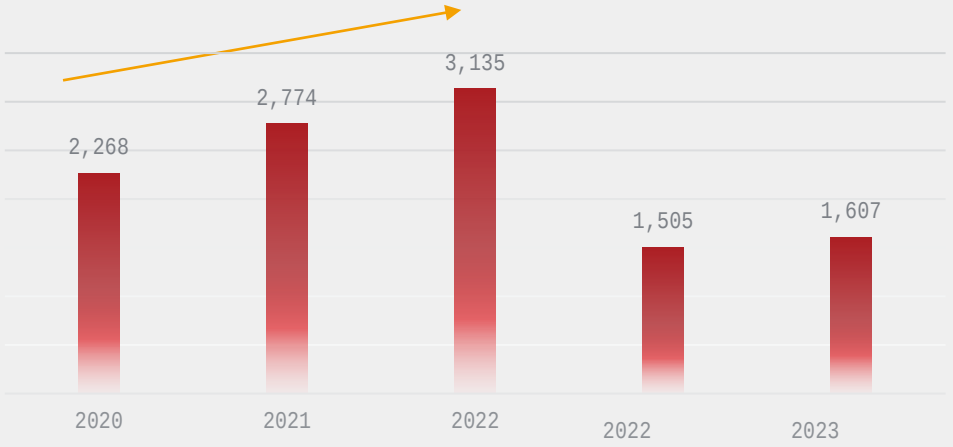
Aû20236Ë:p'Ì6Ë ÍDõAñA B›B¬AË*"> 10,578 Cf Í1p20226Ë6Š É 9,688 Cf ÊB×)Å 9.2% Ü; 0«C]Aä*" 9¶ 160.7 ="-× É20226Ë=M8; Û 150.5 =" Ê ÍB×)Å 6.8% ÜDÂB›) 9¬8 2Z5à*"9¶2ËD B×0´D 345 B‹ É2022 6Ë=M8; Û 341 B‹ Ê Í=M(iB×)Å 1.2% D

2023:p'Ì6Ë ÍDõAñA B›5æC•9¬*¯B 25.1 ="*¯ É20226Ë=M8; ÛB 22.5 ="*¯ Ê ÍB×)Å 11.6% Ü*¯2Z5æC•,òB• 425 B‹ É20226Ë=M8; ÛB 449

2023:p'Ì6ËA 0‰(I-Ç ÎDõAñA B›A >R/ù.I

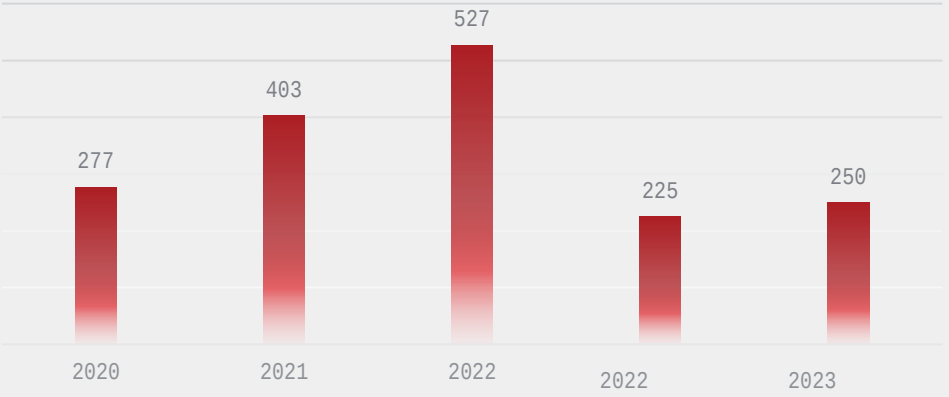
DõAËA B›+eDÂB›Dý*“9¶;^

( )

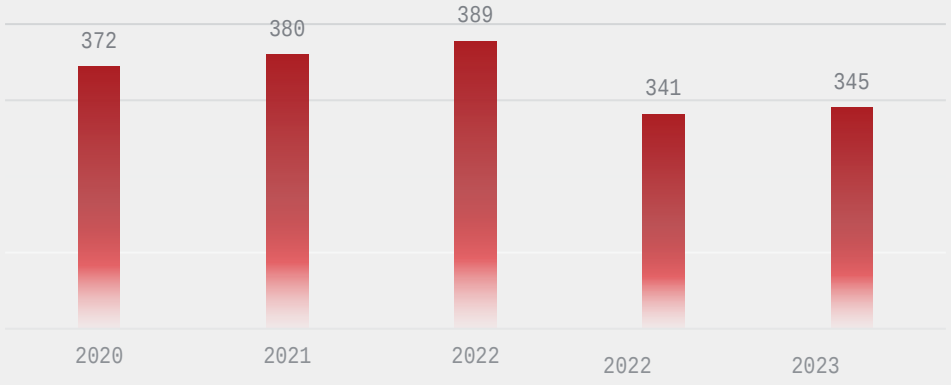


DõAËA B›+e5æC•9¬*¯

( )



DõAËA B›+eDÂB›) 9¬8 2Z5à*“9¶2ËD



DõAËA B›+e5æC•) 9¬5à9¬*¯8 2Z2ËD

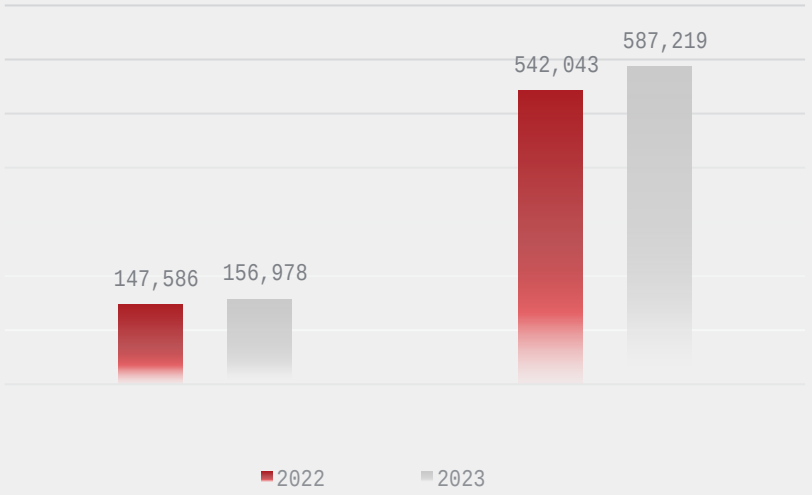
'•A 4g- >RB A 8 ? ;<

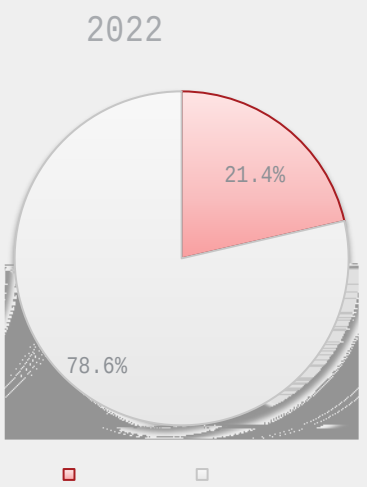
2023:p'Ì6Ë Í.L;ßDõAñA B›A >R,ÃCZ8 >) ÍA 4g- >RB A 8 ? ;<2Z; >÷=M) B×)Å D

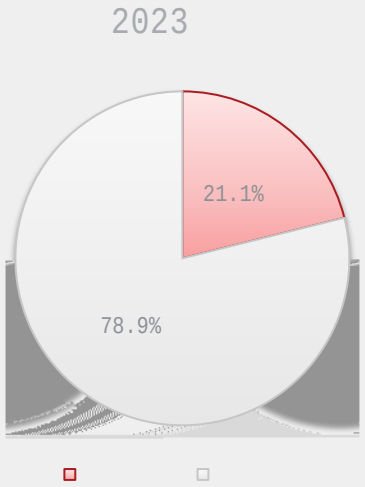
2023:p'Ì6Ë ÍA 4g- >R;69Ì9¬6 (s **587.2**º=“B‹ Í1p9†6Ë=M8;B×)Å**8.3%**Í8ED15æC•A 4g- >R;69Ì9¬6 (s **33.6**º=“B‹ ÍDÂB›A 4g- >R;69Ì9¬6 (s **553.6**º=“B‹ D

2023:p'Ì6Ë ÍA 8 ? ;<;69Ì9¬6 (s **157.0**º=“B‹ Í1p9†6Ë=M8;B×)Å**6.4%**Í8ED15æC•A 8 ? ;<;69Ì **72.8**º=“B‹ ÍDÂB›A 8 ? ;<;69Ì **84.2**º=“B‹ D

2023:p'Ì6Ë ÍA 8 ? ;<;69ÌC]DõAñA B›Cl+F;69Ì(i3Þ> **21.1%**É2022:p'Ì6Ë Û **21.4 %**Ê DA 8 ? ;<5Ì3Ü5+1V+nD **6.6%**É2022:p'Ì6Ë Û **7.8%**Ê D



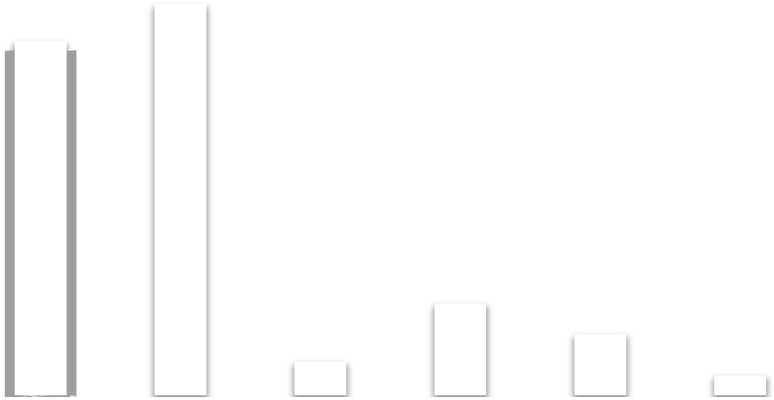


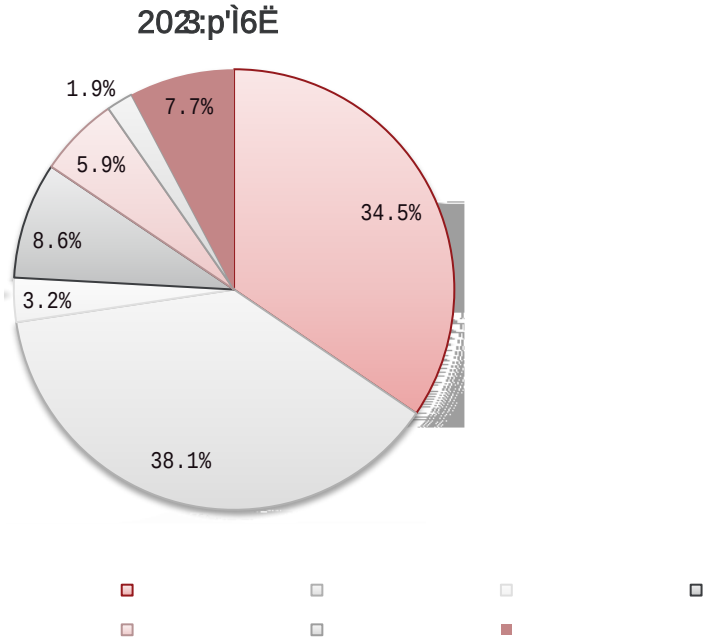


2023:p'Ì6ËA 0‰(I-Ç ÎDõAñA B›A >R/ù.I

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

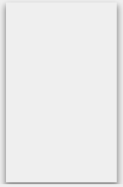
É8ÈB‹9¬6 (s Ê





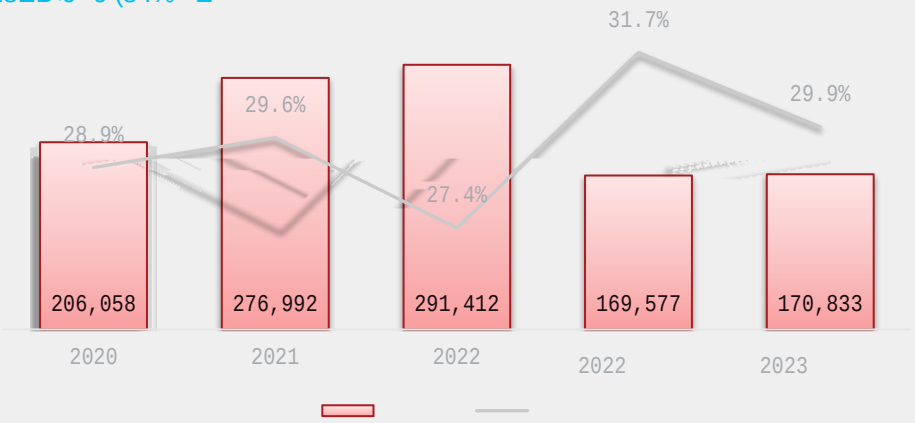
2023:p'Ì6ËA 0‰(I-Ç—DõAñA B›5Ì3Ü0‘5Ì3Ü5+,÷>W

É8ÈB‹9¬6 (s Í% Ê

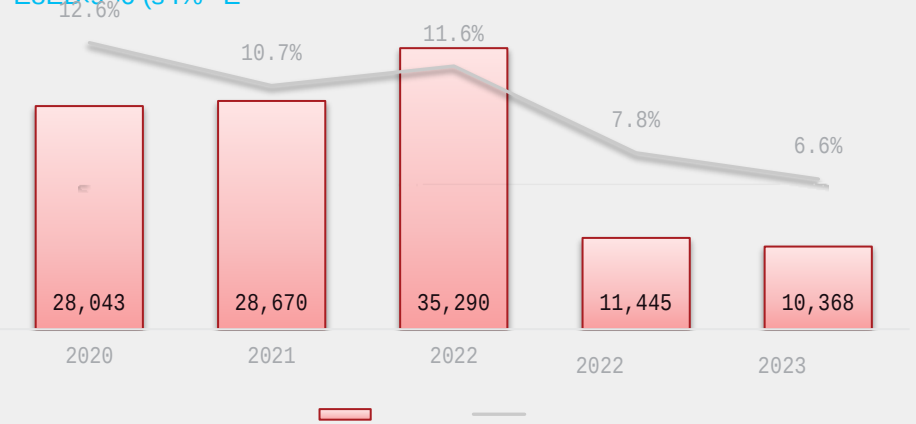


2023:p'Ì6Ë ÍDõAñA B›Dü/05Ì3Ü9¬6 (s181.2'º=“B‹ Í1p
2022:p'Ì6ËB×)Å**0.1%**Ü
DõAñA B›Dü/05Ì3Ü5+>ã1V2**4.9%**É2022:p'Ì6Ë Û **26.5 %**Ê Í
8ED1A 4g- >RA >R+e5Ì3Ü5+1p2022:p'Ì6Ë>ã1V**1.8**×'º,÷
+„ ÍA 8 ? ;<5Ì3Ü5+1p2022:p'Ì6Ë0Ö:z4l **1.2**×'º,÷+„ D

É8ÈB‹9¬6 (s Í% Ê



É8ÈB‹9¬6 (s Í% Ê

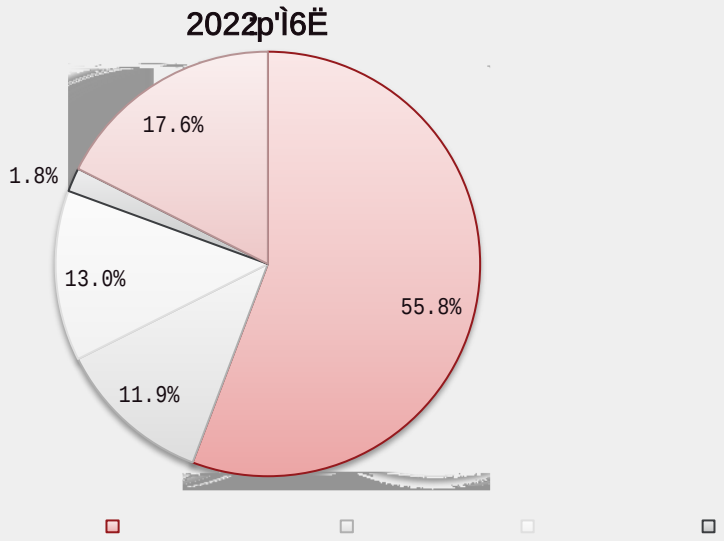


20236Ë:p'Ì6ËA 0‰(I-Ç ÎDXA)/.j=WDë+eA B›/.L;ß? 6 /ù.l

>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'.}3Î³A 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 ;!1ˆ5008à.›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

2023:p'Ì6ËA 0‰(I-Ç—

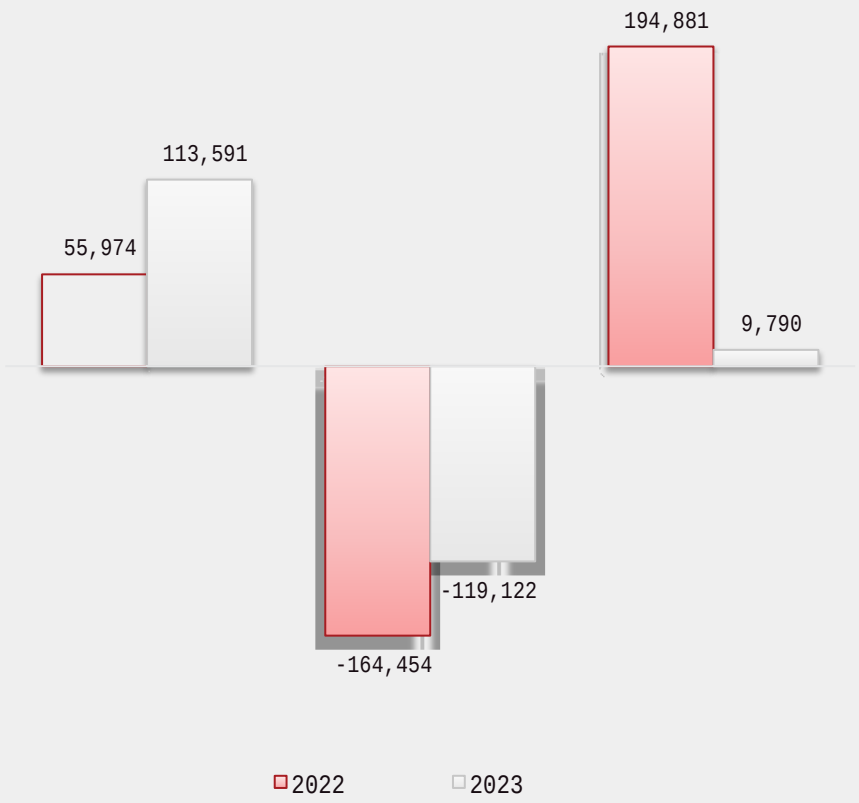

2022p'Ì6Ë
17.6%
1.8%
13.0%
55.8%
11.9%

2023:p'Ì6ËA 0‰(I-Ç—)'>R‚òAä0‘8E< 3Ü9Ô? 6

É8ÈB‹9¬6 (s Ê

2023:p'Ì6ËA 0‰(I-Ç—–>÷1‘4˜4`,÷>W

É8ÈB‹9¬6 (s Ê



2023:p'Ì6Ë Í; >÷2 AË0 , +e>÷1‘4˜4`9¬6 (s **113.6**º=“B‹ Í1p 2022:p'Ì6ËB×0´**102.9%**D

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

2023:p'Ì6Ë Í=WDë0 , ; Aä+e>÷1‘2 ,O> 9¬6 (s **119.1**º=“B‹ Í'Ý3‰2. 5)èMZ6ßA B› CLŠD>MZ 6ßA B› C4z/ *©6ßA B› CPçB§;G6ßA B›+e0 1I =W9Ì0‘8 @•)Å-Þ+eDÑ?¿=W9Ì+i D