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|  |         |       |          |     |       |
|--|---------|-------|----------|-----|-------|
|  |         |       |          |     |       |
|  | 2022316 | 3.53/ | 2,001.73 | 213 | 90.29 |
|  | 2023131 | 3.33/ | 90.29    | 16  | 0     |

|  |          |           |            |         |   |  |
|--|----------|-----------|------------|---------|---|--|
|  |          |           |            |         |   |  |
|  | 20241211 | 6,503,244 | 12,810,891 | 703,165 |   |  |
|  | 2025425  | 297,957   | 604,943    | 0       | - |  |
|  | 2025117  | 6,390,461 | 6,381,320  | 39,110  |   |  |

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|    |    |     |
|----|----|-----|
|    |    |     |
|    | 24 | 33% |
| 36 | 36 | 33% |
| 48 | 48 | 34% |
| 60 |    |     |

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------|-----|------------|---|----------------------------|--|------|---|-------------|
| 7                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                       |  |      |     |            |   |                            |  |      |   |             |
| 8                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                       |  |      |     |            |   |                            |  |      |   |             |
| 4                                                                                                                                                                               | <table> <tr> <td></td><td>1, 6</td></tr> <tr> <td>/ 2</td><td>2023 0.253</td></tr> <tr> <td>3</td><td>2020 2023<br/>52.90% 135.16</td></tr> <tr> <td></td><td>75 4</td></tr> <tr> <td>5</td><td>2023 116.70</td></tr> </table> <p>1 2023 0.2578</p> <p>/</p> <p>2 2020 2023<br/>116.72% 191.56</p> <p>75</p> <p>3 2023<br/>177.04</p> |  | 1, 6 | / 2 | 2023 0.253 | 3 | 2020 2023<br>52.90% 135.16 |  | 75 4 | 5 | 2023 116.70 |
|                                                                                                                                                                                 | 1, 6                                                                                                                                                                                                                                                                                                                                  |  |      |     |            |   |                            |  |      |   |             |
| / 2                                                                                                                                                                             | 2023 0.253                                                                                                                                                                                                                                                                                                                            |  |      |     |            |   |                            |  |      |   |             |
| 3                                                                                                                                                                               | 2020 2023<br>52.90% 135.16                                                                                                                                                                                                                                                                                                            |  |      |     |            |   |                            |  |      |   |             |
|                                                                                                                                                                                 | 75 4                                                                                                                                                                                                                                                                                                                                  |  |      |     |            |   |                            |  |      |   |             |
| 5                                                                                                                                                                               | 2023 116.70                                                                                                                                                                                                                                                                                                                           |  |      |     |            |   |                            |  |      |   |             |
| <p>1</p> <p>2 =</p> <p>× 100%</p> <p>3 2021</p> <p>2021 “ ”</p> <p>2020</p> <p>“ ” 2020</p> <p>4 5 Adecco ADP Manpower</p> <p>Randstad Recruit “</p> <p>”</p> <p>5</p> <p>6</p> |                                                                                                                                                                                                                                                                                                                                       |  |      |     |            |   |                            |  |      |   |             |

5



x

x

| (S)              |      |
|------------------|------|
| $S \geq 80$      | 100% |
| $70 \leq S < 80$ | 80%  |
| $60 \leq S < 70$ | 70%  |
| $S < 60$         | 0%   |

20%

2020 2022

2022

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14,271 A

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290,928

0.01%

|    |  |  |         |         | %  |
|----|--|--|---------|---------|----|
| 1  |  |  | 260,000 | 85,800  | 33 |
|    |  |  |         |         |    |
| 14 |  |  | 621,600 | 205,128 | 33 |
|    |  |  | 881,600 | 290,928 | 33 |

1

2

2026 7 7

290,928

1

25%

2

20%

3

6

6

4

15 —

5

|  |               |          |               |
|--|---------------|----------|---------------|
|  |               |          |               |
|  | 6,971,992     | -290,928 | 6,681,064     |
|  | 2,276,471,112 | 290,928  | 2,276,762,040 |
|  | 2,283,443,104 | 0        | 2,283,443,104 |