

A

				50%
1		1	A	
2		20	60	120
	A			
6				
7				
			6	
24	36	48		

		24	
		36	33%
		36	
		48	33%
		48	
		60	34%

8

1 2020 0.210 / ¹

2 2020 ² 2018 30%

50 ³

3 2020 70 ⁴

1 2020 2021 6 5

1-

1-850 2021 10 26

14 22.63

2 2021 2021

" "

20221

" " 2018

	1. 6					
	2020	2022	2020	2023	2020	2024
		33.0%		52.9%		75.9%
3	117.53		135.16		155.43	
	75		75		75	
		4				
5	2022	100.60	2023	116.70	2024	135.37

10

11

12

13

14

15

60

.....	7
.....	8
.....	8
.....	9
.....	10
.....	11
.....	12
.....	14
.....	16
.....	20
.....	22
.....	24
.....	25
.....	27
.....	29
.....	30

1

2

3

1

2

3

4

215	2021 12 31	2,998	7.17%
		12	
	12		
1			
2	5%		
3	12		
4	12		
5	12		
6			
7			
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10			

1

10

2

5

3

6

2, 263. 27 A

226, 327. 95

1. 00%

2, 036. 95

0. 90%

226. 32

0. 10%

10%

10%

1%

20%

A

		32.84	1.45%	0.015%
		9.42	0.42%	0.004%
		28.25	1.25%	0.012%
		29.59	1.31%	0.013%
		29.59	1.31%	0.013%
		29.59	1.31%	0.013%
		28.47	1.26%	0.013%
	208	1,849.20	81.70%	0.817%
		226.32	10.00%	0.100%
		2,263.27	100.00%	1.000%

1

5%

2

1%

3

12

12

4

5

A

3.53

50%

1

1

A

2

20

60

120

A

			50%
1		1	A
2		20	60
	A		120

$$1 \quad Q \quad Q_0 \times 1 \quad n$$

$$Q_0 \quad n$$

$$Q \quad 2 \quad Q \quad Q_0 \times n$$

$$Q_0 \quad n \quad 1 \quad n$$

$$Q$$

$$3 \quad Q \quad Q_0 \times P_1 \times 1 \quad n \quad / \quad P_1 \quad P_2 \times n$$

$$Q_0 \quad P_1 \quad P_2$$

$$n \quad Q$$

4

1

P $P_0 \div 1$ n P_0

n

P

2

P $P_0 \div n$ P_0

n

P

3

P $P_0 \times P_1 P_2 \times n / [P_1 \times 1 n]$ P_0 P_1 P_2

n

P

4

P $P_0 - V$ P_0

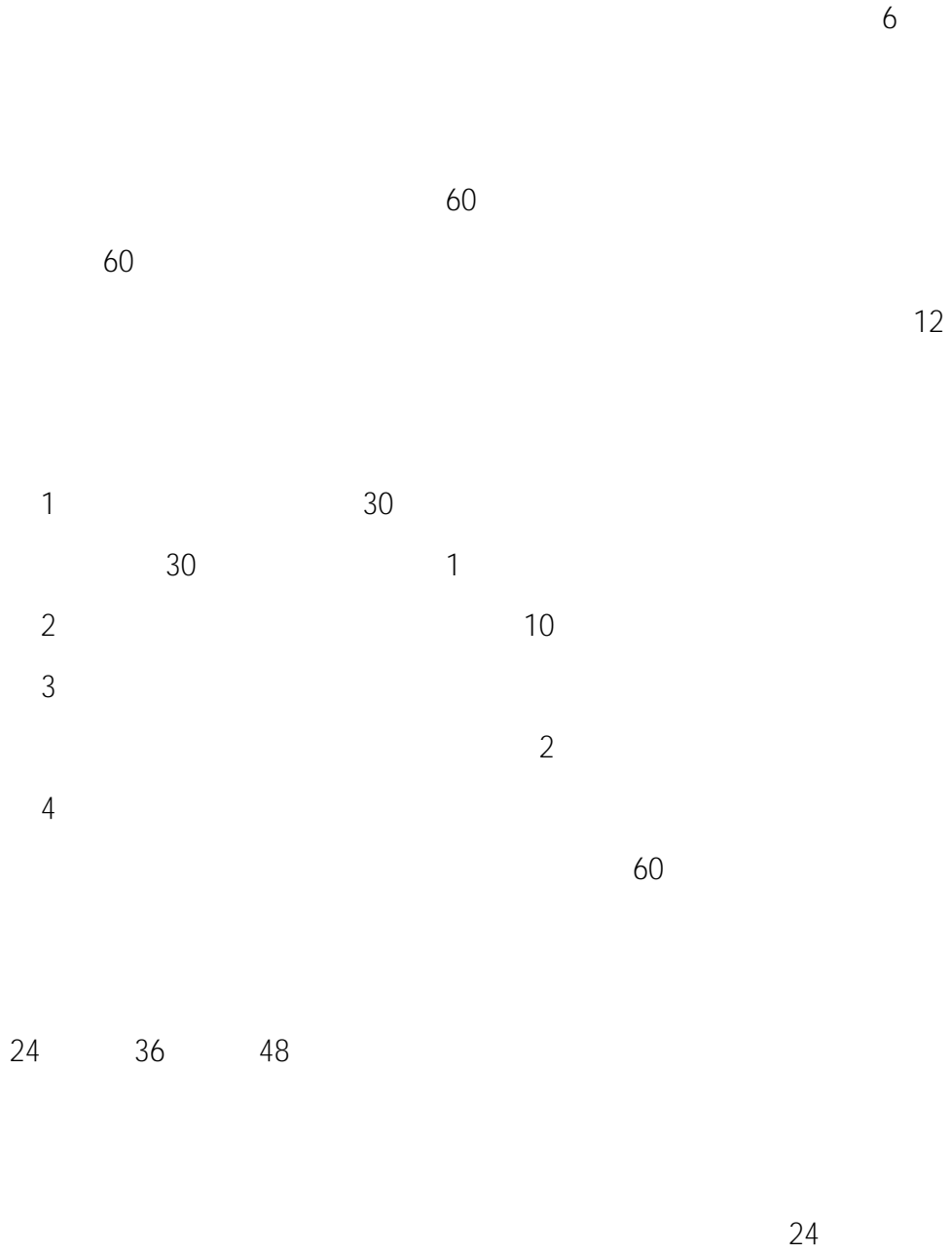
V

P

P

1

5



		33%

	24	36	
	36	48	33%
	48	60	34%

1

1

25%

2

20%

15

3

6

6

4

5

1

1

2

3

36

4

5

2

1

2

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3

1 12

2 12

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4

5

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7

8

1

1 2020 0.210 / ¹

2 2020 ² 2018 30%
50 ³

3 2020 70 ⁴

1 2020 2021 6 5

1-

1-850 2021 10 26

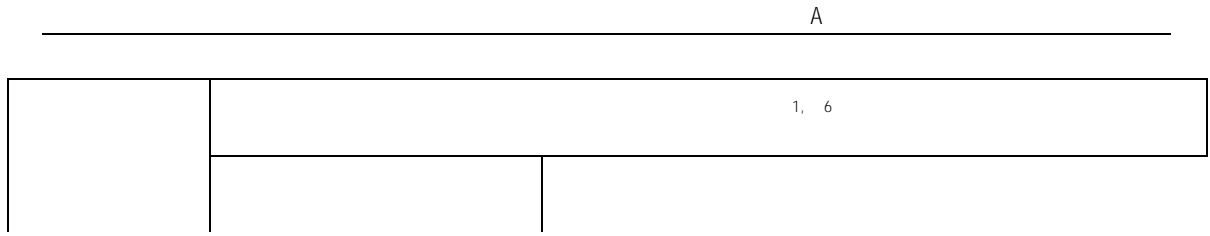
14 22.63

2 2021 2021

" "

2020

3 " " 2018-2020
Recruit 5 Adecco ADP Manpower Randstad
4 " "
2020 2021 6 5
2 1-1-371-372



(S)	
S<60	0%

3

20%

2020 2022

2020 2022

4

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A

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8

$2/3$

1

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3

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5

6

60

7

1

2

3

4

1

 $Q \quad Q_0 \times (1 \quad n)$
 Q_0

n

Q

2

 $Q \quad Q_0 \times n$
 Q_0

n

1

n

Q

3

 $Q \quad Q_0 \times P_1 \times \quad 1 \quad n \quad / \quad P_1 \quad P_2 \times n$
 Q_0
 P_1
 P_2

n

Q

4

1

$$P \quad P_0 \div \quad 1 \quad n$$

$$P_0 \quad n$$

P

2

$$P \quad P_0 \div \quad n$$

$$P_0 \quad n \quad P$$

3

$$P \quad P_0 \times \quad P_1 \quad P_2 \times \quad n \quad / [\quad P_1 \times \quad 1 \quad n \quad]$$

$$P_0 \quad P_1 \quad P_1 \quad P_2$$

n

P

4

$$P \quad P_0 - V$$

$$P_0 \quad V \quad P$$

$$P \quad 1$$

5

1

2

6

70234 R 100, 6) H640M (0.7aes 10.6) H640200A07hS0E

1

" " " "

- "

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=

2,036.95

6,620.09

	2022	2023	2024	2025	2026
	2,220.30	2,390.59	1,365.83	604.07	39.30

2022 1 26

1

2

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2

1

2

1

2

1

2

3

2022 1 27