#:@0W=V =0 B0 A2VB>2><C @8=:C C 2019-2022 @.,
FV= =0 0<V0: B0 C :>@>B:>AB@>:>2V9 ?5@A?5:B82V

V > 4 8 7 5 ; L . V = V '
A B 2 > @ 5 = = O 2
1 V > 4 8 7 5 ; N 2 # : @ 0 W = V . &
0 = 0 ; V B 8 G = 5 4 > A ; V 4 6 5 = = O

=0;V7 ACG0A=>3> AB0=C @8=:C 1V>4875;N ( ) 2 #:@0
2V4ACB=>ABV =0FV>=0;L=>3> 28@>1=8FB20 . 878:
1V>4875;L=>3> 1V7=5AC 2 #:@0W=V. !8BC0FV
70:>=>402AB20 C AD5@V 2=CB@VH=L>3> 28@>1=8FB20
V WW 2?;82 =0 D>@<C20==O 2=CB@VH=L>3> @8=:C .

=0;V7 A8BC0FVW =0 C:@0W=AL:><C @8=:C @V
A8@>28=8 4;O 28@>1=8FB20 (?>AV2=V ?;>IV,
28A>:0 5:A?>@B=0 A:;04>20, ?@8G8=8 VAB>B=>
?>AB02>: 2 !, FV=>289 >3;O4).

!8BC0FVW =0 T2@>?59AL:><C @8=:C @V?0:C V
D>@<C20==O B0 @>728B:C C:@0W=AL:>3> @8=:C @V?
:>= N=:BC@=>W 4>FV;L=>ABV AB2>@5==O 28@>1=8FB20

> 1 @ 8 2 0

(3 @ 0 = C ; N 2 0 = = O) .
V = = > 2 0 F V 9 = 8 9 , B 5 E = > ;
B 0 0 ? 0 @ 0 B C @ = 8 9
3 @ 0 = C ; N 2 0 = = O < V =
4 > 1 @ 8 2 . " 5 E = > ; > 3 V G = 8 9

@ 8 2 5 4 5 = 0 4 5 B 0 ; L = 0 V = D > @ < 0 F V O I > 4 > A C G 0 A = 8 E B 5
V < > : @ > 3 > 3 @ 0 = C ; N 2 0 = = O 4 > 1 @ 8 2 (: > < ? 0 : B C 2 0 = =
? 5 @ 5 < V H C 2 0 = = O V 7 7 C A 8 ; ; O < 7 A C 2 C , 2 4 8 A ? 5 @ A
> 1 ; 0 4 = 0 = = O 4 ; O W E > 4 5 @ 6 0 = = O . @ > 1 ; 5 = V
< > 6 ; 8 2 > A B 5 9 C 4 > A : > = 0 ; 5 = = O V A = C N G 8 E B 5 E = > ; > 3 V 9 V
@ 5 0 ; L = 8 E ? 5 @ A ? 5 : B 8 2 2 ? @ > 2 0 4 6 5 = = O C 2 8 @ > 1 = 8 F B 2 > .

% V < V G = 0 ? @ > < 8 A ; > 2
E V < V G = 8 9 @ 8 = > : # : @ 0 W = 8
@ > F V : D 0 : B 8 , > F V = : 0 A 8 B
B 5 = 4 5 = F V W ,
= 0 ; V B 8 G = 8 9 7 2 V B

" @ 0 4 8 F V 9 = 8 9 I > @ V G = 8 9 0 = 0 ; V B 8 G = 8 9 7 2 V B I > 4 >
D C = : F V > = C 2 0 = = O = 0 F V > = 0 ; L = > 3 > E V < V G = > 3 >
2 = C B @ V H = L > 3 > B > 2 0 @ = > 3 > @ 8 = : C . = 0 ; V 7 = 0 A ; V 4
2 B > @ 3 = 5 = = O @ D 2 # : @ 0 W = C 4 ; O E V < V G = > W 3 0 ; C 7 V B 0 V

@ 0 : B 8 G = 5 : 5 @ V 2 = 8 F B
2 8 < > 3 = > 2 > 3 > 7 0 : > = >
: @ 0 W = 8 C A D 5 @ V 7 0 1 5
E V < V G = > W 1 5 7 ? 5
C ? @ 0 2 ; V = = O
? @ > 4 C : F V T N , 2 V
? @ > F 5 4 C @ B 0 7 < V = @ 5 3
= 0 4 0 = = O = 0 @ 8 = : C E
? @ > 4 C : F V W (2 2 5 4 5 = = O
2 V 4 1 C 4 8 B L A O 2 9 . 0 6 . 2 0 2 4)

@0:B8G=5 :5@V2=8FB2> I>4> 28<>3 =>2>3> 70:>=>40
C AD5@V 70157?5G5==O EV<VG=>W 157?5:8 B0 C?@
?@>4C:FVTN C ?8B0==OE B0 2V4?>2V4OE (30 >A=>2=
2V4?>2V459).

! V @ : 0 B 5 E = V G = 0 .
A 2 V B > 2 > 3 > , @ 5 3 V > = 0 ;

= 0 F V > = 0 ; L = > 3 > @ 8 = : C . 2 8 @ > 1 = 8 F B 2 0 - A ? > 6 8 2 0 @ > 7 @ V 7 V : @ 0 W =) . 0 = 0 ; V 7 . > 3 V A B 8 G = V < (? > A B 0 2 > : . = 0 ; V B 8 G = 8 9

> 2 = 8 9 A B 0 B 8 A B 8 G = 8 9 B 0 0 = 0 ; V B 8 G = 8 9 0 = 0 ; V 7 A A V @ : 8 (A D 5 @ 8 7 0 A B > A C 2 0 = = O , 2 8 @ > 1 = 8 F B 2 > , @ > 2 8 @ > 1 = 8 : V 2 7 ? > 2 = 8 < 8 @ 5 : 2 V 7 8 B 0 < 8 , A ? 5 F 8 D V : 0 4 5 B 0 ; L = V 4 0 = V I > 4 > 7 > 2 = V H = L > B > @ 3 > 2 5 ; L = 8 E ? > A B 0 @ > 7 @ 0 E C = : 8 A ? > 6 8 2 0 = = O , F V = > 2 0 : > = N = : B C @ 0 , > A = B 0 ? @ > 3 = > 7) . % @ > = > ; > 3 V G = V @ 0 < : 8 4 > A ; V 4 6 5 = = O : (? @ > 3 = > 7 2 0 2 3 - 2 0 2 6 @ @ .) . 5 > 3 @ 0 D V O 4 > A ; V 4 6 5 = = O V : @ 0 W = 8 A 2 V B C 7 G C B ; 8 2 8 < 8 @ 8 = : 0 < 8 . 2 V B A @ > 7 4 V ; V 2 , < V A B 8 B L 1 4 5 A B > @ V = > : , 7 > : @ 5 < 0 1 0 B 0 1 ; 8 F L .

> 1 0 2 : 8 4 > (? ; 0 A B 8 D V : C N G V) 1 C 4 V 2 5 ; L = 8 E " 5 E = > ; > 3 V G = V , B : > = N = : B C @ = V ,

5 : > = > < V G = V , 5 : >
= > @ < 0 B 8 2 = > - B 5 E = V G = V
2 8 @ > 1 = 8 F B 2 0 B 0
1 ‘ @ C = B C 2 0 = = O 4 > F
A B 2 > @ 5 = = O 2 8 @
@ > D V ; V 2 8 @ > 1 = 8
A ? > 6 8 2 0 G V 2 . = 0 ; V B 8 G = 8 9

! 8 A B 5 < = 8 9 4 5 B 0 ; V 7 > 2 0 = 8 9 0 = 0 ; V 7 A 8 B C 0 F V W C 2 8 @
2 = C B @ V H = L > < C @ 8 = : C ? ; 0 A B 8 D V : C N G 8 E 4 > 1 0 2 > :
> A = > 2 V A C ; L D 0 = > ; C , ; V 3 = > A C ; L D 0 = > ; C B 0
A 8 @ > 2 8 = 8) , 7 > 2 = V H = L > W B > @ 3 V 2 ; V (2 8 4 > 2 8 9
: > < 5 @ F V 9 = > W 4 > F V ; L = > A B V A B 2 > @ 5 = = O = > 2
2 8 @ > 1 = 8 F B 2 0 ? ; 0 A B 8 D V : C N G 8 E 4 > 1 0 2 > : 4 > 1 5 B > =
2 = C B @ V H = V E B 0 7 > 2 = V H = V E 0 A ? 5 : B V 2 B 0 @ 5 0 ; V 9 5 : >
2 # : @ 0 W = V C A 5 @ 5 4 = L > A B @ > : > 2 V 9 B 0 4 > 2 3 > A B @ > : > 2 V 9

! B 0 B 8 A B 8 G = V B 0 0 =
4 0 = V I > 4 >
V < ? > @ B > 7 0 < V I 5 = = O
? @ > 4 C : F V W (E V < V G = 0 A

= 0 ? V 2 A 8 @ > 2 8 = 0 , E V < V G = 0 ? @ > 4 C : F V B @ 0 4 8 F V 9 = > ? > A B 0 2 ; # : @ 0 W = C 7 @ D B 0 @ 1 (2 0 2 1 - 2 0 2 2 @ @ .) = 0 4 > 2 V 4 : 0

5 B 0 ; V 7 > 2 0 = 8 9 0 = 0 ; V 7 ? > 1 8 0 E V < V G = 8 < ? @ > 4 C : B 0 < 0 = 0 ; V B 8 G = V 4 0 = V) , > F V = : 0 I > 4 > < > 6 ; 8 2 > A B V < ? > @ B > 7 0 < V I 5 = = O E V < V G = > W ? @ > 4 C : F V W , ? @ > 3 = > 7 = A ? > 6 8 2 0 = = O B 0 @ 8 = : C . 0 = V B 0 > F V = : 0 ? @ 8 2 5 1 5 @ 5 7 5 = L 2 0 2 3 @ .

V = > ? > ; V C @ 5 B 0 = 8 . ! 5 : B > @ 0 = 0 ; V 7 2 8 @ > 1 = 8 F B 2 0 5 ; 0 A ? V = > ? > ; V C @ 5 B 0 = V 2 2 # : @ A 8 @ > 2 8 = = > 3 > 7 0 1 5 3 0 ; C 7 V C ? 5 @ V > 4 2 0 1 9 - 2 0 = 0 ; V B 8 G = 8 9 > 3 ; O 4 .

@ > 0 = 0 ; V 7 > 2 0 = V > A = > 2 = V A ? > 6 8 2 G V = V H V # 2 # : @ 0 V B 0 1 0 ; 0 = A 8 A ? > 6 8 2 0 = = O . E 0 @ 0 : B 5 @ 8 7 > 2 0 = > B 5 E = V G = 5 : > ; > 3 V G = V > A > 1 ; 8 2 > A B V # . @ > 2 5 4 5 = 8 9 4 5 B

2=CB@VH=L>3> B>20@=>3> @8=:C 5;0AB8G=8E #: AB
#, A8@>28==5 70157?5G5==O 28@>1=8FB2> 5
7>2=VH=L>B>@3>25;L=V ?>AB02:8.

040=V 45B0;L=V ?@>DV;V >A=>2=8E
>E0@0:B5@87>20=0 AB@C:BC@0 2=CB@VH=L>3> A?>68
28A=>2:8 7 ?@>3=>7><@8=:C 2 #:@0W=V.

V>307 (1V><5B0=).
AB0=C 28@>1=8FB
A?>6820==O 1V><5
:@0W=0E 2@>?8 B0 #
"5E=V:>-5:>=><VG=0
:>= N=:BC@=0 4>
71V;LH5==O 28@
1V><5B0=C 2 #:@0W=V 2
A8@>28==>W 1078 4;O E
30;C7V. &V;L>25 0=0;
4>A;V465==O

>A;V465==O @>7:@820T ACG0A=V B5=45=
28@>1=8FB20 B0 A?>6820==O 1V><5B0=C, 7>:@5<0, 2
B0 #:@0W=V. 5@H89 @>74V; 4>A;V465==O ?@8A
AB0=C 28@>1=8FB20 1V><5B0=C 2 !, 2 B.G. C @>

: @ 0 W = , ? @ 5 4 A B 0 2 ; 5 = > 4 0 = V I > 4 > 4 8 = 0 < V : 8 7 @ > A B
C A B 0 = > 2 > : , W E > 4 8 = 8 G = > W B 0 A C < 0 @ = > W ? > B C 6 = > A
A B @ C : B C @ 8 @ > 7 < V I 5 = = O 2 8 @ > 1 = 8 F B 2 B > I > . # @ > 7 4
4 0 = V I > 4 > : > < ? 0 = V 9 - ; V F 5 = 7 V 0 @ V 2 B 0 ? > A B 0 G 0 ; L = 8 :
B 0 > 1 ; 0 4 = 0 = = O 4 ; O 2 8 @ > 1 = 8 F B 2 0 1 V > < 5 B
? > @ V 2 = O ; L = 8 9 0 = 0 ; V 7 V A = C N G 8 E B 5 E = > ; > 3 V 9 7 1 0 3 0 G 5
1 V > < 5 B 0 = C . " @ 5 B V 9 @ > 7 4 V ; 4 > A ; V 4 6 5 = = O 2 : ; N G 0 T 0 =
A B 0 = C @ > 7 2 8 B : C 2 8 @ > 1 = 8 F B 2 0 1 V > < 5 B 0 = C 2 # : @ 0 W =
5 : > = > < V G = V ? 5 @ 5 4 C < > 2 8 , 2 8 @ > 1 = 8 G 0 1 0 7 0 , @ 5 3 C ; O B >
? @ > 5 : B 8 A B 2 > @ 5 = = O 2 8 @ > 1 = 8 F B 2 1 V > < 5 B 0 = C , B 5 @ < V
B 0 ? > B 5 = F V 9 = V @ 8 = : 8 7 1 C B C .