Restoring the Glarus Region to its Former Glory

When a task is so great that it exceeds the strength of individuals, it is good to pool what is available and accomplish the seemingly impossible with joint forces.

The present document of the Glaernisch Textile Cooperative is a great invitation to the landowners and the entrepreneurs in the Canton of Glarus to redeem parts of their property for share certificates of the Glaernisch Textile Cooperative and thus to be co-owners of the cooperative and of the industries it installs in response to the current global challenges in the Glarnerland. Within a few years, this will enable countless properties to be renovated from the strength of the valley and around a thousand jobs to be created. By means of mortgages amounting to around CHF 40 million on the properties brought in, the buildings brought in can be renovated. The various production and workshop facilities will be built there. After a few years, it should be possible for the landowners and entrepreneurs to buy back the renovated properties and businesses.

What does "patchwork" mean in this case?

"Patchwork" is the name of the invention from which Glarnerland is the first to benefit and which the valley will soon pass on to other regions. "Patchwork" means putting together valuable individual pieces to make an even more valuable whole.

"Patchwork" embodies the principle and the comprehensive range of services that the Glaernisch Textile cooperative offers the entire region with all its companies and the entire population.

"Patchwork" is the name of the brand of products that emerge from this joint work and creation.

"Patchwork" starts from the existing forces, strengthens and completes them and generates relief and perspective in the canton for generations to come.

This brochure will guide you on how this can work to the benefit of all concerned. To put it bluntly, the cooperative wants to combine in the valley what is so difficult or even hopeless to hold and develop alone. We complement each other and add new resources and forces where they are needed. In this way we may succeed in appearing with new strength and young freshness and be well positioned for generations to come. Together we determine the market for textiles, building materials, pulp and products developed from it, as well as energy and heat.



Patchwork is variety and joy of colours.

Anyone travelling from Ziegelbrücke to Linthal or Elm today unfortunately realises that Glarnerland has seen better days. The ravages of time are gnawing away at the valley's substance. The valley is fighting back and trying to find its way back to its usual strength and elegance. With "Patchwork", the Glaernisch Textile cooperative wants to make a conscious contribution to the targeted resurrection of Glarnerland.



The condition of the houses in the valley is a cause for concern. Many are empty or in need of renovation. Nevertheless they are valuable. (Larger pictures at the end of this document)



The canton of Glarus has numerous large buildings that can in principle be reactivated as places of activity, work and creation. With the construction of a new warehouse with a sufficient number of storage boxes and vehicle parking spaces at the entrance to the valley, they can be made productive again in purely spatial terms.

With "Patchwork", the Glarnerland can achieve a fundamental renewal

We are happy to share with you, dear citizens of Glarus, and with you, additionally inclined, our desire for "patchwork". In the course of this brochure you will discover:

- We work and act with what is already or still available.
- We work and act with renewable raw materials.

• We work and act integratively between younger and older generations, imaginatively between tradition and innovation, persistently from the bold idea to the determined implementation.

Essentially, this means what is detailed in this brochure and the graphics in the back of it:

1. Glarner companies combine to form productive networks in which production processes are perceived without gaps and valuable, contemporary products are brought to the regional and national market in a special way. The Glaernisch Textile cooperative has prepared itself accordingly and is today ready to provide the appropriate framework for this.

2. The Glaernisch Textile Cooperative is interested and prepared to take over the properties in the canton, which are often in need of renovation, renovate them and put them to a new use as workshops and studios for the Glaernisch Textile Cooperative. The cooperative pays the agreed purchase price in the form of share certificates of the Glaernisch Textile Cooperative. In this way, the current property owners become members of the cooperative and participate in the development of their properties and of the Glaernisch Textile Cooperative in general, with tangible prospects of income and profit. Of course, it remains possible for them to buy back their former properties in due course.

3. The properties acquired enable the Glaernisch Textile cooperative to take out mortgages secured by mortgages on real estate in order to set up production facilities in these properties, create jobs and generate income for itself and its employees.

4. On this basis, the cooperative applies to the guarantee cooperative "BG Ost" for further securities for further operational extensions and expansions throughout the canton, where such are necessary outside existing buildings.

5. The businesses created in this way not only add a new dimension to the cantonal gross national product, but also produce their own textiles, building materials and natural products from their own production, with which the buildings, businesses and facilities in the canton of Glarus can be sustainably renovated and operated.

6. The entire canton benefits so much from the increased productivity and charisma that the borrowed capital can be repaid with determination. This means that the canton is largely debt-free and remains a good breeding ground for current and future generations

In the following illustrations, you may learn how this path can be fundamentally aligned and shaped. Because that is what we believe:

The canton of Glarus is on the verge of reforming itself and demonstrating how the circular economy, which is in vogue worldwide, works: By 2025, the cleverly networked Glarus industrialists will be relying on substantially more renewable raw materials and recyclates. Thanks to the determined implementation of the new principles, they will create around one thousand new jobs in the valley within five years, mutate into a showcase region with international appeal, and thoroughly clean up the Glarnerland after the past decades, some of which were very arduous.

Glarus lives up to its potential and reputation

The people of Glarus have always achieved great things and helped shape Swiss history. Today, at a time of historic change, the canton once again has good cards in its hand.

Never before has the pressure on the economy and society to move away from oil-based raw materials and energies been as high as it is today. In autumn 2021, news of acute emergencies in the global supply of raw materials and energy dramatically increased. Suddenly it became clear: in the very near future, humanity will have to rely exclusively on two types of raw materials: renewable resources and processed recycled materials. Something else will soon no longer be available.

This means that there is an immediate urgency for a consistent reorganisation of the economy and society: What is required is a circular economy, renewable resources, fair work and ethical behaviour. Thanks to clear structures, short decision-making processes and advantageous social conditions, Glarus' entrepreneurship and canton can decide to become a pilot region for economic reforms and show how the demands can be put into practice - by incorporating

all conceivable potentials from tradition and innovation, from the existing and the tried and tested, from the unknown and the newly discovered, according to old and new models from nature, from technology, from history and from a view of the future.

It should be noted that the conversion of the economic and social system to renewable raw materials and a circular economy is an enormous feat of strength so great that it quickly exceeds the capabilities of individual companies and authorities. At the same time, it is clear to all exponents that it is inevitable. It will be wise to accept the challenges boldly and to recognise special opportunities in them.

Jumping over one's own shadow and becoming a model industrial cluster as a valley

Like in football, where the cup is won as a team and thanks to consistent tactics, may the Glarus companies form and position themselves as a wellsynchronised industrial cluster at this moment of worldwide, loud announcement, pooling their resources, experience and strengths, meeting the demand for a circular economy with an alert mind and an open eye, define modern, contemporary products, create the necessary production environment in the canton, close the gaps in its own ranks and, with combined forces, be one of the first areas in the world to produce the products in the quantity and quality demanded by the regional and global markets.

To cite just one of many examples: The South African state is currently considering regulations according to which every new car produced from 2023 onwards is to consist of 60% renewable raw materials. The associated paradigm shift, the epochal change, the vehemence and urgency of the demanded changeover confirms that renewable resources, consistently practised circular economy and ethically correct, solidarity-based economic activity are no longer relegated to a weird corner, but are indispensable parts of real economic scenarios.

Circular economy is not witchcraft in itself, but the principle has not yet sufficiently arrived in vocational schools and universities, let alone in industry. This may motivate Glarus companies and government agencies to join forces and set themselves up with suitable forms and structures to meet the current and ongoing demands at an early stage. This fascinates and arouses curiosity. Industrialists and apprentices will want to know how the new economic and social models work in the reality of the people of Glarus, so that they can then also build them up in their own regions.

Glarnerland will soon shine in new splendour

What the valley is finally able to generate with this form of strengthened industry, the accompanying foreign trade and local supply, is a multi-layered source of income and comprehensive self-sufficiency at the same time. Soon one will be pleasantly surprised to notice this in the increasingly well-maintained communities and settlements, in the capital, at the flourishing attractive excursion destinations and enticing holiday destinations, in the generously renovated hotels and restaurants, the carefully maintained traditional terraced and patrician houses.

Over generations, the circular economy will produce new economic, social and cultural realities.

Why "social and cultural"? In the foreseeable future, the regional market will be dominated by so-called "prosumers", i.e. people who both produce and consume, entirely in the sense of autonomous supply from their own strength, their own knowledge, their own skills on the basis of their own resources, which grow and are processed on their own soil. In this way, economy and society increasingly merge. For all individuals, the lost self-image can return: An understanding of one's role, an active contribution to society and prosperity, respect for one's neighbours, integration into the big picture. It is clear that cultural aspects are also regained and sustainably strengthened.

Glaernisch Textile likes to get in line

Founded four years ago in November 2017 and after a wild ride as a challenging project in all entrepreneurial dynamics, the Glärnisch Textil cooperative has taken up the model of the circular economy lived in solidarity in the Glarus region and addressed the interaction along the complete value chains for the production of everyday products. It takes as its starting point the straw of commercial hemp and flax as renewable raw materials, with a special focus on the wide range of possible applications of hemp.

Industrial hemp is an undemanding pioneer plant and therefore grows practically everywhere. This is why the Glärnisch Textil cooperative relies on it and uses it as one of the important renewable raw materials to produce everyday products from it, especially textiles, building materials and all kinds of plastics and materials, while other companies in the vicinity tackle medical and cosmetic applications. The strength to pursue all developments derives from the certainty that without commercial hemp there would have been no ropes and no canvas, without this no shipping, without this no trade, without this no prosperity. Industrial hemp was and is a key element.

In reclaiming all industrial means and processes in the Glarus region, the focus is on the above-mentioned industrial sectors: textiles, building materials and art products made from cellulose and from the mineralised components of the useful hemp as biomass. Starting from the increased cultivation and rational extraction of the useful hemp in agriculture, the cooperative is pursuing the aforementioned joint process of setting up the necessary factories and workshops to carry out all the industrial activities required for the production of fashionable clothes, decorative fabrics and technical textiles, building materials of all kinds, even shells, car body and machine parts, and finally even electricity and heat.

From 19-20 November 2021, the management of the Glärnisch Textil cooperative organised the so-called "Alpine Conference" in South Tyrol with around thirty participants from Italy, Germany, Austria and Switzerland with the aim of closing the gaps in the production of articles from renewable raw materials, especially hemp. Aspects were textiles, building materials, pulp, energy.

We were able to find out: Our cooperative Glärnisch Textil is also an impulse and pace setter and is right at the forefront with its expertise, its holistic focus and approach as well as with its integrative efforts. From the knowledge gained, the cooperative has formulated decisive tasks for itself, with which it will contribute to the success of the new materials and factory environments with even greater effect. In addition to the flawless operation of their crushing plant in Schwändi for short, coarse fibres and thus insulation wool, we are also turning to the harvesting of hemp stalks laid down in parallel and thus the processing of the intact, long fibres by means of a comparatively simple flywheel crushing plant. In the meantime, the cooperative has been able to learn how even washed long fibres can be spun dry, which was previously considered difficult or impossible. It is also gaining exciting insights into environmentally friendly, chemical, biological and enzymatic processes for obtaining beautiful, high-quality textile fibres. On the digital side, besides the simulation described below, the concrete approach to trading CO2 certificates is promising.

Simulation of the planned development to inform about the ongoing events

A parallel virtual second world on a digital platform will show the emergence of the comprehensive industries - 1:1 based on the actual conditions. For each stage of the production and value chains, the progress can be projected and understood, e.g. with emerging industrial hemp fields, with crushing plants, spinning mills, weaving mills, fleece production, building material factories, sewing workshops, rope mills, cloth mills, etc. It will also be exciting not only to follow the design of products and production processes, but even to help shape them. Typical of a simulation, the virtual world is always one step ahead of the real one. The possibility to foresee what can come into being creates the necessary courage to actually let it come into being.

Together may we approach the real possibilities in good faith: With members in agriculture, sowing, harvesting, roasting and storing renewable raw materials; with our own crushing plant in Schwändi, producing fibres and shives; with a new pulp mill in the valley, producing cellulose; with companies in the textile industry, dyeing, spinning, weaving, printing, sewing, making up and shipping fashionable, decorative and technical textiles. Likewise, companies in the building materials industry may be dedicated to developing, producing and distributing novel, environmentally friendly and energy-efficient building materials. Innovative products made from cellulose and mineralised biomass may find new markets. Finally, it will even be possible to generate additional electricity, alternative heat and non-fossil fuels from biomass.

The following presentations are intended to show the possibilities and dimensions of such a strengthening under such determined networking between existing, partly reformed and new companies and economic partners.

Promotion

The Glärnisch Textil Cooperative publishes this initiative and the invitation to participate via several parallel communication channels:

- By means of public and closed events, which it organises with creative Glarus companies of the younger generation.

- By means of this brochure with a circulation of 2000 copies, which is sent to entrepreneurs and landowners in the canton of Glarus with the support of the cantonal administration.

- By publishing the contents of this brochure on the website of the Glärnisch Textil Cooperative, www.glaernischtextil.ch.

- By disseminating this initiative and inviting participation via the Glarner and social media.

Thank you very much for your attention, for your sympathy and for your mental or even tangible support.

Glarus, 6th December 2021

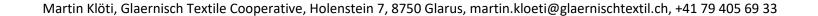
Martin Klöti Glaernisch Textile Cooperative

Reformed Glarus Industry Cluster for fair textiles, building mats, synthetics



Industrial change: circular economy, renewable raw materials, strong region

Autonomous added value creates and secures assets.





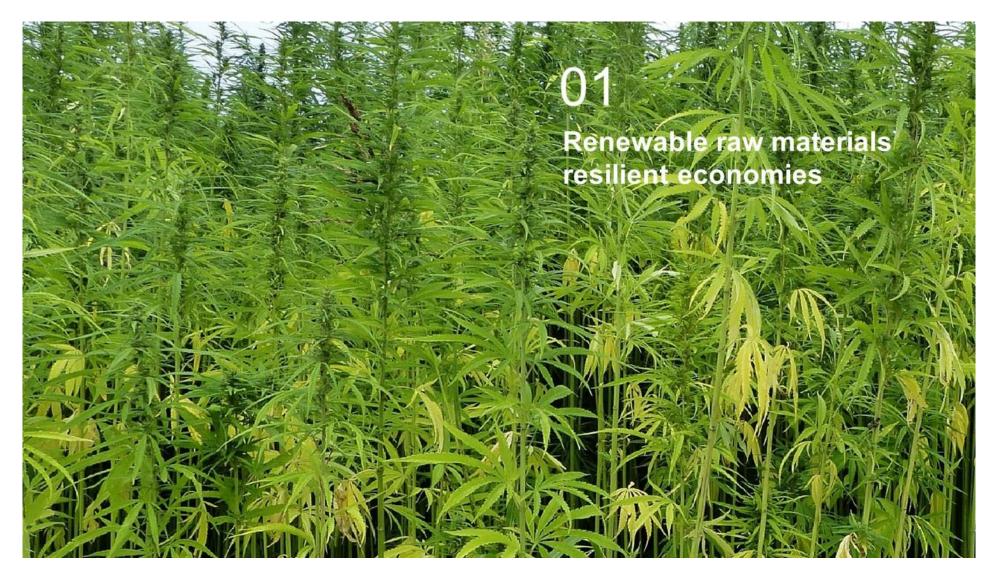
Renewable raw materials, resilient economies Authenticity as a success factor Regional value creation from A-Z

02 Product range and industry partners in focus

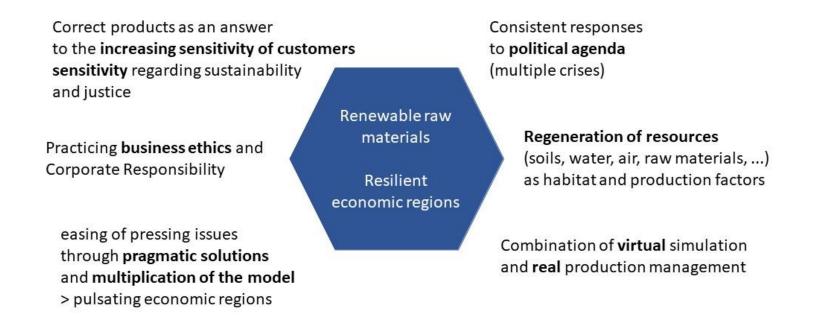
Renewable raw materials, converted recyclates, modern customer expectations under one roof

03 Invitation to participate and realization

stakeholders and sponsors



Authenticity: the market criterion of the future



Regional value creation again A-Z

		ne's ov				
Textile industry yarns, fabrics, fashion, household, decoration, architecture technology	Building materials industry fleeces, mats, building boards lightweight construction prefabricated constructs					
Pulp industry	Energy, heat,	St				
paper, cardboard corrugated board	minerals, soil pyrolysis	c				
plastics composites	thermolysis	Lon				
moulds	M	Market				
	mark	market pot				

From origin to sale

in one's own hand in harmony with the environment

Technology deployment:

Availability before development Simple and safe" before "complex and risky **Product qualities and prices** in the benchmark

Stringent, fair corporate governance

CO2 regulating products, certificate trading

Long-term portfolio brings secure returns Arket expansion through ongoing

narket potential analysis and product development

Currently required principles consistently implemented

- Complete value creation in the region complete transparency and responsibility due to own conditions and secure knowledge of the markets
- Surprising, convincing products from innovative production set the new industry standards
- Communication, charisma and credibility with directly resulting market strength
- Regional labour and consumer markets create supra-regional identity, strength, prosperity, health, economic and social commitment and uplifting progress
- Circular economy is per se preservation of resources, meets the need for reflection in production and use

02

Product range and Industries in focus

A common task

For each of the following industrial sectors, the undertakings concerned are to

- verify
- analyze
- agree:
- > obvious and further products, notified product sequence
- > locations for factories, workshops, studios to close production gaps in the canton
- > existing and missing machines to be procured
- > existing, recoverable and, if necessary, newly recruited specialists
- > market sectors and potentials in Switzerland
- > current and emerging markets from statistics and market analysis
- > joint market presence: market strategy, marketing and communication
- synchronized investment and production planning over 5 years
- > consolidated application to the Glarner Kantonalbank for financing over 8 years



Textiles

from hemp and other natural fibres mixed

- fashion
- deco
- technology

As cotton and synthetic fibres will see decreasing market shares in the near future.



Building materials

- a.o. from hemp
- nonwovens
- mats
- boards
- shaped stones
- moulded parts
- bulk material

Will more and more replace fossile materials (e.g. fossile foams and polyprops) due to ongoing CO2 discussion.





Pulp and Synthetics from hemp

- yarns
- injection moulding
- synth. materials
- board surfaces of any kind

Will mainly replace the pulp from wood, and its environmentally hazardous production. Hemp binds CO2 seven times more and faster.



Deblocking of old factory buildings for new workshops in the region

1-2 central, large warehouses at the entrance to the valley with a sufficient number of storage boxes and vehicle parking spaces to replace the current storage and vehicle parking spaces in the factory buildings and workshops of the Canton of Glarus that are suitable for reactivation.

Total CHF 3,500,000

Extraction of the semi-finished products

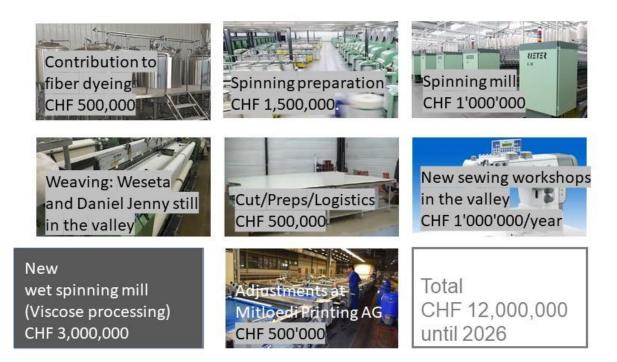




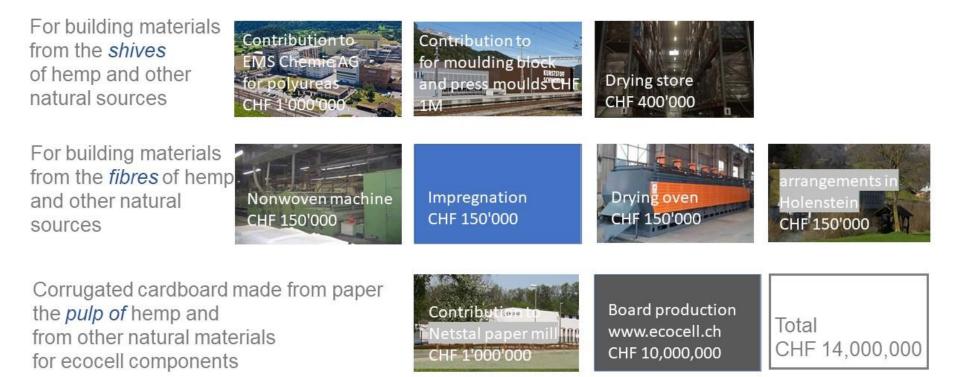
Recovery of the textile industry

From *mechanically* obtained fibers of hemp & other natural sources

From the *pulp* of hemp and other natural sources



3 building material lines for 3 raw materials



Installations for straw pulverization and for pulp production



Common funding pot to ensure general operations, R&D, marketing, promotion

CHF 5,000,000 for max. 8 years

Cost expectation, cost framework

Use

CHF 3'500'000 for 1-2 central warehouses

CHF 1'500'000 for the extraction of semi-finished products

CHF 8,000,000 to attract the textile industry

CHF 14,000,000 to attract the building materials industry

CHF 4'000'000 for the extraction of the **pulp industry**

CHF 5,000,000 Funding pot for operations, R&D, marketing

CHF 10,000,000 **Support pot** to ensure the success of various building refurbishments

Provision

Total CHF 40 millions of which: CHF 30 million as secured by mortgage loans (mortgages) on the transferred real estates. CHF 15 million as a loan guaranteed by BG Ost.

Full repayment of all loans within 8 years targeted.

Investment and operating plan 2022-2026

Autwand/Investitionen in CHF								Ertrag in CHF					1		
Verwendung	Q1/2022	Q2/2022	2. Sem 2022	2023	2024	2025	2026	Erzeugnisse	Q1/2022	Q2/2022	2. Sem 202	2023	2024	2025	2026
Produktionsaufnahme mit der Brechanlage für Baumaterialien	10'000							1) Schäben	3'000	3'000	6'000	36'000	60'000	120'000	240'000
Weitere Sicherung des Strohbrechers gegen Staub, Unfall, Schall		140'000						2) Isolationsmatten	75'000	75'000	150'000	900'000	1'500'000	3'000'000	6'000'000
Guillotine zum Einkürzen der Baumaterialfasern	30'000							3) Feine Langfasern		6'000		15'000	48'000	120'000	300'000
Krempelwolf zur weiteren Reinigung der Baumaterialfasern	50'000							4) Garne aus Langfaser			50'000	125'000	400'000	1'000'000	2'500'000
Vliesmaschine, Bad, Trockungsofen für Baumatten (im Holenstein)	600'000							5) Tuch, Segel, Seile			150'000	375'000	1'200'000	3'000'000	7'500'000
Häcksler zum Einkürzen der Hanfschäben	40'000							Arbeitskleidung/Schü	rzen		160'000	400'000	1'280'000	3'200'000	8'000'000
Sortiertrommel zum Reinigen und Sortieren der Hanfschäben	50'000							7) Zellstoff zum Verkauf				50'000	100'000	150'000	150'000
Lohnauftrag für textile Vliese aus 5 To. kurzer, sauberer Leinenfasern	15'000							8) Kunstgarne zum Verka	əuf			1'250'000	2'500'000	3'750'000	3'750'000
Lohn auftrag für Entwicklung eines natürlichen "Polyuraethans"	30'000							9) Bauplatten				6'000'000	11'000'000	17'000'000	23'000'000
Erntemaschine/n für Frucht und Stroh (2. Qualität für Baummaterial)			500'000					10) Granulate zum Verkau	ıf		1	100'000	200'000	300/000	300/000
Grosses Lager und Transporter für Stroh			400'000					11) Plastische Formteile				8'000'000	16'000'000	24'000'000	24'000'000
Schwungbrechanlage für Langfasem von Hanf, Flachs, Nesseln		280'000						12) Mode				20'000'000	40'000'000	60'000'000	60'000'000
Beitrag an Faserfärberei in der Ostschweiz		500'000						13) Engineering	100'000	100'000	200'000				
Spinnereivorbereitung (auf Areal von Weseta oder Daniel Jenny?)			1'500'000					14) Textiles Leinenvlies	100'000						
Spinnerei (auf Areal von Weseta oder Daniel Jenny?)			1'000'000					Total Ertrag	278'000	184'000	716'000	37'251'000	74'288'000	115'640'000	135'740'000
Anpassungen/Ergänzungen bei Textildruck Mitlödi			500'000												
Zuschnitt, AVOR, Versand für Nähereien einrichten (EG Holenstein)			500'000					Verarbeitete Mengen und Qualitäten des Hanfstrohs							
Nähateliers und Tuchmachereien im ganzen Tal errichten			1'000'000	1'000'000	1'000'000	1'000'000	1'000'000								
Zellstofffabrik auf noch unbekanntem Areal mit Kläranlage			3'000'000					2) die Hälfte der Gewichte aus 1)							
Neue Viscose-Spinnerei			3'000'000					3) aus 1/5 des Winterhanfs, 2022: 10 / 2023: 25 / 2024: 80 / 2025: 200 / 2026: 500 To / Jahr, CHF 6/kg							
Bauplattenwerk			10'000'000					4) aus 1/5 der Mengen w	rie in 3), Verka	aufspreis C	HF 50 /kg G	iarn			
Einkauf bei EMS Chemie für Granulatherstellung			1'000'000					5) aus 1/5 der Mengen wie in 3), Stoffgewicht 333g /m2, Verkaufspreis CHF 50/m2							
Beitrag an Kalkfabrik Netstal für Hanf-Mühlwerk (Hanf-Pulver/Talg)			1'000'000					 aus 1/5 der Mengen wie in 3), gleicher Stoff wie 5), Bedarf 1.5m2/Stück, Verkaufspreis CHF 80/Stück 						tück	
Beitrag an Papierfabrik Netstal für Hanfpapierlinie			1'000'000					7) aus 1/10 d. Hanfstroh	3. Qual., 2023:	1000 / 202	4: 2000/at	2025: 3000	To / Jahr, Au	sbeute 50%, E	rlös CHF 1/kg
Beitrag an Kunststoff Schwanden für Spritzgusslinie und Trocknung			1'400'000					 a) aus 1/20 (=5%) der Mengen wie in 7), Ausbeute 50%, Verkaufspreis CHF 50/kg Garn 							
Zentrale Lagerhäuser am Taleingang			1'750'000	1'750'000				9) aus 2/10 der Mengen wie in 7) gemäss Produktionsplan von ecocell.ch							
								10) aus 1/20 (=5%) der Me	ngen wie in 7), vermeng	gt mit gleid	nviel plastisc	her Matrix, H	lande Ispre is C	CHF 1/kg
Total Investitionen		920'000	27'550'000	2'750'000'	1'000'000	1'000'000	1'000'000	11) aus 2/10 der Mengen	wie in 7), mit 2	20x höhere	er Wertschö	opfungals nu	r Granulat, b	ei Kunststoff	Schwanden
							35'045'000								
Amortisation der Investitionen	0	0	0	3'000'000	4'000'000	5'000'000	6'000'000	in der Ertrags-Kalkulat					and the second se		
Betriebskosten (CHF 200'000/Jahr und Vollzeitstelle)	500'000	500'000	2'700'000	34'000'000	70'000'000	110'000'000	124'000'000								
Total Aufwand	500'000	500'000	2'700'000	37'000'000	74'000'000	115'000'000	130/000/000	14) aus den 5 Tonnen cott	onisierter Lei	nen plus gl	eichviel Fa	sern aus PE-	Recycling, 10	0g/m2, Erlös (CHF 1/m2
Total Ertrag	278'000	184'000	716'000	37'251'000	74'288'000	115'640'000	135'740'000								- 22
Gewinn	-222'000	-316'000	-1'984'000	251'000	288'000	640'000	5'740'000								
Vollzeitstellen	10	10	27	170	350	550	620								

Valley-wide development forecast

Additional pro- duction means	for construction materials guillotine carder Fleece prod	Fiber dying Spinnng, rope make Order preparation Sewing ateliers	Cellulose factory Viscose spinning mill Building boards fact. Store houses New production lines in current enterprises							•
Additional prod. sites	Shives cleaning Schwändi Holenstein	Grinding mill at Daniel Jenny? at Weseta? Cellulose factory at KFN Netstal?	Sewing workshops Cloths makers Shops							٠
additional products	Textile fleeces Insulation matts clean shives	Long fibres yarn, cloths	cellulose Sun sheds Work cloths, fashion ropes, constructive moduls, moulded art.							•
Total workplaces	10-14		25-30	150-180	330-370	ca. 500	ca. 600	_		*
Amount of debts	CHF 825'000	CHF 1'745'000	CHF 29'295'000	29'045'000	26'045'000	22'045'000	17'045'000	11 Mio.	5 Mio.	0
Addition economical power	ca. CHF 200'000	ca. CHF 200'000	ca. CHF 700'000	30 – 36 Mio.	60 – 75 Mio.	ca. 100 Mio.	ca. 120 Mio.	_		*
Number of reactivat sites, buildings, pre	1	1 - 3	2-4	15 - 18	30 - 40	ca. 50	ca. 60			
	Q1/2022	Q2/2022	2. Sem. 2022	2023	2024	2025	2026	2027	2028	2029







