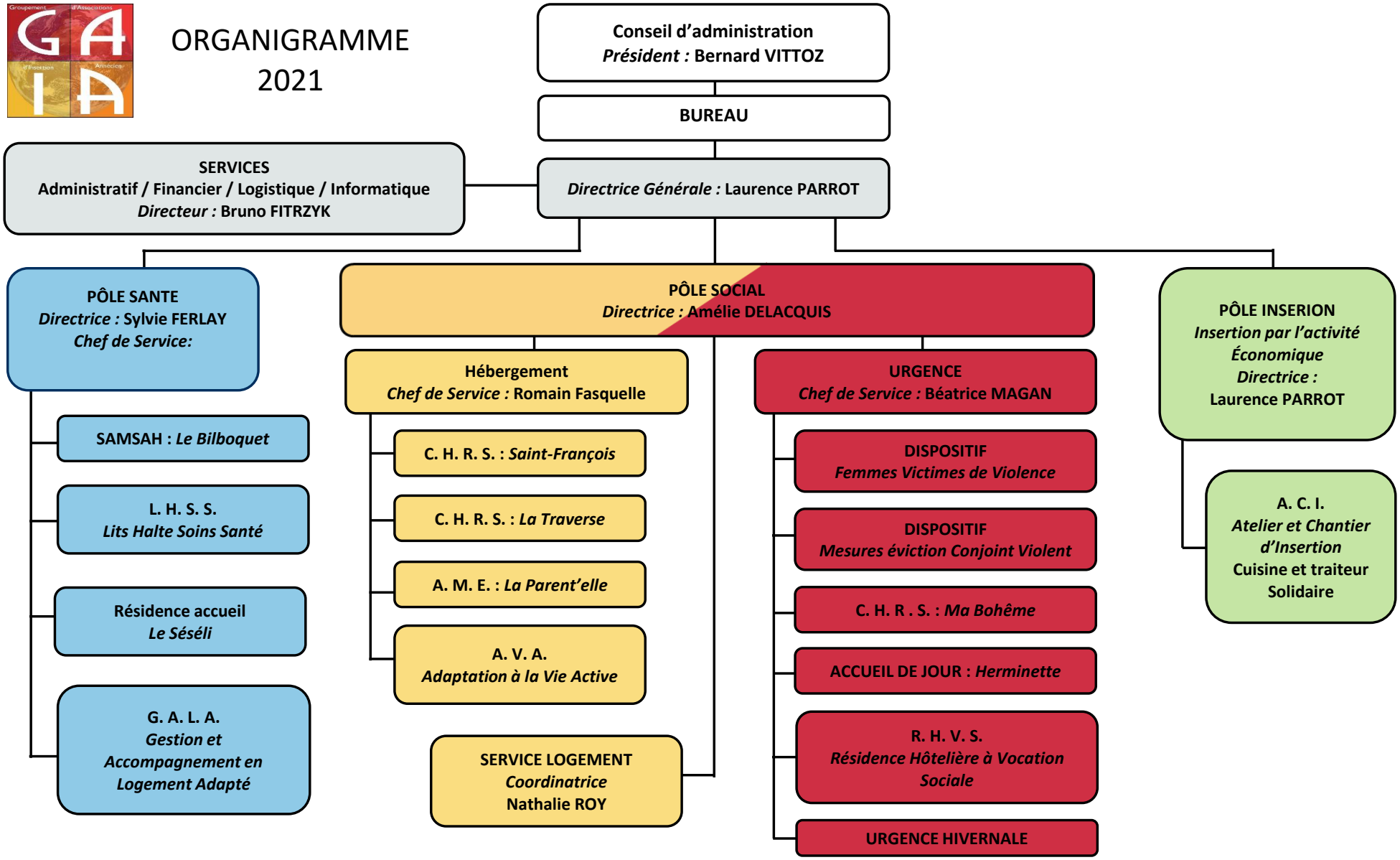ORGANIGRAMME 2021