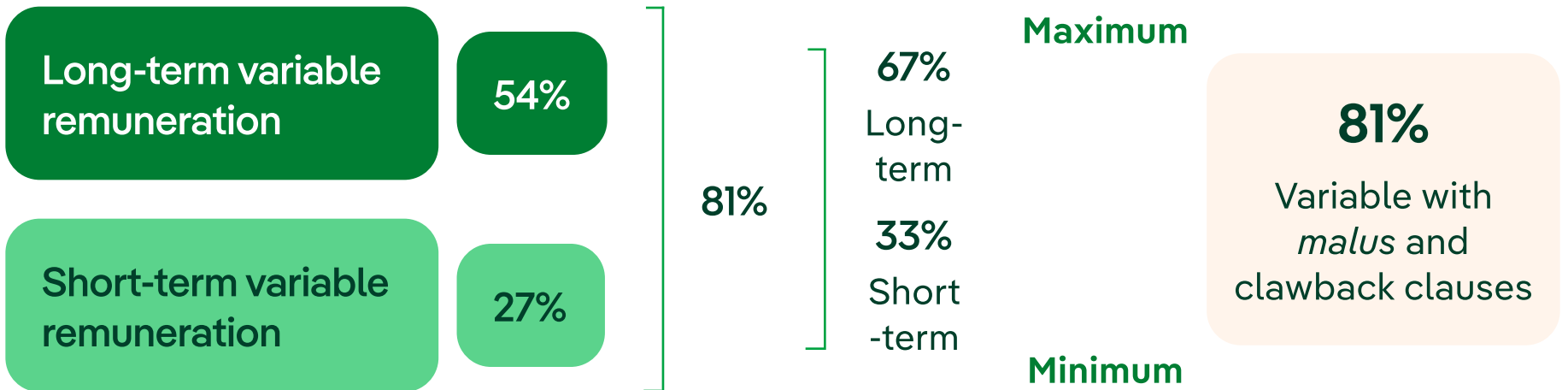


A remuneration mix designed to create value

Executive chairman



Chief executive officer

