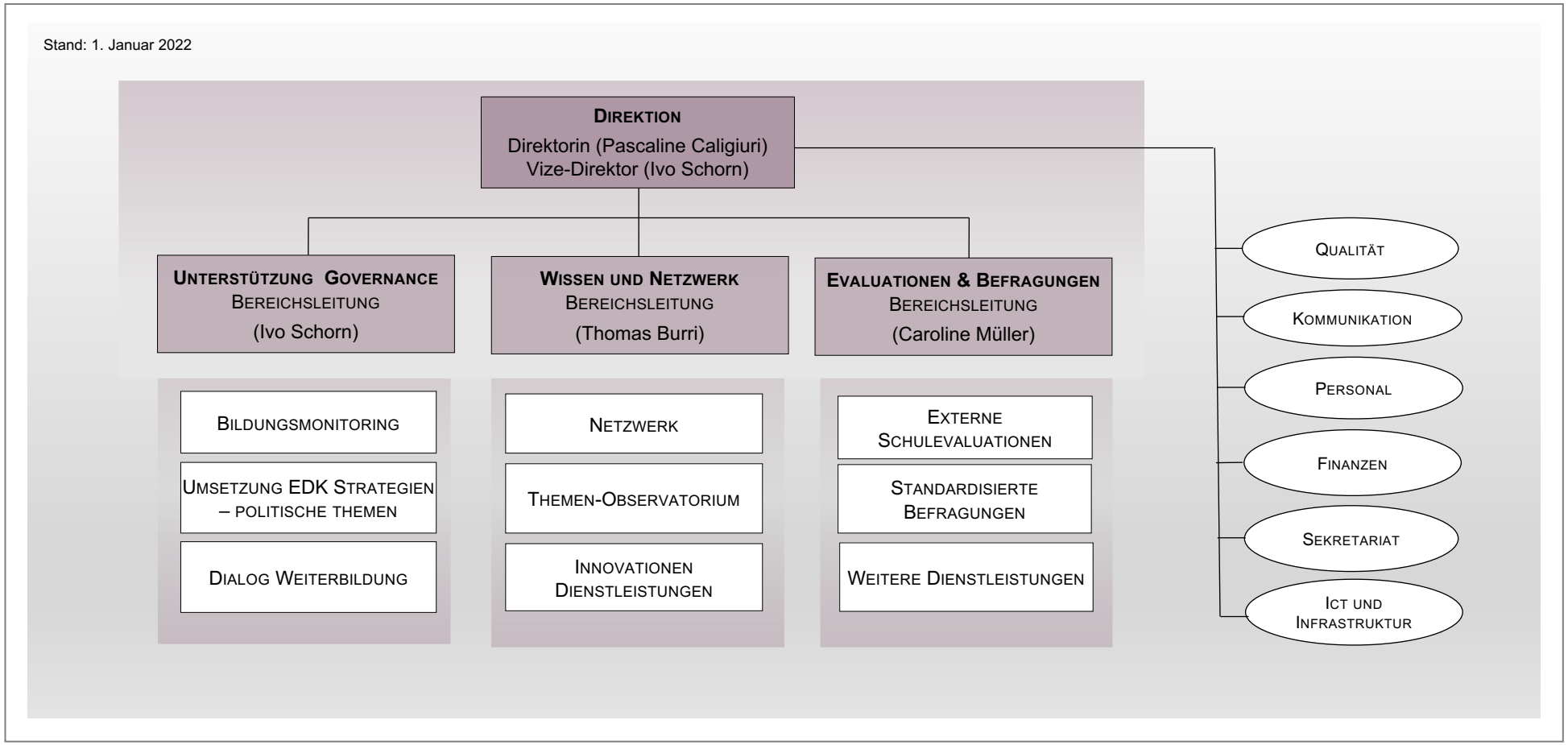Organigramm ZEM CES 2022