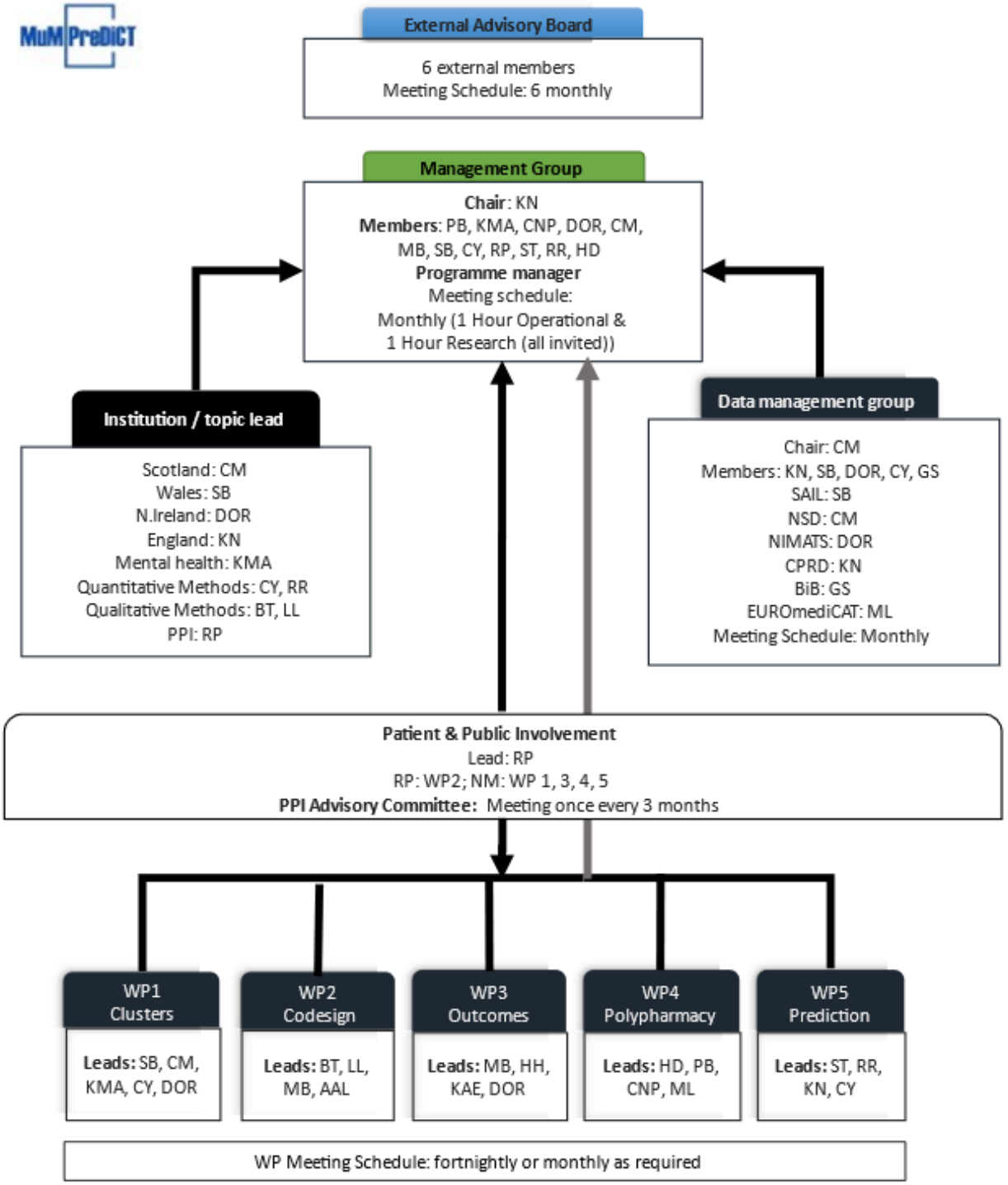Leadership and governance structure