



The [191] CEO, jointly with the [191] BoD are chosen by the [109] Shareholders to define the [113] Governance of the [100] Organization. Besides that, the BoD also ensures that [130] Compliance is met while establishing the framework and direction of [140] Risk Management. While overseen and directed by the BoD, [150] Management follows the established Governance and Risk Management framework when managing the [100] Organization and its employees. This managing is done according to the established [117] Corporate Culture, which should follow [118] Ethical Values.