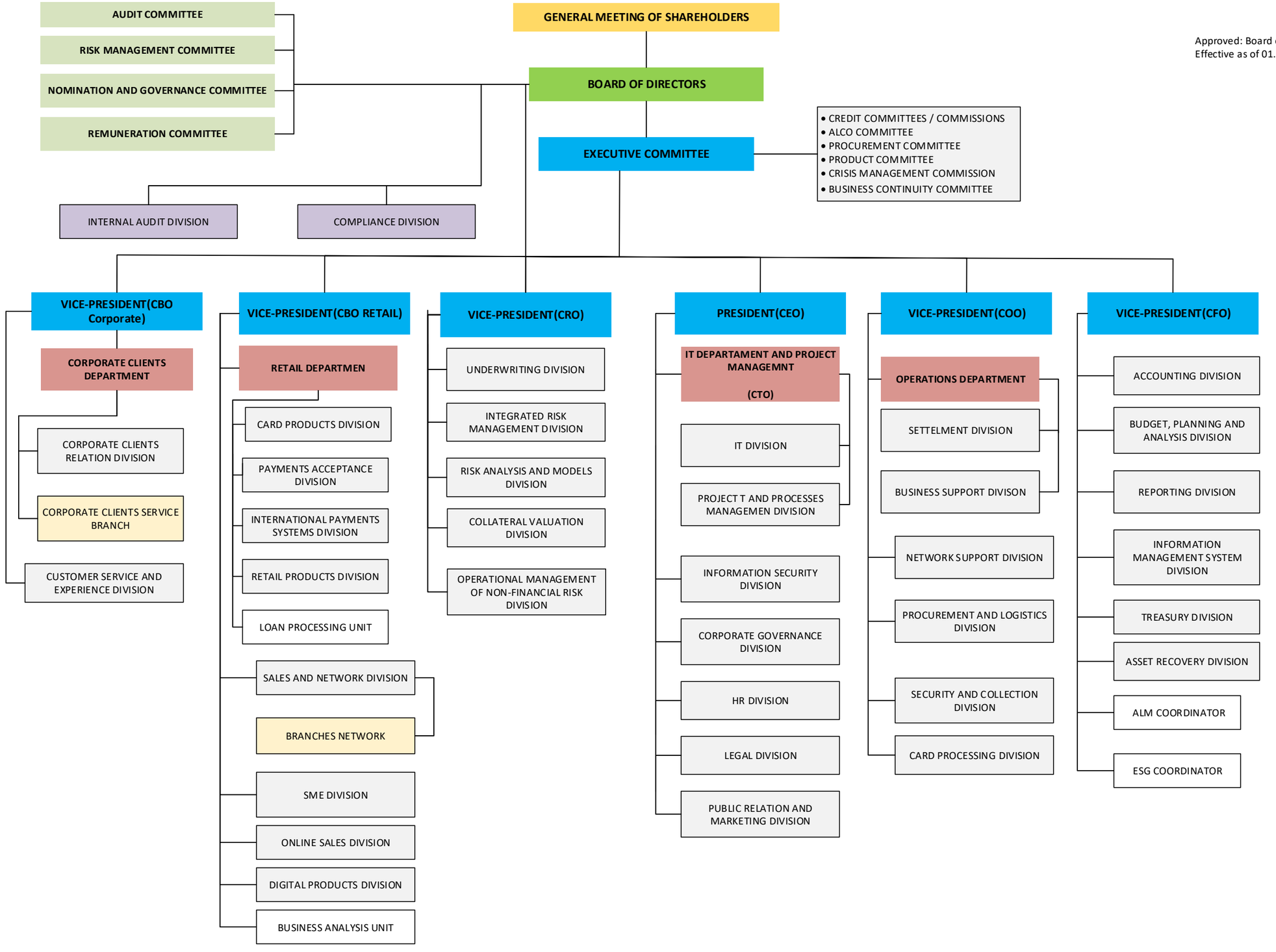Approved: Board of Directors on 26.12.25
Effective as of 01.01.2026