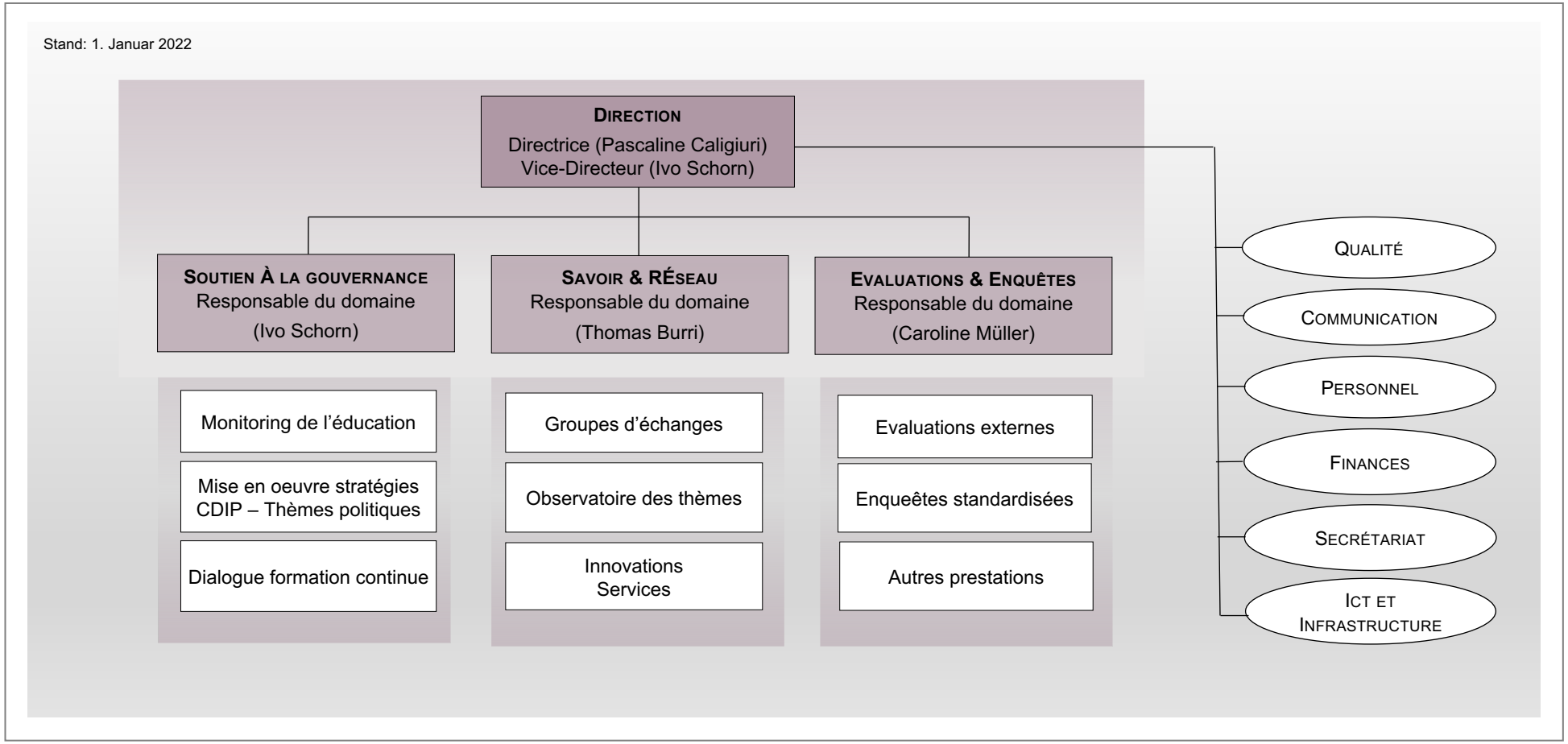Organigramme ZEM CES 2022