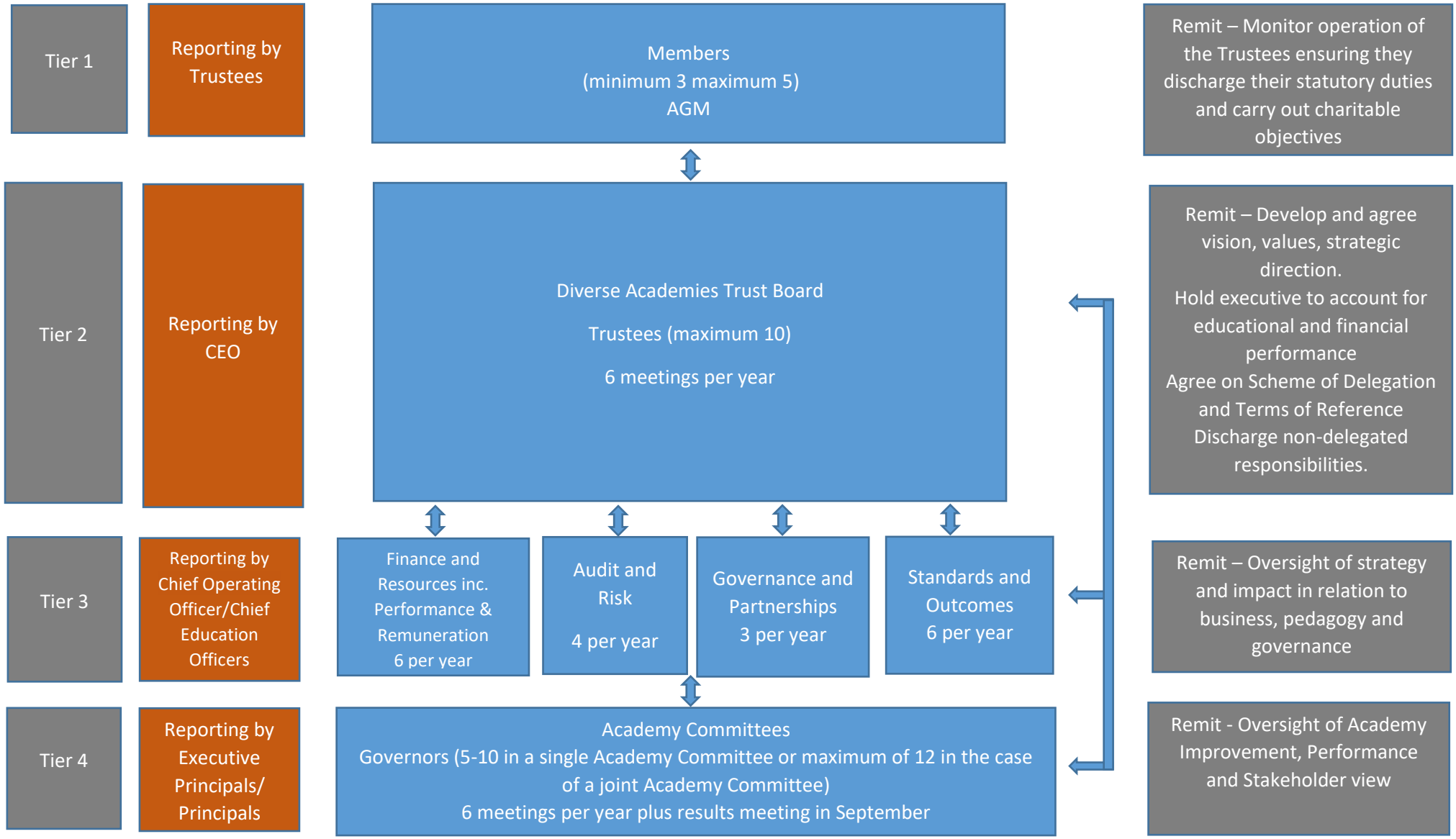3. Governance structure