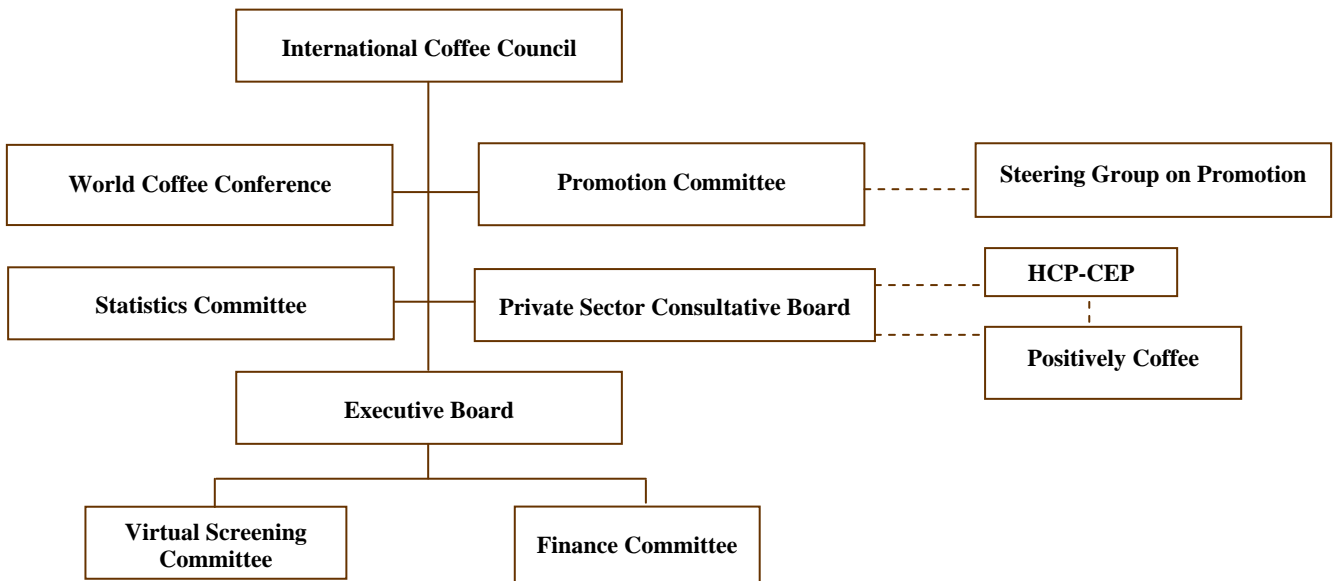


## ICO ORGANIZATIONAL STRUCTURE



## SECRETARIAT STRUCTURE

