

**Executive board:** overall responsibility for sustainability  
**Chief human resources officer (CHRO):**  
responsible executive board member

**CEO**



**Sustainability council<sup>a</sup>**

Steering and decision-making;  
Ensures close collaboration  
with the operating business

**CHRO**



**Sustainability circle**

Includes functions and units  
relevant to sustainability

<sup>a</sup> Since fall 2022, part of an extended executive board meeting.