

#### segunda-feira

#### 27/10/2025

#### 17:00

PALCO UNICO

#### Lecture I - Investments and the New Mineral Frontier in the Northeast Brazil

Summary: Lecture on emerging opportunities in the mineral sector celebrating the return of Exposibram 2025 to the Northeast of Brazil. Opening lecture on the investments that Brazil will receive in the coming years with a view to sustainability, innovation and strengthening social technologies.



Ana Sanches - President of Anglo American in Brazil and President of the Board of Directors of IBRAM

Painelista

# 17:15

PALCO UNICO

#### Talk Show I - The New Mineral Frontier of Northeast Brazil (Part I)

Summary: Part I - In the talk-show "The New Mineral Frontier of Northeast Brazil", we invited executives from the mining sector to discuss emerging opportunities in this sector, the role of responsible mining and socioenvironmental impacts, investments in technology and digitalization in mining, ESG (Environmental, Social and Governance) approaches as a competitive differentiator, as well as reflections on the future of mining and the role of leaders for the next few years. In addition to reflecting on the future of mining and the role of leaders for the next generations.



Ana Sanches - President of Anglo American in Brazil and President of the Board of Directors of IBRAM

Moderador(a)



Marcelo Silvestre - CEO

Painelista



Rodrigo Silva Magalhães -

Painelista



Sandro da Silva Magalhães -

Painelista



Wagner Mariano Sampaio - Regional President LATAM - RHI Magnesita Painelista



#### PALCO UNICO Talk Show I - The New Mineral Frontier of Northeast Brazil (Part II)

Summary: Part II - In the talk-show "The New Mineral Frontier of Northeast Brazil", we invited executives from the mining sector to discuss emerging opportunities in this sector, the role of responsible mining and socioenvironmental impacts, investments in technology and digitalization in mining, ESG (Environmental, Social and Governance) approaches as a competitive differentiator, as well as reflections on the future of mining and the role of leaders for the next few years. In addition to reflecting on the future of mining and the role of leaders for the next generations.



Patricia Procópio -

Moderador(a)



Eduardo de Come - Vice presidente da Ero

Painelista



Eduardo Jorge Ledsham -

Painelista



Silvano Andrade -

Painelista

**19:00** 

PALCO UNICO



#### 28/10/2025

#### terça-feira

09:00

# PALCO UNICO

#### TALK SHOW: The Role of Mining at COP 30

Summary: Two weeks before the start of the event in Belém, this panel brings a discussion on how mining can contribute with innovative and sustainable initiatives in the climate change debate, highlighting the sector's central role in industrial decarbonization and the global energy transition, as well as its potential as a driver for socio-environmental development and forest protection.



Raul Jungmann - CEO of IBRAM

Moderador(a)



Gustavo Pimenta -

Painelista

# 10:00

PALCO UNICO

#### Lecture II - Economic and Geopolitical Perspectives for Mining

Summary: Mining plays a strategic role in the global economy, influencing markets, national policies and international relations. A perspective on the geopolitics of mineral resources and how their relationship directly interferes with the economic relations of countries and companies.



Andréa Fuga -



PALCO UNICO



Ana Cristina Cabral -

Moderador(a)



Daniel dos Santos - Presidente da ALCOA Brasil e Vice-Presidente das Operações Painelista

Luciano Francisco Alves -Painelista



Ricardo Fonseca de Mendonça Lima -Painelista



Rodrigo Barbosa - CEO Aura Minerals Painelista



Ruben Fernandes -Painelista

12:00 PALCO UNICO



PALCO 1

#### Panel 1 – Diversity and Inclusion – The Cost of Exclusion: Creating Value through Diversity

Summary: The panel aims to foster reflection and demonstrate through data, studies, and real-world cases, how the lack of effective diversity, equity, and inclusion (DEI) policies can negatively impact business outcomes, undermining companies' competitive advantage in today's corporate landscape.



Caio Luiz Carneiro Magri -

Painelista



Carlos Alberto Hilário de Andrade -

Painelista



Vera Lúcia Silva -

Painelista

## 14:00 PALCO 2

#### Panel 2 - Zero Carbon Mining: Results Achieved and Next Steps for Decarbonizing the **Mining Sector**

Summary: The panel will present the results of the initial discovery phase of the "Zero Carbon Mining" project, a collaboration between the Mining Hub, IBRAM, the UK Government and 11 mining companies (Alcoa, Anglo American, CBMM, Gerdau, Hydro, Kinross, MRN, Mineração Usiminas, Nexa, Samarco and Vale) with the aim of accelerating the decarbonization of the Brazilian mining sector to Net Zero.



PALCO 3



Carla Lemos de Souza -

Moderador(a)

Pedro Aihara -

Painelista



14:00

PALCO 4

Summary: Contextualization of Brazil's political scenario and attraction of investments: the vision of the National Congress

#### 15:45

PALCO 2

#### Panel 6 - Energy Supply for Mining and Energy Efficiency

Summary: This panel will discuss the progress and challenges of energy generation and supply in Brazil for mining, in the light of the operational realities of the sector in terms of energy demand, including in remote regions with difficult access to electricity infrastructure. An overview of the Brazilian energy matrix will be presented, focusing on the sources used by the mining sector and the regulatory issues that impact energy supply. The main points of consumption in the different stages of mining, such as mining, processing and transportation, will also be discussed, highlighting opportunities for efficiency gains. Technological solutions and management strategies that can reduce energy consumption and costs will also be discussed, such as improving the culture of energy efficiency, automation and intelligent systems, as well as adopting standards such as ISO 50001.



Juliana de Moraes Marreco de Freitas -

Painelista



Ludmila Lopes Nascimento Brasil -



PALCO 3

# Panel 7 – The Innovation Journey for Mid-Sized Mining Companies: Paths and Possibilities

Summary: Innovating as a smaller mining company—with leaner structures and evolving pathways—requires more than just technology: it demands courage, creativity, and partnership. This panel opens space for an honest conversation about what it truly means to innovate outside the major decision-making hubs — with fewer resources, less visibility, but a strong sense of urgency and belonging. We will discuss the paths these companies are currently taking, the possibilities that can (or cannot) be leveraged, and the structures that need to be rethought for innovation to truly happen — without ready-made formulas. This session doesn't aim to offer final answers, but real provocations. After all, what are the limits and potentials of innovating from the edge?



Leandro L. Rossi - Executive Director at Mining Hub

Moderador(a)



Argeu Filho -

Painelista



Gilmar Vieira -

Painelista



Jayme Nicolato Corrêa -

Painelista



João Ricardo Massari Pereira - CFO - Bemisa Holding



PALCO 1

#### Panel 5 - Women in Mining Brazil | MINA Award

Summary: Measuring to evolve: Women in Mining Brasil (WIM Brasil) invites reflection at the launch of the 5th edition of the movement's indicators report. A constructive analysis of how to take a fresh perspective on the Brazilian mining sector by measuring and understanding female participation and their presence in companies. Every year since it was founded, WIM Brazil has published a compilation of the evolution and achievements of gender equality and its representation in the sector.



Karen Gatti -

Moderador(a)



Daniela Brites Queiroz -

Painelista



Patricia Procópio -



PALCO 4

#### Panel 8 - Mining Regulation and the Intersection with Agencies

Summary: The mining sector interacts with various regulatory agencies. In this panel, the Agencies are the leading commentators on their respective regulatory agendas and the intersection for the mineral sector.



Vinícius Resende Domingues -

Moderador(a)



Ana Carolina Argolo -

Painelista



Guilherme Theo Sampaio -

Painelista



Mauro Henrique Moreira Sousa - Director General of the National Mining Agency - ANM Painelista



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Paula Azevedo -

Painelista

17:15 PALCO UNICO



## quarta-feira

29/10/2025

09:00

PALCO UNICO



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**Rinaldo Mancin** - Director of Sustainability and Associative Affairs at IBRAM Moderador(a)



Andressa Duran -

Painelista



Franklin Veloso -

Painelista



Helder Santos -Painelista

10:00 PALCO UNICO



Gilsa Pacheco Monteiro -



PALCO UNICO

# Talk Show III - Risk Management and Process Safety in the Minerals Sector: New Approaches and Guidelines

Summary: "Risk management in mining is undergoing a period of reassessment and strengthening, driven by increasingly complex social, regulatory and operational demands. The search for greater process security, organizational resilience and sustainability requires the sector to adopt a new mentality and align itself with modern, integrated risk management guidelines. This panel proposes a strategic reflection on the current challenges and new approaches to dealing with operational, environmental and safety risks. The program includes an introduction to the sector context, followed by a debate with mining leaders on their practical experiences. The contributions of emerging technologies - such as artificial intelligence and automation - to improving incident prevention and response strategies will also be discussed. In addition, executives from other sectors will share successful practices in process safety that can inspire advances in the mining sector."

Sabrina Magalhães Macedo - Process Safety Senior Manager | USIMINAS



Wagner de Brito Barbosa -

Moderador(a)

Painelista



Rafael Jabur Bittar -

12:00 PALCO UNICO



PALCO 2

#### Panel 10 - Brazil's Potential for Critical and Strategic Minerals

Summary: "Brazil's potential for critical and strategic minerals has emerged as a central axis for sustainable development and global mineral security, in the face of growing demands for resources that are essential for energy transition and technological innovation. This panel proposes a strategic reflection on the country's geological opportunities - lithium, niobium, copper, nickel, uranium and rare earths, for example - combined with the socio-environmental and regulatory challenges surrounding their exploitation. The panel proposes a discussion on the need to integrate agendas such as ESG, efficient governance and innovation in the value chain, transforming natural wealth into products with a high economic impact. Simultaneously, public policies and international cooperation capable of positioning Brazil as a global player must be addressed, without neglecting dialogues with communities and ecological balance. Based on national cases and guidelines such as the National Mining Plan 2050, the debate aims to generate practical recommendations for overcoming bottlenecks and consolidating mining in line with the principles of sustainability, competitiveness and social inclusion. "



Henrique Carballal - President of the Bahia Mineral Research Company (CBPM).

Moderador(a)



Alfredo Santana -

Painelista



Brian Leeners -

Painelista



#### Emerson das Neves Souza -



PALCO 3

#### Panel 11 - ESG development and training in the mineral sector production chain

Summary: On the panel, topics such as the integration of sustainability practices, waste management, circular economy, RD&I, community relations and capacity building in the mineral sector's production chain can result in improved operational performance and good business.



Rosane Gomes Santos -

Moderador(a)



Helena Nonka -

Painelista



Juliana Ferreira Borges -

Painelista



Juliana Junqueira de Souza Drumond -

Painelista



**Rafael T Juk Benke** - Rafael é o CEO e fundador da Proactiva Results. Executivo com mais de duas décadas de atuação internacional. Liderança na comunidade de sustentabilidade da mineração.



PALCO 4

#### Panel 12 - Mental Health: Initiatives in the Mining Sector to Promote Workers' Psychological and Emotional Well-being

Summary: The number of leaves of absence due to mental disorders in Brazil has been increasing annually, prompting discussions across various sectors about the influence of workplace dynamics on this scenario. According to data released by the Ministry of Social Security, the number of benefits granted by the INSS related to mental health issues has risen by 38% in recent years. Additionally, the Occupational Health and Safety Observatory reported in 2021 that mental disorders ranked as the third leading cause of occupational leave in the country. According to the World Health Organization (WHO), mental health can be defined as a state of wellbeing in which individuals realize their own abilities, can cope with the normal stresses of life, work productively, and contribute to their community. Mental health is influenced not only by individual factors but also by social. environmental, and economic aspects. Work is a key part of the social context, providing individuals with a sense of purpose, achievement, motivation, and belonging. Thus, mental health in the workplace can be understood as the psychological well-being of employees in a professional context, including aspects such as resilience, job satisfaction, and fulfillment. This concept goes beyond the absence of mental illness, addressing the management of psychosocial risks, burnout prevention, and the promotion of a healthy organizational culture, mainly grounded in principles and concepts of Psychological Safety. Therefore, the work environment can often be a determining factor in mental illness—but it can also be part of the solution when there is a commitment to preventing, identifying, and addressing psychosocial risk factors in the workplace. Research and evidence show that mentally healthy workers tend to be more productive, engaged, and creative. By managing psychosocial risks, organizations reduce absenteeism, lower turnover rates, minimize labor and social security issues, and significantly enhance their reputation-making them more attractive as employers. However, the success of any initiative to mitigate psychosocial risks will depend on a paradigm shift: recognizing that mental health is not a secondary issue but a fundamental component of business sustainability. This requires the engagement of top management, the involvement of multidisciplinary teams, and the active participation of the workers themselves. This panel proposes a technical and practical reflection on how taking care of the mental health of all workers in an organization-including those in leadership and management positions-contributes to building safer, healthier, and more productive workplaces. Based on three thematic pillars-psychological safety, mental health, and support in cases of addiction, alcohol, and other dependencies-real-world experiences will be presented to demonstrate how caring for people positively impacts organizational performance across all dimensions of total quality.



Hebson Nery -

Moderador(a)



Fernando Moraes de Araújo -

Painelista



Paulo Ayres Muselli de Mendonça -

Painelista



Victor Colodetti Caus -



PALCO 1

# Panel 9 - Tools and strategies to strengthen municipal capacity in disaster prevention and response: PROX (Crisis and Disaster Response Protocol) and the National Civil Protection and Defense Plan

Summary: SDG 11 seeks to make cities and human settlements inclusive, safe, resilient and sustainable. Within this goal, the resilience of cities is directly linked to civil defense, which works to prevent, prepare for, respond to and recover from natural or man-made disasters. Knowing that Brazilian municipalities have different levels of preparedness and capacity to respond to disasters, this panel will discuss the importance of strengthening municipal management in the face of the challenges posed by natural and technological disasters, especially in a scenario of climate change and accelerated urbanization. We will discuss tools such as PROX (Crisis and Disaster Response Protocol) and the National Civil Protection and Defense Plan, and how these instruments can contribute to building more structured municipalities that are prepared to prevent, prepare for and respond to adverse events.



Alice Castilho - Director of Hydrology and Territorial Management / Hydrologist Engineer - Geological Survey of Brazil

Moderador(a)



Alexandra Cruz Passuello -

Painelista



Aline Leite Nunes -

Painelista



#### Heber Santana -

Painelista



Mardell Alves -

Painelista



Rafael Pereira Machado -



PALCO 1

#### Panel 13 - Consolidating Global Mining Standards

Summary: The Panel aims to broaden knowledge regarding the adoption of global mining standards, especially the Consolidation of Mining Standards Initiative (CSMI), which aims to promote the simplification of standards and set high standards for responsible mining and drive continuous improvement across the minerals industry (CSMI), seeking to streamline standards, as well as maintaining high-quality benchmarks for responsible mining and driving continuous improvement throughout the minerals industry.



Cláudia Salles -

Moderador(a)



Flávio Moraes da Mota -

Painelista



Pedro Ramos - acting Head of NOJV Samarco, BHP Brasil

Painelista



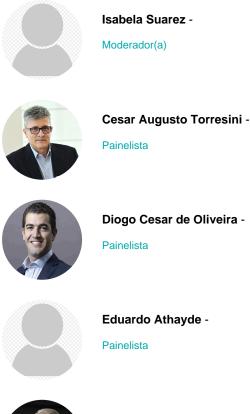
Rohitesh Dhawan - CEO of the International Mining and Metals Council - ICMM Painelista



PALCO 2

#### Panel 14 - Sustainable and Inclusive Mining - The Road to Development

Summary: "Sustainable and inclusive mining is a fundamental pillar for economic and social development, guaranteeing the responsible exploitation of mineral resources in harmony with the environment and the communities involved. The main aim of this panel is to bring society and the mining sector closer together, highlighting how mining is present in people's daily lives and its essential role in life. The debate will address how innovative practices - which incorporate technology, ESG, circular economy and social participation - can transform mining into a more sustainable activity that is integrated with society's needs. The discussions will address topics such as environmental, social, and corporate governance (ESG), the promotion of local production chains, the inclusion of traditional populations, and the adoption of public policies that encourage socio-environmental responsibility."



Marcelo Silvestre - CEO



PALCO 3

#### Panel 15 - Business Ethics and Compliance

Summary: International guidelines, integrity strategies, practical experiences and the role of governance in building an ethical and sustainable corporate culture will be discussed. Debate on Business Ethics and Compliance and the tools to ensure transparency and the positive impacts of compliance on ethical relationships with stakeholders. A perspective on the growing demands from society and governments for transparency and accountability in regulated sector businesses



Patricia Muricy Burridge -

Moderador(a)



Camila Gualda Sampaio Araujo -

Painelista



#### Camilla Reis -

Painelista



Emir Calluf Filho - President BHP Brasil

Painelista



Miguel Castro -



at Kinross, ESG Coordinator for Mining at IBRAM

#### 15:45

PALCO 4

#### Panel 16 - Social Progress in Mining Municipalities

Summary: How can we assess the quality of life of the population in Brazil in a multidimensional way? The Mineral Sector launches the Social Progress Index for Mining in partnership with IPS Brasil. The Social Progress Index (IPS in portuguese) assesses whether people have what it takes to prosper, going beyond traditional metrics and economic paradigms, and allows comparing municipalities, states and regions.

Ana Maria Ferreira da Cunha - Director of Government Relations and Social Responsibility



Moderador(a)



Beto Verissimo -

Painelista



Guido Roberto Campos Germani -

Painelista



Vitor Libânio -

Painelista

**17:00** PALCO 1



Cláudia Salles -

Moderador(a)



Paulino da Silva Marinho - Coordenador - Geral de Desenvolvimento Socioambiental na Mineração Secretaria Nacional de Geologia e Mineração / MME



PALCO UNICO Closing Remarks



Rohitesh Dhawan - CEO of the International Mining and Metals Council - ICMM



#### quinta-feira

# 30/10/2025

#### 09:00

PALCO UNICO

#### Critical and Strategic Minerals: A passport to the future

Summary: Presentation of the 2nd study "Critical and Strategic Minerals" by IBRAM and CETEM, covering 18 mineral typologies and their technological routes in Brazil.



#### Lúcia Helena Xavier -

Painelista



Luciana Contador - PCI Researcher at the Mineral Technology Center

Painelista

#### 09:30

PALCO UNICO

#### Brazil's role in the Global Critical and Strategic Minerals Agenda

Summary: Presentation of the CEBRI study and its partners on "Brazil's role in the Global Critical and Strategic Minerals Agenda". With the aim of understanding how the energy transition in Brazil, from 2025 to 2050, may impact the demand for critical and strategic materials. Identify the most promising technological routes for mitigating Greenhouse Gases, quantify the demand for energy converters according to the scenarios and preliminarily identify the technological families associated with the economy's decarbonization routes.



Rafaela Guedes -

Painelista

## 09:50 PALCO UNICO

#### Lecture Raw Materials Policy: a perspective from the European Union

Summary: Lecture Raw materials and energy-intensive industries



Joan Canton - European Commission



#### PALCO UNICO

#### Lecture IV - Critical and Strategic Minerals - Opportunities and Investments

Summary: Lecture on the opportunities of critical and strategic minerals with the agenda of sustainable practices, energy transition, climate change and the opportunities according to a study conducted for the United States government.



## 10:30

#### PALCO UNICO

#### Talk Show IV - Critical and Strategic Minerals - Opportunities for COP30

Summary: In this panel, we will discuss how companies can identify the opportunities of critical and strategic minerals with the agenda of sustainable practices, energy transition, climate change and the opportunities of COP 30, to be held in Belém-PA in November.



#### Ediney Maia Drummond -

Moderador(a)



Eduardo Machado Orban -

Painelista



Emily Olson - Chief Sustainability & Corporate Affairs Officer - Vale Base Metals Painelista



Mark Travers - CEO Brazilian Nickel / Paui Niquel Metais S/A

Painelista



Milson Mundim Filho -

Painelista

# 12:00 PALCO UNICO



PALCO 1

#### Panel 17 - Incentives and Financing Mechanisms for Mining Projects in Brazil

Summary: What project financing options are available to Brazilian entrepreneurs in the market, and what solutions/models practiced in other countries could be replicated in Brazil?



José Luis Pinho Leite Gordon -

Moderador(a)



Enrique Martinez-Galán -Painelista



Guillaume Legare -

Painelista



Marina Dalla Costa -

Painelista



Mauro Barros -



PALCO 3

#### Panel 18 - Economic Geology and Mineral Research

Summary: We are seeing a trend towards increased investment in the development of mineral research, expansion and new projects in the sector. The main reasons driving this increase are based on global environmental and geopolitical issues, which are at the core of the debates and guidelines that countries are trying to establish for the future, in the short, medium and long term. The geopolitical aspects involving the main producers, and the holders of these resources and of knowledge and technologies, have motivated the race for investments and strategic policies. In this panel we will discuss Brazilian economic geology with a focus on the main mineral deposits and provinces with the potential to supply the growing demand for elements such as lithium, nickel, cobalt, rare earths, copper and graphite. The panel will also address the specific challenges of mineral research in the country, regulatory and environmental bottlenecks, as well as opportunities for innovation, investment and Brazil's leading role in the new green economy.



**Rodrigo Martins -**

Moderador(a)



Bernardo Horta de Cerqueira Viana -

Glaucia Cuchierato -

Painelista

Painelista



João Luiz Nogueira de Carvalho -



PALCO 3

#### Panel 19 - How climate change and extreme events will shape Brazil's future

Summary: Impacts of climate change and extreme events on Brazil's infrastructure, industry, energy matrix and society. Risks, public policies and the role of the productive sector in the transition to a resilient, low-carbon economy will be discussed.



Davi Bomtempo -

Moderador(a)



Anderson Baranov -

Painelista



Clarissa de Araújo Lins -

Painelista



René Muga Escobar -

Painelista



Thais Ferraz -



PALCO 4

#### Panel 20 - Economic diversification and local content in mining territories

Summary: The panel aims to discuss ways to strengthen the local economy in mining regions. Public policies, innovation in municipal management, partnerships and strategies to reduce dependence on mineral activity and promote long-term sustainable development will be discussed.



Sergio Andrade -

Moderador(a)



Adriano Marcio Soares -

Painelista



Barbara Godoi Gontijo -

Painelista



Carolina Sampaio Batista -

Painelista



Josemira Gadelha - Prefeita de Canaã dos Carajásás

Painelista



Marco Antônio Lage -

Painelista

**15:15** PALCO 3



Caio Mário Trivellato Seabra Filho -



PALCO 1

# Panel 21 - The role of regional Geology in developing the activity and attracting investment

Summary: An overview of the regional geological landscape and the mineral potential of the states as a way of attracting investment.



Luiz Antonio Vessani - Presidente EDEM Mineração

Moderador(a)



Carlos Borel -

Painelista



Francisco Valdir Silveira -Painelista



João Paulo Braga -

Painelista



Lina Ester Barbosa Ribeiro -Painelista

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15:45 PALCO 2



Ottavio Raul Domenico Riberti Carmignano -



PALCO 3

# Panel 23 - How the mining sector should prepare for the climate change scenario and launch of the Green Paper on Climate Adaptation in the Mining Sector

Summary: Impacts of climate change on mining and strategies for adaptation, mitigation and transition to a lowcarbon economy. The focus will be on physical risks, climate regulation, technological innovation and strategic sector planning.



Juliana Borges de Lima Falcão - CNI Industry Climate Network Coordinator - National Industry Confederation

Moderador(a)



Cristiano Corrêa Weber -

Painelista



Julevania Alves Olegário -

Painelista



**Rinaldo Mancin** - Director of Sustainability and Associative Affairs at IBRAM Painelista



#### Vivian Mac Knight -



PALCO 4

#### Panel 24 - Enhancing the circularity of the mineral sector: from waste to input

Summary: The panel will bring together stakeholders from mineral sector value chains to discuss how materials can be produced and reused to meet society's needs in a sustainable way. Experts from civil society, academia and the private sector will lead an open discussion on how to conduct the mining of the future with lower environmental impact and a reduced carbon footprint. The central theme of this panel is how to transform mining waste into a solution, rather than a problem, and think about waste, both mining and non-mining, as raw material for new products.



Lúcia Helena Xavier -

Moderador(a)



**Agnaldo Kenji Fuzimo Martins** - Technical Manager of Sustainability and Radiation Protection

Painelista



David Noronha -

Painelista



Fernando Bernardes -

Painelista



Marcos Lewin -



PALCO 2



Moderador(a)



Antonio Josino Meirelles Neto -

Painelista



Deise Dalla Nora -

Painelista



Eder Martins -

Painelista



**Gustavo Bastide Horbach** - Engineer with post-graduation studies in Business Management and Project Management. Project Management Institute (PMI) member since 1996, with large experience on implementing medium and large projects (Petrochemical, Oil & Gas, Pulp, Mining, Energy Industries, EPCs, EPCMs), on managing CapEx Programs & Portfolios – including the best practices recommended by PMI and IPA as well as high performance on Safety and Health – and on managing/running Operations/Maintenance on Intensive Capital Industries. Strong negotiation performance on contractors management, internal stakeholders and clients relationship. Result driven with effective interpersonal skills and organizational abilities. Experienced on managing multi-disciplinary Operations and Projects, working within matrix structures, remote teams and overseas stakeholders. Roles: Senior Project Director, CapEx Director, COO – Chief Operations Officer, CEO - Chief Executive Officer

