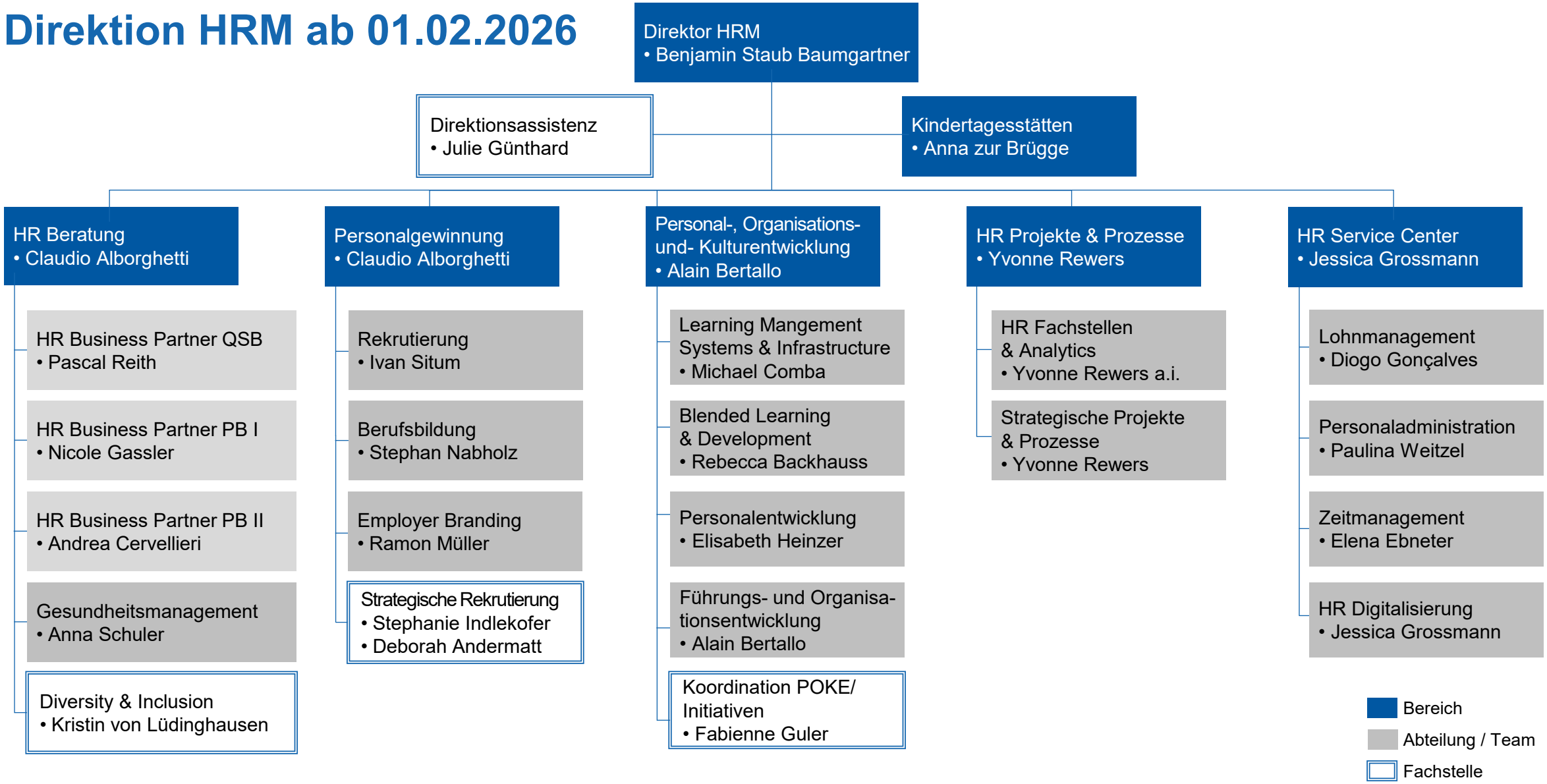Direktion HRM ab 01.02.2026