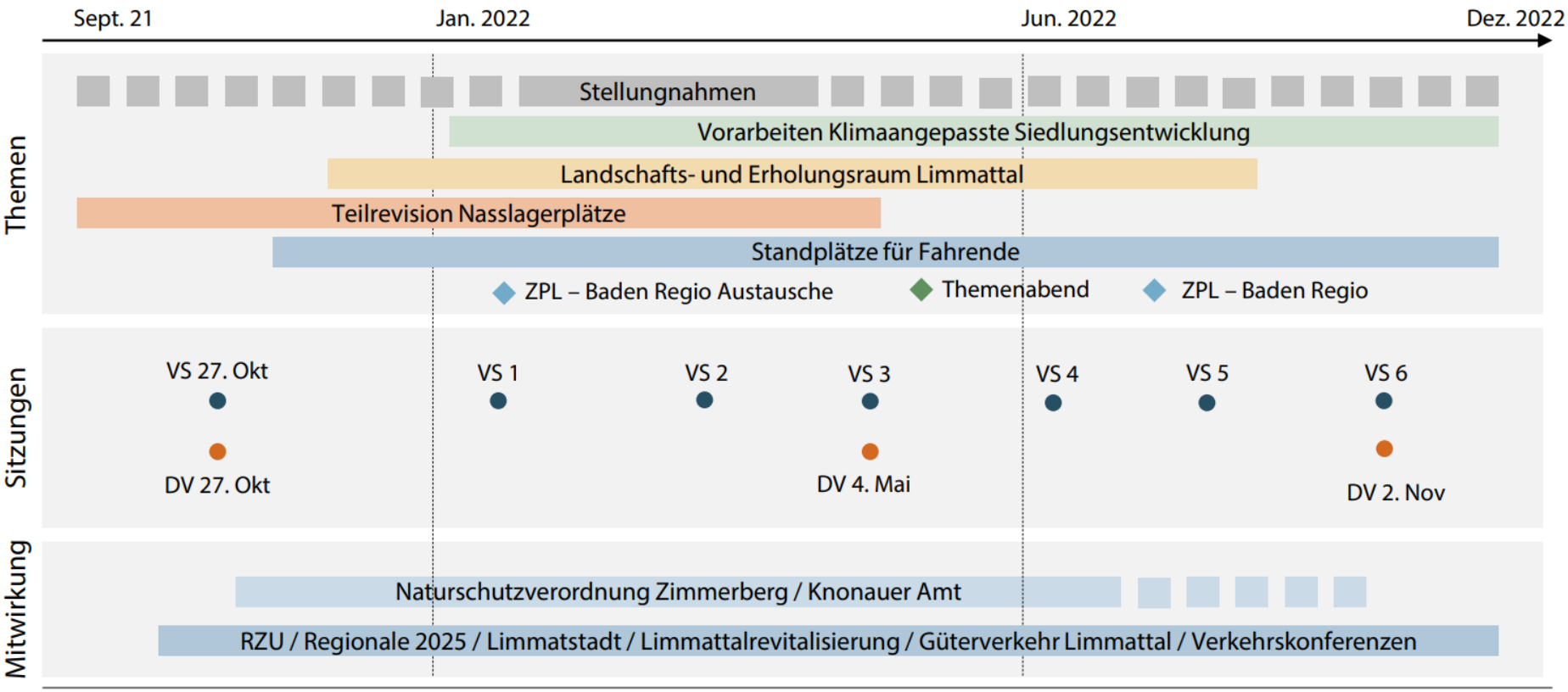Arbeitsprogramm 2022