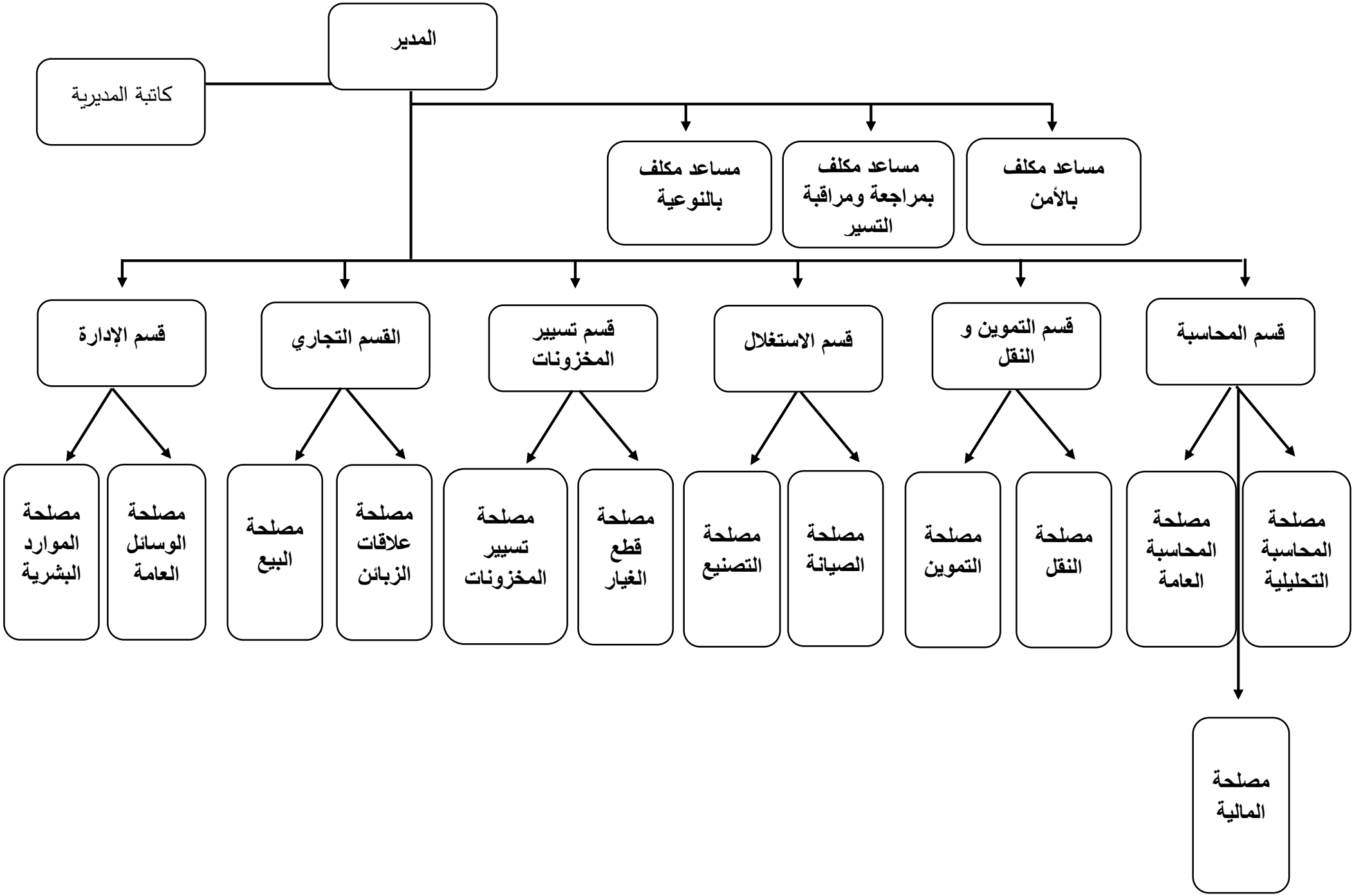الهيكل التنظيمي للمؤسسة