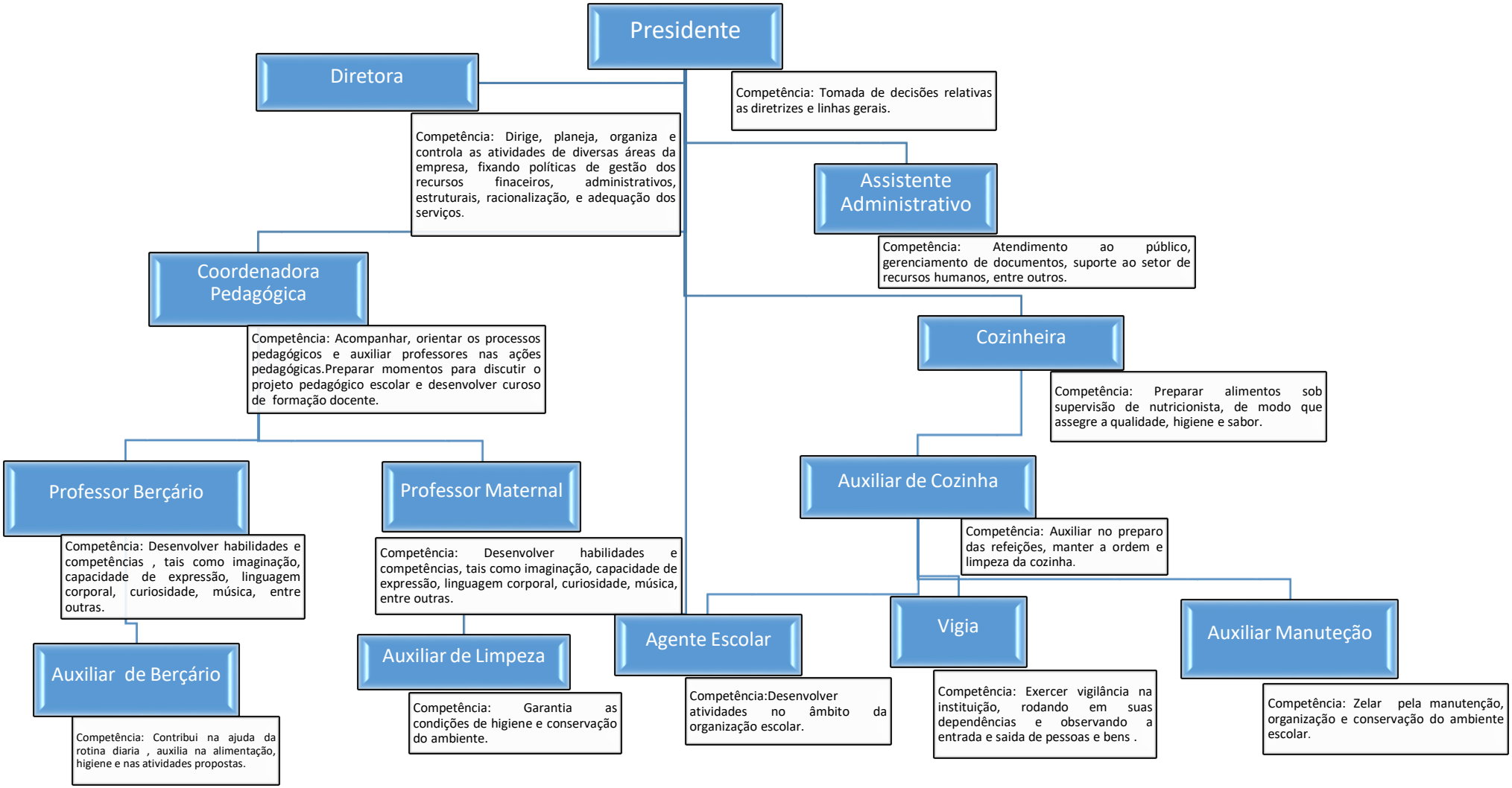Organograma -2023