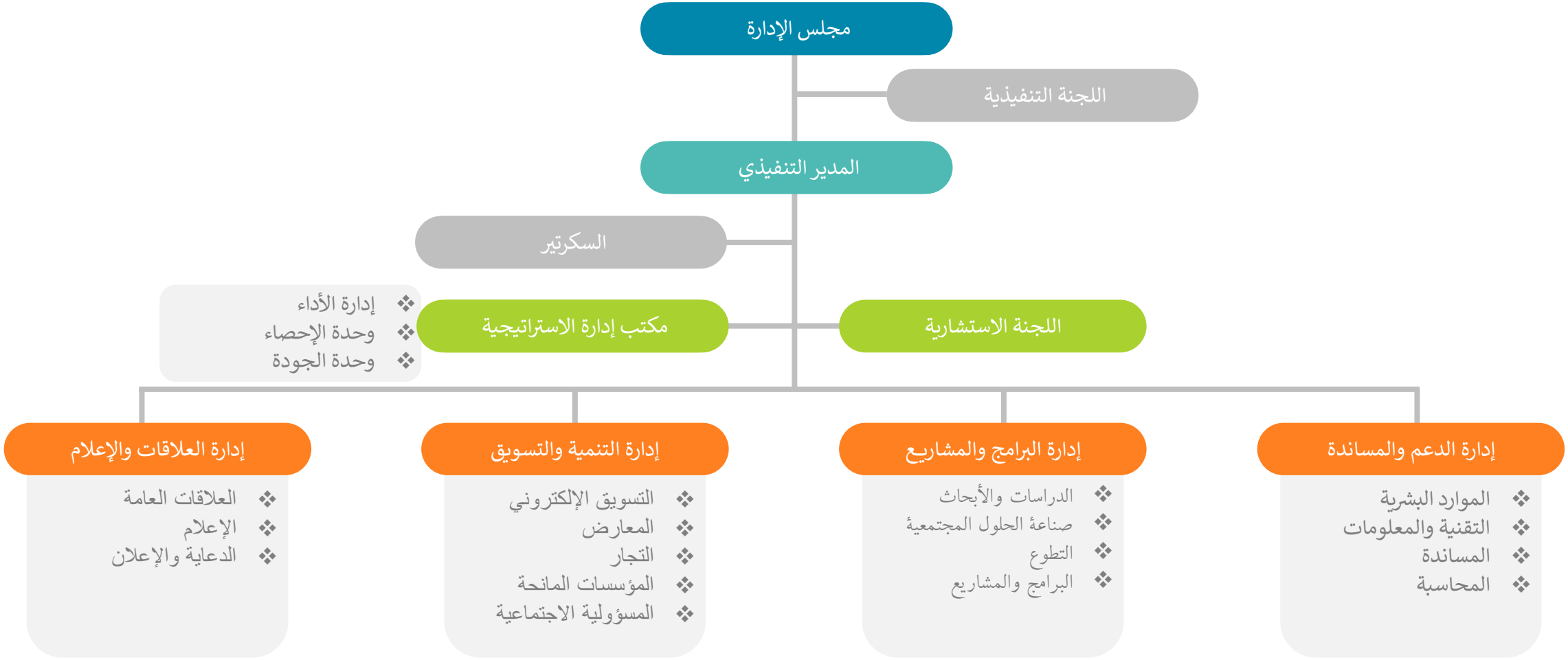الهيكل التنظيمي ٢٠٢٣م