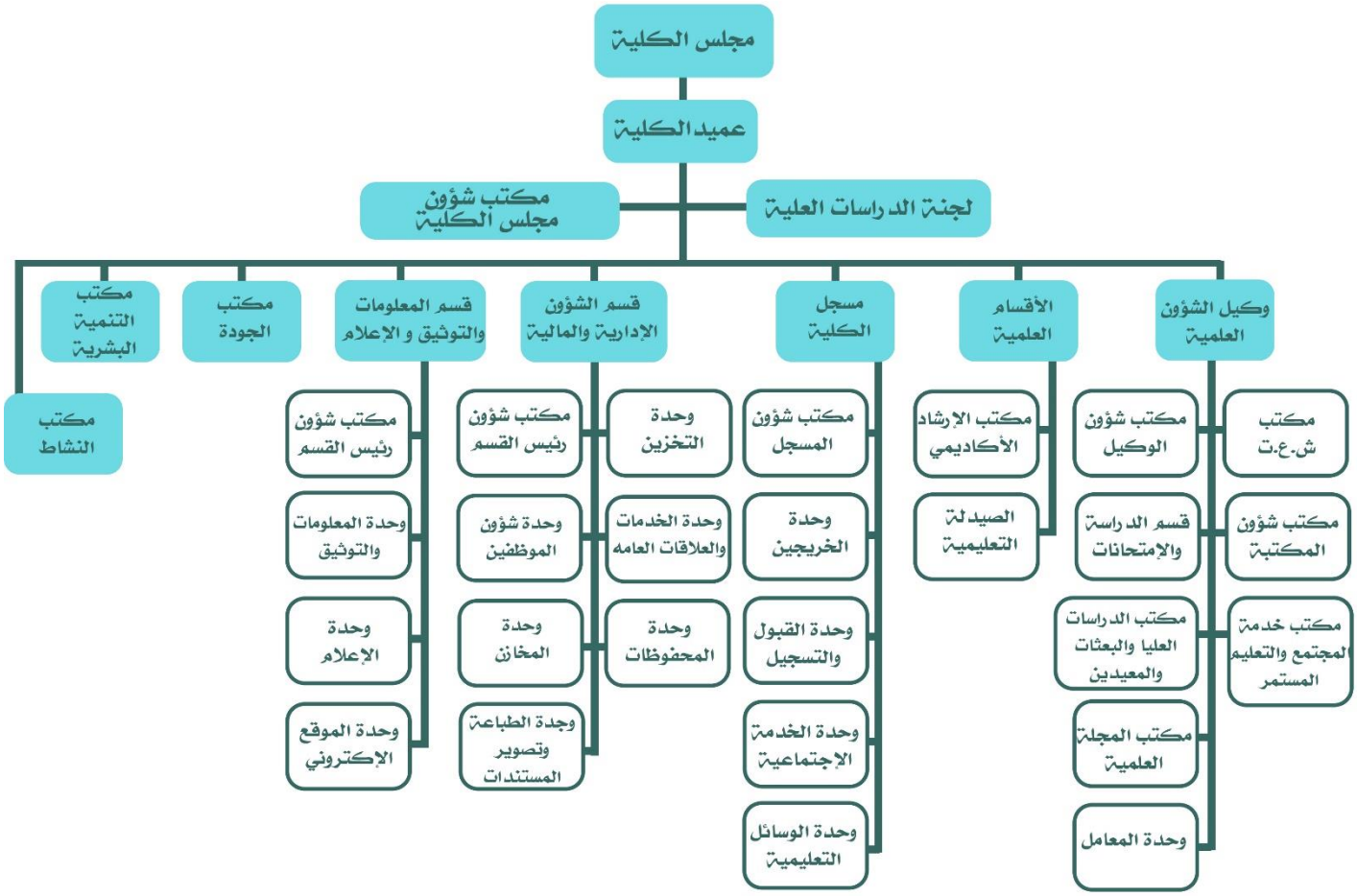1.2.1 الهيكل التنظيمي: