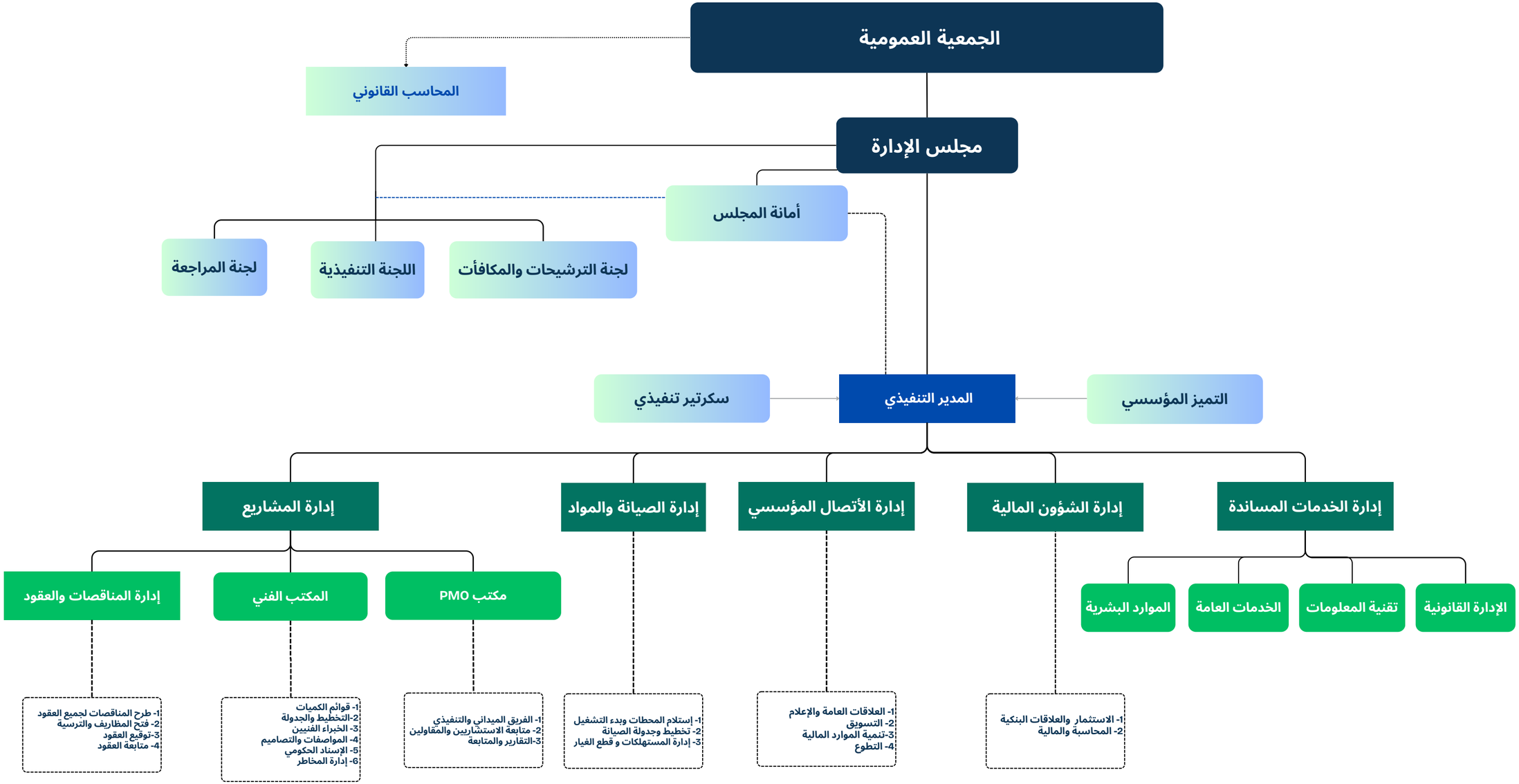الهيكل التنظيمي 2025