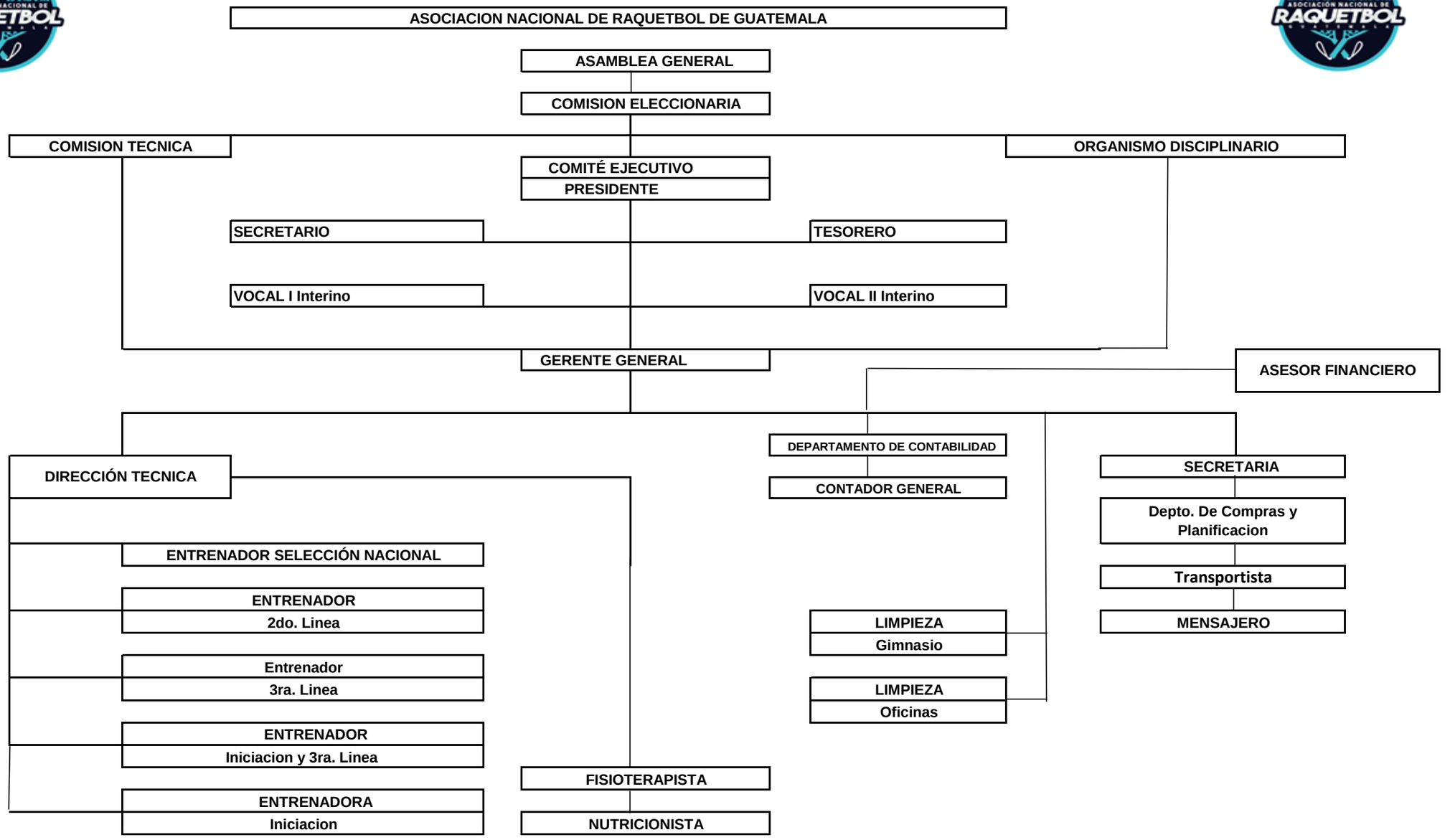ORGANIGRAMA 2023