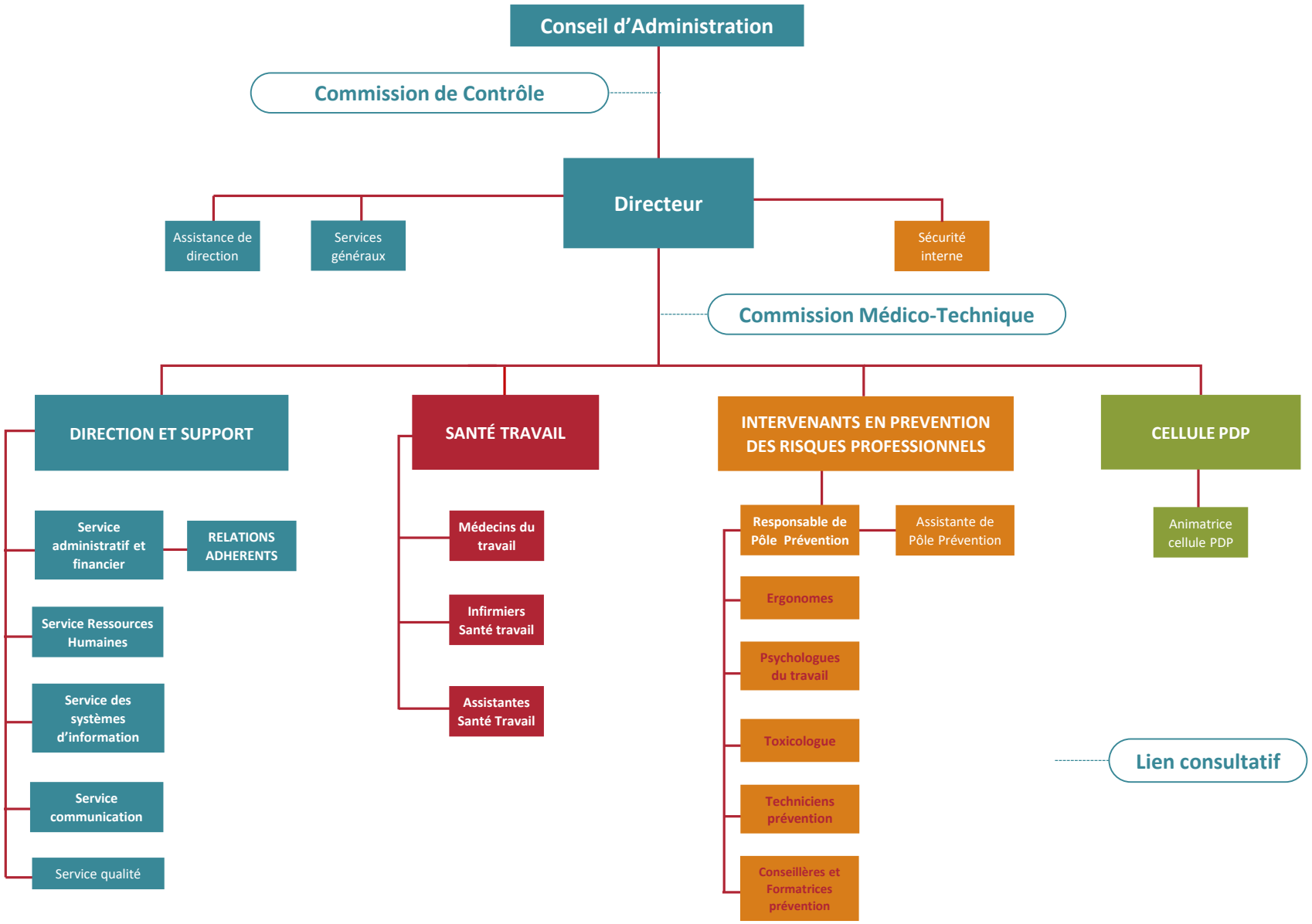Schéma d'organisation