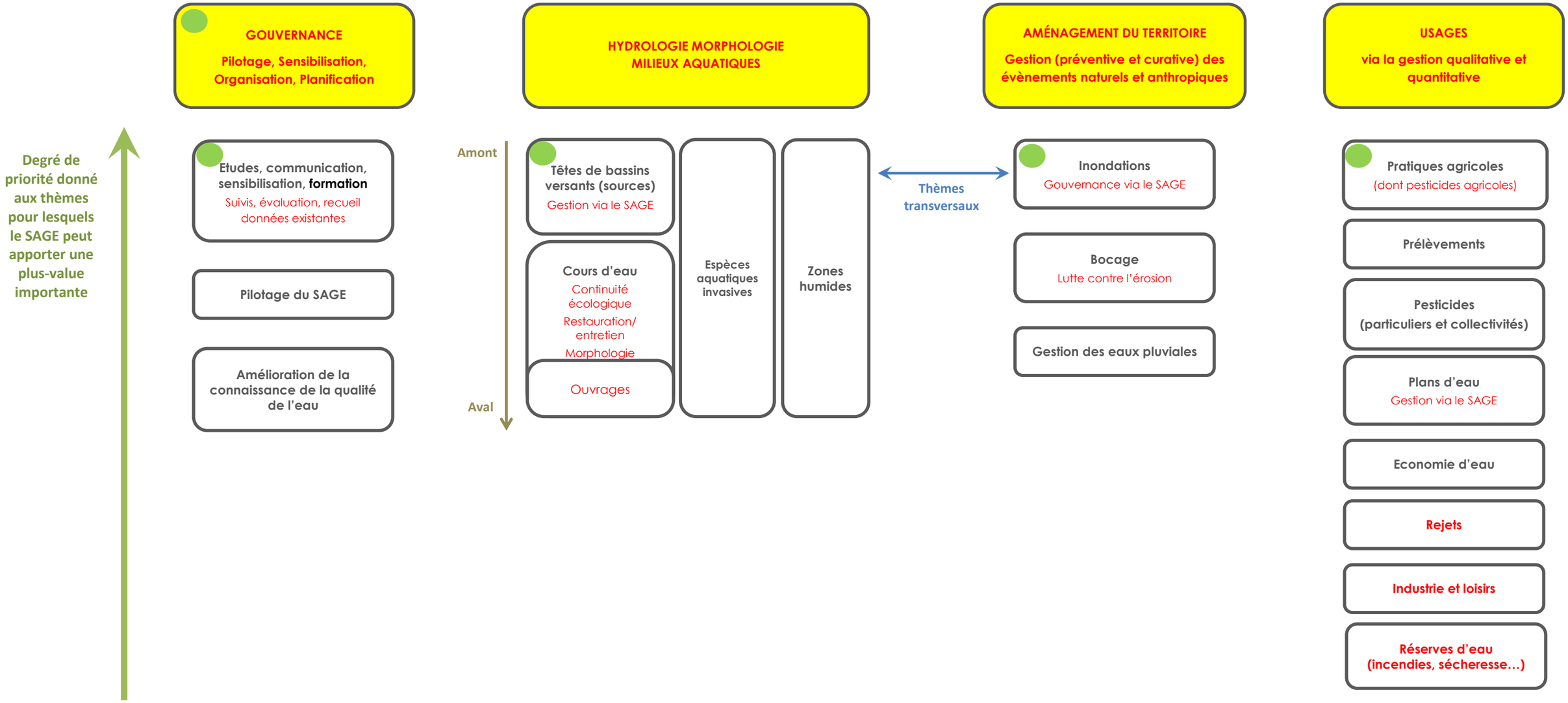Synthèse proposée : Compilation des 4 organisations