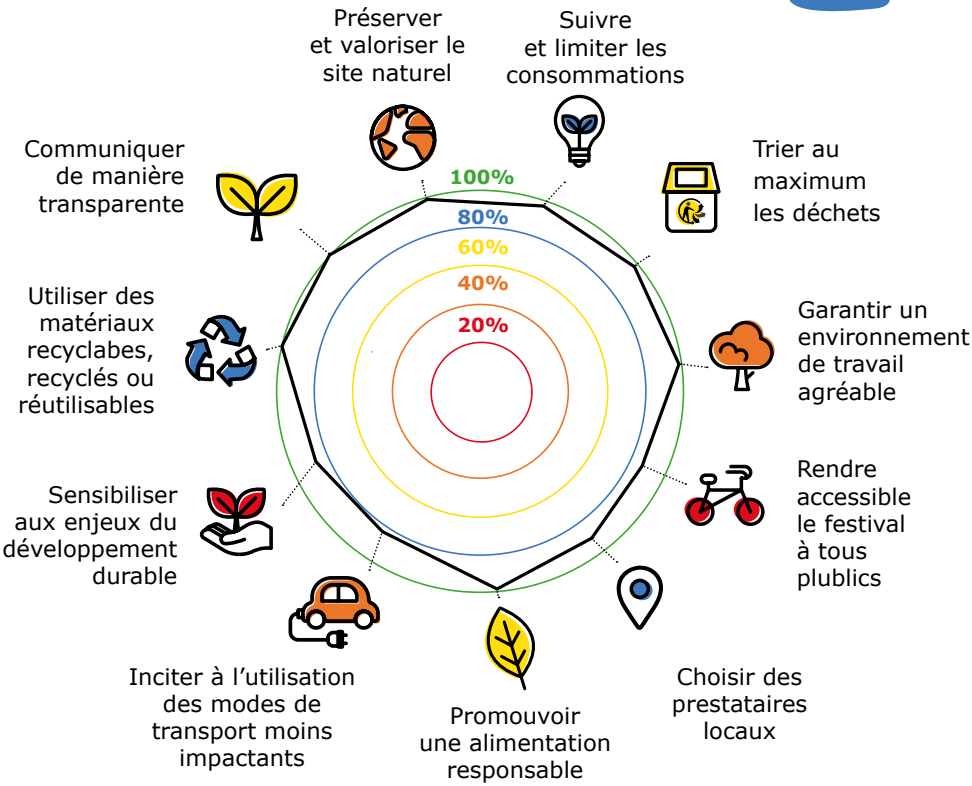POURCENTAGE DE PERFORMANCE 2023