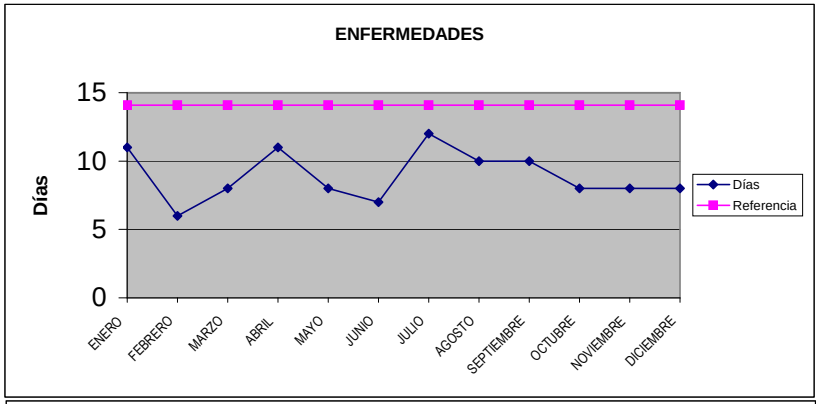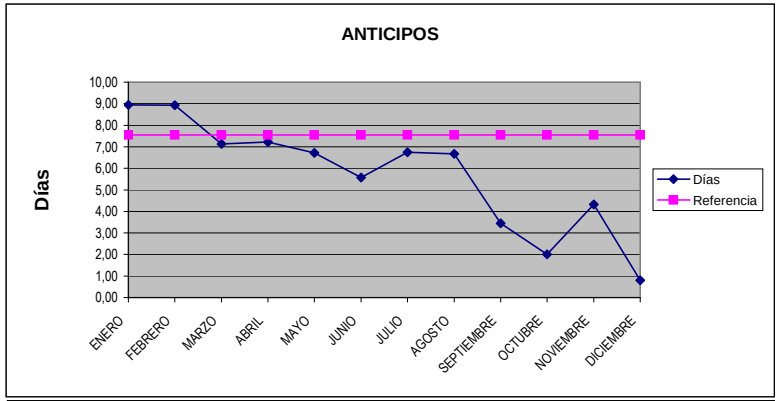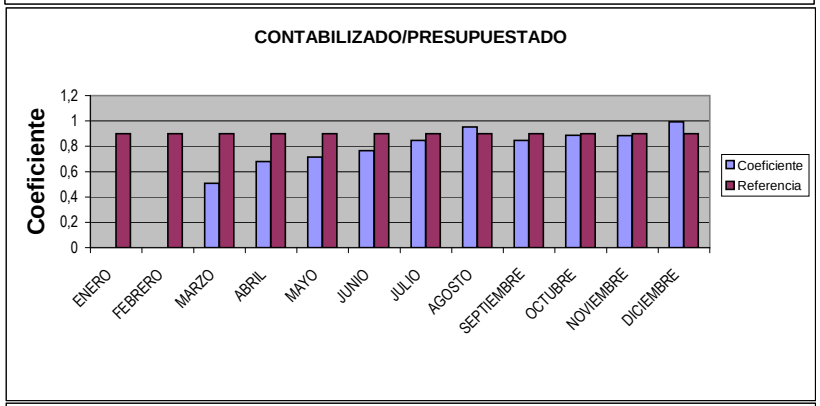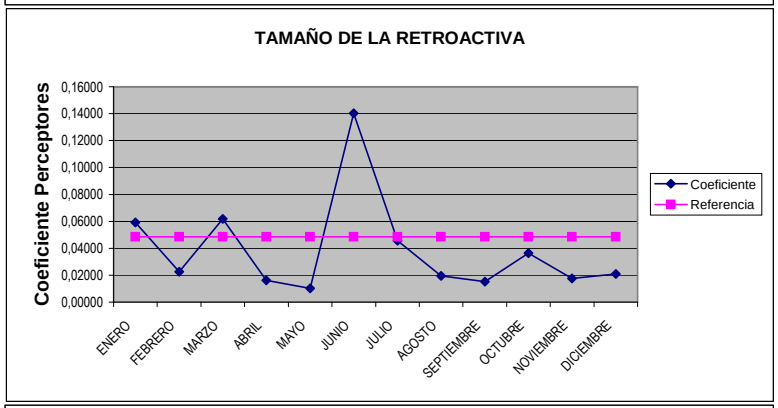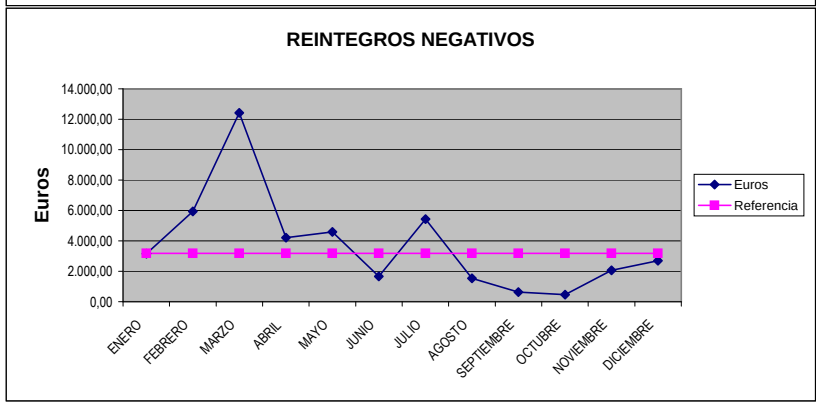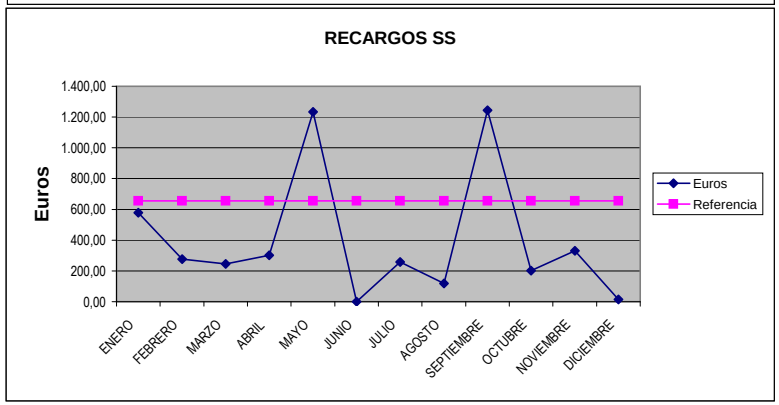INDICADORES EN RELACION A LA REFERENCIA