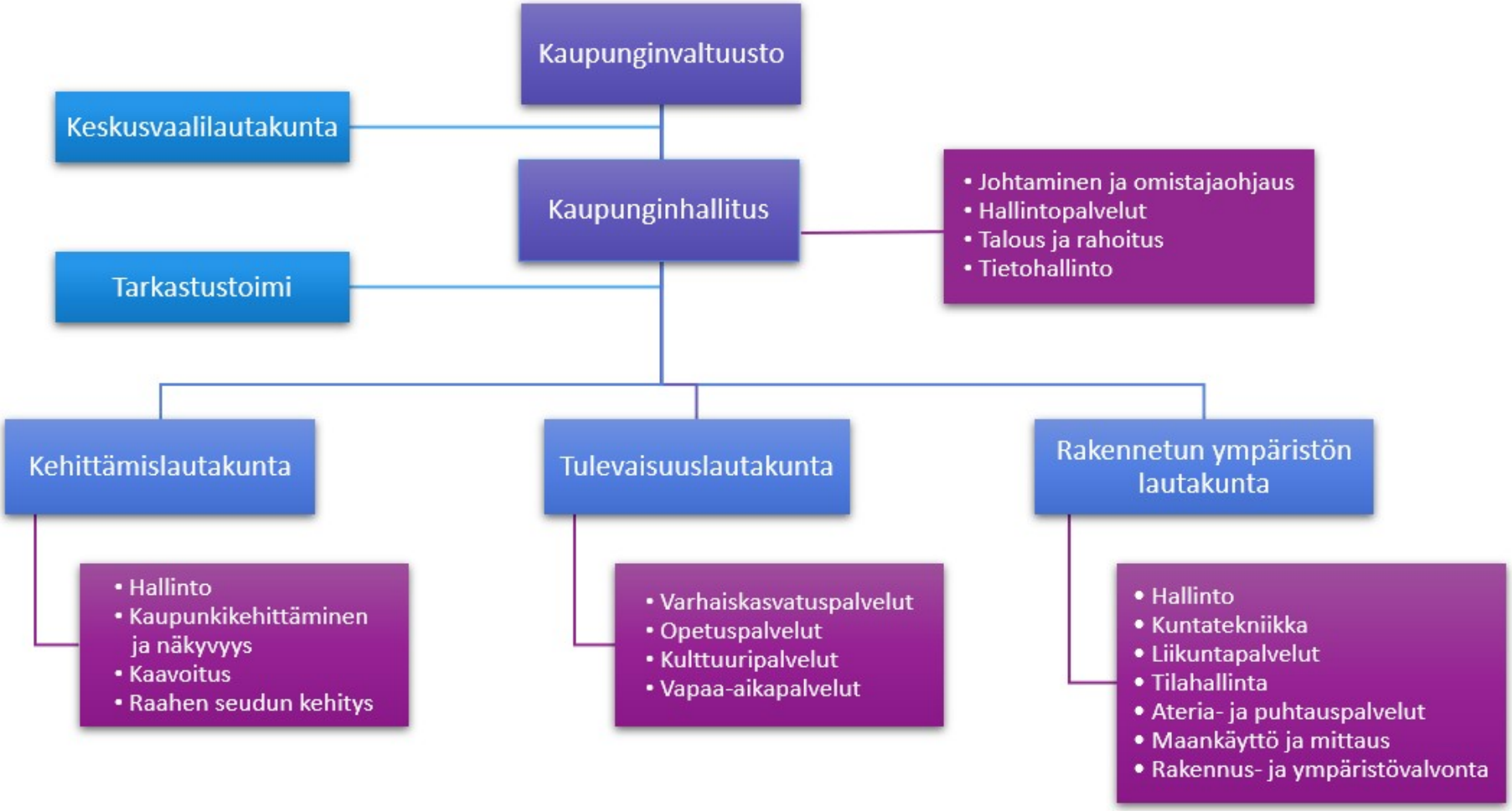Organisaatiorakenne 2023