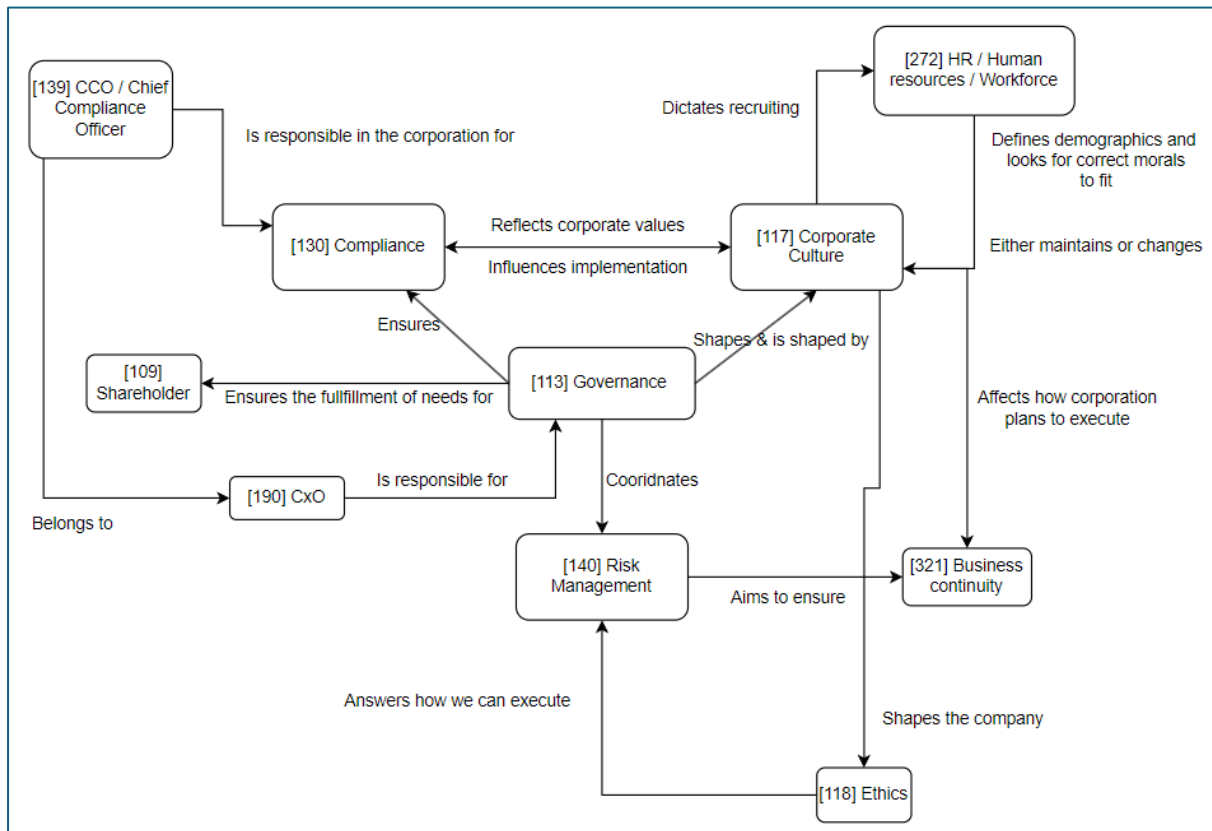


Elias Tukonen, 1111516



Governance is the central part of the corporation, that governs Compliance, Corporate Culture and Risk Management. Corporate Culture in the other hand has a very dynamic relationship in the organization, since it answers the question “How do our people do things?”. Corporate culture also dictates the HR process, since organization would like to find fitting candidates to their culture. Corporate Culture with the people in the organization create the company ethics, which in turn, for example, answers the question “What is off the table when making decision, such as Risk Management”. Company A with some ethics might see fit to fire employees to lower risk, others might not. CxO is the one responsible for Governance, that then ensures Compliance, bringing shareholder interest to the front.