

# MISSION AND VALUES OF THE COMPANY

## THE COMPANY'S VALUES ENSHRINED IN THE CODE OF CORPORATE ETHICS AND EMPLOYEE CONDUCT

### THE MISSION OF ROSSETI KUBAN

is to gain profit while providing customers in the Krasnodar Territory and the Republic of Adygeya with a reliable, secure, and accessible electric service. To achieve this, the Company must manage the distribution grid as efficiently as possible, employ cutting-edge technology and innovations, adhere to international service quality standards, and follow best practises in corporate governance.

The Company refuses to compromise its values for financial gain because it sees them as a key element connecting all of its activities. The Company therefore expects the same of its business partners.

The Company holds dear its corporate values and maintains a high level of the corporate culture.

Please see the Code of Corporate Ethics and Conduct of Employees

### RELIABILITY



The Company seeks to ensure maximum reliable, uninterrupted power supply to cover the economic and social needs of Russia by taking every organisational and technical effort

necessary to guarantee reliable operation of power grid infrastructure while also ensuring the security of its facilities.

### EFFICIENCY



Performance efficiency is the Company's basic value since it recognises its obligations to shareholders, investors and partners. The Company works towards continuous profit growth enabled by the strategic initiatives of supervision and governance bodies, top management and shareholders.

### HUMAN RESOURCES



The Company's major resource is its workforce, which aids in the creation, preservation, and long-term growth of the Company's worth and credibility. Whether the Company is to achieve its strategic goals and objectives set by the state depends to a large extent on the professionalism, integrity, and safety of labour of its employees.

The staff structure (including management of the Company) is based on the principles of fairness and objectivity. The decision-making on appointment or promotion is governed by business qualities only.

The Company welcomes the so-called labour dynasties and enables their development.

Every employee is valuable to the Company regardless of gender, age, colour, nationality and position, and all of them have equal opportunities for successful and effective work, professional development and career progress.

The Company promotes the continuity of generations by respecting the veterans' experience while also enabling them to convey their knowledge and traditions to new generations of workers, within labour dynasties as well.

### SECURITY



When it comes to the implementation of security measures and the avoidance of potential wrongdoing, the Company takes a balanced, carefully regulated approach.

### SOCIAL RESPONSIBILITY

Rosseti Kuban is a socially responsible company that places a high priority on addressing the environment issues, ensuring employee safety, and implementing social initiatives.

Below are the principles of professional ethics and intra-corporate conduct binding upon all employees of the Company:

- Professionalism
- Confidentiality
- Image and reputation
- Integrity and responsibility
- Interaction and collaboration