

## MISSION AND VALUES OF THE COMPANY

The mission of Rosseti Kuban JSC is to generate profit while ensuring long-term reliable, high-quality and affordable electricity supply to consumers in the Krasnodar Krai and the Republic of Adygeya by managing the distribution grid infrastructure as efficiently as possible using advanced technologies and innovations, complying with international quality standards for services and best corporate governance practices.



### 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.

### Human resources

Our employees are the key resource, thanks to whom the Company creates, maintains and builds its value and reputation over the long term. 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 occupational safety of its employees.

The Company values every employee regardless of gender, age, nationality, or position. All of them have equal opportunities for successful and effective work, professional development and career progress.

The staff structure (including management) 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 fosters their development.

The Company supports generational continuity by showing respect for veteran workers' experience and ensuring that knowledge and traditions are passed on to young employees, including within family dynasties.

### Efficiency

The Company recognises its responsibilities to its shareholders, investors and partners and therefore considers operational efficiency to be its fundamental value. The Company works

towards continuous profit growth enabled by the strategic initiatives of supervision and governance bodies, top management and shareholders.

### Security

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

### Social responsibility

The Company is a socially responsible business 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 that are binding for all employees of the Company:

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

The Company does not compromise its values for profit, viewing them as a link between all areas of activity, and expects the same from its business partners.

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