

# MISSION AND VALUES OF THE COMPANY

ROSSETI KUBAN'S MISSION IS TO GENERATE PROFIT IN THE CONTEXT OF LONG-TERM RELIABLE, HIGH-QUALITY AND AFFORDABLE POWER SUPPLY TO CONSUMERS IN THE KRASNODAR TERRITORY AND THE REPUBLIC OF ADYGEA. THE MISSION IS REALISED THROUGH THE MOST EFFICIENT MANAGEMENT OF THE DISTRIBUTION GRID INFRASTRUCTURE. TO THIS END, THE COMPANY INTRODUCES ADVANCED TECHNOLOGIES AND INNOVATIONS, WHILE ALIGNING WITH GLOBAL QUALITY STANDARDS OF SERVICE PROVISION AND APPLYING BEST CORPORATE GOVERNANCE PRACTICES.

Efficiency

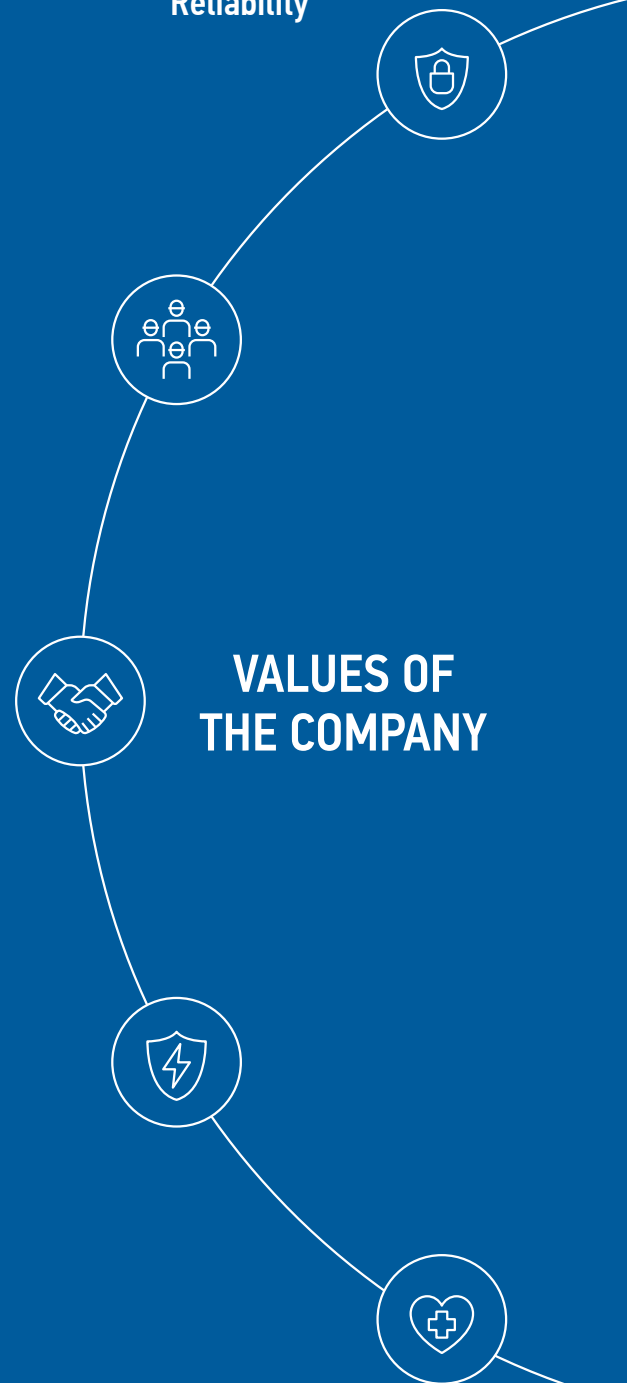
Human resources

Reliability

Security

Social responsibility

## VALUES OF THE COMPANY



Rosseti Kuban's values are embodied in the Company's Code of Corporate Ethics and Conduct of Employees.

**Reliability.** The Company is committed to ensuring the most reliable and uninterrupted power supply to the economic and social sectors of the Russian Federation and to this end has organisational and technical measures in place to guarantee the stable operation and safety of electric power facilities.

**Human resources.** The Company's key resource is its employees, who help the Company to create, retain and multiply the value and credibility 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 safety of labour of its employees.

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

The Company welcomes labour dynasties, creates favourable conditions for their development, and supports the continuity of generations, while showing respect for the experience of veterans and ensuring the transfer of knowledge and traditions to younger employees, including in labour dynasties.

**Efficiency.** The Company is aware of its responsibilities to shareholders, investors, and partners, that is why performance efficiency is a fundamental value. The Company works towards continuous profit growth enabled by the strategic initiatives of supervision and governance bodies, top management, and shareholders.

**Security.** The Company relies on a strictly regulated and balanced approach to security as it takes measures to prevent possible offences.

**Social Responsibility.** Rosseti Kuban is a socially responsible company that focuses on environmental protection, occupational safety, and social programmes.

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

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

The Company shall not sacrifice its values for profit, as it sees them as a crucial component that links all of its activities, and the Company expects the same from 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](#)

