

CORPORATE CULTURE

Business ethics

Business ethics is an important aspect of the corporate governance system, as it fosters trust among shareholders, employees, partners and customers.

Adherence to high standards of business ethics helps to minimise risks, enhance the Group's reputation and ensure the long-term stability of the business.

Code of Business Conduct and Ethics

The Code of Business Conduct and Ethics (hereinafter – the Code) is the primary document that governs how public joint stock corporations handle business conduct and ethics issues.

The Group plans to develop and adopt the Code based on conventions of corporate ethics and business behaviour, international laws and documents that define best corporate governance practices. The Code is anticipated to be a crucial tool for the Group in developing a solid corporate culture and an edifice of corporate values that define and drive the Group's performance and reputation.

The Code encompasses the following:

- Basic rules, principles and values of the Group and its employees
- Standards of business and social conduct
- Ethical standards for internal and external corporate relations
- Principles of social commitment towards employees, shareholders, business partners, the state and society

The Code will apply to all Group companies. The provisions of the Code will cover and be binding to all employees, including members of the Board of Directors and management.

Rusagro's ethical principles

Efficiency and profitability



Rusagro is aware of its responsibility to shareholders and partners, that is why profitability and operational efficiency are key values for the Company

Morality



What's important to the Company is how and what it works for. In accordance with its core values, Rusagro based its business practices on honesty, fairness, respect, and openness

Compliance with laws and regulations



Rusagro strictly complies with applicable laws, industry and corporate rules, standards and procedures

Partnership



The Company treasures established relationships with business partners, community organisations and consumers

Social responsibility



The Company contributes to the development of the regions where it operates, paying attention to environmental care, professional training of personnel, creation of comfortable working conditions, improvement of employee skills, etc. The Company's focus is on supporting charitable and social initiatives