



THE 2N CODE

- **THE REASONS FOR THE EXISTENCE OF 2N ARE:
TO GENERATE A PROFIT AND VALUE FOR SHAREHOLDERS
TO PROVIDE USEFUL PRODUCTS AND SERVICES TO CUSTOMERS
TO SATISFY AND DEVELOP ITS PEOPLE**
- **2N ALWAYS ATTAINS ITS RESULTS ETHICALLY AND IN THE SPIRIT OF FAIR PLAY;
AT 2N, WE DO NOT CHEAT, STEAL OR LIE**
- **AT 2N, THE RESULTS OF ONE'S WORK (PRODUCT) ARE EVALUATED, AND WE
KNOW EACH OTHER'S PRODUCTS AND ROLES**
- **2N IS A TRANSPARENT COMPANY WHERE PEOPLE PUBLICLY PRESENT THE
RESULTS OF THEIR WORK AND COMMUNICATE WITH THEIR COLLEAGUES AND
CUSTOMERS OPENLY AND RESPECTFULLY**
- **2N OFFERS ITS PEOPLE A HIGH LEVEL OF TRUST, INDEPENDENCE, AUTHORITY,
AND A SHARE IN THE COMPANY'S RESULTS AND SUCCESS; IN RETURN, IT
EXPECTS FROM THEM PERSONAL RESPONSIBILITY, IDEAS, AMBITIONS, AND A
HIGH LEVEL OF INTERNAL MOTIVATION**
- **AT 2N, WE ACCOMMODATE ONE ANOTHER, GIVE ONE ANOTHER FEEDBACK,
AND ARE ALWAYS PREPARED FOR TEAM COOPERATION**
- **THE CUSTOMER - BOTH EXTERNAL AND INTERNAL - IS THE ONE WHO
ASSESSES THE WORK RESULTS OF 2N AND EVERY INDIVIDUAL**
- **EVERYONE IS RESPONSIBLE FOR HIS DEVELOPMENT AND 2N CREATES THE
CONDITIONS FOR THE PERSONAL AND PROFESSIONAL GROWTH OF ITS PEOPLE**
- **WE BUILD A GOOD REPUTATION FOR 2N AND PROTECT 2N'S KNOW-HOW AND
PROPERTY**
- **WE BEHAVE LIKE ENTREPRENEURS IN OUR COMPANY**
- **WE FOCUS ON LOOKING FOR SOLUTIONS AND ANALYSING CAUSES AND
LESSONS, INSTEAD OF TRYING TO FIND REASONS AS TO WHY THINGS CANNOT
WORK**

***THE PEOPLE AT 2N TELEKOMUNIKACE A.S.
16 DECEMBER 2010***