

## COMMITTEES DESCRIPTION

<p><b><u>Industrial Committee Sponsor</u></b>          The Committee identifies, evaluates, and analyzes the key trends and issues related to logistics, environmental protection, health, and safety, which may affect the performance of enterprises in the North-West of Russia. One of the most important topics discussed is corporate social responsibility and sustainable development.</p>	<p><b><u>Legal Committee Sponsor</u></b>          Legal Committee has been operating within SPIBA since its foundation in 1995. It provides significant input into the implementation of the SPIBA mission as the voice of business with Russian government authorities. At the meetings of the Committee we discuss current business issues of Russian law and legal practice in various areas. Meetings are held with the participation of leading international and Russian firms and representatives of relevant government agencies. We also facilitate discussions between businesses and local authorities on possible legislative initiatives.</p>
<p><b><u>HR Committee Sponsor</u></b>          The HR Committee of SPIBA provides professionals in the field of personnel management as well as people from business and governmental institutions an opportunity to exchange their experiences and opinions. Participants of the Committee meetings are representatives of industrial enterprises, recruitment agencies, companies providing training, and professors of leading universities and business schools.</p>	<p><b><u>Finance Committee Sponsor</u></b>          SPIBA Finance Committee brings together specialists in the areas of finance, taxation and accounting. The purpose of the Committee is to create a platform for the exchange of information and demonstration that business can and should operate successfully, while respecting all the requirements of the Russian legislation. The scope of the Committee activities includes financial management, application of tax legislation, business process optimization, the financial condition of the Russian economy, accounting, International Financial Reporting Standards, currency legislation.</p>
<p><b><u>Marketing &amp; Communication Committee Sponsor</u></b>          SPIBA Marketing &amp; Communication Committee is engaged in attracting public attention to its members' activities. The Committee also provides an opportunity for SPIBA's members to share experience and information in the field of marketing and advertising. The members of the Committee make significant contributions to the association's performance; they help with the planning and promotion of SPIBA events, analysis and evaluation of the effectiveness of conducted projects.</p>	<p><b><u>Real Estate and Construction Committee Sponsor</u></b>          SPIBA Real Estate and Construction Committee helps members of the association navigate through the complex world of cadasters, construction codes and regulations. Performance of the Committee is as dynamic as business in development and construction. Often, it intersects with the activities of other committees of SPIBA which results in a very beneficial cooperation that can be useful for all sorts of professionals, such as lawyers, financiers, accountants, public figures.</p>
<p><b><u>Committee on Quality of life Sponsor</u></b>          Committee on Quality of life plans to hold different meetings in 2019: SPIBA Get Together, discussion on tourist attractiveness of Saint-Petersburg, dialogue about professional and personal sustainability, Family day and sports activities. Special attention will be given to "Cultural Discoveries" and "Formula of Health" directions.</p>	<p><b><u>Innovation and Intelligent Systems Committee</u></b>          Created in 2017 Committee on Innovation and Intelligent Systems plans to hold events related to information technologies and intellectual property, BI, IoT, Big Data, blockchain and other tendencies of digital transformation of business with the purpose of stimulating innovation activities to improve the competitiveness of companies.</p>