

GRI 401-3

Parental leave in the reporting year

Item	2020			2021			2022		
	M	F	Total	M	F	Total	M	F	Total
Employees on parental leave	11	794	805	14	818	832	15	827	842
Employees who returned to work after parental leave	0	179	179	3	176	179	2	198	200
Employees who returned to work after parental leave and stayed at work 12 months after return	2	165	167	0	159	159	3	165	168
Return to work ratio	0.00	22.54	22.24	21.4	21.5	21.5	13.3	23.9	23.8
Retention ratio	100.00	93.75	93.82	0.0	88.8	88.8	100.0	93.8	93.9

List of PhosAgro Group companies

- | | |
|---|--------------------------------|
| 1 PhosAgro, PJSC | 16 PhosAgro-Kursk, LLC |
| 2 Tirvas, LLC | 17 PhosAgro-Don, LLC |
| 3 Gorny tsekh, LLC | 18 PhosAgro-Kuban, LLC |
| 4 Teleset, LLC | 19 PhosAgro-Stavropol, LLC |
| 5 Tsentr stroitelnyh materialov, LLC | 20 PhosAgro-Tambov, LLC |
| 6 Aeroport, JSC | 21 PhosAgro-SeveroZapad, LLC |
| 7 Korporativnoe pitanie, LLC | 22 Smart Bulk Terminal, LLC |
| 8 PromTransPort, LLC | 23 NIUIF, JSC |
| 9 Mekhanik, LLC | 24 Trading House PhosAgro, LLC |
| 10 Apatit (including Balakovo, Volkhov and Kirovsk Branches), JSC | 25 RBTS PhosAgro, LLC |
| 11 PhosAgro-Region, LLC | 26 ITS PhosAgro, LLC |
| 12 PhosAgro-Oryol, LLC | 27 PhosAgro-Service, LLC |
| 13 PhosAgro-Belgorod, LLC | 28 PhosAgro-Sibir, LLC |
| 14 PhosAgro-Volga, LLC | 29 Tirvas OP, LLC |
| 15 PhosAgro-Lipetsk, LLC | 30 Khibiny Airport, LLC |

SASB content index

Code	Activity metric	Page number/ Comment
RT-CH-000.A	Production broken down by reporting segments	94-98
EM-MM-000.B	Total number of employees, percentage contractors	152-153
ENVIRONMENTAL		
RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	206
EM-MM-110a.1		
RT-CH-110a.2	Discussion of a long-term or short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	198
EM-MM-110a.2		
RT-CH-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) hazardous air pollutants (HAPs)	223
EM-MM-120a.1		
RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	212-213
EM-MM-130a.1		
RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	227
EM-MM-140a.1		
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	224
EM-MM-140a.2		
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate them	225
EM-MM-140a.3		
RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	218
EM-MM-150a.1	Total weight of tailings waste, percentage recycled	219
EM-MM-150a.2	Total weight of mineral processing waste, percentage recycled	219
EM-MM-160a.1	Description of environmental management policies and practices for active sites	192-193
EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	231
RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	218
EM-MM-410b.1		
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	192

- Company profile
- Strategic report
- Performance review
- Corporate governance
- Share capital

ADDITIONAL INFORMATION

Code	Activity metric	Page number/ Comment
SOCIAL		
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	28-29
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	239
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interest	239
EM-MM-210b.2	Number and duration of non-technical delays	43-45
EM-MM-310a.2	Number and duration of strikes and lockouts	No cases
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	179-181
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	176
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	179-181
RT-CH-540a.2	Number of transport incidents	178
GOVERNANCE		
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	313
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	The Company does not carry out production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index
RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	305

TCFD Recommendations

Indicator	Reported
CORPORATE GOVERNANCE	
The Board of Director's role in monitoring climate-related risks and opportunities	260
The management's role in assessing and managing climate-related risks and opportunities	201
STRATEGY	
Description of the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	201
Description of the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	199-201
Assessment of the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 4°C and 2°C scenario	201
CLIMATE RISK MANAGEMENT	
Description of the organisation's processes for identifying and assessing climate-related risks	201
Description of the organisation's processes for managing climate-related risks.	201
Description of integration of processes for identifying, assessing and managing climate-related risks into the general risk management framework	80
METRICS AND TARGET	
Description of the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management processes	198
Disclosure of Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	198
Description of the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	198

TCFD-report



For more information on GHG emissions and climate risks, see the TCFD report 2020 <https://ar2020.phosagro.com/pdf/ar/en/tcdf-pointer.pdf>



- Company profile
- Strategic report
- Performance review
- Corporate governance
- Share capital

ADDITIONAL INFORMATION