

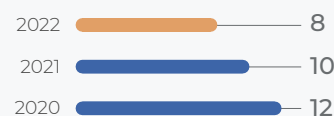
Executive bodies

In charge of PhosAgro's day-to-day operations are two executive bodies accountable to the Board of Directors:

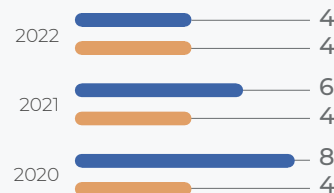
- the collegial body (Management Board) and
- the sole executive body (CEO).

In 2022, the Management Board held four meetings and reviewed eight items most of which were related to the budget discipline.

Number of Management Board meetings



Breakdown and number of matters considered



- Revision and approval of PhosAgro's quarterly and annual budgets
- Review of operating and financial reports

At least twice a year (after the end of the previous calendar year and on election of a new Management Board), the CEO submits a report on the performance of PhosAgro's executive bodies to the Board of Directors for review and approval.

We ensure that the executive management focuses on PhosAgro Group's strategy and long-term sustainable business development for the benefit of our shareholders and other stakeholders by linking executive remuneration to the Company's goals and values, as well as ESG KPIs.

For more information, see page 292

Changes in the Management Board composition

The following changes to the Management Board took place in 2022. On 11 March 2022, the following members of the Company's collective executive body (Management Board)

were elected: Mikhail Rybnikov, Yuriy Krugovykh, Siroj Loikov, Alexander Seleznev, Alexei Sirotenko, and Alexander Sharabaika. In May 2022, the number of Management Board members

was approved at three. Since that date and as at 31 December 2022, members of the Management Board are Mikhail Rybnikov, Alexei Sirotenko and Dmitry Morozov.

Information on members of the Management Board



For information on Andrey A. Guryev and Sergey Pronin, who all left the Board of Directors in March 2022, please see the 2021 Integrated Annual Report of PJSC PhosAgro on the Company's website



Mikhail Rybnikov

Member of the Management Board, Member of the Board of Directors and CEO at PhosAgro since 11 March 2022

Year of election: 2022
Date of birth: 30 November 1975

For more information on Mikhail Rybnikov, please see page 86.



Alexei Sirotenko

Member of the Management Board, Deputy CEO of PhosAgro for Corporate and Legal Affairs, Legal Affairs Director at Apatit

Year of election: 2013
Equity interest / Stake of ordinary shares: None
Date of birth: 3 January 1969

Professional experience

2017 – Pr. – Apatit, Legal Affairs Director

2017–2019 – Apatit, Member of the Management Board

2015–2017 – PhosAgro-Cherepovets, Legal Affairs Director, Member of the Management Board

2013 – Pr. – PhosAgro, Member of the Management Board

2010 – Pr. – PhosAgro, Deputy CEO for Corporate and Legal Affairs (part-time)

Education

Lomonosov Moscow State University, Degree in Jurisprudence, Lawyer.

Key competencies

- Law and corporate governance



Dmitry Morozov

Member of the Management Board, Advisor to the CEO of PhosAgro

Year of election: 2022
Equity interest / Stake of ordinary shares: None
Date of birth: 5 June 1964

Professional experience

2022 – Pr. – PhosAgro, Member of the Management Board

2022 – Pr. – Apatit, Director for Economic Affairs

2022 – Pr. – PhosAgro, Advisor to the CEO (part-time)

2019–2022 – PhosAgro, Director for Economic Affairs

2015–2019 – PhosAgro, Director for Economic Affairs and Finance

Education

Moscow State Institute of International Relations (Russia), Degree in International Economic Relations as an Economist for International Economic Relations

Key competencies

- Strategy and innovation
- Finance and audit