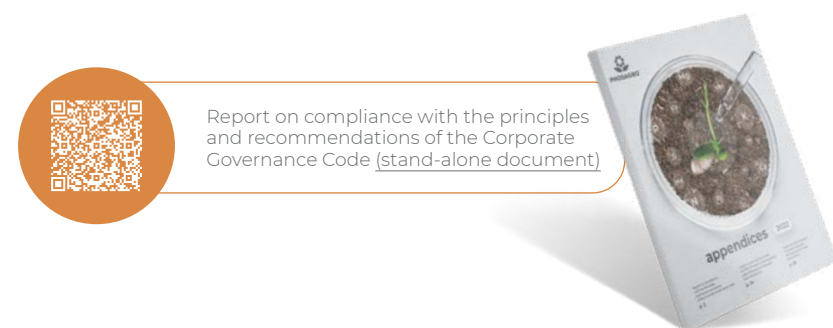


No.	Number and brief description of the principle	Old status	New status	Comments
6	2.8.5. Composition of committees of the Board of Directors	●	●	Criterion 1 was not complied with to the extent that the Remuneration and Human Resources Committee is chaired by a director who does not meet the independence requirements. However, the director's competencies, professional experience and dedicated skills enable him to run the Committee in the most efficient manner. Upon the re-election of the Remuneration and Human Resources Committee in 2023, the Board of Directors will seek to elect an independent director as the Chairman of the Remuneration and Human Resources Committee.
7	2.9.1. Evaluation of the quality of the work of the Board of Directors	●	●	Criteria 1 and 3 were fully complied with. Criterion 2 was not met with respect to the failure to conduct individual assessment of each member of the Board of Directors in 2021 (for 2020) and 2022 (for 2021). Individual assessment of each Board member was deemed irrelevant by the Remuneration and Human Resources Committee, as 70% of directors working at the Board starting July 2022 were newcomers. In this context, the Board of Directors did not see any risks in failing to complete individual assessments for each member of the Board. In 2023, the Company will resume the practice of assessing each Board member individually, as part of the evaluation of the quality of the work of the Board of Directors.
8	6.3.1. Providing shareholders with access to information at their requests	●	●	Relevant amendments were added to PhosAgro's internal documents (the Regulations on the Information Policy).
9	6.3.2. Providing shareholders with access to information at their requests	●	●	Relevant amendments were added to PhosAgro's internal documents (the Regulations on the Information Policy).

- Full compliance
- Partial compliance
- Non-compliance



General Meeting of Shareholders

The activities of PhosAgro's supreme governing body – the General Shareholders' Meeting – are governed by the Regulations on the General Meeting of Shareholders. In June 2022,

the Annual General Meeting of Shareholders was held in absentia to elect new members of the Board of Directors and Review Committee, determine the Board of Directors' remuneration, and resolve on other matters within the Meeting's remit.

The reporting year also saw two extraordinary General Shareholders' Meetings convened to vote on declaration (payout) of interim dividends.



Full text of PhosAgro's Regulations on the General Meeting of Shareholders is available on the official [website of the Company](#)

Board of Directors

The Board of Directors plays a key role in PhosAgro's corporate governance system. Its activities are governed by the Regulations on the Board of Directors.

In 2022, amid significant changes in the operating environment, the Board of Directors continued to set the Company's strategic

direction and make key decisions.

Throughout the year, the Board focused on maintaining the continuous operation of the Company's production assets, supporting established supply chains and building new ones. The Board of Directors of PJSC PhosAgro underwent notable changes both in terms of its composition

and agenda and structure of committees. The Board's responsibility to the government, shareholders, employees, communities in the regions of PhosAgro's footprint and other stakeholders for the Company's operational, financial, environmental and social performance remained unchanged.



Full text of PhosAgro's Regulations on the Board of Directors is available on the official [website of the Company](#)