

# Contributing to local communities

## PROGRAMMES, STRATEGIC GOALS AND METRICS

### OUR FAVOURITE CITIES

- Improving the quality of urban environment and promoting sustainable development of the cities where we operate: Kirovsk, Cherepovets, Balakovo, and Volkhov.



Target 8.3



Target 9.1



Target 11.3



Target 17.17

### EDUCATION

- Attracting educated, motivated and skilled young talent to innovative Russian facilities, including those of PhosAgro.
- Effective combination of high-quality education and physical training to facilitate moral and ethical development and promote health of the younger generation.



Target 3.4



Target 4.4

### SPIRITUAL REVIVAL

- Preservation and promotion of orthodox values, spiritual ideas, benevolence and respect for our legacy and motherland.



Target 3.4

### CONNECTING GENERATIONS

- Preserving the history of the nation, industry, or facility for all generations; supporting continuity of generations, inclusive traditions, respect for the older generation, veterans, and vulnerable population groups.



Target 3.4



Target 4.4

### PROMOTION OF SPORTS

- Supporting Russian sports at the international, national and regional levels, and promoting sports in regions where the Group operates.



Target 3.4

## KEY PROJECTS AND HIGHLIGHTS OF 2022

**78** improvement projects completed

Specific activities: support for entrepreneurs in the form of interest-free loans or grants; implementation of the Arctic Entrepreneurship Library project

**83 graduates** of PhosAgro Classes started their career with the Company after completing higher education

Number of DROZD students increased **by 11.3%**

Number of DROZD students who are children of the Company's employees increased **by 49.9%**

Total number of events rose **by 3.5%**

Total number of offsite activities was up **by 20.2%**

Completion of a project to restore mosaic icons of the Holy Trinity Cathedral in Balakovo

Repair and provision of equipment for the spiritual and educational centre of the Cathedral of the Life-Giving Trinity (Volsk, Saratov region)

Implementation of a project to restore the wooden church of Dormition of the Most Holy Mother of God (17th century) in Nelazskoye (Cherepovets District)

Support for a project to develop the Russian Orthodox Centre in Singapore

**175 initiatives** created to provide targeted support and assistance to veterans, senior citizens, and vulnerable population groups

**5,794 events** held by career guidance and exhibition centre

Laboratory of Safety, an interactive multimedia exhibition, created

Total financial support came close to **RUB 466 mln**

## Strategy

Our strategy is focused on long-term social and economic development programmes in the regions, cities, towns and rural communities in which our key production units operate.

We place a high priority on historical continuity: as a successful enduring partner of local communities in which we operate, we are committed to promoting their sustainable development. While hinging upon long-established

### External recognition

In 2022, PhosAgro Group once again ranked among businesses with the best social and charitable programmes in the **Russian Leaders in Corporate Philanthropy** competition. These long-standing awards for socially responsible businesses are organised by the Donors Forum, a coalition of major grantmakers in Russia. In 2022, a total of 60 companies enrolled in the competition, with 39 making it into the final ranking and **PhosAgro included in the A+ Leaders** category along with eight other companies with the highest score.

Showcased by the Cherepovets facility, the **Laboratory of Safety exhibition** won a social programme award as the Best Programme Contributing to the Achievement of UN Sustainable Development Goals to Ensure Health, Healthy Lives, and Well-Being to Promote Sustainability.



social responsibility practices implemented by our production facilities, this partnership is perfectly tailored to meet today's challenges and relevant stakeholder expectations.

All our programmes and initiatives involving social investments are aligned with the goals and objectives set in the Group's Strategy to 2025 and contribute to its successful implementation.

### We implement regional development projects with a special focus on:

**respecting the interests of,** and open communication with, all stakeholders;

**investments** in social and infrastructure development initiatives;

### The Company's Charity Policy

identifies the following **key areas of social investments:**

- education;
- sports and a healthy lifestyle;
- social and spiritual aspects;
- medicine and healthcare.

**charitable support** of local population and communities;

**improving educational potential** of the regions and promoting sports and a healthy lifestyle.



## Management approach

GRI 3-3

Our social investment programmes are based on public benefit priorities and mostly rely on opportunities to partner with regional and local government authorities, local communities, non-governmental organisations, including non-profit organisations established by the Company to this end, educational institutions and other stakeholders.

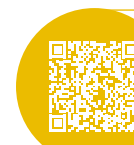
We implement our social investment strategy through promoting efficient and successful cooperation with a broad range of partners in line with the highest international sustainable development standards.

The key principle underlying our interaction with local communities is a meaningful dialogue through a variety of communication channels, from public hearings

and the involvement of Company representatives in the work of local legislative and representative bodies and government authorities to setting up community liaison offices and other venues for meetings with people.

### Key policies and regulations

All of the Group's social investment projects and initiatives are implemented in accordance with the requirements of the Federal Law on Charitable Activities and Charitable Organisations, and other applicable laws and regulations.



For more information on community social programmes, please visit the Company's website

- To ensure transparent and effective corporate governance, the Group has developed **a framework of internal regulations** governing charity and sponsorship, including:
  - [Code of Ethics](#);
  - [Charity Policy](#);
  - [Government Relations Policy](#);
  - [Policy for Managing Community Social Programmes](#);
  - [Regulations on Managing Community Social Programmes](#);
  - [Assessment Criteria for Community Social Programmes](#).

### Management of social investment programmes

#### Organisational unit

#### Key responsibilities

#### CORPORATE LEVEL OF PHOSAGRO GROUP

**Management Board**  
**Chief Executive Officer**  
**Deputy CEO**  
**Office for External Communications**

- Annual budget consideration and approval
- Decisions on participation in social and charitable initiatives
- General coordination of activities related to charity, sponsorship and community investment
- Collection and analysis of feedback and other relevant information on ongoing projects
- Organisation of public hearings and sociological surveys
- Information support

#### OPERATIONS

**Government Relations Department**  
**Information Policy Department**  
**HR and Social Policy Department**  
**Social Development Departments**  
**Commission for Social Issues and Charity**

- Regular communication with business partners
- Project and programme management
- Preparation of proposals on the basis of feedback
- Initial consideration of new applications

## Performance assessment and feedback

GRI 413-1

We focus heavily on evaluating the results of our social investment programmes. Assessment criteria include both objective data and stakeholder views, thus ensuring comprehensive performance assessment and monitoring

the evolution of public priorities related to social and economic development.

In 2021, we partnered with the Donors Forum to run an exhaustive stakeholder survey and evaluate charity programmes and projects implemented in the regions of our footprint and supported by PhosAgro

Group. Building on that, in 2022 we reviewed our internal documents to develop and approve criteria and procedures for the assessment of community social programmes. The sets of criteria for each of them are available on the Company's website. Our 2022 performance for some of the key criteria is shown below for each specific programme.

## Risks and opportunities

SASB RT-CH-210a.1, EM-MM-210b.1

Our social investment objectives are affected among other things by the following strategic risks:

- 3 social risk;
- 4 HR risk;
- 15 reputational risk.

The Company develops corrective measures as necessary and unlocks opportunities to mitigate those risks. Below you can find more information about what we do on this front.

For more information, see the Strategic Risks section on page 70

Social investment specific risks are listed below:



### The Company uses the following channels to liaise with stakeholders:

involvement in the work of regional and municipal legislative and representative authorities;

participation in meetings of regional and local government authorities;

interaction with community groups (veterans, pensioners, NGOs, and volunteers);

interaction with religious and faith leaders;

organising and running city-wide public events (the Company's corporate holidays, city celebrations, sports competitions, tree planting, release of young fish, etc.);

public hearings and festivals of charity projects;

partnership ties in implementing projects such as DROZD, PhosAgro Schools, projects run with colleges, universities, hospitals, sports clubs/teams, and charity foundations (including in the form

of surveys, polls, and social listening on social networks and in the mass media);

interaction through social networks and mass media (publications on social projects and handling questions asked by stakeholders);

establishment of subsidiaries to promote non-core activities that have economic influence on the sustainable development of local communities;

interaction with recipients of targeted support.

We also collect a considerable amount of data used for analysing the effectiveness of our social investment programmes from the ongoing stakeholder feedback, including corporate newspapers, TV broadcasts, and social networking. Local residents in communities where we operate voice their grievances and comments using the Company's website; social networks; liaison offices of deputies who are also the Company's employees; public

hearings on various aspects; and public meetings organised at public sites. As an example, in Volkhov, the Company with support from its government relations team started holding regular meetings with local residents to discuss various matters at a local community centre. The first meeting was held in 2022, with the Company's social projects presented and showcased to local residents.

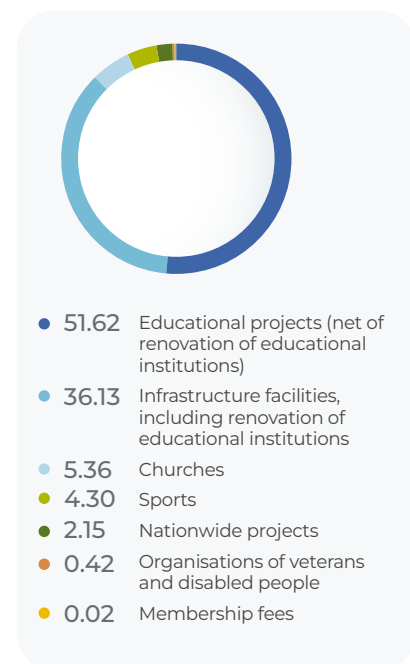
Also, the Company's employees have been elected to various regional and local legislative bodies. Our work in these bodies provides us with information on the most urgent issues faced by local authorities. We include them in the agenda of joint working groups which discuss the methods and mechanisms for addressing the issues.

For information on other feedback mechanisms, see the description of specific projects.

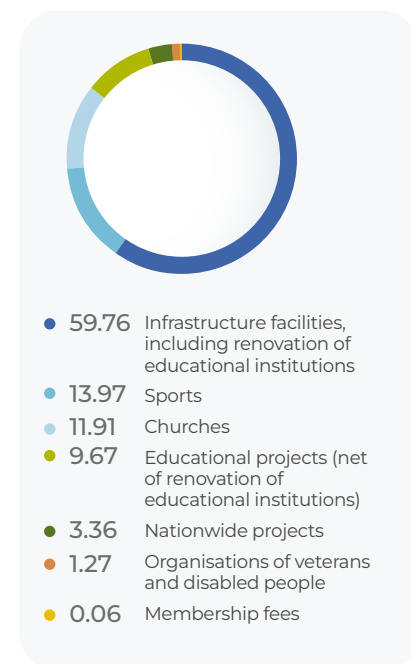
## 2022 metrics and highlights

PhosAgro Group makes an extensive and diverse contribution to the social and economic development of local communities in the regions of our presence: we pay taxes to local budgets, create stable and well-paid jobs for local people, and place regular orders with local businesses. As a responsible long-term partner, we also allocate significant funds to support local communities, contribute to charitable causes and develop infrastructure. Stable and successful home regions are a key driver of PhosAgro Group's sustainable development.

Social spending by area in 2022, %



Social spending by area in 2021<sup>1</sup>, %



### Charitable giving and community and infrastructure investment<sup>1</sup>, RUB '000

GRI 203-1

Allocations <sup>1</sup>	2020	2021	2022
Contributions to charities, NGOs and research institutions (not related to the organisation's commercial research and development)	616,149	742,048	3,083,504
Funds allocated to support community infrastructure (recreational facilities, etc.)	1,895,758	1,992,825	3,749,281
Direct spending on social programmes, including arts and educational activities	637,419	832,965	3,986,468
<b>Total</b>	<b>3,149,326</b>	<b>3,567,838</b>	<b>10,819,253</b>

<sup>1</sup> In 2022, the Company revised the methodology for calculating the indicator and excluded expenses incurred under sponsorship agreements. Based on the principle of comparability, the data for 2021 and 2020 was recalculated accordingly.

## Key social investment programmes

GRI 203-2

### OUR FAVOURITE CITIES

Improving the quality of urban environment and promoting sustainable development of the cities where we operate: Kirovsk, Cherepovets, Balakovo, and Volkhov.

Our Favourite Cities initiative is implemented under social and economic partnership agreements signed with the authorities and is financed in line with the Company's social policy for a particular

municipality based on the results of comprehensive social surveys and identification of major social problems and development potential of the territories.

Partnership and ongoing meaningful dialogue with stakeholders allow us to fine-tune our social programmes to better align them with focuses of regional development and invest more efficiently.

### Promoting entrepreneurship

The Company traditionally supports a range of initiatives aimed at promoting entrepreneurship. In 2022, a competitive corporate-city project **Making Our City Better Together!** was established in Cherepovets, which included training for potential participants representing small private businesses to help them



learn the rules of applying for the project. The initiative is implemented in cooperation with regional and local government authorities, non-governmental organisations and civil society.

In Kirovsk, Murmansk region, the project of **the Kirovsk Tourism and Entrepreneurship Development Agency** (formerly Khibiny Business Development Centre), a project supported by the Company, is underway. Its main activities include providing new and existing entrepreneurs with training and grant support awarded on a competitive basis. The Kirovsk Tourism and Entrepreneurship Development Agency assists in obtaining regional and federal grants through the Regional Small Business Support Fund and other grant providers. In addition, 2022 saw the implementation of the **Arctic Entrepreneurship Library project**.

### Results of supporting

entrepreneurship in the Murmansk region in 2021-2022:

- 279 new jobs created;
- 17 new LLC and sole traders as well as 14 self-employed persons registered;
- 12 project initiatives launched, including seven completed;
- government support totalling RUB 10 mln received by eight entrepreneurs;
- status of Russian Arctic Zone residents granted to seven entrepreneurs;
- three entrepreneurs in the process of registering as Russian Arctic Zone residents;
- 849 hotline consultations for businesses conducted.

## Our Favourite Cities programme

### Key criteria and metrics

2022

Total improvement projects completed (including repairs and reconstruction of social and healthcare facilities, educational institutions and roads)	78
Residents' initiatives (applications submitted)	3
including those implemented with the Company's support	3
Share of external co-financing, %	48
Number of partners involved (including local residents for reconstruction/construction of infrastructure facilities, including leisure and sports facilities)	139
Number of city-wide events organised by the Company	101

### Vologda region

In November 2022, the first stage of the Northern Ring Road was inaugurated in Cherepovets. The project was completed with funding from regional and municipal budgets and financial support from PhosAgro Group and Severstal. A quadripartite co-financing agreement was concluded, making it the first major public-private partnership project in the Vologda region. The Company invested RUB 171.6 mln in the road construction.

According to a sociological survey conducted in the reporting year and feedback collected in social networks, residents of the Vologda region are generally satisfied with urban improvements currently taking place in the region. Comments of city residents regarding the need to maintain improved areas in due state are taken into account when creating PhosAgro Group's municipal programmes and charitable initiatives.

### Saratov region

In 2022, Apatit provided financial support to build a sports ground and install professional sports equipment in a Balakovo public garden near the Olympic

sports school in Balakovo.

Initiated by a group of locals, the project became a successful example of involving the public and businesses of Balakovo in social development. The project's total cost stood at RUB 10.6 mln. The sports ground is the only one in the island part of Balakovo with this level of equipment.

According to a sociological survey conducted in the reporting year and feedback collected in social networks, residents of the Balakovo municipal district are generally satisfied with the urban improvements currently taking place in the region.

### Leningrad region

In 2022, a concept for the development of the Kirov public garden in Volkhov was drawn up, featuring new locations for active and passive recreation activities, an alley with information and history boards, an amphitheatre, outdoor chess tables, a stage and even an urban vegetable garden. The initiative to create a vegetable garden/greenhouse with corporate design where PhosAgro Group's fertilizers will be used to grow agricultural products won the second place at the Young Manager – 2022 corporate competition.

According to a sociological survey conducted in the reporting year and feedback collected in social networks, residents of the Leningrad region are generally satisfied with urban improvements currently taking place in the region.

### Murmansk region

The key project in 2022 was PhosAgro's co-financing of the overhaul of the street and road network in Kirovsk. The main objective of the project is to improve traffic safety in the town by enhancing road infrastructure, among other things in order to further boost Kirovsk's appeal for tourists. In addition, the access to the Kirovsky mine was improved, reducing travel time and increasing the safety of our employees and all residents of the Kukisvumchorr neighbourhood (about 5,000 people).

We participate in a public-private partnership to develop the Khibiny tourist cluster, including the Bolshoi Vudyavr Ski Resort. In particular, the construction of the second stage of an artificial snowmaking system on the resort's northern slope continued in 2022. In November 2022, Bolshoi Vudyavr was named the best ski resort in the Northwestern

Federal District by the Russian Mountains national award. All of the resort's sports facilities are certified by the International Ski Federation (FIS).

Results of a 2022 sociological survey:

- about 77% of the respondents positively evaluated changes in the appearance of Kirovsk;
- about 57% of those surveyed positively rated the safety and quality of roads;

- 81% of respondents are happy with the condition of sports infrastructure;
- about 63% consider the town to be a tourist attraction;
- level of healthcare, housing, and utilities are areas for improvement.

## EDUCATION

Healthy, educated and professionally trained population is a critical driver of any region's social and investment attractiveness. Since its establishment, PhosAgro Group has been deeply involved in the development of human potential in the regions of its operation, in particular, by helping to address the outflow of young people from small towns.

### PhosAgro Schools

As part of our unique multi-stage education support programme along the school-college/university-enterprise pathway, we implement career guidance projects for schoolchildren. In the field of personnel training, we cooperate with educational institutions in the cities and towns where we operate, as well as in Moscow, St Petersburg, Ivanovo, Kazan and more.

Covering all levels of education, this programme supports promising future professionals at each stage

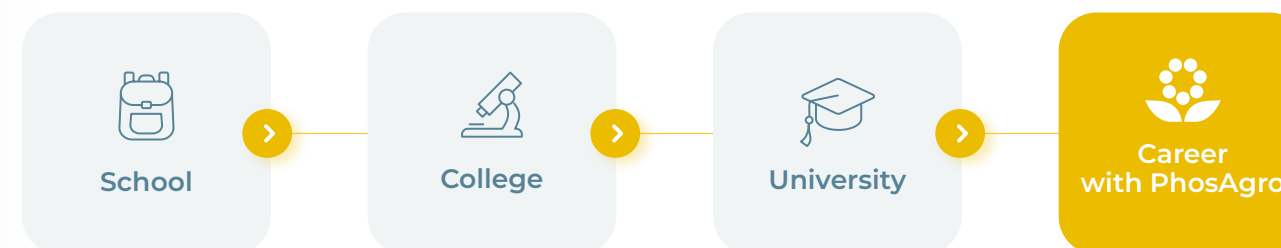
of the school-college/university-enterprise track.

In addition to financial support and assistance in building renovations provided to the schools, the project offers advanced programmes in natural sciences, economics, and management. According to an annual survey of PhosAgro Schools students:

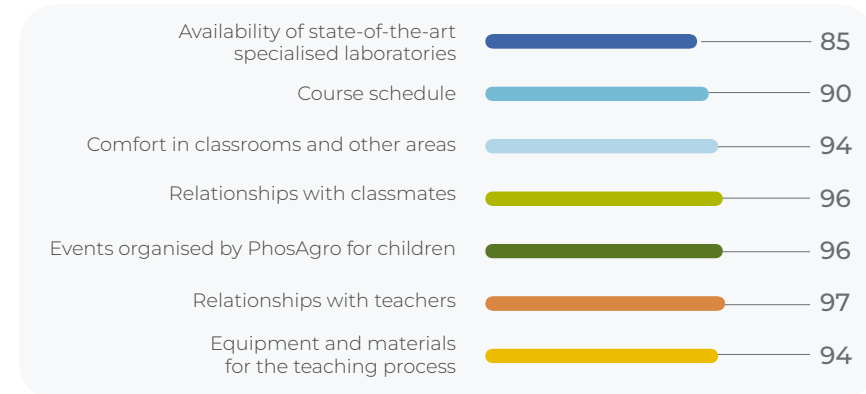
- **almost half of the students – 49%** – say that PhosAgro Schools give them more chances and opportunities to enter a specialised university than other

schools. **32% of students** consider PhosAgro Schools prestigious and enjoy the educational process. **23%** say that PhosAgro Schools increase their chances to join the Company. **8%** say that PhosAgro Schools offer more sporting opportunities than other schools;

- degree of parents' and students' satisfaction with the level of teaching at PhosAgro Schools is quite high: **90% of students** say they are satisfied with the teaching of almost all subjects.



### Satisfaction with various aspects of PhosAgro Schools (296 people surveyed), %



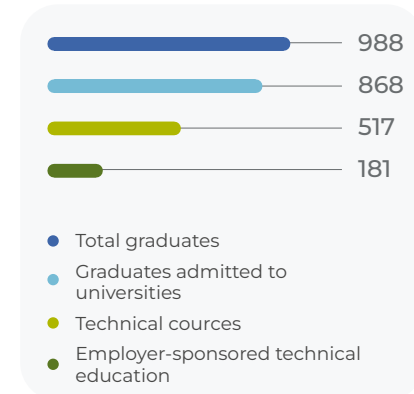
### Vocational schools and universities

We provide the country's leading technical universities with funds for equipment and supplies and participate in adapting educational programmes to the needs of modern production facilities. Students of PhosAgro Group's partner vocational schools and universities are offered internships at the Company, and the most promising students get employment opportunities at the Group's facilities.

Since 2013, PhosAgro has been implementing a comprehensive programme of cooperation with the Cherepovets College of Chemistry and Technology (CCCT), where the Group supports activities of a specialised department of the Ivanovo State University of Chemistry and Technology providing training for students and employees of PhosAgro's facilities.

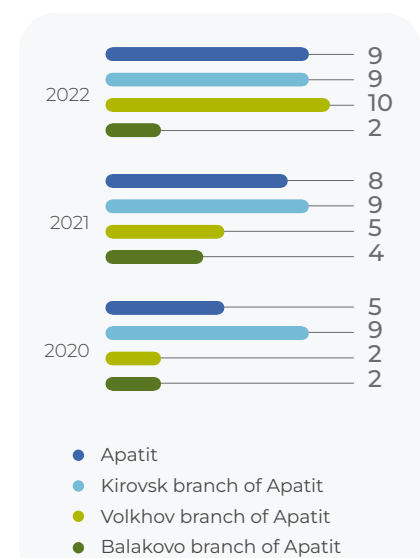
In February 2022, following an offsite meeting held by the Russian

### Graduates enrolment outcomes from 2015 to 2022, people

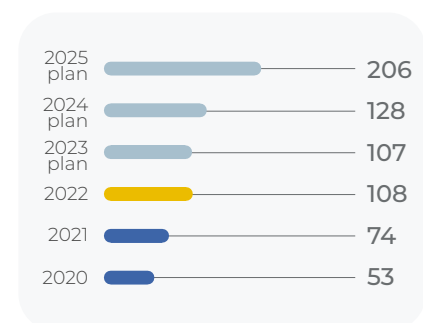


Federation Council Committee on Science, Education and Culture in Kirovsk, the committee recommended that the Russian Government take into account the Company's experience in training skilled engineers and workers using the school-college-university-enterprise educational pathway when creating the Professionalism federal project and education and production clusters in key industries such as chemical, light industry, metallurgy, etc.

### Graduates of PhosAgro Classes hired by PhosAgro Group companies, people



### Employment of CCCT graduates by the Company's facilities, people



For more information on PhosAgro Schools, see the People Development section on page 161



### Programme of cooperation with Russian agricultural universities

At PhosAgro, we believe that the development of education in the agribusiness sector is a crucial factor in supporting and enhancing the robust growth that Russian agriculture has been delivering in recent years. We are focused on fostering the right conditions for that by developing professional competencies of students and teachers at agricultural universities, as well as of agricultural producers and agro-industrial technology service providers.

The main mechanism for this is the consolidation of resources within PhosAgro Group's Education Centres at Russia's leading agricultural universities. In 2022, the programme reached a new

level with the opening of nine new centres in the country's key agricultural regions. Today, PhosAgro Group's educational centres operate at Russian State Agrarian University:

- Moscow Timiryazev Agricultural Academy,
- Saratov State Agrarian University,
- Urals State Agrarian University;
- St. Petersburg State Agrarian University;
- Kursk State Agricultural Academy,
- Belgorod State Agricultural University,
- Kuban State Agrarian University,
- Orel State Agricultural University,
- Voronezh State Agricultural University,
- Penza State Agrarian University
- Ryazan State Agrotechnological University.

In 2021–2022, PhosAgro's Education Centres held over 200 online lectures

for 30 agrarian universities in Russia and the CIS. A total of 22,700 students and teachers attended the lectures, which covered topics such as agrochemistry and agronomy, crop production, innovation and digitalisation of agriculture, economics, law, and responsible farming.

Capabilities for conducting scientific experiments were set up at PhosAgro Educational Centre's Phyto-Class of Moscow Timiryazev Agricultural Academy, including those for students' thesis projects. In addition, the Company together with Timiryazev Academy work to provide career guidance to schoolchildren, organise lectures and conferences, additional professional education courses, open days with major employers and meetings for young scientists



## DROZD

(Educated and Healthy Children of Russia)

DROZD, a unique corporate project, addresses the social issues associated with keeping children busy outside school hours in the cities and towns where PhosAgro operates. The Company has taken on a significant share of responsibility for their upbringing, education, and sporting development, so that parents can work comfortably knowing that their children have everything they need for their intellectual and physical development.

The project is a comprehensive system of multi-faceted long-term interactions with children aged 4 to 18 that harmoniously combines sports, spiritual, and patriotic education. To facilitate the DROZD programme, operators (independent non-profit organisations) have been established in four cities where PhosAgro operates: DROZD-Balakovo (Saratov region), DROZD-Cherepovets (Vologda region), DROZD-Khibiny (Kirovsk, Murmansk region) and DROZD-Volkhov (Leningrad region).

In 2022, the project covered more than 7,000 children (including 170 physically disabled and handicapped ones) who practised more than 20 athletic disciplines in 70 sports classes. Over 50% of the students passed various levels of the GTO fitness tests, with 29% of the children with disabilities at the DROZD-Cherepovets site passing the tests under the GTO Without Borders project. More than 40% of the students are winners and runners-up in sporting events at the municipal, regional, and federal levels.

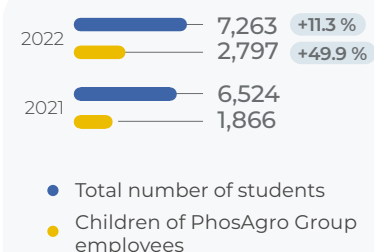
In addition, DROZD established ten non-sports clubs as well as hobby groups for popular science, patriotic and preliminary military training, fitness, Media School, robotics, etc.

In 2022, DROZD was presented at **the Best Practices in Promoting Physical Culture and Sports** session of Russia – Country of Sports, the X International Sports Forum.

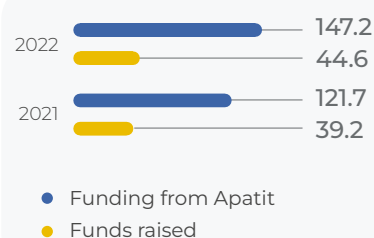
In 2022, raised funds accounted for 23% of the project's total funding, which demonstrates the popularity of DROZD and confirms keen interest in the project from local residents and regional authorities.

Surveys show a growing number of positive reviews, in particular from parents regarding the organisation of recreational and sports activities (e.g. summer camps in the Vita health resort in Anapa and the annual awards ceremony of the Best DROZD students). An important fact is that more than 50% of DROZD students who took part in the survey appreciated the quality and level of equipment in the gyms. According to a parent survey, almost 50% of parents expect DROZD sports clubs to improve their children's health. There was a considerable increase in the number of parents interested in their children's sporting achievements.

## DROZD project results, people



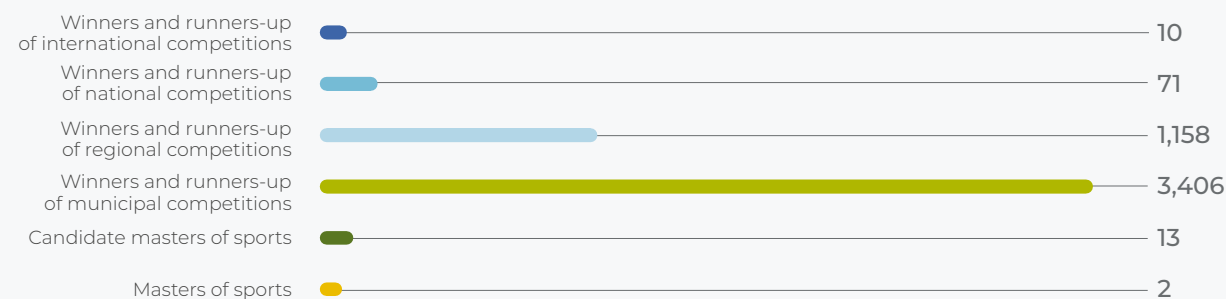
## Finance, RUB mln



## Number of participants in public events, corporate festivals, and celebrations staged by independent non-profit organisations in 2022, people



## Sports achievements of students in 2022, people



## DROZD Village project

In 2022, the DROZD Village project (running since 2016) was awarded in the Sports for Everyone, **Best Organiser of Physical Culture and Sports in Rural Areas** categories, according to the National Sports Award. The project covers twelve villages

in the Saratov region and offers more than 500 rural students an opportunity to do sports. Necessary infrastructure is created in rural locations, sports clubs are opened and mass sports events are held. More than 30 sports clubs are available to DROZD Village students for sports activities free of charge.



An important feature of the project is continuous health monitoring based on the Health Navigator methodology. It helps teachers and parents to adapt educational activities as closely as possible to specific requirements of a child's body.

**3,716**  
Number of children monitored

**16.9**  
Average health index of all children monitored, at the beginning of the reporting period

**17.1**  
Average health index of all children monitored, at the end of the reporting period

**SPIRITUAL REVIVAL**

The main objective of the programme is to preserve and promote orthodox values, spiritual ideas, and respect for our legacy and motherland.

The programme has been underway since 2001 and is implemented in cooperation with the Russian Orthodox Church, regional and local government authorities, non-governmental organisations and civil society.

The Company organises biannual pilgrimage tours to the relics of St Nicolas the Wonderworker for Russian believers. PhosAgro Group supports the project to develop the Russian Orthodox Centre in Singapore. The Group provides assistance to the exarchate of the Russian Orthodox Church in Southeast Asia.

The restoration of the unique mosaic icons of the Holy Trinity Cathedral in Balakovo, which began in 2018, was completed in 2022. In June, the Sign mosaic on the north side of the building was consecrated. Also, in 2022, work began on the Calvary mosaic panel, which will be placed on the west side of the church. Such was the intention of Fyodor Schechtel, a prominent architect of the early 20th century, and now his ideas are to be brought to life by the outstanding Russian mosaic artist Igor Lavrenko. In addition, in 2022 PhosAgro financed the restoration of the cathedral's fence.



With the Company's organisational support, the restoration of a church of Dormition of the Most Holy Mother of God (built in 1694) in the Nelazskoye village, a unique monument of wooden architecture, is underway. PhosAgro also helped renovate and equip the spiritual and educational centre of the Cathedral of the Life-Giving Trinity (Volsk, Saratov region).



**CONNECTING GENERATIONS**

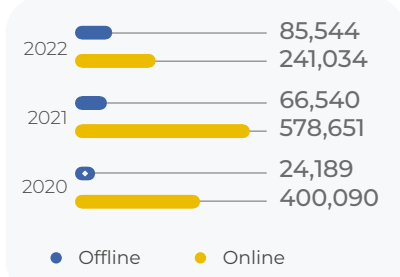
The main goal of the programme is to preserve memory of the history of the nation, industry, or facility for all generations; traditions of respect for the older generation, veterans, and vulnerable population groups.

**Career Guidance and Exhibition Centres project**

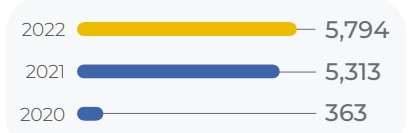
Career guidance and exhibition centres are located in all of the four key cities across our footprint and represent a combination of a modern multimedia corporate museum and an innovative and interactive popular science centre offering advanced programmes in chemistry, biology, and related professional training. The centres are equipped with virtual and physical science laboratories designed to prepare a variety of chemical compounds, multimedia microscopes with 50.000x power,

and an interactive garden where students can watch educational videos on cell life and structure and do lab experiments. There are panoramic cinemas offering career guidance and educational films, sensor tables with geographic data on minerals and countries around the world, and sensor booths to test professional aptitude. The centres are very popular with schoolchildren for being the place to learn about different professions and a major attraction for teenagers combining cultural entertainment and intellectual pastime.

**Total number of attendees**



**Number of events**



**Participants:**

- Museum and exhibition centre for interactive education of Apatit in Kirovsk;
- Fifteenth Element, a museum and exhibition centre in Volkhov;
- Green Planet, a centre for interactive education in Cherepovets;
- Academy of Fertility, a museum and exhibition centre in Balakovo.





## Security Agents

In 2022, PhosAgro continued a unique project for schoolchildren which was initiated by the Cherepovets facility and enlisted the support of Apatit's Economic Security Department and the Ministry of Internal Affairs' Office in Cherepovets.

The project achieved the following results:

- Laboratory of Safety, an interactive multimedia exhibition, created;

- security and safety training courses developed for different categories (including children);
- the first issue of Security Agents, a magazine for teenagers (12+), published, and three more issues are slated for 2023;
- Security Agents, a media school, set up, seeking to provide an in-depth insight into security and safety issues and promote safe behaviour;
- five episodes of The Kislov Family, a cartoon for children (6+), filmed to reveal the problems of modern

society and show how to avoid them;

- a travelling safety exhibition developed; in 2023, the exhibition will travel across Cherepovets and the Vologda region, Volkhov and Balakovo;
- project experience was rolled out at PhosAgro's Balakovo and Volkhov sites of Apatit.

For more information on the Security Agents project, see the Ethical Practices section on page 310

### The Agents of Safety project received prizes at two federal competitions:

- winner in the **Best Museum Event** category for the project in the Corporate Museum competition;
- winner as the **Best Programme Contributing to the Achievement of UN Sustainable Development Goals to Ensure Health, Healthy Lives, and Well-Being to Promote Sustainability** in the Russian Leaders in Corporate Philanthropy competition.



## Targeted Assistance project

A combination of targeted assistance to public organisations and support for volunteer initiatives in the regions of operation.

The programme supports 24 non-governmental organisations of labour and war veterans, as well as a number of charities.

In particular, PhosAgro supports ten non-governmental organisations in Cherepovets, including In the Name of Good charity, the Cultural and Recreational Centre in the Northern Microdistrict, and veteran organisations.

In Kirovsk and Apatity, we provide support to six non-governmental organisations, including a volunteer centre for the Group's pensioners.

We also support four local non-governmental organisations in Balakovo and Volkhov, respectively.

The Company's volunteers organised 175 events to provide assistance to veterans, the elderly, and vulnerable social groups in 2022.

Apart from that, the volunteers' activities include interaction with orphanages (in particular, making friends with children, helping them to socialise

### Other areas of work with veterans include:

- financial aid;
- health resort treatment;
- mass cultural events, excursions, entertainment.

and prepare them for independent life outside the institution), as well as environmental initiatives. Members of the youth organisation also help an animal shelter. Another important area of volunteer activity is assistance to the Company's veterans, primarily those who are single.

## PROMOTION OF SPORTS

Support for Russian sports at the international, national and regional levels, and promoting sports in regions where the Group operates.

We believe that supporting the first steps of young athletes in the cities of our presence is just as important as contributing to the success of record holders.

Apart from DROZD, the Company provides assistance to 21 sports organisations at the federal, regional, and municipal levels.

In 2022, total support for sports projects amounted to nearly

**RUB 466 mln**

### PhosAgro's support at the federal level went to:

- Russian Olympians Foundation;
- Russian Rhythmic Gymnastics Federation;
- Russian Cross-Country Skiing Federation;
- Russian Chess Federation;
- Russian Rugby Federation;
- Moscow Rhythmic Gymnastics Federation; Academy of Fertility, a museum and exhibition centre in Balakovo.

### The Company's support at the regional level went to:

- Proton Volleyball Club;
- Avtodor Basketball Club (Saratov region);
- Turbina speedway team (Saratov region);
- Severyanka Volleyball Club (Vologda region).

The Company also continued to support local organisations: youth sports schools, sports associations and clubs.