

**Information on candidates for the Board of Directors
PJSC PhosAgro**

1. Antoshin Igor

The candidate is proposed by the shareholder Litvinenko Vladimir.

Year of birth: **1963**

Higher education: Plekhanov St. Petersburg State Mining Institute.

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2013	2016	OJSC PhosAgro	CEO's advisor
2016	present	St. Petersburg State Mining Institute	Director of the Center for Educational and Special Programs

2. Bokova Irina Georgieva

Independent candidate (according to the resolution of the Remuneration and Human Resources Committee of the Board of Directors of PJSC PhosAgro dd. 18 March 2020).

The candidate is proposed by the shareholder CHLODWIG ENTERPRISES LIMITED.

Contribution of Irina Bokova to the Board of Directors performance has been and continues to be of great importance for the Company's long-term sustainable development considering her qualifications and the relevant work experience.

In addition, Irina Bokova is the Chair of the Sustainable Development Committee established in 2019 and supported by her UNESCO record. Irina Bokova is also a member of the Remuneration and Human Resources Committee. Key competencies - HR management, environment, health and safety.

Year of birth: **1952**

Higher education: Moscow State Institute for International Relations (MGIMO).

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2009	2017	UNESCO	Chief Executive Officer
2018	present	PJSC PhosAgro	Member of the Board of directors
2018	present	Ban Ki-moon Centre for Global Citizens	Member of the Board of directors
2018	present	International Automobile Federation	Member of the Board of directors

Information on participation in the work of committees of the Board of Directors of PJSC PhosAgro:

Company's Board Committees	Position
Sustainable Development Committee	Chairman of the Committee
Remuneration and Human Resources Committee	Member of the Committee

3. Guryev Andrey A.

The candidate is proposed by the shareholder Guryeva Evgeniya.

Contribution of Andrey A. Guryev to the Board of Directors performance has been and continues to be of great importance for the Company's long-term sustainable development considering his qualifications, the relevant work experience and the key competencies - strategy, finance and audit, chemistry and mining, environment, health and safety.

Andrey A. Guryev's membership at the Board Committees (Strategy Committee, Environmental, Health and Safety Committee, Risk Management Committee) brings efficiency and enhances the Committees performance.

Year of birth: **1982**

Higher education: The University of Greenwich in London with a BA in economics, Master's degree from the Academy of National Economy under the Government of the Russian Federation. PhD in Economics.

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period	Name of the company	Position
2011	present	ROO Federation of Rhythmic Gymnastics of

		Moscow	
2012	present	LLC PhosAgro-Region	Member of the Management Board
2012	present	Andrey Guryev Charity Fund	Chairman of the Management Board
2013	present	PJSC PhosAgro	Member of the Board of Directors
2013	present	PJSC PhosAgro	Chief Executive Officer, Chairman of the management board
2014	2016	JSC PhosAgro-Cherepovets	Member of the Management Board
2014	present	All-Russian public organization Russian Chess Federation	Member of the Board of Trustees
2015	present	All-Russian public organization Russian Union of Industrialists and Entrepreneurs	Member of the Management Board
2015	present	All-Russian Association of Employers Russian Union of Industrialists and Entrepreneurs	Member of the Management Board
2015	present	Non-profit charity organization Russian Olympians Foundation	Member of the Board of Trustees
2016	present	Non-profit organization Russian Fertilizer Producers Association	President
2016	present	Public organization All-Russian Federation of Rhythmic Gymnastics	Vice-president
2016	present	International Fertilizer Industry Association (IFA)	Member of the Board of Directors
2016	present	Non-profit partnership Russian Mining Operators	Deputy Chairman of the Board of Directors
2019	present	All-Russian public organization Russian Union of Industrialists and Entrepreneurs	Member of the Bureau of the Board

Information on participation in the work of committees of the Board of Directors of PJSC PhosAgro:

Company's Board Committees	Position
Strategy Committee	Member of the Committee
Environmental, Health and Safety Committee	Member of the Committee
Risk Management Committee	Member of the Committee

4. Guryev Andrey G.

The candidate is proposed by the shareholder Guryeva Evgeniya.

Contribution of Andrey G. Guryev to the Board of Directors performance has been and continues to be of great importance for the Company's long-term sustainable development considering his qualifications, the relevant work experience and the key competencies - strategy, chemistry and mining.

Andrey G. Guryev's membership at the Board Strategy Committee brings invaluable expertise and enhances the Committee performance.

Year of birth: **1960**

Higher education: Degree in economics and management of mining and exploration enterprises from the G. V. Plekhanov St. Petersburg State Mining Institute, Central State Institute for Physical Education.

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period	Name of the company	Position
2006	present	Russian Union of Chemists
2013	present	PJSC PhosAgro
2017	2018	JSC AgroGuard-Finance
2018	present	JSC AgroGuard-Finance

Information on participation in the work of committees of the Board of Directors of PJSC "PhosAgro":

Company's Board Committees	Position
Strategy Committee	Member of the Committee

5. Ombudstvedt Sven

Independent candidate (according to the resolution of the Remuneration and Human Resources Committee of the Board of Directors of PJSC PhosAgro dd. 18 March 2020).

The candidate is proposed by the shareholder ADORABELLA LIMITED.

Deep understanding of the Company's nature, its corporate structure, vision of business processes, extensive expertise in protection of rights and legal interests of shareholders and investors as well as application of the best corporate governance practices make the professional experience of Sven Ombudstvedt important for the Company.

Sven Ombudstvedt has professional skills and expertise, which among other things enables him to participate in the work of the Audit Committee, the Risk Management Committee and the Strategy Committee.

CEO position at Norske Skog ASA will not impair Sven Ombudstvedt's duties as a member of the Company's Board of Directors, primarily due to part-time position at the Board. Furthermore, the knowledge and experience obtained while working at Norske Skog ASA will improve the efficiency of the Company's Board.

Year of birth: **1966**

Higher education: bachelor's degree in business administration from Pacific Lutheran University (USA), master's degree in international management from the Thunderbird School of Global Management.

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2010	2017	Norske Skogindustrier ASA	Chief Executive Officer
2011	present	PJSC PhosAgro	Chairman of the Board of Directors
2017	2017	Norske Skogindustrier ASA	Special Advisor
2017	present	Norske Skog AS	Chairman of the Board of Directors
2017	present	Norske Skog Holding AS	Member of the Board of Directors

Information on participation in the work of committees of the Board of Directors of PJSC PhosAgro:

Company's Board Committees	Position
Strategy Committee	Chairman of the Committee
Risk Management Committee	Chairman of the Committee
Audit Committee	Member of the Committee

6. Osipov Roman

The candidate is proposed by the shareholder ADORABELLA LIMITED.

Year of birth: **1971**

Higher education: Baltic State Technical University named after Ustinov, master's degree from the LETI-Lovanium International School of Management.

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2012	2015	PJSC PhosAgro	Member of the Board of Directors
2013	present	PJSC PhosAgro	Director for Business Development
2013	present	JSC AgroGuard-Finance	Member of the Board of Directors
2014	present	JSC Giproroda	Member of the Board of Directors
2017	present	PJSC PhosAgro	Member of the Management Board
2018	2019	JSC Apatit	Member of the Management Board
2018	present	JSC Apatit	CEO's advisor (part-time job)

7. Pashkevich Natalia

Independent candidate (according to the resolution of the Remuneration and Human Resources Committee of the Board of Directors of PJSC PhosAgro dd. 18 March 2020).

The candidate is proposed by the shareholders Antoshin Igor and Litvinenko Vladimir.

Contribution of Natalia Pashkevich to the Board of Directors performance has been and continues to be of great importance for the Company's long-term sustainable development considering her qualifications, the relevant work experience and the key competency - chemistry and mining.

First Vice-Rector position at St. Petersburg Mining University will not impair her duties as a member of the Company's Board of Directors.

Year of birth: **1964**

Higher education: Leningrad Mining Institute. Grand PhD in Economics, Professor.

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
1999	present	St. Petersburg State Mining University	First Vice-Rector
2017	present	PJSC PhosAgro	Member of the Board of Directors

Information on participation in the work of committees of the Board of Directors of PJSC PhosAgro:

Company's Board Committees	Position
Environmental, Health and Safety Committee	Member of the Committee

8. Pronin Sergey

The candidate is proposed by the shareholder CHLODWIG ENTERPRISES LIMITED.

Year of birth: **1939**

Higher education: graduated from the Moscow Kuybyshev Construction Engineering University with a degree in industrial and civil engineering.

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2012	2017	LLC PhosAgro-Region	Chief Executive Officer, Chairman of the Management Board
2012	present	LLC PhosAgro-Region	Member of the Management Board
2017	present	PJSC PhosAgro	Deputy CEO for Sales and Marketing
2017	2017	JSC PhosAgro-Cherepovets	Deputy General Director for Sales and Logistics
2017	present	JSC Apatit	Deputy General Director for Sales and Logistics
2018	2019	JSC Apatit	Member of the Management board
2019	present	LLC PhosAgro-Region	CEO's advisor (part-time job)

9. Rogers Jr. James Beeland

Independent candidate (according to the resolution of the Remuneration and Human Resources Committee of the Board of Directors of PJSC PhosAgro dd. 18 March 2020).

The candidate is proposed by the shareholders Guryeva Evgeniya and Litvinenko Vladimir.

Contribution of James Rogers to the Board of Directors performance has been and continues to be of great importance for the Company's long-term sustainable development considering his qualifications, the relevant work experience and the key competencies - finance and audit, HR management.

High qualifications of Rogers J. James Beeland make his membership at the Remuneration and Human Resources Committee as Chairman valuable for enhancing the Committee performance.

Significant positions with other organizations (Beeland Interests, Inc., Virtus Total Return Fund Inc. (The Zweig Fund Inc., Viritus Global Dividend&Income Fund Inc. (The Zweig Total Return Fund, Inc., Beeland Holdings Pte Ltd, Beeland Enterprises, Inc., Forbes & Manhattan, Duff & Phelps Select Energy MLP Fund Inc., Virtus Global Multi-Sector Income Fund, Ananti Inc) will not impair his duties as a member of the Company's Board of Directors.

Year of birth: **1942**

Higher education: bachelor's degree from Yale University (USA), bachelor's / master's degree in Philosophy, Politics and Economics from the University of Oxford, as a member of Balliol College (England).

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
1990	present	Beeland Interests, Inc.	President
1986	present	Virtus Total Return Fund Inc.	Director
1988	present	Virtus Global Dividend & Income Fund Inc.	Director
2006	2015	CQS	Advisor
2007	present	Beeland Holdings Pte Ltd	Director
2007	present	Beeland Enterprises, Inc	Director
2011	present	Forbes & Manhattan	Advisor
2011	2018	Laguna Bay Pastoral	Advisor
2012	present	Geo Energy Resources Limited	Non-executive director
2012	2019	Spanish Mountain Gold Limited	Director
2019	present	Spanish Mountain Gold Limited	Advisor
2012	present	Santiago Gold Fund	Advisor
2013	2014	FAB Universal Corp	Independent director
2014	2019	Sinofortune Financial Holdings Limited (First China Financial Network Holdings Limited)	Non-executive director
2014	present	Genagro Ltd.	Advisor
2014	present	PJSC PhosAgro	Member of the Board of Directors
2015	2016	TLV Holdings Limited	Advisor
2015	2017	Latitude Technologies Limited	Senior advisor
2016	2018	Crusader Resources Limited	Non-executive director
2016	present	Duff & Phelps Select MLP Fund Inc.	Director
2016	present	Virtus Global Multi-Sector Income Fund	Trustee
2017	present	JSC “AgroGuard-Finance”	Member of the Board of Directors
2017	present	Agritrade Resources Limited	Advisor
2017	2018	ITF Corporation	Advisor
2017	2018	Global Blockchain Technologies Corp	Advisor
2018	2019	Ocean Capital Advisors LLC	Director
2018	2019	Quantum Digital Asset Management Pte Ltd.	Member of the Board of Directors
2018	present	Sirius International Insurance Group, Ltd	Member of the Board of Directors
2018	present	Ananti Inc	Director
2019	present	Nanomedics Co. Ltd	External director

Information on participation in the work of committees of the Board of Directors of PJSC PhosAgro:

Company's Board Committees	Position
Remuneration and Human Resources Committee	Chairman of the Committee
Audit Committee	Member of the Committee

10. Rodionov Ivan

The candidate is proposed by the shareholder Litvinenko Vladimir.

Year of birth: **1953**

Higher education: Lomonosov Moscow State University. Grand PhD in Economics, Professor

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2001	2015	AO «IBS Group Holding»	Member of the board of directors
2003	present	National Research University Higher School of Economics	Professor
2004	2018	PJSC PhosAgro	Member of the board of directors
2006	2014	Russian State Humanitarian University	Professor
2009	2013	OJSC Svyazinvest	Member of the board of directors
2009	present	PJSC IC Russ-Invest	Member of the board of directors
2012	2014	OJSC Rostelecom	Member of the board of directors

2012	present	OJSC Interdepartmental Analytical Center	Member of the board of directors
2012	2015	JSC PhosAgro-Cherepovets	Member of the board of directors
2014	present	JSC AgroGuard-Finance	Member of the board of directors
2017	present	PJSC IBS IT Services	Member of the board of directors

11. **Rolet Xavier Robert**

Independent candidate (according to the resolution of the Remuneration and Human Resources Committee of the Board of Directors of PJSC PhosAgro dd. 18 March 2020).

The candidate is proposed by the shareholder CHLODWIG ENTERPRISES.

Contribution of Xavier R. Rolet to the Board of Directors performance has been and continues to be of great importance for the Company's long-term sustainable development considering his qualifications, the relevant work experience and the key competencies - strategy, finance and audit, risk management, law and corporate governance, chemistry and mining.

In addition, high qualifications of Role R. Xavier's make his membership at the Risk Management Committee valuable for enhancing the Committee performance.

Year of birth: **1959**

Higher education: I.H.E.D.N. (Paris), Columbia Business School (New York City), KEDGE Business School (Marseille).

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2009	2017	London Stock Exchange Group	Chief Executive Officer
2011	present	Columbia University Business School	Member of the Board of Overseers
2013	2017	HM Treasury	Advisor
2017	2018	London Stock Exchange Group	On garden leave
2018	2019	PJSC PhosAgro	Member of the Board of Directors
2018	2019	Verseon	Independent Non-executive director
2018	present	Shanghai Institute of Finance for the Real Economy - SIFRE	Expert Adviser
2019	2020	CQS Management LTD	Chief Executive Officer
2019	present	PJSC PhosAgro	Chairman of the Board of Directors
2019	present	The Public Investment Fund (Saudi Stock Exchange - TADAWUL)	Member of the Board of Directors

Information on participation in the work of committees of the Board of Directors of PJSC PhosAgro:

Company's Board Committees	Position
Risk Management Committee	Member of the Committee

12. **Rhodes Marcus James**

Independent candidate (according to the resolution of the Remuneration and Human Resources Committee of the Board of Directors of PJSC PhosAgro dd. 18 March 2020).

The candidate is proposed by the shareholder CHLODWIG ENTERPRISES LIMITED.

Marcus James Rhodes is well-known for his professional qualities, in particular among investors, which indicates that he can take his own independent approach.

Marcus James Rhodes has a critical and unbiased approach towards assessment of the Company's management activities, he does not promote the interests of the management or any shareholders of the Company.

Marcus James Rhodes has professional skills and expertise, which among other things enables him to participate in the work of the Audit Committee of the Company's Board of Directors.

Year of birth: **1961**

Higher education: BS degree in Economics and History of Economics from University of Loughborough, qualified as a chartered accountant, member of the Institute of Accountants in England and Wales

(ICAEW).

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2008	2015	Rosinter Restaurants Holding	Member of the Board of Directors
2008	2015	Tethys Petroleum Limited	Member of the Board of Directors
2008	2016	OJSC Cherkizovo Group	Member of the Board of Directors
2011	present	PJSC PhosAgro	Member of the Board of Directors
2014	present	QIWI plc.	Member of the Board of Directors Chairman of the Audit Committee
2014	2017	Zoltav Resources Inc	Member of the Board of Directors
2018	2019	Rustranscom plc	Non-executive director

Information on participation in the work of committees of the Board of Directors of PJSC PhosAgro:

Company's Board Committees	Position
Audit Committee	Chairman of the Committee

13. Rybnikov Mikhail

The candidate is proposed by the shareholder Guryeva Evgeniya.

Contribution of Mikhail Rybnikov to the Board of Directors performance has been and continues to be of great importance for the Company's long-term sustainable development considering his qualifications, the relevant work experience and the key competencies - strategy, finance and audit, chemistry and mining, environment, health and safety.

His membership at the Strategy Committee, and the Environmental, Health and Safety Committee brings invaluable expertise and enhances performance of these Committees.

Year of birth: **1975**

Higher education: Moscow State University with a master's degree in economics.

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2012	2015	CJSC PhosAgro AG	Chief Executive Officer
2012	2015	CJSC PhosAgro AG	Chairman of the Management Board
2012	2013	OJSC Apatit	Member of the board of directors
2013	2013	OJSC Moscow Stock Exchange	Member of the board of directors
2013	2016	JSC PhosAgro-Cherepovets	Member of the board of directors
2012	2017	JSC PhosAgro-Cherepovets	Chief Executive Officer
2015	2017	JSC PhosAgro-Cherepovets	Chairman of the Management Board
2013	2018	PJSC PhosAgro	Chief Operating Officer
2013	present	PJSC PhosAgro	Member of the management board
2016	present	PJSC PhosAgro	Member of the board of directors
2016	present	LLC PhosAgro-Region	Member of the management board
2017	2018	JSC Apatit	Chief Executive Officer, Chairman of the Management Board
2018	2020	PJSC PhosAgro	First Deputy Chief Executive Officer
2018	2019	JSC Apatit	Member of the Management Board
2018	present	JSC NIUIF	Member of the Board of Directors
2019	present	JSC Apatit	CEO's advisor (part-time job)
2020	present	PJSC PhosAgro	Executive director

Information on participation in the work of committees of the Board of Directors of PJSC PhosAgro:

Company's Board Committees	Position
Environmental, Health and Safety Committee	Chairman of the Committee
Strategy Committee	Member of the Committee

Sustainable Development Committee	Member of the Committee
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14. Sereda Sergey

The candidate is proposed by the shareholder Antoshin Igor.

Year of birth: **1958**.

Higher education: Moscow State Institute of International Relations, “International Economic Relations”.
Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Период		Наименование организации	Должность
2014	2016	PJSC PhosAgro	First Deputy Chief Executive Officer
2016	2016	JSC PhosAgro-Cherepovets	Deputy Chief Executive Officer for Procurement
2016	2017	JSC PhosAgro-Cherepovets	First Deputy Chief Executive Officer
2016	2017	PJSC PhosAgro	Deputy Chief Executive Officer for International and Special Projects
2018	2018	JSC Group of Companies Titan	Chief Executive Officer, Chairman of the Management Board
2018	present	St. Petersburg State Mining University	Rector’s Advisor

15. Sirotenko Alexey

The candidate is proposed by the shareholder ADORABELLA LIMITED.

Year of birth: **1969**

Higher education: Moscow State University, specialty “Law”.

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2007	2015	CJSC PhosAgro AG	Member of the Management Board
2010	present	PJSC PhosAgro	Deputy CEO for Corporate and Legal Affairs
2011	2015	CJSC PhosAgro AG	Director of Legal Affairs
2013	present	PJSC PhosAgro	Member of the Management Board
2015	2017	JSC PhosAgro-Cherepovets	Director of Legal Affairs
2015	2017	JSC PhosAgro-Cherepovets	Member of the Management Board
2017	2019	JSC Apatit	Member of the Management Board
2017	present	JSC Apatit»	Director of Legal Affairs

16. Sharabaika Alexander

The candidate is proposed by the shareholder ADORABELLA LIMITED.

Year of birth: **1977**

Higher education: Bachelor of Economics with honours from the Belorussian Economic University, MBA in Finance from Nottingham University Business School.

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		Name of the company	Position
2012	2015	CJSC PhosAgro AG	Member of the Management Board
2013	2015	JSCB Ecoprombank	Member of the Board of Directors
2013	2017	PJSC PhosAgro	Member of the Management Board
2014	2015	CJSC PhosAgro AG	Advisor to the CEO
2014	2019	PJSC PhosAgro	CFO
2015	2017	JSC PhosAgro-Cherepovets	Advisor to the CEO

2015	2017	JSC PhosAgro-Cherepovets	Member of the Management Board
2015	present	LLC PhosAgro-Region	Member of the Management Board
2017	2018	PJSC PhosAgro	Member of the Board of Directors
2017	present	JSC Apatit	Advisor to the CEO
2017	2019	JSC Apatit	Member of the Board of Directors
2018	present	PJSC PhosAgro	Member of the Management Board
2018	present	PJSC PhosAgro	Deputy CEO for Finance and International Projects

17. Sharonov Andrey

Independent candidate (according to the resolution of the Remuneration and Human Resources Committee of the Board of Directors of PJSC PhosAgro dd. 18 March 2020).

The candidate is proposed by the shareholders ADORABELLA LIMITED and Litvinenko Vladimir.

Key competencies: finance and audit, law and corporate governance, HR management.

Andrey Sharonov's approach to the Board agenda items is based solely on his professional experience and knowledge, comprehensive study of matter, it is unbiased and independent of other Board members and top executives opinions. His approach is primarily focused on improving the Company's performance.

Andrey Sharonov is a member of the Audit Committee, the Remuneration and Human Resources Committee, and the Sustainable Development Committee. His competence and expertise are particularly valuable for these Committees.

President position at the Moscow School of Management SKOLKOVO will not impair his duties as a member of the Company's Board of Directors.

Year of birth: **1964**

Higher education: Ufa aviation institute, specialty "Aviation instrument making"; Russian Academy of Public Administration under the President of the Russian Federation, specialty "Law".

Positions held by this person in companies within last 5 years and at this moment, in chronological order, including part-time jobs:

Period		The name of the company	Position
2009	present	HSE University	Professor (part-time), Department of Finance, Faculty of Economic Sciences
2011	2015	JSC AKB Bank of Moscow	Member of the Board of Directors
2013	2016	Moscow School of Management SKOLKOVO	Rector
2013	2016	JSC MC Eco-system	Chairman of the Board of Directors
2014	2015	JSC AK Alrosa	Member of the Supervisory Board
2014	present	LLC MC Neftetransservis	Chairman of the Board of Directors
2014	present	PJSC Sovcomflot	Member of the Board of Directors
2014	2019	PJSC Novatec	Member of the Board of Directors
2015	2018	PJSC Bank VTB	Member of the Supervisory Board
2015	2017	JSC Rosgeologia	Member of the Board of Directors
2015	2016	PJSC Moscow exchange	Member of the Supervisory Board
2016	present	Endowment Fund Skolkovo	Director
2016	present	Development Assistance Association of the Moscow School of Management SKOLKOVO	Executive director
2016	present	Moscow School of Management SKOLKOVO	President
2017	present	PJSC PhosAgro	Member of the Board of Directors
2018	present	JSC Medicina	Chairman of the Board of Directors
2019	present	EN+ GROUP	Non-executive director

Information on participation in the work of committees of the Board of Directors of PJSC PhosAgro:

Company's Board Committees	Position
Audit Committee	Member of the Committee
Remuneration and Human Resources Committee	Member of the Committee
Sustainable Development Committee	Member of the Committee

According to the resolution of the Remuneration and Human Resources Committee of the Board of Directors of PJSC PhosAgro dd. 18 March 2020, all the candidates have no conflict of interest and possess all professional skills, experience, knowledge and business reputation required for the Board of Directors membership.

Written consents of nominated candidates to the Board of Directors of PJSC PhosAgro are available.

Board of Directors of PJSC PhosAgro