



GRI CONTENT INDEX

GRI Indicator

GRI 102 GENERAL DISCLOSURES

Organisational profile

- GRI 102-1 Name of the organisation
- GRI 102-2 Activities, brands, products and services
- GRI 102-3 Location of headquarters
- GRI 102-4 Location of operations
- GRI 102-5 Ownership and legal form
- GRI 102-6 Markets served
- GRI 102-7 Scale of the organisation
- GRI 102-8 Information on employees and other workers

- GRI 102-9 Supply chain
- GRI 102-10 Significant changes to the organisation and its supply chain
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- GRI 102-14 Statement from senior decision-maker

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- GRI 102-40 List of stakeholder groups
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- GRI 102-44 Key topics and concerns raised

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- GRI 102-45 Entities included in the consolidated financial statements
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- GRI 102-48 Restatements of information
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- GRI 102-51 Date of most recent sustainability report
- GRI 102-52 Reporting cycle
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- GRI 102-54 Claims of reporting in accordance with the GRI Standards



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| PJSC PhosAgro | 2-3 |
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| 55/1 Leninsky Avenue, Bld. 1, Moscow, 119333, Russia | 254 |
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| Public Joint-Stock Company PhosAgro | 2-3 |
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| For technical reasons, 2019 data on the number of employees, type of employment and contract, with a breakdown by age and gender, is not fully disclosed; this information will be provided in the 2020 report. | 127 |
| | 150-151 |
| There were no significant changes | 58-61 |
| | 18-19, 84-95 |
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| | 79-80 |
| No restatement of information was made for the previous reporting period. The Report contains updates of the data for previous years, which is indicated in the text | |
| Throughout the reporting period, there were no significant changes to the scope and boundaries of aspects compared to previous reporting periods | |
| The reporting period is calendar year 2019 | |
| The Company does not have a separate report on sustainable development. Information on sustainable development is included in the integrated report. The most recent integrated report was published on April. 30, 2019 | |
| Since 2011, PhosAgro has been publishing integrated reports annually | |
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| This Report has been prepared in accordance with the GRI Standards: Core option | |

**GRI Indicator**

GRI 102–55 GRI content index

GRI 102–56 External assurance

GRI 200 ECONOMIC**GRI 201 Economic Performance**

GRI 103 Management approach

GRI 201–1 Direct economic value generated and distributed

GRI 201–3 Defined benefit plan obligations and other retirement plans

GRI 202 Market Presence

GRI 103 Management approach

GRI 202–1 Ratios of standard entry level wage by gender compared to local minimum wage

GRI 202–2 Proportion of senior management hired from the local community

GRI 203 Indirect Economic Impacts

GRI 103 Management approach

GRI 203–1 Infrastructure investments and services supported

GRI 203–2 Significant indirect economic impacts

GRI 204 Procurement Practices

GRI 103 Management approach

GRI 204–1 Proportion of spending on local suppliers at significant locations of operation

GRI 205 Anti-corruption

GRI 103 Management approach

GRI 205–3 Confirmed incidents of corruption and actions taken

GRI 300 ENVIRONMENTAL**GRI 302 Energy**

GRI 103 Management approach

GRI 302–1 Energy consumption within the organisation

GRI 302–3 Energy intensity

GRI 302–4 Reduction in electricity consumption

GRI 303 Water and Effluents

GRI 103 Management approach

GRI 303–1 Interactions with water as a shared resource

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Withdrawal of water from surface water bodies

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Branch**Water body in accordance with water use agreement**

Apatit (Cherepovets)

Rybinsk Reservoir

Kirovsk branch of Apatit

Lake Bolshoi Vudyavr

Volkhov branch of Apatit

Volkhov Reservoir (Volkhov River)

Balakovo Branch of Apatit

Saratov Reservoir

Waste water discharge at Apatit

Waste water discharge**Receiving water body****Kirovsk branch of Apatit**

Discharge 1. Industrial waters at ANBP-3

Zhemchuzhnaya River

Discharge 2. Industrial waters at ANBP-2

Belaya River

Discharge 3. Rainwaters at ANBP-2

Belaya River

Discharge 4. Mining waters of the combined Kirovsky, Central, and Rasvumchorrsky mines

Lake Bolshoi Vudyavr

Discharge 6. Waters of the wells installed at the Vostochny mine to reduce groundwater level

Vuonnemyok River

Discharge 5. Mining waters of the Koashva and Nyorkpakh underground mines

Lake Kitchepakhk

Discharge 8. Mining waters of the Koashva and Nyorkpakh underground mines

Lake Kitchepakhk

Apatit (Cherepovets)

Effluents from the phosphate facility

Rybinsk Reservoir

Effluents from the nitrogen facility

Rybinsk Reservoir



GRI Indicator

GRI 303–2 Management of water discharge-related impacts

GRI 303–3 Water withdrawal

GRI 303–4 Water discharge

GRI 303–5 Water consumption

GRI 305 Emissions

GRI 103 Management approach

GRI 305–1 Direct (Scope 1) GHG emissions

GRI 305–4 GHG emissions intensity

GRI 305–7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions

GRI 306 Effluents and Waste

GRI 103 Management approach

GRI 306–1 Total water discharge by quality and destination

GRI 306–2 Waste by type and disposal method

GRI 306–4 Transport of hazardous waste

GRI 307 Environmental Compliance

GRI 103 Management approach

GRI 307-1 Non-compliance with environmental laws and regulations



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| Effluents are treated to standard permissible discharge and temporarily permitted discharge levels set by permits to discharge pollutants into the environment (water bodies) issued by a relevant authority for each discharge | 110 |
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| 1. 98% of effluents are treated in various ways by undergoing mechanical, physical and chemical or biological purification at treatment facilities until standard permissible discharge and temporarily permitted discharge rates are reached as required by permits to discharge pollutants into the environment (water bodies) issued by a relevant authority for each discharge. 2% of effluents are discharged without any treatment, but their quality is also in line with the standard permissible discharge and temporarily permitted discharge rates. There has been no unplanned water discharge. 2. Waste water discharge at Apatit | 111 |
| Waste water discharge | Receiving water body |
| Kirovsk branch of Apatit | |
| Discharge 1. Industrial waters at ANBP-3 | Zhemchuzhnaya River |
| Discharge 2. Industrial waters at ANBP-2 | Belaya River |
| Discharge 3. Rainwaters at ANBP-2 | Belaya River |
| Discharge 4. Mining waters of the combined Kirovsky, Central, and Rasvumchorrsky mines | Lake Bolshoi Vudyavr |
| Discharge 6. Waters of the wells installed at the Vostochny mine to reduce groundwater level | Vuonnemyok River |
| Discharge 5. Mining waters of the Koashva and Nyorkpakh underground mines | Lake Kitchepakhk |
| Discharge 8. Mining waters of the Koashva and Nyorkpakh underground mines | Lake Kitchepakhk |
| Apatit (Cherepovets) | |
| Effluents from the phosphate facility | Rybinsk Reservoir |
| Effluents from the nitrogen facility | Rybinsk Reservoir |
| | 108 |
| The Company performs no cross-border shipping of waste deemed hazardous under the terms of the Basel Convention | |
| | 99 |
| a. i. - disclosed on page 93 a. ii. - in 2019, 10 cases of non-compliance were identified across all production sites. No penalties other than financial applied a. ii. - there were no litigations b. not applicable | |



GRI Indicator

GRI 400 SOCIAL

GRI 401 Employment

GRI 103 Management approach

GRI 401–1 New employee hires and employee turnover

GRI 401–2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

GRI 401–3 Parental leave

GRI 403 Occupational Health and Safety

GRI 103 Management approach

GRI 403–1 Occupational health and safety management system

GRI 403–2 Hazard identification, risk assessment, and incident investigation

GRI 403–3 Occupational health services

GRI 403–4 Worker participation, consultation, and communication on occupational health and safety



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| New hires in 2019 | | | | | | | | |
| Region | Gender | <25 years | 25–34 years | 35–44 years | 45–55 years | over 55 | Total | |
| Vologda region | F | 57 | 120 | 96 | 40 | 23 | 336 | |
| Vologda region | M | 80 | 143 | 86 | 36 | 10 | 355 | |
| Vologda region Total | | 137 | 263 | 182 | 76 | 33 | 691 | |
| Saratov region | F | 5 | 15 | 17 | 5 | 9 | 51 | |
| Saratov region | M | 8 | 36 | 16 | 6 | 15 | 81 | |
| Saratov region Total | | 13 | 51 | 33 | 11 | 24 | 132 | |
| Leningrad region | F | 10 | 28 | 27 | 8 | 22 | 95 | |
| Leningrad region | M | 8 | 19 | 19 | 13 | 8 | 67 | |
| Leningrad region Total | | 18 | 47 | 46 | 21 | 30 | 162 | |
| Moscow region | F | 1 | 2 | 8 | 2 | 2 | 15 | |
| Moscow region | M | 1 | 3 | 6 | 3 | | 13 | |
| Moscow region Total | | 2 | 5 | 14 | 5 | 2 | 28 | |
| Murmansk region | F | 21 | 63 | 64 | 42 | 21 | 211 | |
| Murmansk region | M | 101 | 394 | 387 | 145 | 23 | 1,050 | |
| Murmansk region Total | | 122 | 457 | 451 | 187 | 44 | 1,261 | |
| Total | | 292 | 823 | 726 | 300 | 133 | 2,274 | |

| Leavers in 2019 | | | | | | | |
|-------------------------------|--------|------------|-------------|-------------|-------------|------------|--------------|
| Region | Gender | <25 years | 25–34 years | 35–44 years | 45–55 years | over 55 | Total |
| Vologda region | F | 24 | 76 | 57 | 43 | 36 | 236 |
| Vologda region | M | 43 | 83 | 69 | 40 | 26 | 261 |
| Vologda region Total | | 67 | 159 | 126 | 83 | 62 | 497 |
| Saratov region | F | | 11 | 15 | 3 | 11 | 40 |
| Saratov region | M | 3 | 16 | 11 | 14 | 27 | 71 |
| Saratov region Total | | 3 | 27 | 26 | 17 | 38 | 111 |
| Leningrad region | F | 4 | 18 | 18 | 14 | 34 | 88 |
| Leningrad region | M | 4 | 20 | 23 | 17 | 13 | 77 |
| Leningrad region Total | | 8 | 38 | 41 | 31 | 47 | 165 |
| Moscow region | F | 14 | 37 | 34 | 36 | 15 | 136 |
| Moscow region | M | 31 | 242 | 259 | 121 | 28 | 681 |
| Moscow region Total | | 45 | 279 | 293 | 157 | 43 | 817 |
| Murmansk region | F | | 2 | 3 | | 3 | 8 |
| Murmansk region | M | 1 | 7 | 2 | 1 | 1 | 12 |
| Murmansk region Total | | 1 | 9 | 5 | 1 | 4 | 20 |
| Total | | 124 | 512 | 491 | 289 | 194 | 1,610 |

Benefits established by collective bargaining agreements apply to all employees of the Company's main production sites and do not depend on the status or conditions of employment

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GRI Indicator

GRI 403–5 Worker training on occupational health and safety

GRI 403–6 Promotion of worker health

GRI 403–7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

GRI 403–8 Workers covered by an occupational health and safety management system

GRI 403–9 Work-related injuries

GRI 404 Training and Education

GRI 103 Management approach

GRI 404–1 Average hours of training per year per employee

GRI 404–2 Programmes for upgrading employee skills and transition assistance programmes

GRI 404–3 Percentage of employees receiving regular performance and career development reviews

GRI 413 Local Communities

GRI 103 Management approach

GRI 413–1 Percentage of operations with implemented local community engagement, impact assessments, and development programmes



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| Data on the assessment of engagement of, dialogue with, and development of local communities, formal grievance mechanisms and other aspects in compliance with the GRI 413-1 disclosure requirements will be fully disclosed in the 2020 report. | 136–141 |



INDEPENDENT ASSURANCE REPORT

Independent practitioner's limited assurance report by AO Deloitte & Touche CIS ('Deloitte') to PJSC Phosagro Board of Directors on the 2019 Sustainability Report for the year ended 31 December 2019.

SCOPE OF ASSURANCE

We have been engaged by PJSC Phosagro to perform an assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) ('the Standard') to provide public limited assurance on accuracy of Selected Data presented in PJSC Phosagro Sustainability Report prepared in accordance with GRI Standards ('the Report') for the year ended 31 December 2019.

ASSURANCE PROCEDURES AND ROLES

We carried out limited assurance on accuracy of the following data related to 2019 year and included into the Report:

(1) Selected key performance indicators specified below in the section "*Selected non-financial performance data for public limited assurance*", and
(2) PJSC Phosagro's self-declaration in preparing its Report 2019 in accordance with the requirements of Global Reporting Initiative (GRI) Sustainability Reporting Standards as stated on page 193 of the Report.

OUR KEY ASSURANCE PROCEDURES

To achieve limited assurance, the ISAE 3000 (Revised) requires that we review the processes, systems and competencies used to compile the areas on which we provide our assurance. Considering the risk of material error, we planned and performed our work to obtain all of the information and explanations we considered necessary to provide sufficient evidence to support our assurance conclusion.

To form our conclusions, we undertook the following procedures:

- Conducted site visit to one business unit – AO "Apatit" (Vologda region);
- Analysed on a sample basis the key systems, processes, policies and controls relating to the collation, aggregation, validation and reporting processes of the selected sustainability performance indicators;
- Conducted interviews with employees of PJSC Phosagro responsible for sustainability performance, policies and corresponding reporting;
- Conducted selective substantive testing to confirm accuracy of received data to the selected key performance indicators;
- Made enquiries of management and senior executives to obtain an understanding of the overall governance and internal control environment, risk management, materiality assessment and stakeholder engagement processes relevant to the identification, management and reporting of sustainability issues;
- Performed selective review of disclosures in the Report on compliance with GRI Standards;

We believe that our evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

INHERENT LIMITATIONS

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. Therefore fraud, error or non-compliance may occur and not be detected. Additionally non-financial information, such as that included in reporting documents is subject to more inherent limitations than financial information, given the nature and methods used for determining, calculating and sampling or estimating such information.

Our work has been undertaken so that we might state to the Company those matters we are required to state to them in this Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than PJSC Phosagro for our work, for this Report, or for the conclusions we have formed.

Our engagement provides limited assurance as defined in ISAE 3000 (Revised). The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

ROLES AND RESPONSIBILITIES

- The Directors are responsible for the preparation, accuracy and completeness of the sustainability information and statements contained within the Report. They are responsible for determining PJSC Phosagro sustainability objectives and for establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived.
- Our responsibility is to express a conclusion on the selected Subject Matter based on our procedures. We conducted our engagement in accordance with the ISAE 3000 (Revised) Assurance Engagements other than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board.



INDEPENDENCE AND QUALITY CONTROL

- We have complied with the independence and other ethical requirements established by the Rules on Independence of Auditors and Audit Firms and the Code of Professional Ethics for Auditors approved by the Audit Council of the Ministry of Finance of the Russian Federation and by the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which are based on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.
- The firm applies the International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

LIMITED ASSURANCE CONCLUSION

Based on the scope of our work and the assurance procedures performed nothing has come to our attention that causes us to believe that the aforementioned Selected Data, which we were engaged to provide limited assurance on, as specified in the 'Roles and responsibilities' section above are materially misstated.

SELECTED NON-FINANCIAL PERFORMANCE DATA FOR PUBLIC LIMITED ASSURANCE

We have been engaged by the Board of Directors of PJSC Phosagro to perform limited assurance procedures on accuracy of the following key performance data of the 2019 reporting year included into the Report:

| | |
|--------------------------------------|--|
| Employees | Average headcount (Total number of employees in PhosAgro Group, including all branches and subsidiaries). Proportion of senior management hired from the local community in total headcount. Percentage of employees receiving regular performance and career development reviews Average hours of training per year per employee |
| Health and safety | Total number of workplace accidents. Total number of fatal accidents. Lost Time Injury Frequency Rate (LTIFR) per 1 million hours |
| Emissions into the atmosphere | Gross sulphur dioxide emissions, tones. Gross nitrogen oxides emissions calc. in NO ₂ , tones. Gross carbon monoxide emissions, tones. Gross solid emissions, tones. |
| Greenhouse gas | Gross GHG emissions (Scope1), tones. |
| Hazardous waste | Total weight of generated waste, tones. Waste with a breakdown by the disposal methods, tones |
| Water consumption | Total water withdrawal by source by branches, mln m ³ . Waste-water discharge by branches, mln m ³ . |
| Energy | Total non-renewable fuel consumption by fuel type. Electricity consumption. Heating consumption. |
| Stakeholder engagement | The total amount of funds allocated for the needs of society, charity, in million rubles. |
| Anticorruption | Confirmed amount of incidents of corruption |


Natalya Kaprizina
Engagement partner

28 April 2020



The Entity: Public Joint Stock Company Phosagro
Primary State Registration Number: 1027700190572
State registration number: P-18009.16 dated 10.10.2001 issued by the State Registration Chamber under the Ministry of Justice of the Russian Federation
Address: 119333, Russian Federation, Moscow, Leninsky prospekt., 55/1

Audit Firm: AO "Deloitte & Touche CIS"
Certificate of state registration № 018.482, issued by the Moscow Registration Chamber on 30.10.1992.
Primary State Registration Number: 1027700425444
Certificate of registration in the Unified State Register № 77 004840299 of 13.11.2002, issued by Moscow Interdistrict Inspectorate of the Russian Ministry of Taxation № 39.
Member of Self-regulatory organization of auditors Association "Sodruzhestvo", ORNZ 12006020384



GLOSSARY

AN – ammonium nitrate

ANBP – apatite-nepheline beneficiation plant

ANSES – French Agency for Food, Environmental and Occupational Health & Safety

ASF – African swine fever

ATG – atmosphere gauge (unit of pressure)

BAT – best available technique

bln – billion

Capex – capital expenditure

CCI 4 – carbon tetrachloride

Cd – cadmium

CDA 2 – nationwide programme to modernise the electricity industry

CDP – Carbon Disclosure Project

CIS – Commonwealth of Independent States

CJSC – closed joint-stock company

CO₂ – carbon dioxide

COVID-19 – coronavirus disease 2019, the pandemic caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2)

DAP – diammonium phosphate

DCDA – Double Contact Double Absorption

DROZD – Educated and Healthy Children of Russia programme

EBITDA – earnings before interest, taxes, depreciation and amortisation

EMERCOM – Ministry for Civil Defence, Emergencies and Elimination of Consequences of Natural Disasters

ESG – environmental, social, and governance

ESPP – European Sustainable Phosphorus Platform

EU – European Union

FAO – Food and Agriculture Organisation

GDP – gross domestic product

GDR – global depositary receipt

GLONASS – Global Navigation Satellite System

GLOSOLAN – Global Soil Laboratories Networks; supporting the GLOSOLAN by developing research capacities and strengthening the Regional Soil Laboratories Networks (RESOLAN).

GRI – Global Reporting Initiative

GSP – Global Soil Partnership

H₂SO₄ – sulphuric acid

HR – human resources

HSE – health, safety and environment

IFA – International Fertilizer Association

IFRS – International Financial Reporting Standards

IMF – International Monetary Fund

IPCC – in-pit crushing and conveying at the Vostochny mine

IRR – internal rate of return

IT – information technology

IUPAC – International Union of Pure and Applied Chemistry

IYPT 2019 – International Year of the Periodic Table

JSC – joint-stock company

JSCB – joint-stock commercial bank

kg – kilogram

KPI – key performance indicator

kWh – kilowatt-hour

LSE – London Stock Exchange

LTIFR – lost time injury frequency rate

MAP – monoammonium phosphate

MCP – feed monocalcium phosphate

mg – milligram

mln – million

MOP – muriate of potash

MS – management system

MW – megawatt

NH₃ – ammonia

NIUIF – Samoilov Scientific Research Institute for Fertilizers and Insectofungicides

NO₂ – nitrogen dioxide

NPK – nitrogen-phosphorus-potassium fertilizer

OHS – occupational health and safety

OJSC – open joint-stock company

OPEC – Organisation of the Petroleum Exporting Countries

P2O5 – phosphoric pentoxide

PhosAgro Group – PJSC PhosAgro and its subsidiaries and affiliates

PJSC – public joint-stock company

PwC – PricewaterhouseCoopers

R&D – research and development

RAFP – Russian Association of Fertilizer Producers

RAS – Russian Accounting Standards



REACH – Registration, Evaluation, Authorisation and Restriction of Chemicals

Rospotrebnadzor – Federal Service for Surveillance on Consumer Rights Protection and Human Wellbeing

Rosstandart – Federal Agency on Technical Regulating and Metrology

Rostekhnadzor – Federal Service for the Supervision of Environment, Technology and Nuclear Management

RSPP – Russian Union of Industrialists and Entrepreneurs

RUB – Russian rouble

SDG – UN Sustainable Development Goal

SMEs – small and medium-sized enterprises

SO₂ – sulphur dioxide

STPP – sodium tripolyphosphate

Strategy to 2025 – PhosAgro's Development Strategy to 2025

t – metric tonne

ths – thousand

TTF – Title Transfer Facility

UDT – thermal treatment facility

UN – United Nations

UNESCO – United Nations Educational, Scientific and Cultural Organisation

USA – United States of America

USD – United States dollar

VAT – value-added tax

VOC – volatile organic compound

WHO – World Health Organisation



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