



## INFORMATION ON MEMBERS OF THE MANAGEMENT BOARD

**ANDREY A. GURYEV****Title** Executive director, Chairman of the Management Board**Equity interest / Stake of ordinary shares** None**Date of birth** 7 March 1982**Education** University of Greenwich (UK)  
Bachelor's degree in Economics**2011 – 2013** Academy of National Economy under the Government of the Russian Federation  
PhD in Economics**2011 – Present** PhosAgro AG  
Deputy CEO for Sales and Logistics**2011 – Present** Moscow Rhythmic Gymnastics Federation  
President**2012 – Present** Andrey Guryev Charitable Foundation  
Chairman of the Management Board**2012 – 2014** Investment Trading Bank  
Member of the Board of Directors**2012 – Present** PhosAgro-Region  
Member of the Management Board**2013 – Present** PhosAgro  
Member of the Board of Directors**2013 – Present** PhosAgro  
• CEO  
• Chairman of the Management Board  
• Member of the Strategy Committee  
• Member of the Environmental, Health and Safety Committee  
• Member of the Risk Management Committee**2014 – 2016** PhosAgro-Cherepovets  
Member of the Management Board**2014 – Present** Russian Chess Federation  
Member of the Board of Trustees**2015 – Present** Russian Olympians Foundation  
• Member of the Council of Trustees**2015 – Present** Russian Union of Industrialists and Entrepreneurs  
Member of the Management Board**2016 – Present** Russian Association of Fertilizer Producers  
President**2016 – Present** Russian Rhythmic Gymnastics Federation  
• Chairman of the Board of Trustees  
• Vice President**2016 – Present** International Fertilizer Association (IFA)  
Member of the Board of Directors**2016 – Present** Miners of Russia non-commercial partnership  
Deputy Chairman of the Supreme Mining Council**2019 – Present** Russian Union of Industrialists and Entrepreneurs  
Member of the Management Board Bureau

**SIROJ  
LOIKOV****Equity interest /  
Stake of ordinary  
shares**

None

**Date of birth**

9 September 1972

**Education****Tashkent State University of Economics**  
International Economic Relations**Nottingham University Business School (UK)**  
Bachelor's degree in Business Management**2011 – 2013****PhosAgro AG**  
HR Director**2013 – 2015****PhosAgro**  
HR Director**2013 – 2015****PhosAgro AG**  
Human Resources and Social Policy Director**2013 – Present****PhosAgro**  
Member of the Management Board**2013 – 2017****Izumrud**  
Member of the Board of Directors**2014 – 2015****PhosAgro AG**  
Member of the Management Board**2015 – 2018****PhosAgro**  
Human Resources and Social Policy Director**2015 – 2018****Korporativnoe pitanie (Corporate Nutrition)**  
Member of the Board of Directors**2015 – 2017****PhosAgro-Cherepovets**

- Human Resources and Social Policy Director
- Member of the Management Board

**2017 – 2018****Tirvas**

Member of the Board of Directors

**2017 – 2018****Apatit**

Human Resources and Social Policy Director

**2017 – 2018****Apatit**

Member of the Management Board

**2018 – 2019****PhosAgro**

Deputy CEO for Human Resources (part-time)

**2018 – Present****PhosAgro**

Deputy CEO

**2018 – Present****Apatit**

Deputy CEO (part-time)

**ROMAN  
OSIPOV**

<b>Date of birth</b>	<b>4 November 1971</b>
<b>Equity interest / Stake of ordinary shares</b>	<b>None</b>
<b>Education</b>	<b>Baltic State Technical University</b> Master's degree from the LETI-Lovanium International School of Management
<b>2012 – 2015</b>	<b>PhosAgro</b> Member of the Board of Directors
<b>2012 – 2013</b>	<b>PhosAgro AG</b> Member of the Management Board
<b>2013 – Present</b>	<b>PhosAgro</b> Business Development Director
<b>2013 – Present</b>	<b>AgroGard-Finance</b> Member of the Board of Directors
<b>2014 – Present</b>	<b>Giproruda</b> Member of the Board of Directors
<b>2017 – Present</b>	<b>PhosAgro</b> Member of the Management Board
<b>2018 – 2019</b>	<b>Apatit</b> Member of the Management Board
<b>2018 – Present</b>	<b>Apatit</b> Advisor to the CEO (part-time)

**MIKHAIL  
RYBNIKOV**

<b>Date of birth</b>	<b>30 November 1975</b>
<b>Equity interest / Stake of ordinary shares</b>	<b>0.0258%</b>
<b>Education</b>	<b>Lomonosov Moscow State University</b> Master's degree in Economics
<b>2011 – 2013</b>	<b>PhosAgro-Region</b> Member of the Management Board
<b>2012 – 2015</b>	<b>PhosAgro AG</b> • CEO • Chairman of the Management Board
<b>2012 – 2017</b>	<b>PhosAgro-Cherepovets</b> CEO
<b>2013</b>	<b>Moscow Exchange</b> Member of the Board of Directors
<b>2013</b>	<b>Apatit</b> Member of the Board of Directors
<b>2013 – 2016</b>	<b>PhosAgro-Cherepovets</b> Member of the Board of Directors
<b>2013 – Present</b>	<b>PhosAgro</b> • Member of the Management Board • Chairman of the Environmental, Health and Safety Committee • Member of the Strategy Committee • Member of the Sustainable Development Committee
<b>2015 – 2017</b>	<b>PhosAgro-Cherepovets</b> Chairman of the Management Board
<b>2016 – Present</b>	<b>PhosAgro</b> Member of the Board of Directors
<b>2016 – Present</b>	<b>PhosAgro-Region</b> Member of the Management Board
<b>2017 – 2018</b>	<b>Apatit</b> • CEO • Chairman of the Management Board
<b>2018 – 2019</b>	<b>Apatit</b> Member of the Management Board
<b>2018 – Present</b>	<b>Samoilov Scientific Research Institute for Fertilizers and Insectofungicides</b> Member of the Board of Directors
<b>2018 – Present</b>	<b>Apatit</b> Advisor to the CEO (part-time)
<b>2018 – Present</b>	<b>PhosAgro</b> First Deputy CEO

**ALEXANDER  
SELEZNEV****Date of birth** 6 July 1984**Equity interest /  
Stake of ordinary  
shares** None**Education** Bauman Moscow State Technical  
University  
Information Security**2011 – 2014** VTB Capital  
Analyst**2015 – 2019** PhosAgro  
Head of Investor Relations**2019 – Present** PhosAgro  
• Chief of Staff for the CEO  
• Member of the Management Board**ALEXEI  
SIROTENKO****Date of birth** 3 January 1969**Equity interest /  
Stake of ordinary  
shares** None**Education** Lomonosov Moscow State University  
Jurisprudence**2007 – 2015** PhosAgro AG  
Member of the Management Board**2010 – Present** PhosAgro  
Deputy CEO for Corporate and Legal Affairs**2011 – 2015** PhosAgro AG  
Legal Affairs Director**2013 – Present** PhosAgro  
Member of the Management Board**2015 – 2017** PhosAgro-Cherepovets  
• Legal Affairs Director  
• Member of the Management Board**2017 – 2019** Apatit  
Member of the Management Board**2017 – Present** Apatit  
Legal Affairs Director

**ALEXANDER SHARBAIKO****Date of birth** 25 February 1977**Equity interest / Stake of ordinary shares** None**Education** Belarus State Economic University  
Finance and Credit**Nottingham University Business School (UK)**  
Bachelor's degree in Finance**2012 – 2014** PhosAgro AG  
CFO**2013 – 2014** PhosAgro  
CFO (part-time)**2013 – 2015** PhosAgro AG  
Member of the Management Board**2013 – 2015** Ekoprombank  
Member of the Supervisory Board**2013 – 2017** PhosAgro  
Member of the Management Board**2014 – 2015** PhosAgro AG  
Advisor to the CEO (part-time)**2014 – 2019** PhosAgro  
CFO**2015 – 2017** PhosAgro-Cherepovets  
• Advisor to the CEO (part-time)  
• Member of the Management Board**2014 – 2016** PhosAgro-Cherepovets  
Member of the Management Board**2015 – Present** PhosAgro-Region  
Member of the Management Board**2017 – 2018** PhosAgro  
Member of the Board of Directors**2017 – Present** Apatit  
Advisor to the CEO (part-time)**2017 – 2019** Apatit  
Member of the Management Board**2018 – Present** PhosAgro  
Member of the Management Board**2019 – Present** PhosAgro  
Deputy CEO for Finance and International Projects