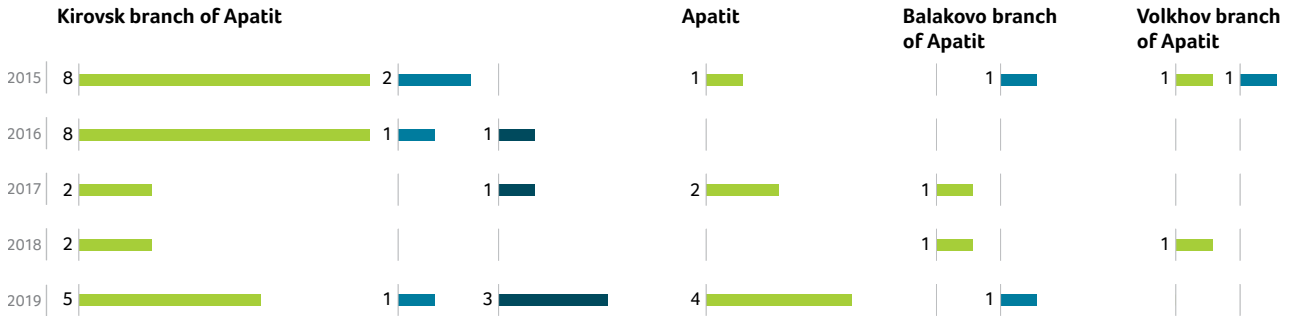


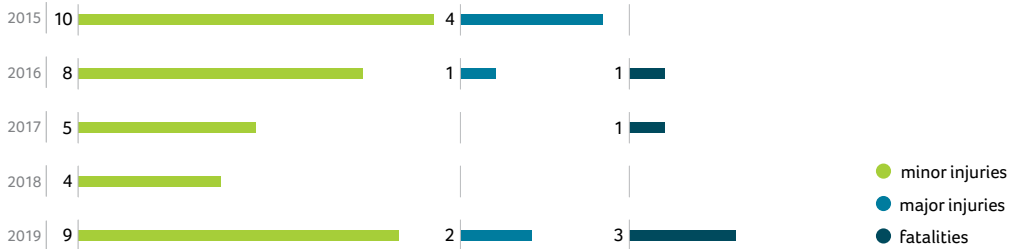


2019 HIGHLIGHTS¹

Accidents



Apatit and its branches



LTIFR per 1 million hours in 2019

Apatit	0.56
Kirovsk branch of Apatit	1.12
Balakovo branch of Apatit	0.48
Volkhov branch of Apatit	0

LTIFR

Lost time injury frequency rate (LTIFR per 1 million working hours) in 2019	Total: Apatit Kirovsk branch of Apatit Balakovo branch of Apatit Volkhov branch of Apatit	0.75
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In 2019, 50% of accidents involving employees were due to falling from height or getting injured while moving.

The total number of man-hours used in LTIFR calculation is 18,567,299.61 and does not include the man-hours worked by contractor employees. Starting 2020, the Company plans to broaden the reporting scope and calculate LTIFR for contractor employees as well.

KEY EVENTS

- In February 2019, Cherepovets hosted a health and safety conference for the Company's managers and OHS officers to discuss relevant initiatives.
- PhosAgro delegation took part in the Russian Health and Safety Week, an international event to discuss and present the latest occupational health and safety trends, development prospects, and workplace healthcare initiatives. The event's organiser was the Russian Ministry of Labour and Social Protection.
- The reporting year saw a public scrutiny system come into action. It involves OHS and employees of units and contractors.

The system envisages the following measures:

- implementation of an emergency notification system for hazardous situations and the actions of the Company's and contractors' employees;
- engagement of all employees in safety management;
- creating a safe working environment.

¹ Based on the data on Apatit in-house staff (including standalone business units) and its branches



KEY PROJECTS

Apatit's programme for the development of gas and mine rescue, fire-fighting and prevention activities for 2019–2021

The program focuses on:

- improving training facilities and equipment of gas/mine rescue and fire-fighting units;
- enhancing the quality of hands-on training for young hires;
- ensuring compliance with gas, mine and fire rescue regulations and personnel training;
- re-equipping gas/mine rescue and fire-fighting units.

Achievements of 2019:

- **Relevant units' headcount increased.**
 - Branches' fire and gas rescue squads are fully staffed
- **Special equipment and machinery purchased**
 - Avtospectr Mobicom 2811DB – 02 emergency vehicles
 - Lada Largus vehicle
 - GAZ emergency vehicle
 - KAMAZ ATs 4.0-40 fire truck
 - MSA Auer GmbH AirMaXX breathing apparatuses
 - A fire-fighting and rescue simulator unparalleled in Russia.
 - The simulator is designed for drilling basic gas rescue and gas hazardous operations along with some other types of emergency activities, including search, rescue and fire extinguishing ones, operations in a confined space and at height, and the evacuation of the injured by specially equipped rescue teams as part of emergency response
- **Renovation of the gas rescue building completed** at the Volkhov branch
- **Personnel training carried out**
 - 103 employees (100% of the required number) passed certification to perform emergency rescue operations, including:
 - fire-fighting and emergency response supervision – 30 employees
 - search and rescue operations – 31 employees
 - fire-fighting rescue operations – 31 employees
 - gas rescue operations – 72 employees

The programme's budget is

236.95
mln RUB



In 2019, the spending amounted to

123.93
mln RUB