



57 people

recruited by PhosAgro in 2019 through the High-Potential Graduates programme.

In 2019, PhosAgro recruited 57 young specialists through the High-Potential Graduates programme. This brought to 341 the total number of graduates who have joined the Company through this programme since its inception in 2012.

A total of 250 of these employees are still with PhosAgro today, pursuing careers in mineralogy, geology, hydraulic engineering, chemistry, thermal energy and electricity production, rail transport, open-pit and underground mining, and mine surveying.

Of the programme participants still employed at PhosAgro as at December 2019, a total of 18% had received promotions and/or had been included in our talent pool. Many of them had successfully completed the projects assigned to them upon recruitment.

INTERNATIONAL PROJECTS

Collaboration with the International Union of Pure and Applied Chemistry (IUPAC): Summer Schools on Green Chemistry

Since 2018, PhosAgro has been a general partner of IUPAC's Summer Schools on Green Chemistry providing scholarships to young researchers from developing economies. Over the course of two years, our total spending to support this project exceeded USD 30,000.

The second PhosAgro-supported Summer School on Green Chemistry operated in May 2019 at the University of Dar es Salaam in Tanzania as part of the International Year of the Periodic Table. The Company contributed more than USD 10,000 to the school's scholarship fund. The 2019 Summer School drew a broad audience of young scholars from emerging and transition economies. Of the 50 grant winners, 35 represented African countries.

The third IUPAC Summer School on Green Chemistry to be supported by PhosAgro is scheduled to open in July 2020 and will follow up on the outcomes of a symposium called Chemistry Addressing the UN-17 Sustainable Development Goals and held during the IUPAC Congress in July 2019.

PHOSAGRO WON TWO PRIZES AT THE 2019 AWARDS FOR RUSSIAN LEADERS IN CORPORATE PHILANTHROPY ADVANCING SUSTAINABLE DEVELOPMENT

Two of the Group's projects – PhosAgro Schools and Summer Schools on Green Chemistry – were honoured at the 2019 Awards for Russian Leaders in Corporate Philanthropy Advancing Sustainable Development.

The Awards are organised by the Donors Forum (a coalition of major grantmakers in Russia), the global audit and advisory services provider PwC, and the business newspaper Vedomosti to recognise the best charitable programmes and to promote corporate philanthropy in the business community and the broader society.

The PhosAgro Schools project won a second prize for the Best Corporate Social Investment Programme Targeted at Local Communities in Line With the Business Strategy and Sustainability Agenda – a category supported by the Russian Union of Industrialists and Entrepreneurs, while the Summer Schools on Green Chemistry won a third prize for the Best Partnership Programme Advancing Sustainable Development.

Overall, the Group ranked 22nd on the list of 40 Russian Leaders in Corporate Philanthropy, with a total of 65 major companies competing for the Awards in 2019.

“We are confident about the success of PhosAgro Schools and Summer Schools on Green Chemistry and are happy that the experts have appreciated them highly,” said Siroj Loikov, Deputy CEO of PhosAgro. “PhosAgro Schools successfully address the shortage of qualified workforce to operate state-of-the-art facilities, while Summer Schools promote Green Chemistry and support young scientists from around the world.”