

# KEY EVENTS IN THE FIELD OF EDUCATION

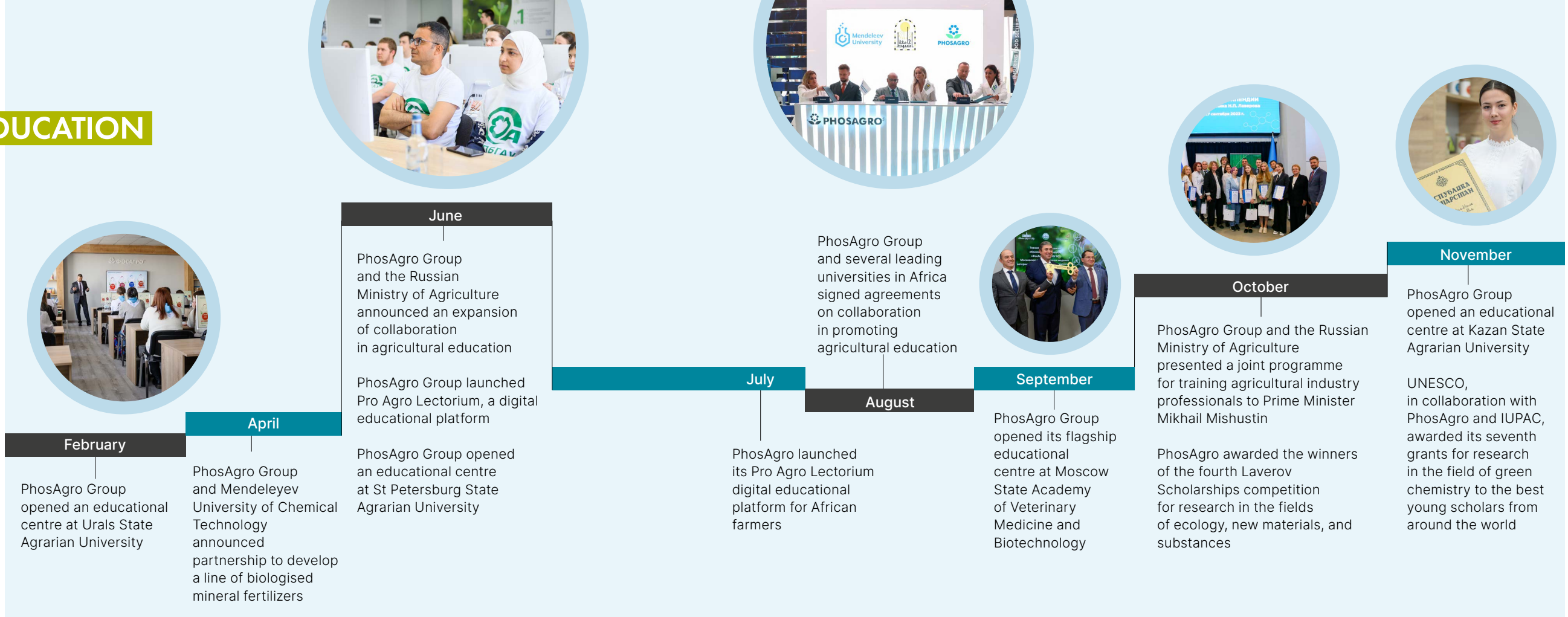
**TODAY, AGRICULTURE HAS FIRMLY ESTABLISHED ITSELF AS ONE OF THE FLAGSHIP SECTORS OF THE RUSSIAN ECONOMY, THANKS IN LARGE PART TO THE EXTENSIVE IMPLEMENTATION OF THE MOST ADVANCED AGRICULTURAL TECHNOLOGIES, INCLUDING DIGITAL SOLUTIONS.**

To sustain and strengthen this trend, the agricultural sector needs a new quality of management proficiency. This, in turn, requires an upgraded skill set among the human capital engaged in the agro-industrial sector of Russia.

As one of the leaders in the domestic agrochemical industry and a reliable partner for farmers, PhosAgro Group plays a crucial role in the technological transformation of Russian agriculture. In addition to providing farmers with high-quality and eco-friendly mineral fertilizers, PhosAgro Group is actively involved in disseminating cutting-edge scientific knowledge in the field of agriculture.

The Company has established a multi-level system that contributes to the development of intellectual capital within the industry. It extends from supporting school programmes, secondary and higher education projects, and aiding existing agricultural producers to engaging in global scale initiatives.

At PhosAgro Group, we believe that the formula for sustainable soil fertility in our country lies in the combination of Russia's unique natural resources, cutting-edge scientific knowledge, and, most importantly, the talent and hard work of our people.



PHOSAGRO SCHOOLS	VOCATIONAL SCHOOLS, TECHNICAL COLLEGES, AND UNIVERSITIES	AGRICULTURAL UNIVERSITIES	INNOVATION	PRO AGRO LECTORIUM
<p>A programme to promote in-depth study of natural sciences, economics, and management disciplines. Financial support to schools and career guidance for students with a view to attracting young talent to the mining and chemical industries</p> <p><b>6</b> schools</p> <p><b>5</b> cities</p> <p><b>&gt; 6 thousand</b> students</p> <p>➤ For more information, see page 232</p>	<p>Support for educational facilities infrastructure and assistance in aligning educational programmes with the labour market requirements. Offering students internship opportunities at PhosAgro Group's facilities with potential subsequent employment.</p> <p><b>620</b> participants in the High-Potential Graduates programme and PhosAgro START programme</p> <p><b>24</b> educational institutions</p> <p><b>230</b> students who have signed Company-funded education and scholarship agreements</p> <p>➤ For more information, see page 123, 155, 235</p>	<p>A programme to improve proficiency levels of students and teachers at agricultural universities as well as of agricultural producers and agro-industrial technology service providers.</p> <p><b>47</b> universities</p> <p><b>&gt; 40 thousand</b> programme participants</p> <p><b>17</b> PhosAgro Group's education centres</p> <p>➤ For more information, see page 236</p>	<p>Scholarship programmes for young researchers</p> <p>PhosAgro Group's awards for the best implemented R&amp;D projects and practices</p> <p>Partnership for promoting basic sciences and research</p> <p>Collaboration in climate action and biodiversity preservation</p> <p>➤ For more information, see page 123</p>	<p>An online platform based on PhosAgro's From Mine to Plate training programme and offering e-lectures on various topics, such as agronomy and agrochemistry, crop and livestock production, innovations and digitalisation in agriculture, economics, law, and responsible farming.</p> <p><b>15</b> topics</p> <p><b>35</b> speakers</p> <p>➤ For more information, see page 236</p>