

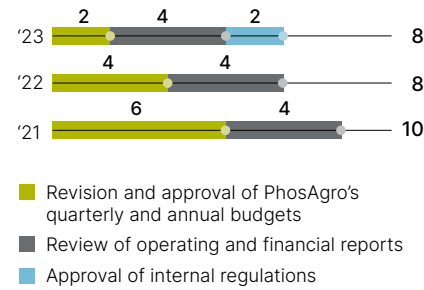
# EXECUTIVE BODIES

In charge of PhosAgro's day-to-day operations are two executive bodies accountable to the Board of Directors:

- the collegial body (Management Board) and
- the sole executive body (CEO).

**In 2023, the Management Board held five meetings and reviewed eight matters, most of which were related to the budget discipline.**

### Breakdown and number of matters considered



At least twice a year, at the end of six months and full calendar year, the CEO submits a report on the performance of the Company's executive bodies to the Board of Directors for review and approval. The report traditionally includes highlights of the Company's production, sales, logistics, and procurement operations, and data on progress against key investment and target projects. It also focuses heavily on the executive team's environmental and occupational

safety performance, social support for employees, and external social investments.

► For more information, see the Remuneration Report section on [page 280](#)

In May 2022, the number of Management Board members was approved at three. Since that date and as at 31 December 2023, members of the Management Board are Mikhail Rybnikov, Alexei Sirotenko, and Dmitry Morozov.



In the reporting year, the Company delivered robust environmental results, ticking off nearly all relevant KPIs. Significant progress was made in the management of health and safety issues. In addition to that, PhosAgro continued to honour all its social commitments

to develop the regions of operation, keeping its support for social and charitable projects unchanged from the previous year's record level. The Board of Directors praised the performance of executive bodies and key executives for their due consideration of ESG factors and addressing sustainability issues.

The executive management focuses on PhosAgro's strategy and long-term sustainable business development for the benefit of shareholders and other stakeholders by linking executive remuneration to the Company's goals, including those in the realm of ESG.

## INFORMATION ON MEMBERS OF THE MANAGEMENT BOARD



### Mikhail Rybnikov

Member of the Management Board, Member of the Board of Directors and CEO at PhosAgro

Year of election: 2022  
Date of birth: 30 November 1975

► For more information on Mikhail Rybnikov, please see [page 269](#).



### Alexei Sirotenko

Member of the Management Board, Deputy CEO of PhosAgro for Corporate and Legal Affairs, Legal Affairs Director at Apatit

Year of election: 2013  
Equity interest / stake of ordinary shares: none  
Date of birth: 3 January 1969

**Professional experience**  
2017 – Pr. – Apatit, Legal Affairs Director  
2017–2019 – Apatit, Member of the Management Board  
2013 – Pr. – PhosAgro, Member of the Management Board

2010 – Pr. – PhosAgro, Deputy CEO for Corporate and Legal Affairs (part-time)  
**Education:**  
Lomonosov Moscow State University, Degree in Jurisprudence, Lawyer

**Key competencies**  
• Law and corporate governance



### Dmitry Morozov

Member of the Management Board, Advisor to the CEO of PhosAgro

Year of election: 2022  
Equity interest / stake of ordinary shares: none  
Date of birth: 5 June 1964

**Professional experience**  
2022 – Pr. – PhosAgro, Member of the Management Board  
2022 – Pr. – PhosAgro, Advisor to the CEO (part-time)  
2019 – Pr. – Apatit, Director for Economic Affairs

2019–2022 – PhosAgro, Director for Economic Affairs  
2015–2019 – PhosAgro, Deputy Director for Economic Affairs and Finance  
**Education:**  
Moscow State Institute of International Relations (Russia), Degree in International

Economic Relations, Economist for International Economic Relations  
**Key competencies**  
• Strategy and innovation  
• Economics, finance and audit