



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



the sole executive body:
CEO



In 2020, the Management Board held six meetings and reviewed

12 items

most of which were related to the budget discipline

At least twice a year (after the end of the previous calendar year in February and after a new Management Board is elected in August) the CEO submits a report on the performance of PhosAgro's executive bodies to the Board of Directors for review and approval.

AS AT 31 DECEMBER 2020, THE MANAGEMENT BOARD WAS COMPOSED OF

Andrey A. Guryev,
CEO



Siroj Loikov,
First Deputy CEO



Roman Osipov,
Business Development Director



Mikhail Rybnikov,
Executive Director



Alexander Seleznev,
Chief of Staff
for the CEO



Alexei Sirotenko,
Deputy CEO
for Corporate and Legal
Affairs



Alexander Sharabaika,
Deputy CEO for Finance
and International Projects



INFORMATION ON MEMBERS OF THE MANAGEMENT BOARD



Andrey A. GURYEV

Chief Executive Officer and Chairman of the Management Board

Equity interest / Stake of ordinary shares: 0.048%

Date of birth: 7 March 1982

Education:

University of Greenwich (UK),
Bachelor's degree in Economics





Academy of National Economy under the Government of the Russian Federation, Saint Petersburg Mining University
PhD in Economics

Professional experience:

- 2011–2013** PhosAgro AG,
Deputy CEO for Sales and Logistics.
- 2011 – Pr.** Moscow Rhythmic Gymnastics Federation,
President
- 2012 – Pr.** Andrey Guryev Charitable Foundation,
Chairman of the Management Board
- 2012–2014** Investment Trading Bank,
Member of the Board of Directors
- 2012 – Pr.** PhosAgro-Region,
Member of the Management Board
- 2013 – Pr.** PhosAgro,
Member of the Board of Directors
- 2013 – Pr.** 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 Board of Directors
- 2014 – Pr.** Russian Chess Federation,
Member of the Board of Trustees
- 2015 – Pr.** Russian Olympians Foundation,
Member of the Council of Trustees
- 2015 – Pr.** Russian Union of Industrialists and Entrepreneurs,
Member of the Management Board
- 2016 – Pr.** Russian Association of Fertilizer Producers,
President

- 2016 – Pr.** Russian Rhythmic Gymnastics Federation,
Chairman of the Board of Trustees, Vice President
- 2016 – Pr.** International Fertilizer Association (IFA),
Member of the Board of Directors
- 2016 – Pr.** Miners of Russia non-commercial partnership,
Deputy Chairman of the Supreme Mining Council
- 2019 – Pr.** Russian Union of Industrialists and Entrepreneurs,
Member of the Management Board Bureau

Key competencies

-  Strategy
-  Finance and audit
-  Chemistry and mining engineering
-  Environment, health and safety



Mikhail RYBNIKOV

Equity interest / Stake of ordinary shares: 0.0258%

Date of birth: 30 November 1975

Education:

Lomonosov Moscow State University,
Master's degree in Economics

Professional experience:

2011–2013 PhosAgro-Region,
Member of the Management Board.

2012–2015 PhosAgro AG,
CEO, Chairman of the Management Board

2015–2017 PhosAgro-Cherepovets,
CEO

2013 Moscow Exchange,
Member of the Board of Directors

2013 Apatit,
Member of the Board of Directors

2013–2016 PhosAgro-Cherepovets,
Member of the Board of Directors

2013 – Pr. PhosAgro,
Member of the Management Board, Chairman
of the Environmental, Health and Safety
Committee, Member of the Strategy Committee,
Member of the Sustainable Development
Committee

2015–2017 PhosAgro-Cherepovets,
Chairman of the Management Board

2016 – Pr. PhosAgro,
Member of the Board of Directors

2016 – Pr. PhosAgro-Region,
Member of the Management Board

2017–2018 Apatit,
CEO, Chairman of the Management Board

2018–2019 Apatit,
Member of the Management Board




2018 – Pr. Samoilov Scientific Research Institute
for Fertilizers and Insectofungicides,
Member of the Board of Directors

2018 – Pr. Apatit,
Advisor to the CEO (part-time)

2018–2020 PhosAgro,
First Deputy CEO

2020 – Pr. PhosAgro,
Executive Director

Key competences

-  Strategy
-  Chemistry and mining engineering
-  Environment, health and safety



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

Professional experience:

2011–2013 PhosAgro AG,
HR Director.

2013–2015 PhosAgro,
HR Director

2013–2015 PhosAgro AG,
Human Resources and Social Policy Director

2013 – Pr. 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-Region,
Deputy CEO for Human Resources (part-time)

2018–2020 PhosAgro,
Deputy CEO

2018–2020 Apatit,
Deputy CEO (part-time)

2020 – Pr. Apatit,
Advisor to the CEO (part-time)

2020 – Pr. PhosAgro,
First Deputy CEO

Key competences



Human resources



**Roman
OSIPOV**

Equity interest / Stake of ordinary shares: None

Date of birth: 4 November 1971

Education:

Baltic State Technical University,

Master's degree from the LETI-Lovanium International School of Management

Professional experience:

2012–2015 PhosAgro,
Member of the Board of Directors.

2012–2013 PhosAgro AG,
Member of the Management Board

2013 – Pr. PhosAgro,
Business Development Director

2013 – Pr. AgroGard-Finance,
Member of the Board of Directors

2014 – Pr. Giproruda,
Member of the Board of Directors

2017 – Pr. PhosAgro,
Member of the Management Board

2018–2019 Apatit,
Member of the Management Board

2018 – Pr. Apatit,
Advisor to the CEO (part-time)

Key competences



Strategy



Chemistry and mining engineering



**Alexander
SELEZNEV**

Equity interest / Stake of ordinary shares: None

Date of birth: 6 July 1984

Education:

Bauman Moscow State Technical University,

Information Security

Professional experience:

2011–2014 VTB Capital,
Analyst.

2015–2019 PhosAgro,
Head of Investor Relations .

2019 – Pr. PhosAgro,
Chief of Staff for the CEO,
Member of the Management Board.

Key competences



Finance and audit



Alexei SIROTENKO

Equity interest / Stake of ordinary shares: None

Date of birth: 3 January 1969

Education:

Lomonosov Moscow State University,
Jurisprudence.

Professional experience:

- 2007–2015** **PhosAgro AG,**
Member of the Management Board.
- 2010 – Pr.** **PhosAgro,**
Deputy CEO for Corporate and Legal Affairs
(part-time)
- 2011–2015** **PhosAgro AG,**
Legal Affairs Director
- 2013 – Pr.** **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 – Pr.** **Apatit,**
Legal Affairs Director

Key competences

-  Law and corporate governance



Alexander SHARABAIKA

Equity interest / Stake of ordinary shares: None

Date of birth: 25 February 1977

Education:

Belarus State Economic University,
Finance and Credit

Nottingham University Business School (UK),
Bachelor's degree in Finance

Professional experience

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)

2014–2016 PhosAgro-Cherepovets,
Member of the Management Board

2014–2019 PhosAgro,
CFO

2015–2017 PhosAgro-Cherepovets,
Advisor to the CEO (part-time),
Member of the Management Board

2015 – Pr. PhosAgro-Region,
Member of the Management Board

2017–2018 PhosAgro,
Member of the Board of Directors

2017 – Pr. Apatit,
Advisor to the CEO (part-time)

2017–2019 Apatit,
Member of the Management Board

2018 – Pr. PhosAgro,
Member of the Management Board

2019 – Pr. PhosAgro,
Deputy CEO for Finance and International
Projects

Key competences



Finance and audit