

SUSTAINABILITY STORIES

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WHAT IS YOUR JOB AND HOW DOES IT SUPPORT SUSTAINABILITY?

As an ecologist, my main job is to ensure compliance with the requirements of environmental legislation, develop measures to minimize environmental impact, implement projects to preserve biodiversity and see that environmental monitoring is performed at all stages of the production process. I very much hope that this work is contributing to sustainable development and helping maintain a balance when interacting with nature.

WHY DID YOU DECIDE TO WORK IN THE FERTILIZER INDUSTRY?

I am following in the footsteps of previous generations of my family at PhosAgro: my parents dedicated their entire adult lives to one company, and I am proud to say that I decided to continue their mission. In addition, the work of an ecologist in this industry is very interesting and diverse, thus enabling professional development in various areas.

WHAT IS THE MOST IMPORTANT LESSON YOU'VE LEARNED IN YOUR CAREER TO DATE?

The most important lessons in life tend to come from setbacks and problems. For me, one of the most important lessons that I've learned is the following guideline: always look for new opportunities instead of worrying about missed ones. Don't get hung up on mistakes but use new experiences to move on.

CAN YOU TELL US ABOUT PHOSAGRO'S SUSTAINABILITY JOURNEY AND PLANS?

Achieving the UN Sustainable Development Goals (SDGs) has been identified as a key priority of PhosAgro's long-term development strategy. While recognizing the importance of all 17 SDGs, PhosAgro is contributing directly to the implementation of 11 of them. The company's work in this area is coordinated by the Board of Directors Committee for Sustainable Development, which was created in May 2019.

Since 2013, PhosAgro has published reports on ESG indicators, increasing the number of disclosed indicators every year and improving the quality of information provided to a wide range of stakeholders. PhosAgro is an active participant in the UN Global Compact, the UN's international business initiative in the area of corporate and social responsibility. In September 2021, the UN confirmed PhosAgro as a



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LEAD company, one of only 37 in the world that have been granted this status for high levels of engagement as a participant of the UN Global Compact.

Our plans include the consistent fulfillment of commitments that we have already undertaken in the area of environmental protection and climate impact, as well as the development of new sustainability projects and initiatives that will be mutually beneficial for the company and for society.

HOW DO YOU THINK FERTILIZERS AND PLANT NUTRIENT MANAGEMENT CAN HELP TRANSFORM FOOD SYSTEMS FOR THE BETTER?

The world's leading producers of mineral fertilizers play a huge role in ensuring food security and maintaining a favourable, sustainable environment. In agriculture, eco-friendly technologies are gaining in importance and popularity. We are seeing increasing demand for eco-efficient products and environmental awareness in the value chain. Therefore, in the current environment, business should not only establish traditional targets related to profitability but also focus on sustainable development.

Our company, like other industry leaders, is paying more and more attention to the development of new brands of fertilizers, which not only provide efficient plant nutrition but also make it possible to carry out agriculture in accordance with

sustainability requirements: reduced impact on soils, lower water consumption and lower greenhouse gases emissions. In addition, we are involved in national and international initiatives to build sustainable food systems and protect our planet's natural resources.

WHAT DOES SUSTAINABILITY MEAN TO YOU?

Ensuring environmental and social responsibility at all stages of a company's activities, from strategy to operations, is the guarantor of its sustainability and resilience in the long term. The efforts that a company makes to integrate environmental and social goals into its work, into the minds of its employees, as well as the costs that all these incur, are perhaps its most effective investments.