

APPROVED

by Resolution of the Board of Directors
of PJSC PhosAgro on 14 April 2021
(Minutes w/o No. dd. 15 April 2021)

**REGULATIONS ON
THE ENVIRONMENTAL, HEALTH AND SAFETY COMMITTEE
OF THE BOARD OF DIRECTORS
OF PJSC PhosAgro
(new version)**

**Moscow
2021**

CONTENTS

| | |
|--|---|
| 1. General Provisions | 3 |
| 2. Committee Purpose and Authority | 3 |
| 3. Composition of the Committee | 4 |
| 4. Committee Establishment | 4 |
| 5. Committee Meetings | 5 |
| 6. Rights and Obligations of the Committee Members | 7 |
| 7. Remuneration of the Committee Members | 7 |
| 8. Interaction of the Committee with the Company`s Bodies | 7 |
| 9. Final Provisions | 8 |

1. General Provisions

1.1. These Regulations on the Environmental, Health and Safety Committee (the “Regulations”) shall stipulate the procedure of work of the Environmental, Health and Safety Committee of the Board of Directors of PJSC PhosAgro (the “Committee”) as well as issues relating to its composition, establishment and interaction procedure.

1.2. The Committee shall be a subsidiary body of the Board of Directors of PJSC PhosAgro (the “Board of Directors”) which shall be established for preliminary review of certain issues falling within responsibilities of the Board of Directors under the Charter of PJSC PhosAgro (the “Company”). The Committee shall not be an executive body of the Company, nor does the Company acquire any civil rights or obligations through the Committee.

1.3. The Committee shall comply in its work with applicable laws of the Russian Federation, the Company’s Charter, the Regulations on the Board of Directors and there Regulations. The issues of the Committee’s work not stipulated by these Regulations and other acts binding upon the Company shall be regulated in accordance with the recommendations of the Corporate Governance Code (approved by the Russian Central Bank’s Board of Directors on 21 March 2014)

1.4. For the purposes of these Regulations all references to the Company shall be references to PJSC PhosAgro; all references to the Charter and the Regulations on the Board of Directors of the Company shall be references to the current version of the Charter and the current version of the Regulations on the Board of Directors of PJSC PhosAgro, as amended; all references to the Board of Directors shall be references to the Board of Directors of PJSC PhosAgro; all references to the internal documents of the Company shall be references to the duly approved and effective documents mandatory for implementation at PJSC PhosAgro.

2. Committee Purpose and Authority

2.1. The Committee was designed to improve the overall efficiency of the Company's Board of Directors by conducting a preliminary review of any relevant matters and drafting recommendations to the Board along the following lines of activity of the Company and across the Holding Company:

- environmental safety and climate preservation;
- efficient and sustainable use of energy and natural resources;
- health and safety, prevention of industrial accidents.

2.2. For that purpose the Committee shall:

a) review the core documents of the integrated health, safety and environment, and climate impact mitigation(HSE, CIM) management system (MS) that is currently under development, including the strategy, policy, programme, and other documents applicable to the Holding Company's production activities;

b) review the Company's draft budget for the cost of implementing the HSE and CIM MS and implementation reports;

c) review the results of HSE and CIM compliance monitoring with respect to the production activities of the entities within the Holding Company;

d) assess environmental, social, technological, climate and industrial risks associated with the production activities of the entities within the Holding Company;

- e) review records of investigation of industrial accidents and incidents, and violation of environmental laws and established standards in the area of climate impact resulting in significant financial loss and environmental damage;
- f) consider proposals with regard to working conditions improvement, safety regulations compliance, and injury frequency rate reduction, as well as reduction of emissions and pollutant discharges, greenhouse gas emissions, waste generation and disposal, and energy efficiency improvement;
- g) analyse the progress in performing the resource and energy efficiency as well as climate-saving initiatives;
- h) assess the effectiveness of activities aimed at implementing the HSE and energy efficiency MS compliant with ISO 14001 and ISO 45001 international standards;
- i) assess the results of the HSE and CIM information policy.

2.3. Other issues relating to the areas of business indicated in clause 2.1 of these Regulations may be submitted for the Committee review by the decision of the Board of Directors.

3. Composition of the Committee

3.1. The quantitative composition of the Committee shall be determined by the decision of the Board of Directors.

3.2. The Board of Directors shall appoint Chairman to manage the Committee operations. The main task of the Committee Chairman shall be securing objectivity while drafting recommendations by the Committee.

3.3. The Committee Chairman cannot be elected Chairman of another Committee.

3.4. No member of the Committee (including the Chairman of the Board of Directors) shall be elected as a member of more than three Committees of the Company.

3.5. Persons who are not members of the Committee and have all necessary professional knowledge may be engaged to participate in the work of the Committee as experts and consultants.

The Chairman and any member of the Committee may demand engaging a specialist (organization) as an expert or a consultant on behalf of the Committee within the budget of the Company on issues of public (non-confidential) nature. Personal interest is not allowed while engaging a specialist (organization) as an expert or a consultant.

3.6. The Chief Executive Officer of the Company, the members of the Board of Directors who are not members of the Committee, the Corporate Secretary, other officers and employees of the Company, consultants and experts may be invited to attend the meetings of the Committee.

3.7. By the Committee decision the Committee Secretary shall be appointed for organizational support of the Committee performance.

4. Committee Establishment

4.1. The decision on establishing the Committee, its quantitative and personal composition, election of the Committee Chairman shall be made by the Board of Directors after a new Board of Directors is elected.

The quantitative composition of the Committee shall be determined by the Board of Directors to the intent that it should ensure thorough discussion of the issues considered with taking into account different opinions.

When making decision on establishing the Committee by the Board of Directors the members of the Board of Directors shall be informed of the performance of the Committees of the previous Board of Directors.

Changes to the composition of the Committee can be made at any moment at the proposal of any member of the Board of Directors.

4.2. While electing the Chairman and the members of the Committee it's necessary to take into account their consent to work in the Committee, their education, professional qualifications and experience in the sphere in the Committee performance, background and other special knowledge necessary for performing by the members of the Committee of their tasks.

5. Committee Meetings

5.1. The Committee meetings shall be held in accordance with the work schedule approved at the meeting of the Committee and as often as necessary.

5.2. The agenda of the meeting shall be determined by the Chairman of the Committee. Any member of the Committee may propose including in the Agenda of an additional item within the authority of the Committee. The agenda may be changed and amended at the mutual agreement of the Committee members. If necessary, the Committee may choose not to discuss the items in the agenda of the current meeting in favor of issues of more priority, in the opinion of the Committee members.

The members of the Board of Directors who are not the Committee members, the Chief Executive Officer, the Corporate Secretary of the Company and experts and consultants engaged to assist the Committee may provide proposals to the Committee Chairman for consideration of any matter falling within the competence of the Committee. Such item may be considered either at the next scheduled Committee meeting or, if the matter is of particular importance and requires consideration without delay, at a specially convened Committee meeting.

5.3. The meeting shall be convened by the Committee Chairman at his discretion or at the request of any member of the Committee.

5.4. The notice calling the Committee meeting shall be sent together with the materials necessary for the members of the Committee in due and reasonable time before the meeting beginning by means agreed by the Committee members, as a rule no less than in 3 (three) working days before the meeting. The Committee Chairman shall take all measures necessary for ensuring that the notice has been sent as required and in due term. The Chief Executive Officer, the members of the Review Committee (the inspector) of the Company, other officers and employees of the Company shall be notified of the Committee meetings and experts and consultants shall be engaged to participate in

the meeting provided that the persons invited should be able to get ready properly for the Committee meeting.

5.5. The Committee meetings shall be held either as joint presence of the Committee members or by voting by ballots. Meetings may be held as teleconference by means of conference call. Persons invited to participate in the meeting, including the Committee members, may provide their opinions on agenda items in writing.

5.6. The meeting shall be considered duly constituted (shall have a quorum) in case it has been attended (the written opinions have been received by the beginning of the meeting) by the majority of the Committee members. The lack of quorum results in postponing the meeting of the Committee.

5.7. Any decision taken by the Committee shall be passed by a majority vote of the Committee members participating in the meeting. Each member of the Committee shall have one vote.

5.8. Any information relating to personal interest of any member of the Committee in considering any issues shall be disclosed at the Committee meeting.

5.9. The Committee may instruct any of its member (or members) to review thoroughly a certain issue relating to the authority of the Committee and to inform the Committee of the outcome of the review.

5.10. The meeting shall be conducted by the Chairman. The minutes of the Meeting shall be kept by the Secretary of the Committee and shall be signed by the Chairman of the Committee. At the meeting the opinions provided by the members of the Committee and the persons invited to the meeting of the Committee shall be heard and entered in the minutes (attached to the minutes).

5.11. The minutes of the Committee minutes shall be made in two copies.

One copy of the minutes shall be held by the Secretary of the Committee, who shall ensure access of all Committee members to the minutes of the Committee as well as the materials that were considered at the minutes of the Committee.

The other copy of the minutes shall be held by the Secretary of the Board of Directors, who shall ensure access of all members of the Board of Directors to the minutes of the Committee as well as the materials that were considered at the Committee minutes.

5.12. As a result of the meeting the Committee's recommendations addressed to the Board of Directors of the Company (the "Recommendations") may be executed. The Recommendations shall reflect the opinion of the Committee as a whole. If the opinions of the Committee members are not identical, dissenting opinions shall be indicated separately in the Recommendations.

5.13. The Recommendations shall be signed by the Committee Chairman. The Recommendations may include as appendices the materials considered at the Committee meeting. The Committee Chairman shall be responsible for informing timely and fully the members of the Board of Directors of the Recommendations. The Recommendation considered at the meeting of the Board of Directors may be attached to the minutes of the respective minutes of the Board of Directors.

6. Rights and Obligations of the Committee Members

6.1. The members of the Committee shall:

6.1.1 participate in the Committee performance;

6.1.2 review thoroughly and fully the documents submitted before or at the Committee meetings;

6.1.3 give a prompt notice to the Committee of any personal interest associated with any decision-taking;

6.1.4 avoid any actions that may discredit the Committee or cast doubts on the expertise of its members;

6.1.5 not disclose any confidential information included in any documents and materials of the Company;

6.1.6 not use internal corporate information for personal gain and shall not transfer it to third parties.

6.2. The members of the Committee shall have the right:

6.2.1. to request provision by the Board of Directors, the Chief Executive Officer, the Review Committee (the inspector), the auditor of the Company of information and documents relating to the performance of the Committee;

6.2.2. to participate in the meetings with the shareholders and the representatives for discussing the authority of the Committee.

7. Remuneration of the Committee Members

7.1. The Committee members may receive remuneration and reimbursement of their expenses relating to the fulfillment by them of their duties as the members of the Committee at the expense of the Company.

7.2. The amount and the procedure of remuneration shall be determined by a resolution of the General Meeting of Shareholders of the Company and/or the internal documents of the Company.

8. Interaction of the Committee with the Company's Bodies

8.1. The Secretary of the Committee shall ensure technical and procedural interaction of the Committee with other bodies of the Company.

8.2. The executive bodies of the Company shall inform in writing the Committee Chairman of any significant changes relating to issues connected with the authority of the Committee within two days from the moment of the respective circumstances.

8.3. The Committee Chairman shall provide the Board of Directors with a report on the Committee work according to the procedure determined by the Board of Directors.

9. Final Provisions

9.1. These Regulations shall be approved by the Board of Directors. Any changes and amendments to these Regulations shall be made by the decision of the Board of Directors.

9.2. These Regulations shall be effective until approval by the Board of Directors of a new version of the Regulations.