

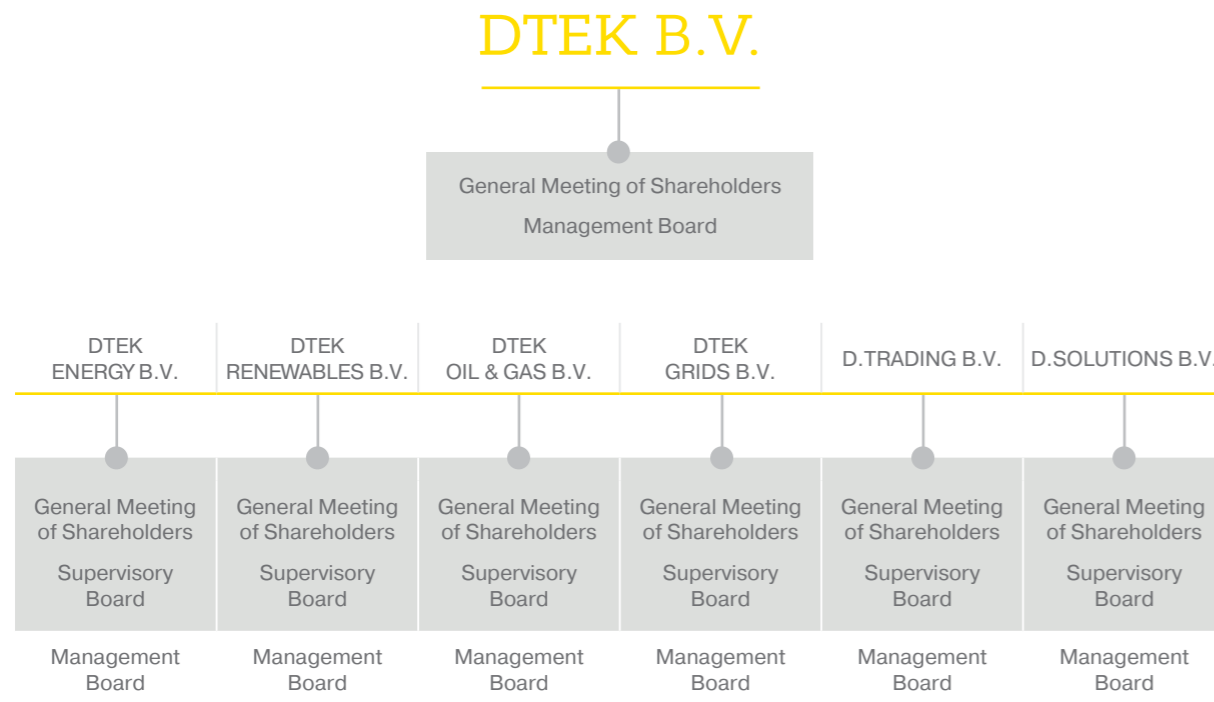
Corporate governance structure

The corporate governance system of the DTEK Group is built taking into account the best international standards of public international corporations, based on the principles of transparency. The DTEK Group is continuously developing corporate governance, taking into account changes in business and society. This approach ensures efficiency at all levels of management, a transparent decision-making environment and a competitive advantage in capital markets.

This allows the company to maintain constructive interaction with its investors, partners and employees, thus contributing to the implementation of a long-term corporate development strategy and improved investment attractiveness for the DTEK Group.

DTEK Group has divided its strategic planning and operational management functions. The Corporate

Center determines the strategic directions of growth, carries out general business management and provides methodological support to operating holdings. All operating holdings are independent in production management and operating activities. This approach allows for equal development of new and existing areas of activities in accordance with the long-term development strategy of DTEK Group.



The General Meeting of Shareholders is the highest governing body. The Supervisory Board, elected by the General Meeting of Shareholders, provides strategic management and control over actions of the management. Since 2008, DTEK Group has implemented the practice of attracting independent directors to its Supervisory Boards.

The Corporate Center's Management Board is a collective advisory body, which task is to ensure a unified approach to strategic priorities and issues taking into account interests of all businesses of the DTEK Group's. The Management Board of operating holdings is a collective executive body responsible for the implementation of the strategy and management of current operations.

Corporate governance bodies

Supervisory Boards of operating holdings companies

The Supervisory Boards are designed to provide strategic management in each of the areas of business, and to monitor management activities. Face-to-face meetings with management are held on a regular basis, during which reports on the implementation of previous decisions are presented. There are advisory bodies – Committees – reporting to the Supervisory Boards. The task of the Committees is to review core issues and recommend solutions that also take into account DTEK Group's policy regarding risk management, compliance and corporate ethics.

The personnel composition of the Supervisory Boards

DTEK ENERGY B.V.

Oleg Popov
Damir Akhmetov
Sergey Korovin
Iryna Mykh
Johan Bastin
Robert Sheppard
Catherine Stalker

DTEK RENEWABLES B.V.

Oleg Popov
Damir Akhmetov
Sergey Korovin
Iryna Mykh
Johan Bastin

DTEK OIL & GAS B.V.

Oleg Popov
Damir Akhmetov
Sergey Korovin
Iryna Mykh
Robert Sheppard

DTEK GRIDS B.V.

Sergey Korovin
Iryna Mykh
Johan Bastin
Catherine Stalker
Frank Matthias Siebert

D. TRADING B.V.

Sergey Korovin
Iryna Mykh
Johan Bastin
Frank Matthias Siebert

D. SOLUTIONS B.V.

Sergey Korovin
Iryna Mykh
Johan Bastin
Frank Matthias Siebert

Corporate Secretary of the Supervisory Boards of DTEK ENERGY B.V., DTEK RENEWABLES B.V., DTEK OIL & GAS B.V., DTEK GRIDS B.V., D. TRADING B.V., D. SOLUTIONS B.V. (non-voting) — Oleksiy Povolotskyi.



Oleg Popov

Chairman of the Supervisory Boards of DTEK ENERGY B.V., DTEK RENEWABLES B.V., DTEK OIL & GAS B.V. and CEO of SCM JSC

Graduated from Donets'k Polytechnic Institute in 1991 and from Donets'k State University in 1996.

From 1991 to 2000 he worked in various state institutions.

He was invited to join SCM JSC as deputy general director in 2000. He held the office of executive director from 2001 to 2006. Oleg Popov has been CEO of SCM since January 2006. He is also the chairman of the supervisory boards of FC Shakhtar and FUJB PJSC, and is on the supervisory board of Metinvest B.V.

He approves key financial, investment and personnel decisions related to both the management company and SCM Group's assets and assesses the performance of their directors.



Damir Akhmetov

Member of the Supervisory Boards of DTEK ENERGY B.V., DTEK RENEWABLES B.V., DTEK OIL & GAS B.V.; Chairman of SCM Advisors (UK) Limited

In 2010, he graduated from Sir John Cass Business School (City, University of London) with a MSc in Finance.

Since February 1, 2013 he has been working at SCM Advisors (UK) Limited, and currently holds the office of Chairman.

Damir Akhmetov is also member of the Supervisory Board of Metinvest B.V.