

ANNEX A
DIVISION OF DUTIES AND RESPONSIBILITIES

**The division of duties and responsibilities
among members of the Board of Directors**

#	The member of the Board of Directors	First appointment/ Last re-appointment	Position, duties and responsibilities
1	Oleg Rozhko	22.06.2012/ 30.06.2017	Non-Executive Director Chairman of the Board of Directors Responsible for coordination of the Board and ensuring of proper corporate governance in place
2	Anatoliy Yurkevych	28.08.2007/ 19.06.2015	Executive Director Chief Executive Officer Responsible for running the company, implementation of strategic goals and achievement of planned financial results
3	Olga Yurkevich	28.08.2007/ 19.06.2015	Executive Director Chief Production Officer Responsible for supply of raw materials, production and quality assurance
4	Willem van Walt Meijer	06.12.2010/ 30.06.2017	Non-Executive Director Head of Audit Committee Responsible for supervising the Board's activities in respect to provision of financial information, internal controls, relations with external auditors
5	Vyacheslav Rekov	28.08.2007/ 30.06.2017	Non-Executive Director Member of Audit Committee Responsible for strategic acquisitions and integration of new businesses; maintaining communication with investors
6	George Christopher Logusch	17.06.2011/ 30.06.2017	Non-Executive Director Responsible for assisting in the Company's strategy development, risk assessment control and review of management performance
7	Pavlo Sheremeta	30.06.2017	Non-Executive Director Responsible for improvement of businesses processes in human resources, talent acquisition, and personnel education, ensures business strategy development.