South East Europe Consultants (S.E.E.C.) Ltd.  
– Company Profile –

GENERAL – SERVICES – ORGANIZATION

South East Europe Consultants (S.E.E.C.) Ltd. is Serbia’s leading energy consultancy, providing a wide range of services to South East Europe's energy markets. Founded in September 2002, as a 100% privately owned Serbian company, has to date successfully completed more than 90 projects in the field of energy. S.E.E.C. Ltd. is located in Belgrade, Serbia and has a branch office in Podgorica, Montenegro.

Our main objective is to understand client needs, elaborate a specific execution plan, identify objectives, milestones, critical paths and issues, resources, etc. to enable the delivery of actionable recommendations to successfully manage natural, physical, economic and community resources in a sustainable way. We aim to build positive and trusting relationships with all our clients and to offer them the best energy consultancy services possible. We offer high standards of customer service and take pride in everything we do.

The core areas of our expertise are: Hydropower and Water Resources, Thermal Energy and Energy Efficiency, Electric Power Systems, Renewable Energy Sources, and Environmental Protection and Spatial Planning.

Our services cover all stages in the project cycle, from identification, development (preparation, appraisal, evaluation and presentation), to the implementation and monitoring of energy related projects. We provide the full range of consultancy services for all stages of the project cycle:

- **Project development stage**
  - Planning documents
  - Project development support
  - Conceptual design
  - Preliminary design
  - Detailed design
  - Pre-feasibility and feasibility studies
  - Design review
  - Due Diligence

- **Tendering stage**
  - Documentation preparation
  - Tender evaluation
  - Contract negotiations

- **Implementation stage**
  - Supervision, commissioning and trial operation
  - Cost and project control
  - Quality assurance and Reporting
For Energy Efficiency and Renewable Energy Sources Projects, we can also offer Funding and Grant Options and Advice, or can even provide financing from our sources in the form of ESCO concept.

S.E.E.C. Ltd. offers its consultancy services to:

- Public Authorities
- Electric Power Utilities
- Independent System Operators
- Regulatory Bodies
- Private Investors and
- International Financial Institutions (EBRD, WB, IFC, EIB, KfW, IBRD, etc.).

S.E.E.C. Ltd. maintains good cooperation with local and internationally renowned companies, including consulting, engineering and manufacturing companies and organizations. Some of our long-term partners are: Fichtner GmbH (Germany), Lahmeyer International GmbH (Germany), Vattenfall Europe PowerConsult GmbH (Germany), CESI (Italy), ELC Electroconsult S.p.A (Italy), Ramboll (Danmark), Enviroserv (Germany) etc.

Our highly specialized consultant experts and engineers, have extensive experience gained by involvement in national and international energy projects, and are very familiar with the energy situation in SEE Countries, particularly in Serbia, Montenegro, Bosnia and Herzegovina, FYR of Macedonia. We are also completely familiar with energy related legislation in these countries and offer complete project management from the initial phase up to and including commissioning, as well as support during the initial operating phase. We are fully aware of procurement rules, preparation of tendering documents and contracting in accordance to the requirements of International Financial Institutions and have a great deal of experience in cooperating with them on various projects.

S.E.E.C. Ltd. applies the latest achievements of state-of-the-art information technologies, in terms of both system hardware and software. We also have application software, which has been specifically developed by our experts. These tools have been developed for internal purposes, to speed-up and improve the quality of work and results.

We presently have approximately 30 permanent employees and a number of associated experts, with whom we cooperate on regular basis. Our employees and associates are mostly engineers (mechanical, electrical, civil, etc.) with vast experience both in SEE Countries and worldwide.
S.E.E.C. Ltd. operates with five departments: Hydropower and Water Resources, Thermal Energy and Energy Efficiency, Electric Power Systems, Renewable Energy Sources and Environment and Spatial Planning and a branch office in Montenegro. Those five departments and the branch office are globally responsible for their operations. Synergies within the Group are realized through joint projects, complementary technological capabilities, joint marketing, common systems, tools and methods, and an integrated office network.

Our consultants posses all the necessary licenses in their area of expertise.

S.E.E.C. Ltd. is regular member of the Association of Consulting Engineers of Serbia and our employees are active members of various energy related Societies and Associations (Society of Thermal Engineers of Serbia, Association of Energy Sector Specialists, Union of Engineers and Technicians of Serbia, …).
**Hydropower and Water Resources Department:**

Our experts-consultants and engineers can cover all stages in the Hydropower and Water Resources project cycle, from identification to supervision during commissioning. We have particularly experience of such projects particularly in Serbia, Montenegro, Bosnia & Herzegovina and FYR of Macedonia, as we are familiar with the legislation in these countries.

Our services in the field of Hydropower and Water Resources include:

- Preparation of Technical Due Diligences
- Preparation of Pre-feasibility studies (PFS)
- Preparation of Feasibility studies (FS)
- Preparation of Conceptual designs
- Preparation of Preliminary designs
- Preparation of Final/Detailed designs
- Preparation of Hydropower strategies
- Preparation of Water Resources Management plans
- Design documents for rehabilitation/modernization/repowering of HPPs
- Preparation of Environmental Impact Assessment studies for HPP systems
- Legal Analyses of potential sites for HPP construction
- Consultancy in privatization of HPPs
- Generation analysis
- Funding and Grant Options and Advice
- Design review
Thermal Energy and Energy Efficiency Department:

We provide comprehensive consulting services and sound engineering solutions to the planning, designing and operating of Power Plants, Cogeneration and District Heating systems. We also deal with Energy Efficiency improvements in buildings, industry and the municipal services sector.

Our services in the field of Thermal Energy and Energy Efficiency include:

- Preparation of Pre-feasibility Studies (PFS) including conceptual design
- Preparation of Feasibility Studies (FS) including draft design
- Permits and licenses gathering management
- Project monitoring and management
- Spatial planning with regard to energy infrastructure
- Provision of owner’s engineering services at all stages of project investment
- Preparation of Business Plans for energy projects
- Energy Auditing (industry, buildings, commercial sector) – Walk Through Audits (WTA), Preliminary Energy Audits (PEA), Detailed Energy Audits (DEA) (Investment Grade Audits-IGA)
- Demand side management (buildings, industry, commercial sector)
- Preparation of Technical Due Diligences
- Master energy planning
- Preparation of Environmental Impact Assessment studies
- Preparation of tender documents according to procurement rules of IFIs (WB, EBRD, EIB, KfW, etc.), Serbian legislation, as well as other Western Balkan Countries legislation.
- Training in Energy Efficiency for companies
- Funding and Grant Options and Advice
**Electric Power Systems Department:**

The department is composed of experienced experts with broad experience in the energy and power sectors. The Electric Power Systems Department is active in diverse fields of energy and power and we offer our services throughout South East Europe and in various other parts of the world.

Based on years of experience in the energy markets and with energy-related processes, S.E.E.C. Ltd. experts possess the necessary skills to develop and implement solutions to optimize the integral energy process chain and to undertake the consulting services, as listed below:

**SYSTEM STUDIES**

- Generation–Transmission–Distribution systems - expansion master plans
- Generation–Transmission–Distribution systems - least-cost optimisation studies
- Tech.–Economic studies related to planning and operation of power generation, transmission and distribution systems
- Technical and Financial Due Diligence Reports
- Pre-feasibility and Feasibility studies
- Market and Tariff studies
- Integrated Energy Resources system planning
- Steady State and Dynamic network system analyses and studies

**PROCUREMENT CONSULTING SERVICES**

As part of the procurement consulting services, professional activities of the department include:

- Selection of the best procurement strategy—including preferred option, procurement route, contract strategy and draft contracts
- Managing the procurement activities and provide technical advices
- Performing market soundings
- Development specifications – including performance measurement
- Management of tendering process – including long listing, short listing, invitation to tender, bid evaluation, evaluation reports, negotiations, benefit management, supplier selection, contract award and debriefing

**SUPERVISION, INSPECTION and COMMISSIONING CONSULTING SERVICES**

Experts in the department with experience in the engineering inspection are able to fulfill all or any of a customer’s inspection, testing, expediting and commissioning requirements. Services available include:

- Site equipment survey
- Documentation application review
- Manufacturer assessment
- Quality assurance
- Expediting
- Factory Inspection Testing (FAT)
- Inspecting and Testing
- Packaging inspection
- Commissioning and site testing (SAT)
- Training and consultancy
Renewable Energy Sources Department:

S.E.E.C. Ltd. offers a range of services to renewable energy developers for evaluating the suitability and profitability of renewable energy sites and technologies. Our expertise covers all RES technologies, but our focus is on wind energy.

Our services include:
- Optimum site identification
- Technology market research
- Strategy and market forecasting
- Initial and detailed feasibility studies
- Comparative studies
- Financial analysis

For specific sites, we can also offer:
- Mast installation and supervision
- Data acquisition and data analyses
- Resource assessment and layout optimization
- Wind farm production and losses
- Multi-technology feasibility studies
- System design and installation
- Project development and management
- Operation and maintenance
- Environmental impact assessment
- Due diligence

We have certified experts for using programmes for wind parameter measurements and measuring data processing, such as WAsP, GH WindFarmer (all modules), RETScreen, etc. S.E.E.C. Ltd. also possesses several measurement masts for onsite wind potential measurements.

We also offer a variety of solar consulting services for residential and commercial customers and both grid connected and stand-alone systems. Our services include:
- Resource assessment
- Detailed PV system performance modeling
- Modeling and optimization of physical array configuration
- Solar plant production and losses
- Pre-feasibility and feasibility studies
- Financial analyses
- Technology and market research
- System integration and design services
**Environment and Spatial Planning Department:**

We offer the whole range of consultancy services in the field of environmental protection, related to industry, energy production and economy sectors, as well as in the field of spatial and urban planning. We cover integrated planning and Environmental Impact Assessment (EIA) services to both the private and public sectors through extensive technical knowledge and an understanding of planning issues and legislative requirements.

In the process of Environmental Permitting, we can provide following:

- Regulatory assessment
- Liaison with regulators
- Permit applications, variations, transfers and surrenders
- Permit improvement conditions
- Air quality impact assessment
- Noise impact assessment
- Water quality impact assessment
- Best Available Techniques (BAT) assessment
- Site baseline assessment and land investigation
- Site closure
- Environmental Management Systems (EMS)

and prepare all necessary documents (studies) necessary for issuing Environmental Permits. Our compliance and permitting services are aimed at operators of all types of processes in a wide range of industrial and energy sectors.

In the area of Spatial Planning, we can cover master planning, strategic planning assessment and environmental impact assessment and large scale or multiple site asset management.

Services within Ecology area we do:

- Ecological baseline studies
- Habitat surveys
- Protected species surveys
- Ornithological surveys
- Desk-based studies
- Ecological reporting and impact assessments (EcIA) as part of EIA, scoping reports and Environmental Statements
- Developing Ecological Habitat Management Plans and Mitigation works
- Liaising and negotiating with statutory authorities and other bodies.
KEY PERSONNEL

Mr. Ljubo Miskin,
Chairman of the Board of Directors and CEO

Mr. Miskin (1953) is founder and owner of S.E.E.C. Ltd., and now his position within the company is Chairman of the Board of Directors and Managing Director. He graduated at Faculty of Electrical Power Engineering in Sarajevo, BiH in 1976, and was awarded BSc. Degree in Electrical Engineering. At the same institution, Miskin obtained MSc. and PhD. Degrees in Electrical Engineering, in 1982. and 1991. respectively.

Mr. Miskin has more than 15 years of experience in High Voltage Engineering (testing of equipment, electromagnetic transients in T & D substations and network) gained in the period 1976-1991 as expert in Electric Power Institute of Energoinvest Co. (Sarajevo). In the period 1992-1996 he was engaged as CESI's (Milano, Italy) Area Manager for markets of South East Europe and Asia (Middle and Far East). Since 1997. he is founder and owner of Decotra Srl., Milano, Italy, and from 2002. also of S.E.E.C. Ltd., Belgrade, Serbia.

Dr. Miskin is author or co-author of more than 40 papers published and presented on Conferences in former Yugoslavia and abroad.

Speaks Serbian, English and Italian.

E-mail: ljubo.miskin@seec-bg.com

Mr. Andreja Martinoli,
Special Advisor

Dr. Martinoli (1945) is currently Special Advisor in S.E.E.C. Ltd. and also responsible for coordination of Electric Power Systems department.

He graduated in 1968 at the Faculty of Electrical Engineering, Power Engineering Department, University of Belgrade, where he was awarded B.Sc. degree in Electrical Engineering and started with post-graduate studies. In 1978 was awarded MSc. degree, and in 1985 PhD degree in Electrical Engineering, in the field of Power System Expansion Planning.

He worked in Minel Co. from 1968 to 1972, as Assistant Design Engineer and in Energoprojekt from 1972 to 2003, as Project Engineer/Project Manager. Main fields of occupation were: Power system modelling and expansion planning. Power System O&C, preparation of Pre-Feasibility and Feasibility studies for power system expansion planning, Energy system Master Planning, Economic and Financial analyses. In 1987 Dr. Martinoli was appointed as Assistant Professor at the University of Belgrade in post-graduate courses.

From 2003, Dr. Martinoli is employed in S.E.E.C. Ltd., as Managing Director of S.E.E.C. Ltd. and Head of Department for Electric Power Systems, till 2010, when he retired, and from then he is Special Advisor in S.E.E.C. Ltd. Main fields of occupation and responsibilities were: managing and advising for all S.E.E.C. Ltd. activities and contribution in most of projects in fields of power systems, transmission networks, hydro and thermal power plants, renewable sources of energy, etc. Now Dr. Martinoli is in charge for coordination and advising of all projects within Electric Power Systems department.

Dr. Andreja Martinoli is author/co-author of more than 40 articles on Power System Generation and Transmission System Expansion and planning in national and international journals and proceedings of national and international conferences. Dr. Martinoli has large experience in ex-Yugoslav countries, Gabon, Uzbekistan, Iraq and Gulf countries (UAE, Qatar, and Oman).

He speaks Serbian, English and Italian.

E-mail: andreja.martinoli@seec-bg.com
Mrs. Slavica Kajgana-Borkovic,
Head of Hydropower and Water Resources Department

Mrs. Kajgana Borkovic (1950) is head of the Hydropower and Water Resources Department and is responsible for coordination of hydropower projects.

She graduated in 1974 at the Faculty of Civil Engineering, hydraulic department, University of Belgrade, where she was awarded dipl. ing. degree in Civil Engineering.

She worked in Energoprojekt Hidroinženjering in the period 1974-2007, as Project Manager. Main fields of occupation were hydropower engineering and water management.

From 2007, Mrs. Kajgana Borkovic is employed in S.E.E.C. Ltd., Department for Hydropower and Water Resources. Main fields of occupation and responsibilities are: preparation of investment-technical and planning documents for complex multi-purpose systems and structures in the field of water management and hydropower engineering and project coordination.

She speaks Serbian, English, Spanish and French.
E-mail: slavica.borkovic@seec-bg.com

Mr. Krsto Vukovic
Senior Consultant in TE and EE Department

Mr. Vukovic (1942) is Senior Consultant and is mainly responsible for Thermal Energy related projects.

He graduated in 1965 at the Faculty of Mechanical Engineering, University of Belgrade, where he was awarded B.Sc. degree in Mechanical Engineering.


From 2008, beside membership of Steering Committee in Electric Power Industry of Serbia, Mr. Vukovic is Associate Expert of S.E.E.C. Ltd., Department for Thermal Energy and Energy Efficiency. Main fields of occupation and responsibilities are: consultancy and advising services in the field of Thermal Power Plants.

Krsto Vukovic is author of more than 20 articles in national and international journals and proceedings of national and international conferences.

He/She speaks Serbian, French, English and Russian.
E-mail: krsto.vukovic@seec-bg.com

Mr. Hasan Sehovic
Senior Consultant in Electric Power Systems Department

Mr. Sehovic (1942) is Senior Consultant and is responsible for power transmission and electricity distribution network projects.

He graduated in 1964 at the Faculty of Electrical Engineering, University of Belgrade, where he was awarded B.Sc. degree in Electrical Engineering.

He worked in “Obod”, Cetinje, from 1964-1966 in position of Construction Engineer; in “MINEL” Industrial Co., Belgrade, from 1966-1968 in position of Construction Engineer-MV equipment research;
Mr. Hasan Sehovic,
Senior Consultant and Head of Department


From 2006, Mr. Sehovic is Associate Expert of S.E.E.C. Ltd., Department for Electric Power Systems. Main fields of occupation and responsibilities are: Consultancy Services as Lead Expert and advisor for projects in Department.

He speaks Serbian, English, Russian, French and German.

E-mail: hasan.sehovic@seec-bg.com

Mr. Jadranko Simic,
Head of Environment and Spatial Planning department

Jadranko Simic (1959) is Head of Environment and Spatial Planning Department and is mainly responsible for environment protection projects.

He graduated in 1983 at the Faculty of Natural Sciences and Mathematics, Department for Spatial Planning, University of Belgrade, where he was awarded B.Sc. degree in Spatial Planning and started with post-graduate studies. In 1987 was awarded MSc. degree, in Spatial Planning.

He worked 7 years with Institute of Architecture and Urban Planning of Serbia and 13 years in the Environmental Department of responsible federal ministries of Yugoslavia. Main fields of occupation were related to environmental protection.

From 2003. year, Mr. Simic is employed in S.E.E.C. Ltd., Department for Environment and Spatial Planning. Main fields of occupation and responsibilities are: sustainable development, environmental management, environmental impact assessment, strategic environmental assessment, preparation and realization of environmental projects, environmental economic instruments, spatial and urban planning, planning of open mining areas, etc.

Mr. Simić has large experience in cooperation with international institutions dealing with environmental matters (UNEP, UNDP, UN ECE, HABITAT, EU, WB, EIB, EBRD, US EPA, EEA etc.), Ex Yugoslav countries and SEE countries. He also worked in the United Arabic Emirates and Botswana. He was environmental consultant of WB, REC, and UN ECE.

Mr. Simić is author or co-author of more than 40 scientific papers and few books. He is/was member of IAIA, BENA; US NGS; USA WEF; Serbian Spatial Planners Association; Society of Air Protection; Serbian Geographic Society.

He speaks English and understands Russian.

E-mail: jadranko.simic@seec-bg.com

Mr. Milan Gavrilovic,
Senior Consultant

Milan Gavrilovic (1938) is Senior Consultant and is responsible for environment protection, renewable energy sources use (especially wind energy) and thermal power plants, including CHP issues analysis and design.

He graduated in 1962 at the Faculty of Electrical Engineering, Technical Physics Department, University of Belgrade, where he was awarded B.Sc. degree in Electrical Engineering and started with post-graduate studies in November 1962. In 1963 was awarded MSc. degree in Nuclear Physics.
and Techniques. He worked at Energoprojekt from 1962 to 1987 year as a lead design engineer, at Electric Power Industry of Yugoslavia from 1987 to 1991 as Manager of the Nuclear Department and at Electric Power Industry of Serbia from 1991 to 2003 as manager of the Independent Environment Protection Department. Main fields of occupation were: design of the nuclear power reactor shield, safety of the nuclear power plant, reliability of the electric power systems, thermal power plant design, and environment protection.

From 2005, Mr. Gavrilovic is employed in S.E.E.C. Ltd. Main fields of occupation and responsibilities are: environment protection, thermal power plant design and wind energy use and wind farm design.

Milan Gavrilovic is author/co-author of more than 60 articles in national and international journals and proceedings of national and international conferences.

He is member of several national and international professional bodies and president of the National Committee C3 (Environment Performances) of the JUKO CIGRE.

He speaks Serbian, English, French and Russian.

E-mail: milan.gavrilovic@seec-bg.com

Mr. Dejan Vojinovic,
Head of the Branch Office in Montenegro

Mr. Vojinovic (1959) is representative of the S.E.E.C. Ltd. in Podgorica and is responsible for operations in Montenegro.

He graduated in 1988 at the Faculty of Electrical Engineering, University of Belgrade.

He worked with Aluminium Company Podgorica, on maintenance of the HV&MV distribution network; Termolektro Beograd as project manager on construction, refurbishment and overhaul of heavy industry and T&D substations and network; IPA Energy Consulting Ltd. - Edinburgh as Engineering & Project Management Expert.

From 2007, Mr. Vojinovic is employed in S.E.E.C. Ltd., branch office in Montenegro, providing consulting service on Energy Efficiency and Renewable Energy Sources and T&D construction projects funded by IFI’s.

He speaks Serbian/Montenegrin, and English language.

E-mail: dejan.vojinovic@seec-pg.com
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<tr>
<td>Assignment title: EPCG Metering Project Consultant for the Project Implementation Unit</td>
<td>Name of client: CESI, Italy (Main Contractor), Investor: Public Enterprise Elektroprivreda Crne Gore (EPCG)</td>
<td>Name of client: DIEM, Russia</td>
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<td>Name of client: Decotra Srl, Italy</td>
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<td>Assignment title: Environmental and Social Impact Assessment for South Stream Gas Pipeline through Serbia</td>
<td>Start/End Date: May 2011/December 2014</td>
<td>Start/End Date: March 2011/July 2011</td>
<td>Start/End Date: January 2011/July 2013</td>
<td>Start/End Date: September 2010/December 2011</td>
<td>Start Date: July 2010/February 2011</td>
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<td>Assignment title: Due diligence of PSP Djeerdap III in today conditions</td>
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<td>Name of client</td>
<td>Start/End Date</td>
<td>Value of services</td>
<td>Name of associate consultant(s)</td>
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<td>Environmental Impact Assessment for the South Stream Project</td>
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<td>DIEM, Russia</td>
<td>November 2009/December 2010</td>
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<td>Western Balkan Countries</td>
<td>EBRD-European Bank for Reconstruction and Development</td>
<td>May 2009/September 2011</td>
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<td>Montenegro</td>
<td>Decotra Srl., Italy and HM Durmitor, Montenegro</td>
<td>January 2009/July 2011</td>
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<td>Wind Potential Assessments–Gacko Project</td>
<td>Bosnia and Herzegovina</td>
<td>Herzeg Wind, Bosnia and Herzegovina</td>
<td>September 2008/September 2011</td>
<td>50,000 EUR</td>
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Assignment title: Upgrading of 400/110/35 kV Ribarevine substation and construction of new 110/10 kV Podgorica 5 substation

Country of assignment: Montenegro
Name of client: EPS-EPCG Elektroprivreda CRNE GORE (EPCG) AD Niksic, Montenegro
Start/End Date: July 2007/end of 2011
Value of services: 890,000 EUR
Name of associate consultant(s): Fichtner GmbH, Germany
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