THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION. If you are in any doubt as to the action you should take you are recommended to seek your own financial advice from your stockbroker or other independent professional adviser authorised under the Financial Services and Markets Act 2000.

If you have sold or transferred all of your holding of ordinary shares in Drax Group plc please forward this document and the accompanying documents (but not the personalised Form of Proxy or Form of Direction), as soon as possible, to the purchaser or the transferee or to the person through whom the sale or transfer was effected for transmission to the purchaser or transferee.

Notice of Annual General Meeting

This document contains:

Part A Letter from the Chairman 6
Part B Notice of the Annual General Meeting 2
Part C Explanatory notes to the Notice of the Annual General Meeting 4
Part D Summary of the principal terms of the proposed Drax Bonus Matching Plan 6
Part E Administrative notes relating to the Annual General Meeting 9
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Notice of the Annual General Meeting of Drax Group plc which is to be held at 11.00am on Tuesday 28 April 2009 at The City Presentation Centre, 4 Chiswell Street, London EC1Y 4UP is set out on pages 2 and 3 of this document.

For Shareholders, a Form of Proxy is enclosed with this document. Whether or not you propose to attend the Annual General Meeting, please complete and submit a Form of Proxy to the Company’s Registrars, Equiniti Limited, Proxy Department, Aspect House, Spencer Road, Lancing, West Sussex BN99 6ZL by no later than 11.00am on 26 April 2009.

For Share Incentive Plan (“SIP”) participants, a Form of Direction is enclosed with this document and, if used, should be lodged with the Trustee of the SIP Equiniti Trustees Limited, at Aspect House, Spencer Road, Lancing, West Sussex BN99 6ZL by no later than 11.00am on 26 April 2009.

If you hold shares in CREST you may appoint a proxy by completing and transmitting a CREST proxy instruction to Equiniti Limited (CREST participant ID RA19) so that it is received by no later than 11.00am on 26 April 2009.

The return of a completed Form of Proxy or CREST proxy instruction will not prevent you from attending the Annual General Meeting and voting in person if you wish to do so.
Part A
Letter from the Chairman

Drax Group plc
Registered Office: Drax Power Station, Selby, North Yorkshire YO8 8PH
Registered in England and Wales Number 5562053

Directors
Charles Berry (Chairman)
Dorothy Thompson (Chief Executive)
Tim Barker
Jamie Dundas
Peter Emery
Mike Grasby
David Lindsell
Tony Quinlan

To: Shareholders and participants in the Drax Approved Share Incentive Plan
For information only to: Participants in the Drax Approved Savings-Related Share Option Plan and the Drax Executive Share Incentive Plan

Dear Shareholder,

Annual General Meeting and Annual Report and Accounts
I am pleased to enclose the Notice of the fourth Annual General Meeting ("AGM") of Drax Group plc (the "Company" or "Drax") and a copy of the Company’s Annual Report and Accounts 2008. The AGM will be held at 11.00am on Tuesday 28 April 2009 at The City Presentation Centre, 4 Chiswell Street, London EC1Y 4UP.

Notice of Annual General Meeting
The Notice of Annual General Meeting is set out in Part B on pages 2 and 3 of this document.

Explanatory notes
The explanatory notes to the resolutions set out in the Notice of Annual General Meeting are in Part C on pages 4 and 5 of this document. There will also be an opportunity for shareholders to ask questions appropriate to the business of the AGM at the Meeting.

Bonus Matching Plan
During 2008, the Remuneration Committee, in conjunction with its independent advisors, Kepler Associates LLP, reviewed the Company’s incentive arrangements for its executives to ensure that they are motivational and support retention, are competitive in relevant talent markets, reward growth in shareholder value, and that they should not be unduly influenced by the short-term volatility of the Dark Green Spread. As a result of the review, it is proposed to replace the ESIP (the Company’s current long-term incentive plan) in 2009 with a share-based Bonus Matching Plan ("BMP").

Further details are given in explanatory notes to the Notice of the Annual General Meeting on page 5 and in Part D – Summary of the principal terms of the proposed Drax Bonus Matching Plan on pages 6 to 8 of this document.

Final dividend
The Board is proposing the payment of a final dividend of 38.3 pence per ordinary share.

Action to be taken

Ordinary shareholders
Whether or not you propose to attend the AGM, you are requested to:

• Complete and sign the enclosed Form of Proxy in accordance with the instructions printed thereon. Completed Forms of Proxy should be returned to Equiniti Limited, Proxy Department, Aspect House, Spencer Road, Lancing, West Sussex BN99 6ZL as soon as possible and in any event so as to be received by Equiniti Limited no later than 11.00am on 26 April 2009; or
Shareholders who prefer to register the appointment of their proxy electronically via the internet can do so at www.sharevote.co.uk where full instructions are given. The personalised numbers printed at the top of the Form of Proxy card will be required. Instructions must be received no later than 11.00am on 26 April 2009.

If you hold shares in CREST you may appoint a proxy by completing and transmitting a CREST proxy instruction to Equiniti Limited (CREST participant ID RA19) so that it is received by no later than 11.00am on 26 April 2009. The return of a completed Form of Proxy or CREST proxy instruction will not prevent you from attending the AGM and voting in person if you wish to do so.

SIP participants
You are requested to:

• Complete and sign the enclosed Form of Direction in order to instruct the Trustee of the SIP how you would like it to vote on your behalf. Completed Forms of Direction should be returned to Equiniti Trustees Limited, Aspect House, Spencer Road, Lancing, West Sussex BN99 6ZL as soon as possible and in any event so as to be received by Equiniti Trustees Limited no later than 11.00am on 26 April 2009, or

• SIP participants who prefer to register the appointment of their proxy electronically via the internet can do so at www.sharevote.co.uk where full instructions are given. The personalised numbers printed at the top of the Form of Direction will be required. Instructions must be received no later than 11.00am on 26 April 2009.

If you are a SIP participant and you also own shares in your own right, then you will need to complete both the Form of Direction and the Form of Proxy and either submit them online or by post.

Voting arrangements
Voting on each of the resolutions to be put to the AGM will be by poll, rather than a show of hands, so that all votes are included, whether or not the shareholder is able to attend the Meeting. The Board believes this to be the most democratic procedure for voting on resolutions. The results of the polls will be announced to the London Stock Exchange as soon as practicable following the Meeting and will also be published on the Company’s website www.draxgroup.plc.uk.

The Company has included on the Form of Proxy and the Form of Direction an “Abstain” option in order for shareholders to abstain from voting on any particular resolution. However, an abstention is not a vote in law and will not be counted in the calculation of the proportion of votes “For” or “Against” the relevant resolution.

Expected timetable of principal events 2009

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latest time for receipt of Forms of Direction from SIP participants to be valid at the AGM</td>
<td>11.00am on 26 April</td>
</tr>
<tr>
<td>Latest time for receipt of Forms of Proxy and CREST proxy instructions to be valid at the AGM</td>
<td>11.00am on 26 April</td>
</tr>
<tr>
<td>Annual General Meeting</td>
<td>11.00am on 28 April</td>
</tr>
<tr>
<td>Ordinary shares marked ex/final dividend</td>
<td>6 May</td>
</tr>
<tr>
<td>Record date for entitlement to the final dividend</td>
<td>4.30pm on 8 May</td>
</tr>
<tr>
<td>Despatch of final dividend warrants and tax vouchers</td>
<td>21 May</td>
</tr>
<tr>
<td>Payment date for the final dividend</td>
<td>22 May</td>
</tr>
</tbody>
</table>

Notes:
1. References to time in this document are to UK time.
2. If any of the above times or dates should change, the revised times and dates will be notified to shareholders by an announcement on a Regulatory Information Service.
3. All events in the above timetable relating to the final dividend following the AGM are conditional on the passing of resolution 3 at the AGM.

Recommendation
The directors of the Company consider that the resolutions to be put to the AGM are in the best interests of the Company and its members as a whole.

Accordingly, the directors unanimously recommend that you vote in favour of all the proposed resolutions as they intend to do in respect of their own beneficial interests of 106,398 ordinary shares representing approximately 0.03 per cent of the existing issued ordinary share capital of the Company.

Yours sincerely

Charles Berry
Chairman
2 March 2009
Notice of the Annual General Meeting

Notice is hereby given that the Annual General Meeting of Drax Group plc (the "Company") will be held at 11.00am on Tuesday 28 April 2009 at The City Presentation Centre, 4 Chiswell Street, London EC1Y 4UP for the following purposes:

Ordinary business

To consider and, if thought fit, pass the following resolutions as ordinary resolutions:

1. To receive the report of the directors and the audited accounts of the Company for the year ended 31 December 2008 together with the report of the Auditors on those audited accounts and the auditable part of the Directors' remuneration report.
2. To approve the Directors' remuneration report for the year ended 31 December 2008 contained within the Annual Report and Accounts.
3. To declare the final dividend of 38.3 pence per share for the year ended 31 December 2008.
4. To elect David Lindsell, who was appointed since the last Annual General Meeting and retires in accordance with the Company's Articles of Association and who being eligible, offers himself for election by shareholders as a director of the Company.
5. To elect Tony Quinlan, who was appointed since the last Annual General Meeting and retires in accordance with the Company's Articles of Association and who being eligible, offers himself for election by shareholders as a director of the Company.
6. To re-elect Charles Berry, who retires by rotation pursuant to the Company's Articles of Association and who, being eligible, offers himself for re-election as a director of the Company.
7. To re-elect Jamie Dundas, who retires by rotation pursuant to the Company's Articles of Association and who, being eligible, offers himself for re-election as a director of the Company.
8. To re-elect Dorothy Thompson, who retires by rotation pursuant to the Company's Articles of Association and who, being eligible, offers herself for re-election as a director of the Company.
9. To reappoint Deloitte LLP as auditors of the Company to hold office from the conclusion of the Meeting until the conclusion of the next meeting at which accounts are laid before the meeting.
10. To authorise the directors to determine the auditors' remuneration.

Special business

To consider and, if thought fit, pass resolutions 11, 12 and 15 as ordinary resolutions and resolutions 13 and 14 as special resolutions:

11. a. That, in substitution for all subsisting authorities to the extent unused, the directors be and they are hereby generally and unconditionally authorised in accordance with Section 80 of the Companies Act 1985 ("CA 1985") to exercise all the powers of the Company to allot relevant securities (within the meaning of that section), such authority to be limited to the allotment of relevant securities up to an aggregate nominal amount of £13,068,783; and

b. That, in addition to the authority conferred by sub-paragraph (a) above, the directors be and they are hereby generally and unconditionally authorised to exercise all the powers of the Company to allot equity securities (within the meaning of Section 94 CA 1985) in connection with a rights issue in favour of ordinary shareholders where the equity securities respectively attributable to the interests of all such ordinary shareholders are proportionate (as nearly as may be) to the respective numbers of ordinary shares held by them, but subject to such exclusions or other arrangements as the directors may deem necessary or expedient in relation to treasury shares, fractional entitlements or any legal or practical problems under the laws of, or the requirements of any regulatory body or any stock exchange in, any territory or by virtue of shares being represented by depositary receipts or otherwise however up to an aggregate nominal amount of £13,068,783, provided that the authorities conferred by sub-paragraphs (a) and (b) above shall expire at the conclusion of the next Annual General Meeting of the Company after the passing of this resolution, or 30 June 2010, if earlier except that the Company may before such expiry make offers or agreements which would or might require relevant securities or equity securities (as the case may be) to be allotted after such expiry and notwithstanding such expiry the directors may allot relevant securities or equity securities (as the case may be) in pursuance of such offers or agreements.

12. That in accordance with Sections 366 and 367 of the Companies Act 2006 ("CA 2006"), the Company and all of the companies that are or become subsidiaries of the Company from time to time during the period when this resolution is in full force and effect are authorised, in aggregate:

a. to make political donations to political parties and/or independent election candidates, as defined in Sections 363 and 364 CA 2006, not exceeding £50,000 in total; and/or

b. to make political donations to political organisations other than political parties, as defined in Sections 363 and 364 CA 2006, not exceeding £50,000 in total; and/or

c. to incur political expenditure, as defined in Section 365 CA 2006, not exceeding £100,000 in total;

during the period beginning with the date of the passing of this resolution and ending at the conclusion of the next Annual General Meeting of the Company or if earlier, 28 April 2010.
13. That, subject to the passing of resolution 11 above and in substitution for all subsisting authorities to the extent unused, the directors be and they are hereby empowered, pursuant to Section 95 CA 1985, to allot equity securities (within the meaning of Section 94 CA 1985) for cash and/or to allot equity securities where such allotment constitutes an allotment of securities by virtue of Section 94(3A) CA 1985, as if Section 89(1) CA 1985 did not apply to any such allotments, provided that this power shall be limited to the allotment of equity securities:

a. pursuant to the authority conferred by sub-paragraph (a) and/or sub-paragraph (b) of resolution 11 above, in connection with an offer of such securities by way of a rights issue in favour of holders of ordinary shares in the Company where the equity securities respectively attributable to the interests of all such holders are proportionate (as nearly as may be practicable) to their respective holdings of ordinary shares (but subject to such exclusions or other arrangements as the directors may deem necessary or expedient in relation to treasury shares, fractional entitlements or any legal or practical problems under the laws of, or the requirements of any regulatory body or any stock exchange in, any territory or by virtue of shares being represented by depositary receipts or otherwise howsoever);

b. pursuant to the authority conferred by sub-paragraph (a) of resolution 11 above, in connection with an open offer or other offer of securities (not being a rights issue) in favour of holders of ordinary shares in the Company where the equity securities respectively attributable to the interests of all such holders are proportionate (as nearly as may be practicable) to their respective holdings of ordinary shares (but subject to such exclusions or other arrangements as the directors may deem necessary or expedient in relation to treasury shares, fractional entitlements or any legal or practical problems under the laws of, or the requirements of any regulatory body or any stock exchange in, any territory or by virtue of shares being represented by depositary receipts or otherwise howsoever); and

c. otherwise than pursuant to sub-paragraphs (a) and (b) above, up to an aggregate nominal amount of £1,960,317 , and shall expire at the conclusion of the next Annual General Meeting of the Company after the passing of this resolution, or 30 June 2010, if earlier, except that the Company may before such expiry make offers or agreements which would or might require equity securities to be allotted after such expiry and notwithstanding such expiry the directors may allot equity securities in pursuance of such offers or agreements.

14. That the Company be generally and unconditionally authorised, pursuant to and in accordance with Section 166 of CA 1985, in substitution for all such existing authorities, to make market purchases (within the meaning of Section 163(3) of CA 1985) of ordinary shares in the capital of the Company on such terms and in such manner as the directors of the Company may from time to time determine, provided that:

a. the maximum aggregate number of ordinary shares authorised to be purchased is 33,939,896 representing approximately 10% of the issued ordinary share capital;

b. the minimum price (exclusive of expenses) which may be paid for an ordinary share shall be the nominal amount of such ordinary share (exclusive of expenses);

c. the maximum price (exclusive of expenses payable by the Company) which may be paid for an ordinary share shall not exceed an amount equal to 105 per cent of the closing mid-market price for an ordinary share (as derived from the London Stock Exchange's Daily Official List) for the five business days immediately preceding the date of purchase;

d. this authority shall expire 15 months after the date of the passing of this resolution, or if earlier, at the conclusion of the next Annual General Meeting of the Company after the date of the passing of this resolution, unless previously revoked, varied or renewed by the Company in general meeting; and

e. the Company may make a contract or contracts to purchase its own shares under the authority hereby conferred at any time prior to the expiry of such authority which will or may be executed wholly or partially after the expiry of such authority and may make a purchase of its own shares in pursuance of any such contract or contracts as if the authority conferred hereby had not expired.

15. That the Drax Bonus Matching Plan (the "Plan" or "BMP") (the main features of which are summarised on page 5 and in Part D – Summary of the principal terms of the Drax Bonus Matching Plan on pages 6 to 8 and a copy of the draft rules of which were produced to the Meeting and for the purpose of identification initialled by the Chairman) be and are hereby approved and adopted and the directors be and are hereby authorised to do all such acts and things necessary or expedient to carry the Plan into effect.

By order of the Board

Philip Hudson
Company Secretary
Drax Power Station, Selby, North Yorkshire YO8 8PH
2 March 2009
Part C
Explanatory notes to the Notice of the Annual General Meeting

Resolution 1 – To receive and adopt the Directors’ report, Auditor’s report and the Company’s Report and Accounts

The directors are required to present to the Meeting the Annual Report and Accounts and the Directors’ and Auditor’s reports on the Annual Report and Accounts for the financial year ended 31 December 2008.

Resolution 2 – To approve the Directors’ remuneration report

In accordance with Section 241A of the Companies Act 1985 (“CA 1985”), the approval of shareholders is sought in respect of the Directors’ remuneration report. The Directors’ remuneration report for the financial year ended 31 December 2008, entitled the Remuneration Committee report, is set out on pages 49 to 57 of the Annual Report and Accounts.

Resolution 3 – To approve the final dividend

To declare the final dividend of 38.3 pence per ordinary share which is recommended by the directors for payment to shareholders on the register of members of the Company at close of business on 8 May 2009. If approved, the final dividend will be paid on 22 May 2009.

Resolutions 4 and 5 – To elect the directors who were appointed since the last Annual General Meeting

The Company’s Articles of Association require that any director appointed by the Board since the date of the last AGM holds office only until the date of the next AGM following their appointment. The director is then eligible for election by the shareholders. David Lindsell and Tony Quinlan were both appointed by the Board since the last AGM and therefore offer themselves for election by shareholders. Each of the director’s biographical notes are set out on pages 36 and 37 of the Annual Report and Accounts.

Resolution 6, 7 and 8 – To re-elect the directors retiring by rotation

The Company’s Articles of Association require that one-third of directors retire by rotation each year. The directors selected to retire by rotation this year are Charles Berry, Jamie Dundas and Dorothy Thompson and all being eligible, offer themselves for re-election. Each of the director’s biographical notes are set out on pages 36 and 37 of the Annual Report and Accounts.

Resolutions 9 and 10 – Reappointment of auditors and determination of their remuneration

The Company must appoint or reappoint auditors at every general meeting at which accounts are presented and it is normal practice for a company’s directors, acting through the Audit Committee, to be authorised to determine the auditor’s remuneration. Deloitte LLP has advised of its willingness to stand for reappointment as the auditor of the Company.

Resolutions 11 and 13 – To give power to the Board to allot shares and disapply pre-emption rights

Upon the passing of resolution 11, the directors will have authority to allot 113,132,984 relevant securities up to a maximum of £13,068,783 which is approximately two-thirds of the current issued share capital. The authority conferred by resolution 11 will expire no later than 30 June 2010. The maximum number of ordinary shares which may be allotted in aggregate pursuant to resolution 11 is 226,265,968, which is approximately two-thirds of the current issued share capital. The authority conferred by resolution 11 will expire no later than 30 June 2010.

Resolution 13, which will be proposed as a special resolution, seeks authority to issue equity securities of the Company for cash without application of the pre-emption rights provided by Section 89 of CA 1985. Other than in connection with rights or scrip dividend, or other similar issue, the authority conferred in this resolution will be limited to an aggregate nominal value of £19643.317 which represents less than 5% of the issued ordinary share capital of the Company as at 1 March 2009. This authority will expire no later than 30 June 2010. The authority sought and the limits set by this resolution will also disapply the application of Section 89 of CA 1985 from a sale of treasury shares to the extent also specified in this resolution. In accordance with the guidelines issued by the Investment Committees of the Association of British Insurers and the National Association of Pension Funds Limited, the Board confirms its intention that no more than 7.5% of the issued share capital will be issued for cash on a non-pre-emptive basis during any rolling three-year period.

The directors have no present intention of exercising this authority.
Resolution 12 – To give authority to make certain expenditure in accordance with the Political Parties, Elections and Referendums Act 2000

The Political Parties, Elections and Referendums Act 2000 amended CA 1985 and imposed restrictions on companies making donations to EU political organisations or incurring EU political expenditure (as defined in CA 1985) without shareholders’ consent. It is not the policy of the Company to make donations to political parties and the directors have no intention of changing that policy.

However, as the definitions used in CA 1985 are broad, it is possible that normal business activities, which might not be thought to be political expenditure in the usual sense, could be caught. For example, activities such as communicating with Government and political parties at local, national and European level, expenditure on organisations concerned with policy review, law reform and representation of the business community and making provisions for employees to take time off work to campaign for and hold public office could fall within the definition of EU political expenditure. In view of the broad wording and the Board’s wishes to avoid any inadvertent infringement of the Act it is seeking the authority for the Company and any wholly-owned subsidiary company to incur total annual expenditure for such purposes of £100,000 until the conclusion of the 2009 AGM. This authority will not be used to make political donations as they are normally understood, including contributions towards any general political party expenses or in connection with general election campaigns.

It is the intention that the Company will seek to renew this authority, if appropriate, at each subsequent AGM.

Resolution 14 – To authorise the Company to purchase its own shares

Resolution 14, which will be proposed as a special resolution, gives the Company authority to buy back its own ordinary shares in the market as permitted by CA 1985. The authority limits the number of shares that could be purchased to a maximum of 33,939,896 (representing approximately 10 per cent of the issued share capital) and sets minimum and maximum prices reflecting the requirements of the CA 1985 and the Listing Rules. This authority will expire no later than 15 months after the date of the AGM.

The directors have no present intention of exercising the authority to purchase the Company’s ordinary shares other than with a view to their use for the Company’s share plans, but will keep the matter under review. Except in relation to share plans, the authority will be exercised only if the directors believe that to do so would result in an increase in earnings per share and would be in the interests of shareholders generally.

Any purchases of ordinary shares would be by means of on-market purchases through the London Stock Exchange. If any ordinary shares purchased pursuant to this authority are not held by the Company as treasury shares then such shares would immediately be cancelled in which event the number of ordinary shares in issue would be reduced.

The total number of options to subscribe for shares outstanding at 1 March 2009 the latest practicable date before the publication of the Notice of AGM, was 750,145. This represents 0.22 per cent of the issued capital at that date. If the Company was to buy back the maximum number of ordi shares permitted pursuant to this resolution, then the total number of options to subscribe for ordinary shares outstanding at 1 March 2009 would represent 0.25 per cent of the reduced share capital.

Resolution 15 – Proposed Drax Bonus Matching Plan (the “Plan” or “BMP”)

During 2008, the Remuneration Committee, in conjunction with its independent advisors, Kepler Associates, reviewed the Company’s incentive arrangements for its executives to ensure that they are motivational and support retention, are competitive in relevant talent markets, reward growth in shareholder value and that they should not be unduly influenced by the short-term volatility of the Dark Green Spread. As a result of the review, it is proposed to replace the ESIP (the Company’s current long-term incentive) in 2009 with a share-based Bonus Matching Plan (“BMP”). Under the plan a participant will receive an annual grant of conditional shares which shall not exceed in value 1.5 times such executive’s annual bonus earned for the prior year. BMP awards will vest on Drax’s 3-year Total Shareholder Return (“TSR”) versus the FTSE50-150 over a three-year period. The Committee intends to allow partial vesting (up to 33 per cent) based on continued employment only for BMP awards made to participants not on the Executive Committee, to support retention and in recognition that TSR is a less meaningful performance measure for that group of participants.

In addition to the performance-related awards, participants will be required to defer a fixed proportion of their annual bonus (currently intended to be 25 per cent) into a conditional award of shares which will vest conditional on three-year’s continuing service. The Committee believes the BMP will be a more effective and robust long-term incentive than the ESIP as the BMP:

• captures both short-term performance (through linking grant value to earned annual bonus) and long-term performance (by wholly, or partly in the case if a participant is not on the Executive Committee, linking vesting to Drax’s relative TSR);
• provides a higher potential incentive opportunity for broadly similar “fair value” as the ESIP;
• vests with reference to a TSR benchmark less susceptible to M&A activity;
• facilitates greater differentiation in total remuneration between average and superior performers (as the BMP grant value is linked to bonus);
• better supports retention (by linking vesting partly to time for participants below the Executive Committee).

BMP awards will first be made during 2009 based on the annual bonus earned for 2008. As such, BMP awards will be approved for participants of the BMP following the announcement of the preliminary results on 3 March 2008, and shall be granted conditional on shareholder approval of the BMP being obtained at the AGM.

These notes should be read in conjunction with the summary of the principal terms of the plan rules, a copy of which is set out in this document on pages 6 to 8.
Part D

Summary of the principal terms of the proposed Drax Bonus Matching Plan

Introduction
The BMP (the "Plan") provides for the grant of conditional awards over ordinary shares in the Company which will vest subject to performance and/or service conditions. The Plan is designed to operate in conjunction with the Company's annual bonus arrangements and will replace the existing Employee Share Incentive Plan (the "ESIP"). Subject to shareholders approving the Plan, ESIP awards will not be granted in 2009 or in any future years in which the Plan is operated.

The Plan will be administered and operated by the Board. However, the grant of any award to a director, the material terms of such director's award and the exercise of any discretion or assessment of performance in respect of any subsisting award held by a director shall be determined by the Remuneration Committee (the "Committee").

The Committee shall determine performance and service conditions having regard to market practice in the Company's sector and the need to incentivise and retain the best people and align executives' interests with those of shareholders.

The Plan comprises two elements:
• Matching awards linked to the value of the participant's annual bonus ("Matching Awards"); and
• Deferred awards representing a mandatory deferral of a proportion of the participant's annual bonus ("Deferred Awards"), together the "Awards".

Set out below is a summary of the key features of the Plan and the Committee's current intention as to the operation of the Plan. Unless stated otherwise, terms applying to Matching Awards and Deferred Awards are the same.

The "fair" value of Matching Awards under the proposed Plan is approximately 40 per cent of the face value of the shares subject to the awards.

Plan limits
Awards may be satisfied by issuing new shares or treasury shares or the transfer of existing shares.

At any time, the total number of shares which have been issued or remain issuable pursuant to awards granted in the preceding ten years under all employees' share schemes established by the Company (including the Plan) may not exceed ten per cent of the shares in issue at that time.

At any time the number of shares which have been issued or remain issuable pursuant to awards granted in the preceding ten years under any executive (discretionary) share scheme established by the Company (including the Plan) may not exceed five per cent of the shares in issue at that time.

For the purposes of the above limits, treasury shares will be treated as issued and shares which are the subject of lapsed awards or long-term share awards granted prior to the admission of the Company's shares to trading on the London Stock Exchange, shall be excluded.

Eligibility
Employees and executive directors of the Group will be eligible but not entitled to participate in the Plan. Participation will be at the Board's and, in the case of directors, the Committee's discretion. The Board intends to select executives from the same management levels previously participating in the ESIP.

It will be mandatory for all executive directors and certain other selected senior managers (members of the "Executive Committee") to defer a proportion of their annual bonus into Deferred Awards.

Grant
Awards may be granted immediately following the 2009 Annual General Meeting, and thereafter:

a. following determination of annual bonuses and during the period of 42 days following an announcement by the Company of its interim or final results for any period; or

b. at any time the Board determines that there are exceptional circumstances which merit an award, provided that no Award shall be granted at a time when dealings are prohibited by the Model Code of the UK Listing Authority.

Award level
Matching Awards
The Committee has determined to amend the annual bonus structure by removing the "exceptional" maximum opportunity and revising executives' maximum bonus opportunities to between 50 per cent and 130 per cent of basic salary during the relevant financial year. For example, the Chief Executive Officer's maximum bonus opportunity in 2008 is 130 per cent of salary; for other executive directors the maximum bonus opportunity will be 120 per cent of salary. The level of bonus will continue to be based on personal performance and a corporate scorecard, including targets linked to financial and production measures and business plan objectives. The bonus paid at target performance will be 50 per cent of the executive's maximum opportunity.
The Committee will continue to monitor and review the bonus opportunity range to ensure that the Company’s bonus arrangements remain appropriate and challenging.

The value of shares subject to a Matching Award shall not exceed 1.5 times the executive’s annual bonus earned in respect of the preceding financial year.

Deferred Awards
The Committee is introducing a mandatory requirement for members of the Executive Committee to defer 25 per cent of their annual bonus into Deferred Awards which will vest in three years’ time subject to forfeiture if the executive is a “bad” leaver prior to vesting.

For future years, the Committee may change the mandatory deferred proportion of annual bonus and extend this element of the Plan to a wider group of participants.

The number of shares subject to the Awards (other than the initial Awards) shall be calculated using the average of the middle market quotations of a share derived from the Daily Official List of the London Stock Exchange for the five dealing days immediately preceding the date of grant. The five day period shall not include any dealing day during which dealings are prohibited by the Model Code.

Under the current ESIP, share awards would have been granted in 2009 immediately following the announcement of the Company’s results on 2 March 2009. The Committee therefore considers that for the initial grant of Awards it is appropriate and fair to use the average middle market quotation for the five dealing days immediately following the announcement of the Company’s results in 2009 with Matching Awards vesting three years from the date of the announcement of the results in 2009. The initial Awards have been approved by the Committee conditional on shareholder approval at the 2009 AGM.

Awards may be granted to new executives in the first financial year of joining the Company based upon an assumed bonus opportunity which would have been available to the executive in the preceding year, had he been with the Company.

Service and performance conditions
No price will be paid for the shares delivered pursuant to Awards, however vesting will be subject to the following service and performance conditions.

Service
Deferred Awards will vest in full and Matching Awards granted to participants who are not Executive Committee members will vest as to 33 per cent of the shares subject to the Matching Award, provided only that the participant is still employed by the Group on the third anniversary of grant. For future years, the Committee may change the percentage of Matching Awards granted to participants who are not Executive Committee members.

Performance condition
Matching Awards granted to members of the Executive Committee and the balance (i.e. 67 per cent) of the shares subject to Matching Awards granted to other executives will vest provided the participant is still employed by the Group on the third anniversary of grant and subject to achievement of a performance condition determined by the Committee.

The Committee has approved a condition relating to the Company’s total shareholder return (“TSR”) over the three-year period measured from the start of the financial year in which an award is granted relative to the TSR over the same period of the FTSE 50-150 companies (the Comparator Group).

The TSR condition provides for vesting as follows:

<table>
<thead>
<tr>
<th>Company rank within the Comparator Group</th>
<th>Vesting of Matching Awards granted to Executive Committee members</th>
<th>Vesting of Matching Awards granted to other participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>within top quartile</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>at median</td>
<td>15%</td>
<td>33%</td>
</tr>
<tr>
<td>below median</td>
<td>0%</td>
<td>33%</td>
</tr>
</tbody>
</table>

Note: (1) Being the shares subject to the service condition (see above), meaning that no Matching Awards granted to non-Executive Committee members and subject to the performance condition will vest if the Company’s TSR is at or below median.

The number of shares which shall vest on performance by the Company between median and top quartile shall be determined on a straight-line interpolation between the relevant percentages.

In addition, the Committee must be satisfied that there has also been a demonstrable and sustained improvement in the Company’s performance over the period. In determining this, the Committee will take into account all relevant factors but in particular will consider improvement in the Company’s financial, production and trading performance.

TSR is calculated by taking growth in share price and assuming that net dividends declared during the performance period are reinvested. The performance period for the Company and the companies in the Comparator Group shall be calculated using average share prices over the six month periods immediately preceding the start and end of the performance period.
Part D
Summary of the principal terms of the proposed Drax Bonus Matching Plan

Where events occur which cause the Committee to consider that the performance condition has become unfair, impractical or ceased to be appropriate, the Committee may vary or change such condition as it deems fair and reasonable, provided that any varied condition or new condition is no more easy or difficult to satisfy.

For future Awards, the Committee will review whether the performance condition remains appropriate and challenging taking into account for example the industry's outlook and shareholders' interests. The Committee may adopt a revised condition, but one which will be no less demanding.

Cessation of employment
If the participant's employment ceases due to death, injury, disability, retirement, redundancy or on a sale of the participant's business or employing subsidiary out of the Group or for any other reason specifically permitted by the Board, Deferred Awards and Matching Awards (to the extent such Awards are only service-related) shall vest on cessation. Matching Awards (to the extent such awards are performance-related) shall vest in due course subject to the performance condition, provided that, where cessation is involuntary (other than for dismissal), the Board may resolve to allow the performance-related portion of the Matching Award to vest earlier based on the extent to which the performance condition has been met or is likely to be met over the full performance period. For all Awards, the number of shares capable of vesting shall be pro-rated down to reflect the reduced service period.

If a participant's employment with the Group ceases for any other reason, his Award shall immediately lapse in full on his cessation.

Dividends
The number of shares subject to an Award may be increased to reflect any distributions declared by the Company from the date of grant and until the shares vest and are delivered. The number of additional shares will reflect the distribution which would have been received by the participant if he had been the owner of the shares subject to the Award to the extent such shares vest and will be determined using the ex-dividend value of the shares.

Take-over, change of control and winding-up
In the event of a takeover, change of control or winding up, shares subject to Awards will vest immediately based on the extent to which the Committee determines that the performance condition has been met up to the date of the event and the number of shares shall be pro-rated down to reflect the reduced service period.

In the event of an internal reorganisation of the Company, all Awards will be automatically exchanged for equivalent awards subject to the terms of the Plan over an appropriate number of new securities.

Voting and other rights
Participants will have no voting rights in respect of shares until Awards vest.

Application will be made to the UK Listing Authority for all such shares to be listed.

Awards are non-transferable and non-pensionable.

Variation of share capital and special dividends
In the event of any variation in the ordinary share capital of the Company or any capitalisation of profits or reserves by way of any consolidation, sub-division or reduction of the share capital of the Company and in respect of any discount element in any rights issue or any other variation in the share capital of the Company or upon payment of a special dividend, the number of shares comprised in an Award may be varied in such manner as the Board considers appropriate.

Amendments
The Plan may be amended in any respect by the Remuneration Committee provided that the prior approval of the Company in general meeting is required before amendments may be made to the material benefit of participants to any provisions relating to:

a. the persons to whom Awards may be granted;
b. the limits on the number of shares in respect of which Awards may be granted;
c. the maximum percentage of an individual's annual bonus in respect of which a Matching Award may be granted;
d. the basis for determining participants' entitlements to, and the terms of, shares to be provided under the Plan;
e. the adjustment of Awards in the event of a variation of capital; and
f. the rule relating to amendments to the Plan.

No amendment may be made to the rules of the Plan if it would adversely affect the rights of participants without the approval of participants holding Awards over the majority of shares so affected.

However, minor amendments to the benefit of the administration of the Plan, to take account of changes in legislation, to obtain or maintain favourable tax, exchange control, or regulatory treatment or to take account of a corporate transaction, may be made without the need for either of the approvals set out above where such amendments do not alter the basic principles of the Plan.
Administrative notes relating to the Annual General Meeting

Entitlement to attend and vote

1. Pursuant to regulation 41 of the Uncertificated Securities Regulations 2001, the Company specifies that only those shareholders registered on the Register of Members at 6.00pm on the day two days before the date of the meeting (or any adjourned meeting) shall be entitled to attend and vote thereat in respect of the number of shares registered in their name at that time and changes in these rights shall be regarded in determining rights to attend and vote.

2. If you have sold or transferred all your shares, this booklet and any accompanying documents (but not the personalised Form of Proxy or Form of Direction) should be passed to the person through whom the sale or transfer was made for transmission to the purchaser or transferee.

Appointment of proxies

3. If you are a member of the Company at the time set out in note 1 above you are entitled to appoint one or more proxies to exercise all or any of your rights to attend, speak and vote at the meeting. Appointing a proxy will not prevent you from attending in person and voting at the meeting. If a member appoints more than one proxy to attend the meeting, each proxy must be appointed to exercise the rights attached to a different share or shares held by that member. If a member wishes to appoint more than one proxy and so requires additional proxy forms, the member should contact the Company’s registrars, Equiniti Limited at Aspett House, Spencer Road, Lancing, West Sussex BN99 6ZL or by using their telephone helpline service on 0877 384 2030 (calls cost 8 pence per minute plus network costs).

4. A proxy does not need to be a shareholder of the Company but must attend the meeting to represent you. Your proxy could be the Chairman or another director of the Company or another person who has agreed to attend to represent you. Details of how to appoint the Chairman or another person (or persons) as your proxy using the Form of Proxy are set out in the notes to the Form of Proxy.

5. You can only appoint a proxy using the procedures set out in these notes and the notes on the Form of Proxy. A Form of Proxy is enclosed. To be effective, the Form of Proxy must be completed and signed and, together with the power of attorney or authority, if any, under which it is signed (or a duly certified copy of any such power or authority) or any adjournment thereof must be lodged with the Company's Registrars not later than 48 hours before the time of the meeting or must be lodged using the CREST proxy voting services — see note 7 below. Return of a completed Form of Proxy will not preclude a member from attending and voting personally at the meeting.

6. In the case of joint holders, where more than one of the joint holders purports to appoint a proxy, only the appointment submitted by the most senior holder will be accepted. Seniority is determined by the order in which the names of the joint holders appear in the Company's Register in respect of the joint holding (the first-named being deemed the most senior).

7. CREST members who wish to appoint a proxy or proxies by utilising the CREST electronic proxy appointment service may do so for the meeting and any adjournment(s) thereof utilising the procedures described in the CREST Manual. CREST personal members or other CREST sponsored members, and those CREST members who have appointed a voting service provider(s), should refer to their CREST sponsor or voting service provider(s), who will be able to take the appropriate action on their behalf. In order for a proxy appointment or instruction made using the CREST service to be valid, the appropriate CREST message (a “CREST Proxy Instruction”) must be properly authenticated in accordance with Euroclear UK & Ireland Limited’s specifications and must contain the information required for such instructions, as described in the CREST Manual.

The message, regardless of whether it constitutes the appointment of a proxy or an amendment to the instruction given to a previously appointed proxy must, in order to be valid, be transmitted so as to be received by the issuer’s agent (Equiniti Limited, CREST participant ID RA19) by the latest time(s) for receipt of proxy appointments specified in note 5 above. For this purpose the time of receipt will be taken to be the time (as determined by the timestamp applied to the message by the CREST Applications Host) from which the issuer’s agent is able to retrieve the message by enquiry to CREST in the manner prescribed by CREST. After this time any change of instructions to proxies appointed through CREST should be communicated to the appointee through other means.

The Company may treat as invalid a CREST proxy instruction in the circumstances set out in Regulation 35(5) (a) of the Uncertificated Securities Regulations 2001.

8. A vote withheld is not a vote in law, which means that the vote will not be counted in the calculation of votes for or against the resolution. If you either select the “discretionary” option or if no voting indication is given, your proxy will vote or abstain from voting at his or her discretion. Your proxy will vote (or abstain from voting) as he or she thinks fit in relation to any other matter which is put before the meeting.
9. If the Chairman, as a result of any proxy appointments, is given discretion as to how the votes the subject of those proxies are cast and the voting rights in respect of those discretionary proxies, when added to the interests in the Company’s securities already held by the Chairman, result in the Chairman holding such number of voting rights that he has a notifiable obligation under the Disclosure and Transparency Rules, the Chairman will make necessary notifications to the Company and the Financial Services Authority. As a result, any member holding 3 per cent or more of the voting rights in the Company who grants the Chairman a discretionary proxy in respect of some or all of those voting rights and so would otherwise have a notification obligation under the Disclosure and Transparency Rules, need not make a separate notification to the Company and the Financial Services Authority. 

10. If you are not a member of the Company but you have been nominated by a member of the Company to enjoy information rights, you do not have a right to appoint any proxies under the procedures set out in this “Appointment of proxies” section. Please read the section “Nominated persons” below.

Changing proxy instructions

11. To change your proxy instructions simply submit a new proxy appointment. You will need to request a new Form of Proxy from the Company’s Registrars, Equiniti Limited by contacting them at Aspect House, Spencer Road, Lancing, West Sussex BN99 6ZL or by using their telephone helpline service on 0871 384 2030 (calls cost 8 pence per minute plus network costs). Note that the cut-off time for receipt of proxy appointments (see above) also applies in relation to amended instructions; any amended proxy appointment received after the relevant cut-off time will be disregarded and you will be required to vote at the meeting, if you wish to change your vote.

12. If you submit more than one valid proxy appointment in respect of a single share, the appointment received last before the latest time for the receipt of proxies will take precedence.

Nominated persons

13. Any person receiving a copy of this Notice of Meeting as a person nominated by a member to enjoy information rights under Section 146 of the Companies Act 2006 (“CA 2006”) (a “Nominated Person”) should note that the provisions in this Notice concerning the appointment of a proxy or proxies to attend the meeting in place of a member, do not apply to a Nominated Person as only shareholders have the right to appoint a proxy. However, a Nominated Person may have a right under an agreement between the Nominated Person and the member by whom he or she was nominated to be appointed, or to have someone else appointed, as a proxy for the meeting. If a Nominated Person has no such proxy appointment right, or does not wish to exercise it, he/she may have a right under such an agreement to give instructions to the member as to the exercise of voting rights at the meeting.

If you are a person who has been nominated under Section 146 of CA 2006 to enjoy information rights:

• You may have a right under an agreement between you and the member of the Company who has nominated you to have information rights ("Relevant Member") to be appointed or to have someone else appointed as a proxy for the meeting.

• If you either do not have such a right or if you have such a right but do not wish to exercise it, you may have a right under an agreement between you and the Relevant Member to give instructions to the Relevant Member as to the exercise of voting rights.

Nominated persons should also remember that their main point of contact in terms of their investment in the Company remains the member who nominated the Nominated Person to enjoy information rights (or, perhaps the custodian or broker who administers the investment on their behalf). Nominated Persons should continue to contact that member, custodian or broker (and not the Company) regarding any changes or queries relating to the Nominated Person’s personal details and interest in the Company (including any administrative matter). The only exception to this is where the Company expressly requests a response from a Nominated Person.

Voting

14. Voting on each of the resolutions to be put to the AGM will be by poll, rather than a show of hands, so that all shares voted are included, whether or not the shareholder is able to attend the meeting. The Board believes this to be the most democratic procedure for voting on resolutions. The results of the polls will be announced to the London Stock Exchange as soon as practicable following the meeting and also will be published on the Company’s website www.draxgroup.plc.uk.

Issued shares and total voting rights

15. As at 1 March 2009, being the latest practicable date prior to the approval, printing and posting of this document the Company’s issued share capital comprised 339,398,968 ordinary shares of 11 16/29 pence each. Each ordinary share carries the right to one vote at a general meeting of the Company and, therefore, the total number of voting rights in the Company is the same as the number of shares in issue. The Company does not hold any shares in treasury.
Website publication of audit concerns

16. Pursuant to Chapter 5 of Part 16 of CA 2006 (Sections 527 to 531), where requested by either:
   • a member or members having a right to vote at the meeting and holding at least 5 per cent of total voting rights of the Company; or
   • at least 100 members have a right to vote at the meeting and holding, on average, at least £100 of paid up share capital,
   the Company must publish on its website a statement setting out any matter that such members propose to raise at the meeting
   relating to the audit of the Company’s accounts (including the auditor’s report and the conduct of the audit) that are to be laid before
   the meeting or any circumstance connected with an auditor of the Company ceasing to hold office since the previous meeting at
   which annual accounts and reports were laid.

Where the Company is required to publish such a statement on its website:
   • it may not require the members making the request to pay any expenses incurred by the Company in complying with the request;
   • it must forward the statement to the Company’s auditors no later than the time the statement is made available on the Company’s
     website; and
   • the statement may be dealt with as part of the business of the meeting.

A member wishing to request publication of such a statement on the Company’s website must send the request to the Company using
one of the following methods:
   • in hard copy form to the Company Secretary, Drax Group plc, Drax Power Station, Selby, North Yorkshire YO8 8PH – the request must
     be signed by you;
   • by e-mail marked for the attention of the Company Secretary to enquiries@draxpower.com; or
   • by fax marked for the attention of the Company Secretary to 01757 612192.

Whichever form of communication is chosen, the request must:
   • either set out the statement in full or, if supporting a statement sent by another member, clearly identify the statement which is being
     supported; and
   • be received by the Company at least one week before the meeting.

17. In order to facilitate voting by corporate representatives at the meeting, arrangements will be put in place at the meeting so that:
   i. if a corporate shareholder has appointed the Chairman of the meeting as its corporate representative with instructions to vote on a
      poll in accordance with the directions of all of the other corporate representatives for that shareholder at the meeting, then on a poll
      those corporate representatives will give voting directions to the Chairman and the Chairman will vote (or withhold a vote) as
      corporate representative in accordance with those directions; and
   ii. if more than one corporate representative for the same corporate shareholder attends the meeting, but the corporate shareholder
      has not appointed the Chairman of the meeting as its corporate representative, a designated corporate representative will be
      nominated from those corporate representatives who attend, who will vote on a poll and the other corporate representatives will
      give voting directions to that designated corporate representative. Corporate shareholders are referred to the guidance issued
      by the Institute of Chartered Secretaries and Administrators on proxies and corporate representatives (www.icsa.org.uk) for further
      details of this procedure. The guidance includes a sample form of representation letter if the Chairman is being appointed as
      described in (i) above.

Meeting arrangements

The doors of The City Presentation Centre will open at 10.00am and the AGM will start promptly at 11.00am. Please bring the Attendance
Card which is attached to the Form of Proxy with you if you attend the meeting. It will authenticate your right to attend, speak and vote
and will speed up your admission to the meeting.

Documents available for inspection

There will be available for inspection at the offices of Norton Rose LLP, 3 More London Riverside, London, SE1 2AQ and the Company’s
registered office during normal business hours Monday to Friday (public holidays excepted) and at the place of the AGM from 10.00am
until the close of the meeting:
   a. this document;
   b. copies of the executive directors’ service contracts and non-executive directors’ appointment letters;
   c. the Articles of Association (as amended); and
   d. the Rules of the Bonus Matching Plan.
General enquiries

If you have any queries about voting or about your shareholding you can contact Equiniti Limited, who maintain the Register as follows:

- by using their telephone helpline service:
  - from within the UK on 0871 384 2030 (calls cost 8 pence per minute plus network charges); or
  - from outside the UK on +44 (0) 121 415 7047; or
- by writing to them at Equiniti Limited, Aspect House, Spencer Road, Lancing, West Sussex BN99 6DA.

The telephone helpline service will be available between 9.00am and 5.00pm Monday to Friday (excluding public holidays).

The telephone helpline service will not be able to provide legal, financial or personal taxation advice. Calls may be recorded and randomly monitored for security and training purposes.
The following definitions apply throughout this document and in the accompanying Form of Proxy (or in the case of SIP participants, the Form of Direction), unless the context requires otherwise:

- "Act" or "Companies Act" the Companies Act 1985 (as amended)
- "Annual General Meeting", "AGM" or "Meeting" the Annual General Meeting of the Company to be held at 11.00am on 28 April 2009 (and any adjournment thereof)
- "Board" or "directors" the directors of Drax Group plc
- "BMP" the Drax Bonus Matching Plan
- "Company’s Registrars" Equiniti Limited, Aspect House, Spencer Road, Lancing, West Sussex BN99 6DA
- "CREST" the relevant systems (as defined in the CREST Regulations) in respect of which Euroclear UK & Ireland Limited is the Operator (as defined in such regulations)
- "CREST Regulations" the Uncertificated Securities Regulations 2001 (SI 2001 No. 3755)
- "Drax" or the "Company" Drax Group plc
- "Drax share plans" the SIP, SAYE Plan and ESIP
- "ESIP" the Drax Executive Share Incentive Plan
- "Executive Committee" the Committee approved by the Board from time to time and compromising all executive directors and certain senior managers selected by the Board
- "final dividend" the final dividend of 38.3 pence per ordinary share
- "Form of Direction" the form enclosed with this document specifically for SIP participants, who may then use it to instruct the Trustee how to vote on resolutions to be put to the AGM
- "Form of Proxy" the proxy form enclosed with this document for use by shareholders to vote on resolutions to be put to the AGM
- "Group" Drax and its subsidiary and associated undertakings
- "Listing Rules" the listing rules of the UK Listing Authority
- "London Stock Exchange" London Stock Exchange plc
- "Official List" the official list of the UK Listing Authority
- "ordinary shares" ordinary shares of 11/29 pence each in the capital of the Company
- "Record date" 4.30pm on 8 May 2009
- "Register" the register of members of the Company
- "Resolutions" the resolutions set out in the notice convening the AGM
- "SAYE Options" the share options granted under the SAYE Plan
- "SAYE Plan" the Drax Approved Savings-Related Share Option Plan
- "Shareholders" holders of ordinary shares
- "SIP" the Drax Approved Share Incentive Plan
- "Trustee" Equiniti Trustees Limited as trustee of the SIP
- "UK Listing Authority" the Financial Services Authority acting in its capacity as the competent authority for the purposes of Part VI of the Financial Services and Markets Act 2000
- "Uncertificated" or "in Uncertificated Form" recorded on the Register as being held in uncertificated form in CREST and title to which, by virtue of the CREST Regulations, may be transferred by means of CREST
- "United Kingdom" or "UK" the United Kingdom of Great Britain and Northern Ireland