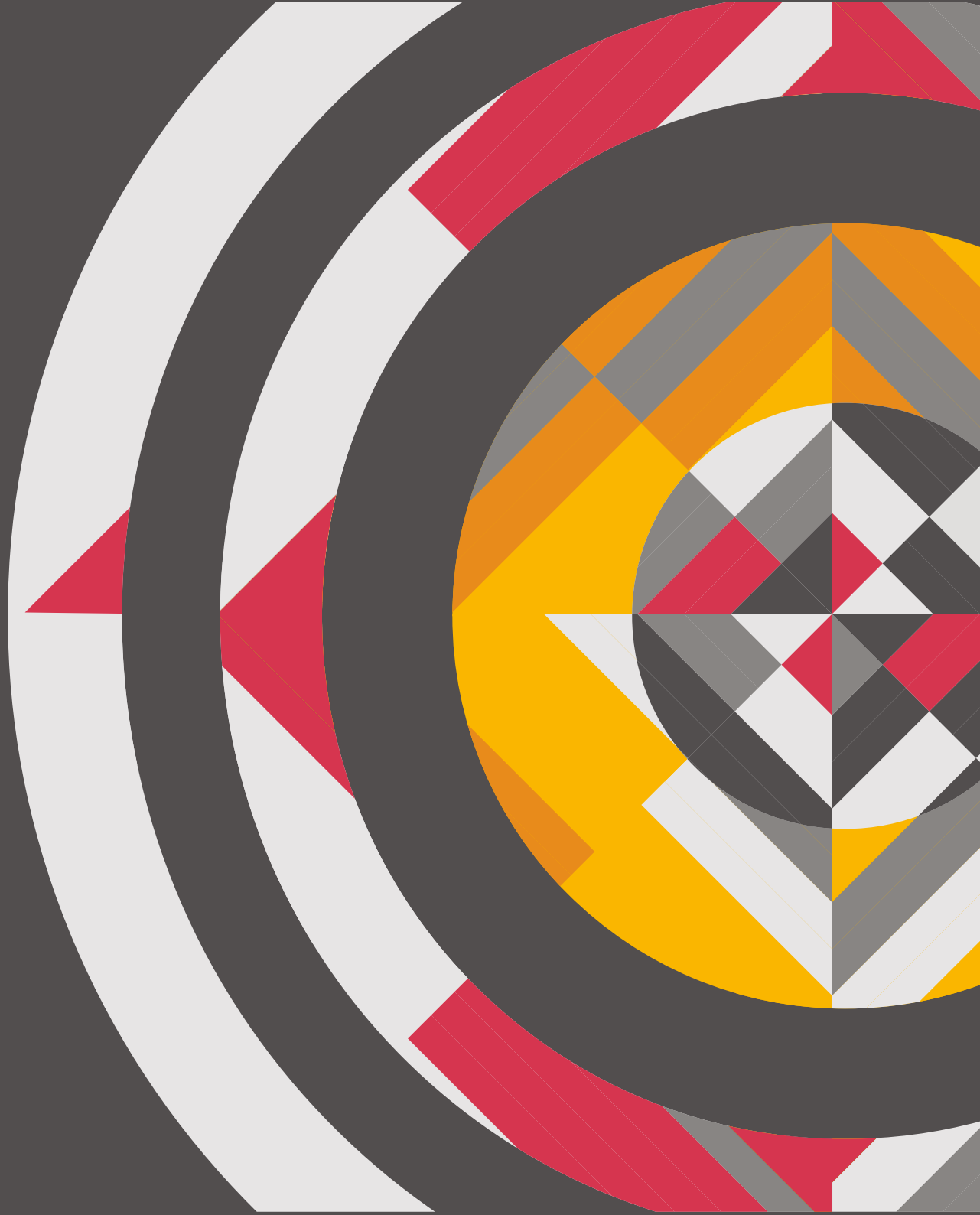


PwC Legal in Ukraine

Attorneys Association



FOREWORD



ALEXEY

Katasonov

Managing Partner



I am Alexey Katasonov, Managing Partner at PwC Legal in Ukraine, and we are here to help Ukrainian and international businesses to **#become more competitive** and **#grow on international markets** while remaining transparent and ethical.

For over 170 years PwC has been a #top shelf business brand, our clients rightfully expect us to look at their legal challenges through a wider business lens and bring the foresight they need to see opportunities and risks from every angle, and provide the power to execute. We track the trends that matter for our clients' business and help shape the debate on how tax and legal systems should evolve.

We deliver **#integrated expertise** via a broader business point of view by pairing experts in tax, deals, assurance, consulting and risk with our lawyers to give the clients clear, actionable advice on the best way forward.

Backed by the breadth and depth of the PwC global network, we bring our **#connected expertise** across legal insight, business understanding, and technological innovation to **#bring your future into focus** and **#uncover new opportunities**.

Let us show you how!

WE TRULY **#CARE** AS PWC'S MISSION IS
BUILDING TRUST IN SOCIETY
AND **SOLVING** IMPORTANT PROBLEMS



Feel safe
and secure
with a trusted
brand

Network

More than 3,700
legal practitioners
in 100+ countries,
giving you the power
to execute in territory,
and across the globe



100+
COUNTRIES

3700+
LAWYERS

Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama
■ **MEXICO & INTER AMERICAS**

Argentina, Brazil, Chile, Colombia, Ecuador, Paraguay, Peru, Uruguay, Venezuela
■ **CENTRAL & SOUTH AMERICA**

Algeria, Angola, Cameroon, Chad, Congo, Equatorial Guinea, Gabon, Ivory Coast, Madagascar, Mauritius, Morocco, Mozambique, Nigeria, Senegal, Tunisia
■ **AFRICA**

UAE ■ **MIDDLE EAST**

Belgium, Cyprus, Finland, France, Germany, Gibraltar, Greece, Iceland, Italy, Luxembourg, Malta, Netherlands, Norway, Spain, Sweden, Switzerland, Turkey, UK
■ **WESTERN EUROPE**

Albania, Azerbaijan, Belarus, Bulgaria, Croatia, Czech Republic, Estonia, Georgia, Hungary, Kazakhstan, Latvia, Lithuania, North Macedonia, Moldova, Montenegro, Poland, Romania, Russia, Serbia, Slovakia, Slovenia, Ukraine, Uzbekistan
■ **CEE/CIS**

GET MORE

WITH PWC LEGAL UKRAINE



Navigate complexity and execute with confidence

Having 170+ years of the global brand presence combined with 25+ years of local experience we **#think bigger** and see further than current conditions. We see broader challenges before they arise, so you can **#manage risk and make informed decisions** for your business.



Find new ways to grow

Use our deep local expertise and global scale to help you spot broader business issues early and activate new growth opportunities that directly drive commercial success.

We are trusted guides to venture funds, private equity and strategic investors from predicting the impact of regulatory, economic and political shifts on your business to understanding how to future-proof your strategy.

We provide
#a full warranty on all our services
and stay behind our solutions and their
#impact on our clients' business

WHAT WE DO



We **#take care of our clients'**
business and
#share a full responsibility
during all stages of project implementation and for
#the ultimate outcome

Where we create outcomes for our clients

- Antitrust / Competition
- Banking & Financial Services
- Corporate / M&A / Restructuring
- Corporate Governance and Compliance
- Dispute Resolution / Tax Disputes / White-Collar Crimes
- Employment & Immigration
- Intellectual Property, Information Technology and Data Protection
- Market Entry & Exit
- Real Estate
- Support in Procurement Procedures

RECENT AWARDS AND RECOGNITION OF OUR LEGAL PRACTICE IN UKRAINE

RECOGNITION

Our legal practice is constantly recognized by reputable international and local rankings and directories



**INTERNATIONAL
TAX REVIEW**

Tax Controversy Leaders,
European Tax Awards



Women in Tax
100 НАЙКРАЩИХ
ЮРИСТІВ
УКРАЇНИ

Ukrainian Law Firms.
A Handbook for Foreign Clients

- #1** Tax Litigation practice in Ukraine
- #1** Tax firm in Ukraine
- #1** Law firm in Employment
- #1** International trade practice in Ukraine

-  TOP-5 international law firms in Ukraine
-  Reward on expert contribution to the IP reform
-  Best Employer among law firms in Ukraine
-  European Tax Policy Firm of the year

OUR CLIENTS

Our business philosophy
is based on cooperation
with companies that
#share our values and principles
of doing business and
#have zero tolerance towards
non transparent and
questionable practices

We could have plastered this page with a multitude of well-known brands and Fortune 500 companies logos, **but we would rather leave this fun exercise to you**

THINK OF ANY WELL-KNOWN COMPANY

chances are,
its logo would be
among them

WHAT WE STAND FOR

WE HAVE SURVEYED* OUR CLIENTS IN ORDER TO FIND OUT WHAT SETS US ASIDE AND MAKES OUT OFFERING UNIQUE.

HERE IS WHAT THEY SAID:

QUESTION 1: Do you feel that you get more by working with the PwC Legal team?

Yes ■ **91.2%** Maybe ■ **7.2%** No ■ **1.6%**

Now you have an opportunity to find out for yourself if we fit the above

*317 respondents, clients of PwC Legal Ukraine during 2014-2019, polled
**opportunity to provide several answers

QUESTION 2: What do you value most about partnering with us besides our core legal services?**

You give us peace of mind with regard to the selected business model and approaches utilized

■ **81%**

You provide us with a feeling of security with regard to being compliant

■ **92%**

The mere fact that our business works with PwC Legal, in itself, is a stamp of approval of our business transparency & compliance and showing zero tolerance to controversial practices

■ **98%**

PwC is a global company, which means we can get assistance in almost any country across the globe

■ **78%**

You boost our business competitiveness

■ **74%**

You are lawyers who think in terms of our business KPIs

■ **96%**

PwC Legal takes our business to a whole new level

■ **84%**



LEGAL TEAM



MEET YOUR
LEGAL TEAM



*Advising on growth business strategy ■ Projects on business financing
Corporate Structuring ■ Deals ■ Compliance*

KATASONOV

Alexey Katasonov

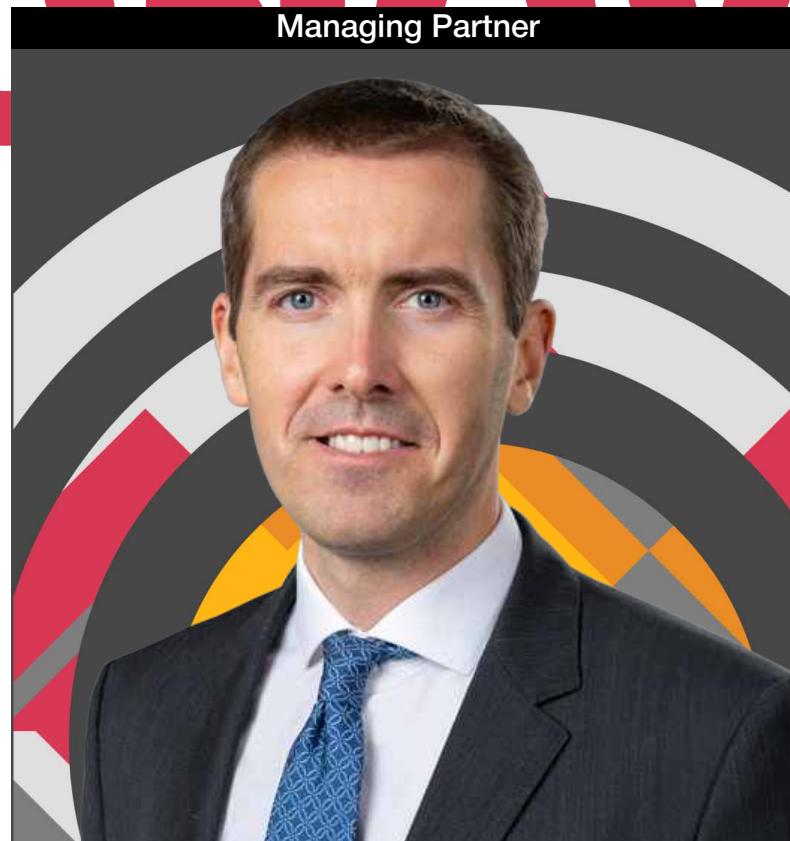
Alexey has over 16 years of experience, including 13 years within the “Big Four” consultancies, advising multinational companies on corporate and commercial law, as well as on corporate restructuring and M&A projects

His areas of focus are M&A with extensive experience of acting on the buy or sell side, deal origination, corporate reorganisations, inbound/outbound investments' structuring, currency regulations and repatriation of profits

He is also experienced in consulting, and in supporting tender and procurement procedures

Alexey has advised foreign investors on various legal matters related to the establishment of a presence in Ukraine, including advising on joint ventures, corporate governance and the competition legislation of Ukraine. He has experience of supporting numerous debt to equity conversions, squeeze-out procedures, spin-offs and merger projects

Managing Partner



During his career Alexey has worked with companies such as Bayer, British American Tobacco, Dyckerhoff/Buzzi, Guala Closures, Honda, Honeywell, IKEA, Indesit, JDE (Jacobs Douwe Egberts), Nova Poshta, Opera, Oriflame, Oschadbank, Polpharma, Raben, Toshiba Corporation, Unilever, Winner Imports Ukraine and others

*Land ■ Agriculture ■ Real Estate and Construction
Infrastructure projects ■ Renewable energy*

BALYTSKA

Head of Real Estate

Olga Balytska

Olga is a well-known expert (with substantial successful practical experience in the realization and management in construction and land use, engineering, transport and social infrastructure. of projects) She holds a record of more than 20 years of accomplishment with leading multinational and domestic companies, and supports the realization of big investment projects on the regional and national scales.

She has been repeatedly elected as Chair of the Real Estate Committee of the European Business Association. Olga also leads the Association's special committee on the land market.

While she was a member of the Kyiv City Council (2015-2020), she initiated structural reforms on the local and pan-Ukrainian level in such areas as: land use regulation, construction, protection of rights of disabled people and other groups of people with limited mobility, parking space reform, bringing property relations out of the shadows , the renovation of the obsolete housing fund, the development of grassroots democracy, etc.

She is the author of the unique reform on the share participation process in Kyiv. As a result of this reform, Ukraine climbed 105 positions in the Doing Business ranking in the category of "Receiving approvals for construction" and 4 positions overall in the ranking.



A team of attorneys-at-law led by Olga won a case in the European Court of Human Rights concerning the illegitimacy of a "moratorium" on the sale of agricultural land in Ukraine.

Currently, in addition to the above, Olga is actively involved in the implementation of ESG-principles in Ukraine according to the best world practices.

Tax Litigation ■ Disputes with other state authorities ■ Labor disputes
Support in pre-trial proceedings ■ Supporting in mutual agreement procedures

BRAZHNYK

Zhanna Brazhnyk

Zhanna has been practicing litigation for over 11 years, and is experienced in tax and administrative litigation and alternative dispute resolution

Zhanna manages administrative appeals (pre-trial) and court appeals of the actions (or inactivity) and decisions of state authorities, in particular tax and customs authorities

During her career, she has supported more than 50 clients in more than 300 cases with amounts under dispute totalling approximately USD 100 million, with a success rate of more than 90%

In 2015-2018, the well-regarded compendium of the world's leading tax dispute resolution lawyers and advisers - The International Tax Review – recommended Zhanna as the Tax Controversy Leader in Ukraine

In 2018-2020 International Tax Review recognized Zhanna as a Woman in Tax in Ukraine

Head of Tax Litigation



During her career she has worked with companies such as ABBYY, Amway, British American Tobacco, Boeing, Cargill, ENI, GFK, Innopharm, Intel, Jysk, Knauf, Lego, LG, Nikon, Opera (Bemobi), Oracle, Pepsi, Pfizer, Pharmascience, Polpharma, Subaru, Syngenta, Vaillant, Western Union, Winner group, Yuria-Pharm and many others

*Transactions ■ Corporate law ■ Development of business operating model
Advice on streamlining of corporate governance and management structure*

KOSTRYTSIA

Oleksandra Kostrytsia

Oleksandra focuses on Corporate Law and Mergers & Acquisitions. She has over 16 years of experience in providing legal support to Ukrainian and foreign companies on a variety of issues connected with cross-border M&A transactions, establishing corporate governance structure, drafting and negotiating shareholder agreements and share transfer agreements, as well as ensuring compliance with Ukrainian Corporate, Antitrust, Employment, and Contract Laws.

Oleksandra holds LL.M. degree from the University of Houston Law Centre (USA) and is a certified corporate director (Corporate Governance Professional Association of Ukraine).

Head of Corporate and M&A



KOVAL

Mariia Koval

Mariia brings over 18 years of experience in IP protection with reputable Ukrainian law firms. She has advised many international and national companies on a wide range of IP issues such as the development of powerful IP portfolios, strategies for the protection of intellectual property rights, infringements of IP rights, including cases on the Internet, and the development of license, assignment and franchise agreements. Mariia has won numerous legal disputes concerning a variety of IP objects and has supported global brands to acknowledge them as well-known trademarks in Ukraine.

She has an extensive accomplishment record in IP law, antitrust, dispute resolution, and domain names disputes in various industries, including FMCG and retail, advertising & marketing, technologies, media, telecommunications, pharmaceuticals and medical preparations, food and beverages.



Mariia is a highly recognized professional in the IP field. She is recommended by the international legal ranking Chambers Europe, is named a leading IP lawyer by Best Lawyers, ranked by World Trademark Review 1000 as one of the leading IP practitioners in Ukraine, as well as included in the 100 Best lawyers of Ukraine national ranking. She is also an International arbitrator on domain name disputes at the World Intellectual Property Organization.

*Establishing legal presence ■ Launching business operations ■ Compliance workshops for top-management
Employment & Immigration ■ Work & Residence permits for foreign nationals
Labour safety ■ Labour disputes ■ HR Policies ■ Outstaffing business models
Business exit strategies ■ Winding up operations & liquidation of entities*

MELNYCHENKO

Olga Melnychenko

Olga is a Co-Chair of the Human Capital Committee of the American Chamber of Commerce in Ukraine. She is also recognized among leading individuals in the Employment practice by the international directory The Legal 500.

Olga has over 15 years of experience in advising local and multinational clients of PwC in Ukraine on setting up their businesses in various legal forms and providing full-scope legal support at the go-live stage. Olga also leads projects related to market exit strategies and liquidation of business entities.

The clients of Olga's team include companies doing business in FMCG, IT, aerospace, pharmaceutical, industrial manufacturing, real estate and construction, energy, banking and finance and other industries.

Olga is also experienced in conducting boutique legal workshops for the top-management of Ukrainian companies focusing on compliance with Ukrainian law, as well as consulting multinational companies on Ukrainian labour law matters, including support with the development of HR policies, collective agreements, providing mediation support during the dismissal procedures and other support related to day-to-day management of labour relations.

Head of Market Entry & Exit, Employment & Immigration



The projects led by Olga's team also include provision of legal assistance to foreign nationals working in Ukraine and to their Ukrainian host companies in relation to fulfillment of the applicable employment and immigration requirements.

Olga also facilitates B2G events driven by PwC in Ukraine with participation of Ukrainian state officials, focusing on maintaining a trusted dialogue between the business and the state and concentrating mutual efforts on the modernisation of Ukrainian labour law.

TRUT

Dmytro Trut

Dmytro has more than 10 years extensive experience in protecting business from illegal encroachments, decisions, and the inactivity of state authorities, in particular tax and customs authorities, unscrupulous contractors, competitors, “raiders” and third parties.

He provides legal support in criminal proceedings on white collar crimes, in particular regarding tax evasion, forgery, criminal negligence, fraud, abuse of power and other violations in business.

As a tax lawyer, Dmytro successfully represented international clients and their Ukrainian subsidiaries in tax and customs disputes in the amount of more than UAH 5 billion.

Dmytro has experience of leading the project under an EU programme aimed at improving the appeals administration process and efficiency of supporting court cases of the State Tax Service of Ukraine.

Head of White-Collar Crime practice



Dmytro is a highly recognized professional. He is recommended by the international legal directories Chambers Europe and Legal 500 Europe, Middle East & Africa legal directory, as well as in the Top-50 law firms of Ukraine national ranking.

Also, Dmytro is a Lecturer of the course: “White collar crimes: attorney-at-law’s practice” at National University of ‘Kyiv-Mohyla Academy’.

ROMANIUK

Head of Banking and Finance practice

Vadym Romaniuk

Vadym has 10 years of professional experience, 8 of which with PwC Legal in Ukraine. His expertise covers legal assistance with complex assignments related to banking and finance projects, M&A, corporate and commercial law.

Vadym is also experienced in Ukrainian public sector reforms advising Ukrainian state authorities and working alongside IFIs (World Bank, EBRD, IMF). In 2020-2021 he held the position of the Head of Licensing of Financial Companies at the National Bank of Ukraine

In particular, Vadym has participated in a number of industry-specific legal due diligences (either full-scope or limited, sell or buy side), provided legal transaction support with several major deals in Ukraine, drafted numerous comprehensive opinions on corporate law issues (including LLC and JSC), reorganisation of businesses (spin-off, merger, split, etc.), internal corporate restructuring and corporate compliance.



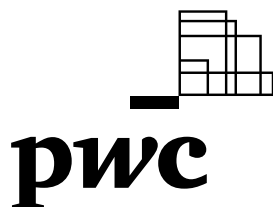
He has provided services to such reputable clients as Amway Ukraine, Google Inc., Honda Motor Co., Ltd., Japan Tobacco Inc., LG Electronics, Oriflame Cosmetics Ukraine, Oschadbank, P&G, Toshiba Corporation, Winner Imports Ukraine, Wizz Air Ukraine, etc.

CONTACT US

**LEARN MORE
HOW WE CAN HELP YOU
REACH YOUR BUSINESS GOALS**

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legal.pwc.ua



At PwC, our purpose is to build trust in society and solve important problems. We're a network of firms in 155 countries with over 284,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com.

PwC refers to the PwC network and/or one or more of its member firms, each of which is a separate legal entity. Please see www.pwc.com/structure for further details.
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