



PwC Legal Ukraine
Attorneys Association



PwC

FOREWORD



ALEXEY

Katasonov

Managing Partner



I am Alexey Katasonov, Managing Partner at PwC Legal 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**

The backbone of our legal practice is made of Tax, Assurance and Advisory lines of services. For 170 years PwC has been a **#top shelf business brand**, our clients rightfully expect us to bring missing pieces to solve their entire business puzzle, rather than simply provide them with solid legal advice. Working together with our colleagues from Tax, Assurance and Advisory, we can meet and exceed our clients' expectations

Being a legal practice firmly rooted in the world-class business services firm enables us to expand our reach well **#beyond traditional legal techniques**

PwC Legal combines the **#time-tested business acumen** with **#cutting edge legal expertise** and this is the single most important difference that sets us apart and makes our legal offering truly unique and sought after. This combination of multiple inputs of expertise and experience acts as a force multiplier and imparts a powerful synergistic effect on the entire range of our legal services and places us in the perfect position to conceptualize and implement comprehensive solutions to any type of challenge that our clients may encounter

Let us show how!

Feel safe and secure with trusted brand

In the world full of cyber threats and fake news, there is growing demand for **#trust** and **#solid reputation** of companies that raise above the rest of the crowded playing field. PwC is one of such companies that has been providing assurance to businesses for

170 **YEARS**

WE TRULY
#CARE
AS PWC
BRAND
#REPUTATION
IS AT
STAKE

Since 2007 the Brand Finance Index has ranked PwC among the top 100 global brands, assigning it the highest score (AAA+) for the eleventh year in a row and assessing the brand as 'exceptionally strong and well managed'.

In 2019 we have our position secured among the

#TOP10
world's strongest brands



NETWORK

We are able to meet our clients' needs by combining our local expertise and knowledge with the strength of our global legal network

90

COUNTRIES

35000+

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, Macedonia, Moldova, Montenegro, Poland, Romania, Russia, Serbia, Slovakia, Slovenia, Ukraine
■ **CEE/CIS**

GET MORE

WITH PWC LEGAL UKRAINE



We are born by business

170 years of the global brand presence combined with 25+ years of local experience

We think in terms and look at the core of the issues at hand always planning a few steps ahead



Grow with us

We are in a business of growing your business

We are assisting our clients to become more competitive and grow on international markets, while remaining transparent and ethical

We are trusted guides to venture funds, private equity markets and strategic investors



Delicate business

your entirely new experience of working with business lawyers

Smart project management is at the core of our relationship with the clients. Avail yourself of the opportunity and find out what first class experience of working with professional legal crew means:

we will not rush, but we will be mobilized to kick off at any given point of time

we value your time and plan our work accordingly, so you can spend your time on more important matters



We provide
#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 full responsibility
during all stages of project implementation and for
#the ultimate outcome

Key legal offerings

- 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 / Liquidation
- 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



TOP-5 international law firms in Ukraine



#1 Tax Litigation practice in Ukraine



#1 Tax firm in Ukraine



Reward on expert contribution to the IP reform



Best Employer among law firms in Ukraine



Leading firm in:

- ★ Commercial
- ★ Compliance
- ★ Corporate, M&A
- ★ Dispute Resolution
- ★ Employment
- ★ Intellectual Property
- ★ Real Estate
- ★ Tax

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
nontransparent 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 OUR OFFERING
UNIQUE.

HERE IS WHAT THEY SAID:

QUESTION 1: Do you feel that you
get more by working with 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 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 a 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 CREW



pwc

**MEET YOUR
LEGAL CREW**

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

KATASONOV

Managing Partner

Alexey Katsonov

Alexey has over 16 years of experience, including 13 years within the “Big Four” consultancy, 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 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 matters of joint ventures, corporate governance and the competition legislation of Ukraine. He has experience of supporting numerous debt to equity conversions, squeeze-out procedures, spin-off and merger projects



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

*Settlement of Tax Controversies and Disputes ■
Commercial litigation ■ Arbitration ■ White collar crimes*

DONETS

Partner, Head of Dispute Resolution

Dmytro Donets

Dmytro is a tax lawyer with extensive experience in dispute resolution, profound knowledge of corporate taxation (including financial accounting and reporting), transfer pricing, investment structuring and profit repatriation issues

Dmytro's background represents the synergy of more than 11 years tax consulting expertise and 2 years' experience of leading tax disputes department of the State Fiscal Service of Ukraine (SFS)

While working in SFS Dmytro managed tax litigation and pre-court appeal functions. Prior to joining the SFS Dmytro advised local and multinational clients on various tax, customs and regulatory issues. Assisted clients within the course of tax audits, post audit negotiations with tax authorities (including tax police). Represented the clients' interests in material tax disputes (both on pre-court and court stages). Conducted numerous tax due-diligences, provided assistance upon business restructuring, review of complex transactions



During his career, has worked with companies, such as Amway, British American Tobacco, Cargill, Jabil Circuit, Louis Dreyfus, PepsiCo, Syngenta 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 in legal issues dealing with real estate, construction and land use, with more than 16 years of record of accomplishment with leading multinational and domestic companies, combining strong theoretical background and very practical approach. She was repeatedly elected as a Chair of the Real Estate Committee of the European Business Association. As well, she actively participates in the EBA Land Market Ad-hoc Committee

Olga is also an active member of the Commission on Urban Development, Architecture and Land Use Being a member of the Kyiv City Council, she came up with numerous initiatives aiming to resolve most of scandal-laden developments in the city of Kyiv and draft ordinances that introduce fundamental changes to urban development

Olga is the author of the first real reform designed to bring out of the shadows one of the most corrupt types of payments schemes. Thanks to this document, in 2017 Ukraine raised its position in Doing Business ranking for 105 positions in the category “Dealing with Construction Permits”



Olga is recognized by Novoye Vremya (New Time) and Women in Law rankings among top Ukrainian female leaders of the legal market

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

BRAZHNYK

Head of Tax Litigation

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 International Tax Review recognized Zhanna as “Women in Tax in Ukraine”



During her career has worked with companies such as ABBYY, Amway, British American Tobacco, Boeing, Cargil, 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

Head of Corporate and M&A

Oleksandra Kostrytsia

Oleksandra focuses on Corporate Law and Mergers & Acquisitions

She has over 15 years of experience in providing legal support to Ukrainian and foreign companies in 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 is a Co-Chair of the Legal Committee at the American Chamber of Commerce since 2018

Oleksandra serviced more than 100 clients, including Guala, Arcadia Europe 1983, British American Tobacco, Dyckerhoff, PepsiCo, P&G



*Establishing business in Ukraine ■ Corporate governance policies ■ Compliance workshops
Cross-border relocation programs for employees ■ Employment and immigration
Internal compliance procedures ■ Winding up operations and liquidation of business*

MELNYCHENKO

Head of Market Entry, Employment and Immigration

Olga Melnychenko

- Olga's expertise includes providing clients with legal assistance in:
- Establishing and terminating business in Ukraine
- Advising on forms of legal presence and business operation models
- Developing corporate governance policies
- Conducting boutique trainings for Ukrainian business focusing on compliance with Ukrainian law
- Elaborating HR policies, Codes of Ethics and Business Conduct, Internal Working Regulations, Remuneration policies
- Conducting internal labour law audits focusing on compliance with Ukrainian law and preparation to statutory audits
- Leading B2G events with participation of Ukrainian state officials focusing on maintaining dialogue between business and authorities exercising control over compliance with labour law
- Consulting on employment law matters, including complex projects on staff dismissal, development of strategy and communication plans, mediation support, transfer of employees within Ukraine and abroad, development of employment documentation
- Supporting shareholders in development of strategies on dismissal of top-management of their Ukrainian subsidiaries
- Handling projects related to visa regime and immigration law compliance of foreign nationals working in Ukraine, including obtaining Ukrainian work and residence permits



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

During over 13 years of experience Olga advised local and multinational clients in FMCG, IT, aerospace, pharmaceutical, industrial manufacturing, real estate and construction, energy, banking and finance, and other sectors on Ukrainian corporate, employment and immigration law

*Trademarks ■ Patents ■ Copyright ■ Anti-counterfeiting & Customs actions ■ Trade secrets and know-how
Data protection compliance ■ IP risks diagnostics and analysis ■ IP dispute settlement*

ROMANENKO

Head of IP, IT and Data Protection

Olga Romanenko

Olga has a solid expertise and strong background in intellectual property, information technology and data protection developed over more than 15 years. Within these areas of practice, she notably advises major domestic and international companies, as well as promising IT start-ups

Olga provides a full range of intellectual property commercial advice and support to her clients, including licensing, franchising, outsourcing and other IP related agreements. She also frequently advises clients on regulatory matters, and manages significant due diligence matters. As a transactional intellectual property lawyer, she provides advice in relation to the protection and exploitation of a full range of IP rights, both in standalone transactions and as part of an acquisition, divestment or investment activity. Olga has also extensive experience in managing and protecting clients' trademark portfolios and providing related strategic advice

In addition to her IP expertise, she regularly deals with matters where technology meets privacy. Her practice covers the provision of detailed privacy advice on a range of matters including the development of new products and services, review and negotiation of contracts, drafting of policies and review of campaigns. She regularly advises Ukrainian companies on GDPR compliance, including the international data transfers and local data protection compliance. Olga holds EU GDPR Practitioner certificate (No. 984163)



Many of Olga's cases have involved cross-border aspects, liaising with lawyers from other jurisdictions and advising on IP and data protection matters in multiple jurisdictions

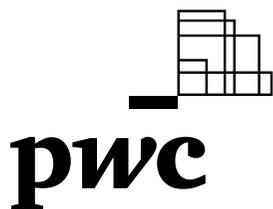
Ms Romanenko is well known for her practical advice and business-minded approach. She acts as Co-Chair of the IT Committee at the American Chamber of Commerce in Ukraine in 2017-2018

CONTRACTUS

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

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At PwC, our purpose is to build trust in society and solve important problems. We're a network of firms in 157 countries with over 276,000 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.

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