

**Deloitte.**  
Legal



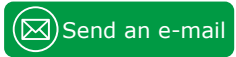
**Deloitte CIS Legal**  
Service offering



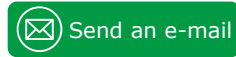
# Deloitte CIS Legal Team



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Technology, Media &  
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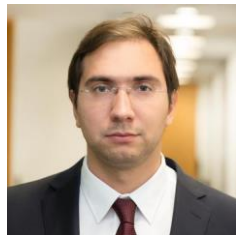
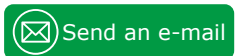
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Financial law and FSI  
Private Client services



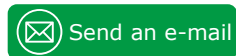
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Process automation  
Compliance



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Consumer products



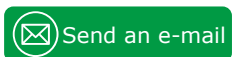
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Venture capital investment



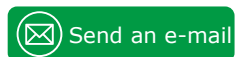
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## Deloitte CIS Legal Team

### Why Deloitte CIS?

Corporate support throughout business life cycle

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Financial law consulting and legal services to FSI's



# Why Deloitte CIS?



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*Anna has been servicing clients from mining, manufacturing, pharmaceutical, high tech, retail and other industries for over 18 years. She has strong expertise in building effective business models and expert practices from scratch. As the leader of Deloitte Legal, she focuses on delivering sophisticated business solutions that bring together efforts of Deloitte legal, tax and consulting practices*

## Comprehensive solutions

Deloitte Legal will consider all related legal, tax, regulatory, financial and technology issues to offer sustainable and comprehensive solution.

## Effectiveness

Our team is aimed at provision of effective solutions, which allow to override legal risks.

## Strong legal competence

We set up centers of competence that bring together legal professionals with proven expertise in a particular field of law.

## In-depth industry knowledge

Our solutions are based on analysis of applicable laws and judicial practice complemented with industry-specific best practices implemented globally, in specified jurisdiction and by nearest peers.

## Risk anticipation

We prevent legal risks by keeping our clients updated on the risks faced by their peers, develop risk mitigation solutions, and advise on improving your business performance.



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# Corporate support throughout business life cycle



Structuring investor presence in Russia, depending on the projects and locations



Registration of commercial and non-profit entities, branch/representative offices of foreign entities, and construction sites; assistance with corporate restructuring/reorganization



Assistance with obtaining licenses, permits, and regulatory approvals, opening of bank accounts



Corporate secretarial services; changes to constituent documents, management bodies, and structure of authorised capital; registration of securities, acquisition of equity stakes, formalisation of property contributions and dividend payments



Advising on and support of business activities:

- Drafting contracts with vendors, contractors, and distributors (for outsourcing, lease, supply, servicing, and other arrangements)
- Drafting of internal policies; localisation of global policies
- Employment law matters
- Advising on regulatory compliance

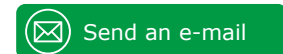


Business wind-up planning and liquidation procedure assistance



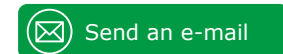
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# Corporate law; M&A



Support of joint ventures (JV) set up under the Russian and foreign laws:

- Legal structuring: determining the JV format, property and business modelling
- Drafting and negotiating JV documents: term sheets, shareholders' agreement, option agreement, articles of association, joint venture agreement
- Supporting deal closing, including notarisation, corporate and registration procedures



Structuring M&A under the Russian and foreign laws:

- Deal structuring
- Drafting and negotiating transaction documents : term sheet, share/equity purchase and sale agreement, shareholders' agreement, option agreement, articles of association
- Supporting deal closing, including notarisation, corporate and registration procedures



Supporting the establishment of joint ventures and/or M&A transactions in terms of compliance with the economic concentration control requirements (obtaining pre-approvals from and filing further deal notifications with anti-trust authorities)



Supporting multi-jurisdictional M&A/JV deals:

- Analysis of risks across jurisdictions, including foreign investment- and antimonopoly-related
- Developing jurisdiction-specific deal structuring recommendations on assignment of IP and transfer of real estate



Legal due diligence



Holding arrangements; corporate restructuring



Venture investment support



Corporate law advisory services

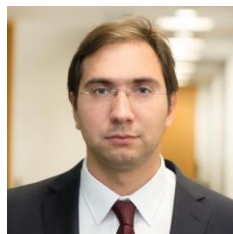


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# Legal due diligence



## Vendor/sell-side and buy-side due diligence:

- Verification of the current owner's title
- Corporate governance analysis
- Review of title to project's key assets
- Regulatory compliance analysis
- Analysis of change-of-control risks
- Analysis of early call risks
- Review of employment contracts for the "golden parachute" clauses
- Identification of material litigations
- Analysis of deals or corporate arrangements for antimonopoly compliance
- Sectoral regulatory audit (review of compliance with the licensing, industrial and/or environmental safety requirements, advertising and trade law requirements, etc.)



Vendor integrity checks: verifying CEO powers (on the basis of provided documents), review of vendor liquidation/bankruptcy status, pending/past litigations (through open data sources)



Analysis of land development potential: identifying permitted land use and construction limits, existing encumbrances and restrictions, permits, and assessment of land use risks



Development of risk elimination recommendations and implementation guidance

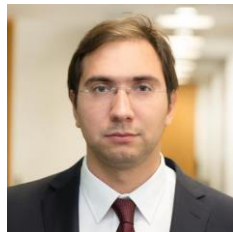


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# Real estate, investments, and infrastructure



## Infrastructure and investment projects support:

- Concession and public-private partnership agreements
- Special investment contracts (SPICs)
- Integrated land and territory development
- Special economic zones and advanced development territories arrangements
- Investment agreements



## Legal support of (re)development



## Assistance with sourcing of government incentives



## Integrated legal support of land, real estate, and construction arrangements:

- Contracts
- Litigation
- Due diligence of property titles
- Public utilities, environmental, industrial safety, and public health issues

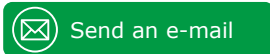


## Automated support during industrial facilities audits.



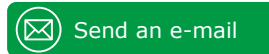
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# Intellectual property and IT

-  Trademark and brand protection and management solutions
-  Protection of intangibles held by industrial companies
-  Comprehensive protection of know-hows and valuable information
-  Protection of software, database and website rights (SaaS, full-scope IP protection)
-  Legal support of franchising arrangements and licensing
-  Automated IP management tool (online plus 1C)
-  Monitoring of trademark misuse

-  Management of legal risks associated with open-source based software development
-  Diagnosing data processing and protection processes and businesses and ensuring their regulatory compliance
-  Legal structuring of technology projects and data transactions
-  Legal support of the development and commercialisation of new technologies, ensuring their compliance with the legal and ethical norms
-  Other IT and IP management services, including asset stocktaking.



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# Process automation



## Corporate services robotisation:

- Corporate secretarial services (automated solutions to ensure compliance with corporate governance procedures)
- Services to corporate groups (including disclosures for antimonopoly purposes)
- Handling mandatory disclosures (for PAOs and security issuers)



## Automated asset management:

- Real estate
- Equipment and other movables
- Intangibles



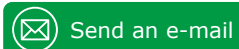
## Support of business operations:

- Contract drafting automation solutions tailored to the client's specific needs, situations and industry specifics
- Automated complaint and claim management
- Automated monitoring of federal and municipal supervisory audits



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# Labour law and HR management



Labour law advisory services



Planning and supporting cross-border employment/assignments; immigration advisory services



Personnel recruitment, transfer, and dismissal support



HR audit (including M&A and due diligence support)



Compensation and benefits, short- and long-term incentives, and corporate pension solutions



Occupational health and safety advisory services



Development of local labour normative acts and policies



Labour dispute settlement (out-of-court and litigation)

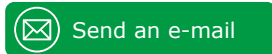


Support during labour inspection audits conducted by supervisory authorities; appealing their decisions



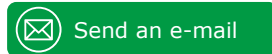
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# Compliance

-  Antimonopoly compliance
-  Anticorruption compliance
-  Sanctions/countersanctions compliance
-  Environmental and public health requirements
-  Labour legislation compliance
-  Data protection
-  Currency regulations
-  Corporate secretarial
-  Corporate governance, localisation/structuring
-  Holding structures analysis
-  Development of internal policies
-  Scoring tools
-  BPM (business process management)
-  Tailored compliance programmes (roll-up approach)
-  Compliance audit and certification of the client's internal Compliance function
-  KYC (client due diligence)




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# Venture capital investment



Structuring and legal support of entry and exit mechanisms for different lifecycle stages



Assistance with raising venture capital (on behalf of investors or startupperes):

- Legal structuring of transactions through an array of financial instruments, such as debt financing, equity investment, and convertible loans
- Preparation and negotiation of transaction documents: term sheets, share (equity) purchase and sale agreements, loan (convertible loan) agreements, shareholders' agreements, option agreements, articles of associations, etc.
- Supporting deal closing, including the notarisation, corporate, and registration procedures



Exit support (sale of equity to a strategic investor, MBO, LBO)



Legal support of venture fund (including corporate) establishment:


- Fund structuring: determining the organisational structure (OOO, investment partnership), funding models, obtaining the required permits
- Preparation of constituent and fund raising documents, support of establishment procedure



Legal due diligence of portfolio companies




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# Legal services for automotive industry



## Comprehensive localisation support:

- Advising on applicable laws
- Business structuring in compliance with the localisation requirements
- Stocktaking and optimisation of R&D and other IP to ensure successful commercialisation and compliance with the regulatory requirements in line with the National Automotive Industry Roadmap
- Monitoring of statutory changes and adjustment of business models



Assistance with obtaining approvals and execution of special investment contracts, including negotiations with the public authorities



Full-cycle support of automotive production site and warehouse construction projects



Antimonopoly advisory services (anti-competitive agreements and activities, unfair competition practices, economic concentration, antimonopoly compliance); obtaining transaction and other approvals from the antitrust authorities



Combatting counterfeit and parallel import



Compliance services (technical regulations, data privacy, environmental requirements, consumer protection, labour law)



Legal due diligence for greenfield and brownfield projects



Dealer network legal due diligence



Contract management automation services



Legal aspects of paperless processes (electronic document flow)



Drafting and analysis of dealer and other supply chain agreements

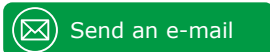


General and industry-specific legal advisory services



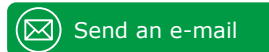
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# Legal services for Life Sciences and Health Care industry



Support of medicine and medical device registration



Assisting medical device and medicine producers with the development of internal policies; review of existing policies for compliance with the Russian laws



Legal support with the product importation, labelling, and packaging



Legal support of public-private partnerships and healthcare infrastructure projects



Legal support of companies during medicine development and production, pre-clinical studies, and clinical trials; control of medicine quality, efficiency and safety, and compliance with medicine sales requirements



Advising on and preparation of legal opinions on the companies' marketing activities



Advising on the use and commercialisation of mobile apps and other electronic products



Developing contractual arrangements with pharmacies, including marketing and bonus agreements



Advising on government procurement and pricing issues, structuring contractual arrangements among industry stakeholders



Legal support with regulatory audits, analysis of specifications from the regulatory practice perspective



Legal analysis of telemedicine projects risks; project structuring



Legal support with antimonopoly compliance, development of trade policies setting forth vendor selection criteria, procedures and terms



Protection of corporate intellectual property



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# Legal services to Technology, Media & Telecommunication companies



Full-scope IP protection services, including the identification and verification of rights to software, databases, websites, apps, domain names etc.



Structuring agreements with external authors/developers and work-for-hire arrangements



Management of legal risks associated with open-source based software development



Legal structuring and assessment of customer/vendor/user arrangements; drafting licence and user agreements etc.



Support for e-commerce, including cross-border structuring of web-based projects



Comprehensive protection of know-how and valuable information



Enabling legitimate employee/user/customer data processing in compliance with the national and GDPR requirements



Combatting unfair competition practices



Legal support of the development and commercialisation of new technologies, ensuring their compliance with the legal and ethical norms



Legal support of cryptocurrency/blockchain-related projects



Assistance with blocking access to online content

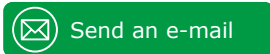


Automation of IP management



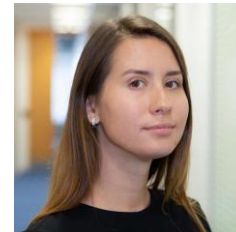
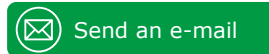
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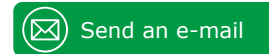
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Deloitte CIS Legal Team

Why Deloitte CIS?

Corporate support throughout business life cycle

Corporate law; M&A

Legal due diligence

Real estate, investments, and infrastructure

Intellectual property and IT

Process automation

Labour law and HR management

Compliance

Venture capital investment

Legal services for automotive industry

Legal services for Life Sciences and Health Care industry

Legal services to Tech, Telecom, Entertainment, and Media companies

Legal services for consumer industry

Legal services to private clients (Deloitte Private)

Financial law consulting and legal services to FSIs



# Legal services for consumer industry



Legal support to business: drafting standard agreements, shareholder agreements, and other documents regulating the shareholder-investor arrangements; support of transactions



Production localisation support: regulatory advisory services, support of technology transfer and IP protection with account of the licensee's national laws; full legal support of sourcing and implementing government investment incentives (SPICs, public-private partnerships, etc.)



Legal support of product labelling: drafting stakeholder agreements and local policies to ensure compliance with the Russian labelling laws and mitigate the legal risks of producers and importers of labelled products



Franchising: identification of franchising portfolio elements, contract drafting



Analysis of how well IP assets are protected to develop an enhanced protection strategy, create prerequisites for increasing the company's capitalisation through the fair-value accounting for intangible assets and applying the appropriate tax benefits



Comprehensive brand protection: identification of key brand elements and their protection strategy; trademark registration and other protective measures



Brand protection in and out of court, including monitoring of potential trademark infringements



Countering unfair competition



Counteractions to parallel import and counterfeit product



Legal support of imports/exports; currency control advisory services



Advice on advertising, rewards programmes, drafting agreements for participation in contests, lottery draws, and other promotion activities



E-commerce assistance, including cross-border structuring of Internet projects



Developing nationally and GDPR-compliant employee/user/vendor data processing policies



Employment structuring advisory services, including for foreign employees; structuring and supporting international employment/assignments; immigration advisory services



Contract management automation services

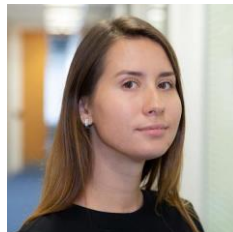
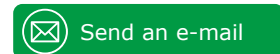


Implementation and set-up of business-specific compliance processes



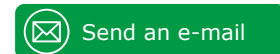
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# Legal services to private clients (Deloitte Private)



Advising on private wealth management, including the corporate restructuring of family business



Legal support of family business restructuring



Support and coordination of acquisition of personal and corporate assets (real estate, yachts, private aircraft, works of art, shares/stakes in foreign and Russian companies) and other projects



Succession planning, including:

- Advising on the Russian and foreign inheritance laws
- Determining applicable estate regulation regimes in Russia and abroad
- Estate planning; handling of estate with international elements (identification of applicable law(s), asset structuring to avoid conflict of regulatory regimes, choice of optimal jurisdiction(s))



Advising on family law issues (including those involving foreign elements):

- Inheritance roadmap development
- Advising on establishing inheritance trusts/funds
- Structuring joint wills and inheritance agreements
- Advising on the Russian and foreign family laws
- Determining marital property regime, including in case of change of residence
- Drafting prenuptial agreements in compliance with the Russian statutory requirements

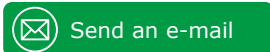


Advising on currency regulations



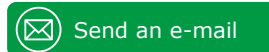
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# Financial law consulting and legal services to FSIs



Advising on the establishment, functioning, and wind-up of financial and insurance companies, their branches, and representative offices, including representative offices of foreign financial institutions



Legal support of acquiring stakes in Russian FSI, obtaining licences, approvals, and permits from the Central Bank of Russia, FSI establishment and liquidation



Advising on financial law, currency control, transactions in securities and other financial instruments, the Russian payment system and requirements for its participants



Advising on microfinancing, debt collection and restructuring activities



Advising on e-commerce, WEB-trading and Internet-aggregators' activity, e-platforms and e-payments



Advising on cash pooling and preparation of documents for intragroup finance transactions

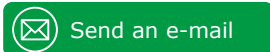


Advising FSIs on the development and implementation of customer loyalty programmes



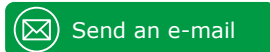
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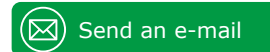
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