



GRATA
INTERNATIONAL

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GRATA INTERNATIONAL LAW FIRM IN MOSCOW

1. THE FIRM

GRATA International is an international law firm founded in 1992.

Today our clients have 250 professionals in 19 countries at their disposal. GRATA International is a global team representing different countries and nationalities that has legal advising experience in all areas of law.

GRATA International provides legal services across Kazakhstan. The firm has offices in Baku (Azerbaijan), Bishkek (Kyrgyzstan), Dushanbe (Tajikistan), Moscow (Russia) and Tashkent (Uzbekistan), country desks in Ashgabat (Turkmenistan) and Minsk (Belarus), and associate offices in Istanbul (Turkey), in Kyiv (Ukraine), Novosibirsk, Rostov-on-Don, Samara, Saint Petersburg (Russia), Poland (Warsaw), Prague (the Czech Republic), Riga (Latvia), Tbilisi (Georgia), Ulaanbaatar (Mongolia) and Zurich (Switzerland).

In addition to our offices, our firm has representatives in London (United Kingdom), New York (United States), Beijing (China) and Kazan (Russia).

We offer our clients an access to the entire network of our diverse team that has extensive legal experience and knowledge of local business environment in any country of our presence.

GRATA International has been recognised by leading international ratings: The Legal 500, Chambers Global, Chambers Asia-Pacific, IFLR1000, Who's Who Legal, Asialaw Profiles.

The office of GRATA International in Moscow city was opened at the beginning of 2014.

The attorneys of GRATA International's Moscow office, relying on their versatile expertise and qualification in Russian law and the internationally recognised expertise of the GRATA International network, provide legal support to clients' activities in various sectors and industries, including FMCG, life science, real estate and construction, transport and telecommunication, banking and finance. They also provide comprehensive support in connection with cross-border M&A and financial transactions, capital markets projects and project finance in the Eurasian Economic Union and Caspian regions, thus demonstrating the key strengths of the firm: the ability to handle the most complex multi-jurisdictional assignments in a cost-efficient manner while delivering high-quality results.

2 OUR SERVICES

Our firm offers legal services in the following key areas:

2.1 Commercial Law

- Drafting and review of distribution, sale and purchase, agency, works, services and other agreements.
- Obtaining a preliminary approval of the antimonopoly authority of terms and conditions of agreements and other documents that may restrict competition.
- Drafting/reviewing of policies on choice of counterparties and commercial policies with a view of antitrust law and tax authorities requirements.
- Legal due diligence of candidates for distributorship/dealership and other counterparties.
- Advising on participation in state procurement and representing in the course of appealing of actions or omission on the part of the customers conducting tenders.
- Advising on requirements and restrictions in connection with import and circulation in Russia of certain goods.
- Advising on compliance of advertising and marketing materials and events.
- Advising on compliance of product labelling and packaging.
- Protection of intellectual property.
- Providing for registration of trademarks and other intellectual property in the customs register of

intellectual property objects

- Pre-judicial settlement of disputes with counterparties and of consumer claims

2.2 Corporate Law

- Advising on choice of a legal form for doing business in Russia.
- Providing for establishment of legal entities (i.e., joint ventures), reorganization and liquidation thereof.
- Providing for opening of branches and representative offices.
- Legal due diligence in the framework of sale and purchase of companies' shares and assets and investment projects.
- Full legal support of M&A transactions, including transaction structuring, development of sale and purchase and shareholders' agreements and other transaction documents and obtaining the preliminary consent of the antitrust authority.
- Drafting charters and internal regulatory documents of legal entities.

2.3 Customs Regulation and Foreign Trade Activity

- Advising on customs regulation, including:
 - application of customs duties and taxes to imported goods;
 - application of customs benefits and preferences;
 - determination and adjustment of customs value;
 - choice of the best customs procedure.
- Structuring of foreign trade transactions (between Russian and non-Russian parties).
- Preparing applications for preliminary decision on classification of goods including supplied equipment disassembly.
- Preparing documents necessary for application of customs processing procedures.
- Drafting foreign trade contracts.
- Audit of customs foreign trade operations (customs compliance).
- Assistance in refund of customs duties that have been paid or imposed in excess.
- Appealing against the decisions of customs authorities in high-level customs administration and/or court.
- Preparing applications for adjustment (increase or decrease) of customs duties for specific kind of goods.
- Development of proposals for the application of measures of non-tariff regulatory measures (licensing, anti-dumping duties, restriction of places for declaration of goods, etc.) to the goods, including the development of a feasibility study, preparation of necessary documents, representation of the interests of the industry (company) in the course of consideration of the proposals by state authorities.
- Conducting trainings, seminars, lectures on customs regulation and foreign economic activity.

2.4 Disputes Resolution

- Pre-judicial settlement of disputes, mediation in order to settle disputes amicably without recourse to courts.
- Development of case theory and advising on the perspectives and strategy of litigation in the light of further enforcement of rulings in relevant jurisdictions.
- Representation of interests in courts of general jurisdiction and state commercial (arbitrazh) courts of all instances.
- Representation in domestic and international arbitration.
- Enforcement of court rulings and foreign arbitral awards in Russia, representation in course of enforcement proceedings.
- Legal representation in course of state audits during administrative and court proceedings.

2.5 Employment Law

- Drafting/reviewing by laws, internal policies, model employment contracts, HR documentation.
- Advising on adaptation and implementation of internal policies of foreign companies in Russian subsidiaries.
- Advising on engaging foreign employees, legal support in migration procedures, legal due diligence of authorisations obtained and compliance with migration formalities by employers.
- Audit of HR documentation in order to reveal and eliminate defects and avoid sanctions to be imposed by controlling authorities.
- Ongoing support of employers on employment matters on a daily basis and/or as complex issues arise, including in course of redundancy, dismissals, and dissolution of companies.
- Legal support of employers in course of state labour audits, i.e., by labour inspection, prosecutors, etc.
- Pre-judicial settlement and representation in courts on labour and labour related disputes.

2.6 Finance and Banking

- Advising on banking and currency regulation, i.e. issuing legal opinions on validity and enforceability of agreements and contracts.
- Structuring and legal support of business financing (including contributions to the property and charter capital of companies, loans and securities issuing).
- Structuring and legal support of assignment of rights of claim and debt restructuring.
- Representing in the course of insolvency procedures.

2.7 Personal data and confidential information protection¹

- Development of the required organisational and administrative documents on personal data and commercial secret protection.
- Preparing notifications of the Federal Service for Supervision in the Area of Communications, Information Technology and Mass Communications (Roskomnadzor) on processing of personal data.
- Advising in connection with localisation of personal data bases in Russia, cross-border transfers of personal data and other applicable issues.
- Advising on the issues of compliance with the General Data Protection Regulation (GDPR) by Russian personal data processors.
- Representation of the clients' interests in the course of Roskomnadzor inspections.

2.8 Real Estate and Construction

- Structuring of acquisitions and dispositions of real estate, participation of investors in real estate projects, including tax structuring and corporate advice.
- Comprehensive legal due diligence of real estate assets and development projects under construction.
- Coordination and support for sale and purchase and other transactions with real estate including preparation of all necessary transactional documentation, negotiation and closing.
- Representing tenants at all stages of lease agreements negotiation and closing.
- Advising business centre owners and property managers on preparation of standard lease documentation, negotiation with tenants, operation and joint use of common facilities, establishment of servitudes and development of other mechanisms for protection of real estate owner interests.
- Advising on and support of financing the development projects and their refinancing.
- Drafting of and assisting with negotiation, execution and fulfilment of design, build and other construction works and services agreements necessary for completion of a construction or renovation project, including adaptation and use in Russia of various international construction contractual forms.

- Providing for the state registration of rights to real estate and support of other registration procedures, including interaction with the state and municipal bodies, cadastral registration authorities in the course of the cadastral registration and state registration of new facilities.
- Representing clients in courts of all instances as well as in the course of arbitration and third party settlement procedures.

2.9 Tax Law

- Advising on tax law matters.
- Tax disputes resolution, including:
 - Legal support during in-house and on-site tax audits;
 - Drafting of objections to a tax audit report and participation in consideration of audit materials by a tax authority;
 - Drafting of appeals against a decision of a tax authority to higher tax authority and judicial;
 - Drafting of claims for recovery of accrued amounts to be prohibited until the decision of court is issued;
 - Client representation in all court instances;
 - Recovery of judicial representation costs.
- Tax audit/tax due diligence for the purpose of identification of tax risks and tax overpayments, among them legal support for recovering and offsetting overpaid corporate taxes.
- Transfer pricing:
 - Preparing notifications on controlled transactions and formation of a homogeneous group of transactions;
 - Preparing documents on transfer pricing;
 - Providing corporate trainings on transfer pricing;
 - Advising on transfer pricing - connected issues;
 - Determining a market price of a contemplated transaction;
 - Preparing a draft agreement on pricing and support at all the stages of its execution;
 - Representation in disputes with the Federal Tax Service in connection with transfer pricing.

3 GRATA INTERNATIONAL MOSCOW OFFICE TEAM EXPERTISE

3.1 Commercial Law, Compliance and Intellectual Property

- Advising a European provider of the diagnosis and repair of mobile phones on contractual and personal data protection issues in connection with entering into agreements with the largest Russian mobile operators.
- Advising a major French telecommunication services company in connection with the proposed schemes for organizing the provision of communication channels.
- Advising a major international IT company on the provision of Internet communication services in Russia.
- Advising a European manufacturer of medical devices on the issues of localisation of the manufacturing in Russia.
- Advising a Chinese manufacturer of cosmetics on certification and state registration of products in Russia.
- Advising a German pharmaceutical company on the regulation of the circulation of medicines in the Eurasian Economic Union.
- Preparing a model distribution agreement and the policy for distributors selection for a Russian subsidiary of a Swiss production equipment manufacturer, advising on the General Data Protection Regulation implications.

¹ The services are provided in cooperation with a licensed provider in the area of information technologies and personal data protection

- On-going legal support of a Russian subsidiary of a major international medical devices manufacturer, including development and localisation of internal compliance policies, reviewing and development various contracts, advising on state procurement, advertising, employment issues, protection of intellectual property.
- On-going legal support of a Russian subsidiary of a Swedish manufacturer of industrial equipment and Russian subsidiaries of the world leading company in testing, inspection and certification services on corporate, contractual and employment issues.
- Advising a Kazakhstani automotive manufacturer regarding customs aspects of import of vehicles in Russia.
- On-going legal support of a Russian subsidiary of a major international pharmaceutical company regarding distribution and promotion of its products in Russia (i.e. preparing model distribution and marketing services agreements, advising on regulatory issues).
- Advising international and European pharmaceutical companies regarding clinical trials contracts and collaboration with health care professionals.
- Advising a leading international manufacturer of sportswear regarding certification and state registration of its products in Russia.
- Advising a leading international manufacturer of jeans regarding advertising and labelling of its products in Russia.
- Advising an international provider of design, production and support of innovative solutions services in aerospace on anticorruption compliance under Russian law.
- Advising a leading European automotive manufacturer regarding structuring contractual relations in Russia.

3.2 Corporate Law, Mergers and Acquisitions and Investment Projects

- Advising an international group of companies (medical services) in connection with reorganisation of the business in Russia and structuring a joint venture with a Russian partner.
- Providing for establishment of a subsidiary of a European manufacturer of plastic products.
- Providing for establishment of branches of major Kazakhstani companies.
- Representing a major investment fund in connection with the acquisition of a stake in a Russian broadcasting company (i.e., preparing and negotiating the shareholders' agreement, reviewing and negotiating other transaction documents).
- Representing an investment fund in connection with its joint venture with a Russian construction holding (preparing and negotiating shareholders agreement, pledge and loan agreements and guarantees as well as preparing and reviewing corporate approvals).
- Representing a Russian state corporation in connection with its investment projects (i.e., preparing and negotiating investment, shareholders' and security agreements, conducting due diligence of target companies).
- Advising a private equity fund in connection with the acquisition of shares of a Russian bank (i.e., preparing the sale and purchase of the shares and share pledge agreements).
- Advising a private equity fund in connection with the sale of participatory interests in a Russian LLC (reviewing and negotiating the transaction documents).

3.3 Disputes resolution

- Successful representing the interests of the Russian representative office of an international company, in a court dispute upon a claim for recovery of a debt under the contract, a penalty of more than RUB 900 million.
- Successful representing the interests of the Russian representative office of an international company in a dispute on the rendering invalid of the assignment contracts for the total amount of more than RUB 700 million and application of bilateral restitution.
- Successful representing the interests of the Russian representative office of a foreign company in a legal dispute with the world's largest enterprise for the production of high-grade phosphate raw materials for the recovery of debts under a service agreement with the amount of a claim over RUB 30 million.

- Successful representing a Russian subsidiary of the world leading company providing services in utility systems, in a dispute with one of the largest oil refinery plants in the Russian Federation over recovery of debt under a construction contract.
- Successful representing a Russian subsidiary of large foreign company in dispute with contractor over recovery of debt under construction contract. Through settlement agreement and litigation RUB 63 million were recovered in the favour of the client.
- Successful representing a Russian subsidiary of one of the world largest international group of companies, realising production, maintenance services and leasing of compressor, mining and industrial equipment, as well as construction machinery in dispute over recovery of surrender value of leasing item with value of claim approx. RUB 30 million.
- Successful representing the Russian division of a large foreign company in a dispute with a Russian company with a supplier of metal products (armature, billets) and metallurgical raw materials (scrap metal) in a dispute over recovery of debts under a supply contract with a claim amount of more than RUB 33 million.
- Successful defence of a Russian subsidiary of a US-based company - world leader in the development of tapping and plugging technologies, in the case of inclusion in the list of creditors of the company rendering repair works and technical support of gas pipelines, recovery of a debt in the amount of approx. RUB 1 billion.
- Successful representing a Russian subsidiary of the world forage harvesters leader in a dispute with a Russian company - supplier of agricultural equipment and spare parts over recovery of a debt under a construction contract.
- Successful representing a Russian subsidiary of one of the most world popular entertainment channels in disputes over enforcement and recovery of a debt in the amount of approx. RUB 90 million.
- Successful representing a Russian company supplier of agricultural equipment and spare parts in a dispute with a contractor over recovery of a debt under a supply contract.
- Successful representing a Russian subsidiary of the world largest company providing inspection and certification services in a dispute with a former employee over recovery of compensation in connection with dismissal.
- Representing a Russian subdivision of one of the world's largest fashion retail company in a dispute with a lessor for the recovery of a fine, compulsion to conclusion of a contract of lease.
- Representing a Russian company in a dispute with a major European sewerage, water, gas systems factory, on the recovery of damages.
- Advising and representing a Russian manufacturer of electric lamps and lighting equipment with a major commercial bank in a dispute on the debt recovery under the bank loan agreement.
- Advising and representing a Russian largest private medical institution in a dispute with a contractor on the recovery damages under a service contract.
- Representing a Russian company - creditor, in the court proceedings over a bankruptcy case of the largest company debtor with design and construction of communication facilities for businesses and state agencies specialisation.
- Advising and representing a development company in a number of multi-million disputes on construction and other related contracts with contractors and customers.
- Appealing the decision of the Moscow Department of the Federal Antimonopoly service on bringing to liability one of the largest Russian manufacturers of high-quality utilities and road equipment liable for a violation of the legislation on public procurement.
- Advising a Russian company in a dispute with one of the world's largest automotive manufacturers in a trademark infringement dispute.
- Advising an employee of a Russian subdivision of one world's largest advertising agencies in dispute on his unlawful termination.
- Successful representing a major US-based construction management companies in litigation over dismissal of an employee.
- Advising a leading engineering construction company of oil and gas industry in Kazakhstan on legal perspectives of provisional measure implementation as well as judgments of court of competent jurisdiction in the territory of the Russian Federation.

- Advising a Russian subsidiary of an international machine-building group of companies, delivering refrigerating equipment for food, chemical, oil and gas industry, refrigerating stores and projects for winter sport and holidays on business activities in a foreign country.
- Advising a large Russian company providing engineering services in a dispute with a contractor over recovery of debt.

3.4 Employment Law

- Advising on employment and migration law issues a subsidiary of an international group of companies providing services in the domain of pipeline transport.
- Advising a subsidiary of a major French food products manufacturer in connection with the offer of shares to employees as part of a motivation program.
- Preparing model employment agreements for a Russian subsidiary of the world leading company in testing, inspection and certification services.
- Adapting and implementing standard policies of a European pharmaceutical company in Russia.
- Preparing local regulatory acts (including the regulations on personal data protection and on commercial secret) and advising a Russian subsidiary of a major European medical devices manufacturer on staff reduction and employees disciplinary liability issues.
- Advising the US company on termination of employment relations with its branch employees.
- Advising a Russian subsidiary of a Swedish manufacturer of equipment in connection with personal data processing issues (i.e., preparing model documents).
- Advising a Russian division of an international association in connection with personal data processing issues (i.e., preparing model documents).

3.5 Finance and Banking

- Legal support of the largest Chinese banks' lending transactions with Russian banks, including due diligence of borrowers and issuing legal opinions on transactions.
- Advising an international financial services company on the offering of non-registered shares of a US corporation in Russia.
- Advising a major Chinese bank in connection with the proposed financing of construction of a manganese refining plant in Russia, including the due diligence of a corporate status and good standing of the borrower and the owner of the plant, the required approvals for construction and subsoil use.
- Representing a Kazakhstani non-profit making organisation in connection with issue to its benefit of a banking guaranty by a major Russian bank.
- Advising a European bank in connection with granting a EUR 141 million loan facility to a Russian manufacturer (i.e., preparing and negotiating mortgage and pledge agreements).
- Advising a private equity fund in connection with mezzanine financing of a Russian manufacturer (i.e., conducting due diligence of the borrower group of companies, preparing and negotiating pledge agreements).
- Advising a Russian bank in connection with assignments of the rights of claim under consumer loan agreements (i.e., reviewing agreements, preparing legal opinions).

3.6 Real Estate and Construction

- Legal due diligence of real estate objects in the Moscow region in connection with their intended purchase by a Russian subsidiary of a foreign company to house an assembly plant, including advising on possible town-planning restrictions during the project implementation.
- Advising an international company on raising and management of investments in connection with contemplated financing of an incomplete construction project of a multifunctional complex in the central district of Moscow, including due diligence, corporate structuring, tax and regulatory issues.
- Representing Russian and German partners' interests in connection with contemplated construction of a greenhouse complex in Moscow region, including advising on the issues of property rights to the land plots, town-planning regulation and other regulatory aspects of the project implementation.

- Due diligence of the construction permits for the project of construction of a manganese refining plant in the eastern region of Russia for a major Chinese bank providing finance in consortium with a major Russian bank.
- Advising a foreign investor in connection with contemplated participation in the tenders organised by the Government of Moscow for development of industrial zones in Moscow, as well as on the issues of financing of development projects implementation.
- Advising one of the major world manufacturers of agricultural equipment in connection with premature termination of the office lease agreement.
- Representation of the interests of an international company - producer of computer games and other media products in connection with preparing a plan for re-planning of the leased office premises in Moscow, their cadastral registration for the purposes of the registration of a long-term lease agreement.
- Legal support of the transaction for acquisition by a foreign Embassy of buildings and land in the Moscow region for location of the ambassador residence.
- Legal support of siting of production facilities and offices, negotiation of lease agreements, conversion of facilities, capital repairs as part of a project for establishing a Russian subsidiary of one of the world's leading automotive manufacturers.
- Representing a foreign investment fund in their acquisition of a class A office building in Moscow.
- Legal support in connection with the siting of the headquarters of a Russian subsidiary of a European automotive manufacturer, including lease of the building, architectural planning works, general construction works, finishing works.

3.7 Taxation

- Preparing documentation on controlled transactions between a major German manufacturer of agricultural equipment and its Russian subsidiary.
- Providing three-day training on practical aspects of transfer pricing for a major Russian military-industrial conglomerate.
- Preparing documentation on controlled transactions between a major Swiss manufacturer of equipment for food industry and its Russian subsidiary.
- Advising one of the world's largest automotive manufacturers regarding tax regimes applicable to the import of vehicles in Russia and developing the most adequate scheme of import in terms of taxation.
- Advising a Russian official distributor of German farm machinery regarding taxation issues related to warranty repairs.
- Advising the largest Russian manufacturer and seller of sportswear regarding taxation of its products manufactured outside Russia and subsequent import thereof into the country.
- Advising one of the largest Russian companies regarding import and sale of frozen seafood and applicable tax regimes when developing an adequate business structure.
- Successful representing one of the world's largest manufacturers of ceramic ware in tax litigation in connection with license fee recordkeeping.
- Successful representing one of the largest Russian manufacturers of polyethylene products in a tax case related to recordkeeping of marketing and leased property insurance costs and expenses.

CONTACTS



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Andrei Soukhomlinov focuses on real estate and construction and has over 20 years of legal advising experience for foreign and Russian clients, including acting as a partner of the leading international law firms in Moscow.

Numerous awards of Mr. Soukhomlinov, who is recognised as one of the leading experts in the real estate sector of Russia, include:

- included in the list of the best lawyers in real estate in Russia according to the Best Lawyers 2015-2019;
- leading lawyer as to Chambers Europe 2014;
- listing in Key figures, according to Chambers UK 2012;
- leading lawyer as to The Legal 500 2009;
- recommended legal practitioner in corporate real estate and construction, according to PLC Which Lawyer? 2009;
- leading lawyer as to Chambers Europe 2008;
- one of the first 100 Russian lawyers practicing in the area of real estate, according to Commercial Real Estate magazine.

Mr. Soukhomlinov has graduated with honours from the International Law Department of the Moscow National Institute of International Relations (MGIMO), and completed International Construction Contracts course in the Cambridge University (UK) and Financing Real Estate Projects course held by Euromoney Training in London.

Andrei is fluent in Russian and English languages.



Eldar Ziatdinov

Director of Tax Law Department
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Mr. Ziatdinov started his career in 2003. He progressed from advocate associate to the head of tax, at one of the largest law firms in Russia. In the department of corporate tax law for international audit firm Ernst & Young, he participated in tax audits of major Russian and foreign companies. Mr. Ziatdinov has an extensive track record of successfully challenging tax claims.

Mr. Ziatdinov as an expert regularly provides comments in leading journals, newspapers and periodicals dedicated to tax issues.

Mr. Ziatdinov has graduated from the Moscow State Institute of International Relations (University), major in International Economy, with a diploma with honors and Saratov State Law Academy, major in Law, with a diploma with honors.

Awards:

- best outsource consultant 2013 of the National Law Agency;
- winner of the All-Russians Tax Olympiad 2006 arranged by Pricewaterhouse Coopers.

Mr. Ziatdinov speaks Russian and English languages.



Yana Dianova

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and Commercial Law Department
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Ms. Dianova was admitted to practice in Russia in 2002 and prior to joining GRATA International worked as in-house counsel for Nissan Motor Rus, as an Associate in the Tax and in Legal Department of Mazars and the Moscow office of an international law firm Squire Sanders.

Ms. Dianova received her specialist in law degree having graduated from the International Law faculty of the Moscow State Institute of International Relations (University), her MBA degree in Management and Business Law from the Moscow International Higher School of Business (MIRBIS) and her LL.M Corporate Finance Law degree from the University of Westminster. She is admitted to practice in Russia from 2002.

Ms. Dianova speaks Russian, English and French languages.



Yevgeniy Gorokhov

Director of Dispute Resolution
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Before joining GRATA International in 2016, Mr. Gorokhov was as a lawyer at a renowned advocates bureau «Padva and Partners» (Moscow city) where he successfully represented clients in state courts and state commercial courts at all levels.

Mr. Gorokhov is a member of the Moscow City Bar.

Yevgeniy Gorokhov graduated from the Moscow State University (MSU) Law School with Specialist in Law degree (J.D. equivalent), and currently continues his postgraduate studies (Ph.D. degree) at the Moscow State University (MSU).

Mr. Gorokhov speaks Russian and English languages.



Almat Daumov

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Almat Daumov is a Partner and Head of Natural Resources team of GRATA International. In addition to his department, Mr. Daumov acts as an Executive Director of Moscow office, spending his time between Russia and Kazakhstan.

Almat focuses on energy and natural resources, M&A, tax law and dispute resolution.

Mr. Daumov has been recognised as one of leading lawyers in the natural resources sector in Kazakhstan and received following appraisals:

- The Legal 500 - The Leading Lawyer in Kazakhstan (2014, 2013);
- Chambers&Partners Asia Pacific - The Leading Lawyer in tax law and oil and gas sector in Kazakhstan (2012).

For more than 15 years, Almat Daumov has advised domestic and multinational corporations and built an impressive oil and gas and mining practice. He has a great experience in undertaking and supervising work for oil and gas, mining and services companies, including Korean National Oil Corporation (KNOC), North Caspian Operating Company (operator of Kashagan, the world's largest oil discovery of the last 40 years), Sinopec, Rosneft, Baker Hughes, Enka, Polyus Gold International, Severstal, Nord Gold, Polymetal.

Mr. Daumov speaks Russian, English and Kazakh languages.



Tatyana Upir

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Department
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Tatiana Upir acquired expertise and skills in almost all areas of law as an in-house lawyer during her 20 years legal career, which included working in senior positions in the largest Russian energy companies, LLC "LUKOIL-WESTERN SIBERIA" - (CJSC JV "OILPAMP") P Plus T, PetroAlliance Services Company Limited, Municipal Investments and Technologies OJSC (KIT OJSC), "United Construction Company 1520".

In addition to in-house lawyer positions, Ms. Upir was also elected to the Board of Directors of OSK 1520 LLC, JSC Teploset, JSC Tverenergosbyt, JSC Taldom utilities.

Tatyana specialises in managing complex investment projects, possessing extensive experience of the head of legal departments of diversified holdings, as well as significant experience in managing projects as a consultant.

Tatiana Upir has graduated from the Tyumen State University.

Ms. Upir speaks Russian and English languages.

Global locations



Offices:

Azerbaijan
Czech Republic
Georgia
Kazakhstan
Kyrgyzstan
Latvia
Mongolia
Poland
Russia
Switzerland
Tajikistan
Turkey
Ukraine
Uzbekistan

Representative offices:

Belarus
United Kingdom
China
USA
Turkmenistan



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