KYRIAKIDES GEORGOPOULOS
Law Firm

One team to serve your **needs**

Welcome to Kyriakides Georgopoulos one of the longest - established leading business law firms in Greece.

KYRIAKIDES GEORGOPOULOS
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Professionalism
distinguishes the **best**

The Firm

Kyriakides Georgopoulos law firm (KG) dates back to the 1930s and is recognized as one of the most prestigious law firms in Greece. We number over 100 highly skilled lawyers actively involved in the provision of legal services to high profile Greek and International clients. Our structured approach to both the relationship with our clients, as well as to our internal processes, provides a measurable benefit to our clients: we strive to ensure that our clients remain engaged and up-to-date throughout the duration of our relationship.

We offer a broad range of commercially-aware legal services that are precisely aligned with the business needs and objectives of our clients. Our firm is organized to be able to respond to our clients who want us to lead with new ideas rather than react to situations that frequently change before a solution can be devised and implemented. We know that our clients expect more than legal information or hedged advice and therefore, we guide them to define the business challenges and work out a strategy for success. As a result, clients come to us for our successful track record knowing that they can rely on our creative thinking to solve their most complex challenges. Our success is rooted in that of our clients.

Our lawyers are experts in **specific practice areas**. This enables us to understand our clients' objectives better and to deliver legal solutions to achieve them even in the largest and most complex transactions. **We are guided by a set of values** which we follow and abide over the years.

With **offices in Athens and Thessaloniki**, our multi-disciplinary teams set the standards for commercially-aware, responsive service in the most complex and sophisticated legal issues. Our continuously evolving and improving quality assurance mechanisms provide a safety net which "catches" any issues which our clients may face in our challenging and complex legal market. KG pioneered in the Greek market by becoming ISO certified since 2006 and still remains one of a handful of **ISO 9001** certified law firms in Greece.

We deliver
innovation, solutions
and results
We respect
the financial needs
and sensitivities
of our clients
We are
with our clients
for the long haul
KG
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Our Principles & Values

Good legal advice is not good enough. We find solutions to our clients' problems, rather than raise barriers to their goals. We are not satisfied until we have done everything possible to help our clients achieve the best possible results. Everyone in our firm understands how he or she contributes to our goal of meeting each client's needs and expectations the first time and every time.

Our goal is to add value, not unnecessary cost. Given that we understand our clients' businesses, we are able to respect their legal budgets and we welcome the opportunity to explore alternative fee structures.

We base our client service culture on the following principles:

- Act with Integrity
- Value Knowledge
- Respond with Immediacy
- Deliver Results
- Embrace Diversity

We work hard to maintain long-term client relationships. **"Partnering with our clients"** is not an empty marketing slogan for us. Instead, it is part of our firm's professional DNA. It is how we approach our relationship with every client, large or small, national or international.

“An **understanding** of the sector and **business culture** which each client operates in, is a given

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Practice Areas

Kyriakides Georgopoulos sets the standards for others to follow. Over the years we have led the way in changing the face of legal services and providing services that meets the needs of contemporary globalized businesses. The firm offers a wide variety of legal services in the following sectors:

- Agency, Distribution & Franchising
- Banking & Finance, Capital Markets
- Competition & Anti-Trust
- Corporate Law
- Employment, Pensions, Benefits & Data Protection
- Energy, Utilities & Infrastructure
- Industrial & Intellectual Property Law
- Insurance
- Internet and E-Commerce
- Litigation & Arbitration
- Mergers & Acquisitions
- Mining
- Oil and Gas
- Pharmaceutical Law
- Private Wealth Structuring
- Public Law
- Public Sector Projects
- Real Estate
- Restructuring and Insolvency
- Tax Law
- Telecommunications & Media Law
- Transportation Law

> We **respect** the financial needs and sensitivities of our **clients**

Agency, Distribution & Franchising

Agency, distribution and franchising can present high-stakes issues for local, national and international businesses alike. We draft, negotiate and advise on agreements for a broad range of products, brands and services, and given that we know what can go wrong in a transaction, we are better able to guide our clients to mitigate their legal risks from the beginning. In addition, our team is one of the most experienced and has a track record of litigation cases arising from agency, distribution and franchise agreements all of which have been successfully handled.

Banking & Finance, Capital Markets

KG has long been in the forefront of the most important banking, finance and capital markets transactions in Greece and in many instances has been engaged to provide legal services for original and innovative projects.

Banking and finance

In the banking and finance sector, KG covers the complete spectrum of deals and transactions specializing in:

- Secured and unsecured financing
- Syndicated loans
- Debt trading
- Corporate finance
- Acquisition finance
- Real estate finance
- Regulatory issues
- Securitization
- Derivative products and securities lending EMTN programs
- Convertible and exchangeable bonds
- Other equity-linked products

Investment banking

We advise investment bankers and Greek industrial leaders in transactions involving new products.

Capital markets

KG supports clients, such as:

- Underwriters
- Investors
- Trustees
- Financial institutions and specialized lenders
- Rating agencies
- Swap counter parties

Having experience covering:

- Securities' regulation
- International and domestic equity offerings (IPOs and secondary listings, re-listings and exchangeables)

Competition & Anti-Trust

KG is one of Greece's top competition law practices, having experience and expertise in the full range of EU and Greek competition law issues, such as:

- Cartels
- Anti-competitive vertical conduct
- Abuse of market power
- Merger clearances
- Joint ventures
- State aid and public procurement matters and privatization schemes
- Competition litigation
- Competition authority market investigations and sectoral enquiries
- Distribution and agency agreements
- Consumer protection issues, including misleading & deceptive conduct
- Devising and managing competition law compliance programs and training

Our practice expertise has developed over the decades having advised market leaders in key industry sectors, including electricity, petrochemicals, telecommunications, manufacturing and distribution, food and beverages, consumer goods, steel, construction, electronics, retail, automobile, pharmaceutical, media and tobacco.

Corporate Law

Corporate Law is our firm's largest practice area and also one of the largest corporate practices in Greece. It is recognized by Chambers Europe as one of the "band 1" corporate and commercial practices in the country. We conduct legal due diligence and draft relevant legal documents-reports, such as domestic and cross border offers, letters of intent, memoranda of understanding, contracts of sale and purchase, shareholder agreements and joint venture contracts. Each member of our corporate team also has the practical experience and knowledge needed to serve as reliable, trusted guides for our clients in frequently complicated matters such as:

- Start up of new businesses
- Support and sustained performance of established businesses
- Private international law
- Legal due diligence reports
- Shareholders agreements
- Joint venture contracts
- Memorandum of Understanding
- Sale & Purchase agreements

Practice Areas

Employment, Pensions, Benefits and Data Protection

KG's employment practice advises on all aspects of employment law, both contentious and non-contentious, industrial relations law, as well as pension, benefits and data protection issues. We provide assistance and guidance to our clients in domestic, as well as in multi-jurisdictional projects. Our practice work focuses on:

- Individual and collective redundancies
- Employment agreements, restrictive covenants, benefits and executive remuneration, including pension plans, share options and other incentive agreements
- Mergers and acquisitions/restructurings
- Trade union and works councils' issues/collective bargaining agreements

Our team is particularly experienced in litigation before all Greek courts, including civil, criminal and administrative proceedings. We also advise our clients on corporate immigration matters.

Energy, Utilities & Infrastructure

KG's Energy, Utilities and Infrastructure practice is ranked by Chambers Europe in "band 1" in Greece. Our firm is well known for having one of the very few practice groups in the country dedicated exclusively to energy-related projects. Acting on behalf of the Greek state, we have played a significant role in the liberalization of the electricity and gas market and we continue to be active in privatization initiatives in those sectors. In addition to electricity, oil and gas, we have developed an innovative specialization in renewable energy sources (wind, solar, hydro, biomass, waste to energy, biogas and geothermal). We offer our clients a one-stop legal service for all facets of renewable energy projects, with local access to a team of renewable energy specialists, rather than having to rely on foreign advisors and consultants.

Our advice is attuned to our clients' commercial imperatives, as well as the political, technical and stakeholder relationship aspects of our clients' businesses and operations. We use a multidisciplinary, team-based approach to legal advice and problem solving, combining experience and expertise in regulatory law, mergers and acquisitions, project finance and business law.

Our range of legal and strategic services includes:

- Identifying and managing the legal and commercial issues associated with renewable energy projects
- Advising on legislative impacts and compliance
- Advising on the operation of the future green energy market and the process for trading renewable energy certificates
- Strategic advice on the development of projects to achieve renewable energy targets

Industrial & Intellectual Property Law

KG offers a complete line of intellectual property services and support. We understand the long-term strategic importance and complexities of intellectual property in cross-border and multinational business operations. We also understand the legal risks in intellectual property and help our clients to manage them.

We advise on all aspects of the trademark process and represent clients before the Greek customs authorities with respect to registering intellectual property rights in accordance to Council Regulation No. 1383/2003, as well as court proceedings that may follow upon the capture of counterfeit products. We offer a complete range of patent services, from patent applications to infringement and cancellation litigation, with special expertise and experience in pharmaceutical products. We undertake the filing of designs and represent our clients before the Civil Courts in design-related proceedings.

Insurance

KG provides legal services to a variety of operators in the Greek insurance market including:

- Insurance/re-insurance carriers
- Insurance intermediaries
- Insureds (companies and other entities)

Advising on:

- Regulatory matters
- Disputes arising out of insurance contracts
- Commercial projects related to the insurance sector in general

Internet and E-Commerce

KG delivers legal advice in all areas of the information technology industry. The IT and e-commerce markets require a broad industry knowledge and the ability to follow the hyper-speed pace of the evolution of the industry. We support our clients on the legal issues which they face under EU and Greek law when they "go on-line", as well as for issues such as:

- Electronic signatures
- e-procurement and e-invoicing
- On-line contracting
- Consumer issues
- Internet gambling
- Data protection

Litigation & Arbitration

The KG Litigation and Arbitration practice is one of the largest in Greece and is ranked in "band 1" by Chambers Europe. This rating recognizes our decades of experience and exceptional expertise ranging from day-to-day civil disputes before the lower courts to multi-million euro disputes before the Supreme Court and in international arbitration forums. We are proud of the results that KG litigators have delivered to our clients. At the same time, we have also skilled, tough negotiators and arbitration practitioners, who have solid record of obtaining the best possible results for our clients, while avoiding the time and costs of full litigation.

Practice Areas

Mergers & Acquisitions

KG;s M&A practice has, over the decades, established the firm as *"The Business Law Firm"* in Greece and retains a strong image in the practice area of mergers and acquisitions in particular, as reflected in the growth path of the firm over the years. We are recognized throughout the business community for our commercial awareness and commitment to our clients, combined with a blend of transactional skills and expertise. We are distinguished by our experience, our ability in devising creative deal structures and designing and implementing ad hoc strategies tailored to our clients' needs in various practice areas.

Our practice covers:

- Acquisitions & disposals of private companies
- Public tender offers and management buyouts of listed companies
- Restructuring-reorganization of corporate groups
- Joint ventures and other types of affiliations
- Acquisitions by private equity funds
- M&A deals stemming from bankruptcy or insolvency proceedings
- M&A deals in regulated areas
- Takeover defenses

We advise both local and across the globe clients on complex and important transactions. Our experience extends beyond transactional work and we also look after our clients through every stage of the corporate life-cycle.

Mining

KG leverages a long history in mining law and regulations and represents international, domestic and private investors in the Greek mining industry, advising on all issues related to the acquisition of mining and minerals. KG's mining team has experience in all aspects of transactions involving the mining sector and is able to meet clients' needs completely and cost-efficiently.

Oil and Gas

KG has been pioneer in oil and gas law in Greece ever since the first concession of the Prinos field in 1974. For 40 years, our oil and gas practice has been a foundation in our position as one of the top-ranked oil & gas practices in Greece. Our practice has lived through the evolving realignment of energy priorities and is prepared to continue to deliver to its clients in the oil and gas sector the responsive, flexible and pragmatic legal advice that they need in the changing business environments and which is one of KG's traditional hallmarks.

Pharmaceutical Law

At KG we guide our clients in the pharmaceutical industry through the legal and regulatory complexities that affect their business, both strategically as well as in their day-to-day operations. Our experience extends to all legal issues related to pharmaceutical products, medical devices and sanitary material, cosmetics, vaccines, chemical reagents and veterinary products.
We advise major pharmaceutical companies in their day-to-day operations which include:

- Routine healthcare contracts such as services, consulting and advisory agreements
- Grants and donations
- Promotion and distribution issues
- Interactions with healthcare practitioners
- Clinical trial
- Pharmaco-vigilance
- Data protection
- Pricing issues
- Intellectual property rights

We represent national and international pharmaceutical companies in disputes covering the full range of industry operations, including:

- Contract disputes
- Collections from hospitals
- Infringement of intellectual property rights
- Termination of distribution agreements
- Recourses against State decisions

Private Wealth Structuring

KG offers a comprehensive range of innovative and sophisticated legal and tax services for private (individual) clients, tax residents in Greece and entrepreneurs. We have long been one of Greece's premier inheritance and estate law practices, specializing in:

- Wills
- Multi-generation estate planning
- Foundations and Trust
- Donations and family assets transfer agreements
- Corporate law for privately-held family businesses
- Multi-jurisdictional private wealth management, in collaboration with our world-wide network of counsels

Public Law

Public law is a professional field in which our firm maintains a strong advisory team. We have a track record for handling cases and disputes between private individuals and the State or agencies governed by public law and we represent our clients before the Administrative Courts, as well as in settlement negotiations with public authorities. We also guide our clients in legal risk management strategies to avoid these disputes and the cost and the uncertainties that they can produce, especially for foreign businesses and investors.

We handle a wide range of public law cases, such as:

- Administrative fines and sanctions
- Administrative permits and approvals
- Application of social security legislation
- Opinions and drafting of public law contracts
- Disputes under the special regime for civil servants and civil officials
- Disputes on municipal zoning and land use

Practice Areas

Public Sector Projects

KG is one of the most experienced law firms in Greece in the fields of privatizations, concessions, public-private partnerships and similar projects. We advise both the Greek state and private investors, having special experience in the privatization of public corporations and State-owned utilities. However, we develop and help implement cost-effective and financeable structures that best fit the specific purposes and characteristics of each project and are therefore most likely to produce sustainable success for our client, in every type of public sector project.

Working closely with public authorities, regulatory bodies and international financial advisors, we provide practical, commercially-aware legal solutions to guide our client through every step: from the inception of a public sector project through to the commercial agreement and financing of the project.

Real Estate

Our success in the real estate sector has been due to our firm's ability to meet and exceed our clients' expectations, with on-target advice that adds tangible lasting value to their investments and operations. KG has comprehensive and in-depth knowledge of all issues relating to:

- Land title Surveys & Cadastral related matters
- Real Estate Financing & Tax
- Environmental issues
- Urban Planning & Licensing
- Construction Agreements (EPCs, PPPs, etc.)
- Real Estate Insurance Contracts
- Governmental Subsidies

Restructuring and Insolvency

KG's Restructuring and Insolvency team provides assistance to companies in distress, financial institutions, auditing and consultancy firms and creditors in general. We are involved both in forming the advisable work-out strategy and in negotiating out-of-court private restructuring agreements with creditors in informal work-outs. KG's services include:

- Advising on the effect of insolvency proceedings
- Supporting on debt-recovery matters
- Participation in pre-insolvency or bankruptcy proceedings
- Claw back actions
- Ranking of creditors
- Level of protection and security
- Liability of directors on insolvency vis a vis: Tax authorities Social securities and Employees

Tax Law

KG's Tax team assists both corporations and individuals to navigate the challenges in a constantly changing Greek tax environment. Our services include:

- Tax dispute resolution and litigation
- Support in the context of proceedings before competent tax authorities
- Tax advice in connection with domestic and cross-border restructuring and re-organizations of corporate groups, M&A deals and public tender offers
- Consultation on tax efficient structures for investing in Greece
- Advising in relation to complex financial instruments and novel banking products
- Tax advice on ongoing basis to clients doing business in Greece
- Addressing tax aspects of PPP and Concession projects
- Tax and estate planning in respect of wealth management issues for high net worth individuals
- Assistance with the interpretation and implementation of Double Tax Treaties and the EU tax legislation

Telecommunications & Media Law

The laws and regulations governing telecommunications and media are becoming more complex and Greece is no exception. Success in these sectors requires in-depth, up-to-date legal advice that demonstrates an in-depth understanding of the full regulatory regime -not just part of it. We deliver advice that not only is legally correct, but that also has the commercial awareness needed to guide our clients forward toward sustainable long-term results. We represent national and international clients with respect to regulatory issues under the jurisdiction of the National Telecommunications and Post Commission (EETT), the principal telecommunications regulator in Greece.

Transportation Law

KG has a long track-record of expertise in the diverse field of transportation law. The cooperative nature of the firm's practice groups create the necessary environment for the provision of advice in the sectors of aviation, aircraft & airports, railways, ports & shipping, roads & related infrastructure. Our firm has advised clients in the private sector, financial institutions (as lenders and sponsors), joint ventures between the private and public sector and the Greek State for transactions in the following sectors:

- Aviation and airports
- Privatization and construction of rest areas, roads and highways
- Development of logistics centers
- Privatization and construction of marinas
- Privatization and development of rail projects

Our firm is recognized for being able to offer strong and commercially viable corporate and financing advice in relation to the transport sector.

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Serving our Community

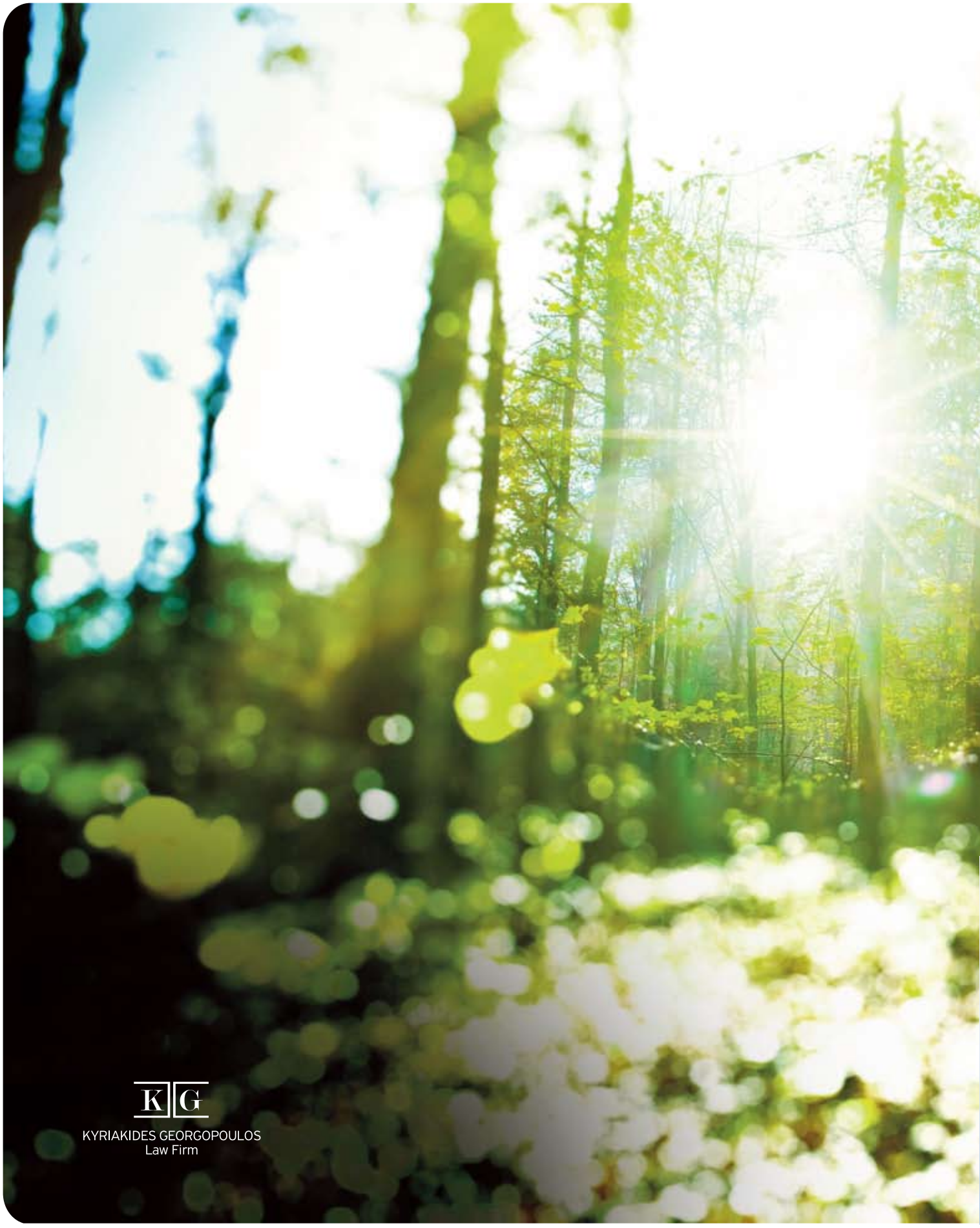
> Our pro bono work is the **cornerstone** of our firm's legacy

Consistent with the values of humanism and social responsibility, we believe that it is a fundamental obligation of our firm to use our talents and resources to improve the standards of the communities in which we and our clients live and work.

Within this framework, we are deeply committed in maintaining a high standard of Corporate Social Responsibility, by providing our services to charity organizations and foundations.

In addition, KG in the memory of its co-founding partner Constantine K. Kyriakides, has launched the **"Constantine K. Kyriakides Memorial Scholarship"**, a scholarship for postgraduate law studies abroad.

CONSTANTINE KYRIAKIDES SCHOLARSHIP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Intergrating Sustainability

Energy Optimization of KG's premises

KG, a pioneer in issues of social and environmental responsibility, has partnered with COFELY HELLAS SA, a subsidiary of GDF SUEZ Energy Services and a European leader in high efficiency energy and environmental services, in the Energy Assessment and Optimization of the KG Law Firm building.

KG and COFELY entered into an Energy Performance Agreement in order to achieve energy conservation in electricity and in natural gas through several interventions, such as the appropriate adjustments of the electrical systems in order to improve their performance, the upgrading of the existing equipment, as well as replacing any current energy intensive equipment with newer, more efficient and environment-friendly equipment.

This way, KG aims to further reduce its environmental footprint and to intensify its effort to increase the awareness of its employees and friends on environmental issues.

KG and COFELY have been awarded the Silver Prize in the category "Energy Services Companies & Consultants" of the **"Environmental Awards 2015"**.

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Our Alliances/ Best Friends Networks

For more than 50 years KG has been the preferred choice for US and European international law firms seeking local legal counsel in Greece capable for delivering legal services at the most demanding international standards of professional quality and client service. We continue to develop and sustain multi-generational relationships with high-profile partners in major international and global law firms, as well as the exchange of expertise and intellectual capital that only such enduring relationships can produce.

Our partners and lawyers are prominent participants in international practice law institutions and networks, such as the International Bar Association, the American Bar Association, the Antitrust Alliance, the Employment Law Alliance, the European Employment Lawyers Association, the International Fiscal Association, etc. and frequently publish in major international journals and books.

KG is a founding member of South East Europe Legal Group (SEE Legal) – www.seelegal.org, a regional alliance of major law firms from 12 countries in South East Europe, established in 2003. Working together on cross border transactions, SEE Legal is the largest local legal team in South East Europe, with more than 450 lawyers organized in cross - jurisdictional practice groups.

Each SEE Legal member firm is ranked at the top of its jurisdiction. With a presence in all major cities of the region of South East Europe, SEE Legal is capable to deliver integrated legal services of the highest quality, no matter in which of the 12 countries our clients need us.

SEE Legal
—
Your professional landmark

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Our People

> A law firm is only as **good** as each of its **lawyers**

We develop expertise and legal leadership from within our firm. Our career development program, ensures that when a member of our firm becomes a partner, is fully prepared to serve our clients with the level of expertise and commercial awareness that our clients expect from a partner level lawyer.

Our lawyers are recognized leaders in the legal profession. The majority of our partners are individually recognized and recommended by the leading legal directories, such as Chambers Global, Chambers Europe, IFLR1000 and Legal 500.

We encourage all our lawyers to concentrate on at least one industry. Our lawyers work closely with regulators, other industry advisers and investors to gain a real understanding of the commercial and regulatory environment. We also encourage them not to become too narrow focused but to develop a broad range of legal skills so they can contribute in multiple levels of legal support to our clients' needs.

Full bios of our people can be viewed at www.kglawfirm.gr

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