



# **INTEGRITES**

## **LAW FIRM**



**INTEGRITES** is a full-service law firm with offices in Ukraine and Kazakhstan, contact offices in Germany and the UK

**Our mission** is to help companies concentrate on development of their business while we take care of the legal issues

**We specialize** in cross-border work – investment deals, sophisticated transactions, complex dispute resolution, and for projects which require in-depth industrial expertise

## FACTS & FIGURES

**18** years on the market

**15** partners

**1600+** clients around the globe

**80%** of our clients are international

[www.integrites.com](http://www.integrites.com)

## RECOGNITION



Best Lawyers



IFLR1000

## INTERNATIONAL MANAGEMENT TEAM



**RUSLAN  
BERNATSKYI**

UKRAINE

**DR. JULIAN  
RIES**

GERMANY

**DR. OLEKSIY  
FELIV**

UKRAINE

**VYACHESLAV  
KORCHEV**

UKRAINE

**ILLYA  
TKACHUK**

UKRAINE

**KURMANGAZY  
TALZHANOV**

KAZAKHSTAN

- Structuring investment projects in traditional and alternative energies
- Obtaining licenses and permits for geological exploration offshore and onshore as well as for energy production and supply
- Obtaining authorisations from the competition authority for players in the energy market with a low level of competition
- Settlement of energy and natural resources disputes
- Assisting in investigations by the competition authority in the energy market with signs of monopolisation
- Advising on public procurement in the energy sector



**DR. OLEKSIY FELIV**  
Managing Partner,  
Ukraine

**IGOR KRASOVSKIY**  
Partner,  
Ukraine

**KURMANGAZY TALZHANOV**  
Managing Partner,  
Kazakhstan

**WE PROVIDED LEGAL SUPPORT TO:**



Sophisticated solutions for businesses that want to become carbon neutral

- Trading of energy generated from renewable sources
- Green financing: IFIs, green bonds, emissions trading
- System flexibility: storage and maneuvering capacities
- Upgrade of energy efficiency: generation and industry use
- Policy framing and advocacy: alternative fuels, energy storage, green hydrogen, tax incentives
- Development of renewables

## PRACTICES INVOLVED

- Energy
- Real Estate and Construction
- Banking and Finance
- Corporate and M&A
- Tax and Customs
- Antitrust and Competition



**#CCTF**

- Consultations on the issues of coordination and obtaining permits for design and construction, as well as support of such projects
- Registration of property rights and use of land plots
- Structuring and implementation of projects on real estate development with the purpose of attracting investments
- Complex consultations on structuring complex construction and infrastructure projects (including alternative energy)
- Consultations on public procurement as part of real estate project implementation
- Legal due diligence of land and real estate issues
- Representation of clients in courts and international arbitration



**DR. OLEKSIY FELIV**  
Managing Partner, Ukraine

**SPECIAL PROJECT**  
Rehousing Ukraine Initiative  
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- Private M&A
- Public M&A
- Joint ventures
- Direct investments market
- Direct reorganization
- Corporate management
- Privatization
- Corporate consulting
- Corporate finance
- Resolution of corporate disputes in courts of law and arbitration courts



**ILLYA  
TKACHUK**

Senior Partner,  
Ukraine

**DR. JULIAN  
RIES**

Senior Partner,  
Germany

**KURMANGAZY  
TALZHANOV**

Managing Partner,  
Kazakhstan

Click to read  
the recent market  
analysis from  
our top-ranked experts



Technology M&A

- Corporate and secured lending
- Trade and structured finance
- Projects and project finance
- ESG finance
- Capital markets
- Restructuring, bankruptcy and insolvency
- Fintech
- Derivatives and money market instruments
- Bank oversight and regulations
- Financial products



**IGOR  
KRASOVSKIY**

Partner,  
Ukraine

**OLEH  
ZAHNITKO**

Partner,  
Ukraine

**KURMANGAZY  
TALZHANOV**

Managing Partner,  
Kazakhstan

## SPECIAL PRODUCT

Currency Supervision  
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the recent market  
analysis from  
our top-ranked experts



The Team Contributes to the Completion of Questionnaire on Ukraine's EU Membership – [read more](#)



- Tax structuring of trade activities and holdings, corporate structuring
- Tax planning of intra-group and external transactions
- Corporate structure audit with regard to BEPS regulations, advice on corporate structure restructuring
- Advice on tax audits
- Advice on transfer pricing issues, reporting and documentation
- Transaction-related tax risk assessment
- Independent audit of tax accounting (Tax Due Diligence)
- Resolution of disputes with tax and customs authorities



**VIKTORIYA FOMENKO**  
Partner, Ukraine

## **SERIES OF GUIDES**

Taxes for Ukrainians After Their  
Relocation Abroad

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RECOGNISED BY



- Property and tax planning
- Private equity management
- Support of private equity
- Structuring and creating of trusts and family funds
- Pre-marriage and marriage agreements
- Advice during divorce and property distribution
- Support at courts and conclusion of a peace treaty
- Resolving hereditary disputes and drafting wills



**DMYTRO  
MARCHUKOV**  
Partner,  
Ukraine

**VIKTORIYA  
FOMENKO**  
Partner,  
Ukraine

# \$9 Billion Portfolio

AS OF 2021

- Drawing up personnel documentation and drafting internal policies
- Advising on corporate and labour aspects of change of management
- Drafting collective agreements and representation of client interests in collective bargaining, interaction with trade unions
- Advising on employment of foreigners, obtaining work permits for foreigners, and migration matters
- Advising on labour law matters related to earning contributions, provision of loans, payment of compensation and provision of guarantees to employees
- Resolution of labour law disputes through pre-trial process and in courts
- Structuring processes for termination of employment relations, advising on mass lay-offs, including through staff downsizing
- Checking employment contracts for compliance with applicable labour legislation
- Advising on personal data protection, protection of and access to information



**INNA  
KOSTRYSTKA**

Counsel,  
Ukraine

**SVETLANA  
SHTOPOL**

Partner,  
Kazakhstan

**INTEGRITES HR Club** –  
a platform for professionals  
of human resource  
management

INTEGRITES is  
HR Knowledge Partner  
of  
**WORK.ua**

# BUSINESS PROTECTION, COMPLIANCE AND ANTI-CORRUPTION

- Legal check-up of counterparties, including assistance in KYC
- Comprehensive protection of foreign clients' business, particularly in courts
- Asset tracing and recovery
- Hostile takeover defense
- Advice on sanctions compliance and pre-sanction procedures
- Assessment of risks stemming from doing business in russia
- Risks for doing business in occupied territories
- Internal compliance investigations
- Disputes between business partners
- Debt recovery
- Establishment and preservation of evidence, particularly regarding war damage

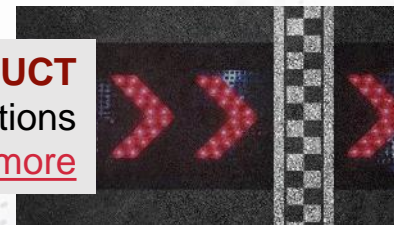


**KRISTINA SHYPOSHA**  
Counsel, Ukraine



**SPECIAL PRODUCT**  
Risks of Business in russia  
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**SPECIAL PRODUCT**  
Economic sanctions  
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- Development of cross-border dispute resolution strategy, in particular, where companies and assets in the FSU region are involved
- Engagement of foreign lawyers, forensic accountants, investigators and experts in cross-border proceedings; support to foreign lawyers in communication with local clients
- Working with witnesses
- Participation in foreign proceedings as experts in laws of Ukraine and Kazakhstan
- Assistance in gathering evidence, preparation of affidavits and other documents for the purpose of foreign proceedings
- Service of documents upon companies and individuals in the FSU countries in support of foreign litigations or arbitral proceedings
- Assistance in obtaining interim and conservatory measures in dispute resolution proceedings before arbitral tribunals and foreign courts; assistance in their further enforcement. Installing receivers over the companies in the event of imminent risk of dissipation of assets
- Recognition and enforcement abroad of judgments and arbitral awards made in the FSU countries



**DMYTRO  
MARCHUKOV**  
Partner,  
Ukraine

**OLENA  
PEREPELYNSKA**  
Partner,  
Ukraine

**SERHII  
UVAROV**  
Partner,  
Ukraine

Recognised as  
a top-tier team



- Представництво в арбітражних провадженнях
- Забезпечувальні заходи на підтримку арбітражу
- Збір і забезпечення доказів для арбітражного провадження
- Визнання та приведення до виконання арбітражних рішень
- Оспорювання арбітражних рішень
- Консультування з питань арбітражного права
- Експертні висновки



**OLENA  
PEREPELYNSKA**

Partner,  
Ukraine

**DUMAN  
AKHMETOV**

Partner,  
Kazakhstan

**100+**

international commercial and investment arbitration proceedings under the arbitration rules of major international and regional arbitration centers



- Identification of corporate relationships of the target (including historical ones) and reconstruction of the corporate structure
- Analysis of financial information and transactions in local and international markets
- Identifying tangible and intangible assets (real estate, vehicles, bank accounts, trademarks and patents, licenses, etc.)
- Clarification of the asset transfers and their legality
- Analysis of local and cross-border commercial transactions of the companies within the group
- Issuing detailed asset tracing reports



**DMYTRO  
MARCHUKOV**

Partner,  
Ukraine

**SERHII  
UVAROV**

Partner,  
Ukraine

THE PARTNERS ARE AMONG FIVE BEST  
UKRAINIAN PRACTITIONERS



- Insolvency
- Restructuring
- Bankruptcy
- Corporate conflicts
- Commercial litigation
- IP disputes
- Labour disputes
- Tax litigation
- Criminal proceeding (tax and fraud matters)



**OLEKSANDR  
ONISHCHENKO**

Partner,  
Ukraine

**DUMAN  
AKHMETOV**

Partner,  
Kazakhstan

## **SPECIAL PRODUCT**

Advising Ukrainian Military Servicemen

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- Representation of companies as victims of crime (both internal and external)
- Defense of suspects / defendants
- Advice during raids, seizures and other investigative actions and challenging their results in court
- Evaluation of legal risks in the criminal area
- Conducting investigations and other procedural acts
- Advice on criminal and anti-corruption laws



**OLEKSANDR  
ONISHCHENKO**

Partner,  
Ukraine

- Obtaining concentration permits
- Defense against unfair competition and discreditation
- Compliance audit under competition law, including that of the advertising and promotion materials
- Advice in the context of antitrust investigations
- Development of compliance programs and corporate policies
- Conducting training on antitrust and competition issues
- Assistance with participation in public procurement, including judicial review of tender results
- Counteraction against anticompetitive actions of the state authorities
- Compensation of damage
- Obtaining the antimonopoly authority's opinion on the compliance of advertising projects, distribution, agency, advertising and other contracts with the provisions of antimonopoly legislation
- Economic analysis and assessment of the antitrust and competition law matters
- Advice on state aid
- Obtaining authorisation for concerted actions and amnesties (depending on jurisdiction)
- Advice on protecting access to critical infrastructure.



**VYACHESLAV KORCHEV**  
Senior Partner, Ukraine

UNIQUE  
PROJECTS



**2021:** COMPREHENSIVE LEGAL SUPPORT OF THE NEW OWNER OF THE 1<sup>ST</sup> OBJECT OF THE 'BIG PRIVATIZATION' PROGRAM IN UKRAINE



**2020:** THE APPEAL OF FORCED DIVISION OF THE GROUP OF COMPANIES (FOR THE FIRST AMCU DECISION IN LAST 20 YEARS)

- Representation of foreign manufacturers and importers of their products as well as national producers in the anti-dumping investigation

**The team also provide legal advice on:**

- Other trade investigations against producers in Ukraine or Kazakhstan
- WTO-related matters: assessment of the legality of trade barriers (tariff, non-tariff, quantitative and other) applied to exporters in foreign markets, taking into account the WTO rules
- Foreign economic and trade activities of the company during export and import operations
- Preferential trade agreements, free trade zones, establishment of supply schemes using the mechanisms provided by such agreements



**SERGIY LAKHNO**  
Counsel, Ukraine

- Trademark legislation
- Patents for inventions, industrial designs and utility models
- License agreements
- Protection from unfair competition
- Transaction support
- Internal policies and training for the client's personnel



**DUMAN AKHMETOV**  
Partner, Kazakhstan

- Development of recommendations for implementation of the compliance program, code of business conduct of employees
- Assessment of the compliance of business processes and potential projects of the company with the current legislation
- Development of recommendations for implementation of internal policies and procedures: anti-corruption policy, gift policy, conflict of interest policy, confidentiality policy, competitor relations policy
- Conducting training sessions for implementation of the compliance program, internal policies for management and team
- Conducting compliance audits for identification, assessment and analysis of compliance risks
- Assistance and legal support in investigations on violations of corporate policy by employees



**ILLYA TKACHUK**  
Senior Partner, Ukraine

## OFFICES

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