

A photograph of a modern staircase with light-colored stone steps, set against a wall of large, light-colored tiles. A large green geometric shape, resembling a stylized 'V' or a staircase railing, is overlaid on the left and top of the image. In the center of the top horizontal bar of this green shape, the letters 'vp' are written in a dark green, cursive script.

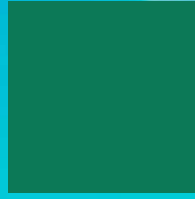
vp

# OUR TEAM IS YOUR TEAM

Our approach is solution-oriented and tailored to each client's needs for legal support. We always strive to provide our clients with high-quality legal service, give them peace of mind, and help them achieve their business goals.



**VUKOVIC & PARTNERS**  
Advokatska kancelarija - Law firm



# ABOUT US

Vukovic & Partners is a dynamic and innovative law firm striving to foster long-term relationships with clients that are built upon mutual trust and respect and that will make us your partner in legal matters for years to come.

Founded in 2007, we have grown not only in terms of staff, clients, cases, and annual income, but also in terms of how many areas of practice we provide services in.

The Vukovic & Partners team now numbers more than 40 highly-skilled professionals: partners, attorneys at law, associates, and support staff.

We are a reliable partner to middle and high-market businesses, public authorities, and non-profit organizations in a variety of fields. We provide legal services to all types of firms, from start-ups to large international business ventures.





We at Vukovic & Partners begin every client relationship with a structured and concerted effort to understand not only the legal issues at hand, but also the commercial objectives and challenges facing our clients. It is this approach that enables us to create both innovative and viable solutions that meet the needs of our clients.

Our values and our culture matter greatly to us. We enjoy practicing law together and believe this is reflected in the quality of our work and in the productive relationships we maintain with our clients.

We are proud to state that, by any measure, Vukovic & Partners is one of Serbia's top 10 commercial law firms.

# FIVE REASONS TO CHOOSE VUKOVIC & PARTNERS

## DEDICATION

Our clients' success is our top priority. The guiding principle in our relationships with clients is to make our team your team.

## RESPONSIBILITY

We always strive to provide top quality services, to the tightest possible deadlines, yet straightforwardly and at reasonable cost to our clients. We achieve this by optimizing our time, experience, expertise, and funds to anticipate and overcome any potential obstacles.

## TIME AND DEADLINES

We believe that acting quickly and anticipating deadlines is the imperative in any work. This is why, to us, meeting a deadline is as important as the quality of service we deliver.

## KNOWLEDGE AND PRAGMATISM

Our legal advice is grounded in knowledge of both legal regulations and the rules of trade. We never view law as an isolated category, but rather as an integral part of any complex situation.

## UNDERSTANDING AND FLEXIBILITY

We understand the uniqueness and complexity of each and every problem a client may have, and always look at the broader picture of the client's business. Flexibility and adjustability enable us to react quickly and anticipate constant market changes.

## KEY REASONS - WHY US

### OUR APPROACH

We encourage each other to achieve excellence in all endeavors and aren't satisfied until project meet our own personal high standards.

### COMMITTED TO QUALITY

Quality is a word we use often, since it is one of our primary goals and motives. With continuous development, adaptability, proactiveness and understanding our clients needs, we strive to keep our quality at the highest level.

### ONE TEAM

We are guided by the idea of making a team together, with our clients, or how we see them- our long-term partners. It takes teamwork and a solid commitment to good communication, excellence, and industry best practices to serve a company in an excellent manner.

### OUR EXPERIENCE

Our experience serves a basis for reflection. From reflection we develop and deliver exceptional solutions. With combination of significant skills and experience, that gave us insight into strength, values and beliefs, together with you- we stand out from the crowd.

### OUR SUPPORT

Our plan is to still be here, for you, years from now, and our history can testify that our plans do come true.

### STRAIGHT AND CLEAR COSTS

We highly value being straight, clear, and to the point. And we are that way even with our pricing policy, always striving to provide clients with the best quality work and exceptionally acceptable, highly competitive prices that match your needs.

### SO LET'S GET STARTED.



We offer our clients competent legal advice and assistance and specialize in a range of areas.

■ **BANKING and FINANCE**

■ **CORPORATE LAW**

■ **REAL ESTATE and CONSTRUCTION**

■ **COMPLIANCE**

■ **LABOR LAW**

■ **INTELECTUAL PROPERTY**

■ **CIVIL LAW**

# BANKING AND FINANCE

More than 25 experienced attorneys at law and associates from our Banking and Finance Department advise and represent corporate clients, helping them to reach their potential and achieve their goals.

In addition to offering a broad range of client-oriented legal services in this area, our team provides advice and sophisticated assistance to regulatory authorities by participating in numerous expert forums and official government working parties. We are very proud to be able to offer our clients not only the services they need today, but also to acquaint them with legal developments they may expect in the future.

We advise our clients in the following areas:

1. NPL portfolio acquisition and servicing
2. Business finance services
3. Bankruptcy and restructuring
4. Asset resolution and distressed asset acquisition
5. Investments and foreign exchange transactions.

## ► 1. NPL PORTFOLIO ACQUISITION & SERVICING

As soon as a claim becomes overdue, we are able to advise our clients how to minimize their recovery risks and fully utilize all the collateral at their disposal. We provide our clients with a complete set of outsourced services in this area of expertise, from the very first indication that there may be difficulties with recovering a claim up to the final stages of collection.

Our extensive experience in this area has allowed us to develop internal software and detailed case management systems to ensure maximum cost optimization and time efficiencies for our clients, which permits us to provide market-leading services in this area.

In this field, we provide the following services:

1. Legal due diligence
2. Transaction assistance
3. LSPA drafting and negotiations
4. Financial regulatory compliance
5. Out-of-court and in-court enforcement
6. Representation in ADR and CFR matters

We represent and advise leading banks, leasing and insurance companies, and domestic and foreign NPL and distressed assets investors.







## ► 2. BUSINESS FINANCE SERVICES

Besides leading banks, leasing and insurance companies, and other major corporations, our long-standing clients include sole proprietors and other MSMEs, as well as business associations in a wide variety of industries.

Our team has a wealth of experience in advising all types of commercial entities seeking to enter into business relationships with clients, partners, and financial institutions such as banks, leasing firms, and insurance companies; we provide full legal support throughout these interactions. Our experience allows us to understand all aspects of a business relationship and so advise clients to effectively manage their business while optimizing costs.

We provide the following services in this field:

1. Advising clients seeking to access finance
2. Drafting all types of the agreements
3. Regulatory compliance in all industries
4. Advising clients seeking to reschedule accounts receivable and payable
5. Legal advice for optimizing operating costs
6. Representation in commercial disputes
7. Representation in out-of-court and in-court enforcement
8. Representation in administrative proceedings

Our extensive experience allows us to address any business-related issues quickly, effectively, and with minimal cost to our clients.

### ► 3. BANKRUPTCY AND RESTRUCTURING

We possess valuable experience, gained through some of the most prominent national cases in this area of expertise, and combine it with our general business-oriented approach to achieve the best possible results for our clients.

We represent creditors, bankruptcy administrators, directors, and other stakeholders during all stages of restructuring and bankruptcy proceedings, including representation at creditor committee meetings.

Our core legal team is able to draw on the support of experts in corporate law, real estate, labor law, and accounting and auditing, which enhances its proficiency and makes it fully prepared to face any challenge and deliver optimal results.

### ► 4. ASSET RESOLUTION AND DISTRESSED ASSET ACQUISITION

Our experience and involvement in NPL portfolio acquisitions and servicing and bankruptcy and restructuring have allowed us to build up a strong and firmly business-oriented practice offering full legal support for asset resolution and distressed asset acquisition.

In advising distressed asset holders and professional investors in these assets, our team focuses on business-oriented goals and guides clients through the complete process of restructuring any such assets and returning them to profitable use. Our lawyers frequently team up with our real estate and construction experts, accountants, and tax advisors to achieve





## ► 5. INVESTMENTS AND FX TRANSACTIONS

Our team successfully assists our clients with any legal challenges they may face when structuring their financial investments in Serbia. We have supported clients in many successful privatizations in Serbia and have helped establish greenfield ventures, which has allowed us to gain in-depth knowledge of general financial structuring and various modes of project financing.

We are particularly proud of our experience and quality of our services to foreign investors in helping them navigate Serbia's complex foreign exchange transactions regulations, especially as this area is yet to see full liberalization. Our wealth of experience and knowledge in this field often contribute greatly to our clients' success in the Serbian market.



# CORPORATE AND COMMERCIAL LAW

Our corporate team advises clients on all issues of corporate governance, investments, and transactions. Drawing on both legal expertise and the experience of financial advisors, we are always able to come up with the most efficient and legally compliant solutions for our clients.

We work with domestic and foreign investors, ranging from small sole proprietors and start-up companies to global corporations, always striving to build lasting relationships based on trust in our expertise and our dedication to assist in the best, fastest, and simplest way.

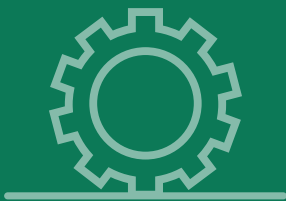
Our corporate team advises and supports clients with:

- Incorporation and corporate compliance;
- Corporate governance;
- M&A;
- IT Law;
- Tech Start Up;
- E-Commerce;
- Privatization;
- Joint ventures;
- Private equity;
- Corporate restructuring;
- Changes to form of incorporation;
- Legal due diligence;
- Commercial transactions;
- Corporate and commercial litigation.









# LABOR LAW

Our team consists of experts with extensive experience in providing legal services and advising domestic and global business companies in labor law and human resource (HR) management on a day-to-day basis.

We provide added value by adopting a comprehensive, systematic, and pragmatic approach, and by seeking to identify key factors that create a healthy working environment and prevent labor disputes.

Some of our labor law services are:

- Consulting clients on how to best structure employment agreements and optimize salary policy for tax purposes;
- Assisting with adoption of the legally required internal rules, procedures, and other corporate byelaws that govern the rights, duties, and responsibilities of both employers and employees;
- Representing clients in formal labor disputes and alternative labor dispute resolution;
- Consulting clients on how to apply non-compete clauses, non-solicitation clauses, and personal data protection clauses in labor and management service contracts;
- Consulting clients with assigning Serbian employees to postings abroad, as well as with hiring foreign nationals and obtaining the required work permits.



# REAL ESTATE AND CONSTRUCTION

The growth of the real estate market accompanied by changes in regulations and procedures related to the procedures of construction, sales, takeover and management of real estate impose the need to seek the assistance of attorneys highly specialized in this matter in order to comprehensively protect your rights and interests.

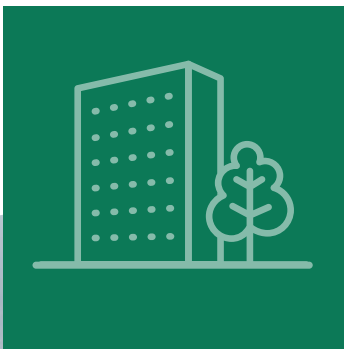
The Real Estate team of our law office provides a wide range of property legal services. Our attorneys have extensive professional experience and deep knowledge of the Serbian real estate market and laws, as well as not strictly legal but also commercial approach to transaction, which makes us your true partner in Real Estate business.

We monitor and advise our client at every stage of buying or building their own or commercial real estate. In addition to some of the largest shopping malls as our long-term clients, we have also developed good practice in the field of business premises management and leasing.

Given the teamwork of the all departments within our office, we are able to provide clients with comprehensive access to the transaction.

We are here to advise you and provide legal support in:

- Real estate transactions and rentals;
- Securing clear title to property and preparing sites for construction;
- Obtaining building permits, connecting facilities to communal infrastructure, obtaining occupancy permit;
- Registration of property rights and all other procedures before the competent real estate cadastre;
- Representation in real estate disputes;
- Preparation of legal due diligence reports.



# COMPLIANCE

Regulatory frameworks are continuously evolving, with regulatory bodies and public authorities adopting increasingly stricter approaches and so greatly increasing the cost of compliance with laws and regulations. Our approach and preventative advice and guidance allows our clients to better understand their responsibilities and risk management requirements and reduce the impact of complex regulatory regimes on their day-to-day operations.

Our sound knowledge of local, regional, and EU regulations, coupled with our cross-cutting expertise in all areas of business law, permits us to help our clients effectively and to creatively deal with compliance and risk assessment issues in their operations.

Our team provides compliance and risk assessment consulting services to our clients in all areas and industries, including:

- Data protection and privacy;
- Anti-money laundering (AML);
- Customer protection;
- Environment;
- Banking and financial institutions;
- Real estate;
- Procurement;
- Telecommunications, media, and technology;
- Mining and energy;
- Insurance;
- Other regulatory issues (agriculture, imports/exports, pharmaceuticals, intellectual property, sports, etc.).





# INTELLECTUAL PROPERTY

In today's information-driven market, with new advertising and marketing options becoming increasingly available, successful products must be able to cross borders and harness disruptive methods for capturing user feedback, while at the same time ensuring trade secrets remain proprietary information. Innovation is now key to commercial success, and protecting and exploiting any innovations has become a major challenge.

Our intellectual property (IP) department offers all types of services in this field, from advising and drafting legal opinions on options and methods for protecting IP, to registration and exercise of IP rights, management of IP portfolios, to pursuing IP infringement disputes.



Feel free to create, let us take care of the legal aspects.

The services provided by our team in this area include:

- Registration of trademarks, patents, industrial designs, and other IP rights;
- Preparation of licensing agreements, work for hire agreements, sponsorship agreements, and other IP contracts;
- Protection of copyright and related rights;
- Protection of phonogram producers and performers;
- Drafting of legal opinions exploring options for registering trademarks, patents, industrial designs, and other IP rights;
- Internet domain name search, registration, and protection;
- Representation before the Serbian Intellectual Property Bureau and Customs Administration;
- Protection of IP rights before courts and arbitration tribunals.





# CIVIL LAW

We approach all civil law matters with promptness, initiative, proactiveness, understanding, and particular respect for the sensitive nature of personal issues and your privacy.

Some life situations may be difficult, but we strive to resolve disputes through negotiations and compromise to save the time and money required by formal proceedings. However, when a formal route is the only option, our team of attorneys will find the best ways to handle any issue through a cross-cutting approach and collaboration with our firm's other departments.

In this area, we provide the sets of services regarding family matters, inheritance and probate administration, civil status and administrative affairs, human and minority rights, consumer protection, asset management issues etc.









# OUR CLIENTS

Our reference list includes numerous domestic and foreign companies, many institutions and organizations as well as a large number of individuals. Some of our clients and cooperants you can find listed here:



# MEMBERSHIP





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