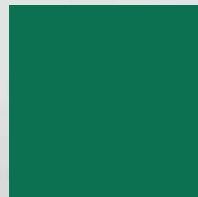


In the Heart of Western Balkan Business



ABOUT US

Since 2007, VP Law Firm has been providing comprehensive, expert corporate legal advisory to local and international companies throughout the Western Balkans.

With the team of more than 90 lawyers and other experts working in Serbia, Bosna & Herzegovina, Montenegro, North Macedonia, Albania and Kosovo, we have efficiently advised clients in a number of local and cross-border transactions and projects. In parallel with developing comprehensive legal opinions and strategies, we also create practical and feasible solutions that will allow you to make the best decisions for your business.

Our vision and values

Our vision is to continuously power our client's endeavours with the clear, competent, timely and business oriented legal advice. Our clients' success is our firms' top priority and our drive. We foster professional curiosity about their business goals and motives and the factors that are important for their accomplishment.

We know the law. We understand business.

Our well-thought through, expert advice always takes into account the overall market and sector specific context.

We take as our responsibility to heavily invest our time and resources to build all necessary capacities to support our client's needs.

We nurture partnership relations within our team, with our clients and a wider social community.

We work hard on delivering value for our clients.

We understand well the economic rationale behind all sound business decisions, including outsourcing legal services, and strive to optimize the cost benefit fit for our clients by offering competitive fees.

Carefully Chosen Team to Best Fit Your Legal Needs

People are the key element of any professional service and our most precious resource.

We invest a great deal of effort and funding in continuing professional development for our lawyers and our entire team to ensure they are able to respond to clients' most demanding requests.

We tailor teams to each individual case to ensure that our client's needs are met in the best possible way.

On time and within deadlines

We believe that responding quickly, anticipating events, and taking appropriate action are crucial. That is why we see deadlines as equally important as the quality of our service.

Corporate social responsibility - empowering our community

We recognise the significance and necessity of corporate social responsibility. We provide legal aid and advice to non-profits and help vulnerable individuals and groups as we believe doing so strengthens the community and enriches the society we live and work in. We are deeply convinced that this also enhances the quality of our client services.

OUR VALUES

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.

EFFICIENCY

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, PRAGMATISM AND FLEXIBILITY

Our legal advice is based on a thorough knowledge of government legislation, case law, decision-making practices of other government bodies, and business regulations. We never view law as an isolated category, but rather as an integral part of any complex situation.

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.

WHY VP LAW FIRM

OUR APPROACH

We push one another forward to achieve excellence in all endeavours and never rest until our projects meet our own high personal 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. We draw on ideas to develop and deliver optimal solutions. Our knowledge, experience, strength, values, and convictions allow us to work with you to push the envelope, both yours and our own.

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.

OUR PRACTISE AREAS

- BANKING & FINANCE
- BANKRUPTCY & RESTRUCTURING
- CIVIL LAW
- CORPORATE & COMMERCIAL LAW, M&A
- DATA PROTECTION
- DISPUTE RESOLUTION
- EMPLOYMENT LAW
- ENVIRONMENTAL LAW
- INTELLECTUAL PROPERTY
- REAL ESTATE

► BANKING & FINANCE

With more than 50 experienced legal experts, our Banking and Finance Department is one of the largest in the Southeast European market, ready to support clients operating in various segments of the financial sector. Our legal team advises clients throughout the Serbian, Bosnian, Montenegrin, Northern Macedonian, Albanian and Kosovo markets.

Reliable experienced advice

Banking & Finance is at the core of our legal expertise. This is where our legal practice has initially started building its expertise and knowledge for more than 15 years. Since then, we have positioned ourselves as the leading, regional legal experts providing legal support to commercial banks, international financial institutions, insurance companies, investment funds, but also entrepreneurs, business associations from various industries and other micro, small and medium enterprises.

The world of finance powered by experienced legal advice

Our legal team, specializing in banking and finance, is organized into three expert groups, which makes us particularly agile to respond to the most complex client requests starting from:

- NPL portfolio acquisition and servicing;
- Advising on compliance with the regulations of financial institutions drafting procedures, corporate byelaws, and other legal documents;
- Business finance services;
- Project finance;
- Bankruptcy and restructuring;
- Investments and foreign exchange transactions;
- Asset resolution and distressed asset acquisition;
- AML compliance;
- Advising clients seeking to access finance;
- Advising clients seeking to reschedule accounts receivable and payable;
- Legal advice for optimizing operating costs.

Our team regularly provides advice and sophisticated assistance to regulatory authorities by participating in numerous expert forums and official government working parties. We are 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.

NPL portfolio acquisition & servicing

As soon as a claim has become overdue, we are able to advise our clients on 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.

We provide the following services in this field:

- Legal due diligence;
- Transaction assistance;
- LSPA drafting and negotiations;
- Financial regulatory compliance;
- Out-of-court and in-court enforcement;
- Representation in alternative dispute resolution and CFR matters.

Advice backed by Technology

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.

We take holistic approach in distressed assets management

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 work closely with experts in real estate, construction, accounting, tax advice, and valuation to provide comprehensive service.

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.

► BANKRUPTCY & RESTRUCTURING

Business oriented approach for best results

Our team specialized for bankruptcy and restructuring 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, and other stakeholders during all stages of bankruptcy proceedings, including participation board of creditors. We also provide full assistance in restructuring and reorganization procedures in which we strive to find the right balance and achieve optimization of the company's current situation and its potential. In this process we actively cooperate with various economics and finance experts.

Our legal experts can rely on support from our firm's other legal teams that specialise in corporate law, real estate and construction, valuation, accounting, and auditing, which makes them ready to consider each challenge from a broader perspective and come up with the best available solutions. Bankruptcy and restructuring team at VP Law Firm have broad experience developing effective strategies to address the highly complex issues both domestically and regionally.

By using our business network regionally we offer critical advice on:

- Financial restructuring;
- Bankruptcy proceedings;
- Pre-prepared Plan of reorganisation;
- Insolvency / bankruptcy-related, litigation;
- Separate settlement in bankruptcy through enforcement proceedings;
- Restructuring strategy and procedures;
- Insolvency issues in corporate and financing transactions.

► CIVIL LAW

Helping you overcome uncertainties and achieve the most favourable outcome

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

In the Civil Law Department, we deal with personal matters, and so we fully understand that the issues you are asking us to help you with are usually not pleasant.

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-functional approach and collaboration with our firm's other departments.



Services

These are the most common services we provide in a range of legal fields:

Family matters

- Legal counselling;
- Spousal property contracts (“prenuptial agreements”);
- Divorce litigation;
- Child custody litigation;
- Child support proceedings;
- Children’s rights issues;
- Paternity / maternity litigation;
- Adoption / custody / foster care proceedings.

Inheritance and probate administration

- Initiation of probate proceedings and representation throughout the process;
- Administrative requirements following probate proceedings (title registration, filing of tax returns, and related requirements);
- Drafting and executing wills;
- Drafting life care contracts, property disposal agreements, and deeds of gift;
- Representation in property division proceedings.

Civil status and administrative affairs

- Representation in issuance of personal identity documents proceedings;
- Representation before the Administration for Foreign Nationals;
- Representation in proceeding for obtaining working permit;
- Representation in legal name change proceedings;
- Representation in proceedings for deprivation / restoration of contractual capacity;
- Declaring a missing person dead;
- Application for / renunciation of citizenship;
- Representation before national and local authorities (municipal bodies, police, Tax Administration).

Consumer protection / Human and minority rights

- Representation in mediation;
- Initiation of and representation in consumer disputes;
- Initiation of and representation in protection of the right to a trial within a reasonable time proceedings;
- Gender equality;
- Children’s rights.

Asset management

- Real estate management in Serbia (monitoring and payment of running costs, such as taxes, rents, utility costs, etc.);
- Representation before commercial banks;
- Representation before national and local authorities (municipal bodies, police, social security funds);
- Representation before Tax Authorities.

► CORPORATE & COMMERCIAL LAW, M&A

Back to basics with business savvy legal advice

Commencing a business is the first and the most challenging step in a company's life cycle. Shaping the business idea into the right business model and legal form is usually essential for its success and can be quite burdensome for business founders. This is where our legal specialists can help.

We offer a wide range of corporate law advisory starting from support in choosing the optimal company structure and incorporation to daily legal support, advisory on corporate governance issues, compliance, capital increases / reductions, financing, board and management liability issues, to status changes and restructuring.

Far-reaching legal support

Being present in Serbia, Bosnia and Herzegovina, Montenegro, North Macedonia, Albania and Kosovo we can support our clients' businesses across regional markets offering the industry specialist legal support. Our clients operate in a wide range of industries such as: real estate and construction, banking and finance, retail, FMCG, TMT. We provide legal support to start-ups, small, medium and large businesses, public utilities and enterprises, pharmaceuticals, business associations, private equity funds, and other.

Efficiently tailoring commercial legal advice

Drawing on both legal expertise and the experience of our legal advisors, we can seamlessly craft the most efficient and legally compliant solutions for our clients. Our services are based on a thorough understanding of our clients' businesses, objectives, and overall market conditions, while always focusing on client's business goals. We put special attention on the clarity and cost-effectiveness of our advice, so that our client's commercial goals are fully met.

Taking your endeavours further

Taking your endeavours one step further is another milestone for business owners or shareholders, and usually implies selling your business or merging it with another. Our multidisciplinary, legal specialists can support you in all phases of transactions regardless of the complexity or the industry you operate in.

We possess an extraordinary capacity to conduct even the most demanding due diligence inquiries, technical knowledge for drafting necessary legal documents, and tactical approach for all strategically sensitive matters in a transaction.

Commercial Contracts

The globalisation processes together with the ongoing technology industries disruptions and constantly changing business models are affecting businesses worldwide. Collaboration between business partners has therefore significantly gained in the complexity. Foreseeing unexpected market events has become a necessity for gaining and keeping the competitive advantage.

We draft, review, and negotiate, value driven commercial contracts in the areas of supply, distribution, outsourcing, franchising for national, international and multinational companies, operating in a wide variety of industry sectors. We are particularly specialized in drafting contracts in the areas of supply, distribution, outsourcing, franchising for local, international and multinational companies operating in various industries.

Our comprehensive corporate and commercial law services include:

- Incorporation;
- Corporate compliance;
- Corporate governance;
- M&A;
- Start Up;
- E-Commerce;
- Privatization;
- Joint Venture;
- Private Equity;
- Corporate restructuring;
- Changes to form of incorporation;
- Legal due diligence;
- Commercial transactions;
- Corporate and commercial litigation.

Our clients:

We advise 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.

▶ DATA PROTECTION

Smart data management with proactive legal approach

The advancement of digital technology and social networks brought a wide variety of benefits to the overall society, but it also resulted in a volume of threats, especially when it comes to data analysis and data privacy.

The rising trend in data security breaches comes at a time when entities are collecting enormous amounts of data to enhance development, sales and delivery of products and services to their customers.

Today, the misuse of collected data is heavily sanctioned and can cause significant damage to companies managing various types of data. Inadequate data protection and data security may compromise company's revenue and its reputation.

Detailed approach for superior results

We offer our clients a comprehensive package of advisory services on the rules of data protection law and operational compliance, starting from: problem identification, analysis, evaluation, drafting agreements and draw up compliance programs that require thorough knowledge of the company's business processes, implementation and follow-up.

Our data protection specialists advise clients on all the steps necessary to comply with regulations governing personal data collection and safeguarding, procedures before the data protection commissioner, regulatory framework related to both data processors' liabilities and associated risks, all in accordance with the instructions given by the Data Protection Commissioner and European Supervisory Authorities.

Constantly on top of legislative changes

Our attorneys help companies navigate and comply with rapid changes in this dynamic landscape and are closely monitoring legislative developments at local, regional, and the EU level, including practice shaping and change in implementation of GDPR regulation.

We counsel clients on new data security policies and offer the following services:

- Compliance and review of the data protection and privacy procedures;
- Data privacy impact assessment and amendments of company policies for the purpose of compliance with relevant laws;
- Data transfers both to EU and countries that provide an adequate level of data protection, as well as to non-EU countries in relation to which the special transfer rules applies;
- Data transfer agreements and data transfer approval procedures;
- Data breach response and advising on data security incidents including representing clients before data protection authorities, other supervisory authorities and courts;
- Regular updates on ePrivacy Directive, GDPR and the relevant national and regional implementing laws.



▶ DISPUTE RESOLUTION

We prevent, contain, and settle disputes in your best interest

Understanding how our clients conduct their business and industries they operate in and matching it against local, regional, and global market context, are at core of our professional approach. By skillfully mitigating the risks they might face, we take preventative approach to all potential business challenges.

When misunderstandings arise in any business relation a cautious, analytical approach is advised

With clients we have a longstanding relationship we integrate a proactive, cautionary approach, since the very beginning of our collaboration, in all their business operations, thus proactively preventing potential disputes, which can be time-consuming, reputationally damaging, resulting in significant unsolicited cost.

We pride ourselves in being able to offer a wide range of alternative dispute resolution services.

For new clients that turn to us with a pending or ongoing dispute, we offer a sound guidance throughout the process. We offer a straightforward assessment of the matter at hand, so you understand how to proceed next. If the dispute is unavoidable, we clearly set out what is involved in using different litigation strategies and dispute resolution models.

Dispute resolution lawyers at VP Law Firm are specialized in:

- Domestic and regional commercial litigation;
- Mediation and other forms of alternative dispute resolution;
- Negotiations with regulatory and government agencies;
- Bankruptcy proceedings;
- Enforcement procedures.

Regional coverage

Through a cooperation with the leading regional law firms, the dispute resolution group at VP Law Firm offers a genuinely regional service and assistance in multijurisdictional cases.

Well thought out strategies

The dispute resolution team at VP Law Firm is highly diversified and effective. All team members invest adequate time and resources in understanding our clients' business and create a thorough analysis of all details related to each potential or existing matter striving to save the client from expensive and time-consuming court procedures.

Our cases are related to many different industries such as manufacturing, construction, financial and consultancy services, and different areas of practice, such as finance and bankruptcy-related matters, enforcement, real estate, intellectual property, and tax and labor related disputes.

► EMPLOYMENT LAW

Grasping the everchanging legal landscape

Employment law is an evolving field that is often highly challenging for corporations and businesses. Our employment team with over 15 years of experience provides legal advices in employment law and human resource management to local, regional, and international firms.

We regularly advise our clients on daily employment issues starting from: drafting employment contracts and employment termination documents, flexible employment relationships, incentive programs, internal employment documentation, personal data protection matters to more complex issues such as: employment law aspects relating to mergers and acquisitions, reorganizations, internal procedures (disciplinary, mobbing, discrimination), and labor inspections, negotiation and conclusion of collective agreements, employees redundancy issues, whistleblowing.

Resolving labour issues

We tirelessly seek to identify and convey to our clients the key factors that create a healthy and empowering working environment thus preventing potential labour disputes. In cases when labour related disputes cannot be avoided, we help our clients develop litigation strategy and represent them before the court and other relevant authorities.

Our wealth of experience with amicable resolution of labour disputes is unrivalled in the Serbian and regional market.

Our services include:

- Consulting clients on how to best structure employment agreements with staff and optimize salary policy for tax purposes;
- Assisting with adoption of the legally required internal rules, formal procedures, and other corporate bylaws that govern the rights, duties, and responsibilities of both employers and employees;
- Advising clients and participating in collective bargaining with the aim of improving labour relations and reconciling differences between employers and trade unions;
- Ensuring compliance of clients' activities with Serbian primary and secondary legislation, international conventions, and HR management standards;
- Representing clients in formal labour disputes and alternative labour dispute resolution;
- Consulting clients on how to apply non-compete clauses, non-solicitation clauses, confidentiality clause and personal data protection clauses in labour 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.

► ENVIRONMENTAL LAW

Helping clients on the path to a more sustainable future

The landscape of the environmental law is an assembly of complex regulations and policies that change at a frenetic pace. Private and public entities are, now more than ever, pressured to deal with these issues as non-compliance can lead to significant financial and reputational issues.

Environmental attorneys at VP Law Firm assist clients and communities on their path to a more sustainable future. Through a range of issues such as land, water and air contamination, climate change to sustainability, energy efficiency, waste disposal and use of renewables, the team solves unique legal challenges and needs of each client while monitoring changes in regulations and legislation that might affect the clients' future business plans.

Environmental practice at VP Law Firm consists of local and regional legal experts to assist clients when implementing changes related to environmental policy and regulations, never losing sight of compliance in their operations.

Combining years of experience our lawyers provide legal services across the full spectrum of environmental issues, from basic contracts and permits to complex site cleanups, litigations, and compliance matters.

Our services in this sphere are:

- Environmental impact assessment of projects and obtaining report approval;
- Preparation and implementation of environmental damage remedy plans;
- Preparation and implementation of plans to bring operations into line with environmental standards in force in Serbia and / or EU and sustainability;
- Inspection and other proof of compliance procedures for prescribed emission, technology, waste disposal and products standards.

We are careful to tailor our environmental services to the specific needs of each client.

We advise our clients on the most cost-effective solutions available, ensuring them that they can make properly informed decisions on short-, medium- and long-term environmental issues and create the adequate corporate environmental strategy.

► INTELLECTUAL PROPERTY

IP protection – the key to your commercial success

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 that 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.

IP lawyers at VP Law Firm advise on a wide range of IP law, media, marketing and advertising issues enabling our clients to conform their products and services in a way that is compliant with strict legal requirements.

Let your creativity run free and leave the legal aspects to us

Our services 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.

We Are Here For You

If you own a unique invention or seek to trademark your brand, if you have created a work of art ready to meet the world, if you have sketched an industrial design ready for production, or if you want to preserve a recipe handed down the generations for tourists to taste only in your region – our law firm will guide you through the registration process and ensure your intellectual property is protected.

► REAL ESTATE

Transforming investor's needs into tangible business goals

Regional real estate market has seen a tremendous expansion in recent years, while real estate construction, sales, conveyancing, and property management laws and regulations have undergone frequent and significant changes. With real estate deals becoming increasingly complex, having highly specialized lawyers by your side, in this field, can make significant difference for your project's success.

VP Law Firm real estate team provides a full spectrum of legal and consulting services related to real estate development from retail to commercial properties, while always keeping in mind the investor's commercial goals.

Meeting the investors' needs with fully rounded legal support

With client base made of developers, independent investors, investment funds, lenders, and contractors, we offer an in-depth knowledge, legal support, and insight into the dynamic construction and real estate market. We support clients in property acquisitions, dispositions, development, leasing, financing, and zoning of real property assets including compliance of their projects with relevant national and regional regulations.

Versatile advisors by your side to get ahead

Where we especially excel is our ability to skilfully leverage the experience and know-how of our corporate, banking and finance, and dispute resolution department to guarantee a multi-disciplinary and seamless service to our clients.

Our services include, but are not limited to:

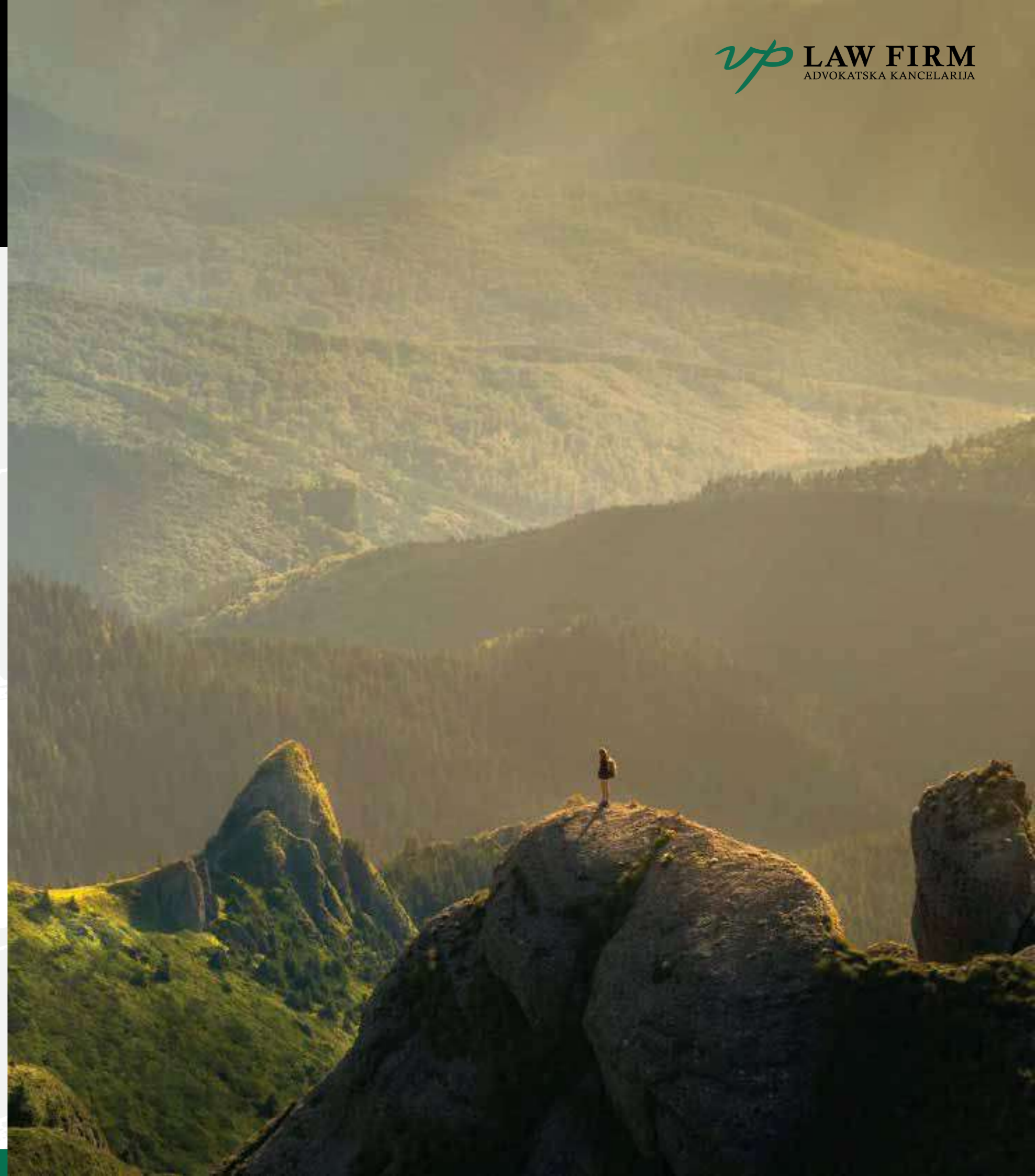
- Sale, purchase, and financing of real estate, and property leasing / rentals;
- Construction site / land ownership issues, land conversion;
- Obtaining building permits, facilitating compliance with building regulations, coordinating occupancy permit procedures;
- Legal support and preparation of legal acts related to the sale / purchase of real estate;
- Representation clients in various procedures before relevant authorities;
- Representation before cadastres: ownership, mortgage registration, foreclosure, and deletion;
- Representation in property-related disputes;
- Property related legal due diligence.

REGIONAL COVERAGE

Since its inception in November 2007, VP Law Firm improving its business model to respond to the demands of the market and the latest trends.

We have been extending our business beyond the borders of Serbia to cover the entire Western Balkans market whilst always taking into account local distinctions, clients' needs, and legal regulations.

Besides Serbia, through exclusive cooperation with local partners, we are also present in other Western Balkan jurisdictions - Bosnia and Herzegovina, Montenegro, North Macedonia, Albania and Kosovo. Our future plan is to start cooperation with partners in the Croatian and Slovenian markets, then in the Romanian and Bulgarian markets, thereby becoming one of the leaders in the Southeast Europe region.





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:





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