



LELOS P. DEMETRIADES LAW OFFICE LLC

“Audi alteram partem.”
Listen to the other party.



LELLOS P. DEMETRIADES LAW OFFICE LLC

COMPANY PROFILE

04 - 05

AREAS OF PRACTICE

06 - 31

FIDUCIARY SERVICES

32 - 33

CORPORATE SOCIAL RESPONSIBILITY

34 - 35

COMPANY PROFILE

04

05

It all started many decades ago, back in 1955, when a young, passionate lawyer established his own practice, under the name of Lellos P. Demetriades Law Office, making his dream a reality. Founded on strong roots and values, with excellent client care, integrity and commitment at their very core, this small practice took off on a road of steady growth and success.

In April 2002, a landmark is set along this road, with the evolution of the sole practice into a partnership. A few years later, in January 2009, following a change in Cyprus law which permitted the establishment of Lawyers' Limited Liability Companies, our Office acquires its present form, with the transfer of the activities of the partnership to Lellos P. Demetriades Law Office LLC.

Driven by a vision focused on building long-term, trusting relationships with our clients and all our other stakeholders and on cherishing these relationships, we have successfully established ourselves amongst the leading law firms on the island, particularly in the areas of

corporate and commercial, insurance, intellectual property (trademarks, patents, industrial design, copyright), competition, administrative, pharmaceuticals, information technology, employment and human rights, both domestically and at European level. Our spectrum of services is augmented by our subsidiary companies that offer trustee, administrative and secretarial services to our corporate clients, whilst our network of associates in Europe, Asia and the US enables us to cater to the needs domestic clients may have in other jurisdictions.

Small in size, admittedly, yet forged with a strong enterprising and pioneering spirit, our Office has distinguished itself, inter alia, in the area of human rights, having inaugurated litigation before the European Court of Human Rights.

Behind our success story is a team of qualified lawyers, educated at European or US universities, all possessing excellent communication and analytical skills, all committed to offering superior service and solutions to our clients, underpinned by integrity, professionalism and creativity.



06

AREAS OF PRACTICE

07

■ ALIENS & IMMIGRATION LAW	08 - 09
■ BANKING LAW	10 - 11
■ COMPETITION LAW, ANTITRUST, CONCENTRATION NOTIFICATIONS	12 - 13
■ CORPORATE & COMMERCIAL LAW	14 - 15
■ EMPLOYMENT LAW	16 - 17
■ HEALTH & PHARMACEUTICALS REGULATORY LAW	18 - 19
■ HUMAN RIGHTS	20 - 21
■ INFORMATION TECHNOLOGY LAW	22 - 23
■ INSURANCE LAW	24 - 25
■ INTELLECTUAL PROPERTY LAW	26 - 27
■ LITIGATION, ARBITRATION & DISPUTE RESOLUTION	28 - 29
■ PUBLIC, CONSTITUTIONAL & ADMINISTRATIVE LAW	30 - 31

ALIENS & IMMIGRATION LAW

Our Office offers services in various matters of immigration law, such as applications for immigration permits and offering of advice on visa issues in collaboration with relevant embassies. We also appear before the Supreme Court litigating on issues related to the interpretation and execution of the Aliens and Immigration Law, Cap. 105, as amended and the Law regarding the right of EU citizens and members of their family to move and reside freely in the Republic, Law 7(I)2007, as amended.

Moreover, we assist our clients in obtaining the Cyprus (EU Member State) citizenship by birth or descent, by naturalization and by investment in accordance with the Civil Registry Law, 141(I) of 2002, as amended.

BANKING LAW

10



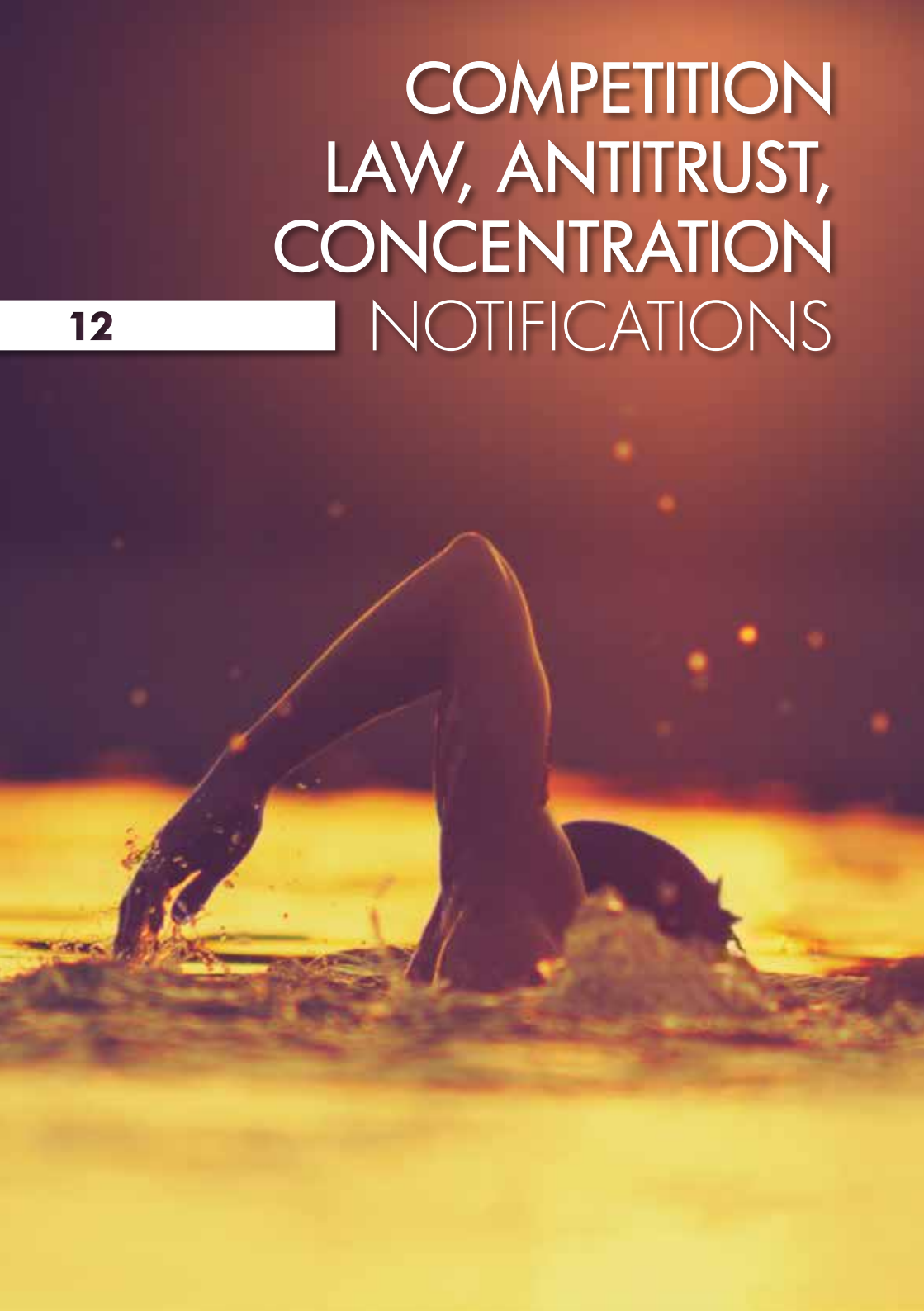
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We have decades of experience in banking litigation in relation to debts. We also offer advice on banking matters, such as drafting and advising on account opening documentation, loan agreements and security documentation, including charges over assets and undertakings of companies, pledge of shares, debentures, assignments, indemnities and guarantees, letters of guarantee, compliance with perfection requirements and registration of charges, stamp duty issues, as well as on matters relating to electronic banking and institutions of electronic money.

Over recent years, our services in this area have expanded, and we now represent lenders, arrangers and facility agents on single and syndicated loans, providing legal opinions and carrying out legal due diligence exercises on their behalf.

COMPETITION LAW, ANTITRUST, CONCENTRATION NOTIFICATIONS

12



13

We are known to have one of the most highly acclaimed competition and antitrust practices in Cyprus, offering extensive expertise in all aspects of EU and national competition law, including: abuse of dominance, cartel investigations, merger notification filings, judicial review applications against decisions of the Commission for the Protection of Competition ("CPC"), and private actions for damages.

We have advised and successfully represented, before the CPC and

domestic courts, market leaders of various sectors, including pharmaceuticals, insurance, aviation, food and beverage, and tobacco.

Our aim is to truly understand the client's business, identify antitrust risk at an early stage and deliver clear, practical, commercial advice, tailored to our client's needs, coupled with creative solutions in the context of the specific sector.



We have solid and extensive expertise in this area of the law and we offer advice on matters of both corporate and commercial law. Each member of our corporate team has the practical experience to handle such matters as incorporation and administration/management of companies, provide legal advice and support to companies on various matters, including regulatory, share purchase agreements, shareholders' agreements, loans, provision of securities by companies, carry out legal due diligence, and draft any kind of corporate agreements, including sale of land and goods agreements. Our services also include offering advice to start-ups, cross-border mergers and redomiciliation of companies to and from Cyprus.

On the commercial side, we have extensive experience in drafting and providing advice on various kinds of commercial agreements, including but not limited to partnership agreements, agency and distribution agreements, pre-incorporation agreements, consultancy, software, employment and loan agreements, leases, mortgage agreements, assignments, pledges, as well as on webpage terms and conditions. Furthermore, we offer advice on and handle the registration of patents, business or service names, trademarks and Community trademarks.

EMPLOYMENT LAW

16



17

Employment Law is often interrelated with other areas of law, e.g. data protection, competition, administrative, international and European, as well as human rights law.

Our Office, with its experience and expertise in all the said areas of law, is in an ideal position to provide clients with thorough advice on a wide range of legal matters, from day-to-day advice to strategically sensitive restructuring operations and complicated and novel disputes. We also advise on redundancies, termination of employment, collective dismissals, transfer of business and undertakings, protection of maternity, discrimination at work, health and safety, confidential and non-compete agreements and conflict of interest declarations, employer manuals and regulations, and disciplinary procedures.

Both employers and employees, as well as trade unions, trust us to advise them on complicated and novel legal issues, as well as to represent them before employment tribunals, civil courts, labour authorities and committees in the Republic of Cyprus as well as in the Sovereign Base Areas.

Our expertise and thorough understanding of our clients' needs allow us to efficiently help them in their decision-making process, in the preparation and drafting of employment agreements and other related documents as well as in the effective protection of their rights and interests.

A collection of yellow, oblong capsules scattered across a dark, textured background. The capsules are arranged in a loose, non-linear pattern, with some appearing in the foreground and others receding into the background.

HEALTH & PHARMACEUTICALS REGULATORY LAW

18

19

With an increasingly complex web of EU and national legislation that pharmaceutical companies have to navigate through and comply with, providing legal assistance in this context has become more important than ever. We advise a large number of research and development pharmaceutical companies on various matters including, but not limited to their legal obligations, contractual relationships, promotion, distribution and pricing issues, pharmacovigilance, public procurement, interactions with healthcare professionals and compliance with the local research and development pharmaceutical association's (KEFEA) code of compliance. Our vast experience in intellectual property law allows for a seamless

service in terms of understanding our clients' strategies and requirements in the regulatory and compliance sphere too.

Aside from advisory work, we assist clients with enforcing their rights through administrative and judicial means, where necessary. We often represent clients before the Tenders Review Authority, as well as the Administrative Court, and our various departments work closely in order to provide the highest level of expertise to clients. It is worth noting that the policy of our Office is to represent only research and development pharmaceutical companies, so as to avoid potential conflicts of interest.

A black and white photograph of a person standing with their back to the camera, looking out of a window. The room is dimly lit, with light coming from the window, creating a silhouette effect. The person is wearing a light-colored t-shirt and dark trousers. The window has a white frame and a view of the outdoors is visible. The overall mood is contemplative and somber.

HUMAN RIGHTS

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Human rights occupy an important part in the daily practice of our Office.

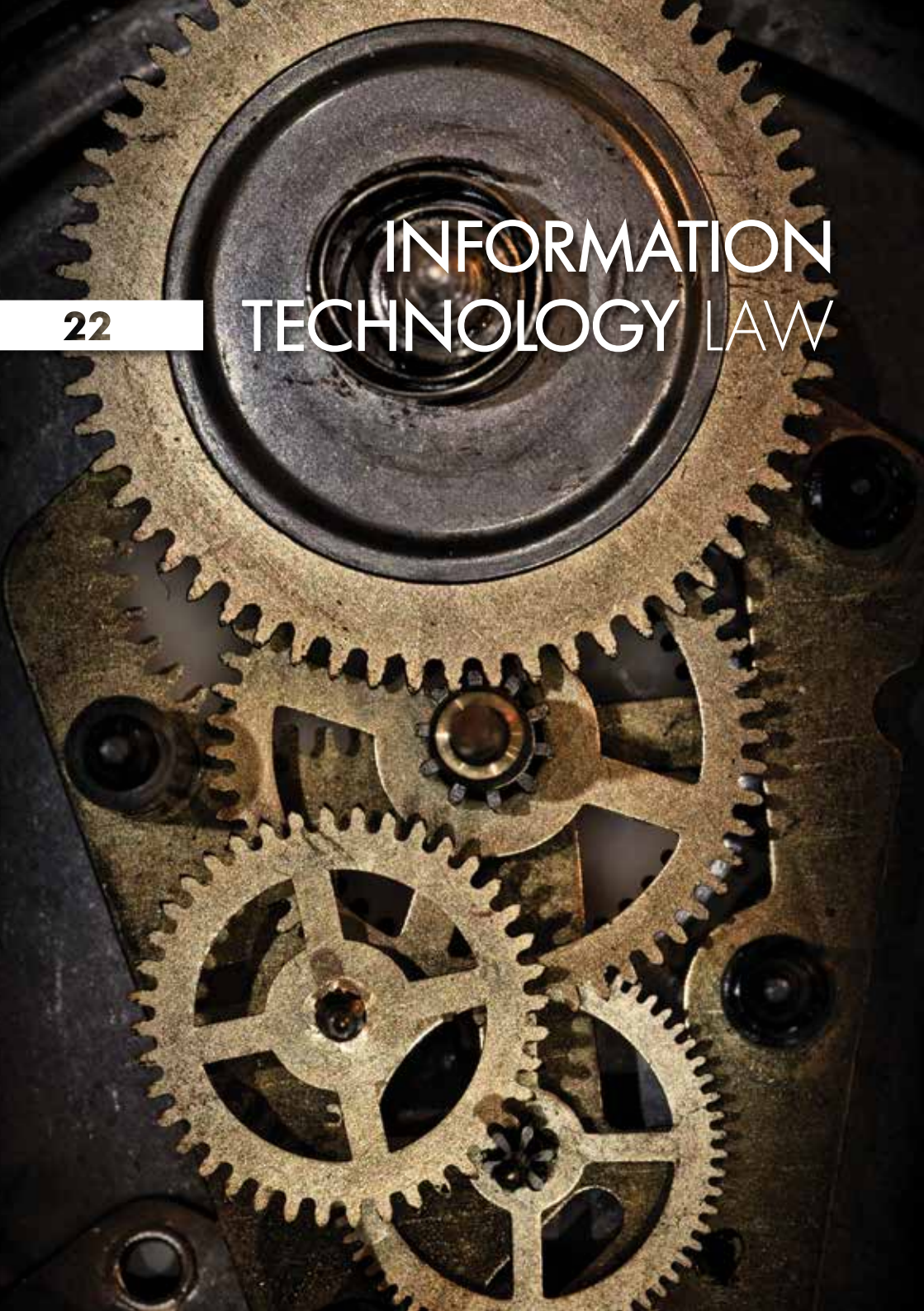
As a believer in the protection of the rights of all people, our Office has been a pioneer in the conduct of relevant litigation, both at home and abroad. We have also been assigned the task of assisting in the drawing up of human rights reports on Cyprus for various international organizations.

Noteworthy cases successfully argued by our Office before the European Court of Human Rights (the "Court") include: *Modinos v. Cyprus* (1993), being the first individual case ever to reach the Court, with Cyprus as Respondent, and *Loizidou v. Turkey* (1995, 1996, 1998), being the first case ever to be brought before the Court by a Greek-Cypriot individual against Turkey

21

over human rights violations arising out of Turkey's on-going occupation of the northern part of Cyprus.

Our Office successfully argued before the Court other cases against the Republic of Cyprus concerning, among others, the right to home, the length of proceedings, home and property rights, the issue of the "quality of law" and against Turkey cases on missing persons and the failure of the authorities to conduct an effective investigation into the fate of the nine men who disappeared in life-threatening circumstances for the inhuman treatment of their relatives (*Varnava a.o. v. Turkey*), as well as cases on violation of the right to peaceful enjoyment of immovable property in Istanbul (*Yiannopoulou v. Turkey*).



INFORMATION TECHNOLOGY LAW

The spectrum of legal services we offer under this area of law is quite wide and includes advice on privacy and data protection, preparation of software licensing and computer contracts, advice on e-commerce, on website operation and maintenance (terms and conditions, privacy policies), electronic signatures and domain name registration.

INSURANCE LAW

24



25

Over the years, we have gained extensive experience in litigation in this area – a service that dates back to the establishment of our Office – defending mostly accident claims on behalf of leading insurers in Cyprus and the Motor Insurers' Fund.

We also offer advice on a broad range of insurance matters, including regulatory issues, setting-up requirements, mergers and acquisitions, drafting of insurance policies, advice on policy wording interpretations, disputes arising out of insurance contracts, claim settlements, insurance advertisements and agency agreements.

During recent years, our services have expanded to include the provision of legal opinions on and the carrying out of legal due diligence on the acquisition of Cyprus registered insurance companies by international investors.

INTELLECTUAL PROPERTY LAW



We consider ourselves pioneers in the field of intellectual property and we offer a complete line of services and support to our clients, who must be rightholders.

Our services include advising on securing protection under copyright, undertaking of anti-piracy actions, as well as registration of and litigation on trademarks, patents, industrial design and unfair competition. We also assist Cyprus Customs on border control of intellectual property rights and provide anti-piracy training.

LITIGATION, ARBITRATION & DISPUTE RESOLUTION

28



29

We represent local and international businesses on litigation, arbitration, mediation and regulatory matters.

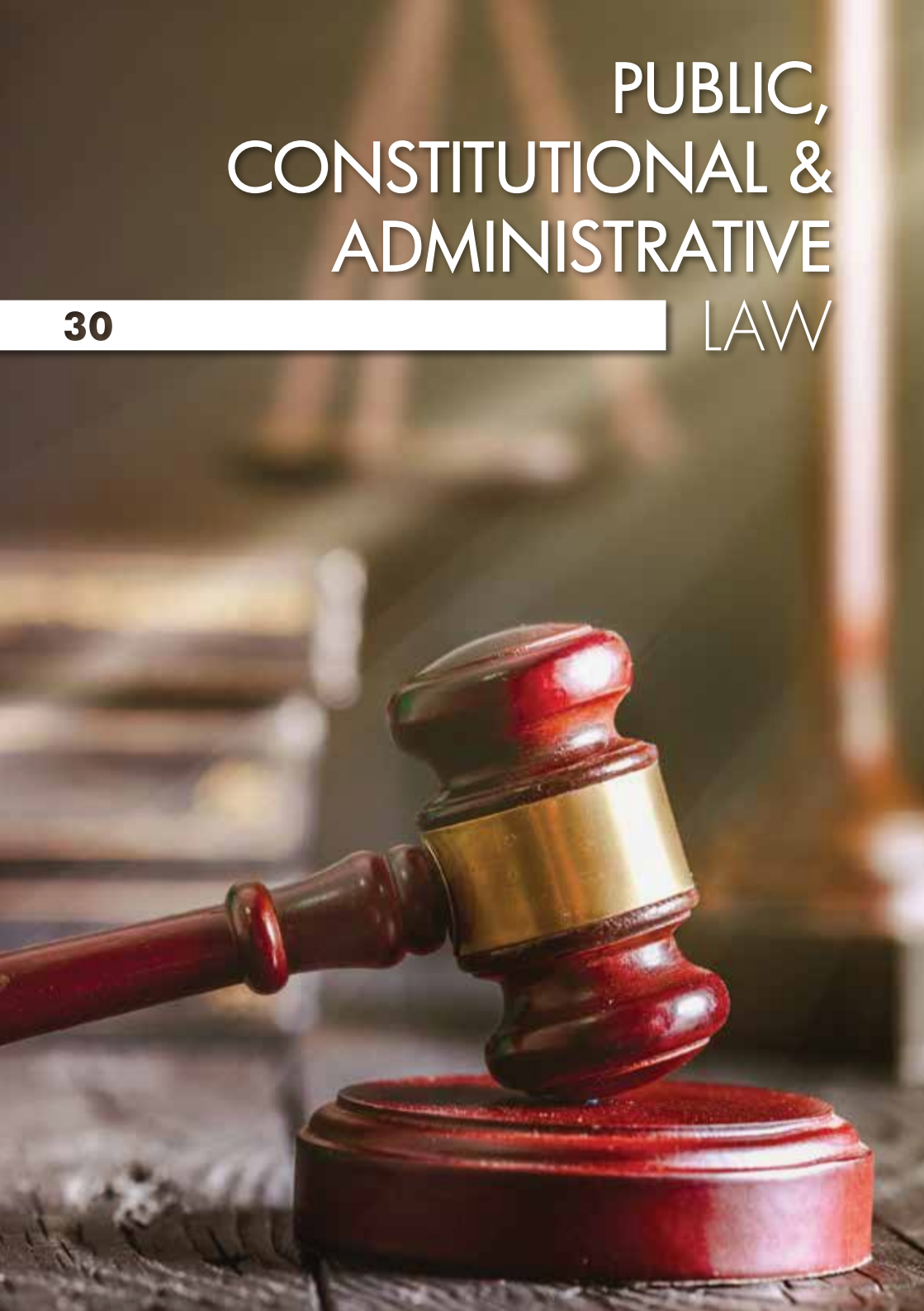
We have broad experience in this field and provide a comprehensive service, covering all areas of commercial law, competition and insurance law, employment law, banking law and extending into intellectual property and administrative law, international trade law, international European law and human rights before domestic, international and regional courts and tribunals.

We handle, among others, matters such as insurance claims and disputes, debt collection, traffic accidents, employer's liability, personal injury claims, trusts and equity, company and partnership disputes, rent control and compulsory acquisition, construction disputes, torts and breach of contracts, intellectual property claims, as well as cases involving human rights violations.

Our aim is to offer proper advice to our clients on the best and most effective and speedy course of action to be pursued.

PUBLIC, CONSTITUTIONAL & ADMINISTRATIVE LAW

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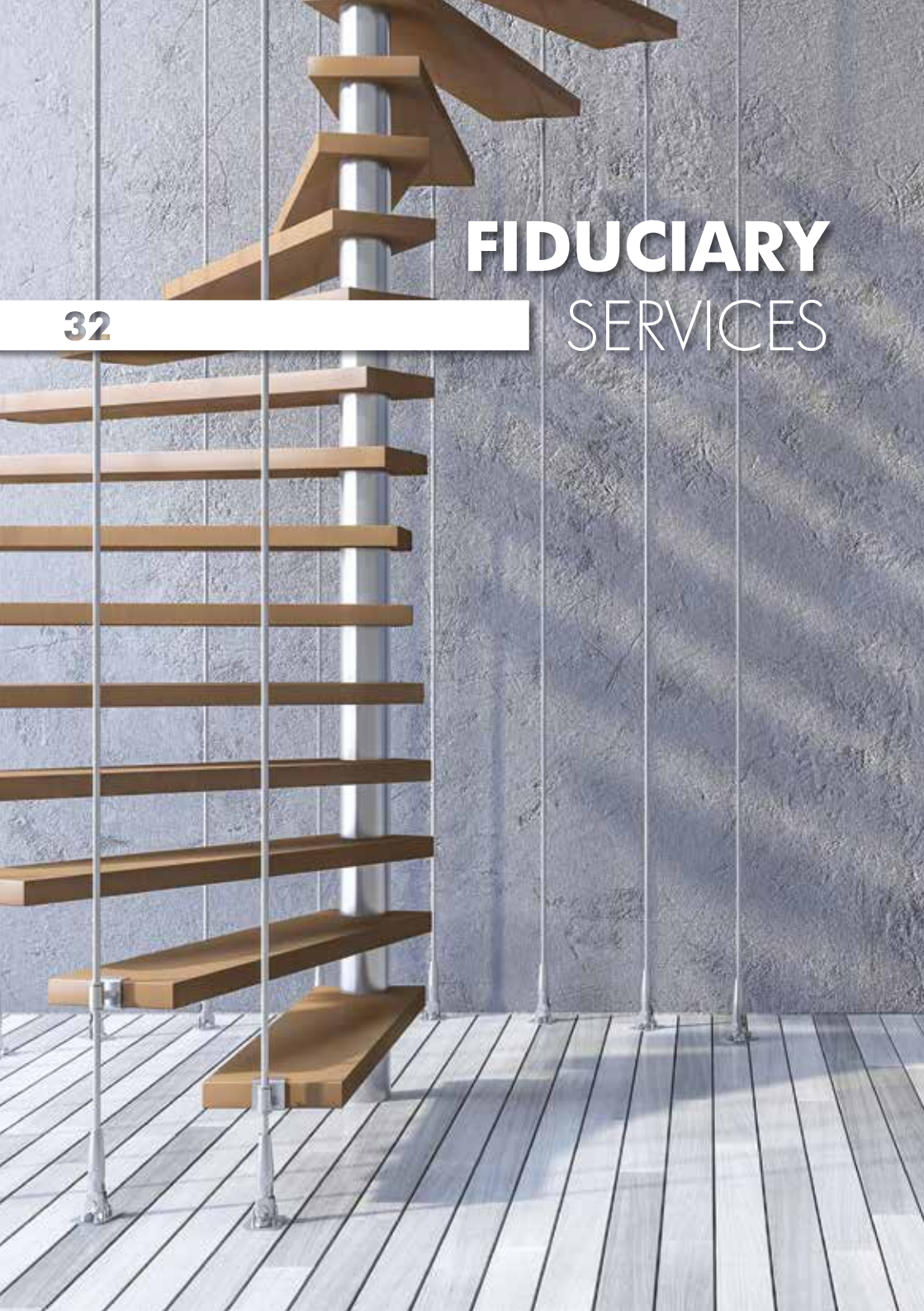


31

We have an in-depth understanding and expertise in the public, constitutional and administrative field. We have experience in advising both individuals as well as companies on the interpretation and application of relevant legislation as well as on the constitutionality of certain sections of laws. We have also been active in drafting and supporting clients on amendments of laws and in representing clients in proceedings before the courts and other bodies regulated by administrative law, e.g. the Tenders Review Authority of Cyprus and the Commission for the Protection of Competition.

We have successfully represented clients in matters of illegality of certain acts/decisions or omissions by administrative organs or authorities and unconstitutionality of law, both before the Supreme Court of Cyprus, which used to have exclusive jurisdiction, and currently before the newly-established Administrative Court, at first instance and before the Supreme Court sitting as Appeal Court.

We have extensive experience in advising on citizenship issues as well as pharmaceutical regulatory matters.



FIDUCIARY SERVICES

32

33

Our Office, through its four service companies, Interchange Limited, Interchange Services Limited, Interchange (Promotions) Limited and Interchange Secretarial Limited, is in a position to offer secretarial, banking, nominee and trustee services.

Secretarial services include the preparation and execution of resolutions, maintenance of statutory records, issue and safe keeping of share certificates, preparation of powers of attorney and compliance with local regulations.

Banking services include applications for the opening of accounts in Cyprus with banks for which we act as introducers.

Nominee and trustee services include the provision of directors, nominee shareholders and trustees.

Our Office also provides a registered office address for companies incorporated and administered by us.

CORPORATE SOCIAL RESPONSIBILITY

34



35

We truly succeed not in isolation but in embracing our society and giving a helping hand to those in need. Ever since its establishment, our Office has turned this belief into praxis, by reaching out to the society at large in numerous ways. We have been supporting, for instance, community volunteerism and offering pro bono services in relation to human rights cases and cultural or artistic matters.

All our partners have a strong personal commitment towards volunteer work and have, over the years, supported and continue to support, through their position as members of boards of directors, various non-profit or charitable associations and organisations.

With management's encouragement and assistance, our staff, "adopted" a public nursery in Nicosia, which is being attended mostly by underprivileged children. Adopting the stance that every little help counts, our staff contribute on a personal, voluntary basis to a fund that has been created with the aim to meet some of the children's needs in kind.

We also use our talents and resources to encourage young entrepreneurs, and we provide pro bono services to the IDEA Program which supports start-ups and spin-offs.



LELLOS P. DEMETRIADES LAW OFFICE LLC

The Chanteclair House, 2 Sophoulis Street, 9th floor, CY1096 Nicosia, Cyprus P.O. Box 21646, CY1511 Nicosia
T: +357 22 67 60 60 • F: +357 22 67 60 61 • E: info@ldlaw.com.cy • W: www.ldlaw.com.cy