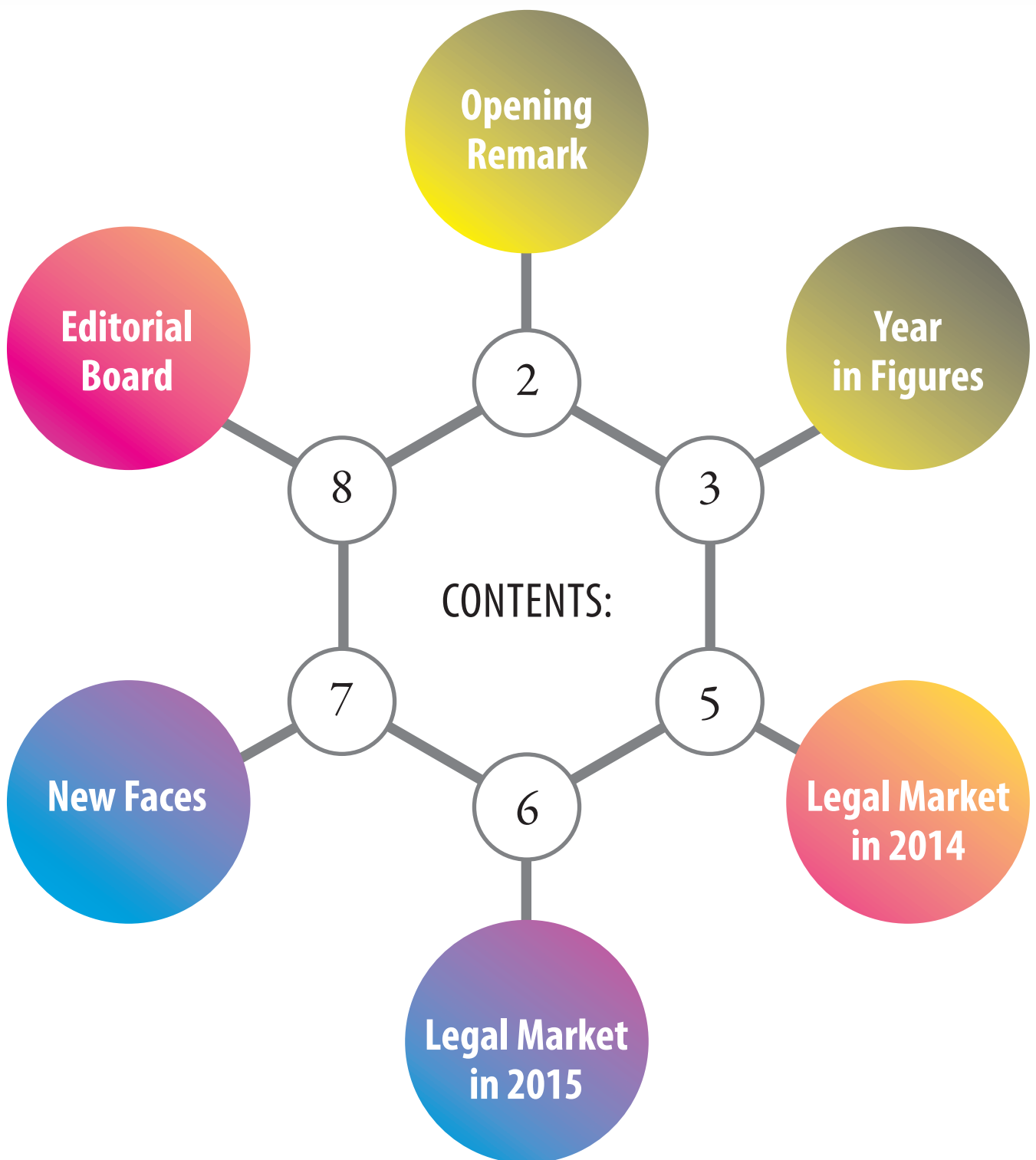




Arzinger Law Office

Arzinger in a nutshell
2014



Timur Bondaryev,

Managing Partner
of Arzinger Law Office



Dear clients, partners and friends,

Ukraine began the year 2014 by fighting for its dignity and its future. We joined the protests in Kyiv at their outset to prove the whole world that people could come together as isolated particles and turn into solid matter that was capable of any changes. The past events will eventually find their level in history, as they have made us honor our families, colleagues, and fellow citizens and appreciate their brotherly shoulder. That was how we lived through that year. That was how we held out.

« People have proved that they come together as isolated particles and turn into solid matter, which is capable of any changes. »

We offer you the Annual Report 2014 of Arzinger Law Office and are happy to share our annual results and achievements with you. Openness is one of our core values, and by issuing this report we try to get some important information about our company and its functioning principles across to our employees, customers, partners, and the market.

been a difficult year for Arzinger, as much as for the country in general. The crisis we faced in politics and economy forced us to resort to measures that were “painful” for the whole company. To preserve the business and be able to meet our commitments to our employees and clients, our management developed a special action plan, which involved, in particular, personnel optimization.

I am deeply convinced that people, the driving force, which for Arzinger is its team, are the greatest treasure, and the history of 2014 has yet again proved the cogence and firmness of this axiom. As sad as it sounds, last year we had to say goodbye to some of our valuable team members. I want to thank them, the true Arzinger people, for their dedicated efforts, reliable support and professionalism they have demonstrated in their work.

Now we step into the future with caution, a sense of uncertainty and insecurity. However, we go boldly and with great hope, and as long as there is hope we will move forward.

We thank everyone who has been with us during 2014 – our dear clients, partners, friends and colleagues!!

YEAR IN FIGURES

General info



Founded in
2002



3
Offices



7
Partners

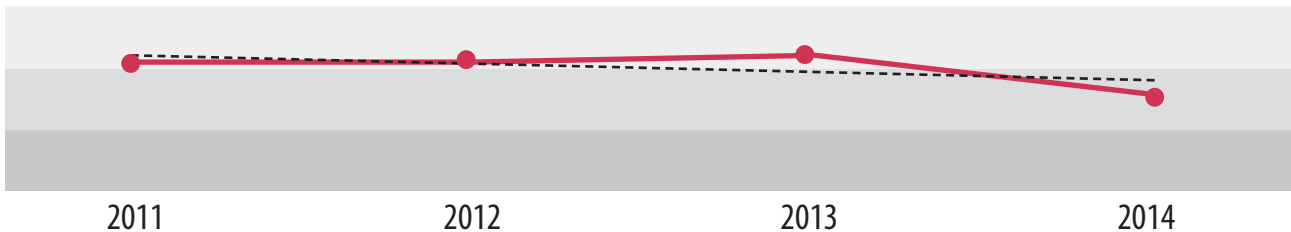


58
Lawyers



93
Employees

Financial performance, profitability



Awards



third year in a row in
TOP 5
of the leading Ukrainian law firms



Among the leaders
in tax law, dispute resolution, real estate,
banking and finance, corporate law, and M&A



Among the leaders
in dispute resolution, antitrust and competition,
energy, banking and finance, real estate,
arbitration

Clients



We worked on
1340
projects



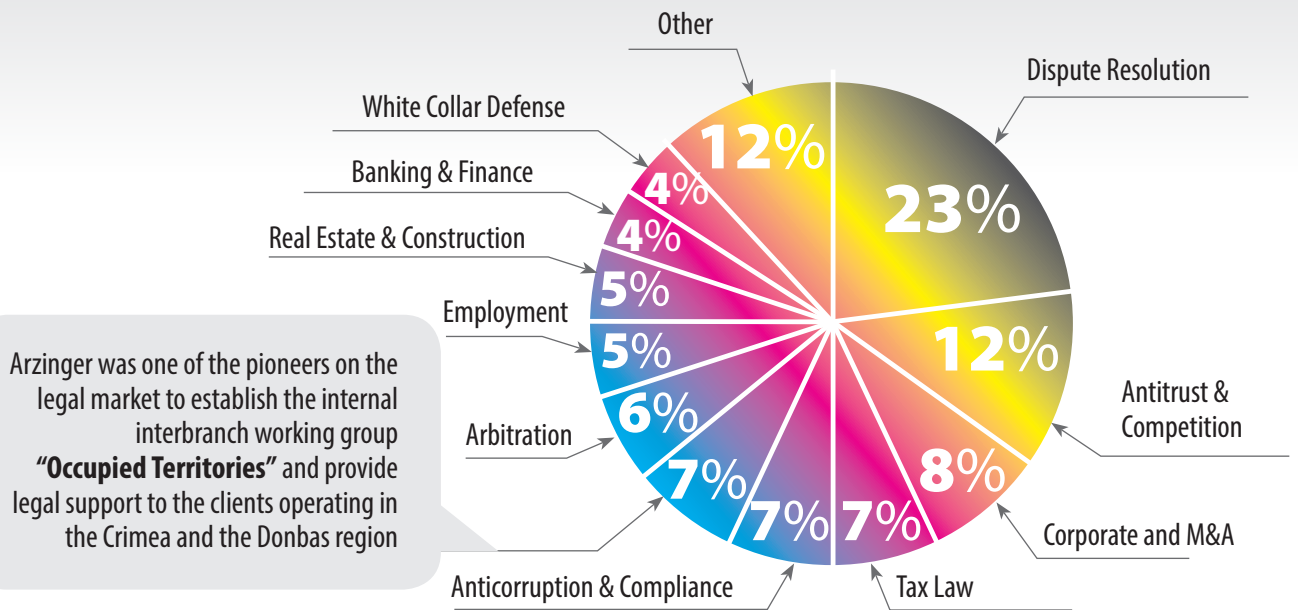
421
clients,

30% being new
ones



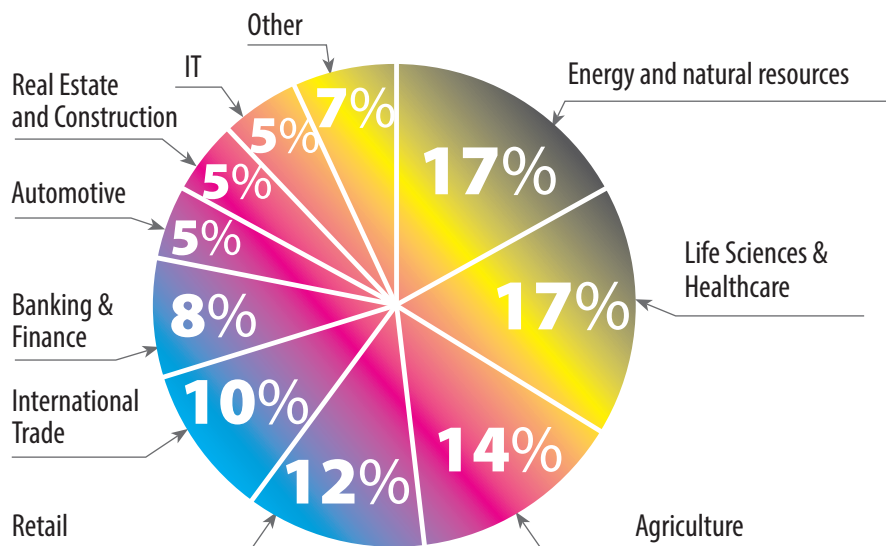
26
events
organized for clients,
with **1116**
attendees

Practices



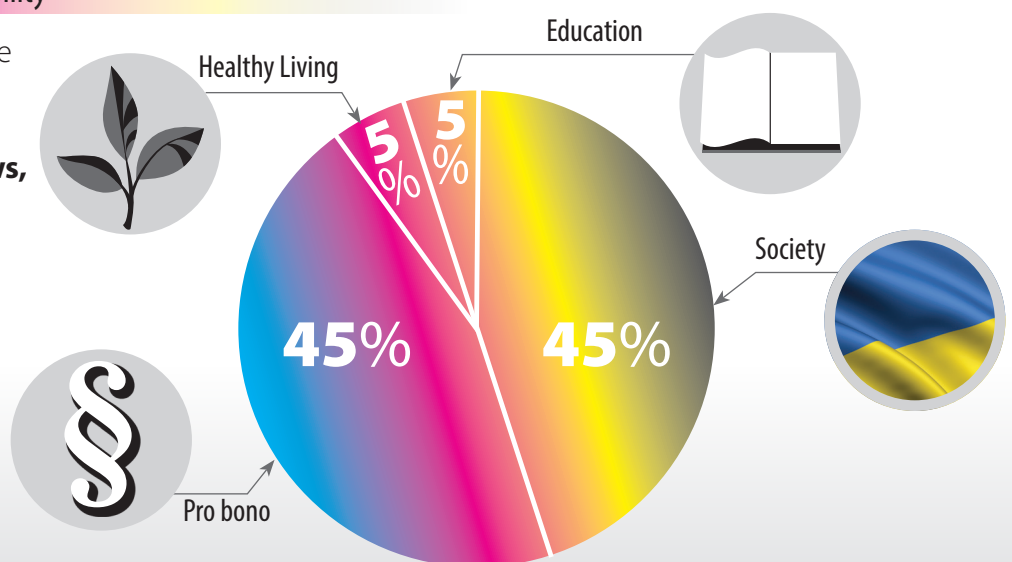
Arzinger was one of the pioneers on the legal market to establish the internal interbranch working group **"Occupied Territories"** and provide legal support to the clients operating in the Crimea and the Donbas region

Industries



Corporate Social Responsibility

According to our corporate policy, CSR activities are allocated among the main areas as follows, in percentage terms:





Sergiy Shklyar,
*Founding Partner
of Arzinger Law Office*

« We do not loose heart or stand aloof waiting for reforms. We try to be better by taking every step in pursuit of the changes we need, by improving ourselves. »

The past year turned out extremely difficult in all areas of life, and the legal market was no exception. The development of our business is directly dependent on the current political and economic processes in the country. We had less work. In 2014, transactional work disappeared from the market. Thus lawyers were mainly busy with restructurings, litigations and antitrust investigations. Also, we observed an increase of workload in our employment law practice, as companies needed to optimize their staff. At the same time, competition continued to escalate. In fact, law firms competed for any job, and often did so by unfair means. That is why the managers of law firms focused on their future, strategies, and business optimization issues.

In turn, we have realized that challenges can harden us and make us stronger, so that we can move forward. We have gone through this process by internal integration and strengthening the company's inside.

Consolidation of all team members around the firm's values is a prerequisite for meeting our goals in the future, as only strong people will become a reliable support to further changes in the country, which we all look forward to. Arzinger are open and trustworthy professionals. We have been building our firm and our relationships with colleagues and clients based on openness, respect and diligence. We show responsible attitude to the processes going on in society and participate in them. This year we have launched a broad corporate social responsibility program in four areas that are essential for society.

Our team members are paying much attention to reforming the state. We are members of public councils under ministries and of reform councils focusing on sectors, in which we are experts and have a clear vision of their development. Throughout the year, some of our colleagues and partners decided to take up jobs in the public authorities.

We do not loose heart or stand aloof waiting for reforms. We try to be better by taking every step in pursuit of the changes we need, by improving ourselves.



Anna Zorya,
Partner of Arzinger Law Office

We do not expect a miracle in 2015. In my opinion, there will be no drastic changes in the investment climate in Ukraine until the military confrontation is ceased in the Donbas region and until we witness effective reforms. Most companies in the market keep low profile, and their strategy is rather conservative in terms of development and investment.

« *We have changed, and have now begun to lay the foundation of a new country.* »

However, in the foreseeable future, given the political situation and the reforms announced, we expect an increase in the work related to new laws in term of new investments, anti-corruption, and tax. If the judicial reform is completed, then we should also expect a workload increase in the relevant area. In fact, many companies have preferred

to solve their problems in informal ways rather than involve attorneys/lawyers, and continue to do so. This indicates a lack of confidence in the judicial system. We also lay our hopes for the development of the legal services market on reforms of the antitrust authorities and the legislation in general.

We remain optimistic and believe that reforms will take place, as there is no other choice. We have seen our country in ruins, there is only one way left. After all, we have changed, and have now begun to lay the foundation of a new country. I am sure that the country will be better, as we are steadfast in our purpose and keep forging ahead with it.

NEW FACES



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Managing Partner and Founding Partner

Timur Bondaryev



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Real Estate & Construction, Antitrust & Competition, IPR, Advertising & Promotion, Corporate / M&A

INDUSTRIES:

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Partner

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Partner

Anna Zorya



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Counsel

Oleksander Plotnikov



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Counsel

Aurélien Mousset



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