



**G.C.Hadjikyprianou  
& Associates LLC**  
ADVOCATES & LEGAL CONSULTANTS



# Building on solid foundations.

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2021







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Creativity, passion  
and innovation form  
the very foundations  
of our DNA.



## WHO WE ARE.

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G.C.Hadjikyprianou & Associates LLC is an independent boutique commercial law firm delivering focused legal services across all major business sectors in both Cyprus and Greece. We are a proud member of a private network consisting of independent international firms with in-depth worldwide experience, inter alia, in corporate, commercial, competition, digital & technology and banking & finance law.

Our close collaborations with other top-tier legal and financial advisory firms, all of which exceling in their areas of practice, allow us to offer our clients seamless cross-border solutions across a challenging and ever-changing global landscape. These collaborations enable us to assemble a tailor-made, integrated team of experts (both from the legal and the financial sector) and hence we are in a position to offer services covering cases that fall outside the ambit of our immediate expertise.

Our ability to provide unique 360° counseling services to our clients through our network of affiliated firms creates an unprecedented competitive advantage and distinguishes us from traditionally structured firms. In a nutshell, our established and exclusive professional affiliations enable us to offer 360° legal services under Cyprus; Greek and EU law while maintaining the benefits of a boutique specialized law firm, being amongst others, efficiency; flexibility; and personal attention.

The firm's team consists of experienced advocates and award-winning next generation lawyers; university professors; academic experts; external consultants; specialized legal scientists and financial advisors with years of experience both on an international as well as on a domestic level. Our hybrid team guarantees comprehensive and expert advice and services across all major business sectors and ensures qualified and responsible assistance to our clients.

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In today's world of transformative change, our purpose is clear - to help businesses navigate new paths to growth and make solid business decisions.

Our priority is applying legal excellence to help businesses find practical, executable solutions.



## OUR APPROACH TO LEGAL SERVICES.

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At G.C.Hadjikyprrianou & Associates LLC we use technology and modern working practices to drive productivity and deliver results. We are structured differently, we operate differently and we think differently. Through constant innovation, relentless client focus, and cutting-edge technology, we enable our clients to navigate today's most complex challenges with confidence and connect with the opportunities that will shape their future.

Notably, our firm represents Cyprus and Greece in the Global Legal Blockchain Consortium (the "GLBC") alongside the most prestigious and successful law firms in the world such DLA Piper; Freshfields Bruckhaus Deringer LLP; Baker McKenzie and other "magic circle" firms. The GLBC is the largest legal-Industry blockchain consortium in the world, and it is comprised of 300 of the largest and most successful law firms, software companies, and universities developing standards to govern the use of

blockchain technology. The collaborations through the GLBC membership undoubtedly enable our firm not only to provide high-quality legal services by drawing expertise in complex legal issues from 'magic circle' law firms but also to practically use technology and thus innovating in our practice.

We have made a deliberate choice to remain smaller than many of our competitors. The tight-knit, cohesive nature of our firm means you benefit from our commitment to personal attention to each and every case. We have decided against growth at the expense of quality, against size at the expense of efficiency and agility. High-net worth individuals; SMEs as well as major corporations and institutions find our more considered and personal approach a refreshing alternative to conventional business law firms.

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Our aim is to deliver  
smart solutions tailored  
to our clients' needs.





## OUR VALUES.

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**We proudly strive to operate through the following core principles:**

- Integrity and professionalism;
- Innovation in the provision of our services;
- Relentless commitment, hands-on approach and personal attention to each and every case;
- A commercial and pragmatic approach in advising clients on their business dealings;
- Flexible pricing recognizing the needs and concerns of a modern business;
- Equality of opportunity and equal participation; and
- Professional development.

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Going against the conventional legal practice model, G.C.Hadjikyprianou & Associates LLC focuses on being a modern niche law firm that offer tailor-made services to its clients by combining legal and business advice along with technological solutions.

GOLD Business Magazine





## AWARDS & RECOGNITIONS.

G.C. Hadjikyprrianou & Associates LLC has been proudly recognised and ranked by the most well-known international legal directories. Without a doubt, those awards and recognitions constitute the best testament of our professionalism and high-quality legal services.

### 2020-21 Global Law Experts Annual Awards

Our firm has been proudly selected in the '2020-21 Global Law Experts Annual Awards' as the GLE Cyprus Recommended Firm for "cross-border M&A and other corporate restructurings". Similarly, our Managing Partner has also been selected as the "Global Law Expert Exclusive Cyprus Advocate" for cross-border M&A and other corporate restructurings.

### IFLR1000

Our firm has been ranked amongst the Top 20 law firms in Cyprus by the world's most renowned law firm rankings, IFLR1000. IFLR1000 has been producing legal market intelligence since 1990 and remains the only non-paid international legal directory dedicated to ranking law firms and lawyers exclusively on the basis of financial and corporate transactional work/projects and clients' referrals. Proudly, IFLR1000 has also named members of our firm as notable practitioners in corporate; finance and M&A.

### Other Honourable Recognitions

We have also proudly been recognised by other EU and International legal directories as a law firm dedicated to innovation and to the provision of high-quality services with particular focus on clients' experience. Notably, very early in 2021, our Firm has been shortlisted in the top 30 list of the most innovative law firms in Europe by the European Legal Business Awards – making us the first Cyprus law firm to ever enter this list.



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The Global Legal Blockchain Consortium is pleased to welcome G.C.Hadjikyprianou & Associates LLC. They join over 340 global members as the first from the country of Cyprus and their highly regarded legal expertise will greatly benefit our members and other key stakeholders. Cyprus has shown tremendous advancement within the blockchain community and we look forward to collaborating with them in spirit of legal innovation.

**Cori Goudchaux - Executive Director,  
Global Legal Blockchain Consortium**





## WHY WE ARE DIFFERENT.

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### **i. Use of technology & modern working practices**

At G.C.Hadjikyprinou & Associates LLC we use technology and modern working practices to drive productivity and deliver results. We are structured differently; we operate differently, and we think differently. Through constant innovation, relentless client focus, and cutting-edge technology, we enable our clients to navigate today's most complex challenges with confidence and connect with the opportunities that will shape their future.

Our firm is also a proud member of the Global Legal Blockchain Consortium alongside the most prestigious and successful law firms in the world. This provides us the ability to absorb expertise from giant law firms such as DLA Piper and Linklaters.

### **ii. Tight-knit teams developed for each and every case**

Our firm is structured differently when compared to traditionally structured firms. We pride ourselves on representing a new way of thinking around the establishment and operation of modern law firm. Our unique business model allows us to develop

specialised tight-knit teams for each and every case while having special regards to the needs of each client and the industry in which it operates.

Our hybrid team guarantees comprehensive and expert services across all major business sectors and ensures qualified and responsible assistance to our clients.

### **iii. Business partnership instead of a client - lawyer relationship**

At G.C.Hadjikyprinou & Associates LLC we are dedicated to client care, legal excellence and industry focus. Having these three main pillars as our driving force, we offer high quality legal services while considering each client as our business partner.

For us, our clients do not merely have legal issues that need to be resolved efficiently and effectively, they have commercial challenges that they need to overcome as well as commercial opportunities that they need to take advantage of. For that reason, we always deploy a wide range of professionals, technologies and frameworks to work side by side with our clients' management teams.



## OUR SERVICES.

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As a specialised niche law firm, we offer bespoke legal services across all major business sectors in both Cyprus and Greece. Our deep connections to the industry sectors mean that we are able to deliver bold, innovative and impactful solutions to our clients' needs.

Our firm provide expert legal services on the following core areas, inter alia, to high-net worth individuals; SMEs as well as major corporations and institutions:

- Banking & Finance
- Financial Services & Regulation
- Commercial Law
- Competition Law
- Corporate Law
- Crisis Management & Business Continuity
- Data Protection
- Digital & Technology Law
- Dispute Resolution
- Employment Law
- Immigration Law
- Intellectual Property Law
- M&A and Other Corporate Restructurings
- Start-ups & Innovation

### I. Banking & Finance

New requirements for capital, stricter rules of conduct and more complex European legislation have all had an effect on the financial markets. This highly complex and regulated area entails a number of challenges that need to be faced by both the credit institutions themselves which must always respond swiftly to developments and comply with the constantly changing laws and regulations as well as by the parties transacting with them.

Our firm advises on the whole range of domestic and cross-border financing transactions including acquisition and leveraged finance, real estate finance, structured finance and securitizations, receivables financing and restructurings. The interdisciplinary and hybrid backgrounds of our professionals empower us to advise on the most complex transactions, while providing the holistic; hands-on; and tailored support our clients need. Besides, by placing industries at the heart of our strategy, we have a greater understanding of the commercial drivers that affect our clients' business and this allows us to deliver truly commercial solutions.

Our clients include large corporations, domestic and foreign banks, non-bank lenders, institutional and private investors, corporate borrowers, hedge funds, finance boutiques; family offices, as well as investment and structured funds. We also have strong links with virtually all players active in the market such as commercial banks, private equity funds and institutional investors.



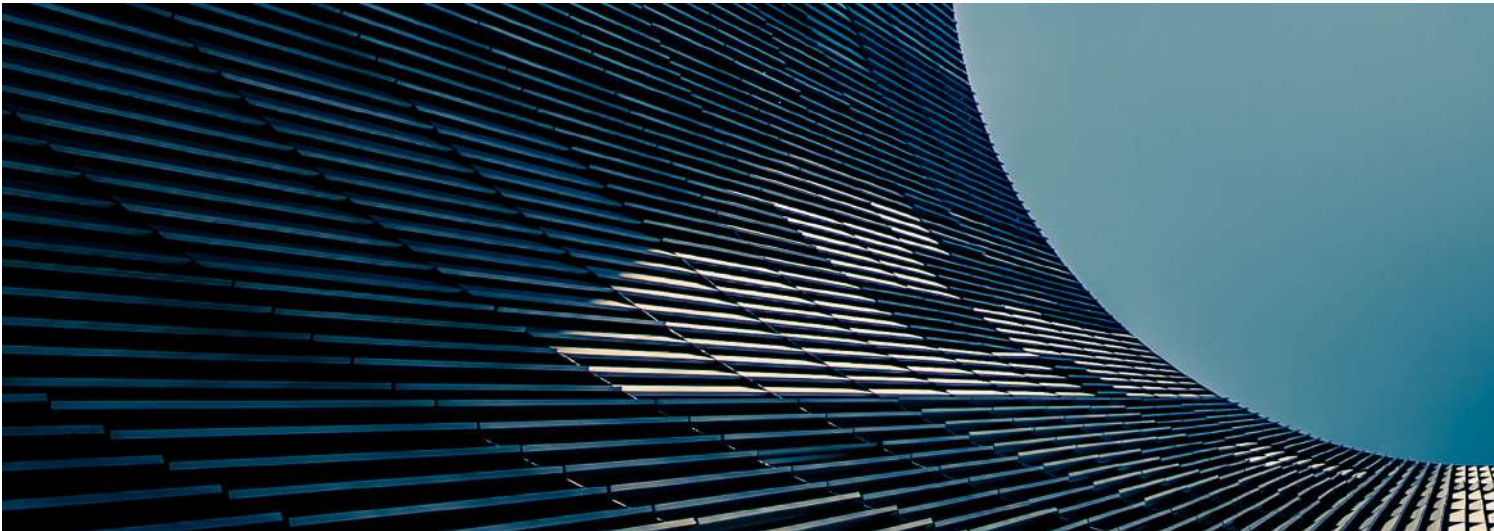


## II. Financial Services & Regulation

There is no doubt that the ever-changing regulatory framework and the ever-increasing supervision from relevant authorities in a sector that is undergoing dramatic digital transformation require detailed and on-going monitoring of regulatory requirements.

The hybrid nature of our team and the combination of legal; financial and regulatory expertise enables us to offer holistic services to our clients in the financial services sector. We are in a continuous contact with supervisory authorities and regularly provide advice on different aspects of this industry including, inter alia, to:

- The regulatory issues affecting the viability of our clients' institution(s);
- The permissibility of investments and licensing of financial services and activities;
- The anti-money laundering compliance;
- The restructuring of boards and senior executive responsibilities;
- The setting-up; authorisation and operation of regulated entities and branches, such as EMIs; PIs; CIFs; UCITS and AIF funds and their managers;
- The EU passporting, acquisition of significant stakes and the "fit & proper" rules;
- Mergers, acquisitions and spin-offs of non-core activities as well as prudential consolidation and reorganisation of regulated entities;
- The re-domiciliation of regulated firms in Cyprus as well as the Cyprus residency of their directors and other key staffs;
- The rules of conduct and best practices in financial services, commercialisation of products and client relations;
- Innovative capital instruments and structures;
- Capital markets regulations;
- Market abuse rules, compensation, settlement and custody of securities;
- The use of Distributed Ledger Technology (DLT) in the financial services sector; and
- The provision of financial services and ancillary activities related to cryptos.



### III. Commercial Law

Regardless of where a business sits on the maturity curve, well-structured and well-documented commercial arrangements are fundamental to its success. Our firm provides practical commercial law advice on all aspects of clients' strategic activities and business/commercial contracts across a broad range of sectors. Undoubtedly, our ability to combine legal and financial advisory services creates an unprecedented competitive advantage and allows us to provide our clients holistic 360° counselling services.

We offer our clients tailored solutions, which may include: supporting their in-house team behind the scenes (sometimes through physical or virtual secondments); drafting, reviewing and negotiating commercial contracts as well as providing full deal structure planning and advice.

Our practice covers a wide range of commercial agreements including indicatively the following:

- Advertising and marketing agreements;
- Agency agreements;
- Collaboration agreements;
- Commission and introduction agreements;
- Confidentiality and non- disclosure agreements;
- Consultancy agreements;
- Consumer rights agreements;
- Data protection agreements;
- Equipment leasing agreements;
- Event management agreements;
- E-commerce agreements and online sales documentation;
- Franchising agreements;
- Heads of terms and MOUs;
- Joint venture agreements;
- Lease, hire and maintenance agreements;
- License agreements;
- Loan and credit facilities;
- Pledge and Guarantee agreements;
- Manufacture, purchase and supply agreements;
- Option agreements;
- Outsourcing agreements;
- Partnership agreements;
- Sponsorship agreements; and
- Terms of business/operations.



#### IV. Competition Law

The free market economy is based on competition. The European Commission and the national competition authorities are tasked with ensuring that this competition remains free and undistorted. Hefty penalties for non-compliance are also regularly imposed by regulators – making legal compliance essential for every business.

Our firm advises on both Cyprus and EU competition related issues to ensure that our clients' business operations remain fully compliant. Our services include the provision of advice on competition rules governing the avoidance of anti-competitive conducts; abuse of dominant market positions; cartels and staid aid.

We also advise on the competition and regulatory aspects of acquisitions, mergers and joint ventures and represent clients throughout the entire notification - merger control process.

#### V. Corporate Law

##### General Corporate Law Advisory

Whether you are currently operating in Cyprus or exploring new markets, our corporate law team will guide you through every stage of your company life cycle, ensuring that you meet all the legal and industry-specific regulatory requirements.

Our firm offers full range of corporate law services and delivers tailored, cost efficient and practical advice while taking into account the context of our clients' business and industry sector.

Our clientele varies from owners of start-ups, SMEs and family run businesses to high growth companies and large corporations operating in a broad range of industries.

##### Corporate Governance

Both private and public companies face a number of challenges operating in today's increasingly regulated and complex business environment. Hence, maintaining good corporate governance is the foundation for growing and protecting a sustainable long-term business and undoubtedly constitutes an integral component of organizational success.

Our firm assists clients by advising on legal issues affecting their day-to-day operations; the maintenance of sound risk management policies; the relationship between companies' organs, as well as supporting them in developing and implementing practical solutions to ensure both compliance with legal requirements and shareholder value.

##### Company Formation and Fiduciary Services

Our firm provides tailored legal advice to clients as to the appropriate corporate vehicle that suits their commercial needs and business plans.

We provide advice and assistance on all aspects of corporate administration including necessary filings with relevant public authorities.





## VI. Crisis Management & Business Continuity

In the digital age, companies and individuals doing business may encounter crises that can develop and spread with little or no warning in a matter of hours. Information systems are being hacked, industrial accidents occur, whistleblowers go to the media and products fail and such incidents when get out of control can adversely affect reputations and can jeopardise financial stability and viability. Without a doubt, as the world finds itself grappling with the impact of an unprecedented outbreak of an infectious disease, we are reminded yet again that crisis can take many forms, calling into question leadership and management skills of businesses.

How to manage a crisis once it has occurred is thus nowadays of acute concern to all businesses, their boards and their management teams. Ideally however, a potential crisis would have been prevented, avoided or mitigated before it occurred or grew into a more existential event. Organisations that plan and rehearse potential crisis scenarios are in a much stronger position to react quickly and effectively when a crisis hits.

Together with our affiliated firms, we can provide 24/7 bespoke and effective solutions to respond immediately to unique challenges. We can also develop tailor-made risk management strategies, provide training on crisis response and risk management to companies' personnel, as well as create and test crisis readiness and business continuity plans.

## VII. Data Protection

The data protection and privacy regulatory landscape can appear overwhelming to a business of any size. Related compliance failures can give rise to significant reputational damage; substantial regulatory fines; claims for damages as well as loss of corporate value. Thus, data protection and privacy compliance constitutes one of the key risk avoidance strategies for companies today.

Our firm helps our clients to navigate this increasingly complex and highly regulated landscape by providing clear and practical legal advice on data protection and privacy law issues. Our services in this area include, undertaking full General Data Protection Regulation (GDPR) compliance programmes; preparing data processing and data transfer agreements; advising on data sharing and exploitation; advising on cyber security breaches; developing and implementing internal privacy and cookies policies; advising on the privacy aspects of insourcing and outsourcing of business activities; supporting and advising our clients' Data Protection Officers (DPOs) or offering fully fledged DPO services as well as delivering related training programmes for organizations, aiming to create data protection culture amongst their staff and management team. We also frequently undertake related compliance audits within the context of a wider transaction/reorganization such as mergers and acquisitions.

Although the current main focus in this area is the compliance with the provisions of the EU General Data Protection Regulation (GDPR), the EU e-Privacy Regulation will soon enter into force. We help our clients to remain ahead of legal changes and eliminate risks of non-compliance.



## VIII. Digital & Technology

New revolutionary technologies are disrupting traditional business models and transforming organizations at an ever-increasing pace. At the same time, the increasing fast pace of digital innovation is creating new legal challenges and commercial implications requiring new legal policies and innovative structures in many areas and industries.

Notably, our firm is part of the Global Legal Blockchain Consortium (the “GLBC”) alongside the most prestigious and successful law firms in the world such DLA Piper; Freshfields Bruckhaus Deringer LLP; Baker McKenzie and other “magic circle” firms. The GLBC is the largest legal-Industry blockchain consortium in the world, and it is comprised of 300 of the largest and most successful law firms, software companies, and universities developing standards to govern the use of blockchain technology. The collaborations through the GLBC membership undoubtedly enable our firm to provide high-quality legal services in the newly emerged digital & technology legal sector. Besides, our managing partner, Mr George C. Hadjikyprrianou has been very recently appointed by the Ruling Party in Cyprus as the leader and coordinator of the Policy Development Committee for the Digital Transformation of the country’s private and public sector whereby he advises the Cyprus Government for the development and implementation of its Digital Transformation Strategy.

Our firm advises tech companies, entrepreneurs, investors, trading companies, as well as technology vendors who navigate this changing industry, on the legal, regulatory and commercial issues raised by the impact of technology on their businesses’ operations. Within this context, we provide legal advice on all aspects of our clients’ related growth and development.

Our services in this area include providing legal advice on arrangements and contracts for the implementation of services and solutions based on new cutting-edge and disruptive technologies, such as 5G and Blockchain; advising on the legal issues surrounding the use of artificial intelligence (AI) and machine learning; providing legal advice on our clients’ compliance with privacy, data protection and cyber-security laws and regulations; drafting and/or negotiating agreements for the development, publishing, acquiring and licensing of technology and related content(s); developing and implementing website T&C and related policies; advising on related brand management and trademarks issues; providing legal assistance on equity fundraising as well as representing our clients before competent authorities as to the use of new technologies and new business models.





## IX. Dispute Resolution

Our main priority is to help our clients avoid disputes and burdensome court procedures. However, when such disputes arise, we are prepared. Safeguarding our clients' interests, often in challenging circumstances, is one of our firm's core values.

Our dispute resolution practice operates on the premise that the resolution of disputes is a bespoke service fundamental to the lawyer-client relationship. The members of our firm are Advocates of the Supreme Courts of both Cyprus and Greece who are licensed to appear before all judicial and arbitration courts. Besides, we have established a strong network of litigators via our network of affiliated firms who take care cases that require niche litigative specialization.

We represent clients before the courts on a broad range of matters and across a number of sectors including commercial contracts, construction and engineering, energy, aviation, shipping, competition, employment, judicial review and public procurement. Our dispute resolution team can provide real benefits in terms of seamless legal representation, efficiency, accessibility, speed and cost.

**Our dispute resolution practice focuses on:**

### Arbitration:

- Domestic Arbitration;
- International Commercial Arbitration;
- International Investment Arbitration; and
- Energy Charter Disputes.

### Litigation:

- Asset Tracing and Recovery;
- Civil and Commercial Litigation;
- Debt Recovery;
- Corporate Litigation;
- Admiralty Litigation;
- Interim Orders and Injunctions;
- European Payment Orders;
- Registration and Enforcement of Judgments; and
- Cartel Litigation and Competition Law Proceedings.





## X. Employment Law

Employment is a constantly changing and an increasingly regulated area and our firm can provide you with practical responses to the raft of new local and EU legislations, case law and regulatory changes.

Our firm offers a full range of legal assistance to employers and employees covering both contentious and non-contentious employment law matters. These include advices on recruitment; termination; disciplinary and grievance procedures; remuneration; redundancy programmes; share option and reward schemes; whistleblowing; equal opportunities and labor human rights issues; immigration; data protection at work as well as on the labor aspects of all corporate restructurings including mergers, acquisitions and transfer of undertakings. We also advise and assist our clients with the drafting, development and implementation of employment contracts; handbooks and company policies.

Within this context, our firm frequently acts as an extension of our clients' in-house HR teams by either providing related guidance on an ad-hoc basis or managing long-term labor issues.

## XI. Immigration Law

Cyprus is drawing more international attention and becoming an emerging destination for doing business, investing and living. The success of the island is attributed to the progressive legislation, favorable regulatory regime and strong network of financial and professional services providers. Taking advantage of Cyprus' unique and strategic position between the mature Western economies and the emerging Far East markets, business owners and professionals are able to accelerate growth by fostering business across countries and 'unlocking' the investment potential offered by an increasingly interconnected broader Mediterranean area.

Our firm advises and represents clients on all aspects of Immigration law and workforce mobility in Cyprus, including obtaining all necessary licenses and work permits. We also provide legal advice on potential immigration issues arising due to corporate restructurings as well as holistic legal assistance on corporate relocations to organisations seeking to establish a base for their business in Cyprus.



## XII. Intellectual Property

Intellectual property is extremely valuable for many companies and often a tool to maintain a competitive advantage over their competitors. Solid and innovative ways of developing, exploiting and protecting these precious assets are, therefore, required to stay ahead of the game. Our firm advises on all intellectual property areas, including copyrights, trademarks, design rights, trade name rights, brands, patents and trade secrets.

Our services in this area include:

- The registration of intellectual property rights;
- The preparation, review and negotiation of IP related agreements such as exploitation, licensing, assignment, franchising, non-disclosure and royalty agreements;
- The provision of legal advice on the protection of confidential information and trade secrets;
- The development and implementation of IP related policies to ensure minimization of related security risks;
- The provisions of “freedom to operate advices” and brand clearances;
- The provision of legal advice on contests, social networking campaigns and other promotional strategies; and
- The performance of IP audits and due diligences within the context of wider corporate deals such as mergers, acquisitions, disposals and joint ventures where IP forms an integral part to the transaction, structure or value.

## XII. M&A and Other Corporate Restructurings

Whether you are starting; investing; growing; downsizing; buying or selling a company or considering entering or exiting particular markets, how the transaction is structured has enormous implications in both the short and the long term.

Due to the challenges of today’s highly regulated and complex business environment as well as the pressures of globalization, companies around the world will continue to pursue these transactions to remain profitable and innovative regardless of market trends and economic fluctuations.

Our core expertise stretches across the full spectrum of private and public corporate transactions and reorganizations including, domestic and multinational cross-border mergers and acquisitions; demergers; re-domiciliations (transfers of corporate seats); spin-offs; takeovers; group reorganizations; equity fundraising (public and private); joint ventures; strategic alliances as well as launching and investing in new businesses. Our ability to provide both legal and financial advisory services creates an unprecedented competitive advantage and allows us to offer our clients a holistic advice and support in such transactions.

Our firm advises clients through all stages of such transactions, from pre-transactional steps such as agreeing the deal in outline; preparing the business for sale and performing due diligences, to negotiating the purchase agreement, coordinating the closing and integrating the operations of the resulting business. We also frequently advise our clients on related linked transactions such as equity fundraisings, co-investment arrangements as well as bank financings and securitization. Our close collaboration with experienced finance professionals allows us to offer comprehensive security design structures both to capital contributors and businesses issuing securities. From deal inception to business integration, we help clients bridge the gap between aspiration and achievement while providing practical, commercially focused advice to help them achieve their ambitions and strategic objectives in a cost-effective way.



#### XIV. Start-ups & Innovation

G.C.Hadjikyprrianou & Associates LLC has set up a unique legal support program that enables a selected group of promising and innovative start-ups to receive premium and in-depth legal support at a reduced and/or flexible fee for a fixed period of time. Our firm thrives to promote entrepreneurship and serves eligible start-ups as trusted advisors, committed to their long-term growth and success.

Within this context, our firm provides to eligible clients, amongst others, the following services at a reduced and/or flexible fee:

- Legal support on the appropriate corporate vehicle that suits their commercial needs and business plans;
- Corporate secretarial and administrative services;
- Legal support on equity fundraising (public and private) and on other related arrangements;
- Legal support on intellectual property creation and protection;
- Legal support on strategic partnerships and corporate alliances;
- Legal support on commercial agreements with third parties and on other corporate transactions;

- Legal support on employment and immigration law issues; and
- Legal support on compliance with industry specific laws and regulations.

In addition to the above, founders of start-ups who are chosen to participate in the said program benefit from our strategic collaborations with local and foreign academic institutions as well as investment hubs.

Interested applicants will be considered for the Start-up/ Entrepreneurship Legal Support Program if they meet at least the following eligibility criteria:

- The start-up envisages the creation/launch of a product and/or platform and/or service that entails the element of innovation;
- The start-up is a promising and sustainable business;
- The start-up has the potential to scale up and to expand beyond national boundaries;
- The start-up has a credible and feasible business plan; and
- The start-up has a strong, credible and capable team.

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**Our primary aim is to enable entrepreneurs to focus on their business strategies and the gap in the marketplace that their businesses aim to fill rather than the legal hurdles that they need to overcome.**



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Especially during the challenging times of Covid-19, being trusted by both SMEs as well as multinational companies is a clear testament of our high-quality legal services and professionalism.



## A FAST GROWING CLIENTELE.

- Advised the largest group of companies in the Hotel Industries of both Cyprus and Greece during its Euro 160m Refinancing.
- Multimillion worth shipping companies having a prominent market role in the oil trading industry have appointed our firm as their exclusive digital law advisors.
- One of the very few Electronic Money Institutions (EMI) licensed by the Cyprus Central Bank has appointed our firm as their legal advisors.
- The Cyprus Medical Association has appointed our firm to advise on the implementation and restructuring of the Cyprus National Healthcare System.
- A number of companies operating, inter alia, in the Sports; Tourism; Education and Renewable Energy Industries have outsourced their legal department operations to our firm.
- High-net-worth individuals; SMEs; and large corporations have appointed our firm as part of their Covid-19 crisis management strategy.
- Appointed to advise a major international investor during the negotiations for the acquisition of a Purpose-Built Student Accommodation (PBSA) Portfolio.
- Provided legal advice and support in large renewable energy projects (eg. in the acquisition and development of one of the largest photovoltaic parks in the Country).
- Appointed and advised on complex regulatory and compliance issues related to the development and operation of a Distributed Ledger Technology (DLT) Crypto Trading Platform in Cyprus.
- Provided 360° legal services to local and foreign companies in numerous large and highly complex cross-border mergers and acquisitions including, amongst other, the provision of legal support during negotiations; the preparation of all the legal documents required; the representation before local courts for all the required court application(s); as well as the representation before the Cyprus competition authority in order to obtain a clearance for the said transactions when required.
- Appointed in numerous GDPR compliance projects in both Cyprus and Greece.
- Joined as the exclusive legal advisors of a new tech company aiming to develop and implement tech solutions to digitalise both the private and the public sector.
- Appointed as the EU law advisors of a large telecommunications company with headquarters in the United States.
- Acted as the exclusive legal advisors in a 110million+ acquisition of a niche industry company in both Cyprus and Greece.
- Advised an award-winning tech company during the development and implementation of artificial intelligence and blockchain solutions/platforms in Europe.
- Provided legal advice in a state-scale project relating to the digitalisation of the said state's ship registry.
- Appointed by one of the largest European investment Funds to undertake on their behalf a highly complex legal and regulatory due diligence of a potential target in Cyprus.



## TECH SOLUTIONS.

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We have several business joint ventures and solutions that go beyond providing legal advice. They build on our legal expertise and aim to provide our clients with focused services and tech solutions that are finely tuned to their business and personal needs. Our firm works at the convergence of business and technology to help our clients understand, deploy and integrate emerging, transformative and disruptive technologies to their best business advantage. We are widely recognised as pioneers in developing and implementing real tech solutions that provide our clients with the necessary tools in order for them to re-engineer their businesses and stay ahead in the competition by achieving a holistic digital transformation.

Very proudly, our firm has, amongst others, co-founded **Innobx** – a tech company geared to maximise commercial opportunities for our clients by developing tailor-made tech/digital solutions powered by the latest technologies such as Blockchain; Artificial Intelligence; and Cloud. The products available through Innobx are ranging from AgriTech; RegTech; FinTech and DeFi platforms to tailor-made blockchain solutions for the authentication of commercial documents and for the tokenisation of assets. Our strategic partnership with one of the most successful and innovative world scale tech companies in this industry – Pundix – as well as with the European University Cyprus empowers Innobx with the hybrid expertise necessary to deliver impactful solutions to businesses around the world. The combination of know-how and skills of technology; business; law; finance; and academia is for us the perfect formula needed for the development and implementation of the necessary digital armour for companies in the twenty-first century.

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We go beyond the provision of legal advice and take real and not theoretical actions to drive our clients towards their digital transformation.

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While our competitors speak in theory, we take real actions and continue innovating by delivering services that go beyond the provision of legal advice.



## CORPORATE SOCIAL RESPONSIBILITY.

At G.C.Hadjikyprianou & Associates LLC the commitment to behaving responsibly is one of our top priorities as well as an expression of our purpose and values. It extends to everything we do, and with everyone with whom we interact. We are transparent, fair and ethical in all our dealings with our clients; we aim to create a healthy and inclusive working environment; and we have a long-term commitment to inspiring young lives in our local communities. We are committed to pursue our goal of sustainability with the same dedication to excellence that we apply in everything we do. We go beyond reducing our paper consumption and constantly strive to give back to the communities in which we operate.

### Community matters

We are keen to volunteer our time and skills on a pro-bono basis as well as giving financial support to charitable NPOs within the communities in which we operate. In doing so, we have developed non-exclusive partnerships with charities and organisations dealing with, inter alia, the prosperity of children; education; animal rights and sustainability of the environment.

Integral part of the said partnerships is our commitment to donate 20% of our total legal fees from specific projects to those organisations. In addition, our firm offers pro bono services to those charitable NPOs in order to ensure that their operations remain within the boundaries of the law.

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Not only does this benefit our community partners but also supports our people's development and helps to bring new perspectives and insight to the firm.

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Our hybrid team and unique  
business model provide  
a refreshing alternative  
to traditionally structured  
law firms.





### Environment matters

Our business has an impact on the environment through the use of energy in our offices; the use of paper and other goods and services as well as the disposal of our waste.

Our Corporate Social Responsibility Memorandum provides that we will, at all times:

- Monitor and reduce our energy consumption and promote efficient energy use within our business premises;
- Monitor and reduce our travel where possible, encouraging more sustainable alternatives;
- Reduce our overall waste;
- Use, store and dispose of hazardous waste in line with best environmental practices;
- Share the policy with all associates and promote environmental awareness and responsibility;
- Report on our environmental performance regularly both internally and externally and comply with all applicable regulations and legislative requirements.
- Besides, via our established business partnerships with Blockchain and AI Tech Companies, our firm is currently developing tech business solutions related to environmental sustainability.

### Entrepreneurship matters

We have proudly set up a unique legal support program that enables a selected group of promising and innovative start-ups to receive premium and in-depth legal support at a reduced and/or flexible fee for a fixed period of time. Our firm thrives to promote entrepreneurship and serves eligible start-ups as trusted advisors, committed to their long-term growth and success.

Within the context of the Start-up/Entrepreneurship Legal Support Program, our firm provides to eligible clients, amongst others, full services at a reduced and/or flexible fee.

“

As a firm that is renowned for its visionary thought, we are excited at the prospect of considering new ideas to protect the environment.

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Dedicated legal experts  
with experience in handling  
every element of large-scale  
and highly complex  
commercial transactions.

European New Legal Business  
Award Panel





## GET IN TOUCH.

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