

Your partner \_\_\_\_\_

---

**at every turn.**

As a trusted partner, our firm supports clients  
in navigating the ever-changing legal landscape



**'We have never lost sight of the high standards we set for ourselves, to go the extra mile in providing exceptional services and solutions for our clients'**

## MESSAGE FROM THE CO-MANAGING PARTNERS

Reflecting on our firm's journey from its establishment in 1981, it has been one of steady growth and adaptation to the ever changing role of the legal profession. While we have more than doubled in size, expanded the practice areas and the sectors we advise on, and evolved in our working patterns, we have never lost sight of the high standards we set for ourselves – that is, to go the extra mile in providing exceptional services and solutions for our clients.

Our vision has always been to create a place where people love to work, where they can develop through challenges and collaboration and, in turn, produce great work. Guided by our founders' values, we support the firm's members throughout their career, nurturing individual talent and providing continuous education and skills development opportunities.

We take the time to stand still in today's fast-paced world, evaluate what is happening around us and work on how we can give back to society. We advocate increased access to law for those who face barriers and encourage our members to dedicate time to pro bono work. Through numerous initiatives, we support the wider community and run an active green program that reduces the environmental footprint of our operations.

Looking ahead, we will continue building upon relationships of partnership and trust with our clients, while investing in our most important resource, our people. Join us on our journey!

Chryso Pitsilli-Dekatris | George Mountis



Your partner at every turn

## YOUR PARTNER AT EVERY TURN

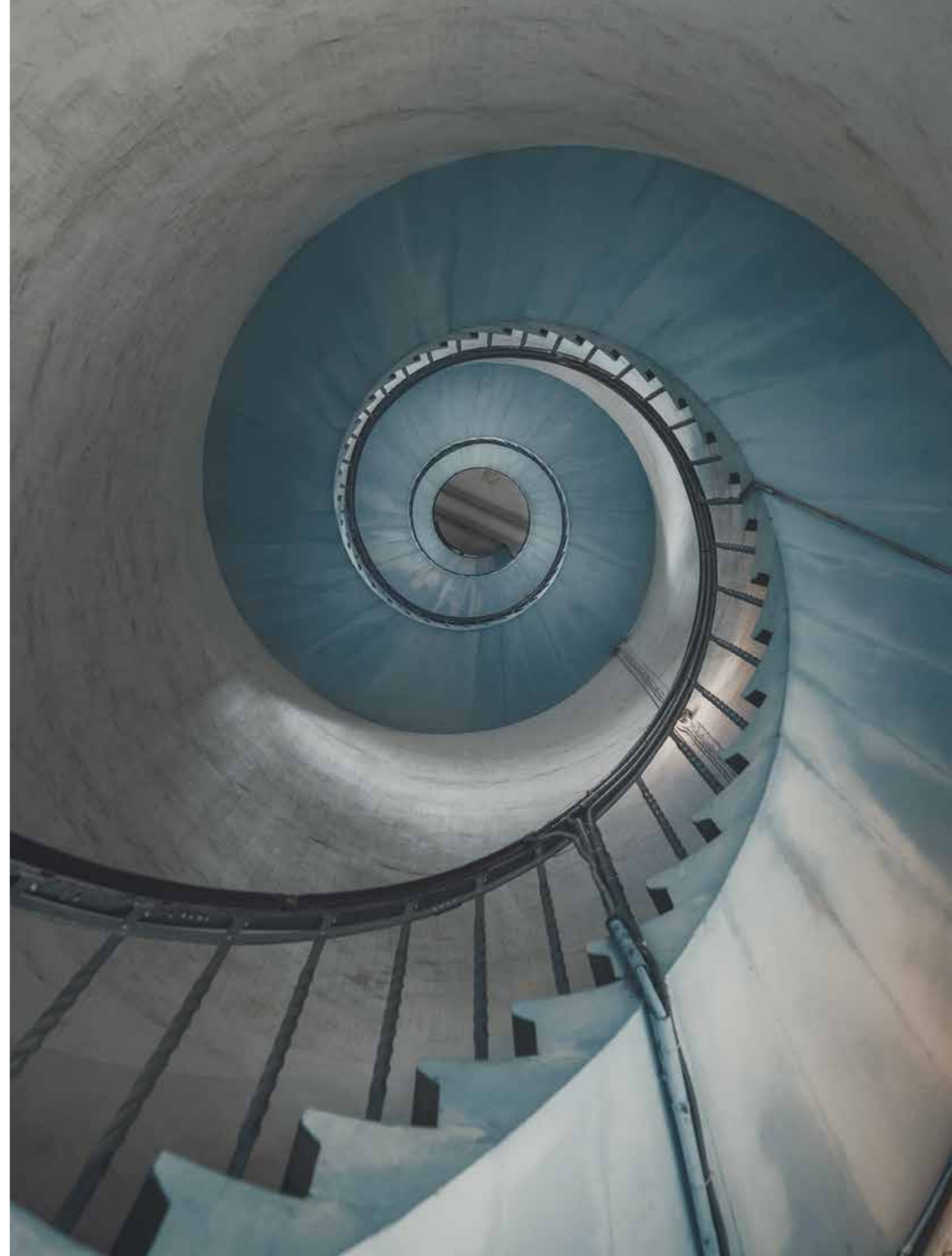
**'As a trusted partner, our firm supports clients in navigating the ever-changing legal landscape'**

As a trusted partner, our firm supports clients in navigating the ever-changing legal landscape and helps them explore, keep pace with and benefit from the wealth of opportunities offered by emerging economies, the global movement of people and capital, new technologies and knowledge.

From offices in Nicosia and Limassol, our team of more than 80 legal professionals and operations services members assists clients from all around the world, helping them grow their businesses, protect their assets and settle disputes.

For our team of legal experts, reaching a successful solution is not just a matter of knowledge of the law and technical capability; it is also about knowing our clients' businesses and understanding what drives their industries and markets. Our firm's integrated, specialised departments provide a comprehensive approach to any multi-faceted deal or dispute. Our intellectual capital is enhanced by technology and digital transformation, as we embrace automation to streamline tasks and procedures, enabling us to provide legal services in a more efficient and cost-effective manner.

The core values that our firm was founded on are the driving forces behind how we operate today and form the heart of our firm's culture and philosophy. Our people-centric focus is reflected both inherently within the firm itself and in our commitment to our clients. We strive to create a positive and inclusive working environment that allows all our members to succeed, whatever their background. We are proud of our proactive, creative and diverse team; a team that is passionate about delivering excellent services to our clients and feels privileged to do so.



# PRACTICE AREAS

## **Banking & Secured Financing**

We provide comprehensive and specialised support on all banking-related matters, covering new or revised products and services introduced by credit institutions. We are frequently instructed to advise on cross-border high-value financing and refinancing transactions, including project financing, syndicated, subordinated and mezzanine financing, ship financing and related securities such as share pledges, floating charges, financial collateral and mortgages.

## **Blockchain & Cryptoassets**

We advise on issues specific to cryptoassets and blockchain technology, such as AML/KYC and GDPR, Initial Coin Offerings and Security Token Offerings for issuers, as well as regulatory licensing for Crypto-Asset Service Providers. The team brings together legal expertise pooled from multiple disciplines across the firm, including our financial services, intellectual property, technology law, data protection, corporate and commercial practices.

## **Competition Law**

Our specialised team deals with a wide range of EU and domestic competition law and anti-cartel matters. It has guided clients through significant corporate and commercial transactions, including the facilitation of mergers and acquisitions, and it boasts a strong record of success in the clearance of such transactions by the Cyprus Commission for the Protection of Competition. Our practice is also widely acknowledged for its leading expertise in matters of competition litigation.

## **Constitutional, Public & Administrative Law**

We have long-established experience in handling recourses before the Supreme Court and the Administrative Court, often raising unprecedented and novel points of constitutional and administrative law. The recourses involve, among others, administrative decisions for the appointment and promotion of public servants, the imposition of tax, planning or building permits, social insurance benefits and permanent residency applications. We frequently advise regulated corporate clients, public and governmental bodies on the interpretation and application of laws and regulations, and the implementation of fair procedures in fulfilling statutory functions, in conformity with the Constitution and the laws of the European Union.

## **Corporate & Commercial Law**

Our firm advises on all aspects of corporate and commercial law and practice, and has worked on some of the most high-profile and high-value transactions involving Cypriot corporate structures. We offer the full range of corporate services and advice, from the start-up to the completion of incorporation, the annual operation, compliance, restructures and dissolution of companies.

## **Cross-border Transactions, M&A & Restructures**

Our team has extensive experience in cross-border transactions involving Cyprus-based entities, whether as part of a wider corporate consolidation,

or equity, debt or secured financing restructuring, or tax efficiency planning. We offer expertise in structuring, negotiating and completing joint ventures, cross-border mergers and acquisitions, transfers of corporate seats, the establishment of mutual funds and venture capital investments.

## **Data Protection Law**

Our firm specialises in all aspects of Cypriot Data Protection legislation and the corresponding European regulations. We advise both local and international clients regarding their obligations under Data Protection legislation arising from their working practices and internal policies, as well as deal with procedural matters before the competent authorities, such as the filing of required notifications and applications for licences.

## **Distribution, Commercial & Franchise Agreements**

We have wide-ranging experience in drafting distribution, commercial and franchise agency agreements, reviewing and advising on the compliance of such agreements with Cypriot law, as well as in advising on matters such as termination, post-contractual compensation, competition law issues, public procurement and intellectual property licensing matters. We advise principals, distributors, franchisors, franchisees and commercial agents alike.

## **Employment, Immigration & Citizenship Law**

Our employment law department advises across the full spectrum of employment, compensation and benefits issues, whether arising in an advisory or transactional context, contentious or non-contentious. Our firm also provides assistance when non-EU citizens are to be employed in executive positions with companies belonging to foreign interests. Our involvement in immigration law and procedures extends to applications for permanent residency, as well as Cypriot citizenship for those who are eligible.

## **Energy Law**

We have been advising leading international companies within the energy industry for over two decades, covering various sectors, including oil and natural gas exploration, power and renewables. Our advice extends to all transactional aspects of corporate ventures, with the firm's long-standing experience in corporate and commercial law, finance, tax and competition law ensuring the delivery of seamless service.

## **European Union Law**

Our EU law practice lawyers have an in-depth understanding of EU institutions and policies, and combine extensive experience in both the private and public sectors. They assist clients with achieving their business objectives, offering representation across the main regulatory fields governed by EU law, including competition, trade, ESG, free movement of goods and services, consumer protection, privacy and data protection.

# PRACTICE AREAS

## **Family Law**

Our team advises on all family law matters – divorce and separation, child custody, contact, maintenance and care disputes, adoption, civil unions, spousal maintenance, asset separation and management, property settlement agreements, pre-nuptial and post-nuptial agreements. Our firm has been involved in several important cases with an international element including child abduction, mirror orders and the enforcement of foreign maintenance orders, and has advised international couples on the legal implications of their marriage or potential divorce in Cyprus. Our lawyers are experienced litigators, some with over 30 years' track record in this field, as well as skilled negotiators – both necessary qualities for achieving a successful outcome in family disputes. They are also qualified mediators in family law disputes.

## **Human Rights Law**

We are the first Cypriot firm to have submitted high-profile applications before the European Court of Human Rights in Strasbourg, and we continue to be involved in the preparation, submission and hearings of applications concerning alleged violations of human rights for local and international clients.

## **Intellectual Property Law**

We have more than 40 years' experience in intellectual property ('IP') law, delivering the full range of services on both contentious and non-contentious IP matters. We assist with the registration of trade marks at national, EU and international level, the registration of Cypriot national patents, the validation of EP/PCT patents designating Cyprus and the registration of industrial designs at national and EU level. In parallel, we are engaged in the prosecution of IP rights through oppositions or cancellations before the Registry, or recourses before the Administrative Court challenging the decisions of the Registry, or other court proceedings pursuing infringement and passing off actions with applications for interim injunctive or other ancillary relief.

## **Investment Services & Funds**

Our team advises on, and assists clients with the setting up, licensing, passporting of services and regulatory compliance of Investment Firms, UCITS, AIFs, as well as of the managers of these funds. We also advise on related services, including the re-domiciliation of funds and their managers, and the listing of funds on regulated and unregulated markets.

## **Litigation, Arbitration & Mediation**

Our dispute resolution team is highly experienced in identifying and implementing the most appropriate legal solutions for our clients, either by pursuing or defending litigation, or by employing other alternative dispute resolution mechanisms, such as arbitration and mediation. We deal with complex and high value matters in business, commercial and corporate law, tax and finance, insolvency, IP, professional liability, antitrust, banking and finance, family law, administrative and criminal

law. Our team also specialises in issuing or defending injunctive relief in domestic or international litigation and arbitration proceedings, as well as the recognition and enforcement of foreign judgments and arbitral awards.

## **Public & Private International Law**

We advise clients on the application and interpretation of international treaties and conventions entered into by Cyprus, especially concerning foreign investments, mutual assistance in civil and criminal law matters, international arbitration conventions, multilateral treaties on the Law of the Sea and similar instruments. We have extensive experience in the field of human rights and many other key areas of public international law.

## **Shipping & Maritime Law**

Our broad and varied experience in shipping and maritime law matters ranges from the registration of ships and mortgages in the Cypriot Ships Registry to undertaking various procedural and regulatory matters before the Cypriot maritime authorities, such as civil liability insurance renewals, dispensations and waivers, where required. Our team advises on ship financing and M&A transactions involving Cyprus-flagged vessels and has also been engaged in maritime disputes including vessel arrests, cargo carriage, construction and re-building disputes, commercial/contractual claims, collisions, salvage and insurance claims.

## **Taxation Law**

Our firm has the expertise and experience to advise on the design and implementation of, and to defend, tax planning structures built around the Cypriot tax regime. We strive to enhance tax efficiency, reduce risk and avoid tax controversy, effectively and efficiently, in matters involving corporate tax, property tax, personal tax, employment taxes, VAT and customs duties.

## **Telecommunications, Media & Technology Law**

Our telecommunications, media and technology team includes lawyers with expertise on a broad range of areas underpinning the interdisciplinary field of technology including regulatory issues, data protection and privacy, e-commerce, cybersecurity and IP. We offer our clients, whether start-ups or established technology, media or e-commerce enterprises, legal advice ranging from support in corporate transactions to IP protection, regulatory compliance, employment, tax, e-commerce, electronic payments, as well as wider contracting issues.

## **Trusts, Wills & Succession**

We offer comprehensive succession planning legal services to serve clients' personal or business requirements, whether in transitioning or maintaining and maximising the value of their assets. Our team of seasoned lawyers, some with over 30 years' experience in this field, addresses all matters at hand when structuring succession planning solutions, taking into account all-important tax considerations, ownership, future targets and challenges and continuity.



Your partner at every turn

## GLOBAL REACH

**'Through the firm's global connectivity, our clients can draw on local expertise and insight from across the globe'**

The ever-changing legal landscape requires in-depth understanding of local economies and businesses, laws, regulations, governments, cultures and trends. Our firm's exclusive Cyprus membership to leading international law firm and service provider networks Lex Mundi and World Services Group ('WSG') respectively, as well as our close and longstanding cooperation with several international law firms, avail our clients of seamless cross-border solutions and provide our firm with an international outreach. Lex Mundi provides our clients with preferred access to more than 21,000 lawyers around the world, all from a single point of contact. The WSG network offers worldwide integrated legal, investment banking and accounting services.

Through the firm's global connectivity, our clients can draw on local expertise and insight from across the globe, which will help them navigate the business and legal environment of their industry sector.



Your partner at every turn

## INTERNATIONAL RECOGNITION

**'We are proud of our top Tier 1 rankings, year after year, in leading international legal directories'**

Our collective commitment to providing high-quality, comprehensive legal advice and services is recognised by the leading international legal directories. We are proud of our top Tier 1 rankings, year after year, as we are of our lawyers who are listed among the country's leading practitioners in their respective fields of expertise.

Directories that include, for example, Chambers Global and Europe, Chambers HNW, The Legal 500 EMEA, IFLR1000 and IP Stars, confirm our firm's high standards of professional excellence in practice areas such as: General Business Law, Dispute Resolution, Corporate Law, Banking and Finance, Intellectual Property Law, Tax Law, Employment Law, Competition and EU Law.





Your partner at every turn

## IMPACT

**'We are committed to having a positive impact on society and the environment, in the same way that we are committed to providing excellent legal services'**

We are committed to having a positive impact on society and the environment, in the same way that we are committed to providing excellent legal services. Sustainability is a key driver that shapes our firm's objectives.

Our members are encouraged to undertake pro bono work, particularly in relation to projects and matters that support the public interest. We aim to facilitate access to legal advice and to make our knowledge and expertise available to those organisations and individuals that lack the resources to obtain them. In the process and in return, our lawyers receive invaluable experience and personal fulfilment for having contributed to a positively impactful project.

Our firm's membership to Lex Mundi means we are affiliated to the Lex Mundi Pro Bono Foundation, created to support and empower those working on high impact, sustainable solutions to social, economic and environmental challenges. Alongside the other 150+ member law firms in more than 120 countries, our firm can be matched to legal projects with social entrepreneurs who are pioneering new and creative solutions to the world's most pressing problems.

We place great emphasis on corporate social responsibility matters; our initiatives include donations to charities and fundraising activities. We are actively working on improving the sustainability of our offices and reducing the environmental footprint of our operations. Our firm's green initiative includes energy efficiency, recycling and circular waste management.



Your partner at every turn

## DIVERSITY AND INCLUSION

**'Our firm goes beyond simply welcoming differences; for us, inclusion means everyone is part of the bigger picture'**

We believe that diversity goes beyond respecting people's differences. A workplace that is intrinsically diverse in talent generates diverse perspectives and ideas, and fosters collaboration and team building. From a business perspective, this ultimately leads to better decision-making, greater insight into client needs and stronger client relationships.

Our firm goes beyond simply welcoming differences; for us, inclusion means everyone is part of the bigger picture, regardless of title or status. We work towards creating an environment where diversity can thrive, and we offer all our members equal access to opportunities so they can develop and progress, truly feeling a sense of belonging. Our flexible working arrangements not only facilitate a work-life balance, but also specifically support the retention of members with young children.





Your partner at every turn

## GET IN TOUCH

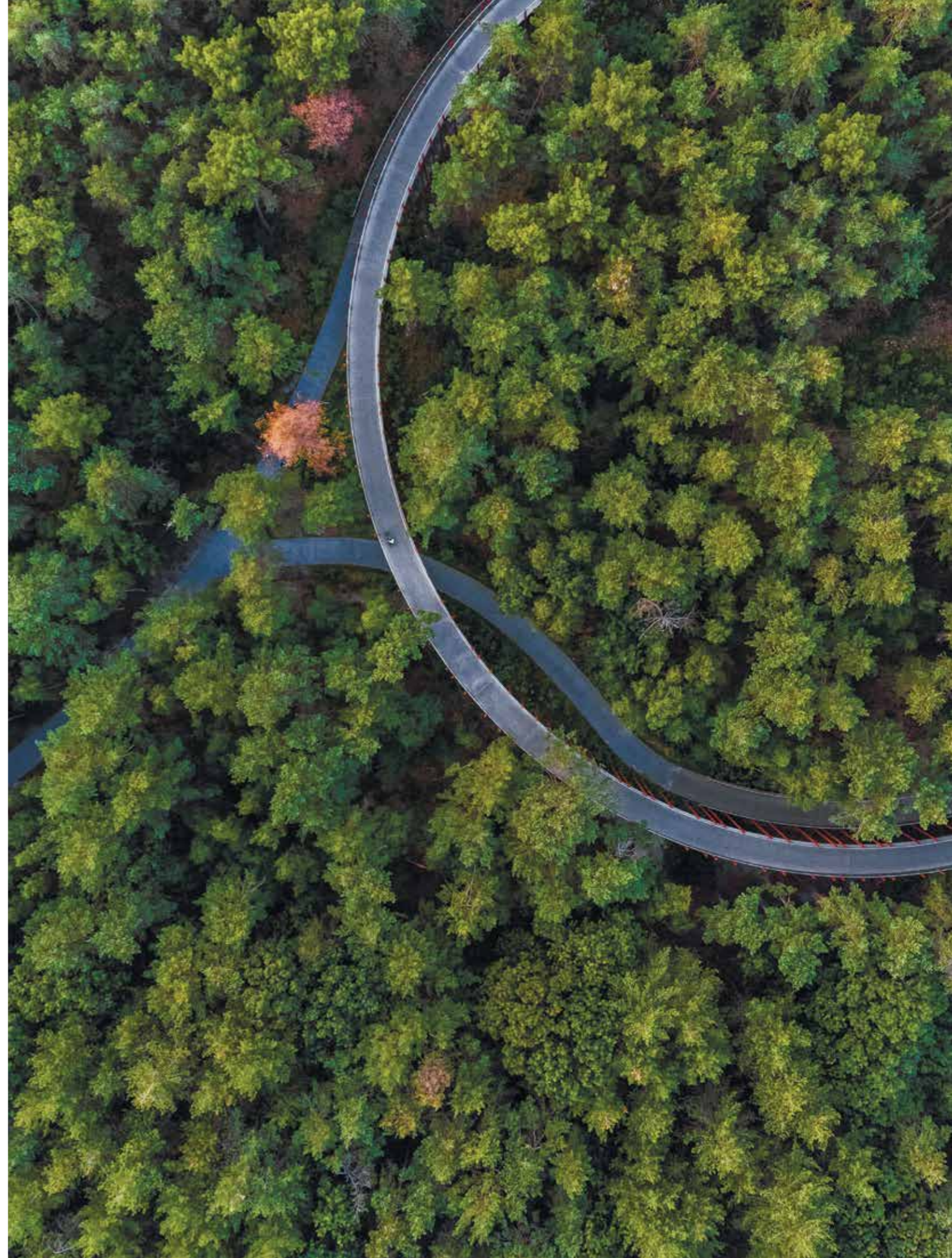
### **Nicosia Head Office**

1 Lampousas Street  
1095 Nicosia  
P.O. Box 22119  
1517 Nicosia – Cyprus  
Call: +357 22 777000  
Fax: +357 22 779939

### **Limassol Office**

124 Gladstonos Street  
The Hawk Building  
2nd Floor  
3032 Limassol – Cyprus  
Call: +357 25 823232  
Fax: +357 25 726425

Email: [info@chrysostomides.com.cy](mailto:info@chrysostomides.com.cy)  
[chrysostomides.com](http://chrysostomides.com)





Designed by: Reef+Co

Images: Page 4: Matheo JBT | Page 7: Malik Skydsgaard | Page 13: Jesse Gardner  
Page 15: Louis Maniquet | Page 17: Sami Takarautio | Page 19: Christophe Maertens  
Page 21: Thomas Bormans