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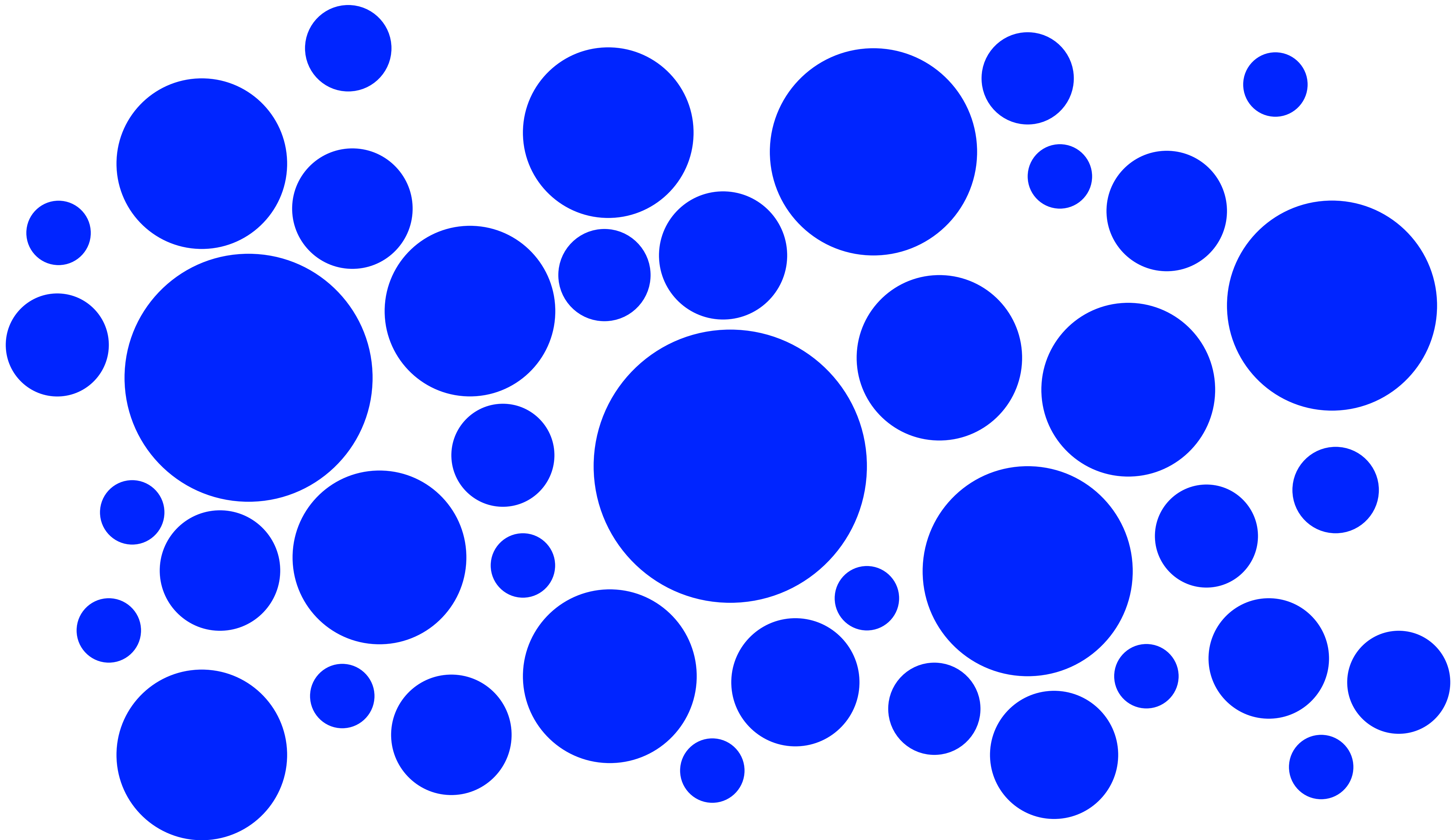
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**WHO
WE
ARE.**

BOPA. bojanovic partners is a leading,
full-scale, business-law firm,
based in serbia.

our organizational structure is fundamentally different - we are a premium law firm, rather than a 'commodity' provider.

We have an organizational structure unique to our jurisdiction, which is one of the reasons why highly sophisticated clients choose us for the most challenging legal assignments. What sets us apart from the competition is that our team is composed in large part (80-85%) of highly experienced senior lawyers. In addition, although we have specialized departments, expert practice groups and regional desks within the firm one specific partner always serves as the main point of contact for a client.

This rule is applicable regardless of the type of work, geographical spread or mandate complexity.

“Innovation through emphasis on healthy communication and bespoke service. ”

“ Added value derives from multifactorial analysis - something that other firms find intimidating; no aspect, regardless of how seemingly negligible, is overlooked. ”

we are ~~not conventional lawyers~~ - we consider both legal and non-legal aspects of our clients' business.

We do not ignore financial, strategic, operational, organizational and other non-legal aspects of our client's enterprise. Many of our lawyers hold business degrees alongside their law degrees, having learned the "tricks of the trade" from domestic, as well as prestigious international universities. Some of our lawyers have held managing positions with prominent international companies, while others have worked as partners at leading international and domestic law firms, individual members of our team have held executive positions in the public sector, as advisors decision-makers. Finally, we utilize the assistance of respected scholars, university professors and former Supreme Court judges who are engaged on an ad hoc basis when necessary. This "eclectic" team composition makes us truly different in the market, and enables a thorough understanding of our client's business, ultimately allowing us to provide valuable, practical assistance.

“ Substantive simplicity =
clarity of understanding. ”

blackberry rule:
we do not speak or write too much –
we give clear advice that you can actually use.

Our principle is to provide concrete, concise, yet comprehensive legal advice and solutions that our clients can actually use and implement in their business.

We apply the “Blackberry” rule whenever we can.

The client receives a “yes” or “no” answer, and if the legal situation is unclear, we tend to express our best estimate in percentages, so that the client can always rely on our advice when making important commercial decisions.

time is money - maximum efficiency is a requisite.

Time is precious. In business, time is money. We fully understand this.

Our business approach is that the client should never have to wait for the answer.

Our organizational structure of senior lawyers with considerable experience and knowledge allows us to prioritize adequately, avoiding unnecessary and time-consuming research leading to efficient results in the form of quality answer.

“ Instant gratification
is an asset in the business world. ”

“ Benefit-cost ratio (BCR)
should always be greater than expected. ”

we measure the ‘value for money’ ratio,
keeping it as high as possible.

We quantify cost-effectiveness as the extent to which our service has achieved its results at a lower cost compared with alternatives. We share the same philosophy with our clients, in that shortcomings in cost-effectiveness occur when the service provided is not the lowest-cost alternative or approach to achieving the same or similar outputs and outcomes.

Our organizational structure allows us to be extremely cost-effective – providing premium legal service without running into unnecessary overheads.

**WHAT
OTHERS
SAY
ABOUT
US.**



"(...) one of the best in Serbia for sure, it has defied market conditions."

"(...) the firm is on par with the biggest firms in Serbia": its "value-formoney ratio is unrivalled."

"(...) the team gives 'business-oriented' advice."

"(...) a premium law firm noted for its 'bespoke legal service.'"

"(...) highly professional' team 'absolutely client-oriented'."

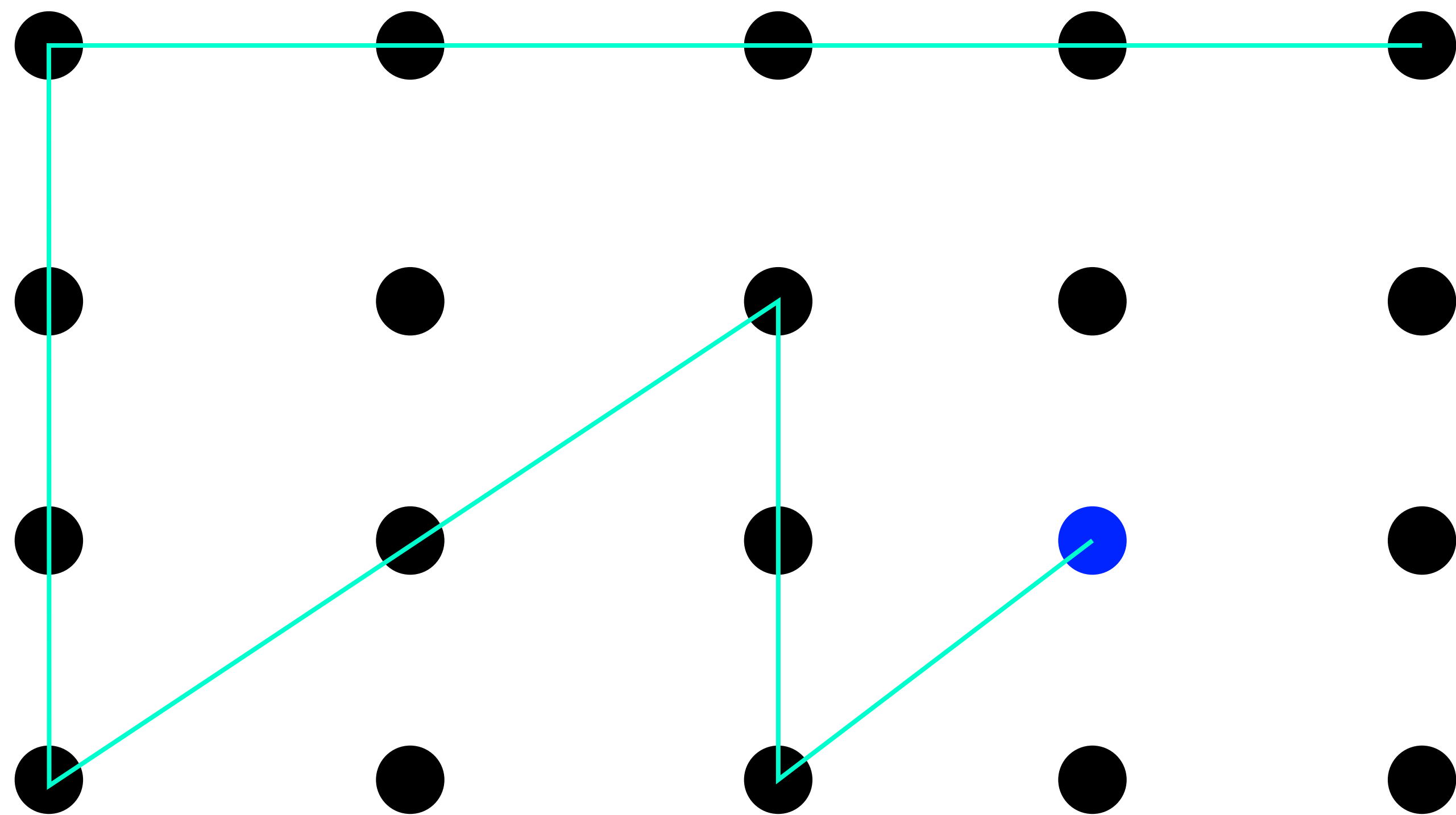
"(...) firm handles the competition aspects of corporate transactions and restructuring. The firm has 'an excellent understanding of business."

"(...) sharp, to the point, and always able to support the advice with practical examples."

"(...) a premium commercial law firm."

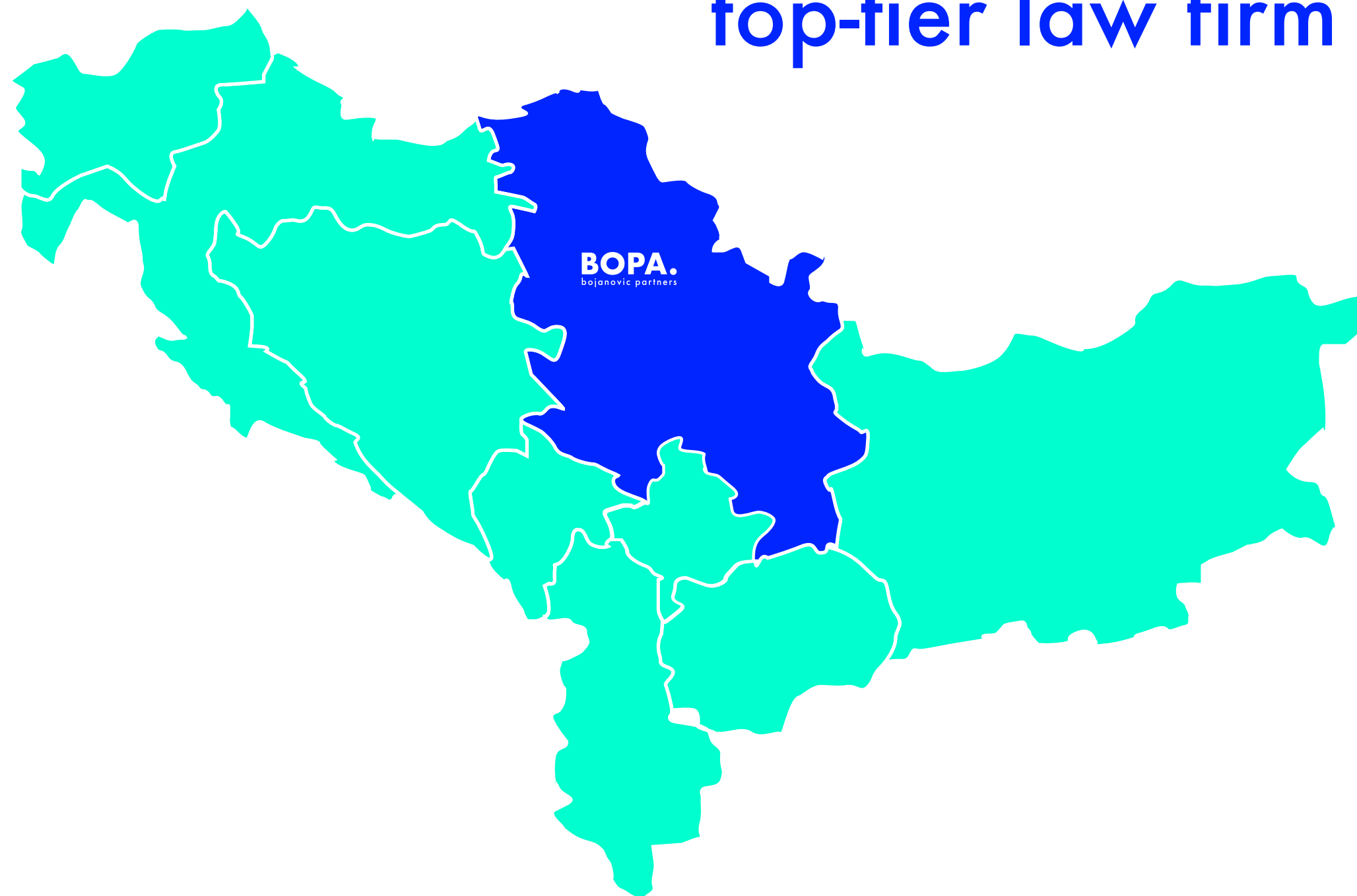
"(...) team has outstanding industry knowledge."

"(...) Vladimir Bojanovic «understands the market, knows what the client needs, and is very prompt and helpful."



ADRIALA NETWORK.

top-tier law firm alliance for the balkans.



We serve premium clients in Serbia. However, as our clients frequently have needs for legal support throughout South East Europe and specifically the Balkan region, we established a network affiliation with distinguished and reputable independent law firms from Albania, Bosnia & Herzegovina, Bulgaria, Croatia, Macedonia, Montenegro and Slovenia.

200+
LAWYERS

10+
JURISDICTIONS

20+
PRACTICES

belgrade	banja luka	sarajevo	ljubljana	podgorica	pristina	skopje	sofia	tirana	zagreb
serbia	bosnia& herzegovina	bosnia& herzegovina	slovenia	montenegro	kosovo	macedonia	bulgaria	albania	croatia

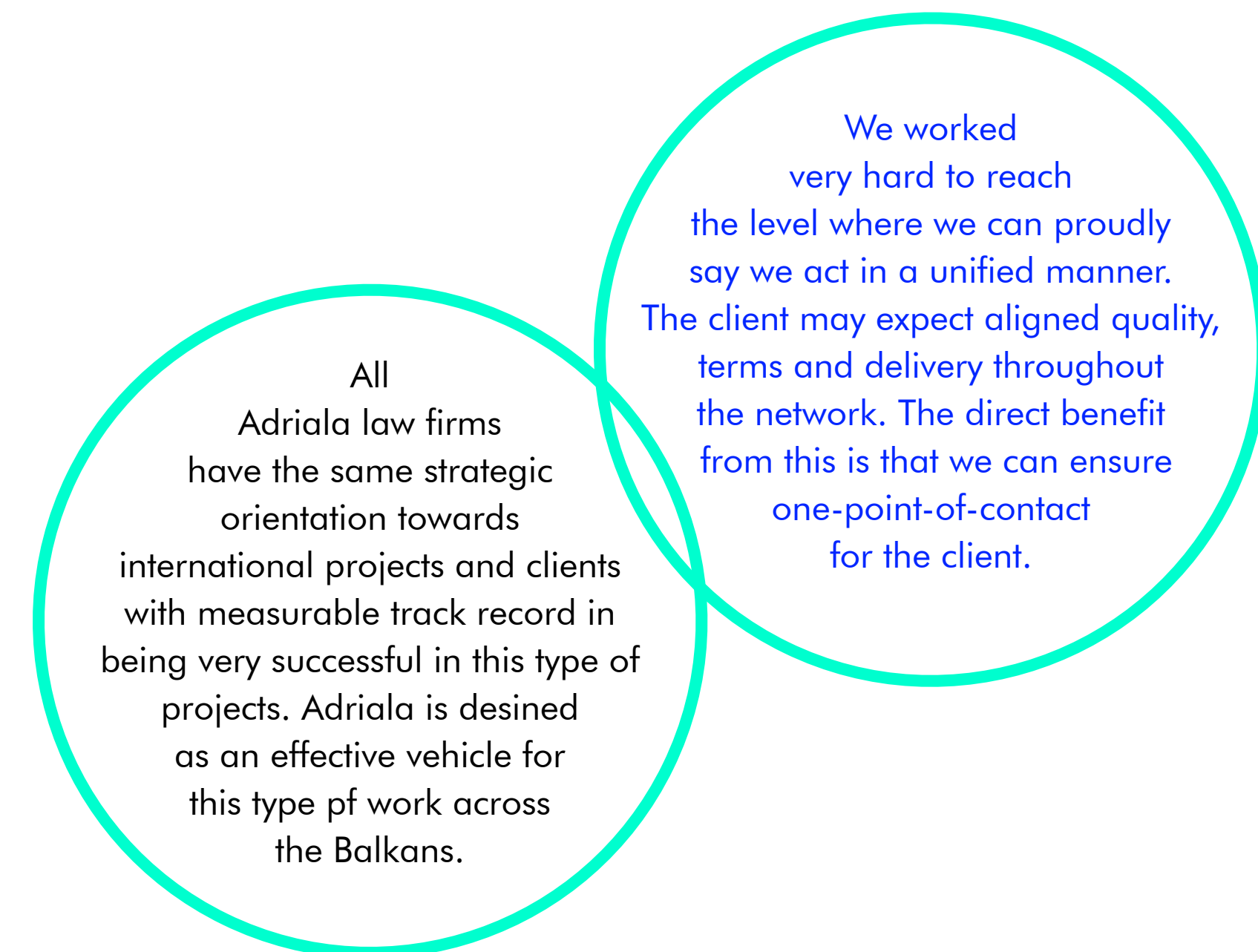
adrialala is not a law firm.

All Adrialala law firms are indigenous and independent law firms. This is a huge advantage for at least **3 good reasons**:



adrialala is not a typical legal network.

It took us a great deal of time to come up with the structure that would effectively overcome potential deficiencies of being a typical legal network. There are **2 main characteristics** that make us different:



QUICK FACTS.

200+

LAWYERS

15+

LANGUAGES

10

CITIES

10

JURISDICTIONS

20+

PRACTICE AREAS

20+

INDUSTRY SECTORS

RANKED AT.



albania

"(...) the firm's main strenghts are its high level of professionalism, first-rate knowledge of the Albanian legal system and responsiveness."

**bosnia&
herzegovina**

"(...) very detailed professionals who are at the client's disposal at all times. Their efficiency is indisputable, as they approach all matters very seriously to complete tasks in the shortest possible time."

bulgaria

"(...) these lawyers are very knowledgeable and experienced, and able to present different aspects of a certain issue and make recommendations for an informed decision. They have the resources to carry out large volumes of work in a diligent manner, and are very dedicated."

croatia

"(...) 'en excellent understanding of both the local and European legal framework', and is especially notable as providing 'innovative solutions'."

macedonia

"(...) experienced domestic commercial law firm which acts for a range of global corporations with business in Macedonia."

montenegro

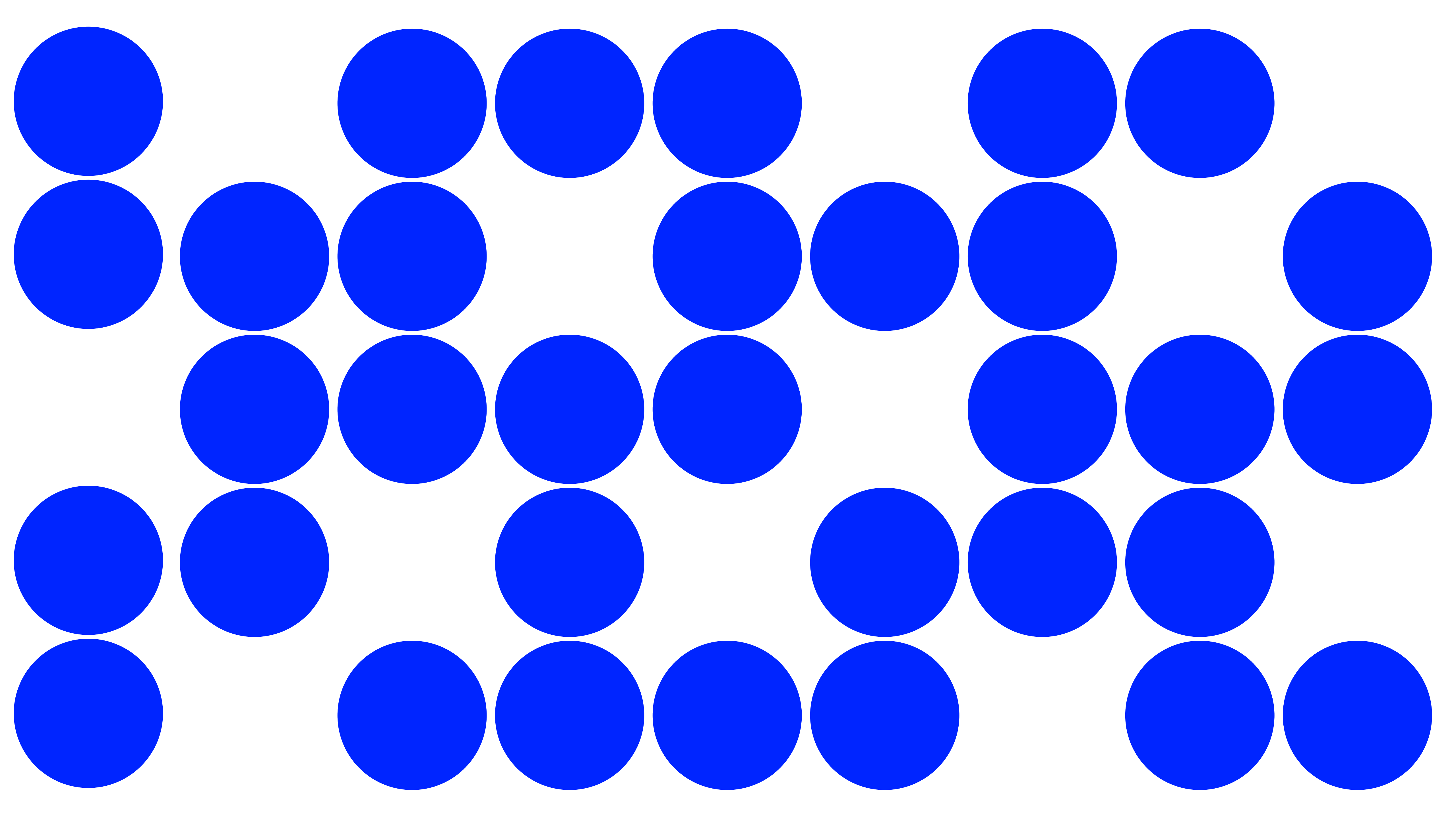
"(...) firm fields the market's largest team and provides 'a top-quality service'."

serbia

"(...) one of the best in Serbia for sure, it has defied market conditions."

slovenia

"(...) has extensive experience in corporate transactions, providing all types of corporate and transactional serces to Slovene and intenational clients."



OUR TEAM.

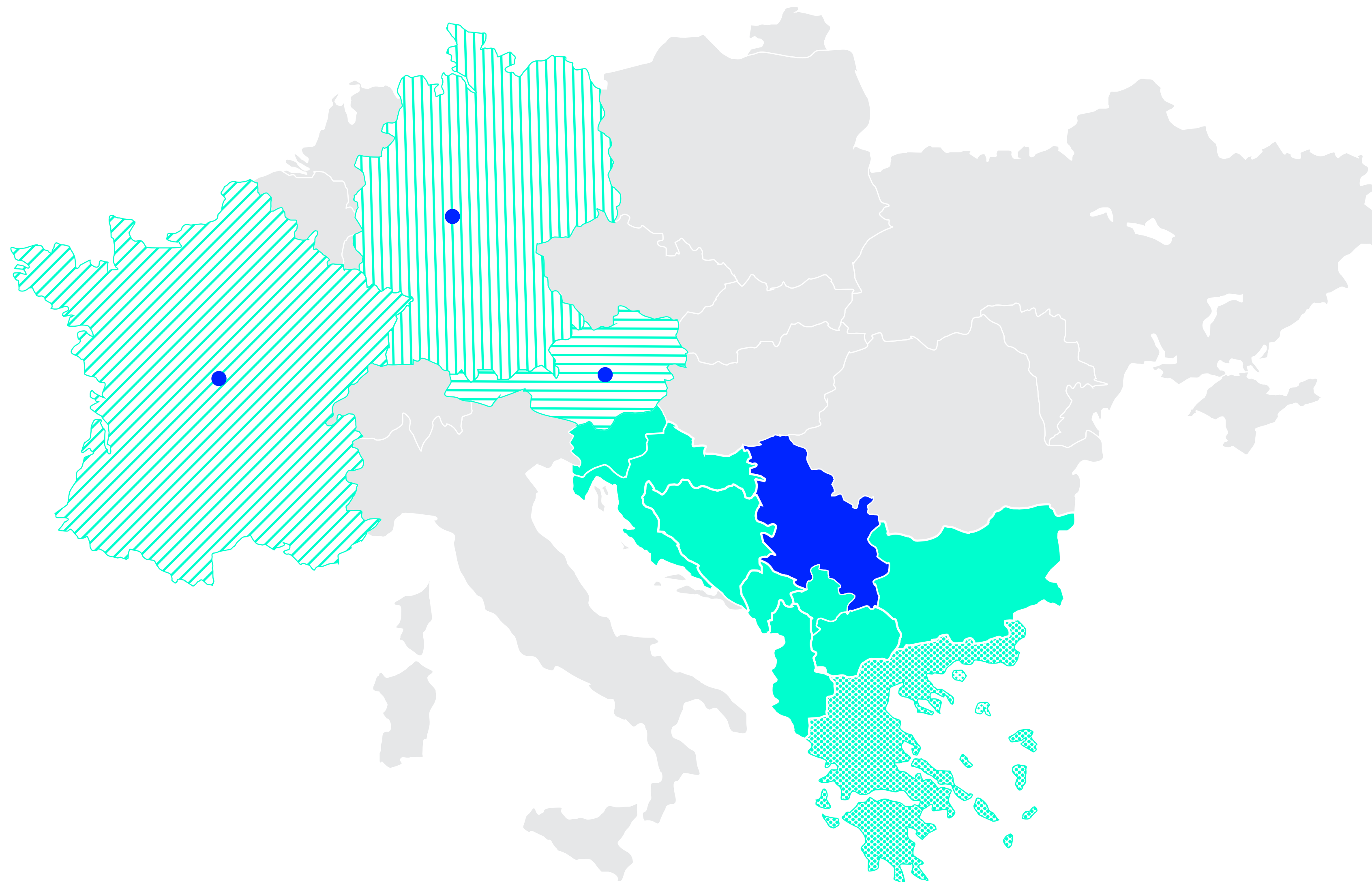
IT HAS BEEN SAID THAT
“A CHAIN IS ONLY AS STRONG AS
ITS WEAKEST LINK.”
WE COULDN'T AGREE MORE.

Diversity of educational background and extensive market experience of different scopes are sometimes underrated in our profession, but have proven to be invaluable in practice.

we have a **team** that brings more to the table than just sound legal advice. we are **capable** of understanding **client's** needs, **ideas**, requirements and expectations, providing them with legal advice that **helps** create tangible **benefits** for their **business**.

Our lawyers can deliver top-level legal advice in local languages (Serbian, Montenegrin, Bosnian, Croatian, Slovenian, Albanian and Macedonian) as well as in English. In addition, some of our people are fluent in Hungarian, French and German.

Finally, through our network affiliation with independent law firms across the Balkan region and over 200 advisors across the Balkan region, we can handle any regional or domestic deal, while keeping our original values an integral part of our approach to client service. Our network partners throughout the Balkan region are, by and large, highly reputable premium law firms strongly holding supreme positions in their respective legal markets.



SPECIALIZED DESKS.

we have ability to cover the whole region.

Our unique position in South East Europe and the Balkan region, and the ability to cover the whole region from our headquarters in Belgrade through network affiliation with premium and highly ranked local law firms from other jurisdictions, required that we organize specialized desks for each of these counties. These desks are led by people who have solid understanding of local laws, and who serve as a link to exceptional, premium partner law firm from these jurisdictions.

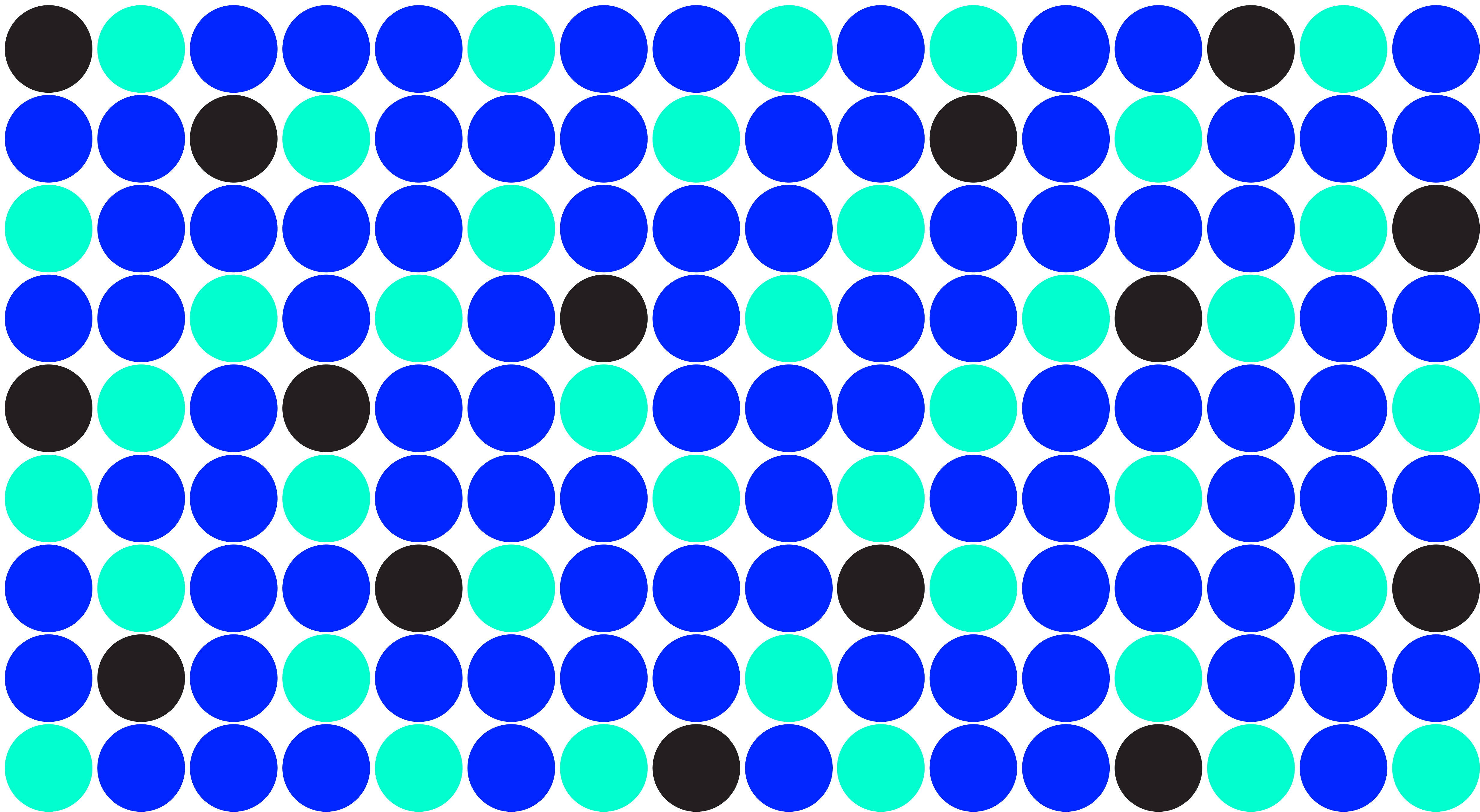
In addition, in order to meet the needs of German and French speaking clients, we have developed specialized German and French desks. These desks are composed of German and French speaking lawyers, educated at leading universities and trained at leading international law firms in Germany, France, Austria and Serbia.

DEUTSCHE PRAXIS

Um die Kommunikation mit der großen Zahl der Klienten aus Österreich, Deutschland und der Schweiz, die Geschäftsbeziehungen in Serbien, Montenegro, Bosnien und Herzegowina, Kroatien und Mazedonien haben, leichter zu machen, bildete Bojanovic & Partners den spezialisierten „German Desk“. Der „German Desk“ ist von Juristen zusammengestellt, die fließend Deutsch sprechen und an Universitäten in Österreich und Deutschland geschult wurden. Unsere Juristen im „German Desk“ können auf komplexe Aufträge unserer deutschsprachigen Klienten antworten, an vielschichtigen Verhandlungen teilnehmen, und umfassende Dokumente auf Deutsch erstellen. Selbstverständlich sprechen alle Juristen aus dem „German Desk“ fließend Englisch und die lokalen Sprachen. Die Bojanovic & Partners Juristen im „German Desk“ arbeiten eng mit den Juristen aus den restlichen Abteilungen der Kanzlei zusammen.

DESK FRANCOPHONE

Afin de faciliter la communications avec nos nombreux clients francophones ayant des relations d'affaire en Serbie, Bosnie-Herzégovine, Macédoine et au Monténégro, Bojanovic Partners a formé un „desk francophone“ spécialisé. Le desk francophone est composé d'avocats qui parlent couramment le français, et qui se sont formés dans des universités en France ou ont travaillé dans des sociétés françaises. Nos avocats du desk francophone sont capables de répondre aux exigences les plus aigües de nos clients. Ils peuvent notamment participer à des négociations complexes en français et préparer des documents juridiques complets et détaillés. En plus du français, tous nos avocats du desk francophone parlent couramment l'anglais ainsi que toutes les langues locales. Les avocats du desk francophone travaillent en proche coopération avec leurs collègues d'autres départements du cabinet. Bojanovic & Partners a ainsi la capacité de fournir à ses clients un service complet et efficace en français grâce au système du „guichet unique“.



PRACTICE AREAS.

WE ARE A FULL-SCALE COMMERCIAL LAW FIRM.
OUR WORK IS ORGANISED INTO SPECIALISED
PRACTICE AREAS AND WE HAVE EXPERTISE IN
ALL INDUSTRY SECTORS.

banking and finance

International and domestic financial markets have experienced the toughest and most comprehensive shift in recent history. Inevitably, this presented a demand for out-of-the box, innovative and tailor-made solutions. Our team is composed of trained professionals with experience in all areas of banking and finance. We have sector and industry knowledge, particularly in regulated industries such as banking and finance. Our client list includes financial institutions, banks, corporations, insurance companies, private pension funds, mutual funds, hedge funds, governmental bodies, private companies, and private wealth individuals. Our banking team works together with our M&A, PE/VC and restructuring practices to provide advice to our clients in all types of financing transactions.

- General banking
- Debt Restructuring and Re-financing
- Acquisition and Disposition of Distressed Assets and Loan Portfolios
- Acquisition finance
- Asset finance
- Asset based lending
- Bank and holding company establishment
- Consumer credits
- Corporate and syndicated lending
- Regulatory and Financial institutions
- Investment funds
- Private Equity and Venture Capital
- Project finance
- Trade and export finance
- Capital markets
- Derivatives, structured finance and securitisation
- Financial derivatives and structured finance
- Infrastructure finance
- Mezzanine financings

- M&A and transactional advisory
- Cross-border transactions
- Corporate Law
- Corporate Governance
- Privatization procedures
- Public takeovers and takeover bids
- IPOs
- Joint Ventures
- Management Buyouts
- Leveraged Buyouts
- Status changes
(e.g. Spin-Offs, Mergers, Demergers, etc.)
- Private Equity and Venture Capital
- Structuring and Protection of Foreign Investments
- Insolvency, Bankruptcy & Reorganizations

corporate M&A

Corporate M&A is our core area of expertise. Our clients include multinational, international and domestic companies operating in Serbia, as well as their (majority and minority) shareholders and management. We offer legal support to foreign investors (including private equity and venture capital investors) considering investments in this region not only when they plan and make their investment, but also in maintaining and developing the value of their investment, as well as in developing and executing their exit strategies. Our team is composed of lawyers educated both locally and abroad in civil law and common law jurisdictions, which enables us to fully understand the client's needs, ideas, requirements and expectations and to provide them with the legal advice that creates added value for their business. Together with our regulatory specialists, our corporate/M&A team offers industry-specific know-how across the following sectors: energy, financial institutions, TMT, automotive, healthcare and pharmaceuticals, and FMCG. Moreover, our lawyers have been engaged in some of the most prominent transactions in this region, which affords them unique experience and expertise when faced with formidable legal challenges.

competition and antitrust

Highly-regulated markets require sophisticated competition advice, and comprehensive expertise across the major antitrust areas. Our competition practice has been ranked by the leading legal directories, and has the proven ability to navigate through sophisticated competition investigations, merger reviews and litigations. We have a strong reputation in transactional work, cartels, abuse of dominance, market investigations, state aid and regulatory work.

- Merger Notifications / Concentrations
- Pre-merger filings
- State Aid
- Franchising agreements
- License agreements
- Distribution agreements and similar structures
- Restrictive agreements (vertical and horizontal)
- Commercial agents law
- Trade related issues
- Market investigations
- Dawn raids
- Dominant position issues
- Review and assessment of existing / planned market practices and conduct
- Competition compliance
- Public procurement
- Trusts
- Rescue and restructuring aid
- Environmental aid
- Representation before the competition protection authorities
- Representation before the courts in competition related disputes
- EU Law

- Corporate Governance
- Business and Commercial Contracts
- Public Procurement
- Data Protection and Privacy
- Consumer Protection
- Environmental Law
- General contracts law
- Standardisation
- FMCG
- Marketing and advertising
- E-commerce
- International sale of goods -
UN Convention on Contracts for the International Sale of Goods (CISG)
- Shipping and transportation law concerns
- Incoterms and other international trade codifications
- Private international law concerns
- Compliance with the peremptory norms of national law
- Advice on the bilateral and
multilateral investment protection treaties in force
- Protection of guaranteed rights of foreign investors –
e.g. “freeze-clauses”, MFN treatments
- Advice on available incentives and benefits to foreign investors
- Advice on restricted investment areas

commercial

We regularly meet the day-to-day legal needs of our clients in general commercial law. Our industry expertise gives us the depth of knowledge that helps us navigate through regulated industries. Our clients range from domestic businesses to multinational corporations and global financial institutions. Also, we advise corporate clients and board committees, as well as individual officers, as to the full range of corporate governance matters.

employment

We advise clients on all legal aspects of labour and employment law. Our clients include leading multinational, international and domestic companies, international and governmental agencies and organizations, as well as individuals. In addition to that, some of our clients include famous athletes in regulating their employment status with their sport-clubs, as we are one of very few (if not the only) law firms having a specialised sports law department. Our clients can expect that our advice will safeguard their interests in terms of image, internal environment, public and media relations – and all other relations of importance to each individual client.

- Work Management
- Termination of Employment
- Salary System and Employment Incentive Plans
- Restructurings and Reorganisations
- Outsourcing
- Strikes, Lock-Outs
- Collective Bargaining Agreements
- Trade Unions
- Industrial Action
- Management
- Cross-Border Hire
- Personal Data Protection
- Restrictive Covenants
- Labour Disputes
- Share Ownership Plans
- Tailor-made In-house Client Seminars
- Immigration

- Real Estate Acquisitions
- Project Development
- Project and Real Estate Finance
- Real Estate Management
- Construction
- Construction and Real Estate Litigation
- PPPs
- FIDIC Advisory

real estate

Real estate markets at home and abroad have recently gone through a cycle of extreme volatility, unmatched in the past several decades. As one can imagine, such fluctuations and changes require a creative approach to finding the appropriate solutions. From the legal aspect we manage the entire real estate 'life-cycle', beginning with initial acquisition, all through to the final exit. Our client list includes public and private sector developers, funders, contractors, end-users and service providers. Our team is composed of lawyers educated both locally and abroad in civil law and common law jurisdictions, which enables us to understand the client's needs, ideas, requirements and expectations and to provide them with legal assistance aimed at adding value to their business.

dispute resolution

We have litigators and arbitration counsels with experience in resolving business disputes for an extensive client base ranging from local and international industries, financial institutions and global investors. The diversity of disputes handled ensures that client's needs are met in all areas of this field - from relatively small claims, to multimillion Euro dispute resolutions. We are proud to say arbitration and commercial litigation are the part of our core practice. We have lawyers having long-standing experience both as legal counsel and as arbitrators in various arbitrations such as under ICC, VIAC and UNCITRAL arbitration rules and arbitrations relating to bilateral investment treaties. Additionally, we have solid experience in the sports market. Some of our lawyers and partners have undergone secondment at specialised international law firms focusing specifically on sports law. We are glad to say that we have advised various associations, clubs, leagues, sponsors and media companies, as well as famous athletes.

- Arbitration
- Commercial Litigation
- Bankruptcy & Reorganisations Litigation
- Labour Disputes
- Sports Law Proceedings
- Compliance Proceedings
- White Collar Defence
- Alternative Dispute Resolution
- Enforcement
- Commercial Offence and Misdemeanour
- Administrative Proceedings
- Constitutional Appeals

- Insolvency
- Liquidations
- Reorganisation and corporate restructuring
- Restructuring of loans
- Representation of creditors and debtors
- Acquisition of companies from bankrupt estates
- Out-of-court settlements

insolvency, restructuring and reorganisations

We provide legal assistance for companies in distress under the Serbian Insolvency Act.

However, in addition to that, we also have experience advising creditors, and other parties involved when a company is experiencing financial difficulties. We also extensively work with investors interested in investing in distressed assets. Additionally, we act for selected banks under respective application of European Bank Recovery and Resolution Directive.

We have a track record in assisting clients with preparation and review of pre-packed reorganisation plans, and assisting our clients in relations with bankruptcy governors, creditors and distressed targets. Our lawyers operating in this practice area bring experience from many other sectors; mainly finance, corporate and dispute resolution.

private equity and venture capital

Our lawyers have extensive experience in private equity and venture capital.

Notably, our team participated in the most PE/VC transactions in Serbia, including some of the most valuable deals. We provide legal support in a broad aspect of legal services from initial review of the target to the design of the most suitable structures (MBO, LBO, MBI, BIMBO). We advise on structuring bids, negotiating and drafting acquisition and financing agreements, while providing thoughtful guidance throughout the transaction. Most importantly, our private equity team is highly integrated with other multi-disciplinary groups within the firm, and closely works with tax specialists, the employment department, and competition/antitrust experts.

- Acquisition and Corporate Finance
- Fund Structuring
- Administration
- LBOs
- MBIs
- MBOs
- BIMBO
- IPOs
- Strategic Exit Strategies

- Anti-bribery and anti-corruption
- Data protection compliance
- Anti-trust compliance
- Employment law compliance
- Internal compliance programs
- Employee fraud
- Internal investigations
- Public relations and crisis communication
- Risk assessment of operations
- White collar crime representation
- Breach of professional secrecy
- Creation of whistleblowing hotlines
- Criminal compliance advice and workshops

compliance and white collar crime

Business operations have become significantly complex in the last few decades due to imposition of numerous compliance duties in areas such as prevention of money laundering and corruption, banking, environment, competition, and taxation. In addition, the level of supervision by competent authorities has increased considerably. Non-compliance can result in severe fines, suspension of business activity and criminal proceedings.

regulatory

We offer clients a broad range of services across all industry sectors, specifically focusing on highly regulated industry areas. Due to the increasing number of regulations, organizations are increasingly adopting the use of harmonized sets of compliance measures. We assist clients in various regulatory matters to ensure their full compliance with prescribed procedures and obligations.

- Automotive
- Aviation
- Tobacco
- Chemicals
- Consumer Products
- Oil and Gas
- Power
- Energy and Infrastructure
- Pharmaceuticals and Healthcare
- Telecoms, Media, Technology
- Food and Beverages
- FMCG
- Privatisations
- Environmental Law

- Anti-piracy
- Copyright
- Designs
- Domain names
- E-commerce
- IP transactional work (M&A, finance)
- Licensing
- Patents
- Brand development
- Prosecution (TM and designs)
- Software agreements
- Trademarks

IP - intellectual property

We assist clients in various intellectual property matters. Our lawyers have deep understanding of both cross-border and national legal frameworks regulating intellectual property rights, with extensive experience in matters related to registration, exercise and the protection of intellectual property rights. In addition, we have solid experience in disputes related to intellectual property matters.

tax

Taxation is a decisive factor in planning business operations. Numerous cases of aggressive tax planning and tax evasion have led to increased and diligent supervision by tax authorities. Therefore, sanctions for non-compliance are way stricter nowadays than they used to be. In addition, globalization and cross-border movement of goods and services create complex tax issues requiring thorough knowledge of national tax laws and treaties. Accordingly, proper advising in relation to the tax segment of business operations is a necessity.

- Tax planning and transaction structuring
- Corporate reorganisations
- Stamp duty and transfer taxes
- Representation before tax authorities and tax litigation



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