

# TURAN LEGAL AND TAX SERVICES

## Company profile

2025

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## OUR PROFILE

**Committed to value creation, we deliver comprehensive legal, tax, accounting and HR management services, specializing in education, IT, startups, healthcare, industrial manufacturing, tourism, real estate and others.**

We provide comprehensive solutions customized to your company's complex legal requirements. With over 50 seasoned professionals staying abreast of industry trends, our team ensures professionalism to meet diverse client needs.

Our experience spans the whole spectrum of corporate and commercial law, tax consulting ensuring that you have access to top-tier legal and tax counsel at every step of your business's growth, from startups to huge companies.

Furthermore, we provide full outsourcing services, allowing you to delegate legal responsibilities while focusing on your primary company activities.

Our staff functions as an extension of your organization, offering ongoing legal support, contract management, compliance monitoring, and risk assessment.

## RECOGNITIONS

**In 2022, we were recognized as a Leading Firm in The Legal 500 EMEA rating, followed by our inclusion in IFLR1000 both in 2023 and 2024.**

**Continuing on this path, we were classified as a Leading Firm in The Legal 500 EMEA rating in 2024.**

## MEMBERSHIPS



# LINES OF SERVICE

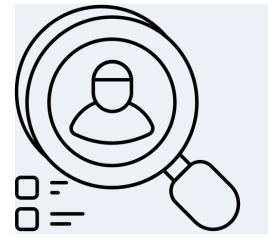
## Legal



## Tax & Accounting



## Human Resources



## OUR VALUES: WHAT SETS US APART

We prioritize clear communication, customized solutions, and proactive support to ensure our services align perfectly with your business objectives.

**As a firm that offers comprehensive outsourcing solutions, we serve as a one-stop partner for all your legal, tax, accounting, and HR needs. This unique value allows us to seamlessly integrate into your operations, functioning as an extension of your team or even replacing an entire department. Our services ensure that your business operates efficiently and compliantly, without the overhead of managing these functions internally.**

Our team combines global experience with in-depth knowledge of Azerbaijan's legal landscape. This dual perspective enables us to provide seamless cross-border solutions while confidently navigating local complexities, allowing you to focus on what matters most—growing your business.



**Client-Centric Approach**



**International Expertise  
with Local Insight**



**Comprehensive Legal &  
Business Solutions**



**Innovation &  
Sustainability**



**Industry-Specific  
Expertise**



**Commitment to Integrity  
& Confidentiality**

## KEY INDUSTRIES



EDUCATIONAL INSTITUTIONS



IT & STARTUPS



HEALTH & PHARMACEUTICALS



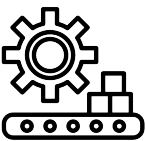
RETAIL & DISTRIBUTION



CONSTRUCTION



TOURISM & REAL ESTATE



MANUFACTURING

OUR KEY PORTFOLIO

**SABAH.HUB**



**SEA  
BREEZE**  
RESORT · RESIDENCES

**Seaya.**

**PROSOL**  
TECHNOLOGY POWER HOUSE

**GENOKS**<sup>®</sup>  
Teknoloji

**JTi**



**PARIA**<sup>®</sup>  
Pharmaceuticals



**PUSH3D**



**ONE** VISION



**NORM**

**CRONHEX**



## PRACTICE AREAS

- CORPORATE & COMMERCIAL
- GOVERNANCE & COMPLIANCE
- DISPUTE RESOLUTION & LITIGATION
- EMPLOYMENT & LABOR LAW
- INTELLECTUAL PROPERTY
- TECHNOLOGY & DATA PRIVACY
- MIGRATION & RELOCATION
- ANTITRUST & COMPETITION
- FINANCE & BANKING LAW
- OIL & GAS LAW
- LEGAL SUPPORT IN PROCUREMENT
- SOCIAL PROJECTS
- MERGERS & ACQUISITIONS
- TAX ADVISORY & ACCOUNTING





## CORPORATE & COMMERCIAL

We provide comprehensive corporate and commercial legal support to various businesses, enabling them to focus on growth and expansion. Our team of experts, with local and international experience, ensures that legal frameworks align seamlessly with business objectives, fostering transparency and confidence in operations.

Our services span a broad spectrum, from legal consulting to all aspects of business operations, including mergers and acquisitions (M&A), cross-border and commercial transactions, contract management, and establishing effective stakeholder relationships. By identifying and mitigating legal risks in a timely manner, we enhance operational efficiency and collaborate closely with our clients to develop strategic solutions that support sustainable growth.

In the field of dispute resolution, we implement agile and effective legal solutions to ensure the fulfillment of contractual obligations and safeguard client interests. We also provide comprehensive legal support in tender and procurement processes to ensure full regulatory compliance and the successful execution of operations.

Our extensive experience spans industries such as manufacturing, information technology, education, construction, and more, allowing us to deliver tailored solutions that address the specific needs of each sector. Our legal approach ensures that operations are conducted both efficiently and in full compliance with regulatory requirements.

Whether managing complex transactions, navigating regulatory landscapes, or resolving disputes, our goal is to deliver legal solutions that align with business needs and contribute to sectoral and global success.

- **Contract drafting & management**
- **Due diligence investigations**
- **Commercial contracts**
- **International trade**
- **Government relations**
- **Antitrust competition litigation & disputes**
- **Risk management**
- **Public & Private procurement**
- **Mergers & Acquisitions (M&A)**



## GOVERNANCE & COMPLIANCE

We provide tailored governance and compliance solutions designed to accelerate business growth, ensure effective risk management, and achieve operational excellence. Our experienced team collaborates closely with clients to develop and implement robust frameworks that ensure regulatory compliance, optimize processes, and strengthen organizational integrity.

Governance and compliance solutions form the core of our legal outsourcing services. By working in partnership with our clients, we not only ensure regulatory compliance but also design and implement bespoke frameworks that enhance efficiency and profitability. Through the establishment of internal protocols and compliance procedures, we ensure seamless and effective operations, fostering confidence in employees to adhere to best practices.

We have successfully supported over 20 local companies in establishing strong corporate structures, implementing comprehensive compliance procedures, and developing real-time operational monitoring systems. Our frameworks are designed to minimize risks, enhance transparency and operational resilience, and enable companies to focus on their core activities, thus fostering sustainable growth and long-term success.

We also provide full support to companies in obtaining and maintaining ISO certifications. Our team has extensive experience in developing protocols that align with international standards such as ISO 37001 (Anti-Bribery Management System), ISO 9001 (Quality Management System), and ISO 20400 (Sustainable Procurement). To meet certification requirements and ensure continued compliance, we deliver customized compliance documentation and procedures, equipping clients with the necessary tools and resources for sustained success.

- **Monitoring for ISO certifications**
- **Establishment of corporate structure**
- **Public & administrative law**
- **Procedures for whistleblowing**



## DISPUTE RESOLUTION & LITIGATION

In a dynamic business environment, disputes can arise unexpectedly, significantly impacting operations and financial performance. At TLTS, we focus on safeguarding our clients' rights and minimizing risks through effective dispute resolution and professional representation in court proceedings. Our team employs a comprehensive approach, combining strategic thinking and deep legal expertise to resolve disputes promptly and in alignment with business interests. Our goal is to provide precise legal analysis and decisive action at every stage of the process, contributing to our clients' long-term success.

We analyze each case with a tailored approach, developing legal strategies that align with business objectives. Whether through negotiation, mediation, arbitration, or litigation, our primary aim is to manage the process efficiently, minimizing time loss and mitigating its impact on business operations.

When litigation is unavoidable, our team provides comprehensive support at every stage of the legal process. From initial case analysis to courtroom representation, we adhere to principles of precision and professionalism. Our services cover commercial disputes, contract enforcement, shareholder disagreements, labor relations, and other critical legal matters. Our objective is to ensure that each legal process is handled effectively and in line with business priorities.

Additionally, we offer proactive measures to identify and manage potential legal risks in a timely manner. Through risk assessments and strategic legal advice, we help ensure that operations are conducted securely and sustainably.

- [Alternative dispute resolution](#)
- [Representation in court](#)
- [Internal protocols & procedures](#)
- [Procedures for whistleblowing](#)



## LABOR LAW & HR MANAGEMENT

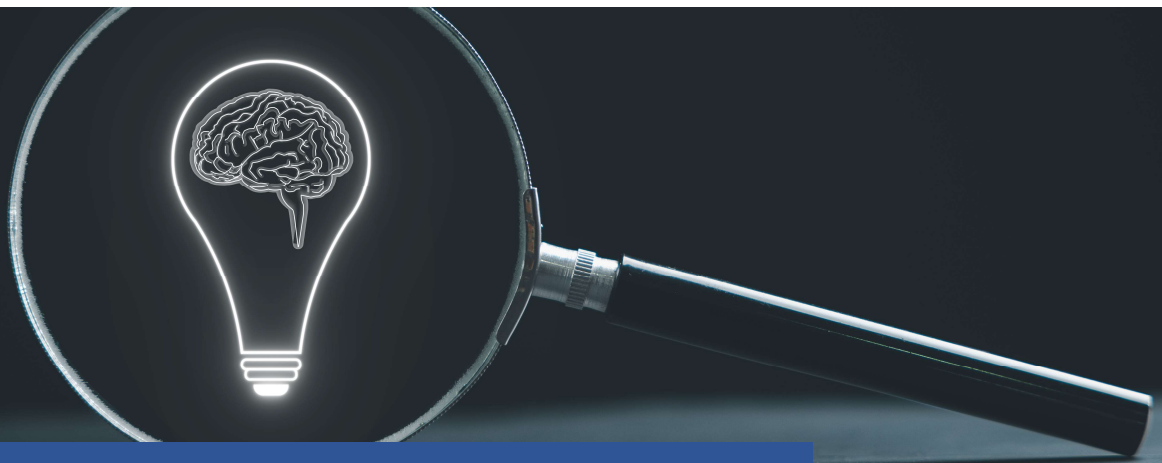
We provide comprehensive legal support in the field of labor law, ensuring that corporate HR activities are fully compliant with labor regulations. Our legal services cover a wide range, from the recruitment process and the preparation of employment contracts to the legal review of individual employment agreements. Additionally, we offer support in drafting internal disciplinary policies, work schedules, leave and compensation policies, as well as ensuring compliance with regulations governing salaries and benefits.

In managing labor relations, we assist employers in fulfilling their legal obligations and provide advice to minimize potential legal risks. Our services, such as defining employee rights and responsibilities, preparing job descriptions, and drafting internal regulations, contribute to reducing the risk of conflicts and fostering healthy employer-employee relations.

We also develop legal frameworks to ensure that processes related to employee redundancies, job role changes, and organizational restructuring are carried out in full compliance with labor legislation. To prevent disputes related to labor relations, we design proactive action plans and offer compliance audit services within the workplace.

Our goal is to regulate labor management in accordance with legal standards, support the efficient and uninterrupted continuation of operations, and create a transparent and secure work environment for both employees and management.

- **Workplace Dispute Resolution**
- **Workforce Optimization**
- **Internal protocols & procedures**
- **Procedures for whistleblowing**



## INTELLECTUAL PROPERTY

Our intellectual property (IP) practice is dedicated to protecting businesses' innovative ideas, creative assets, and technological advancements. Whether for individuals, startups, or established companies, we provide comprehensive legal support for safeguarding, managing, and maximizing the commercial value of intellectual property assets. This approach strengthens competitive advantage in the marketplace.

We offer professional support in the registration of trademarks, copyrights, and patents at both national and international levels. Our services include strategic legal advice on the protection of trade secrets, drafting confidentiality agreements, and facilitating the commercial use of IP rights through licensing agreements.

In cases of intellectual property infringement or unauthorized use, our team provides professional representation in court proceedings and other legal processes to defend our clients' rights. Our primary goal is to ensure the protection of intellectual assets and provide a solid legal framework for their effective utilization.

- **Trademark registration**
- **Patent services**
- **Copyright registration**
- **Licensing agreements**
- **IP litigation and enforcement**
- **International trademark and patent filings**
- **Cross-border IP enforcement**



## TECHNOLOGY & DATA PRIVACY

Our team provides comprehensive legal advisory services in the field of data privacy. These services include drafting and implementing privacy policies and terms of use, as well as developing data protection strategies in line with GDPR and other international standards. We also offer support in drafting and managing data-sharing agreements, ensuring that personal and sensitive data is processed in compliance with legal and ethical principles.

Our legal support in cybersecurity plays a critical role in ensuring business continuity and reliability. We help prevent legal violations, prepare incident response plans, and provide guidance on post-incident legal obligations. For companies handling large volumes of data, we offer regulatory compliance advice on data storage, processing, and cross-border transfers, minimizing legal risks.

We offer a wide range of legal services for startups and established companies in the technology sector. Our services include intellectual property protection, licensing of software and technological solutions, and drafting and negotiating technology transfer agreements. Our legal experts provide strategic advice in areas such as fintech, artificial intelligence, blockchain, and cloud technologies, helping clients maintain market leadership and manage potential risks effectively.

Additionally, we assist startups in obtaining certification to benefit from tax and social security incentives. We also guide companies through the registration process in technology parks and provide legal frameworks to help tech-driven enterprises make the most of available advantages.

- **Privacy policies & data protection**
- **Cybersecurity & breach management**
- **Data-sharing & cross-border transfer**
- **IP & technology licensing**
- **Fintech, AI, blockchain, & cloud**
- **Obtaining startup certificate**
- **Registration in technoparks**



## MIGRATION & RELOCATION

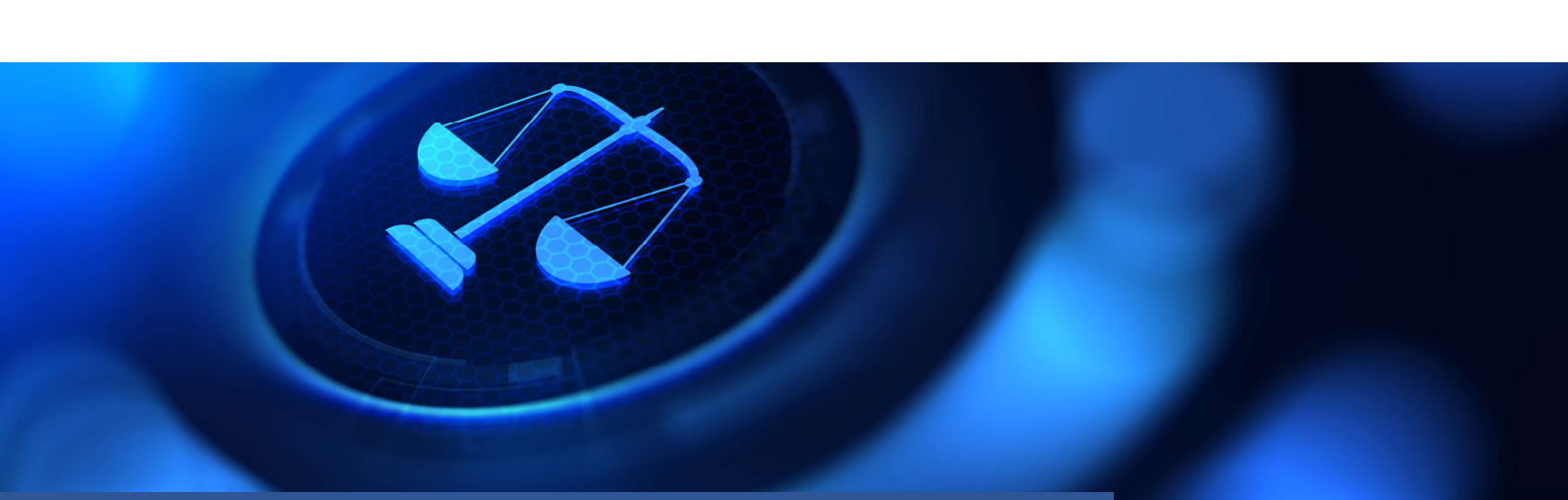
We simplify the process of workforce relocation for businesses by preparing and submitting work and residence permit applications for foreign nationals and their families. We provide legal advice on the regulatory requirements for hiring foreign employees and offer comprehensive legal support to ensure compliance with labor and migration laws. By providing ongoing assistance in registration and monitoring processes with state authorities, we help manage complex procedures more efficiently. Whether facilitating large-scale corporate relocations or integrating expatriate employees into organizations, we deliver reliable legal solutions to streamline the process.

We also support individuals in a wide range of migration-related matters, from visa applications for work, education, and family reunification to applications for permanent residency and citizenship.

Our team offers consulting services to ensure that both businesses and individuals comply with migration regulations. These services include conducting audits, preparing legal opinions on complex migration issues, and providing legal advice on tax and social security matters for expatriate employees.

In the event of legal disputes or challenges, our team represents clients before administrative bodies and courts. We protect clients' rights and defend their interests in cases involving work permit denials, disputes over residency status, or penalties for non-compliance with migration laws.

- **Work permit applications**
- **Residence permit applications**
- **Visa assistance (work, study, family)**
- **Compliance audits and advisory**
- **Expatriate workforce management**
- **Representation in migration disputes**



## ANTITRUST & COMPETITION

Our services include legal advisory on Azerbaijani competition law and international antitrust regulations. We analyze companies' market practices to identify and mitigate potential risks related to unfair trade practices and anti-competitive agreements. Through in-depth legal assessments and strategic recommendations, we support regulatory compliance and help protect our clients' market positions.

Our team provides a wide range of services, from obtaining necessary approvals to representing clients during investigations and reviews. We also ensure compliance coordination in cross-border transactions, assisting businesses in adhering to global regulatory frameworks.

In cases involving allegations of competition law violations, we represent clients in administrative and court proceedings, safeguarding their rights and defending their interests. Additionally, we offer advisory services on the development of compliance programs, drafting policies, and implementing risk management systems to prevent competitive risks.

- **Compliance with competition regulations**
- **Merger and acquisition reviews**
- **Representation in investigations**





## FINANCE & BANKING LAW

A precise and professional approach is crucial in navigating the complexities of financial regulations and operations. At TLTS, we provide comprehensive legal support to financial institutions, corporate clients, and investors, ensuring regulatory compliance, minimizing risks, and facilitating seamless operations.

Regulatory compliance is a key focus of our services, and we assist clients in meeting the evolving requirements of central banks and other financial regulators.

Financing agreements are meticulously drafted and reviewed to ensure transparency, enforceability, and alignment with business objectives. We guide clients through complex financial structures, supporting them in successfully securing financial resources and achieving their strategic goals.

- **Drafting & reviewing financing agreements**
- **Representation in banking disputes**
- **Cross-border financial transactions support**



## OIL & GAS LAW

The oil and gas industry operates within a complex legal and regulatory framework, necessitating precise and comprehensive legal support to address challenges and capitalize on opportunities effectively.

Our approach begins with a detailed analysis of each client's operations—from exploration and production to transportation and distribution. This enables us to ensure compliance with both local and international regulatory requirements while providing legal advice tailored to strategic business objectives. Our services include support in licensing and permitting processes, drafting and negotiating exploration and production agreements, as well as preparing contracts governing joint ventures, supply chains, and infrastructure projects.

Navigating the complex legal landscape of environmental regulations is a key component of our practice. We assist clients in ensuring compliance with environmental laws, resolving liability issues, and mitigating ecological risks through strategic legal solutions. Additionally, we provide legal counsel on industry-specific tax structures, helping clients optimize operational efficiency and enhance financial performance.

- **Licensing & permitting**
- **Exploration & joint venture agreements**
- **Contract drafting & compliance**
- **Environmental & tax advisory**
- **Dispute resolution & cross-border counsel**



## LEGAL SUPPORT IN PROCUREMENT

Participation in public procurement processes requires careful planning, legal compliance, and strategic execution. At Turan Legal and Tax Services, we provide comprehensive legal support to help businesses maximize these opportunities, protect their interests, and ensure full regulatory compliance.

We assist in the preparation and legal review of bid documents, ensuring they meet all legal and procedural standards. Our team works closely with clients to develop clear and competitive proposals, reviewing contracts to identify and mitigate potential risks. Our detailed legal assessments enable clients to participate confidently in both private and public sector contracts.

Our services include advisory on tender requirements, preparation of documentation, and ensuring strict compliance with procurement regulations. Additionally, in cases of disputes over tender outcomes or unjust exclusion, we represent clients before relevant state authorities, defending their rights and safeguarding their interests.

- **Tender & bid document preparation**
- **Legal compliance for procurement**
- **Contract drafting & review**
- **Dispute resolution & appeals support**



## SOCIAL PROJECTS

### “Free Legal Aid for Internally Displaced Persons and War Victims”

Our company is actively involved in the project, which has been running since 2023 in collaboration with **UNHCR Azerbaijan** and **United Nations High Commissioner for Refugees**. Through this initiative, our experienced attorneys and legal professionals provide comprehensive legal services across 7 regions in Azerbaijan, with advocates stationed in each regional office. We address a wide array of legal matters, including labor disputes, family disputes, benefits and other social payments, property issues, and administrative cases.



### “Legal Aid to Refugees and Asylum Seekers”

In collaboration with UNHCR Azerbaijan, our social project is dedicated to supporting migrants, asylum seekers, and war refugees in Azerbaijan. Through this initiative, we provide free legal assistance to help individuals navigate the complex legal processes of seeking asylum, securing legal status, and protecting their fundamental rights.

Our team offers guidance on residency applications, appeals, and documentation, ensuring that displaced individuals receive the support they need to rebuild their lives with dignity and security.



# MERGERS & ACQUISITIONS

Mergers and acquisitions (M&A) require meticulous planning, legal precision, and strategic execution to ensure seamless transactions and the protection of business interests. At TLTS, we provide comprehensive legal support at every stage of the M&A process, helping our clients confidently achieve their business objectives.

Our approach begins with a deep understanding of our clients' strategic goals to meticulously plan each step. We conduct detailed due diligence to assess risks, identify potential liabilities, and provide practical, decision-driven legal advice. Our team drafts and negotiates agreements to ensure that transactions protect our clients' interests and comply with regulatory requirements.

Throughout the process, we manage communication with stakeholders, regulatory bodies, and third parties, ensuring transparency and efficiency. Whether handling local deals or complex cross-border transactions, we navigate legal complexities to ensure a smooth and successful outcome from start to finish.

- **Due diligence & risk assessment**
- **Negotiating transaction agreements**
- **Regulatory compliance & approvals**
- **Stakeholder & third-party coordination**
- **Post-transaction integration support**



## TAX ADVISORY & ACCOUNTING

Tax advisory and accounting services encompass all aspects of financial management and compliance, seamlessly integrating into the operational framework of our clients. Our dedicated accounting team provides full outsourcing solutions, enabling businesses to focus on their strategic goals while ensuring that financial and tax obligations are managed with precision.

The process begins with a comprehensive assessment of the client's corporate structure and financial operations, allowing us to develop tailored strategies that enhance financial efficiency and ensure regulatory compliance. The preparation and submission of all reports, including corporate income tax, VAT, and payroll-related social contributions, are carried out with accuracy, mitigating potential risks and ensuring timely execution.

Our services include the preparation of financial statements and systematic bookkeeping in accordance with local and international standards. Through customized reporting mechanisms, clients gain full transparency into their financial performance, facilitating data-driven decision-making and supporting strategic planning.

For companies engaged in cross-border operations, we offer solutions for leveraging double taxation agreements, ensuring transfer pricing compliance, and managing multi-jurisdictional tax obligations, enabling efficient execution of global operations. In payroll management, salaries, bonuses, and social contributions are calculated precisely and in compliance with legal and organizational requirements.

- **Tax return preparation & filing**
- **Financial reporting & bookkeeping**
- **Tax planning & optimization**
- **Payroll processing & compliance**
- **Transfer pricing**

# OUR PEOPLE

## Overview of our staff competencies and experience

At Turan Legal and Tax Services, our most valuable asset is our team. Our professional staff consists of highly qualified experts distinguished by their deep knowledge, extensive experience, and unwavering dedication to their work. This commitment forms the foundation of our corporate culture and is reflected in the quality of the services we provide. Our dedication to excellence enables us to implement a tailored approach for each project, assembling specialized teams of professionals to address specific client needs.

Our approach to client service is built on engaging specialists with the necessary expertise and knowledge for each task to consistently exceed expectations. Our team has extensive experience in contract management, complex project coordination, and compliance audits across both the public and private sectors. Additionally, we offer multifaceted solutions in key areas such as accounting, auditing, and dispute resolution.

The insights and analytical expertise gained from our experience allow us to consistently surpass client expectations. Beyond providing legal support, we prioritize fostering strong business relationships—both with our clients' key stakeholders and within our internal teams. By promoting a culture of collaboration, we create an environment that supports efficiency, productivity, and teamwork, laying the groundwork for long-lasting partnerships.

- **Expertise and Experience**
- **Collaborative Approach**
- **Client-Centered Focus**
- **Continuous Growth**





**Zalbey Aghadadashov**  
Director

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**Linked in**



Zalbey Aghadadashov is a highly regarded legal professional with extensive expertise in corporate law, contract law, and legal audits. With a distinguished legal career, he previously served as Chief Legal Counsel at a prominent distribution and retail holding, where he provided legal counsel on high-risk matters related to commercial disputes, mergers and acquisitions (M&A), investment projects, and commercial contracts for both local and international clients.

His legal expertise spans diverse industries. He has successfully led complex legal processes for CEOs and senior executives in sectors such as pharmaceuticals, tobacco, and education. One notable achievement includes representing a local corporation in a multi-million-dollar commercial dispute at the Istanbul International Arbitration Court from 2018 to 2020, resolving the matter through a mutual settlement. Additionally, he managed international legal proceedings in Sweden, recovering \$350,000 in damages for a local wholesale company following a cyberattack, and provided legal counsel on a \$1.5 million complex contract for a branch of an international oil and services company.

Zalbey Ağadadaşov's proficiency in recovering financial losses is demonstrated by his successful negotiations and legal proceedings that have resulted in the recovery of over \$2 million in cases involving embezzlement. His comprehensive approach includes organizing full-scale outsourced legal services for clients, covering contract management, the establishment of anti-corruption and anti-money laundering systems, tax advisory, corporate matters, litigation, as well as employment and migration issues.

His strategic vision and legal expertise ensure the effective management of complex legal processes, safeguarding his clients' long-term business interests.

- **Corporate law**
- **Contract law**
- **Anti-corruption law**
- **International arbitration**
- **Legal audit**
- **Due diligence**





**Andrey Qarifulin**  
Legal Manager

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Andrey Qarifulin brings over five years of professional experience to the team. He has extensive expertise in collaborating with contracting companies in the oil and energy industries, managing complex projects, and ensuring compliance with industry standards and regulatory requirements. His collaboration with key clients in the pharmaceutical sector has provided him with a deep understanding of the unique challenges faced in highly regulated industries. He has also provided legal support to organizations involved in the production and distribution of tobacco products.

With a solid background as a legal advisor, document controller, and project manager, Andrey has successfully operated within complex legal frameworks, ensuring precise and efficient document management. He has managed high-value projects across various sectors, showcasing his professionalism and diverse expertise.

Andrey's professional experience includes collaborations with renowned international corporations such as ABB, BP, Halliburton, Siemens, Emerson, Tyco Electronics, Azərenerji, Schneider, CNEEC, Energomera, and KraussMaffei. His legal expertise has been instrumental in negotiating, structuring, and executing cross-border agreements and contracts, contributing to the successful implementation of these processes.

- **International business relations**
- **Oil and energy industry**
- **Pharmaceutical distribution**
- **Contract management and negotiation**



**Araz Ismayilov**  
Legal Manager

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With over seven years of legal experience, Araz Ismayilov has developed deep expertise in corporate law, commercial law, labor law, and employment relations. During his tenure at TLTS, Araz has played a pivotal role in managing and coordinating key legal processes.

Specializing in labor law and contract law, he has extensive experience in resolving complex legal matters in these areas. His approach ensures the precise management of legal procedures and the delivery of practical, regulatory-compliant solutions to clients.

- **Labor law**
- **Corporate law**
- **Commercial law**
- **Contract management**



**Rashad Jahangirov**  
Legal Manager

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Holding a Master's degree from Dokuz Eylul University in Turkey, Rashad Jahangirov brings significant expertise in law and compliance to the firm. His career is distinguished by notable contributions to socially significant projects, the oil and gas sector, and various production enterprises.

In addition to his legal expertise, Rashad has actively participated in project management, ensuring the successful execution of critical initiatives in these industries. His broad professional skill set further strengthens the firm's ability to provide effective legal support in complex regulatory environments.

- **Corporate law**
- **Corporate governance**
- **Compliance**
- **Contract management**



**Shabnam Sadiqova-Huseynova**  
Legal Manager

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Shabnam Sadiqova-Huseynova has extensive experience in providing comprehensive legal support to both local and international clients across the healthcare, technology, telecommunications, industrial, and commercial sectors. Her legal expertise spans labor law, advertising regulations, licenses and permits, customs procedures, and unfair competition matters.

Shabnam has provided legal assistance in establishing franchise systems for a global fashion and design company, a renowned UK-based food and beverage chain, and a prominent US fast-food network. She has also delivered legal opinions for German automotive manufacturers on personal data processing and cookie policies in compliance with data protection regulations. Additionally, she has played a pivotal role in developing and implementing legal measures to protect global beverage producers from the import and sale of counterfeit products.

- **Labor law**
- **Intellectual property law**
- **Information technology law**
- **Migration law**



**Anar Alizamanli**  
Head of Innovation and Project Management

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Anar Alizamanli is a legal expert specializing in investment law, corporate governance, and IT law, drawing on his experience collaborating with Fortune 500 companies. He provides strategic legal counsel to leading IT companies and plays a crucial role in guiding organizations through digital transformation within corporate governance frameworks.

Anar's contributions extend beyond legal advisory services—he actively supports startups from their inception, helping them develop their business models, legal frameworks, and growth strategies. He is the founder and leader of "Etikimza," an innovative project in Azerbaijan that offers solutions for electronic signatures and document management. The project's successful acquisition of startup certification underscores his expertise in managing complex legal and technological initiatives.

In addition to his legal expertise, Anar Alizamanli excels in business consulting. His practical experience and deep understanding of market dynamics enable him to deliver exceptional solutions that drive success for both emerging startups and established corporations.

- **Corporate law**
- **Copyright law**
- **Information technology law**
- **Compliance**
- **Business consulting**



**Tural Ahmadov**  
Senior Lawyer

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With extensive professional experience, Tural Ahmadov has developed deep expertise in the legal field, particularly in real estate, banking, and financial market regulation. Before joining the firm, he dedicated nearly a decade to these areas, refining his skills in regulatory compliance and financial oversight.

Since becoming a member of the Azerbaijan Bar Association in 2018, Tural has actively participated in dispute resolution, providing strategic legal advice tailored to the specific needs of each case. His work often involves high-value contracts, where his meticulous approach and comprehensive legal knowledge contribute to securing the best outcomes for clients.

With a strong academic background, holding bachelor's, master's, and doctoral degrees from Baku State University, Tural demonstrates exceptional professionalism and attention to detail. His personalized approach ensures that each case is handled with precision and care, meeting the unique requirements of every client.

- **Litigation**
- **Dispute resolution**
- **Intellectual property law**
- **Contract management**





**Fatima Eyyub**  
Senior Lawyer

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Fatima Eyyub provides expert legal counsel in commercial law, including regulatory compliance in the tobacco industry, business licensing, and national and international taxation matters. Her work involves preparing tailored legal opinions, designing tax optimization strategies, and drafting contracts to meet clients' specific needs.

In addition to her professional legal practice, Fatima Eyyub is dedicated to legal education, combining her practical expertise with a pedagogical approach to mentor aspiring legal professionals. Currently pursuing a master's degree at the University of Arizona, she continues to expand her legal knowledge and contribute to the legal field with excellence and innovation.

- **Tax law**
- **Financial law**
- **Financial technology law**
- **Contract law**
- **Contract management**
- **Corporate law**



**Nigar Aliyeva**  
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Nigar Aliyeva specializes in the establishment and organizational-legal restructuring of companies both in Azerbaijan and internationally. Her expertise includes obtaining licenses, working with securities, and the precise drafting and editing of high-value contracts. She has extensive experience in establishing, managing, and ensuring regulatory compliance for legal processes related to tourism companies and educational institutions.

In addition to her core competencies, Nigar Aliyeva has participated in several high-profile projects. She has made significant contributions to the development of franchise systems for various companies, provided comprehensive compliance and governance services, and played a key role in preparing essential legal documentation for international summits.

- **Education law**
- **Intellectual property law**
- **Information technology law**

## Vision for the Future: Shaping Tomorrow

We envision a future where legal and tax solutions seamlessly integrate with innovation, empowering businesses to thrive in a rapidly evolving world. Our commitment is to be more than just a service provider — we aim to be a trusted partner, driving positive change for our clients, our community, and the environment.



We are already at the forefront of technological innovation with the digital platform **Etikimza.az**. This groundbreaking project revolutionizes document management by enabling secure digital signatures and efficient workflow solutions, eliminating the need for traditional paper-based processes. By significantly reducing paper usage, it streamlines operations while supporting eco-friendly practices and contributing to a more sustainable future.

## TURAN LAW SCHOOL

**Turan Law School** stands as a cornerstone initiative in developing the next generation of legal professionals. The program offers comprehensive training in key legal disciplines such as contract law, commercial law, and labor law. Delivered by seasoned legal experts, the curriculum emphasizes practical skills and real-world applications, ensuring participants are well-equipped to navigate complex legal challenges.



TURAN  
LEGAL & TAX  
SERVICES

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Together stronger.

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