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THE AEB MONTHLY



Association
of European
Businesses



Dear readers,

Welcome to the December issue of the AEB Newsletter!

November was quite interesting and eventful month: the AEB organised the annual briefing by Gabriel Di Bella, Resident Representative of the International Monetary Fund in the Russian Federation, held a meeting with Robert-Jan Smits, Director-General of DG Research & Innovation at the European Commission, and World Bank briefings in Moscow and Saint Petersburg.

Also, AEB members had a chance to meet Lev Kuznetsov, Minister of North Caucasus Affairs of the Russian Federation, as well as participate in the Presentation of the investment potential of the Sakhalin region.

As usual, this Newsletter will provide you with information about the recent achievements of and important forthcoming events organised by the AEB. There is also news about our latest lobbying initiatives, and updates on committee activities.

Frank Schauff

Chief Executive Officer

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Import substitution and localisation

The AEB met Vasily Osmakov, Deputy Minister of Industry and Trade (meeting was organised by the AEB Taxation Committee), and Alexey Besprozvannykh, Head of Regional Industrial Policy Department, Ministry of Industry and Trade, and discussed special investment contracts (SPIC) including taxation aspects, addition of the types of projects which can be regarded as SPIC (e.g. it is suggested that projects offering best available technologies will be added), the possibility of extension of SPIC for services (IT and others), responsibility in case of non-fulfilment of obligations by investors and many others.

The AEB also met Igor Artemiev, Head of the Federal Antimonopoly Service of the Russian Federation (the FAS of Russia), and discussed the possibility of joint work between the AEB and the FAS of Russia on import substitution and localisation via working groups including possible amendments to the Decree No. 719 on technological operations, SPIC and other related issues.

Waste management

The AEB closely monitors developments in the waste management field. There are still questions on declaration of packaging, reporting, specified classification of goods and others which are supposed to be clarified in the amendments to the existing bylaws which are under preparation by the Ministry of Natural Resources and Ecology.

The questions were raised at the meeting with Rosprirodnadzor (Natalia Romanova, Head of the State Regulation on Waste Management and Bio Diversity) and the Ministry of Natural Resources and Ecology (Olga Filchenkova, Deputy Head of Unit on Economics of Environmental Management, Department on Economics and Finances, Ministry of Natural Resources and Ecology) in November where the AEB was also present and raised its concerns.

We now have an **AEB webpage on waste management** where relevant legislation, planned amendments and articles can be found out (for more information please go to the [AEB website](#)).

Parallel imports (PI)

The AEB raised the topic of PI with high authorities including Timur Suleimenov, Minister of Financial Policy and Economy, Eurasian Economic Commission (EEC), Mukay Kadyrkulov, Minister of Customs Cooperation, EEC, and Igor Artemiev, Head of the Federal Antimonopoly Service. For the moment, the idea at the EEC is to elaborate Protocol to the Treaty on the Eurasian Economic Union (EEAU) in which the Intergovernmental Council should be vested competence to elaborate exceptions to the regional principle of rights' exhaustion. However, there is still no unanimity among EEAU member states regarding the question. The AEB's position is that PI legalisation will not give any positive effect on the economy and will lead to the decrease of the investments in the EEAU countries. Therefore, the AEB is against PI legalisation in any form and is in the dialogue with the authorities in order not to change the current regulation.

Cooperation with the Ministry of Labour and Social Protection

The AEB Labour Law Subcommittee continues its cooperation with the Ministry of Labour and Social Protection and discussed questions raised at the briefing with the Minister Maxim Topilin. One of the questions is possible changes to the Labour Code that would make flexible shift schedules less problematic for companies (the current version of Article 103 of the Labour Code does not provide sufficient regulation as to the arrangement of multi-shift operation and makes excessively burdensome for employers any attempt to re-arrange working time to meet the market needs). The economic

effect of the adoption of the draft law is estimated at a monthly output growth due to the increase of working hours. Another question is regulation of the so-called competition clauses (possibility to include competition clauses into the labour contracts).

Other issues

- export;
- online trade;
- implementation of the Strategy on improving of the food quality in the Russian Federation till 2030;
- state and municipal control;
- placement on the EEAU market;
- technical regulation on safety of chemical products;
- EEC regulation for the pharmaceutical industry (EEAC common medicines market);
- outstaffing/secondment;
- consumer protection legislation;
- Code of Good Practice in the Pharmaceutical Industry;
- Code of Conduct of the AEB Automobile Manufacturers Committee;
- personal data protection law and its implementation;
- compliance (incl. antimonopoly issues);
- taxation;
- Code of Administrative Offences;
- recycling fee for construction and agribusiness machinery, commercial vehicles;
- amendments to mass media law;
- customs issues (the Customs Code of Eurasian Economic Union, TIR carnet use, authorised economic operator);
- insurance;
- banking;
- migration;
- law on trade;
- others.

Moscow

Date	Title	Time	Venue
12 December 2016	<u>AEB HR Committee's Business Meeting: "Overview of Salary Surveys in Russia"</u>	14:00–16:00	AEB Conference Centre, Moscow
14 December 2016	<u>AEB Open Event co-organised by the PR Committee and Working Group on Modernisation & Innovations "Developing the youth' science and technology innovation creativity"</u>	15:00–17:00	AEB Conference Centre, Moscow
15 December 2016	<u>AEB Taxation Committee Event: "Development of the Russian Tax System: Results of 2016 and perspectives"</u>	09:00–14:00	Ararat Park Hyatt, Moscow
16 December 2016	<u>AEB Open Event organised by the AEB Real Estate Committee "Taxation of Real Estate: The New Regulation"</u>	10:00–11:30	AEB Conference Centre, Moscow
19 December 2016 (to be confirmed)	Meeting with Labour Inspection organised by the HR Committee	14:00–16:00	AEB Conference Centre, Moscow
20 December 2016	<u>AEB Business meeting "Pension system of Russia: looking to the future"</u>	09:00–13:30	Marriott Aurora, Moscow

Date	Title	Provider	Venue
7 December 2016	Waste management. How to minimise financial and reputational risks?	ECOTEAM	AEB office
13 December 2016	Preparing for a planned inspection of the State Labour Inspectorate	ANCOR	AEB office
15 December 2016	How to communicate with the Media	Grayling	AEB office
16 December 2016	Coaching for management staff in small groups: Accounting & Tax Law in Russia	Rödl & Partner	Rödl & Partner Office

NEW OFFERS in the AEB LOYALTY PROGRAMME!

Important information

We are delighted to inform you about **NEW OFFERS in the framework of the AEB LOYALTY PROGRAMME**. Please visit our [WEBSITE](#) to find out what discounts your company and yourself can benefit from as a member of the Association of European Businesses.

The offers are available in various categories and are ready to meet different fastidious requirements. Just follow the links and make your choice: [Conference & Office Equipment](#), [Consulting](#), [Education](#), [Hotels & Tourism](#), [HR](#), [IT](#), [Lifestyle goods](#), [Movers](#).

Moreover, if you want to provide AEB Members with an exclusive offer, please contact **Vera Prokopenko**, AEB Customer Care Manager: vera.prokopenko@aebrus.ru, tel. +7 (495) 234 27 64.



On 2 November 2016, the AEB held a briefing with **Gabriel Di Bella**, Resident Representative of the International Monetary Fund in the Russian Federation, titled **“Russia: From Stabilisation to Growth”**.

Annett Viehweg, Chairperson of the AEB Banking Committee, Chairperson of the Board, Deutsche Bank, **Stuart Lawson**, Chairman of the AEB Finance & Investments Committee, Executive Director, EY, and **Frank Schauff**, AEB CEO, moderated the event. The briefing was followed by a questions-and-answers session.

The photoreport can be found on the AEB [Facebook](#) page.



Gabriel Di Bella, Resident Representative of the International Monetary Fund in the Russian Federation

On 3 November 2016, at the opening session of the VI AIDA (International Insurance Law Association/Association Internationale de Droit des Assurances) Europe Conference in Vienna, **Frank Schauff**, AEB CEO, introduced the AEB as a new member.

AIDA is a non-profit making international association, formed in 1960, for the purpose of promoting and developing at an international level, collaboration between its members with a view to increasing the study and knowledge of international and national insurance law and related matters. The AEB (represented by the AEB Insurance & Pensions Committee) joined AIDA this year as the AIDA National Chapter in Russia.



L-R: **Frank Schauff**, AEB CEO; **Colin Croly**, Outgoing Chairman of AIDA Europe, Secretary General of AIDA World; **Christian Felderer**, Incoming Chairman of AIDA Europe.

AEB meets Robert-Jan Smits, Director-General of DG Research & Innovation at the European Commission

Past events

On 11 November 2016, **Robert-Jan Smits**, Director-General of DG Research & Innovation at the European Commission, met the Association of European Businesses.

The aim of the meeting was for Mr. Smits to learn not only about the views of European businesses on the general economic climate in Russia but also to hear about the prospects of developing research & innovation focused cooperation, utilising Europe's and Russia's intellectual and scientific capital and technological complementarities. Companies also discussed with Mr. Smits the general framework conditions for carrying R&D activities in and with Russia.



L-R: **Gediminas Ramanauskas**, Policy Officer, European Commission; **Iskra Reic**, Vice President, Astra Zeneca; **Philippe Pegorier**, Member of the AEB Board, President, Alstom Russia; **Robert-Jan Smits**, Director-General, DG Research & Innovation, European Commission; **Frank Schauff**, AEB CEO; **Vygaudas Ušackas**, EU Ambassador to the Russian Federation, Head of EU Delegation to Russia; **Rene Pischel**, Head of European Space Agency; **Richard Burger**, Head of S&T and other EU Policies Section, EU Delegation to Russia.

On 11 November 2016, the Association of European Businesses (AEB) organised the World Bank briefing based on the World Bank Russia economic report #36.

The event was kindly hosted by the British Embassy at the residence of the UK Ambassador in Moscow and was chaired by **Frank Schauff**, AEB CEO, and **Ian Proud**, Economic Counsellor, British Embassy Moscow.

Apurva Sanghi, World Bank's Lead Economist for the Russian Federation, was a keynote speaker.

The photoreport is available [HERE](#).



Apurva Sanghi, World Bank's Lead Economist for the Russian Federation.

On 15 November 2016, members of the Association of European Businesses (AEB) had an opportunity to meet **Lev Kuznetsov**, Minister of North Caucasus Affairs of the Russian Federation, in Moscow at the Conference Hall of Ararat Park Hyatt.

Dr. Thomas Staertzel, Chairman of the AEB Board, opened the meeting with a welcoming speech. He noted that the North Caucasus region is quite attractive for foreign investors. **Dr. Frank Schauff**, AEB CEO, moderated the meeting. He said about close relations between foreign companies and regional administrations.

During the briefing Mr. Kuznetsov spoke about possibilities of investments and economic and trade cooperation with the North Caucasus region. The briefing was followed by a Q&A session. Representatives of AEB members companies received answers to their most pressing and important questions directly from the source.

Please see the post release in [ENGLISH](#) and [RUSSIAN](#).

The photoreport can be found on the AEB [Facebook page](#).



Lev Kuznetsov, Minister of North Caucasus Affairs of the Russian Federation

“Localisation of production in Russia special investment contracts and other instruments of state support”

Past events

On 15 November 2016, **Frank Schauff**, AEB CEO, took part in the Conference **“Localisation of production in Russia: special investment contracts and other instruments of state support”**. The Conference was organised by the Russian Union of Industrialists and Entrepreneurs and Vegas Lex company. The Conference aimed to discussing and analysing benefits and constraints related to the Russian localisation policy for business. Frank Schauff presented an evaluation of the mechanism of special investment contracts from the perspective of foreign investors in Russia.



Frank Schauff, AEB CEO, during the panel discussion

On 16 November 2016, **Oleg Kozhemyako**, Governor of the Sakhalin region, presented the investment potential of the region to AEB members.

The event was opened by **Olga Bantsekina**, Deputy Chairperson of the AEB Board, and moderated by **Frank Schauff**, AEB CEO. The projects presented at the meeting were in tourism, hotels and recreation, agribusiness, food production and processing. The event took place in AEB Conference centre.

The full photoreport is available on the [AEB Facebook page](#).



L–R: **Olga Bantsekina**, Deputy Chairperson of the AEB Board; **Dmitry Nesterov**, Deputy Head of the Government of the Sakhalin region; **Oleg Kozhemyako**, Governor of the Sakhalin region; **Frank Schauff**, AEB CEO.

On 18 November 2016, **Frank Schauff**, AEB CEO, participated in the meeting **"World Grain Market and Russia's Place in it"** between **Arkady Dvorkovich**, Deputy Russian Prime Minister, and heads of foreign delegations, international organisations and the international expert community in the format of a business breakfast in the framework of the II World Grain Forum in Sochi.

One of the main objectives of this Forum is business networking, exchange of opinions and ideas between government officials from the participating countries, representatives of international organisations, the business community, the media and civil society, leading world experts and scientific figures.

On 15 November 2016, the AEB Customs & Transport Committee held a joint round table on customs issues with JETRO (Japan External Trade Organisation) and JBC (Japanese Business Club). The event was co-moderated by **Dmitry Cheltsov**, Chairman of the AEB Customs & Transport Committee, reported about the Committee's activities and **Akihiro Okutake**, Chairman of the JBC Customs Committee, presented the results of JBC's survey on customs issues. **Wilhelmina Shavshina**, Deputy Chairperson of the AEB Customs & Transport Committee, Legal Director, Head of Foreign Trade Regulation Practice, DLA Piper, spoke about customs authorities' approaches to the requirements of HS codes classification and customs value adjustments. **Yanina Tokadi**, Business Development Manager, FM CUSTOMS, gave a presentation on customs value of the imported used goods. **Julia Hertel**, Head of Customs Department, IKEA, briefed the participants about turkish goods import complications. **Yury Kiselev**, Deputy GR Director, Renault Russia, reported on the advantages of authorised economic operator status. The presentations were followed by a Q&A session.



Participants of the meeting

On 9 November 2016, the AEB Machine Building & Engineering Committee organised a meeting with **Valentin Gapanovich**, Senior Vice President, RZD.

Philippe Pegorier, Member of the AEB Board, Chairman of AEB Machine Building & Engineering Committee, President, Alstom Russia, delivered a welcoming speech. He pointed long-term collaboration between AEB member companies and RZD. **Frank Schauff**, AEB CEO, moderated the meeting.

Mr. Gapanovich told about energy saving and energy efficiency problems in the railway transport. He mentioned integrated programme of innovation of RZD Holding to 2020, as well as a developing high-speed transport in Russia. He also paid a special attention to the new Moscow Ring Railway.

The meeting was followed by a questions-and-answers session.

The full photoreport is available on the AEB [Facebook](#) page.



L-R: **Philippe Pegorier**, Member of the AEB Board, Chairman of AEB Machine Building & Engineering Committee, President, Alstom Russia; **Valentin Gapanovich**, Senior Vice President, RZD; **Frank Schauff**, AEB CEO.

On 9 November 2016, the AEB North-Western Regional Committee's HR & Migration Subcommittee held a meeting on **"Labour Inspection Audit, Redundancy and Summary Dismissals: Practical cases"**.

Olga Frolova, Chief Labour Inspector, Head of Labour Security Department of Labour Inspection of St. Petersburg, and **Olga Gorokhova**, Chief Labour Inspector, Head of Legal Issues Department of Labour Inspection of St. Petersburg, were invited to the meeting to brief on practical cases on main process of planned and unplanned inspection, identification of violations in the sphere of labor protection.

Such companies as LLC IKEA DOM, Heidelbergcement, Truck Production RUS LLC, Jungheinrich Lift Truck OOO, EPAM, SCHNEIDER GROUP, EY, Beiten Burkhardt, Rödl & Partner, Alinga Group, TMF-Group, Coleman Services and others participated in the meeting, asked questions to the representative of the labor Inspection and shared their practical experience.

The event was kindly hosted and supported by **Baker & McKenzie** office in St. Petersburg.



L-R: **Olga Frolova**, Chief Labour Inspector, Head of Labour Security Department of Labour Inspection of St. Petersburg; **Olga Gorokhova**, Chief Labour Inspector, Head of Legal Issues Department of Labour Inspection of St. Petersburg.

On 15 November 2016, the AEB North-Western Regional Committee held Baltic Breakfast Meeting on **"B2B vs. B2C Markets – Consumer Behaviour and Challenges"**.

The event was mainly held for companies from the Baltics to discuss the issues of consumer sales in Russia, B2B and B2C consumer behaviour trends in different sectors and the methods used to increase sales in Russia. Also, the event was aimed at analysing the ways the AEB could support the companies with information, lobbying opportunities, as well as other services and valuable benefits.

Such companies as YIT, H+H International A/S, Leipurin, Bank of Saint Petersburg, Allianz IC OJSC and others were invited to share their experience. The event provided a lively platform for discussion and exchange of practical experience, concerns and proposals.

The event was kindly hosted and supported by the Consulate General of Finland in St. Petersburg.



Panel session

On 22 November 2016, the AEB North-Western Regional Committee organised the World Bank Briefing based on the World Bank Russia economic report #36. The main topic of the report was “**Distributional Impact of Fiscal Policy over the Boom and Downturn**”.

The event was kindly hosted and supported by the Consulate General of Finland in St. Petersburg and was chaired by **Torsten Erdmann**, Commerzbank Eurasija AO, Member of the Steering Group of the AEB North-Western Regional Committee.

Apurva Sanghi, World Bank’s new Lead Economist for the Russian Federation, was a keynote speaker.

The full report may be downloaded [HERE](#).



L-R: **Torsten Erdmann**, Commerzbank Eurasija AO, Member of the Steering Group of the AEB North-Western Regional Committee; **Apurva Sanghi**, World Bank’s new Lead Economist for the Russian Federation.

On 8 November 2016, the AEB Product Conformity Assessment Committee held its Conference titled **“Technical Regulation and Conformity Assessment in the EAEU and the EU: Prospects for Approximation”**. The event was opened by **Frank Schauff**, AEB CEO, and moderated by **Alexej Soldatow**, Chairman of the AEB Product Conformity Assessment Committee, Technical Regulation Manager, BSH Bytowie Pribory. The key issues of the discussion were product conformity assessment, market surveillance, accreditation, safety and energy efficiency aspects, practical application of the technical regulations of the Customs Union and the EAEU, technical barriers, and its comparison to similar regulation of EU.

The AEB sincerely thanks for sponsoring the event:

B/S/H/

The photoreport can be found on the AEB [Facebook](#) page.



L-R: **Sergey Migin**, Deputy Head of the Federal Service for Accreditation; **Oksana Mezenceva**, Deputy Head of Department on Technical Regulating and Standardisation, Federal Agency on Technical Regulating and Metrology; **Andrey Polozkov**, Head of Accreditation and Harmonisation of State Control Division, Technical Regulation and Accreditation Department, Eurasian Economic Commission; **Alexej Soldatow**, Chairman of the AEB Product Conformity Assessment Committee, BSH Bytowie Pribory; **Dmitry Patrakov**, Head of Department of International Cooperation in the field of Technical Regulation, Ministry of Industry and Trade of the Russian Federation.

On 23 November 2016, the AEB Safety, Health, Environment & Security Committee held the round table entitled "**Best practices in health and safety in Russia**". The event was moderated by **Konstantin von Vietinghoff-Scheel**, Chairman of the Health & Safety Subcommittee. **Maria Vegesh**, Project Manager, 3M Russia, reported about occupational stress and performance. **Evgeniya Ekgardt**, Occupational Health Advisor, Unilever, gave a presentation about Unilever's wellbeing programme. **Maxim Zhurilo**, I LOVE RUNNING, Founder, talked about corporate sport as a method of increasing employee's involvement.

The presentations are available for downloading in the event archive for authorised visitors.



Participants of the event

On 24 November 2016, the AEB Safety, Health, Environment & Security Committee held the round table entitled **"Security audits for early identification and mitigation of risks and potential threats"**.

The event was moderated by **Dmitry Budanov**, Chairman of the AEB Security Subcommittee, CEO, Elite Security Holding Company. **Mikhail Balev**, Business Development Executive, MIG Business Security Strategies, reported about the most key issues of security audit such as description of service & methodology, objectives of risk & threat assessments, standard organisational algorithms of security audits, management approach: outsource vs in-house solitons.

The presentation is available [HERE](#).



Mikhail Balev, Business Development Executive,
MIG Business Security Strategies

On 9 November 2016, the AEB SME Committee held its open event **“Sharing Best Practices in Solving Regulatory Changes”** in a business breakfast format.

The participants of the event discussed the following topic issues: recent amendments to the trading law-areas from tax and legal sides; regulations on compulsory bankruptcy of a company for non-profitable business activities; labour and fire safety rules in Russia.



L–R: **Pavel Novikov**, Senior Associate, Baker & McKenzie; **Orlin Efremov**, Chairman of the Small & Medium-Sized Enterprises Committee, Managing Partner, Performance Partners LLC; **Alexey Malenkin**, Partner, CIS TARAS Leader, Tax & Legal, EY.

On 25 November 2016, a meeting of the AEB Southern Regional Committee took place at the conference-hall of Philip Morris Kuban in Krasnodar. The participants of the meeting discussed the most important results achieved in 2016 and planned events for the next quarter.

In 2016, the members of the AEB Southern Regional Committee took active part in the work of the Regional Foreign Investments Advisory Council under the Governor of the Krasnodar region. 16 of 18 companies of the Advisory Council are AEB members. Coordinator of collaboration with foreign investors and leaders of the Advisory Council working groups are the representatives of AEB members. The next meeting of the Regional Foreign Investments Advisory Council, scheduled for the first decade of December 2016. AEB SRC members discussed the possibility to take part in the preparation of the Report on the Work with Foreign Investors in the Krasnodar Region. The report will be developed by February 2017 and will be presented publicly.

The preparation of the Conference of the AEB Southern Regional Committee **"Corporate Social Partnership: Investment in Human Capital"** was also discussed at the meeting. Members of the Committee supported the nominated speakers and discussed the possibility of attracting conference participants.

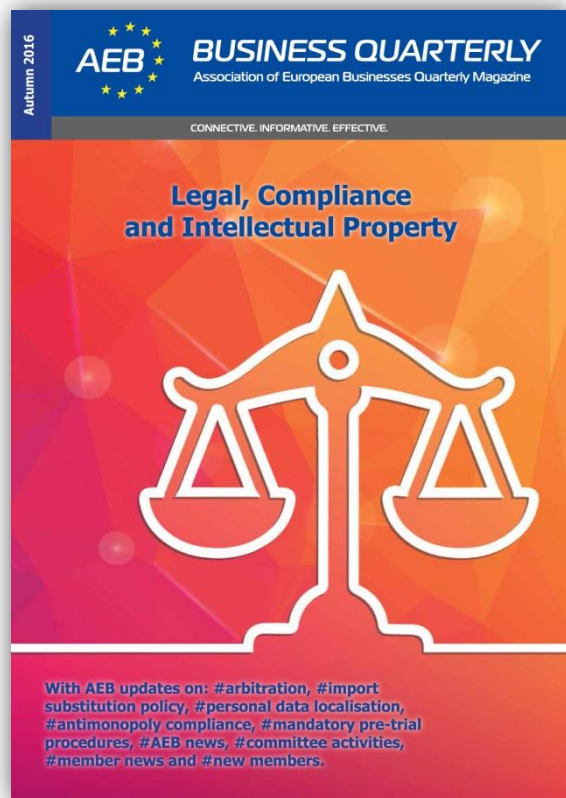
The participants of the meeting highly appreciated the contribution of the AEB SRC members into the Business schools of Kuban State Technological and Kuban State Agrarian Universities and agreed the continuation of work in the next semester in 2017.



Participants of the event

In November 2016, the AEB released the following publications:

Click on the image to view the magazine



Upcoming publications:

- **Position Paper 2016/2017** (release date: **15 December 2016**)
- **Business Quarterly: Taxation** (release date: **15 December 2016**)
- **Real Estate Monitor 4/2016** (release date: **15 December 2016**)

Advertising opportunities in the upcoming publications are available. Please see the [Media Kit 2016](#).



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Allnex is a leading global producer of coating resins and additives for architectural, industrial, protective, automotive and special purpose coatings and inks. The company offers an extensive range of products including innovative liquid resins and additives, radiation cured and powder coating resins & additives and cross linkers for use on wood, metal, plastic, and other surfaces. In September 2016, Allnex and Nuplex Industries, a global manufacturer of resins, were brought together to form one company, named Allnex. Allnex has now become the leading industrial coating resins company globally. With manufacturing facilities and research and technology support centres on four continents, the company serves customers in over 100 countries.

www.allnex.com



Beko LLC is one of the largest household appliances producers in Russia and it is in the list of top 5 leaders in the segment of production and sales of white domestic appliances on the Russian market. The brand "Beko" is owned by Arçelik A.Ş., a member of the Turkish Corporation "Koç holding" and it appeared firstly in Russia in 1997. The company has a plant in Kirzhach district of Vladimir region which was opened in 2006. The production area is more than 615,000 sq m and it produces two categories of goods: washing machines and refrigerators. The production capacity in 2016 reaches 700,000 units. Company also makes the export shipments and its share corresponds to 36% of total sales. Goods produced at Beko plant are exported to more than 15 countries, including Germany, Slovenia, Montenegro, Poland and others. The main priority of the company is a production of high-tech products that make life easier for humans and is completely safe for the environment. All products produced at Beko plant pass 100% computer control. Responsibility for the quality of goods is one of the priority business tasks for the company.

www.beko.ru



A Brambles Company

CHEP is a leading supply-chain logistics company. CHEP enhances performance for customers by helping them transport goods through their supply chains more efficiently, sustainably and safely. CHEP provides reusable unit-load equipment such as different types of pallets for shared use by multiple participants throughout the supply chain, under a model known as "pooling". CHEP primarily serves the fast-moving consumer goods (e.g. dry food, grocery, and health and personal care), fresh produce, beverage, retail and general manufacturing industries, counting many of the world's best-known brands among its customers. CHEP helps customers move, store and protect materials as they flow through each stage of their supply chain. Using CHEP's equipment pooling solutions has been proven to significantly reduce not only capital expenditures but also energy consumption, environmental waste and CO₂ emissions. CHEP has started its activity in Russia in 2014 and by now keeps growing by implementation of "pooling" model on Russian market.

www.chep.com/ru/



With 2015 sales of EUR 12.1 billion, Covestro is among the world's largest polymer companies. Business activities are focused on the manufacture of high-tech polymer materials and the development of innovative solutions for products used in many areas of daily life. The main segments served are the automotive, electrical and electronics, construction and sports and leisure industries. The Covestro group has 30 production sites around the globe and employed approximately 15,800 people at the end of 2015. Covestro is a Bayer Group company.

www.covestro.ru



The idea behind the creation of the company was to provide a service enabling an individual to feel completely safe in terms of legal security regardless of what he or she is doing or where he or she is. Unlike many other lawyers, we are not bound by traditions. Yes, we like order in everything, but we are distinguished by innovative thinking. Every day we are looking for ways to become more efficient, following the development of technologies and implementing them to improve our service. For the long term, we see all our clients having a map/application allowing to obtain any help in any part of the world, whether it is booking of tickets, office rent, legal or accounting advice, registration of a new company or translation of an article to a required language. We work both with big companies and individuals. Our clients are everywhere that is why we are growing so rapidly. Our offices are located in Russia, Hong Kong, China and Slovakia. We are working to provide absolute care to our clients. Summary of our services: legal services; accounting services; business references; real estate services; appraisal services; consultations.

www.e-c-g.ru



Ericsson is the driving force behind the Networked Society – a world leader in communications technology and services. Our long-term relationships with every major telecom operator in the world allow people, business and society to fulfill their potential and create a more sustainable future. Our services, software and infrastructure – especially in mobility, broadband and the cloud – are enabling the telecom industry and other sectors to do better business, increase efficiency, improve the user experience and capture new opportunities. With approximately 115,000 professionals and customers in 180 countries, we combine global scale with technology and services leadership. We support networks that connect more than 2.5 billion subscribers. Forty percent of the world's mobile traffic is carried over Ericsson networks. And our investments in research and development ensure that our solutions – and our customers – stay in front. Founded in 1876, Ericsson has its headquarters in Stockholm, Sweden. Net sales in 2015 were SEK 246.9 billion (USD 29.4 billion). Ericsson is listed on NASDAQ OMX stock exchange in Stockholm and the NASDAQ in New York.

www.ericsson.com



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Our team consists of highly qualified engineers and designers, experienced specialists in the sphere of montage, welding works and electrician installation. EUROMONT works geography covering both the territory of the Russian Federation and CIS Countries. The long-term practice and experience in the sphere of industrial installation and design, as well as impeccable observance of customer`s requirements and terms of works execution remain our strongest points. Working with small and large enterprises, EUROMONT continues to successfully solve any task connected with equipment installation and optimisation.

www.euro-mont.eu



Faiveley Transport is a global supplier of high added value integrated systems for the railway industry. With almost 6,000 employees in 24 countries, Faiveley Transport generated sales of €1,105 million over the 2015/2016 financial year. The Group supplies manufacturers, operators and railway maintenance bodies worldwide with the most comprehensive range of systems on the market: Energy & Comfort (air conditioning, power collectors and converters, and passenger information), Access & Mobility (passenger access systems and platform screen doors), Brakes & Safety (braking systems and couplers) and Services.

www.faiveleytransport.com



Our passion, your health

Fidia Farmaceutici is a privately held, fully integrated Italian pharmaceutical company, with R&D, manufacturing, marketing, and sales capabilities. The company was founded in Bologna (Italy) in 1946 and relocated to Abano Terme (Italy) in 1959, is part of the P & R Group since 1999, ranked among the top ten national chemical groups. It counts more than 1,800 employees (increased by 22% in 3 years), distributed between the chemical and pharmaceutical market segments. Fidia Farmaceutici and its associated companies operate worldwide with the aim of developing and marketing innovative healthcare products (medicinal products, medical devices, and dietary supplements), primarily based on proprietary hyaluronic acid (HA) and its derivatives. More than fifty years of research into this molecule have placed Fidia at the forefront in the production of both natural and functionalised hyaluronic acid, utilising proprietary and validated extraction and biotechnological processes. Fidia is continually working to identify new opportunities and holds an extensive patent portfolio worldwide covering HA molecular weight fractions, industrial processes, pharmaceutical formulation /composition, derivatives, and uses. Fidia's know how of hyaluronic acid has enabled the company to develop Innovative, integrated solutions (hyaluronic acid-based viscosupplementation) for the management of joint diseases, among them Hyalgan for the intraarticular therapy of osteoarthritis.

www.fidiapharma.com



More than 12 years the Company specialises in searching and staff recruitment. Our Company provides the following kind of services for the employers: recruitment of the beginning, middle and top management teams; regional recruitment in Russia and CIS (Ukraine, Kazakhstan, Belarus). For job seekers the agency provides the following free of charge services: consulting on current labor market tendencies; searching of the interesting and perspective positions of our Clients; interview training; candidate support till the moment of placement during the probation period. We specialise in recruitment in the following business areas: medicine, pharmaceuticals; FMCG; banks, investments, financial consulting; legal consulting; IT & telecommunications; and sectors: top-management; sales; PR, marketing, advertising; procurement, logistics; finance, accounting; law; administrative staff; IT, telecommunications; HR; installations & services.

www.flexsearch.ru



FM Logistic is one of the leaders on the Russian logistics market. The company offers the whole range of supply chain management services, such as storage, carriage by all types of transport, co-packing and co-manufacturing, customs clearance.

www.fmlogistic.ru



Home grown Russian IP boutique Gorodissky & Partners with a headquarter in Moscow and branch offices in 10 Russian/1Ukrainian cities remains heading top positions in every aspect of protection, disposal and enforcement of IP rights. The largest IP practice in Russia and among top 10 biggest IP law firms in Europe it was founded by patent/trademark attorneys and lawyers who began their professional carriers in 1959. Team of 140 IP professionals provides domestic and foreign clients and associates with comprehensive, professional and cost effective legal services relating to all IP matters including inventions, trademarks, designs, utility models, copyrights, computer programs, domain names in every aspect like consulting, prosecution, litigation, recordals, (IP) valuation, (IP) taxation and accounting, searches, mediation, due-diligence etc. Patent/trademark attorneys and lawyers of the firm are members of AIPPI, FICPI, LESI, INTA, MARQUES, ECTA, PTMG, AIPLA, IFA, the Russian Chamber of Patent Attorneys, the Council of Eurasian Patent Attorneys and The Russian Franchise Association.



Gosselin Mobility is a well-known European relocation company serving the customers through 48 offices in 32 countries throughout Europe, Russia, the Caucasus and Central Asia and a global network of moving partners. Gosselin provides worldwide relocation and moving services for domestic, long distance and international moves. The company offers a comprehensive range of pre-departure services, including orientation tours and welcome packs, designed to ease the assignee and their family into their new location. From transporting belongings to the new location, to help finding a new home, to connecting utilities, to doing it all in reverse on the way back home, Gosselin Mobility takes care of absolutely everything. Over and above a comprehensive range of relocations services, the company also provides consultancy services to cater for the increasing diversity and complexity of international assignments. Move management services, visa & immigration services, corporate policy design, global expense management, compensation administration and more, you can trust Gosselin to masterfully take care of even the trickiest of international relocations. With over 50 years' experience relocating expats and their families around the world, Gosselin is an absolute expert in making the transition to a home away from home as smooth as possible.

www.gosselingroup.eu

IKEA Centres



IKEA Centres Russia, part of the IKEA Group, owns, develops and manages a chain of major shopping centres throughout Russia. It provides circa 2 million sq m of retail space, and more than half its tenants are represented by international retailers. Each mall typically comprises around 130,000 sq m with about 200 retailers and each MEGA centre benefits from an IKEA store as a powerful anchor, together with a food hypermarket and DIY store. MEGA enjoys 95% brand recognition in Russia, and it is the first name that comes to mind when consumers wish to go shopping.

www.ikea.ru, www.ikeascr.com



Itamaa is a specialised service provider in accounting, company administration and sales representation in Russia. Our clients are local and International small and medium-sized companies from several branches of industry. Our experienced English-speaking accounting and reporting specialists together with the latest accounting software enable a cost efficient and risk-free accounting and administration service in the Russian market.

www.itamaa.fi



Liniya Prava is a leading Russian law firm that provides a full range of services in various industries. Both local and foreign clients value the expertise of the firm's lawyers in comprehensive legal support of foreign investment projects in Russia. Key facts on Liniya Prava:

- 6 partners;
- 45 lawyers;
- more than 560 clients;
- more than 2300 completed projects.

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www.lp.ru



Mercuri International is a global organisation that is comprised of over 450 full-time highly experienced sales and leadership professionals in over 50 countries that have helped over 15,000 companies worldwide optimise their sales results. Methodologies are supported through continuous development and refinement in St. Gallens University; with programmes ranging from Sales Productivity Planning, Selling Skills, Complex Consultative Value Selling, Leadership Development and Coaching Skills, Blended Training utilising state of art e-learning, and Client Specific Business Games. Industry areas of expertise include: FMCG, Technology, Finance, Medical, Pharmaceutical, Manufacturing, Electronic Security, and numerous others.

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