



TECHNOLOGY, PRIVACY & CYBERSECURITY



WHO WE ARE

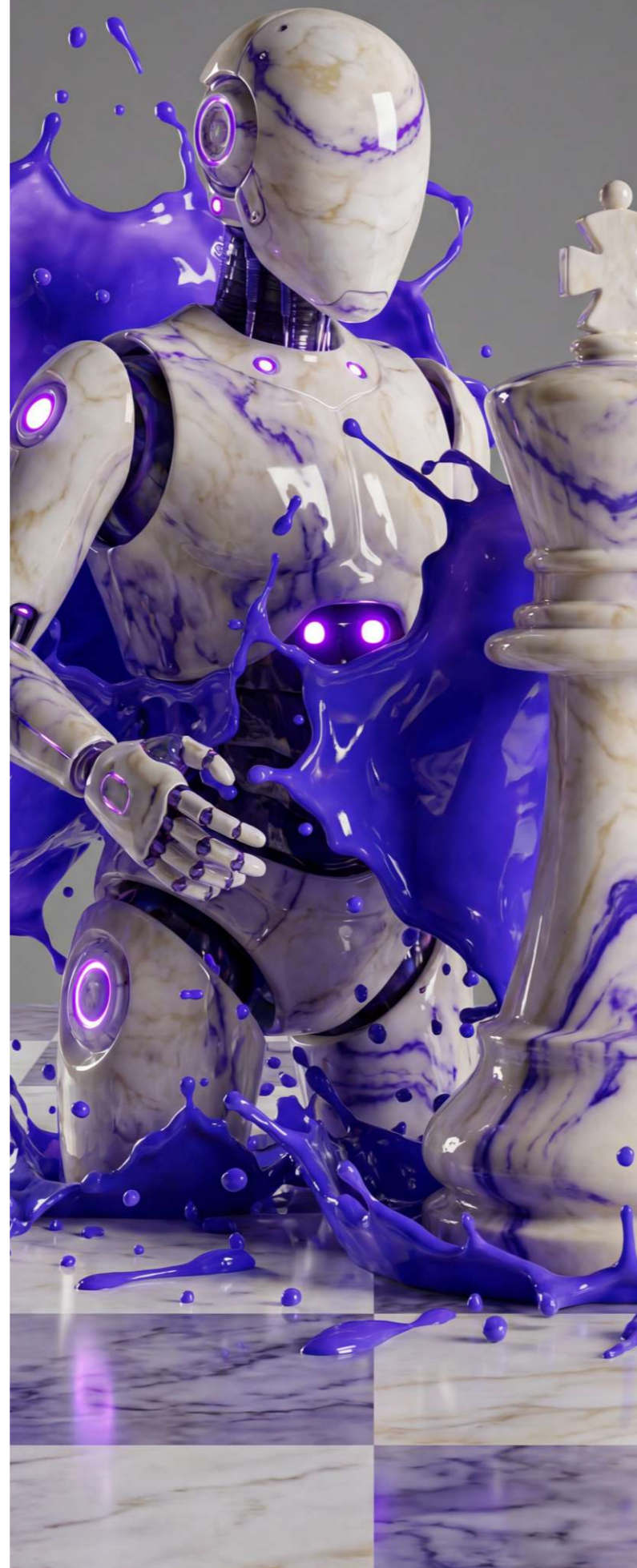
At Elias Neocleous & Co LLC, we understand that technology is not simply transforming business. It is redefining the foundations of how organisations operate, compete, and create value. As the legal landscape evolves at unprecedented pace, our Technology Law Department operates at the intersection of law and innovation, empowering clients to navigate complexity with confidence and seize the opportunities ahead.

We are not conventional lawyers applying traditional frameworks to new challenges. We are tech-native legal advisors who combine deep technical literacy with sophisticated legal expertise. Our team invests rigorously in understanding emerging technologies, from artificial intelligence and cloud computing to quantum computing and immersive technologies, so that we can provide counsel that is not only legally sound but strategically visionary.

Innovation requires more than compliance. It demands partnership. We work closely with our clients, whether startups, tech companies, or established enterprises undergoing digital transformation, to design governance frameworks, manage risk and regulatory exposure, and support strategic growth.

Our commitment extends beyond problem-solving to possibility thinking. We help clients ask the right questions: What obligations am I under to ensure the cybersecurity of my product or enterprise? How can AI be deployed responsibly in line with the AI Act? What does privacy-by-design look like in practice under GDPR? How can technology partnerships be structured to accelerate innovation while safeguarding intellectual property?

Welcome to the future of legal advisory. Our lawyers do more than understand the law. They speak your language, understand your technology and are trained to use tools such as large language models and proprietary platforms to enhance efficiency and deliver value through focused, strategic thinking.



PRACTICE AREAS

DATA PROTECTION & PRIVACY

Our Data Protection & Privacy team provides strategic counsel to help organisations navigate the complex landscape of global data protection regulations. We guide clients across the full data governance lifecycle, from building proactive compliance frameworks to managing incidents and engaging with regulators.

Our experience includes understanding clients' operations, preparing comprehensive documentation including the Record of Processing Activities (ROPA), terms and conditions, privacy notices, policies, data processing agreements, conducting data protection impact assessments, and liaising with the Commissioner. In doing so, we ensure GDPR compliance while preserving and protecting the business needs and strategic advancements of our clients. Our approach balances the strategic value of data as a core business asset with the imperative to build trust through robust privacy practices and regulatory compliance.

TECHNOLOGY TRANSACTIONS & COMMERCIAL AGREEMENTS

Our Technology Transactions & Commercial Agreements practice advises on the legal and regulatory risks associated with strategic technology procurement, outsourcing, and transformation initiatives. We guide clients through the full lifecycle of technology agreements, from vendor selection and negotiation to post-contract management and compliance.

With deep expertise in technology transfers, strategic alliances, joint ventures, and global outsourcing, our team combines specialist knowledge with insight into emerging contract standards and market trends, ensuring clients achieve optimal legal, regulatory, and commercial outcomes. We draft, negotiate, and manage the full spectrum of technology agreements that underpin modern digital business and cloud services worldwide.

ARTIFICIAL INTELLIGENCE & EMERGING TECHNOLOGIES

Our practice supports clients in leveraging artificial intelligence and emerging technologies while addressing the complex legal, regulatory, and ethical challenges they present. We advise technology creators, investors, and organizations implementing AI solutions across multiple industries, providing guidance throughout every stage of development, deployment, and governance.

We help companies establish responsible AI practices by developing policies, procedures, and governance frameworks that align with their risk appetite, ensuring compliance with evolving regulatory standards and embedding robust practices to manage ethical, privacy, and cybersecurity risks.

When disputes or regulatory challenges arise, our combination of technical understanding and legal expertise enables clients to address issues related to data privacy, discrimination, intellectual property, and other emerging AI liabilities.

DIGITAL TRANSFORMATION & INNOVATION ADVISORY

Our Digital Transformation & Innovation Advisory practice helps organizations navigate the legal, regulatory, and governance complexities of emerging technologies while building operational resilience. We provide comprehensive guidance across every stage of digital transformation, including regulatory compliance for initiatives such as AI and machine learning deployment, cloud adoption, IoT integration, data strategy and governance, automation of business processes, and for importers, distributors, or manufacturers of products with digital elements.

Our approach balances innovation with critical considerations such as data protection, privacy, cybersecurity, and compliance, ensuring digital initiatives advance real business objectives while meeting evolving regulatory standards. Leveraging deep sector knowledge, long-standing relationships with technology innovators, and our own ongoing digital transformation journey as a firm, we deliver pragmatic, actionable advice to help organizations transform, thrive, and stay resilient in a rapidly evolving digital landscape.



Our expertise

• DATA PROTECTION & PRIVACY

- Privacy Programme Design & Governance: Developing comprehensive privacy frameworks, policies, risk management and board-level governance structures
- Data Processing Agreements (DPAs): Drafting, negotiating, and managing agreements with vendors and partners to ensure compliant data processing
- Cross-Border Data Transfers: Managing international data flow in compliance with GDPR and regional data protection laws
- Data Breach & Incident Response: Forensic analysis, regulatory reporting obligations, communications with affected parties, and mitigation strategies
- Privacy Impact & Risk Assessments: Conducting DPIAs and technical & organizational security assessments
- Regulatory Liaison: Engaging with data protection authorities on compliance matters, notifications, and guidance
- Consumer data processing: Advising on customer data collection, processing and retention for e-commerce operations, including profiling and automated decision making
- Workplace Privacy & Employment Data: Advising on employee monitoring tools, biometric data, HR system compliance and data subject rights in employment contexts
- Information Governance & Records Management: Designing retention schedules, deletion protocols and compliance with sector-specific requirements
- Regulatory Defences & Investigations: Representing clients in enforcement actions, appeals and litigation arising from privacy violations
- Privacy by Design Integration: Embedding privacy controls into product development, system architecture and business processes
- E-commerce Marketing & Cookie Compliance: Legal guidance on digital marketing practices, cookies consent management, tracking technologies and behavioural advertising compliance

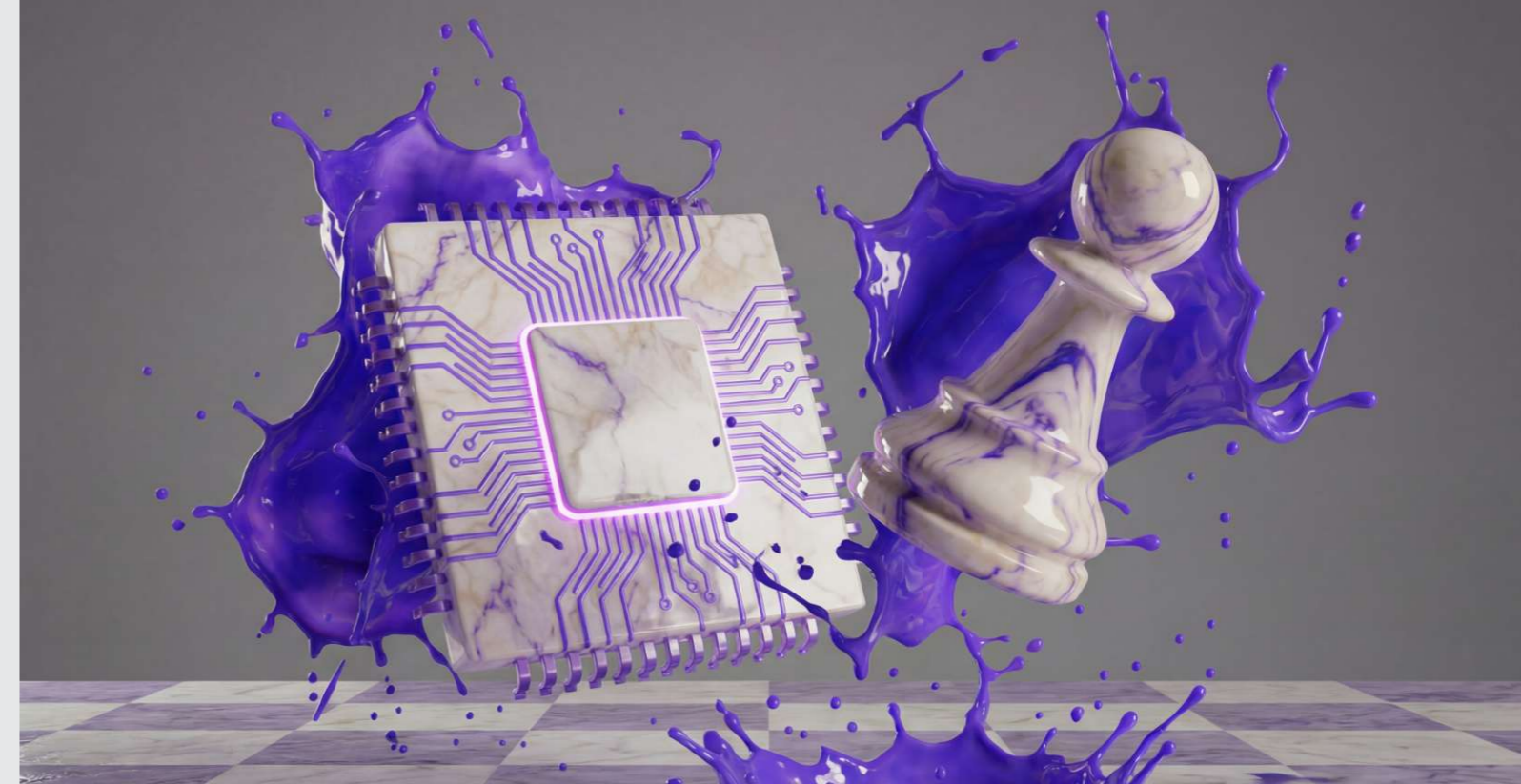


LEGAL FRAMEWORKS:

- General Data Protection Regulation (GDPR)
- ePrivacy Directive
- EU Data Governance Act

TECHNOLOGY TRANSACTIONS & COMMERCIAL AGREEMENTS

- Software-as-a-Service (SaaS) Agreements: Drafting and negotiating software delivery contracts, including usage rights, data ownership, service commitments, and exit provisions
- Software License Agreements (EULAs): Drafting license agreements for software, including scope of use, restrictions, warranty disclaimers, and intellectual property protections
- Master Service Agreements (MSAs): Establishing overarching contractual frameworks governing ongoing vendor-client relationships, including general terms, governance structures, and dispute resolution mechanisms
- Service Level Agreements (SLAs): Defining performance metrics, availability commitments, response times, remedies, credits, and service-level obligations
- Statements of Work (SOWs): Negotiating project-specific deliverables, milestones, acceptance criteria, and change management procedures under master agreements
- Cloud Services Agreements: Advising on Infrastructure as a Service (IaaS), Platform as a Service (PaaS), and cloud data center services, including security, data location, portability, and regulatory compliance
- Non-Disclosure Agreements (NDAs): Drafting mutual and unilateral confidentiality agreements to protect proprietary information in technology partnerships and commercial negotiations
- Reseller and Distribution Agreements: Structuring agreements for software and technology product distribution, including pricing models, territorial rights, support obligations, and revenue sharing



- Data Center Hosting Agreements: Advising on colocation services, managed hosting, connectivity, security, and service continuity obligations
- Strategic Sourcing & Outsourcing: Managing the complete sourcing process, including competitive down-select, negotiations, transition planning, and ongoing relationship management
- ERP & Digital Platform Implementation: Legal counsel on enterprise resource planning systems, complex digital platforms, and software system deployments
- Free and Open-Source Software (FOSS) Compliance: Advising on licensing obligations, attribution requirements, and commercial risk management for open-source components
- Technology Joint Ventures & Alliances: Structuring strategic partnerships, technology collaborations, and joint development agreements
- Vendor & Third-Party Risk Management: Supply chain risk assessment, vendor due diligence, and ongoing contract compliance
- Contract Lifecycle Management: Developing frameworks and automation tools for contract generation, execution, monitoring, and retention

LEGAL FRAMEWORKS:

- General Data Protection Regulation (GDPR)
- Network and Information Security Directive (NIS2)
- Cyber Resilience Act (CRA)
- EU Data Act
- Digital Operational Resilience Act (DORA)

• ARTIFICIAL INTELLIGENCE & EMERGING TECHNOLOGIES

- AI Governance & Strategy: Developing AI risk frameworks, board oversight structures, ethical AI policies, and responsible use guidelines
- AI Regulatory Compliance: Navigating EU regulations, conducting impact assessments, and ensuring transparency requirements
- Generative AI Legal Services: Protecting AI systems and outputs, addressing IP infringement risks, crafting contractual relationships for AI acquisition and deployment



- AI Procurement & Contracting: Drafting and negotiating contracts for AI-enabled systems, SaaS, vendor vetting, and service agreements
- AI Liability & Risk Management: Advising on liability frameworks for operators and users, product compliance, and dispute resolution
- Bias Risk Assessment & Testing: Evaluating training data, development processes, and outputs to address algorithmic bias and fairness concerns
- AI system Compliance under the CRA: Ensuring AI systems and digital products comply with the EU Cyber Resilience Act, advising manufacturers, importers, and distributors on security, risk assessment, vulnerability management, reporting, and conformity obligations

LEGAL FRAMEWORKS:

- EU Artificial Intelligence Act (AI Act)
- Cyber Resilience Act (CRA)
- EU Cybersecurity Act
- Product Liability Directive
- General Data Protection Regulation (GDPR)
- Digital Services Act (DSA)
- Digital Markets Act (DMA)

**• DIGITAL TRANSFORMATION
& INNOVATION ADVISORY**

- Digital Transformation Strategy: Developing comprehensive roadmaps for technology adoption, business model innovation, and organizational change
- Data Strategy & Governance: Creating frameworks to make data assets usable, resilient, and aligned with business objectives and risk appetite
- Information Resilience: Designing business continuity, disaster recovery, and operational resilience programs for digital infrastructure
- Cybersecurity Architecture & Planning: Security architecture mapping, incident response planning, crisis exercises, and communications strategies



- Agile Development and DevOps Governance: Legal frameworks for iterative development methodologies, continuous deployment, and software lifecycles
- Innovation Programme Design: Creating internal innovation frameworks, pilot project structures, and success measurement criteria
- Regulatory Change Management: Horizon scanning, gap analyses, compliance roadmaps, and policy engagement for evolving technology regulation
- Contract Oversight: Expert review and management of contracts, enabling clients to focus on strategic priorities while ensuring rigorous compliance, consistent governance, and effective risk mitigation across complex commercial arrangements
- E-Commerce & Consumer Protection Compliance: Advising on compliance with EU and national consumer protection laws, including online sales, withdrawal and refund rights, and obligations under distance selling and digital commerce regulation

LEGAL FRAMEWORKS:

- Digital Services Act (DSA)
- Digital Markets Act (DMA)
- EU Data Act
- Network and Information Security Directive (NIS2)
- Digital Operational Resilience Act (DORA)
- General Data Protection Regulation (GDPR)
- ePrivacy Directive
- Consumer rights Directive
- E-Commerce Directive

Elias Neocleous & Co LLC is one of the largest law firms in Cyprus and a leading firm in the South-East Mediterranean region, with offices located in Limassol, Nicosia, Paphos, Brussels, Budapest, Kiev, and Prague. We are renowned for our expertise and jurisdictional knowledge across a broad spectrum of practice areas, spanning all major transactional and market disciplines, to bring strategic solutions to global clients operating in key industries worldwide.



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