



DIANNA TEN
Associate

AEQUITAS
47 Abai Ave., Office 2

Almaty 050000
Republic of
Kazakhstan

T +7 (727) 3 968 968

E d.ten@aequitas.kz

Practice areas
Natural Resources
Energy
Environmental
Corporate Law
Labor & Employment
Dispute Resolution
Business Law

Languages spoken
English, Russian

Professional qualifications
Lawyer, Kazakhstan

Dianna joined AEQUITAS in 2023. She is specializing in the sphere of subsoil use and has more than 16-year experience of working in the ore mining sector companies. She focuses on legal issues in the sphere of exploration and production of mineral resources, including obtainment of the subsoil use right, aspects of performing the licensing and contractual obligations, obtainment of various approvals and permits of the regulator, representation of interests of subsoil users in court, and successful resolution of disputes.

Furthermore, Dianna advises foreign and local clients on the issues of land legislation, environmental regulation, implementation of projects in the sphere of renewable energy sources, corporate, banking and labor law. She is also highly experienced in rendering legal support when obtaining various licenses, and regularly participates in mandates involving due diligence of local companies.

Memberships

Kazakhstan Bar Association

Experience

2023-present	AEQUITAS Law Firm – Associate
2018-2023	Demeu Kok Tas Group – Associate
2007-2018	Orsu Metals Corporation in Kazakhstan – Associate
2005-2007	LG Electronics Almaty – Specialist, Financial and Legal Department

Education

1994-2004 Turan University, LLB, Kazakhstan

Representative Projects

SUBSOIL USE

- Support of a number of companies, including a major foreign corporation, and assistance with obtainment of the regulator's permits to transactions with assets (shares, participatory interests) relating to subsoil use rights in Kazakhstan, including a permit to issue and trade in shares at stock exchanges.
- Advising, drafting and obtainment of subsoil use contracts (raw hydrocarbons) and licenses (solid minerals), and introduction of amendments into contracts and licenses, including with respect to extension of the period of exploration and/or production of minerals.
- Support of a group of companies in the course of obtainment and approval of the project documents, results of expert examinations, and different opinions from the competent and authorized agencies.
- Advising one of the largest oil and gas companies, including drafting of a legal opinion regarding the transitional provisions of the subsoil legislation.
- Representation of a subsoil user in a case under a claim of the competent authority for invalidation of a contract and successful resolution of the case in favor of the subsoil user.
- Participation in negotiations and interaction with the competent authority, including pretrial resolution of the disputes relating to performance of licensing and contractual obligations (ЛКУ report type) by the subsoil users.
- Advising, drafting and submission of the ЛКУ performance reports of a subsoil user and other types of reporting.

ENERGY

- Advising a foreign company regarding the use of renewable energy sources (RES), including with respect to conditions allowing to place a RES project among the investment high-priority projects and provision of investment preferences.
- Due diligence of a company implementing a project involving construction of a solar power plant in Kazakhstan as part of the contemplated transaction.

ENVIRONMENTAL

- Advising an oil company regarding setting of norms and limits for pollutants generated in the course of mineral production.
- Pretrial settlement of disputes with the governmental authorities in the environmental protection sphere.

CORPORATE LAW

- Advising on the issues of registration, re-registration, reorganization (transformation) of legal entities, including with foreign participation.
- Drafting of constituent documents and advising on various aspects of internal management of a company.

- Due diligence of activities of local companies on corporate issues.
- Legal support in the course of transactions with shares, participatory interests, including foreign companies.

LABOR LAW

- Advising on the issues of regulation of labor relations in Kazakhstan and drafting of internal regulatory documents.
- Drafting of documents regulating labor relations, including setting up of personnel document management systems in companies.
- Due diligence of local companies as to compliance of documents in the sphere of labor relations with legislation requirements.

DISPUTE RESOLUTION

- Representation of a retail and service outlet in the course of inspection by the prosecution authority.
- Appealing the results of inspections and administrative sanctions at a superior authority.
- Representation of interests in court in connection with a dispute arising out of a lease agreement between a subsoil user and a for-profit organization.

LEGAL SUPPORT OF BUSINESS

- Drafting and expert examination of agreements on sale and purchase of movable and immovable property, lease agreements, supply contracts, agreements on fee-paid provision of services, contract agreements, loan agreements, banking services agreements, joint venture agreements, etc.
- Advising on the issues of certification of software and its subsequent market promotion in the framework of procurement procedures.
- Advising a foreign client on the issues of protection of personal data, including in the course of cross-border transfer of information.
- Advising companies on various issues in the sphere of pharmaceuticals.

Publications

- Y. Manayenko, Sh. Zharkimbayev, D. Ten, D. Nurakhmet Oil & Gas Regulation - Kazakhstan Chapter // ICLG – Oil & Gas Regulation 2026 21st Edition - February 2026

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