Chambers

Europe

2021

The leading lawyers and law firms in Europe

Belgium

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Banking & Finance

Banking & Finance
Leading Firms
Band 1
Allen & Overy LLP
Linklaters *
Band 2
Baker McKenzie
Clifford Chance LLP *
Loyens & Loeff *
Band 3
Deloitte Legal – Lawyers
DLA Piper UK LLP *
NautaDutilh *
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White & Case *
Band 4
Cleary Gottlieb Steen & Hamilton LLP *
CMS *
Eubelius *
Freshfields Bruckhaus Deringer LLP *
Jones Day *
Liedekerke Wolters Waelbroeck Kirkpatrick *
Lydian *
PwC Legal
* *Indicates firm / individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Banking & Finance
Leading Individuals
Band 1
Ballegeer David *Linklaters*
De Raeve Antoine *Baker McKenzie*
Leunen Charles-Antoine *Linklaters*
Peeters Ivan *PwC Legal*
Van Pul Yves *Allen & Overy LLP*
Band 2
De Maeyer Bert *Clifford Chance LLP*
Tanghe Filip *Allen & Overy LLP*
Van Acker Michael *Baker McKenzie*
Vermylen Marc *Loyens & Loeff* *
Band 3
Czupper Lounia *Clifford Chance LLP*
Geudens Tom *Lydian* *
Ghijsels Wouter *Stibbe* *
Van Lembergen Werner *Deloitte Legal – Lawyers*
Band 4
Bosly Thierry *White & Case* *
Brughmans Ferdinand *Jones Day* *
Janssens Deborah *Freshfields Bruckhaus Deringer LLP* *
Mouraux Johan *DLA Piper UK LLP* *
Panis Koen *Loyens & Loeff* *
Van de Wiele Willem *White & Case* *
Van Steenwinkel Philip *PwC Legal*
Up-and-coming individuals
Aerts Wim *Clifford Chance LLP*
Blomme Eric *Baker McKenzie*
Mareels Freya *Liedekerke Wolters Waelbroeck Kirkpatrick* *
Servais Hadrien *White & Case* *
Vandervelde Benoît *CMS*
Associates to watch
Missoul Jan *Loyens & Loeff* *

Banking & Finance: Regulatory
Leading Individuals
Band 1
Dessy Etienne *Linklaters*
Kierszenbaum Sylvia *Allen & Overy LLP*
Band 2
Berger Pierre *DLA Piper UK LLP* *
Carette Joan *Simont Braun (ORL)* ◊ *
Fontaine Anne *NautaDutilh* *
Band 3
Marquette Vanessa *Loyens & Loeff* *
McInnes Scott *Bird & Bird (ORL)* ◊
Peeters Ivan *PwC Legal*
Van de Wiele Willem *White & Case* *
Van Dyck Tom *Liedekerke Wolters Waelbroeck Kirkpatrick* *

Band 1

Allen & Overy LLP

What the team is known for Market-leading firm offering a full service across financial transactions, including structured financing and debt restructuring mandates. Additionally offers outstanding expertise to clients on financial regulations. Provides top-quality assistance with real estate financing and acquisition financing. Also experienced in project finance, particularly within the renewable energy sector. Sought after by international and domestic banks, as well as boasting a strong client base among borrowers.

Strengths One client emphasises that the lawyers are *"very experienced in what they do and very pragmatic in the way that they handle things."*

Another client comments: *"We are very satisfied with their level of service, their expertise and their response times."*

Work highlights Advised BNP Paribas Fortis on the EUR122 million refinancing and redevelopment of the Brouckere/Multi Tower.

Notable practitioners

Sylvia Kierszenbaum is a financial regulation expert with a wealth of experience assisting traditional lenders and financial institutions with banking regulatory matters. She also has notable expertise handling capital markets mandates. One source enthuses that Kierszenbaum is a *"top practitioner"* who is *"intellectually very strong and knows her stuff very, very well."* **Yves Van Pul** has vast experience advising on banking and finance mandates, covering acquisition finance, real estate finance and project finance. He also assists clients with sustainable finance matters, such as green loan facilities. One client lauds Van Pul as a *"very pragmatic and very solution-oriented"* lawyer who is *"always very willing to come to a compromise."* Another satisfied client praises him for being a *"strong negotiator who is to the point, efficient and very pleasant to work with."*

Filip Tanghe has extensive experience handling project financing, refinancing and debt restructurings. One client comments that Tanghe is *"very pragmatic and to us is the ultimate problem-solver. He has a very extensive network, always remains calm and has good soft skills."*

Linklaters

See profile on p.84

What the team is known for Outstanding firm across the full range of banking and finance issues. Utilises a global network to provide clients with an impressive cross-border service on multi-jurisdictional transactions. Has a particularly strong banking regulatory practice. Well regarded by borrowers, issuers and lenders for acquisition, leveraged, real estate and project financing mandates, as well as refinancing cases. Additionally offers stellar expertise on credit facility agreements.

Strengths One satisfied client enthuses that the team is *"extremely responsive and fast, and has a very good knowledge of the Belgian banking market and regulatory environment."*

Another client underlines that the lawyers have *"excellent know-how and pragmatic reasoning skills,"* and adds that they *"know the market and the regulator very well."*

Work highlights Assisted IBA with the EUR67 million refinancing of its existing facilities.

Notable practitioners

David Ballegeer has a wealth of experience advising on debt financings and acts for clients from the banking, media and technology sectors. He also handles loan agreements. One satisfied client emphasises that Ballegeer is *"a brilliant lawyer who combines incredibly impressive legal skills with a*

deep understanding of complex financial and economic matters and offers no-nonsense, practical advice." According to a client, **Etienne Dessy** is *"very proactive and very straightforward."* He frequently represents clients in regulatory investigations and approval procedures, as well as handling the regulation of investment funds. Dessy's clients include financial institutions, private equity firms and insurance groups. **Charles-Antoine Leunen** has significant experience handling corporate refinancings, debt restructurings and project finance mandates. One client praises Leunen's *"very solution-oriented approach and very good knowledge of the details of complex files,"* and adds that he is *"very approachable and available."*

Band 2

Baker McKenzie

What the team is known for Highly esteemed international team, with strong expertise in a range of financial mandates. Regularly advises on lending transactions, including credit facilities and secured loans. Possesses significant experience assisting with transactions relating to acquisition finance. Also acts on securitisation and debt issuances. Dedicated financial regulation and financial services group representing insurers, banks and other institutions in regulatory and legislative obligations.

Strengths One client comments: *"It was really helpful going through negotiations with them,"* adding that the lawyers had a *"very good sense of our key values, drivers and things that really matter in the deal they were discussing."*

Another client notes: *"The Belgian office has highly skilled people who can help us with every legal topic we are facing and most of the time on short notice. Furthermore, they regularly keep us informed on a proactive basis of changes which could affect us."*

Work highlights Advised BNP Paribas Fortis and KBC Bank as lenders on the debt financing of DOMO Chemicals' EUR300 million acquisition of Solvay's performance polyamide business in Europe.

Notable practitioners

Antoine De Raeve has extensive experience handling banking and finance transactions, including asset-based financing, acquisition financing and refinancing. De Raeve's clients include traditional lenders, manufacturing companies and private equity firms. One client enthuses: *"De Raeve has real experience in his area of expertise. He is a solution provider and is someone with whom it is always a pleasure to work,"* and adds that it is *"a real advantage to have him on your side during hard negotiations."* **Michael Van Acker** advises domestic and international clients from the banking and finance industry on acquisition financing and refinancing mandates. One client describes Van Acker as *"very pragmatic and always available,"* while another client emphasises his *"very hands-on approach."* **Eric Blomme** assists clients with acquisition financing, debt financing and debt restructuring. One client attests that Blomme is *"knowledgeable, approachable and quick."* Another client notes that he is *"extremely dedicated, always available and a very nice person to work with."*

Clifford Chance LLP

See profile on p.64

What the team is known for Reputable team handling a wide range of high-value transactional mandates and acknowledged for its track record in cross-border financing and refinancing deals. Recognised as a particularly strong lenders' counsel, acting for international and domestic banks. Demonstrates particular expertise in project finance and acquisition finance. Also experienced with handling real estate financing.

Strengths One client states that the team is *"very hands-on, and provides timely feedback and strong arguments in discussions with our client and the lenders' legal counsel."*

Another client praises the lawyers' *"responsiveness and expertise."*

Work highlights Advised T-Power on the EUR210 million refinancing of its existing facility agreement.

Notable practitioners

Bert De Maeyer has extensive experience advising on banking and finance transactions, acting for both private and public institutions. De Maeyer frequently handles acquisition financing, refinancing and debt restructurings. **Lounia Czupper** assists clients from the financial, logistics and technology sectors with real estate acquisition finance, refinancing and insurance matters. One client comments that she is *"an expert in her field"* and adds that she possesses *"very good communication skills."* **Wim Aerts** is a *"safe pair of hands,"* according to a market source, and regularly assists clients with acquisition financing, credit facility agreements and refinancing.

Loyens & Loeff

See profile on p.313

What the team is known for Notable team esteemed for its work in the area of project finance, regularly advising lenders on infrastructure and renewable energy projects, with a particularly strong reputation for its work on financing offshore wind farm developments. Acts for both lenders and borrowers on credit facilities agreements, corporate financing and real estate acquisition financing. Also assists with refinancing and securitisation matters.

Strengths One client comments: *"They have very good knowledge of the different topics and contracts,"* and also highlights the team's *"very rapid and clear responses."*

Another client appreciates the lawyers' *"no-nonsense, straightforward and fair approach,"* adding that *"perhaps the biggest strength of the firm is the ability of its lawyers to explain complicated legal issues in 'ordinary language' and to advise on matters the client itself may not necessarily have foreseen."*

Work highlights Assisted Blackstone with all Belgian law aspects of its USD6.2 billion acquisition of Dream Global REIT.

Notable practitioners

A source lauds **Marc Vermylen** (see p.295) as *"number one"* for project finance work, while a client reports that he *"brings a lot of knowledge and experience to a deal and is a good party to have in your negotiation."* As well as advising lenders on project finance, Vermylen also assists with leveraged financing and acquisition financing. **Vanessa Marquette** (see p.288) joined the firm in March 2020. She possesses notable expertise in the financial regulatory sector, including regulatory litigation work. She acts for domestic and international clients and frequently provides assistance with financial services compliance matters. **Koen Panis** (see p.290) is praised by clients for his banking and finance knowledge, with one client commenting that he is also *"very pragmatic and commercial."* Panis assists with acquisition finance, project finance and refinancing. **Jan Missoul** (see p.289) is specialised in project finance and leveraged finance, and has particular expertise in the financing of energy projects. One client notes that Missoul is *"very hands-on, a good communicator and has good knowledge."* Another client describes him as *"helpful, proactive and technically excellent."*

Band 3

Deloitte Legal – Lawyers

What the team is known for Substantial team advising borrowers and financial institutions on a range of asset-backed finance transactions. Possesses notable experience in handling project finance and acquisition mandates. Provides additional assistance with development finance and debt restructuring mandates.

Strengths One client comments that the team works *"in close collaboration with clients and is dedicated to the clients."*

Work highlights Assisted Lineas with the conclusion of an EUR85 million asset-based refinancing.

Notable practitioners

Werner Van Lembergen assists traditional lenders and borrowers with trade receivables financing, asset-based lending and acquisition financing. He also possesses notable expertise in handling debt restructurings.

DLA Piper UK LLP

See profile on p.71

What the team is known for Considerable international firm with an extensive global network, known for transactional matters, with a particular focus on refinancing and acquisition finance. Acts on the financing of PPP infrastructure projects, regularly representing public authorities or the projects' sponsors. Client roster includes banks, insurance companies and asset managers.

Strengths One client attests that the team is *"open to a client's opinion about strategy and approach,"* adding: *"They are a deal-maker firm, which is absolutely primordial for us."*

Another client describes the lawyers as *"close, pragmatic, very aware of the environment in which banking operates and very hands-on."*

Work highlights Assisted Bayerische Landesbank with the refinancing of an office building in Brussels.

Notable practitioners

Pierre Berger (see p.277) is specialised in financial services and insurance matters. Berger frequently advises domestic and multinational companies on regulatory issues regarding registration, licensing and litigation mandates. **Johan Mouraux** (see p.289) handles project finance and refinancing transactions, acting for clients from the energy, banking and construction industries. One client comments: *"He is a very smart and approachable person who enjoys brainstorming and thinking out of the box. He knows how to lead negotiations but never forgets that the purpose is to make a deal at the end."*

NautaDutilh

See profile on p.317

What the team is known for Solid team offering a particularly strong banking regulatory practice, which represents domestic and European financial institutions in financial services regulatory approval proceedings and licensing applications. Also advises on the refinancing of debt instruments and securitisation transactions. Assists with project finance mandates, and is notably active in the energy sector.

Other clients include insurance firms and pharmaceutical companies.
Strengths One client states that the team *"fully understands our business and our expectations."*
Another client praises the lawyers' *"knowledge of our company, reactivity and good advice."*
Work highlights Advised INEOS Enterprises Group on a trade receivables securitisation.
Notable practitioners
Anne Fontaine (see p.283) is well regarded for her work on regulatory matters, often advising clients on obtaining regulatory approval for financial sector transactions and on licensing applications. She frequently assists insurance companies with legislative matters, including Solvency II issues.

Stibbe
See profile on p.321
What the team is known for Well-regarded Benelux firm with an excellent reputation for project finance. Regularly acts on acquisition finance and debt refinancing mandates. Also assists with asset-based finance transactions and securitisation transactions. Additionally experienced in real estate finance and mezzanine financing mandates.
Strengths One client states: *"We like Stibbe's enthusiasm, competencies and pragmatic approach when needed. Also the strict respect of timing is very much appreciated."*
Work highlights Assisted CVC Credit Partners with the financing of Equistone's acquisition of the Amadys group.
Notable practitioners
Wouter Ghijsels (see p.283) advises clients on acquisition finance, real estate finance and project finance. He also assists with corporate refinancing.

White & Case
See profile on p.97
What the team is known for Well-regarded firm with a broad international network advising on bank lending, refinancing and leveraged and acquisition financing. Frequently assists lenders and has a dedicated following among multinational and domestic banks. Also active on the borrower side, particularly for clients from the life sciences industry.
Strengths One client comments that the team *"responds very quickly and can touch on the most difficult points very quickly,"* and adds that the team is *"very pragmatic in its approach."*
Another client appreciates that the lawyers *"save us a lot of time as they are able to distinguish between matters which are important to us and ones which are not."*
Work highlights Advised Alcentra and Belfius Bank on a strategic unitranche financing for Intracto.
Notable practitioners
Thierry Bosly (see p.277) is a restructuring and insolvency expert with significant experience advising on both the lender and borrower side. Bosly frequently handles debt refinancing and reorganisation, as well as acquisition financing mandates. **Willem Van de Wiele** (see p.294) frequently acts on refinancing mandates, also providing assistance with acquisition financing and receivables financing programmes. One client praises Van de Wiele's *"strong legal expertise,"* adding that he *"worked hard to close the transaction in time; he tackled the issues swiftly and in a structured manner."* **Hadrien Servais** (see p.293) handles acquisition and leveraged finance mandates for traditional lenders as well as for corporate borrowers. One client attests that Servais is an *"excellent lawyer with an eye for both the legal and commercial requirements."* Another client notes that Servais is *"very up to date, well connected and very knowledgeable."*

Band 4

Cleary Gottlieb Steen & Hamilton LLP
See profile on p.63
What the team is known for International firm advising clients on acquisition finance, project finance and development finance. Also acts on the structuring and refinancing of various lending arrangements. Regularly represents banks and other financial sector clients in regulatory issues. Assists both private and public companies with borrowing transactions and financing arrangements, with a particular focus on clients from francophone Africa.
Strengths One client attests that the team *"delivers excellent quality of work and can work towards tight deadlines."*
Another client states that the lawyers *"understand our business constraints, have a pragmatic approach and are dedicated and very responsive."*
Work highlights Assisted Axéréal with the financing for the acquisition of Cargill by Axéréal's subsidiary Boortmalt.
Notable practitioners
Laurent Ruzette is a key contact for clients.

CMS
See profile on p.304
What the team is known for Well-established international firm offering clients a broad scope of financial services advice across transactional and advisory mandates. Advises on acquisition finance, project finance and debt restructurings. Regularly assists with regulatory compliance in investment funds and financial services. Also acts on real estate finance mandates and securitisation transactions.
Strengths One client comments that the team is *"extremely knowledgeable, creative and proactive."*
Clients also appreciate the firm's international network, reporting: *"Our main contacts at CMS Belgium have always done an excellent coordination job with their peers abroad when needed."*
Work highlights Assisted Boluda Towage with a senior credit facility for the acquisition of Kotug Smit.
Notable practitioners
Benoît Vandervelde is regularly instructed by traditional lenders and corporate borrowers. He advises on project financing, acquisition financing and refinancing transactions. One client comments: *"Vandervelde is hands-on, very responsive and reliable in all circumstances. He gives clear and actionable advice."*

Eubelius
See profile on p.308
What the team is known for Notable firm assisting clients with financing and refinancing mandates. Advises on acquisition finance, real estate finance and debt restructurings. Acts for clients from the banking, manufacturing and hospitality industries. Also provides assistance with banking regulatory matters and equity investments.
Strengths One client comments that the team is *"highly commercial with regard to problem solving,"* adding: *"They had a user-friendly approach which made the whole team enjoyable to work with."*
Another client highlights the lawyers' *"experience, availability and results-oriented approach."*
Work highlights Assisted Credit Suisse with the Belgian aspects of a financing agreement with AGP.
Notable practitioners
Marieke Wyckaert is a key contact for clients.

Freshfields Bruckhaus Deringer LLP
See profile on p.74
What the team is known for Represents a number of domestic and international banks and corporate clients in financing transactions, often coordinating closely with the firm's corporate team to offer an integrated corporate finance service. Assists with credit facilities, trade finance and debt restructurings. Additionally active on syndicated lending and leveraged finance, advising both domestic and international clients on a host of cross-border mandates.
Strengths One client comments: *"We were pleased with the way the lawyers handled the process. They know what we require and what's important for us to have."*
Another client adds that the lawyers are *"hands-on, give practical advice and respect deadlines."*
Work highlights Advised Greenyard on debt restructuring.
Notable practitioners
Deborah Janssens (see p.285) advises clients from the tourism, natural resources and telecommunications industries on facilities agreements, debt restructurings and refinancing transactions.

Jones Day
See profile on p.79
What the team is known for International firm offering expertise in syndicated finance, acquisition finance and project finance. Acts for traditional lenders, private equity firms and other investors. Significant experience representing leading clients in banking litigation. Additionally advises on regulatory compliance and requirements.
Strengths One client states: *"What is helpful is that they are integrated as a global firm; they have a very good relationship with their other offices."*
Another client reports that the team is *"very fast in its handling of the matter."*
Work highlights Assisted Ardent Group with a EUR32 million loan agreement granted by Société Générale.
Notable practitioners
Ferdinand Brughmans (see p.278) assists traditional lenders and private equity clients with acquisition finance and project finance mandates. According to one client, Brughmans is a *"flexible, pragmatic person who is very easy to deal with and approachable."*

Liedekerke Wolters Waelbroeck Kirkpatrick
See profile on p.312
What the team is known for Acclaimed practice advising on a broad range of transactional mandates and regulatory matters. Regularly represents lenders and counts many international banks as clients. Acts for clients on acquisition finance matters, securitisation and credit facility agreements. Assists with debt refinancing and development financing.
Strengths One client praises the team's *"very good technical knowledge, creative and sophisticated drafting skills, proactive attitude and solution-driven mindset,"* and adds: *"I was impressed by their constructive approach during negotiations, with a strong focus on protecting our interests."*

Another client states that the lawyers are *"very pragmatic and business-oriented."*

Work highlights Assisted ING Belgium with an increase of the senior facilities granted to Destiny.

Notable practitioners

Tom Van Dyck (see p.294) assists asset managers and banks with regulatory matters, including the establishment of investment funds, financial legislation and banking litigation. Van Dyck is described by sources as having *"very good technical skills."*

Freya Mareels (see p.288) assists clients with leveraged and acquisition finance mandates, as well as advising on refinancing mandates and securitisation of debt. One client attests: *"We appreciate her for her competence, client focus, dedication and her drive to deliver on target."*

Lydian

See profile on p.314

What the team is known for Predominantly acts for lenders, including domestic and international banks and private equity houses on a range of financing matters. Also represents borrowers from the technology and retail sectors. Advises on acquisition finance and credit facility agreements, as well as trade finance mandates. Maintains a solid presence in financial regulatory advisory matters, often assisting clients from the insurance sector. Provides additional assistance with project finance matters.

Strengths One client states: *"With their unique knowledge of the sector they are able to give pragmatic advice and can inform you about the benchmark."* Another client attests that the lawyers are *"pragmatic, business-minded and to the point."*

Work highlights Assisted Triton Partners with the EUR230 million acquisition financing of the Sunweb group.

Notable practitioners

Tom Geudens (see p.283) is *"attentive and knowledgeable,"* according to one source, while another describes him as *"very user-friendly, responsive and technically good."* Geudens assists clients with asset-based lending, acquisition finance and project finance.

PwC Legal

What the team is known for Offers dedicated regulatory expertise, assisting with fund formation and structuring. Popular with domestic and international banks, as well as insurance companies and asset managers. Also acts on refinancing and capital markets mandates.

Strengths One client attests that the team is *"always trying to find pragmatic solutions together with the client."*

Another client praises the lawyers' *"good knowledge and excellent network."*

Work highlights Assisted Patronale Life and Krefi-servicing with refinancing a non-performing mortgage loan portfolio.

Notable practitioners

Ivan Peeters is considered to be *"very strong"* in regulatory work and is frequently instructed by banks and insurance companies. Peeters also has significant experience advising on capital markets transactions.

Philip Van Steenwinkel assists banks and borrowers with refinancing mandates. He also advises on debt capital markets transactions. One client states that Van Steenwinkel is *"easily approachable and willing to listen and invest time in the relationship."*

Other Ranked Lawyers

Joan Carette (see p.279) is specialised in payment services regulatory and compliance matters and is frequently instructed by credit institutions, payment institutions and e-money issuers. She is also active on fintech mandates.

Scott McInnes is a regulatory specialist with a particular focus on online payment regulatory matters, including PSD2. One client comments: *"McInnes strikes the balance between academic and pragmatic, yet always with a focus on regulatory compliance."* Another client emphasises that McInnes is *"very responsive and does a great job of coordinating advice when we need it to cover more than one jurisdiction."*

Capital Markets

Capital Markets Leading Firms
Band 1
Allen & Overy LLP
Linklaters *
Band 2
Baker McKenzie
Clifford Chance LLP *
Band 3
Eubelius *
Freshfields Bruckhaus Deringer LLP *
Jones Day *
Band 4
Liedekerke Wolters Waelbroeck Kirkpatrick *
Loyens & Loeff *
NautaDutilh *
Stibbe *
* *Indicates firm / individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Capital Markets Leading Individuals
Band 1
Ballegeer David *Linklaters*
Kierszenbaum Sylvia *Allen & Overy LLP*
Band 2
Leunen Charles-Antoine *Linklaters*
Meers Roel *Baker McKenzie*
Band 3
Duplat Matthieu *Jones Day* *
Van Bever Lars *Eubelius*
Van de Wiele Willem *White & Case (ORL)* ◊ *
Vermylen Marc *Loyens & Loeff* *
Band 4
Czupper Lounia *Clifford Chance LLP*
de Crombrugghe Nicolas *NautaDutilh* *
Rutten Sophie *Allen & Overy LLP*
Vanden Borre Pascal *Stibbe* *

Band 1

Allen & Overy LLP

What the team is known for Renowned practice advising on a wide range of capital markets mandates. Possesses high capability in handling DCM transactions, assisting clients with securitisation programmes and issuance of debt instruments. Also represents clients in ECM matters, including public offerings and private placements. Acts mostly for large European banks.

Strengths One client enthuses the team is *"one of the best firms in the market at what it does,"* and particularly enthuses that the team is *"very commercial; the lawyers get to the bottom line and have a good sense of what is viable to a client."*

Another client comments that the lawyers *"have really good technical skills"* and adds that the firm is *"one of the best in capital markets transactions."*

Work highlights Advised Argenta Spaarbank on the creation of its EUR3 billion EMTN programme and the first issuance.

Notable practitioners

Sylvia Kierszenbaum is a leading figure in the field of DCM, advising financial sector clients on EMTN programmes, public bond offers and private placements. She also assists with securitisation transactions and one client enthuses that Kierszenbaum is *"the best lawyer in Belgium with regard to securitisation."* **Sophie Rutten** is specialised in ECM transactions and assists clients with IPOs and rights issues. She also acts on the private placements of shares and accelerated bookbuilds. One client describes Rutten as *"pragmatic and very commercial"* and adds that she is *"extremely hard-working and willing to go the extra mile."*

Linklaters

See profile on p.84

What the team is known for Top-tier firm advising issuers from the insurance, real estate and energy industries across the broad spectrum of capital markets law. Assists with issuance of bonds, public offerings and private placements. Also represents underwriters and bookrunners. Benefits from strong links to the broader corporate and finance practice at the firm.

Strengths One client enthuses that the team is *"very knowledgeable, excellent specialists in the field and really gives us a good overview of the instrument and the background, and supports us throughout the entire process."*

Another client praises the firm's ability to coordinate large-scale projects: *"Their main strength is their expertise with large, complex projects which require the coordination of several lawyers with several types of specialties – they are really good at their coordination work."*

Work highlights Assisted Gimv with its inaugural

public offer of EUR75 million bonds and EUR175 million bonds.

Notable practitioners

David Ballegeer has a wealth of expertise handling capital markets transactions. He advises on setting up and updating EMTN programmes, as well as assisting with private placements and bond and note issuances. His clients include insurance companies, technology companies and real estate developers. One client emphasises that Ballegeer is *"very to the point, has a good knowledge of our business, is calm and inspires trust."* **Charles-Antoine Leunen** assists financial clients with EMTN programmes and bond issuances. He also represents issuers from the real estate and chemical sectors.

Band 2

Baker McKenzie

What the team is known for Highly regarded firm recognised for its expertise in ECM mandates. Advises on initial public offerings, issuance of shares and warrants, and fundraising through accelerated bookbuilds. Acts for clients from the financial, pharmaceutical and manufacturing sectors. Also active on DCM matters, assisting clients with bond issues.

Strengths One client notes: *"The lawyers typically give very specific advice, which is really helpful, and they have a problem-solving attitude."*

Another interviewee emphasises that the lawyers have *"good technical expertise and up-to-date knowledge of the market standards,"* adding that they are *"very responsive and pleasant people to work with."*

Work highlights Advised Biocartis Group on its EUR150 million offering of 4% senior unsecured convertible bonds.

Notable practitioners

Roel Meers assists clients with private placements, IPOs and accelerated bookbuilds. He is particularly popular with clients from the biotechnology and pharmaceutical industry. One client comments: *"He is really pragmatic,"* and adds that Meers has a *"really good grasp of the local rules and regulations and can get things done quickly."* Another client notes that Meers is *"very responsive and a pleasant person to work with."*

Clifford Chance LLP

See profile on p.64

What the team is known for Well-regarded firm with a strong international network. Advises traditional lenders and financial institutions on bond issues and structured notes programmes. Also assists corporate clients with capital increases, tender offers and token offerings.

Strengths One client comments that the team has *"strong cooperation between their offices,"* adding that the lawyers are *"on top of things and communication is good. You get information from them that is relevant for your practice."*

Another client notes that the lawyers *"really stand out."*

Work highlights Advised ING Belgium as lead manager on Renewi's green bond issue.

Notable practitioners

Lounia Czupper advises major banks and other financial sector clients on bond issuances, including green bonds. She also acts for issuers from the retail sector on tender offers and notes programmes.

Band 3

Eubelius

See profile on p.308

What the team is known for Respected ECM practice particularly adept at handling real estate transactions. Advises clients on equity investments, capital increases and public offerings. Also assists with private placements of shares and stock exchange delistings. As well as representing a number of clients from the real estate industry, the firm is popular with clients from the pharmaceutical sector.

Strengths One client comments: *"Their strength is without any doubt the quality of their work. They are also responsive."*

Work highlights Assisted Aedifica with its EUR418 million public offering in Belgium.

Notable practitioners

Lars Van Bever assists clients from the real estate, logistics and pharmaceutical industries with public offerings, capital increases and private placements in accelerated bookbuilds. One client emphasises that Van Bever is *"keen to live up to the expectations of clients and invests in really knowing his clients, including their businesses."*

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Reputed practice with notable experience handling a range of capital markets transactions. Advises on global share offerings, private placements and EMTN programmes. Also provides assistance with convertible debt financing and rights issues. Acts for clients from the financial sector as underwriters and arrangers on transactions in the pharmaceutical and real estate sectors.

Strengths One client attests that the team is *"hands-on, gives practical advice and respects deadlines."*

Another source praises the lawyers' *"strong knowledge and learning capabilities."*

Notable practitioners

Geert Verhoeven is a key client contact.

Jones Day

See profile on p.79

What the team is known for Noteworthy practice possessing significant expertise advising on ECM mandates, such as share placements, accelerated bookbuilds and public offerings. Also assists clients with DCM mandates, including notes programmes. Benefits from strong links to its offices in other jurisdictions to capably handle cross-border transactions.

Strengths One client highlights that the team is *"very much aware of the regulatory framework."*

Another client reports that the lawyers *"focus on important things and make sure that things get delivered,"* and adds: *"They are pragmatic and knowledgeable about a lot of projects."*

Work highlights Assisted Belfius Bank and Kempen & Co. as joint bookrunners with Befimmo's EUR69 million placement of treasury shares.

Notable practitioners

Matthieu Duplat (see p.282) advises banks on share placements and public offerings, as well as establishing and updating notes programmes. One client attests: *"Duplat is an excellent lawyer"* and particularly highlights his prudent approach, concluding: *"It's helpful to have someone like Duplat on our side."*

Band 4

Liedekerke Wolters Waelbroeck Kirkpatrick

See profile on p.312

What the team is known for Independent practice handling DCM and ECM transactions for clients from the banking, manufacturing and energy sectors. Advises on public offerings, private placements and debt securitisations. Also assists with rights issues.

Strengths One client comments: *"The cooperation was very efficient. The lawyers we worked with were extremely helpful and very kind, and the services rendered were excellent and provided perfectly on time."*

Work highlights Advised Bekaert on its EUR200 million public bond offering.

Notable practitioners

Wim Dedecker is a key contact for clients.

Loyens & Loeff

See profile on p.313

What the team is known for Prominent Benelux practice with particular expertise handling transactions covering securitisations, derivatives and trade receivables. Provides assistance with debt restructurings and public takeovers. Acts for clients from the financial, natural resources and logistics industries.

Strengths One client attests that the lawyers are *"very commercial, they tend not to be lost in details but rather focus on the key things."*

Another client describes the lawyers as *"excellent – very helpful and very knowledgeable."*

Work highlights Advised Diarough Group on its trade receivables securitisation programme.

Notable practitioners

Marc Vermylen (see p.295) assists traditional lenders and corporates with notes offerings and securitisation programmes. One client praises Vermylen's *"deep securitisation knowledge,"* adding that he is *"very commercial and always comes up with solutions to mitigate various legal and structural risks."*

Another interviewee comments that Vermylen *"is great to work with – he is able to clearly explain issues but also present them with solutions to achieve the results clients are looking for."*

NautaDutilh

See profile on p.317

What the team is known for Possesses significant experience in handling capital markets transactions in the real estate and biotech sectors, as well as representing financial institutions and energy companies. Advises on bond issues, accelerated bookbuilds and private placements. Also assists with updating notes programmes and stock exchange delistings.

Strengths One client comments that the team is *"very knowledgeable, sophisticated, responsive and commercial."*

Work highlights Acted as issuer's counsel to ATENOR on a EUR60 million retail bond issue.

Notable practitioners

Nicolas de Crombrugghe (see p.280) handles both debt capital market and equity capital market transactions. He advises on bond placements, share buybacks and public offerings. He also assists clients with updating notes programmes and rights issues.

Stibbe

See profile on p.321

What the team is known for Recognised Benelux practice with a strong focus on DCM mandates,

such as capital increases by way of private placements. Advises clients from the banking and finance industry on setting up covered bonds programmes, updating EMTN programmes and green bond issues. Also provides assistance with some ECM mandates, including public offerings and securitisations. Often active on matters in the energy sector.

Strengths One client highlights the firm's work as issuer's counsel and describes the team as *"pragmatic and with very good local knowledge."*

Another client comments that the lawyers are *"pragmatic and solution-oriented."*

Work highlights Assisted BNP Paribas Fortis with the establishment of a new EUR10 billion retained covered bonds programme.

Notable practitioners

Pascal Vanden Borre (see p.294) assists clients from the banking, renewable energy and real estate sectors with public offerings, rights issues and private placements.

Other Ranked Lawyers

Willem Van de Wiele (see p.294) has substantial experience in DCM mandates and frequently assists financial clients with retail bond issues, notes programmes and private placements. One client notes that Van de Wiele is *"very connected to the transactions we do, he's very much on top of everything and he's very good at reaching out to us, by email or by phone. He gets in touch with us to give us a briefing or a heads-up on what he has seen."*

Competition/European Law

Competition/European Law: State Aid
Leading Individuals
Band 1
Buendía Sierra José Luis *Garrigues* *
Derenne Jacques *Sheppard, Mullin, Richter & Hampton LLP*
Merola Massimo *BonelliErede*
Soltész Ulrich *Gleiss Lutz* *
von Bonin Andreas *Freshfields Bruckhaus Deringer LLP* *
Band 2
Gilliams Hans *Eubelius*
Laprévote François-Charles *Cleary Gottlieb Steen* *
Lepièce Annabelle *CMS*
Viaene Hendrik *McDermott Will & Emery Belgium (ORL)* ◊ *
Waelbroeck Denis *Ashurst*
Ysewyn Johan *Covington & Burling LLP* *
Band 3
Niejahr Nina *Baker McKenzie*
Righini Elisabetta *Latham & Watkins*
Segura Catalán Maria *Clayton & Segura (ORL)* ◊
Van Den Hende Lode *Herbert Smith Freehills*
* *Indicates firm / individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Competition: Domestic
Leading Firms
Band 1
Allen & Overy LLP
contrast
Band 2
CMS *
Covington & Burling LLP *
Eubelius *
Freshfields Bruckhaus Deringer LLP *
Stibbe *
Van Bael & Bellis
Band 3
ALTIUS *
Crowell & Moring LLP *
deprevernet
Liedekerke Wolters Waelbroeck Kirkpatrick *
Leading Individuals
Band 1
Arts Dirk *Allen & Overy LLP*
Gilliams Hans *Eubelius*
Wijckmans Frank *contrast*
Wytinck Peter *Stibbe* *
Ysewyn Johan *Covington & Burling LLP* *
Band 2
De Meese Thomas *Crowell & Moring LLP* *
Tuytschaever Filip *contrast*
Van Liedekerke Dirk *CMS*
Verdonck Carmen *ALTIUS*
Band 3
Janssens Thomas *Freshfields Bruckhaus Deringer LLP* *
L'Ecluse Peter *Van Bael & Bellis*
Raes Stefaan *Liedekerke Wolters Waelbroeck Kirkpatrick* *
Viaene Hendrik *McDermott Will & Emery Belgium (ORL)* ◊ *
Band 4
Bocken Jan *Eubelius*
De Bandt Pierre *& DE BANDT (ORL)* ◊
Garzaniti Laurent *Freshfields Bruckhaus Deringer LLP* *
Lepièce Annabelle *CMS*
Ryelandt Gregoire *deprevernet*
Verheyden Alexandre G *Jones Day* *
Vroninks Annick *Ashurst*
Up-and-coming individuals
Burez Herlinde *contrast*
Van Schoorisse Melissa *Covington & Burling LLP* *

Competition: EU
Leading Firms
Band 1
Cleary Gottlieb Steen & Hamilton LLP *
Freshfields Bruckhaus Deringer LLP *
Band 2
Latham & Watkins *
Linklaters *
Skadden, Arps, Slate, Meagher & Flom LLP *
Slaughter and May
Van Bael & Bellis
White & Case *
Band 3
Allen & Overy LLP
Arnold & Porter *
Baker McKenzie
Baker Botts LLP *
Clifford Chance LLP *
Covington & Burling LLP *
Herbert Smith Freehills
Jones Day *
Sidley Austin LLP *
Band 4
contrast
Garrigues *
Gibson, Dunn & Crutcher LLP *
Gleiss Lutz *
Hogan Lovells International LLP *
Quinn Emanuel Urquhart & Sullivan, LLP
Band 5
Ashurst *
Bird & Bird
BonelliErede *
Dechert LLP *
Gide Loyrette Nouel *
Hengeler Mueller *
Norton Rose Fulbright
Sheppard, Mullin, Richter & Hampton LLP
Squire Patton Boggs *
Sullivan & Cromwell LLP
Uría Menéndez *
WilmerHale *
Wilson Sonsini Goodrich & Rosati

The editorial is in alphabetical order by firm name.

Allen & Overy LLP

What the team is known for Benefits from a long-established domestic practice representing key clients before the Belgian Competition Authority, particularly in the notification of mergers. Attracts attention for acting for major technology companies on appealing EC fines for alleged abuse of dominance. Brussels-based partners also handle appeals against cartel decisions and advise on the defence of follow-on damages claims. Receives praise for its EU merger control practice, serving a broad client list ranging from Asian car manufacturers through to US-headquartered broadcasters. Has additional experience in state aid matters.

Strengths A client reports: *"From a competition law point of view we find them very good,"* and adds that *"the quality of the work has remained high"* throughout the matters handled by the firm.

Interviewees stress that the firm *"really does have a breadth of expertise"* in competition law.

Work highlights Advised Canon on its response to the EC's 'gun jumping' investigation in relation to the client's acquisition of TMSC.

Notable practitioners

Dirk Arts has a strong reputation representing clients in matters before both the EC and the BCA. His expertise covers merger clearance procedures and antitrust compliance in the automotive, retail and healthcare sectors. Clients stress that **Jürgen Schindler** is *"excellent to work with"* and *"someone who will always go the extra mile to be of assistance and get things done."* He handles a broad array of competition law matters, advising on contested merger procedures, abuse of dominance investigations and the negotiation of joint ventures. He also has experience in matters before the German competition authorities.

Competition: EU

Senior Statespeople

Senior Statespeople: distinguished older partners

Bellis Jean-François *Van Bael & Bellis*
Van Gerven Gerwin *Linklaters*
Venit James S *Dentons (ORL)* ◊ *
Winckler Antoine *Cleary Gottlieb Steen & Hamilton LLP* *

Leading Individuals

Band 1

Boyce John *Slaughter and May*
Dolmans Maurits *Cleary Gottlieb Steen & Hamilton LLP* *
Montag Frank *Freshfields Bruckhaus Deringer LLP* *
Snelders Robbert *Cleary Gottlieb Steen & Hamilton LLP* *
Vinje Thomas *Clifford Chance LLP*
Völcker Sven *Latham & Watkins*

Band 2

Amory Bernard E *Jones Day* *
Burnside Alec *Dechert LLP* *
Cole Miranda *Covington & Burling LLP*
Depoortere Frederic *Skadden, Arps, Slate, Meagher* *
González-Díaz Francisco Enrique *Cleary Gottlieb Steen* *
Janssens Thomas *Freshfields Bruckhaus Deringer LLP* *
Kjølbye Lars *Latham & Watkins*
Levy Nicholas *Cleary Gottlieb Steen & Hamilton LLP* *
Meyring Bernd *Linklaters*
Powell Mark D *White & Case* *
Thomas Christopher *Hogan Lovells International LLP*
Vandenborre Ingrid *Skadden, Arps, Slate, Meagher & Flom* *

Band 3

Arts Dirk *Allen & Overy LLP*
Bretz Oliver *Euclid Law (ORL)* ◊
Brouwer Onno *Freshfields Bruckhaus Deringer LLP* *
Bushell Gavin *Baker McKenzie*
Fountoukakos Kyriakos *Herbert Smith Freehills*
Graf Thomas *Cleary Gottlieb Steen & Hamilton LLP* *
Gyselen Luc *Arnold & Porter* *
Hatton Catriona *Baker Botts LLP* *
Hull David *Van Bael & Bellis*
Killick James *White & Case* *
Kmiecik Andrzej *Van Bael & Bellis*
Merola Massimo *BonelliErede*
Rivas José *Bird & Bird*
Soames Trevor *Quinn Emanuel Urquhart & Sullivan, LLP*
Subiotto Romano *Cleary Gottlieb Steen & Hamilton LLP* *
Wood David *Gibson, Dunn & Crutcher LLP*
Ysewyn Johan *Covington & Burling LLP* *

Band 4

Alexiadis Peter *Gibson, Dunn & Crutcher LLP* *
Anderson David G *Bryan Cave Leighton Paisner (ORL)* ◊
Bachour Rafique *Freshfields Bruckhaus Deringer LLP* *
Batchelor Bill *Skadden, Arps, Slate, Meagher & Flom LLP* *
Carlin Fiona *Baker McKenzie*
Cook Christopher *Cleary Gottlieb Steen & Hamilton LLP* *
Derenne Jacques *Sheppard, Mullin, Richter & Hampton LLP*
Elliott Porter *Van Bael & Bellis*
Ellison Jordan *Slaughter and May*
Garzaniti Laurent *Freshfields Bruckhaus Deringer LLP* *
Komninos Assimakis *White & Case* *
Koponen Jonas *Linklaters*
Lugard Paul *Baker Botts LLP* *
Lyle-Smythe Anna *Slaughter and May*
MacLennan Jacquelyn F *White & Case* *
Mavroghenis Stephen *Quinn Emanuel Urquhart & Sullivan*
Navarro Varona Edurne *Uría Menéndez* *
Nordlander Kristina *Sidley Austin LLP* *
Rosenthal Michael *Sullivan & Cromwell LLP*
Ryan Alan *Freshfields Bruckhaus Deringer LLP* *
Schild Annette Luise *Sole Practitioner (ORL)* ◊
Schubert Sascha *Freshfields Bruckhaus Deringer LLP* *
Sinan Izzet M *Morgan, Lewis & Bockius LLP (ORL)* ◊
Van Hove Kris *Van Bael & Bellis*
Verheyden Alexandre G *Jones Day* *
Waelbroeck Denis *Ashurst*
Wijckmans Frank *contrast*

Band 5

Bär-Bouyssière Bertold *DLA Piper UK LLP (ORL)* ◊ *
Camesasca Peter *Covington & Burling LLP* *
Celli Riccardo *O'Melveny & Myers LLP (ORL)* ◊
Crocco Luca *Latham & Watkins*
Daly Ken *Sidley Austin LLP* *
Federle Anne *Bird & Bird*
Hartnett Brian N *Squire Patton Boggs*
Lamadrid Alfonso *Garrigues* *
Le Bret Benoît *Gide Loyrette Nouel*
Levitt Matthew *Baker Botts LLP* *
McGeown Paul *Wilson Sonsini Goodrich & Rosati*
Rahman Isabelle M *Reed Smith (ORL)* ◊
Rato Miguel *Quinn Emanuel Urquhart & Sullivan, LLP*
Riis-Madsen Christian *Gibson, Dunn & Crutcher LLP* *
Ruiz Calzado Javier *Latham & Watkins*
Schindler Jürgen *Allen & Overy LLP*
Soltész Ulrich *Gleiss Lutz* *
Wellinger Markus *Van Bael & Bellis*
Wessely Thomas *Freshfields Bruckhaus Deringer LLP* *

Band 6

Berg Werner *Baker McKenzie*
Botteman Yves *Dentons (ORL)* ◊ *
Brankin Sean-Paul *Crowell & Moring LLP*
Cisnal de Ugarte Salomé *Hogan Lovells International LLP*
Ellison Julian *Mayer Brown LLP (ORL)* ◊
Ersbøll Niels *Arnold & Porter* *
Fosselard Denis *Ashurst*
Geradin Damien *Geradin Partners (ORL)* ◊
Godfroid Laurent *Gide Loyrette Nouel*
Goeteyn Geert *Reed Smith (ORL)* ◊
Gutermuth Axel *Arnold & Porter* *
Israel Alexander *Cooley LLP (ORL)* ◊
Keane Benoit *Keane Legal (ORL)* ◊ *
Louis Frédéric *WilmerHale* *
Murach Jens-Olrik *Willkie Farr & Gallagher LLP (ORL)* ◊
Niemeyer Hans-Jörg *Hengeler Mueller* *
Ratliff John *WilmerHale* *
Schmidt Jens Peter *Noerr (ORL)* ◊
Todino Mario *Jones Day* *
Van Acker Johan *Van Bael & Bellis*
Weiss Volker *Schoenherr Belgium (ORL)* ◊ *
Werner Philipp *Jones Day* *

Up-and-coming individuals

Yilmaz Sibel *Linklaters*

* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

contrast

What the team is known for Competition law boutique with an especially strong reputation for handling mandates that raise complex issues regarding vertical agreements between manufacturers and distributors. Assists with the design of competition-compliant selective distribution networks, collaborating closely with international law firms to coordinate cross-border mandates. Assists with the private enforcement of Belgian competition rules through domestic courts. Advises on a wide range of Belgian Competition Authority and EC behavioural investigations, further representing clients in appeals against adverse decisions. Particularly sought after by clients from the automotive sector.

Strengths Clients laud the firm as *"extremely pragmatic and focused, with the right priorities and a very rich base of experience to draw from."*

One client simply says: *"For us, the firm has been amazing."*

Work highlights Advised Orange Belgium before the BCA on a challenge brought by Telenet against the proposed network sharing agreement between Orange and Proximus.

Notable practitioners

Frank Wijckmans has a strong reputation for acting before the BCA, advising clients on contested merger notifications. He also has notable experience of European competition law mandates, including issues relating to distribution platforms, pricing policies and cartel investigations. **Filip Tuytschaever** is described by a client as *"impressive and really amazing,"* and is particularly highlighted for his *"great business knowledge."* He has a significant practice representing clients before the BCA in procedures relating to interim measures and abuse of dominance. **Herlinde Burez** acts for a wide range of Belgian clients on competition compliance matters.

CMS

See profile on p.304

What the team is known for Well-regarded domestic competition law practice that leverages close relationships to major Belgian telecommunications clients to win roles on competition litigation cases. Offers considerable experience in matters relating to state aid, often acting for public sector clients. Represents claimants in anti-competitive behaviour proceedings. Also advises clients on Belgian Competition Authority merger filings and on investigations carried out by the BCA.

Strengths Clients stress that the team is *"able to really get to a good level of understanding of our sector"* and add that the lawyers *"work very well to very strict deadlines."*

Work highlights Advised Boulanger on the notification to the BCA of the acquisition of Krëfel.

Notable practitioners

Annabelle Lepièce has a range of experience before the BCA, representing clients in merger clearance procedures and allegations of anti-competitive behaviour. She also advises on state aid matters, representing state bodies in matters relating to the interpretation of European tax legislation. She is praised as being *"super efficient,"* with an *"excellent knowledge of everything related to competition law."* **Dirk Van Liedekerke** is a strong choice for clients in the telecommunications sector and advises on a range of competition law matters, including BCA investigations and merger clearances.

Covington & Burling LLP

See profile on p.2741

What the team is known for Acts both for merging parties and for third-party interveners on merger control investigations carried out by EU or Belgian competition authorities. Handles transactional mandates for a number of clients from the pharmaceutical, oil and gas, and media sectors. Has notable experience in domestic litigation seeking to overturn Belgian Competition Authority decisions, both within the context of cartel investigations or the potential

removal of behavioural remedies on Belgian companies. Attracts attention for work on high-profile state aid cases in the financial services and shipping sectors.

Strengths A commentator underlines the breadth and importance of the cases the firm handles.

Work highlights Assisted the Plukon Food Group with obtaining clearance from the BCA for the acquisition of the assets of Pluimveeslachterij Lammens.

Notable practitioners

The *"really excellent"* **Miranda Cole** is well regarded for her activity on substantial merger filings before the EC. She has substantial experience acting for clients from a range of sectors, including pharmaceuticals and technology. **Johan Ysewyn** (see p.297) advises on a broad range of competition matters, with notable activity before the BCA on merger notifications and cartel investigations. Ysewyn offers further experience acting for both private and public sector clients on state aid matters, as well as acting on merger filings and behavioural investigations before the European regulators. Interviewees note that **Peter Camesasca** (see p.279) is *"very active, deals really well with new topics and is very flexible."* He is a highly experienced competition litigator, advising clients on cartel damages, appeals of prohibited transactions and disputes concerning the use of SEPs. **Melissa Van Schoorisse** (see p.294) has a prominent practice before the BCA, advising clients on merger filings in the logistics and utilities sectors. Additionally she represents clients in dawn raids and disputes relating to allegations of anti-competitive behaviour.

Eubelius

See profile on p.308

What the team is known for Esteemed Belgian firm with a varied practice across merger control, Belgian Competition Authority behavioural investigations and state aid matters. Acts on appeals against BCA findings of cartels or abuse of dominance. Assists with third-party interventions in key domestic media sector transactions and with compliance topics relating to planned financial services joint ventures. Represents domestic clients in state aid matters concerning the Belgian excess profit ruling. Also acts for a number of public sector clients on their interactions with competition and sector regulators.

Strengths One client enjoys working with the team *"because the advice is very high level,"* and adds that *"we always get a very quick response"* and that *"the lawyers always see things within the larger framework."*

Work highlights Assisted bpost with its appeal against a fine imposed by the BCA for anti-competitive behaviour.

Notable practitioners

Hans Gilliams is admired as *"a state aid expert"* by sources, who describe him as *"a very high-quality adviser."* He has a strong track record advising clients before the BCA on investigations into allegations of anti-competitive behaviour, as well as acting before European bodies on state aid matters. **Jan Bocken** is a *"very highly skilled adviser,"* according to clients. He is a strong choice for Belgian clients, representing them in merger clearance procedures before the BCA, as well as challenges to fines imposed.

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Market-leading firm for complex EU competition law issues. Has a terrific reputation for handling major cross-border merger clearance mandates, with experience in negotiating and implementing extensive remedies packages. Has acted on standout appeals against merger prohibitions before the EU. Represents defendants in abuse of dominance and cartel cases before the EU authorities. Key partners have a strong reputation for handling contentious state aid mandates. Also has an important domestic Belgian competition law team that acts for clients on Belgian Competition Authority sector investigations.

Strengths Clients stress that the team is *"one of the best firms globally for antitrust,"* noting that *"the lawyers are really at the forefront of what's happening and are involved in all the biggest cases."*

A client specifically picks the firm out as *"the best team in the world for state aid matters."*

Clients also appreciate that the firm *"provides clear advice on the best next step in whatever we are dealing with."*

Work highlights Represented CK Hutchinson in an appeal to the European General Court relating to the EC's prohibition of the client's acquisition of O2 UK.

Notable practitioners

Clients enthuse that **Frank Montag** (see p.289) is simply *"one of the best antitrust lawyers in Europe."* His practice focuses on advising multinational clients on the global merger clearance procedures connected with substantial cross-border transactions. Montag is a member of the Bar in both Brussels and Düsseldorf. **Andreas von Bonin** (see p.296) is *"phenomenal,"* according to one client, who highlights his *"good understanding of what motivates the regulator and what is important."* He has substantial experience before the European courts in complaints relating to state aid, representing clients from the financial services, energy and technology industries. **Onno Brouwer** (see p.1566) represents clients in prominent cases before the EC relating to contested transactions. He also advises on the defence of damages claims following on from EC cartel decisions. Head of the firm's global competition group, **Thomas Janssens** (see p.285) acts on both Belgian and European cases, advising on multinational and domestic merger control procedures and abuse of dominance investigations. **Rafique Bachour** (see p.276) is *"excellent,"* according to clients, who describe him as *"practical, pragmatic, very experienced, extremely collaborative and very client-focused."* He advises clients on complex M&A clearance procedures, with recent experience in the aerospace and healthcare sectors. **Laurent Garzaniti** (see p.283) is a lawyer *"who gets things done,"* according to clients. He has strong experience acting on cross-border mergers that are subject to competition remedies. Garzaniti also advises clients on investigations into anti-competitive behaviour. **Alan Ryan** (see p.292) advises clients on a range of competition matters, with significant experience representing clients in market investigations and prohibited merger proceedings. Clients enthuse that *"he is our first call when seeking advice on a novel issue or unclear risk."* **Sascha Schubert** (see p.292) climbs in the rankings on the back of client endorsements for his *"unique perspective and his well-reasoned and calm advice."* He is a particularly popular choice for clients in the transportation and telecommunications industries, with significant experience in behavioural matters and cross-border merger filings. **Thomas Wessely** (see p.296) has a broad range of experience in merger clearance mandates, including representing clients in appeals to the European General Court in relation to prohibited transactions. Interviewees highlight his work before the German competition authorities.

Stibbe

See profile on p.321

What the team is known for Focused Benelux firm offering both Belgian and international clients strength across a range of competition matters before the Belgian Competition Authority. Represents clients in cartel and abuse of dominance investigations before the domestic authorities. Advises on unfair commercial practices, as well as assisting Belgian clients with obtaining clearance for acquisitions. Maintains a strong caseload of state aid matters for public and private entities.

Strengths The team *"is very experienced and you get very quick answers,"* enthuses a client.

One commentator describes the team as *"very reliable"* and highlights that the lawyers provide *"good expectation management."*

Work highlights Represented a number of Belgian hospitals in the BCA's investigation into alleged anti-competitive practices.

Notable practitioners

Clients applaud **Peter Wytinck** (see p.297), reporting that he is *"pleasant to work with and with fast reaction times to questions,"* and adding that *"he knows competition law and is very pragmatic."* Wytinck represents clients in matters before the BCA, with substantial experience in competition litigation, as well as mergers and behavioural investigations.

Van Bael & Bellis

What the team is known for Belgian firm with a strong EU and domestic law offering. Particularly active on behavioural antitrust matters, advising on cartel and abuse of dominance investigations carried out by the EC or the Belgian Competition Authority. Recognised as a strong choice to handle appeals against EC decisions, having acted on significant cases for both addressees of EC decisions and third-party interveners. Represents defendants in follow-on damages claims, providing strategic advice on cases filed across multiple European jurisdictions. Advises major multinational companies on compliance with competition rules concerning the distribution of goods and services. In addition to a strong behavioural practice, the firm also advises on merger control mandates.

Strengths One client simply describes the team as *"outstanding in competition law advice."*

Another stresses that *"the firm has a good team of very knowledgeable people who go deep"* into competition topics.

Work highlights Acted for Boeing on the Phase II clearance of its acquisition of an 80% stake in the commercial jet business of Embraer.

Notable practitioners

Jean-François Bellis *"remains a key litigator in Brussels,"* according to interviewees. He has a substantial history in competition law, providing clients with his experience in contested mergers, as well as abuse of dominance and cartel investigations. **David Hull** is an experienced competition litigator, representing clients in cases before the CJEU, with substantial expertise in the pharmaceutical sector. One client simply says: *"If we have major competition issues in Europe, we would go to him first."* Head of department **Andrzej Kmiecik** has a wide range of experience representing clients in matters relating to vertical agreements and assists them with obtaining merger clearance. **Peter L'Ecluse** represents clients before

domestic regulators in matters relating to joint ventures, abuse of dominance and cartel follow-on damages. He is particularly experienced acting for clients from the telecommunications sector. According to clients, **Porter Elliott** is an *"extremely talented, highly skilled lawyer with deep expertise in the area."* He acts for clients from the transportation, chemicals and payment services sectors on merger clearance procedures. **Kris Van Hove** is an experienced competition litigator, advising clients on appeals against cartel decisions and defending them in cartel damages actions. He is described by sources as *"an excellent competition lawyer"* who *"stays calm and makes the right judgement calls."* **Markus Wellinger** represents clients in appeals to the EC in relation to cartel decisions, as well as assisting clients with merger control procedures. He acts for clients from the mining and recycling sectors. A client enthuses that **Johan Van Acker** is *"someone I can trust to know our business and our sector and to provide quick, pragmatic advice."* He acts for intervenors at the EC in relation to merger control procedures in the electronics and manufacturing industries.

ALTIUS

See profile on p.298

What the team is known for Advises on both sides of complaints to the Belgian competition regulator alleging anti-competitive conduct by entities in the telecommunications and sporting sectors. Represents clients in commercial proceedings concerning the conflict between the protection of IP rights and abuse of dominance infringement. Acts for Belgian companies on merger clearance proceedings before the Belgian Competition Authority. Handles investigations into anti-competitive behaviour in public tenders. Attracts further praise for advice on the design of distribution networks.

Strengths One client appreciates that the lawyers are *"business-friendly, speak in plain language and are pragmatic in their advice."*

Another client highlights the firm's ability to handle multidisciplinary matters, saying: *"The grasp of both competition and copyright law is refreshing and the ability to apply that to our field we have found very interesting."*

Work highlights Defended the Union Cycliste Internationale before the BCA in a case concerning exclusive broadcasting rights.

Notable practitioners

Carmen Verdonck represents clients in a wide range of competition matters, with experience in complaints relating to alleged anti-competitive behaviour, including cartel appeals before the BCA. She is lauded by clients, who stress that *"she really knows what we need from a legal point of view, but also understands things pragmatically and helps us to better understand our position in situations."*

Crowell & Moring LLP

See profile on p.306

What the team is known for Acts for important Belgian and global telecommunications and media companies on merger filings and on abuse of dominance investigations carried out by the Belgian Competition Authority. Has experience in cartel cases, including representing clients in follow-on litigation claims. Key partners also advise on EU-level merger interventions and assist with competition compliance in companies' ongoing commercial activities.

Strengths Clients appreciate that the team's *"first impulse is not to tell you what you cannot do, but to try to find a legal way of doing what you want to do,"* and add: *"They have deep background and experience and are extremely practical."*

Work highlights Represented Telenet as a complainant in a BCA investigation into the mobile network sharing joint venture between Proximus and Orange.

Notable practitioners

Thomas De Meese (see p.280) has a broad practice advising clients on complaints before the BCA, merger clearance procedures and damages litigation. He is praised by clients for being *"straight to the point and giving very practical answers,"* as well as being *"very responsive and business-oriented."* According to one client, **Sean-Paul Brankin** is *"very good at helping us to ask the right questions."* He acts for clients on cartel damages recovery actions, as well as abuse of dominance complaints before the EC.

deprevernet

What the team is known for Popular choice among domestic and international law firms for its competition law expertise, especially within the context of M&A transactions or commercial agreements. Stands out for work defending the Belgian Competition Authority in appeals against its decisions. Also advises companies on BCA behavioural investigations or on the defendant side of private enforcement actions.

Strengths Clients describe the team as *"helpful in ensuring that things move forward smoothly and correctly."*

Work highlights Assisted SABAM with its appeal against findings that it abused its dominant position.

Notable practitioners

Gregoire Ryelandt is praised by clients for being *"to the point and matter-of-fact,"* as well as being *"very good at navigating procedures"* at the BCA. He has a strong practice representing both regulators and private companies in competition appeals and behavioural investigations before the Belgian court system.

Liedekerke Wolters Waelbroeck Kirkpatrick

See profile on p.312

What the team is known for Advises defendants and complainants on their input into cartel and abuse of dominance investigations carried out by the Belgian Competition Authority. Handles standalone and follow-on competition litigation. Also assists with merger clearance mandates. Frequently represents clients from the financial services and telecommunications sectors, as well as acting for a number of public sector clients.

Strengths A client states: *"What I like about them is that the lawyers keep me up to date on legal developments,"* and adds that *"it is a very dedicated team."*

Work highlights Advised DOMO Chemicals on the notification of its acquisition of Solvay's EEA polyamide business.

Notable practitioners

Stefaan Raes (see p.291) represents clients in litigation before the Belgian courts in cases relating to allegations of anti-competitive practices and bid rigging. He climbs the rankings this year thanks to positive clients, who describe him as *"extremely efficient and always excellent to work with,"* adding that he is *"always proactive and on time."*

Cleary Gottlieb Steen & Hamilton LLP

See profile on p.63

What the team is known for Outstanding competition law practice, boasting considerable strength across the full range of competition law issues. Regularly wins instructions on the most complex global merger control mandates, handling Phase II investigations in the transportation, steel and luxury goods sectors. Offers a well-regarded behavioural investigation practice, acting for clients on abuse of dominance and cartel investigations in the financial services and TMT sectors. Also has a strong state aid practice spanning advisory mandates, investigations and appeals of adverse decisions on behalf of beneficiaries or third-party complainants.

Strengths Clients are *"always impressed with their speed at diving into details and getting deep into matters,"* stressing that *"the lawyers are very quick learners of the technical aspects of complicated businesses."*

Others laud the firm as having *"undoubtedly a lot of quality,"* adding that *"it is at the top and there is a reason it is – the firm has an excellent team."*

One interviewee highlights the firm's strength in merger control matters, enthusing: *"Cleary's reputation in Brussels speaks for itself. It is one of the few firms able to deal with these massive, large-scale merger cases."*

Work highlights Advised NVIDIA on obtaining unconditional approval from the EC for its acquisition of Mellanox.

Notable practitioners

Antoine Winckler (see p.296) is described as *"the guru"* of European competition law, with clients praising his *"extensive knowledge and ability to get inside groups."* He has substantial experience advising clients on obtaining competition clearance for cross-border transactions. **Maurits Dolmans** (see p.2730) remains a key choice for clients in the technology space, where he advises on investigations into abuse of dominance and allegations of anti-competitive behaviour. He also has notable expertise in high-value merger clearance mandates. Dolmans divides his time between the firm's offices in London and Brussels. **Robbert Snelders** (see p.293) moves into the top band this year, with clients enthusing that he is *"the premier antitrust lawyer in Brussels."* He acts on merger filings and investigations into alleged anti-competitive practices. Snelders is particularly popular with clients from the technology industry, as well as assisting financial and manufacturing sector clients. **Francisco Enrique González-Díaz** (see p.283) is admired for being *"a really excellent lawyer who really knows his stuff"* on complex topics. He is highly experienced in contested merger clearance processes in the technology and telecommunications sectors. He is a member of the Bar in both Brussels and Madrid. **François-Charles Laprévote** (see p.286) has a strong focus on state aid matters, acting for both public and private sector clients. He represents clients in appeals against state aid decisions, as well as advising on EC investigations. **Nicholas Levy** (see p.2734) is described by a source as *"one of the best merger control lawyers in town."* He acts for a raft of blue-chip clients on merger filings and complex cross-border clearance procedures. Levy also has experience in antitrust investigations and litigation. He splits his time between the firm's offices in London and Brussels. An interviewee lauds **Thomas Graf** (see p.284) as *"one of the smartest lawyers I have ever seen"* and someone with *"a very impressive intellect."* Graf offers a high level of expertise

in behavioural competition matters, with particular experience advising multinational technology firms on abuse of dominance investigations. **Romano Subiotto QC** (see p.293) is highly experienced in competition litigation, frequently representing clients in appeals before the CJEU and the UK authorities. He advises on complex investigations in the financial services, pharmaceutical and fashion industries. He is admitted to the Bar in England & Wales and divides his time between the firm's offices in Brussels and London. **Christopher Cook** (see p.279) is *"a fabulous antitrust lawyer,"* according to a client, who says he is *"our first stop"* for competition law questions. He has substantial expertise advising on EC investigations into anti-competitive behaviour, as well as representing clients in appeals against competition regulators to the CJEU. Cook also acts on merger clearance mandates.

Latham & Watkins

See profile on p.83

What the team is known for Highly active on merger clearance mandates, often advising on transactions that are coordinated across the firm's strong US and European network. Assists with EC investigations into transactions in the TMT and eyewear sectors. Acts on investigations into information sharing among competitors or restrictions on the distribution of digital goods across EU member states. Represents clients in appeals to the CJEU against EC decisions, including within the context of the refusal to drop merger remedies or the reimposition of cartel fines. Also has experience in state aid cases.

Strengths Sources describe the team as *"very strong on antitrust because of the calibre of people they have."*

Work highlights Assisted Novelis with obtaining Phase II clearance at the EC for its acquisition of Aleris.

Notable practitioners

According to clients, **Sven Völcker** is *"a very polished, poised and calm voice in the room"* when it comes to discussions with regulators. He represents clients in cartel investigations and global merger clearances, with significant experience in Phase II procedures. He is a member of the Bar in both Germany and Belgium. **Lars Kjølbye** is praised by clients for his analytical skills, with one reporting: *"If you want to have a well-reasoned analysis you want to go to him."* He remains a strong choice for clients in the technology and manufacturing sectors, representing them in market investigations and abuse of dominance litigation. **Elisabetta Righini** has a prominent practice advising multinational clients on state aid matters, with substantial experience representing clients in appeals before the EC. She is a strong choice for clients in the aerospace and energy sectors. **Luca Crocco** represents a host of multinational clients, including leading private equity houses and technology companies, in merger clearance mandates and anti-competitive behaviour investigations. A client remarks: *"Crocco is probably the most responsive lawyer I have come across,"* adding that *"he is nice to work with and a good sounding board as well."* Admitted to practice in both Brussels and Spain, **Javier Ruiz Calzado** is popular with clients with cross-border competition matters. He has substantial experience representing clients in competition appeals against cartel damages claims before the EC, as well as investigations into alleged anti-competitive behaviour.

Linklaters

See profile on p.84

What the team is known for Has handled standout chemical and life sciences sector transactions that are subject to detailed competition investigations in the EU, leveraging the firm's wider network of competition teams across Europe, the USA and East Asia for the coordination of global filings. Has further experience representing companies in EU cartel and abuse of dominance investigations, as well as market inquiries. Also acts for financial sector clients on state aid cases. Popular with companies in the oil and gas sector.

Strengths Clients stress that the firm can handle *"absolutely anything,"* enthusing that *"it is just a real pleasure to work with them."*

Clients describe the lawyers as *"very business-oriented"* and appreciate that they are *"always trying to understand the business and how laws apply to the business."*

Work highlights Assisted Vodafone with the EC's review of the competition aspects of its agreements with Telecom Italia.

Notable practitioners

Gerwin Van Gerven has a substantial background in merger control procedures, acting for clients from the telecommunications and electronics sectors. **Bernd Meyring** acts for clients on a range of multinational competition issues, including abuse of dominance investigations and merger control procedures. Clients describe him as *"absolutely fantastic,"* stressing that he is *"able to reach out to us in any kind of urgent situation and find the solution we're looking for."* Meyring is admitted to practice in both Belgium and Germany. Clients *"have great confidence"* in **Jonas Koponen** for his advice on merger control and broader competition law matters. He also has substantial experience assisting with market investigations and abuse of dominance cases in the automotive and shopping sectors. **Sibel Yilmaz** enters the rankings this year, with sources enthusing that she is *"just really excellent,"* while another commentator reports that she is *"absolutely a tip for the top."* Yilmaz handles a broad range of competition matters, including merger clearance and abuse of dominance investigations.

Skadden, Arps, Slate, Meagher & Flom LLP & Affiliates

See profile on p.94

What the team is known for Benefits from a strong pipeline of major M&A transactions, including US strategic investments into Europe and vice versa. Advises on transactions that attract detailed investigation by the EC, require supporting filings across multiple jurisdictions or necessitate the negotiation and implementation of complex remedy packages. Acts on important behavioural investigations into excessive pricing in the pharmaceutical and technology industries, as well as cartel investigations in the financial services sector.

Strengths *"You feel very well looked after as a Skadden client,"* enthuses one client, adding that *"the lawyers are very dedicated and invest a lot into the relationship."*

Another highlights the firm's *"great client service, going above and beyond."*

Work highlights Advised Air Canada on the EC's review of its acquisition of Transat.

Notable practitioners

Frederic Depoortere (see p.282) is praised for being *"a very solid lawyer with good interactions with the Commission"* who is *"very open-minded."* He acts for clients on impressive multinational merger filings in the chemical, technology and financial services industries. **Ingrid Vandenborre** (see p.295) is *"great, knowledgeable, responsive,"* says one enthusiastic client. She has a strong practice representing clients in contentious competition matters, including in defence of allegations of excessive pricing, cartel damages claims and geo-blocking matters. Clients enthuse that **Bill Batchelor** (see p.277) is *"approachable, pragmatic and commercial."* He has a strong practice among financial and software institutions, advising on market investigations and Article 102 complaints.

Slaughter and May

What the team is known for Advises clients on high-value merger clearance matters, including for clients from the telecommunications or pharmaceutical sectors. Handles EU and international merger filings for clients based in Europe, America or East Asia. Defends IT, air freight and chemical companies in EC abuse of dominance or cartel investigations, with additional experience in ECJ appeals against cartel fines. Key individuals in Brussels also assist clients with cases before the UK competition regulator.

Strengths Clients highlight that the firm's lawyers *"make things less stressful; it's never a chore to give them a ring. They're the people who will give a rational, intuitive explanation."*

Another client was *"super impressed"* by the team, underlining that the lawyers *"did a phenomenal job supporting us."*

Work highlights Represented S&P Global Platts in the EC's investigation into the ethanol market.

Notable practitioners

John Boyce has an impressive practice advising clients on multinational merger clearance procedures with experience in the pharmaceutical, aerospace and financial services sectors. The *"really impressive"* **Jordan Ellison** moves up the rankings for his impressive practice representing clients in EC investigations into anti-competitive behaviour and abuse of dominance allegations. He also has notable experience advising clients on clearance for contested transactions before both the European and UK authorities. Climbing the rankings thanks to enthusiastic client feedback, **Anna Lyle-Smythe** is described as *"someone who is incredibly strategic and very good on the substantive cases we have,"* as well as a lawyer who *"really does have wisdom beyond her years."* She represents clients in a wide array of matters before European regulators, including cartel damages and market investigations. She also has experience assisting with merger filings before the UK competition authorities.

White & Case

See profile on p.97

What the team is known for Stands out for work on various significant CJEU appeals against EC decisions. Has handled high-profile cases concerning abuse of dominance at both EU and national level, particularly in the pharmaceutical sector. Acts on all stages of EC cartel proceedings, assisting clients from the technology sector. Also advises on merger clearance mandates, having recently assisted with notable transactions within the chemical sector. Works particularly closely with the firm's London office.

Strengths Clients praise the team for being *"incredibly knowledgeable of the jurisprudence of the Euro-*

pean courts, not just what's written on paper but everything between the lines and in the courtroom air." Others laud the firm's *"good track record of diversity and promoting women,"* noting that *"this reflects in the quality of their advice and ensures that it is multifaceted."*

Work highlights Assisted Saudi Aramco with the global merger clearance procedures for its acquisition of SABIC.

Notable practitioners

Mark Powell (see p.291) is appreciated by clients for being *"extremely approachable and very responsive,"* as well as for his ability *"to give advice on the spot."* He has substantial experience in Phase II procedures in multinational mergers, as well as abuse of dominance disputes. **James Killick** (see p.54) *"comes with the right expertise,"* according to clients, who emphasise his *"candid, pragmatic and honest answers."* He is a widely experienced competition lawyer with a strong focus on abuse of dominance cases, including excess pricing and reverse patent settlements. He is particularly popular with clients from the pharmaceutical and technology sectors. **Assimakis Komninos** (see p.286) is *"brilliant,"* according to a client, who appreciates that *"he gives concrete advice and never hides behind legal words."* He is Greek-qualified and represents clients in behavioural investigations carried out by the Hellenic Competition Commission. Komninos further acts before European regulators in both market investigations and abuse of dominance complaints. **Jacquelyn MacLennan** (see p.287) is highly regarded for her practice advising clients on multinational merger procedures, acting both for the merging parties as well as for third-party objectors. She also has experience in cartel proceedings. MacLennan is popular with clients in the technology and oil and gas industries.

Arnold & Porter

See profile on p.60

What the team is known for Particularly active on merger clearance mandates, often working closely with offices in Washington, DC and London to handle the EU aspects of transatlantic or global transactions. Has a strong reputation among companies in the life sciences sector. Represents key clients, including Japanese technology and transportation sector companies, in appeals against EC cartel decisions and in follow-on damages claims.

Strengths Clients applaud the firm because *"it handles very complex questions in an elegant and pragmatic manner."*

Work highlights Acted for Fitbit on the merger clearance aspects of its proposed acquisition by Google.

Notable practitioners

Luc Gyselen (see p.284) is a popular choice with clients in the technology sector, where he advises on cartel investigations and dawn raids by competition regulators. He is also increasingly active on state aid matters for both state and private bodies. **Niels Ersbøll** (see p.282) is *"a very knowledgeable and pragmatic lawyer,"* according to clients, who *"feel that our competition law questions end up in good hands – we feel very safe entrusting him with complex questions."* He has a very strong practice among pharmaceutical and technology sector clients, assisting with multinational merger filings and cartel investigations. Clients stress that **Axel Gutermuth** (see p.284) is *"very responsive, knowledgeable and also practical. He gets to know the industry, what is important and how to balance the risks against the commercial drivers for a business."* He has a strong behavioural practice, advising clients on abuse of dominance investigations, including representing them before the German authorities. Gutermuth also has experience in merger clearance procedures.

Baker McKenzie

What the team is known for Often selected to handle merger filings in support of high-value transactions that are notifiable both to the EU and to numerous competition authorities worldwide. Acts for clients from the energy, electronics and financial services sectors. Also assists clients with abuse of dominance cases. Has built a strong platform to attract instructions on EC investigations into vertical restraints of trade among consumer goods companies. Advises clients on state aid matters, including compliance mandates for public bodies, as well as EC investigations and CJEU appeals for private companies.

Strengths Clients describe the team as *"very reactive and business-oriented, pragmatic, and nice people on top of that."*

Work highlights Represented Hitachi in the merger control procedures regarding its acquisition of the power grids business of ABB.

Notable practitioners

Gavin Bushell is praised by clients for being *"really knowledgeable and very dedicated."* He represents a range of international clients, including multinational companies and private equity houses, in high-value merger filings. **Nina Niejahr** leads the firm's state aid practice, representing clients in appeals against EC decisions in state aid cases. She acts for both private and public sector clients. The firm's chief executive for the EMEA region, **Fiona Carlin** remains active representing clients in competition policy analyses and sector inquiries. **Werner Berg** is admired by clients for *"getting straight to the point,"* as well as being *"extremely responsive and very pragmatic."* Dual-qualified in Belgium and Germany, he advises international clients on the coordination of global merger clearances, acting for them both before the EC and before the German regulators.

Baker Botts LLP

See profile on p.61

What the team is known for Well placed to handle merger control mandates on behalf of major US-headquartered clients. Acts for a number of clients from the TMT, energy and transport industries. Represents clients in EC abuse of dominance investigations and private enforcement actions. Also has notable experience defending clients in multi-jurisdictional cartel investigations.

Strengths Clients *"enjoy working with the team,"* one in particular reporting: *"I was impressed with how quickly they got up to speed."*

Work highlights Advised WorleyParsons on the global merger control procedures relating to its acquisition of Jacobs ECR.

Notable practitioners

Catriona Hatton (see p.284) receives wide acclaim from sources for her experience in competition matters. She acts on a host of competition mandates, advising clients from the technology and industrial sectors on cross-border merger clearances. **Paul Lugard**'s (see p.287) *"level of expertise is high and he is able to advise us very quickly,"* enthuse clients. He acts for clients on Article 102 investigations, merger clearance filings and standalone damages claims for anti-competitive behaviour. **Matthew Levitt** (see p.286) is a strong choice among clients in the shipping, energy and technology sectors, where he acts on cartel damages actions and competition appeals.

Clifford Chance LLP

See profile on p.64

What the team is known for Stands out for work on the complainant side of important EC investigations into alleged abuse of dominance in the TMT sector. Also represents defendants in behavioural investigations and acts for clients from the manufacturing and financial services sectors on merger control topics. Offers a notable state aid practice with experience in issues arising from tax rulings by the EC.

Strengths *"The quality of input of the whole team is absolutely first rate,"* says one client, adding: *"The lawyers do a very good, solid, business-focused job."* Others stress that they *"really trust the entire team"* and that *"they are very smart lawyers."*

Work highlights Represented Spotify in a complaint to the EC relating to Apple allegedly undermining competition and fair play rules.

Notable practitioners

The *"absolutely excellent"* **Thomas Vinje** *"has an incredible mind,"* enthuse clients, who are also keen to highlight his *"depth of knowledge."* He acts across an impressive breadth of competition law, assisting clients with the full scope of behavioural and merger cases.

Herbert Smith Freehills

What the team is known for Acts on merger control issues arising from several high-profile strategic acquisitions that test the scope for further consolidation of the media and manufacturing sectors. Offers notable strength in contentious state aid mandates, advising government bodies and beneficiary companies on state aid investigations and litigation before the ECJ. Represents companies in appeals to the CJEU seeking to overturn findings of cartels or abuse of dominance. Works with the firm's network of offices to defend European follow-on damages proceedings.

Strengths *"They're fantastic,"* enthuses a client, adding that the lawyers are *"intellectually smart and very good with clients."*

Work highlights Assisted Synthomer with the Phase I clearance procedures at the EC in relation to its acquisition of OMNOVA Solutions.

Notable practitioners

Kyriakos Fountoukakos has a strong practice advising on complex multinational merger clearance procedures, as well as assisting with cartel investigations and abuse of dominance allegations. He is a popular choice for clients in the technology and financial sectors, and additionally benefits from Greek law qualifications to advise international clients. **Lode Van Den Hende** acts for a range of multinational clients in the energy and technology sectors, advising on state aid mandates, as well as challenges to EU directives that limit competition. Clients enthuse that *"the quality and detail of his advice is very impressive,"* adding that *"he is good at putting our case into a wider context."*

Jones Day

See profile on p.79

What the team is known for Highly regarded for work either notifying M&A transactions to the EU or objecting to proposed mergers on behalf of third-party interveners. Works with colleagues across the USA and other jurisdictions to handle merger mandates for US-headquartered companies in the pharmaceutical and transportation sectors. Brus-

sels-based individuals qualified in different EU member states often assist with merger control or behavioural investigations carried out by national competition regulators in Italy, Germany or Belgium. Represents clients from the telecommunications sector in behavioural matters and competition damages actions. Also advises on state aid matters in the financial sector.

Strengths One client enthuses that the lawyers are *"very efficient and pragmatic,"* and adds that *"they remain composed in all circumstances."*

Another notes that *"the lawyers are always very precise in their answers,"* and appreciates that they *"take their time to uncover everything"* in cases.

Work highlights Assisted NVIDIA with the multinational merger clearance procedures related to its acquisition of Mellanox Technologies.

Notable practitioners

Bernard Amory (see p.276) advises a host of blue-chip clients on complex and disputed merger clearance procedures, antitrust investigations and complaints to the EC. He has substantial experience acting for clients in the telecommunications and transportation industries. **Alexandre Verheyden** (see p.295) advises clients on complex merger clearances, as well as joint venture agreements and antitrust investigations. Italian-qualified **Mario Todino** (see p.293) is a clear choice for Italian clients, representing them in competition-related litigation before the ECJ. **Philipp Werner** (see p.296) advises clients on antitrust investigations and also represents them in damages claims. Additionally he has experience in merger clearance procedures. Werner is admitted in both Germany and Belgium and also assists clients before the German competition authorities.

Sidley Austin LLP

See profile on p.93

What the team is known for Couches competition law capabilities within a wider EU law practice that handles EC-level policy mandates and leads challenges to national laws that restrict fundamental rights afforded by EU treaties. Handles ECJ litigation relating to findings of illegal state aid and abuse of dominance activities. Assists clients with obtaining clearance for acquisitions or joint ventures. Has a number of clients from the pharmaceutical, technology and financial services industries. Often works closely with the firm's London office.

Strengths An interviewee reports that the firm is *"good on diversity"* and adds that the firm *"does a really good job on training up associates."*

Work highlights Defended Les Laboratoires Servier before the European General Court against allegations of abuse of dominance.

Notable practitioners

Kristina Nordlander (see p.290) is commended by sources for her experience in competition matters. She advises clients on a wide range of work, with significant experience acting for multinational clients on EC investigations into allegations of anti-competitive behaviour. **Ken Daly** (see p.280) *"has been truly excellent,"* according to one client, who draws particular attention to his advice in the context of dawn raids. Daly additionally assists with merger clearance procedures and competition investigations.

Garrigues

See profile on p.2348

What the team is known for Has a strong reputation based on a longstanding presence in high-profile state aid cases. Has acted on major ECJ cases through which IT companies seek to overturn significant behavioural fines. Advises on investigations that follow the trend of increasing EU scrutiny of benchmarking and other anti-competitive behaviour or restrictions in supply and sales. Particularly popular with Iberian clients.

Strengths Clients highlight the team's strength *"when it comes to digital markets, EU court litigation and state aid,"* stressing that *"the advice is always of the highest quality, thorough, practical, proactive and swift."*

Another client says that they *"are totally confident in the firm,"* adding: *"It has been a really good choice."*

Work highlights Advised the Computer and Communications Industry Association on the state aid ramifications of the implementation of EU digital services taxes.

Notable practitioners

A client stresses that **José Luis Buendía Sierra** (see p.278) *"has a perfect understanding of how the law and politics may play out in any given situation,"* and lauds him as *"the number one state aid lawyer in Brussels."* He has an impressive practice, advising multinational companies and industry associations on state aid in relation to public undertakings, as well as the implementation of new state aid regimes. **Alfonso Lamadrid** (see p.286) is *"a breath of fresh air,"* says one client, who stresses that he is *"not only knowledgeable, but down to earth and able to convey and explain complex legal theories in a way that's manageable and approachable."* He advises clients on a host of competition law matters, with notable strength in behavioural mandates, including appeals against fines.

Gibson, Dunn & Crutcher LLP

See profile on p.75

What the team is known for Particularly active on state aid law, with a varied workload that includes notifications of state aid schemes on behalf of member states and CJEU cases through which companies seek to overturn EC rulings on compatible state aid. Advises on EU merger filings and on appeals against clearances of competitors' transactions. Also active on behavioural mandates, representing clients in cartel investigations.

Strengths Clients highlight that the firm combines *"excellent service with practical advice."*

Work highlights Advised UBS on the EC's cartel investigation into the manipulation of forex rates.

Notable practitioners

David Wood is a popular choice for clients in the financial services industry, representing them in multinational behavioural investigations. He also assists clients with merger clearance procedures, with experience in the technology and telecommunications sectors. **Peter Alexiadis** (see p.276) is held in particularly high regard for being *"a top technology lawyer,"* and is also popular with clients from the telecommunications sector. He acts on both digital policy competition matters and state aid-related issues. **Christian Riis-Madsen** (see p.292) is *"a true business partner,"* say clients, particularly appreciating that *"he places great emphasis on understanding our business and thereby provides very practical and on-point advice."* He acts for clients on merger control procedures before the EC.

Gleiss Lutz

See profile on p.917

What the team is known for Predominantly attracts attention for state aid expertise, advising private companies on state aid complaints and on potential issues arising from publicly-funded projects. Has further experience in the recovery of unlawful state aid. Assists with merger mandates ranging from appeals against adverse EC merger decisions through to investigations into alleged gun-jumping in notifiable transactions. Also defends follow-on damages claims and acts on complaints to the EC alleging abuse of dominance. Works closely with the firm's market-leading team in Germany.

Work highlights Assisted Deutsche Telekom with its appeal against the EC's approval of Vodafone's acquisition of Unitymedia.

Notable practitioners

Ulrich Soltész (see p.293) is *"excellent,"* according to clients, who particularly laud his ability in state aid matters. He represents both public and private sector clients, often from the transportation and manufacturing sectors. He also acts for clients on abuse of dominance mandates before the EC, as well as merger control procedures. Soltész has additional experience in cartel damages claims before the German authorities.

Hogan Lovells International LLP

See profile on p.78

What the team is known for Able to handle the coordination of global merger control mandates, including on behalf of technology and manufacturing companies. Benefits from close collaboration with the firm's offices on both sides of the Atlantic. Acts on appeals against cartel decisions. Advises clients on compliance issues, including in relation to the design of selective distribution systems for the sale of technology products.

Strengths Clients say that they *"feel very confident working with the team,"* praising the lawyers for *"being very quick in getting back to us and giving to-the-point answers."*

Another stresses that *"Hogan Lovells is really well organised and streamlined."*

Work highlights Assisted IBM with the Phase I clearance of its merger with Red Hat.

Notable practitioners

Clients say that **Christopher Thomas** is *"fantastic to work with"* and is *"very good at taking a legal concept and bringing it down to a hands-on, pragmatic level."* He advises multinational clients on behavioural investigations carried out by the EC, as well as merger control procedures. **Salomé Cisnal de Ugarte** acts for clients on merger clearance procedures, with experience in the aerospace and entertainment sectors. Clients praise her for being *"great at getting across the legal constraints and explaining them very well,"* as well as being *"very good at negotiating."* She also assists technology sector clients with vertical agreements.

Quinn Emanuel Urquhart & Sullivan, LLP

What the team is known for Handles both EC behavioural investigations and merger notifications. Particularly well regarded for representing key clients in abuse of dominance or cartel investigations and assists with appeals to overturn competition fines. Acts for clients from the technology and transportation sectors.

Strengths Clients pick them out because *"the lawyers go through walls for us,"* and praise their *"talent and how far they'll go to succeed."*

Another lauds the team for being *"proactive and creative in its thinking,"* adding that *"the lawyers just strike you as really nice people."*

Work highlights Represented Qualcomm in the EC's investigation into alleged Article 102 breaches.

Notable practitioners

Trevor Soames is praised by clients for his ability to *"grasp incredibly complex concepts and put them in the context of the law and current events."* He has a prominent competition litigation practice, representing clients in cartel decision appeals and Article 102 investigations. He also assists clients with investigations before the UK's CMA. **Stephen Mavroghenis** assists clients with behavioural investigations conducted by both domestic and European competition regulators, as well as representing clients in merger clearance mandates. He is praised by clients because *"all the advice he delivers is given through the lens of his client; it's completely tailored to our business and the way we work."* **Miguel Rato** is a strong choice for clients in the technology industry. He advises on Article 102 investigations into anti-competitive practices.

Ashurst

What the team is known for Established EU practice with strong links to the firm's London office. Advises on EU merger clearance matters for transacting parties. Assists defendants with appeals against Belgian Competition Authority or EC cartel decisions. Advises public entities on important state aid cases. Also acts on ongoing compliance mandates and investigations into allegedly anti-competitive conduct.

Strengths One client describes the firm as *"excellent technically with a full understanding of business requirements,"* adding that the lawyers are *"pragmatic and solution-driven."*

Work highlights Assisted Liberty House Group with the competition clearance of the acquisition of assets divested by ArcelorMittal.

Notable practitioners

Clients find it useful that **Denis Waelbroeck** is *"impeccably well connected with regulators and EU institutions."* He advises on competition implications regarding joint ventures, as well as assisting with questions of state aid. He often acts for clients from the sports sector. **Annick Vroninks** advises clients on investigations into anti-competitive behaviour before the BCA, as well as assisting with distribution strategies and vertical agreements. Clients stress that **Denis Fosselard** is *"very to the point, effective, and his advice is always very clear,"* and add that *"he really puts the spotlight on the most important stuff."* He is dual-qualified in Belgium and Italy, and is a strong choice for clients in anti-competitive behaviour complaints and appeals against fines following competition investigations.

Bird & Bird

What the team is known for Advises on merger notifications relating to acquisitions or joint ventures in the TMT and automotive sectors. Acts for fashion companies on contentious and advisory topics relating to the distribution of their products. Particularly popular with Japanese clients, assisting with appeals of EU cartel decisions and with general compliance matters.

Strengths Clients say: *"The lawyers have a lot of knowledge and take good care of our questions."*

Work highlights Advised Velon on Article 101 and 102 complaints relating to sporting event rights.

Notable practitioners

José Rivas has experience representing clients in cartel investigations and vertical distribution matters, as well as a strong base in EU regulatory law. Clients appreciate that *"his assessments are always balanced and business-oriented and effective for our needs,"* adding that *"his deep knowledge and ability to handle this sort of advice is beyond a doubt."* A member of the Düsseldorf Bar, **Anne Federle** represents multinational clients in competition litigation, as well as assisting with joint ventures and cartel investigations.

BonelliErede

What the team is known for Italian firm with a particularly strong reputation in the field of state aid, having won roles in important state aid cases in the energy, shipping and financial services sectors. Handles CJEU proceedings touching on a wider variety of competition law issues, including objections to merger clearance decisions and appeals against cartel fines. Particularly well placed to assist Italian-headquartered clients with EU merger clearance mandates within the context of global transactions.

Strengths Clients say that the team *"has been very impressive with its great proficiency."*

Work highlights Advised CESI on the merger control procedures related to its public bid for five companies from the DNV Group.

Notable practitioners

A member of the Bar in both Brussels and Rome, **Massimo Merola** is highly regarded for his state aid practice, advising clients on applications for state aid clearance and appeals against EC decisions, in addition to representing clients in complex merger clearances, often before the Italian authorities. Clients describe him as *"one of the best state aid experts"* and add that *"it is a master class watching him work."*

Dechert LLP

See profile on p.69

What the team is known for Earns praise for work on merger clearance mandates, having handled numerous strategic and private equity transactions that require notification to the EU. Acts for clients from the chemical and food and drink industries. Assists complainants and third-party interveners with EC behavioural investigations. Also defends clients in EC cartel investigations.

Strengths Clients appreciate that *"in addition to technical expertise the team has commercial knowledge, which is an important combination."*

Work highlights Advised Sinopec on merger control procedures relating to its joint venture with SIBUR.

Notable practitioners

Alec Burnside (see p.278) is *"clearly an expert in his field,"* according to one client, while another particularly appreciates that he is *"very good at explaining complex issues in a very understandable way."* Burnside acts for a prominent multinational client base on complaints and investigations before the EC, as well as merger control procedures. He is admitted to practice in Belgium and England & Wales.

Gide Loyrette Nouel

See profile on p.722

What the team is known for Advises transport, telecommunications, and oil and gas sector clients on merger control issues arising from planned corporate transactions. Assists third parties with interventions in EU merger investigations. Represents complainants and defendants in abuse of dominance investigations and in CJEU appeals of subsequent infringement decisions. Also acts on state aid cases for clients in the energy and gaming industries. Particularly active for French and Polish clients before both national and EU authorities.

Strengths Clients praise the team for being *"thorough, passionate about the subject, available and friendly."*

Work highlights Represented Engie in an annulment action against the EC's decision that the company had breached state aid rules.

Notable practitioners

Benoît Le Bret acts for international clients on merger control procedures before a range of domestic and European competition authorities. He also advises on distribution networks and vertical competition matters. **Laurent Godfroid** acts for clients on merger control cases, including Phase II clearances at the EC. He also has experience representing complainants in contentious competition law cases.

Hengeler Mueller

See profile on p.923

What the team is known for Leads EU-level merger control mandates, with partners working closely with the firm's offices across Germany and a number of team members dividing their time between the two jurisdictions. Has an excellent reputation among market commentators for handling major transactions on behalf of German-headquartered clients. Offers additional expertise in CJEU appeals of cartel investigations and represents defendants in follow-on damages claims.

Strengths One client stresses that the firm *"provides very thought-out advice that you can rely on."* Another client praises the team for *"the high-quality work and always meeting timetables."*

Work highlights Assisted Innogy with the EC's Phase II merger investigation into E.ON's acquisition of control over Innogy.

Notable practitioners

Hans-Jörg Niemeyer (see p.290) is praised by one client for being *"available, good at understanding specific business issues and providing the advice we really need."* He represents international clients in cartel proceedings and merger clearances at a European level. Niemeyer is particularly popular with German clients.

Norton Rose Fulbright

What the team is known for Earns praise for the presence of experienced partners who are able to handle diverse competition law topics. Advises on EU and global merger control issues relating to joint ventures in the technology, aerospace and financial sectors. Offers additional experience in abuse of dominance investigations. Works closely with the firm's offices across the globe to assist with multi-jurisdictional mandates.

Strengths A client highlights the firm's *"good footprint"* and adds: *"We can work with them in several jurisdictions and that allows us to establish a closer relationship."*

Work highlights Assisted Liberty House with obtaining clearance for its proposed acquisition of Aleris's divested businesses, following the merger between Aleris and Novelis.

Notable practitioners

Head of the Brussels office Jay Modrall is a key contact for clients.

Sheppard, Mullin, Richter & Hampton LLP

What the team is known for Benefits from a superb reputation on state aid mandates to attract roles on key cases. Acts for beneficiary companies and com-

plainants on challenges to state aid decisions. Has wider capabilities in EU merger investigations, often on behalf of third-party interveners. Has a strong client base among energy companies.

Strengths One client describes the team as *"really impressive,"* adding: *"As regards state aid I would say they have one of the best practices I know of in Brussels."*

Work highlights Represented Meliá Hotels in an investigation instigated by the EC relating to alleged geo-blocking.

Notable practitioners

According to clients, **Jacques Derenne** is *"the person you can go to who knows really know about issues and can present things in a very simple and effective manner."* He advises clients on both state aid and merger control issues, as well as assisting with investigations into alleged anti-competitive behaviour. Derenne also has experience acting before the French competition authorities.

Squire Patton Boggs

See profile on p.95

What the team is known for Wins instructions both on specific merger control or behavioural investigations and as ongoing competition counsel. Stands out for particular expertise in the appeal stages of cartel cases. Has acted on notable mergers for clients in the chemicals, batteries and glass sectors. Also advises on state aid cases.

Strengths *"The lawyers take the worry away,"* enthuses one client, adding: *"They are always willing to go the extra mile."*

"It is a real pleasure working with them," adds another, stressing: *"The lawyers are very open and you can reach them within hours of questions arising."*

Work highlights Assisted LATAM Airlines with an appeal against the EC's decision in the air freight cartel, as well as representing the client in defence of follow-on damages claims.

Notable practitioners

Brian Hartnett assists clients with a range of competition matters, including merger control procedures, cartel investigations and competition litigation. He is *"a pleasure to work with,"* says one client, who adds: *"He has a wealth of experience and it shows in his advice."*

Sullivan & Cromwell LLP

What the team is known for Enters the rankings following a strong year acting for clients in the automotive, pharmaceutical and logistics industries. Assists clients with multinational merger filings, appeals against prohibited transactions and market investigations following allegations of anti-competitive behaviour. Also represents clients in state aid litigation.

Strengths Clients emphasise the *"excellency of the team's lawyers and the quality and high-profile nature of the matters they handle."*

Work highlights Advised BMW on its appeal to the CJEU of the General Court's 2017 decision on electric car state aid.

Notable practitioners

Michael Rosenthal is praised by clients for *"his rare ability to combine deep technical knowledge of competition law with a client-friendly approach."* As a dual-qualified lawyer in Germany and Belgium he is perfectly placed to represent German clients in disputes at a European court level.

Uría Menéndez

See profile on p.2380

What the team is known for Offers a strong practice at Spanish and EU level, acting for the transacting parties on EU and CNMC merger clearance matters. Assists with state aid advisory topics, with notable experience in formal CJEU proceedings relating to the legitimacy of tax incentives. Handles contentious and advisory mandates relating to the distribution of goods across Europe, including via online sales platforms.

Strengths One client stresses: *"The lawyers have a really fantastic performance and you always get 100% attention to your issues."*

Work highlights Assisted Telefónica with its appeal before the CJEU relating to its prohibited acquisition of Vivo.

Notable practitioners

Edurne Navarro Varona (see p.289) receives praise from clients for being *"always very clear in her communications,"* as well as being *"very pragmatic and really understanding business practices."* She has a prominent practice among Spanish clients, advising them on proceedings before both European and Spanish competition authorities.

WilmerHale

See profile on p.99

What the team is known for Stands out for work on EU cartel investigations, including those that are carried out within the context of wider US or global investigations into defendants' conduct. Advises on the notification of acquisitions or joint ventures and represents third parties as interveners in merger clearance cases. Offers competition compliance support to key clients.

Strengths Clients describe an *"excellent team, well positioned to deliver a global antitrust project on time."*

Work highlights Represented Danaher in the EC's Phase I clearance of its acquisition of GE Healthcare.

Notable practitioners

Frédéric Louis (see p.287) is praised by clients for being *"available and reactive,"* as well as for his *"client understanding at a business level."* He acts on complex merger clearance files, as well as dawn raids and market investigations. **John Ratliff** (see p.291) assists multinational clients with merger clearances, acting for both third parties and transacting parties. He also has experience in compliance mandates.

Wilson Sonsini Goodrich & Rosati

What the team is known for Assists clients with merger control matters, both within the context of M&A transactions and joint venture agreements. Benefits from close links to the firm's strong US practice and a strong reputation among aviation and technology sector companies. Also represents clients in behavioural investigations and distribution matters.

Strengths Clients stress that *"the lawyers are really on the ball"* and enthuse that *"the advice they give is really proactive and business-minded."*

Work highlights Assisted Tesla with the clearance for its acquisition of Maxwell Technologies.

Notable practitioners

Paul McGeown *"has always been creative,"* praises one client, adding that he *"provides sharp analysis and insightful and pragmatic answers."* He advises clients from the transportation and pharmaceutical industries on clearance for joint ventures and acquisitions, as well as investigations conducted by competition authorities. McGeown also offers substantial experience in representing clients before the UK competition authorities.

Other Ranked Lawyers

David Anderson leads the competition practice at Bryan Cave Leighton Paisner, advising clients on merger filings and compliance matters, with a strong client base of international investment funds. Clients appreciate that he is *"very supportive, always available and tries to understand matters not just from a legal point of view but a business point of view too."*

Bertold Bär-Bouyssière (see p.277) is experienced acting for clients on competition investigations and merger clearances before the European and German regulators, as well as assisting with vertical competition matters. He is admired by clients for being *"very responsive and clearly very knowledgeable on the subject."*

Yves Botteman (see p.277) advises clients on vertical competition matters related to distribution chains and commercial practices. He has additional experience in merger filings and general compliance matters.

Oliver Bretz has a strong practice representing clients before both UK and European competition authorities. He is widely experienced acting on competition investigations in the financial services industry.

Riccardo Celli leads the competition team at O'Melveny & Myers. He is well regarded for his advice on merger control filings.

Pierre De Bandt is particularly admired for his practice in the sports sector, where he represents clients in a range of Belgian competition law mandates.

According to his clients, **Julian Ellison** is *"a highly technical and strong competition lawyer."* He acts on competition mandates before UK and EU authorities, assisting with complex merger filings. Ellison also has experience in antitrust investigations and state aid mandates. He is admitted to practice in both Belgium and England & Wales.

Damien Geradin is particularly experienced in behavioural competition matters, assisting clients with investigations in the telecommunications and media industries.

Geert Goeteyn offers clients experience in competition litigation, advising on cartel appeals, investigations and damages disputes.

Admitted to practice in Germany and Belgium, **Alexander Israel** is praised by clients for taking a *"very practical and business-centred approach"* to issues. He is particularly active on merger filings, advising clients on notifications before both the EU and German authorities.

Benoit Keane (see p.285) is hugely experienced representing sporting associations in competition matters, including those relating to player salary caps, financial fair play and abuse of dominance. He receives praise from clients for being *"extremely available and reactive,"* and also because *"in areas which are pretty technical he is capable of explaining things clearly."*

Jens-Olrik Murach has a strong practice in the telecommunications sector advising clients on interventions and appeals to merger clearance procedures. He also assists with behavioural investigations conducted by both domestic and European regulators. He joined Willkie Farr & Gallagher LLP in early 2021.

Isabelle Rahman recently moved to Reed Smith and is praised by one client for being *"very practical and*

able to translate the theory into something we can apply to the business." She is experienced in merger filings, often representing third parties as interveners in merger investigations.

Annette Luise Schild is commended by sources for her experience in competition law matters. She advises clients on the competition aspects of proposed acquisitions and Article 101 and 102 investigations.

Dual-qualified in Belgium and Germany, **Jens Peter Schmidt** joined Noerr in February 2020. He acts for clients on merger filings before both the EC and the German competition authorities. Schmidt is appreciated by clients for his *"good, clear advice."*

Maria Segura Catalán is held in high regard for her work advising clients on state aid litigation before the full range of European courts. She has experience in the state aid aspects of tax legislation, as well as in state aid issues in the energy sector.

Izzet Sinan leads the Brussels competition offering of Morgan, Lewis & Bockius, assisting clients with cartel disputes before the CJEU and merger filings on a European level. An interviewee reports that he is *"really pleasant to work with"* and *"a go-to on merger control operations."* He is admitted to the Bar of England & Wales and also has notable experience in merger filings before the Turkish authorities.

James Venit (see p.295) is a senior partner at Dentons and advises clients on antitrust investigations and dawn raids. He has a strong client base among the energy and engineering industries.

Hendrik Viaene (see p.296) acts for clients on abuse of dominance and cartel matters before the Belgian Competition Authority, as well as advising on appeals to European courts on state aid matters. Clients particularly appreciate that *"he will always make sure you understand issues using very easy language."* He joined McDermott Will & Emery LLP in January 2021.

Volker Weiss (see p.296) is a strong choice for clients from the CEE region in need of European competition law advice. He acts on antitrust investigations for clients from the insurance and financial services sectors. Sources stress that *"working with him is very easy."* As an Austrian-qualified lawyer, he also assists clients with sector inquiries carried out by the Austrian authorities.

Corporate/M&A

Corporate/M&A
Leading Firms

Band 1
- Allen & Overy LLP
- Cleary Gottlieb Steen & Hamilton LLP *
- Freshfields Bruckhaus Deringer LLP *

Band 2
- Baker McKenzie
- Clifford Chance LLP *
- Eubelius *
- Linklaters *
- Stibbe *

Band 3
- ARGO LAW *
- Liedekerke Wolters Waelbroeck Kirkpatrick *
- Loyens & Loeff *
- NautaDutilh *
- Strelia *
- Van Bael & Bellis

Band 4
- Cresco Advocaten *
- DLA Piper UK LLP *
- Jones Day *
- Simont Braun *

Band 5
- ALTIUS *
- contrast
- Deloitte Legal – Lawyers
- Fieldfisher
- Laurius *
- Monard Law *
- QUINZ *
- Van Olmen & Wynant *
- White & Case *

** Indicates firm / individual with profile.*
◊ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Corporate/M&A
Senior Statespeople

Senior Statespeople: distinguished older partners
- Wyckaert Marieke *Eubelius*

Leading Individuals

Band 1
- Janssens Deborah *Freshfields Bruckhaus Deringer LLP* *
- Legein Laurent *Cleary Gottlieb Steen & Hamilton LLP* *
- Meeus Dirk *Allen & Overy LLP*

Band 2
- Dessers David *Cresco Advocaten* *
- Goossens Nico *ARGO LAW* *
- Macq Vincent *Freshfields Bruckhaus Deringer LLP* *
- Mahieu Pierre-Olivier *Allen & Overy LLP*
- Peeters Jan *Stibbe* *
- Van de Voorde Wouter *Allen & Overy LLP*
- Vanhaerents Koen *Baker McKenzie*
- Verhoeven Geert *Freshfields Bruckhaus Deringer LLP* *

Band 3
- Bellen Bart *contrast*
- Bonne Michel *Van Bael & Bellis*
- Clevenbergh Olivier *Strelia*
- Coibion Arnaud *Linklaters*
- Conem Damien *Liedekerke Wolters Waelbroeck Kirkpatrick* *
- De Muynck Thomas *Jones Day* *
- Hirsch Sandrine *Simont Braun* *
- Janssens Elke *NautaDutilh* *
- Kets Hans *Allen & Overy LLP*
- Maes Dominique H *Baker McKenzie*
- Odeurs Stefan *Stibbe* *
- Pottier Eric *Linklaters*
- Rosselle Gisèle *Strelia*
- Van Hooghten Paul *Jones Day* *
- Wauters Matthias *Eubelius*

Band 4
- Adams Frederiek *Allen & Overy LLP*
- Bosly Thierry *White & Case* *
- Capiau Pieter *Cambrian (ORL)* ◊
- De Pauw Niek *Clifford Chance LLP*
- De Ryck Peter *Lydian (ORL)* ◊ *
- Dieux Xavier *Willkie Farr & Gallagher LLP (ORL)* ◊
- Hommez Dries *Stibbe* *
- Lenné Thomas *Loyens & Loeff*
- Lintermans Bart *QUINZ* *
- Meunier Jacques *Liedekerke Wolters Waelbroeck* *
- Remy Xavier *Clifford Chance LLP*
- Roelens David *Deloitte Legal – Lawyers*
- Rooryck Peter *Rooryck & Co (ORL)* ◊
- Ruzette Laurent A *Cleary Gottlieb Steen & Hamilton LLP* *
- Selleslags Koen *DLA Piper UK LLP* *
- Thibaut Klaas *QUINZ* *
- Tilquin Thierry *LIME (ORL)* ◊
- Van den Eynden Christel *Liedekerke Wolters Waelbroeck* *
- Van Ingelghem Bert *ARGO LAW* *
- Verdoodt Kris *ARGO LAW* *
- Verspreeuwen Frederic *Astrea (ORL)* ◊
- Wellens Dirk *Laurius* *
- Wynant Luc *Van Olmen & Wynant*

Up-and-coming individuals
- Bogaert Jan *Stibbe* *
- Coppens Robrecht *Loyens & Loeff* *
- Destuyver Erwin *Eubelius*
- Elens Frederic *Freshfields Bruckhaus Deringer LLP* *
- Meert Carlo *Cleary Gottlieb Steen & Hamilton LLP* *

Band 1

Allen & Overy LLP

What the team is known for Dominant M&A practice advising on a range of corporate law matters, including acquisitions, sales and restructurings. Exceptional track record acting for private equity houses, as well as other financial institutions, chemical companies and energy companies. Benefits from the support of colleagues in the firm's competition and banking teams, in addition to drawing on its outstanding international network to coordinate cross-border mandates.

Strengths One client comments: *"They were very good, the breadth of the team is strong."*

Another client notes: *"The experience was good and they delivered quality work."*

Work highlights Advised Trafigura, as a key stakeholder, on Nyrstar's corporate restructuring plan.

Notable practitioners

Dirk Meeus possesses a wealth of experience in mergers and acquisitions. His clients include commodity traders, private equity firms and biotechnology companies. **Pierre-Olivier Mahieu** has significant experience in corporate law matters, with particular expertise in private equity transactions. He assists clients from the financial, aviation and manufacturing sectors. **Wouter Van de Voorde** advises on

corporate and private equity transactions. In addition to private equity firms, he assists clients from the life sciences, agrochemical and entertainment industries. **Hans Kets** advises on high-value M&A and private equity transactions. One client attests that Kets is *"very driven and tries to get a personal connection with a client, and the fact that you are able to make a personal connection makes things a lot easier."* **Frederiek Adams** acts for both domestic and international clients on corporate transactions, and has a particular expertise in private equity matters. One interviewee states that Adams is *"very knowledgeable and very commercially minded,"* while another source notes that he is *"very pragmatic and very constructive."*

Cleary Gottlieb Steen & Hamilton LLP

See profile on p.63

What the team is known for Market-leading US firm with a well-established presence in the Belgian market, recognised for its involvement in complex, high-value M&A deals. Assists with investigations of contested privatisations. Broad client base includes blue-chip domestic and international corporates. Also popular with both public sector entities and private equity investors. Often acts alongside the firm's other offices in Europe on cross-border transactions.

Strengths One client enthuses that the team *"lives up to the timing schedule and is always very knowledgeable – the lawyers have the latest knowledge on legislation, jurisprudence and doctrines in a specific sector. When it comes to legal documents the lawyers adopt a very constructive approach, they strive to create a deal rather than break a deal."*

Another client highlights the firm's service, lauding: *"It was the best service I have ever received,"* and concluding that *"it was a very positive experience – it was simply outstanding."*

Work highlights Advised D'leteren on its EUR150 million acquisition of non-voting preference shares in Belron.

Notable practitioners

Laurent Legein (see p.286) has significant experience handling domestic and international M&A transactions. His clients include private equity firms, technology companies and manufacturers. One client enthuses: *"He is the best negotiator I know,"* and also underlines that he *"always has the right sense of urgency."* Another client comments that Legein is *"a really great partner in terms of helping to shape the transaction and getting it to the finish line and helping explain to the clients what needs to be done."* **Laurent Ruzette** (see p.292) frequently advises on mergers and acquisitions and is particularly popular with international clients. He also assists clients with corporate governance matters. **Carlo Meert** (see p.288) assists with exit sales, mergers and venture capital investments. His clients include private equity firms and transportation companies. One client comments that Meert brings *"a unique combination of being a lawyer and also having graduated as an engineer – this gives us the opportunity to work on more technical issues because he brings his views as an engineer."* Another interviewee notes that he is *"very active and very hands-on."*

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Successful department continuing its stellar performance acting for a range of blue-chip Belgian and international companies, as well as a number of private equity houses. Advises clients on a range of corporate law matters, including acquisitions, auction sales and restructurings. Highlighted for its cross-border capabilities and global approach to solution-finding, the firm regularly advises on multi-jurisdictional transactions. Noted for its well-integrated links with the firm's competition practitioners.

Strengths One client enthuses that the *"top-notch"* team is *"very hands-on and very client-focused. No deadline is too tight, it's a pleasure to work with them."* Another client comments that the lawyers are *"very good and very speedy. Their availability is what I appreciate most."*

Work highlights Advised AB InBev on the USD11.3 billion sale of its Australian subsidiary, Carlton & United Breweries, to Asahi Group Holdings.

Notable practitioners

Deborah Janssens (see p.285) advises domestic and international clients across a range of corporate law matters. She has particular expertise in complex restructurings and auction sales. One client enthuses that Janssens *"gives high-quality advice and it is great to have her on the file because she always knows what she's doing."* Another interviewee describes Janssens simply as *"an excellent lawyer."* **Vincent Macq** (see p.287) has a wealth of experience advising on corporate law matters, with notable expertise handling high-value cross-border transactions. One client states that Macq is *"great,"* while another emphasises his *"attention to the personal relationship."* **Geert Verhoeven** (see p.295) has experience advising domestic and international clients on a range of corporate law matters, including acquisitions, sales and restructurings. He has a number of clients from the financial services sector. **Frederic Elens** (see p.282) advises clients on acquisitions, restructurings and auction sales. One satisfied client comments that Elens is *"very hands-on, very business-minded, very able to think with my team on good solutions and what we need. He has a true understanding of what the business wants and his business acumen is really very good."*

Band 2

Baker McKenzie

What the team is known for Strong corporate offering with expertise encompassing M&A and private equity transactions. Benefits from its extensive international network and strong links to overseas offices to facilitate work on complex, cross-border mandates. Strong track record acting for pharmaceutical and biotechnology companies on joint venture agreements. Also represents clients from the aviation and insurance sectors.

Strengths One client describes the team as *"excellent,"* adding that the lawyers are *"pragmatic, fully dedicated and friendly."*

Another client feels that the lawyers give *"top-notch advice."*

Work highlights Acted for Wamos on the acquisition of several Thomas Cook travel agencies in Belgium.

Notable practitioners

Koen Vanhaerents has vast experience advising across the broad spectrum of corporate law matters and is well-versed in handling complex cross-border mandates. Vanhaerents is particularly popular with financial sector clients. **Dominique Maes** frequently handles high-value acquisitions for financial clients. One client attests: *"Maes is very competent, solution-oriented, proactive and dynamic."* Another client highlights that he brings *"expertise, gravitas and a sense of what matters."*

Clifford Chance LLP

See profile on p.64

What the team is known for Renowned for its extensive experience in advising buyers, sellers and underwriters on high-value, cross-border mandates. Boasts significant expertise in the private equity sector and frequently handles real estate transactions. Also popular with clients from the energy and manufacturing industries.

Strengths One client comments that the team gives *"accurate advice, has agility in dealing with the process and effectively participates in the meetings throughout the project."*

Work highlights Advised Mitsui & Co on the acquisition of shares in Belchim Crop Protection from Belchim Management.

Notable practitioners

Niek De Pauw frequently handles cross-border acquisitions for clients from the financial, consumer goods and manufacturing industries. One client attests that De Pauw is *"very knowledgeable, calm and composed."* **Xavier Remy** advises clients on restructurings and high-value acquisitions, including by way of auction sales. One client comments: *"Remy is organised, has given us very practical advice with solutions to move the project forward, and is very agile in dealing with difficult situations."*

Eubelius

See profile on p.308

What the team is known for Well-regarded domestic practice advising on a broad range of M&A transactions and corporate advisory matters, including corporate governance and internal restructuring mandates. Also assists with the creation of joint ventures and new venture capital funds. Boasts a strong client base in a range of sectors, including life sciences, transportation and real estate investors. Demonstrates particular strength handling strategic transactions for state-owned companies.

Strengths One client emphasises that the team is *"very accessible, easy to reach, always available to discuss matters and pragmatic."*

Another client reports: *"I want pragmatic advice and Eubelius is doing that very well."*

Work highlights Advised Elia on a strategic internal reorganisation.

Notable practitioners

Marieke Wyckaert has a wealth of experience in joint venture agreements. She is highly regarded in the market, with one interviewee enthusing: *"She is a star."* **Matthias Wauters** handles high-value acquisitions for domestic clients. One source attests that Wauters is *"precise and well prepared."* **Erwin Destuyver** assists domestic and international clients with corporate sales, acquisitions and capital increases. One client praises his *"accessibility and pragmatic approach,"* adding that Destuyver *"tries to find a solution for all parties."* Another interviewee notes that he is *"an extremely skilled technician."*

Linklaters

See profile on p.84

What the team is known for Offers considerable experience in cross-border M&A, thanks to the firm's network of global offices. Able to draw on the expertise of colleagues in areas such as employment and tax, in order to assist a wide range of clients, including major telecommunications and energy

companies. Frequently acts on high-profile public and private M&A transactions, as well as advising on corporate governance issues. Also assists with reorganisations and relocation matters.

Strengths One client comments: *"The reason I like working with them is their technical knowledge is excellent. Moreover, they take a very pragmatic approach in the way they address things and are very solutions-oriented."*

Another client appreciates that the lawyers *"know their client very well and over the long term, which allows them to have a valuable business sense."*

Work highlights Advised AXA on the EUR620 million sale of its Belgian banking operations to Crelan Bank.

Notable practitioners

Arnaud Coibion advises clients from the financial and energy sectors on auction sales, corporate reorganisations and acquisitions. Coibion is adept at handling cross-border mandates. **Eric Pottier** handles a range of corporate law matters, including corporate sales, acquisitions and company reorganisations. One client attests that Pottier is *"very good technically, calm and very astute."*

Stibbe

See profile on p.321

What the team is known for Well-renowned Benelux firm with expertise in transactions involving the pharmaceutical, technology and energy sectors. Experienced in handling cross-border M&A transactions. Active on private equity transactions, assisting a range of corporates and funds with both Belgian and international deals. Benefits from a well-integrated team to offer a full service across tax, finance and employment law mandates.

Strengths One client comments that the team was *"incredibly responsive and understood the market, the complex issues we were looking at and our business needs."*

Another client highlights the firm's ability to handle multi-jurisdictional transactions, reporting that the lawyers have *"strong relationships in relevant markets for cross-border operations."*

Work highlights Assisted Beaver Visitec International with its acquisition of Physiol from TA Associates Management.

Notable practitioners

Jan Peeters (see p.290) has notable experience in domestic and cross-border acquisitions. His clients include retailers, private equity firms and asset managers. One client comments: *"Peeters is fantastic and hugely additive to any situation,"* while another notes that Peeters *"has been outstanding, he understands the space well and how the regulators will react, and he is very practical when it comes to handling issues, especially regulatory issues."* **Stefan Odeurs** (see p.290) assists financial and manufacturing clients with acquisitions, auction sales and buyouts. **Dries Hommez** (see p.284) handles acquisitions, corporate sales and the structuring of investment funds for domestic and international clients. **Jan Bogaert** (see p.277) assists clients with corporate law matters, especially acquisitions. He is particularly adept at handling international transactions and leads Stibbe's China desk. He advises Chinese clients on joint ventures with Belgian companies.

Band 3

ARGO LAW

See profile on p.300

What the team is known for Notable corporate boutique advising on both sales and acquisitions, as well as restructurings and governance matters. Acts on both sides of private equity deals, assisting international private equity houses with acquisitions and domestic companies with sales to private equity firms. Other clients include real estate and media companies.

Strengths One client comments: *"We are very pleased with their services,"* and praises the lawyers' *"speed and time commitment."*

Another interviewee notes: *"ARGO has done a spectacular job."*

Work highlights Advised PMV on the creation of a holding group.

Notable practitioners

Nico Goossens (see p.284) possesses significant expertise in corporate investments and governance issues. His client roster includes technology and financial companies, as well as boards of directors. **Bert Van Ingelghem** (see p.294) is described by a client as a *"strong lawyer who is pragmatic, efficient and takes a clear position."* He assists clients with acquisitions, sales and corporate investments. **Kris Verdoodt** (see p.295) handles mandates relating to corporate sales and investments and is particularly popular with private equity clients. One interviewee attests that Verdoodt is *"very down to earth, very respectful and very technical,"* adding that he is often *"three or four steps ahead, which is very useful if he is on our side."*

Liedekerke Wolters Waelbroeck Kirkpatrick

See profile on p.312

What the team is known for Robust Belgian firm with strong cross-border capabilities resulting from its membership of the Lex Mundi network. Advises a host of clients on the full spectrum of corporate matters, including public and private M&A transactions, joint venture agreements and corporate restructuring. Acts for clients from the financial, electricity and manufacturing industries.

Strengths One interviewee comments: *"Liedekerke is an excellent firm with a thorough, full-service client offering."*

A client adds: *"The team was fully available, gave good advice and was very good in negotiation."*

Work highlights Advised Omnes Capital on the acquisition of a minority stake in Intys by way of an auction.

Notable practitioners

Damien Conem (see p.279) assists domestic and international clients with acquisitions. He has a number of clients from the private equity, healthcare and technology sectors. One interviewee describes Conem as *"a very sensible and commercial lawyer, who is good at getting M&A deals done and is friendly."* **Jacques Meunier** (see p.289) has substantial experience in M&A matters, shareholder agreements and joint venture agreements. One client appreciates that Meunier *"defends his client's interests"* and particularly highlights his *"very constructive"* approach. **Christel Van den Eynden** (see p.294) has a wealth of experience in M&A transactions. She assists clients from a range of industries, including energy, finance and entertainment. One interviewee comments: *"She is always full of energy, creative and in problem-solving mode."*

Loyens & Loeff

See profile on p.313

What the team is known for Substantial Benelux practice frequently acting alongside the firm's other offices on cross-border transactions. Advises on acquisitions and divestments in a range of sectors, including energy, chemicals, telecoms and manufacturing. Increasingly active advising international private equity houses on domestic and multi-jurisdictional acquisitions. Also assists with business restructurings, often working alongside the firm's highly regarded tax and finance practices.

Strengths One client praises the *"really good team effort,"* adding that the team is *"incredibly responsive and able to give us very quick and succinct answers."*

Another client notes the lawyers have *"good availability, a quick turnaround and are very straightforward."*

Work highlights Assisted Jacobs Engineering with the pre-acquisition restructuring and carve-out of part of its business.

Notable practitioners

Thomas Lenné assists clients from the private equity, manufacturing and energy sectors with domestic and cross-border acquisitions and restructurings. One client comments: *"He is very knowledgeable of his client's needs, with a natural international mindset, which makes him able to anticipate questions and be immediately ready with answers and smart, practical solutions."* Another client notes that he is *"proactive, business-oriented and very well experienced."* He joined Loyens & Loeff in March 2021. **Robrecht Coppens** (see p.280) is experienced in both domestic and international restructuring and M&A transactions and acts for clients from the engineering, telecommunications and financial industries. One client praises Coppens for his *"no-nonsense and straightforward"* approach, adding that he manages to have *"a quick comprehension of the problem and an understanding of how to find a practical solution."* Another client adds that Coppens is *"a great guy to work with."*

NautaDutilh

See profile on p.317

What the team is known for Notable Benelux firm representing both Belgian and international clients in a variety of private and public M&A transactions. Assists clients with corporate governance and restructuring mandates. Benefits from close cooperation with its IP team. Has particular strength acting for clients in the energy and pharmaceutical sectors, as well as private equity and financial services companies.

Work highlights Assisted Korys with the acquisition of a majority stake in Bio-Life Laboratory.

Notable practitioners

Elke Janssens (see p.285) advises domestic and international clients on corporate law matters, including acquisitions, sales and private equity growth investments.

Strelia

See profile on p.322

What the team is known for Recognised practice noted for its work on both domestic and cross-border mid-cap M&A transactions, including auction processes. Frequently advises on matters in the retail and pharmaceutical sectors. Popular with private equity and venture capital clients.

Strengths One interviewee attests that the team is *"knowledgeable and available."*

A client comments that the lawyers are *"extremely proactive and go the extra mile."*

Work highlights Assisted Thomas Cook with the sale of Pegase to BV Capital Partners.

Notable practitioners

Olivier Clevenbergh advises on acquisitions and is experienced in contentious M&A matters. One client comments that Clevenbergh is *"very competent, rigorous, reliable and a good adviser."* Another interviewee adds that Clevenbergh has *"a fast understanding of the situation, is a good adviser and can take care of every part of the sale and discussion."*

Gisèle Rosselle assists clients from the financial and technology industries with acquisitions, auction sales and corporate investment rounds. One client attests: *"She's a perfect additional player to have at the negotiating table – she knows when to hold back and when to bring certain things forward."*

Van Bael & Bellis

What the team is known for Renowned competition and trade boutique with a solid M&A and private equity department. Advises on a broad range of corporate mandates, including auction sales, acquisitions and corporate restructurings. Assists clients from the manufacturing, textile and food industries. Also acts for private equity houses and venture capital investors.

Strengths One client highlights the team's *"quality of deliverables and the way they supported us through the negotiations,"* adding that the team is *"able to focus on what matters from a commercial standpoint and is effective enough in the big picture."*

Another client attests that the lawyers are *"very responsive and proactive, trying to keep things going and keeping the ball rolling even when the other party was not very reactive,"* adding that it was a *"very smooth experience."*

Work highlights Assisted Nethys with the sale of a 51% participation in its telecom subsidiary, VOO.

Notable practitioners

Michel Bonne assists clients from the retail and telecommunications industries with auction sales, acquisitions and corporate restructurings. He also handles venture capital matters. One client states that Bonne is a *"pragmatic and problem-solving oriented lawyer,"* adding that he is *"easily reachable for preliminary advice in complex cases."* Another source emphasises that Bonne is *"reactive and client-minded."*

Band 4

Cresco Advocaten

See profile on p.305

What the team is known for Boutique practice best known for its high-quality niche in venture capital transactions, acting for both investors and companies. Additionally handles corporate transactions with a significant presence in the technology and energy sectors, assisting with acquisitions, sales and investor exits. Continues to act for a number of private equity houses on financing rounds. Also assists with the structuring and formation of growth stage investment funds.

Strengths One client comments: *"They are extremely competent, very proactive and have a very good understanding of issues and a good knowledge of the market."*

Another client notes that the lawyers are *"good deal makers and negotiators."*

Work highlights Advised the shareholders of Newtec on the sale of the company by way of a controlled auction.

Notable practitioners

David Dessers (see p.282) advises on corporate and venture capital transactions and is particularly popular with investment firms and technology companies. One client comments: *"Dessers can think outside of the box to find pragmatic solutions to risks and legal matters during negotiations."* Another source attests that Dessers is *"very approachable, friendly and intelligent."*

DLA Piper UK LLP

See profile on p.71

What the team is known for Strong corporate team which benefits from the firm's extensive international network. Called upon for expertise in acting for buyers and sellers on M&A transactions. Also noted for its corporate advisory practice, as well as working closely with the firm's financial services and employment practitioners. Represents clients from the pharmaceutical, financial and technology sectors.

Strengths One client notes: *"DLA Piper tries to understand the real needs of their client, taking into account the different risks and limitations, but always trying to find a creative solution."*

Work highlights Assisted Singapore Technologies Engineering with the acquisition of Newtec.

Notable practitioners

Koen Selleslags (see p.293) assists clients from the technology and manufacturing industries with domestic and cross-border acquisitions, as well as with venture capital transactions.

Jones Day

See profile on p.79

What the team is known for Global firm with a notable presence in the Belgian market, often advising on transactions with an international dimension. Assists with acquisitions, sales and governance matters. Active on cross-border private equity and venture capital transactions for investors and financial institutions. Considerable experience representing Japanese clients and assisting with work for Belgian companies operating in Japan.

Strengths One client comments: *"I thought that the team was excellent, they were extremely versatile and smart,"* adding that the lawyers are *"extremely user-friendly."*

Another client states: *"The content of the responses is always of the highest quality. Additionally, the advice shows high business pragmatism."*

Work highlights Advised Arsenal Capital Partners on the acquisition of Histogenex.

Notable practitioners

Thomas De Muynck (see p.280) has extensive experience advising domestic and international clients on acquisitions, joint ventures and financing rounds. De Muynck has particular expertise handling transactions for Japanese multinationals. One client attests De Muynck is *"always very composed and thoughtful in developing and negotiating positions that are pragmatic and not one-sided,"* adding that he is *"extremely bright, very intuitive and a pleasure to work with."* Another interviewee notes De Muynck is *"very precise, thorough and supportive."* **Paul Van Hooghten** (see p.294) has a wealth of experience assisting clients with M&A mandates, restructurings and corporate governance.

Simont Braun

See profile on p.320

What the team is known for Well known for its experience in transactions involving regulated industries and regularly acts for financial industry clients on mid-market M&A deals. Also advises on corporate governance. Benefits from close relationships with the firm's IP, employment and public law teams to offer comprehensive coverage for corporate clients. Particularly popular with clients from the technology and real estate sectors.

Strengths One interviewee attests that the team *"has a great sense of detail and is always trying to get the global picture from all the information they have."* Another commentator states that the lawyers are *"confident and as responsive as you need them to be,"* as well as being *"time-efficient and very competent."*

Work highlights Advised REWE on the Belgian aspects of the cross-border acquisition of Lekkerland.

Notable practitioners

Sandrine Hirsch (see p.284) advises clients on sales, acquisitions and corporate governance matters. A client says: *"She's great at looking at the overall perspective of all the issues that could arise."* Clients also highlight her *"precise and accurate"* work.

Band 5

ALTIUS

See profile on p.298

What the team is known for Recognised practice noted for its work in both domestic and cross-border mid-cap corporate transactions. Advises on acquisitions, auction sales and reorganisations. Regularly assists foreign private equity funds and other investors, as well as representing multinational and domestic companies from the transport, technology and infrastructure sectors.

Strengths One client says: *"I thought they were excellent – they were efficient and responsive. I was very pleased."*

Another client notes that the lawyers *"not only give theoretical advice, they are able to explain the advantages and inconveniences of the solutions in practice."*

Work highlights Assisted Access Capital Partners with the sale of a majority stake to Alantra.

Notable practitioners

Tom Vantroyen is a key contact for clients.

contrast

What the team is known for Boutique transactional firm advising domestic and multinational clients on M&A transactions and corporate governance matters. Particular strength assisting with corporate reorganisations and post-acquisition integrations. Well regarded for its knowledge of the Belgian M&A landscape and its highly respected expertise on competition law. Acts for clients from the retail, telecommunications and real estate sectors. Also represents clients in corporate investigations.

Strengths One client attests: *"Contrast commenced work with no fuss or disruption. The lawyers were effective, worked really hard to get up to speed and quickly resolved the issue for us."*

Notable practitioners

Bart Bellen assists clients with a range of corporate law matters, including acquisitions, sales and reorganisations. One client notes: *"Bellen was very impressive. He took control of the issue and managed the stakeholder intersection brilliantly. He was also completely in charge of the detail, which was crucial in this case."*

Deloitte Legal – Lawyers

What the team is known for Well-known mid-market practice advising clients on a broad range of corporate and M&A-related mandates, as well as various venture capital fundraising transactions. Assists clients from the logistics, real estate and manufacturing sectors. Particularly adept at handling cross-border matters across European jurisdictions.

Work highlights Assisted Cartamundi with the acquisition of the United States Playing Card Company.

Notable practitioners

David Roelens advises domestic clients on corporate sales and assists investors with capital increases.

Fieldfisher

What the team is known for Well-regarded practice advising multinational corporates, private equity houses and listed companies. Provides assistance with acquisitions, sales and corporate restructurings, in addition to seed funding rounds. Coordinates with its international offices to provide advice on cross-border mandates. Increasingly active in the manufacturing sector, often assisting Japanese clients with the acquisition of Belgian companies.

Strengths One client praises the team's ability to combine the *"knowledge and pragmatism required for coping with medium-sized companies without extensive knowledge in M&A."*

Another client adds that the lawyers are *"hands-on and close to the reality of the business. They also adapt their support to the needs of the file."*

Work highlights Represented Letsbuild in a EUR6.5 million Series A venture capital fundraising.

Notable practitioners

Department head Louis-François du Castillon is a key contact for clients.

Laurius

See profile on p.311

What the team is known for Growing firm with a focus on transactional corporate matters in the Belgian mid-market. Advises on domestic and cross-border acquisitions and sales, in addition to corporate restructurings and governance issues. Acts mainly for domestic and international clients from the financial sector.

Strengths One client comments that the team is *"experienced, very hands-on and dedicated,"* and praises their *"clear and understandable communication."*

Another client appreciates the lawyers' *"personal attention, speed and quality of advice."*

Work highlights Assisted Isla Délice with the acquisition of two halal meat production companies.

Notable practitioners

Dirk Wellens (see p.296) advises clients from the private equity, energy and real estate sectors on a range of corporate law and M&A matters. One client attests that he is *"very client-driven and focused."* Another interviewee adds that Wellens *"keeps his cool in all circumstances and is technically highly skilled."*

Monard Law

See profile on p.316

What the team is known for Newly ranked firm with a stable presence in the Antwerp M&A market. Assists domestic and multinational corporates with acquisitions and auction sales. Also has notable experience advising clients from the private equity and investment fund industries. Acts for clients from the technology, transport and energy sectors.

Strengths One client highlights the team's *"flexibility, knowledge, speed and responsiveness."*

Another interviewee notes that the lawyers *"have a strong relationship with their clients, there is a strong confidence between the lawyer and the clients."*

Work highlights Advised FRX Polymers on its acquisition and refinancing by Italmatch.

Notable practitioners

Katrien Vorlat is a key contact for clients.

QUINZ

See profile on p.318

What the team is known for Commendable corporate practice handling a broad range of transactional and advisory mandates, including domestic and cross-border sales and acquisitions. Also provides clients with joint venture and corporate strategy advice. Offers particular expertise in the life sciences and financial services sectors, as well as acting on transactions in the insurance sector.

Strengths One client attests that the team is *"very available, hands-on, pragmatic and we really felt that they are a trusted adviser."*

Another client comments: *"I was impressed with the work they delivered – it was timely, it was commercially driven and it was delivered efficiently – overall a very good experience."*

Work highlights Acted as lead counsel for AG Insurance on the auction sale of Fidea.

Notable practitioners

Bart Lintermans (see p.287) assists clients from the insurance, technology and hospitality industries with acquisitions, including by way of auctions. One interviewee comments that Lintermans is *"a very smart, pragmatic and solutions-oriented lawyer – this is what I highly appreciate in the way he supports us in our transaction."* Another source adds: *"He is a very good negotiator."* According to one interviewee, **Klaas Thibaut** (see p.293) is *"very dedicated to his clients, to helping out and supporting them in transactions."* He acts for clients on corporate sales and acquisitions and provides strategic corporate advice.

Van Olmen & Wynant

See profile on p.325

What the team is known for Independent firm with a growing presence in the Belgian mid-market. Benefits from a strong focus on corporate law to assist clients with a variety of corporate matters, including sales, acquisitions and venture capital investments into technology startups. Advises clients from the finance, transport and construction industries.

Strengths One client attests that the team is *"very hard-working,"* adding that the lawyers are *"also very approachable and down to earth."*

Another client notes that the lawyers are *"hands-on guys who can talk to non-legally educated people in a manner that they can understand – that's what I like and why I work with them, they do not make anything more complex."*

Work highlights Assisted Televic Rail with the acquisition of GSP Sprachtechnologie.

Notable practitioners

Luc Wynant frequently handles all aspects of corporate law transactions, from acquisitions to venture capital investments. One client highlights his responsiveness and also appreciates that Wynant *"not only knows the law, he understands how to effectively merge the interests of business with the law in a way that is truly impressive."*

White & Case

See profile on p.97

What the team is known for Respectable corporate team with a particular focus on cross-border mandates, advising on acquisitions and sales. Also assists with corporate restructurings and private equity transactions. Offers clients the benefit of the firm's substantial international network of offices.

Strengths One client highlights the firm's proactive approach, commenting: *"I like the fact they take the initiative of proposing things, we can then dive into the area. I like them very much – the way they think, the way they act."*

Another client appreciates the firm's collaborative approach, reporting that the lawyers are *"driven towards achieving a good deal for all parties."*

Work highlights Advised SOCOTEC on the acquisition of Vidaris.

Notable practitioners

Thierry Bosly (see p.277) advises domestic and international clients on acquisitions, sales and restructurings. He often acts for private equity companies. One client states that Bosly *"inspires trust and from a technical standpoint, he is very on the ball and very knowledgeable."* Another client comments that Bosly *"really aims to make sure that the parties are getting a good deal and are driven by business."*

Other Ranked Lawyers

Pieter Capiau assists venture capital and corporate clients with acquisitions and investments. He moved to Cambrian in early 2021.

Peter De Ryck (see p.281) is *"outstanding, very approachable and experienced,"* according to one interviewee, while another source states: *"He is very responsive and easy to deal with."* He assists clients with a range of cross-border corporate law matters, including restructurings, acquisitions and joint ventures.

Xavier Dieux is a *"good technician"* who advises shareholders on corporate sales and acquisitions. One client comments: *"He is very reactive and is an excellent lawyer who has very sharp analysis skills."*

Peter Rooryck assists clients with all aspects of corporate transactions, advising on joint ventures, sales and acquisitions. One client highlights his commercial approach: *"He has that practical sense, he can really paint the framework of the deal and advise you on what steps to take, on what's important and what's not."* Another interviewee adds that Rooryck is *"available and to the point."*

Thierry Tilquin is well respected in the market and has extensive experience assisting clients with corporate law and M&A matters.

Frederic Verspreeuwen assists both domestic and international clients with corporate sales, restructurings and acquisitions. One client comments that Verspreeuwen *"makes sure that everything is delivered on time and that everything is organised."*

Dispute Resolution

Dispute Resolution
Leading Firms
Band 1
Allen & Overy LLP
Hanotiau & Van den Berg
Linklaters *
Band 2
Liedekerke Wolters Waelbroeck Kirkpatrick *
Loyens & Loeff *
NautaDutilh *
QUINZ *
Stibbe *
Band 3
Eubelius *
Simont Braun *
Strelia *
Band 4
ALTIUS *
Clifford Chance LLP *
contrast
Janson *
Jones Day *
Lydian *
* *Indicates firm / individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Dispute Resolution: White-Collar Crime
Senior Statespeople
Senior Statespeople: distinguished older partners
Vanderveeren Pascal *Vanderveeren & Associés (ORL)* ◊
Leading Individuals
Band 1
Everaert Joost *Allen & Overy LLP*
Van Bavel Hans *Stibbe* *
Band 2
Lefèvre Françoise *Linklaters*
Roger France Emmanuel *HFW (ORL)* ◊
Band 3
Bauwens Tom *Eubelius*
Hirsch Michèle *Hirsch & Vanhaelst (ORL)* ◊
Masschelein Celine *Janson* *

Dispute Resolution: Arbitration
Leading Individuals
Band 1
Caprasse Olivier *Olivier Caprasse Law Firm (ORL)* ◊
Hanotiau Bernard *Hanotiau & Van den Berg*
Hollander Pascal *Hanotiau & Van den Berg*
Band 2
Callens Peter *Loyens & Loeff* *
Fierens Jean-Pierre *Strelia*
Foncke Vanessa *Jones Day* *
Matray Didier *Matray Matray & Hallet (ORL)* ◊
Nuyts Arnaud *Liedekerke Wolters Waelbroeck Kirkpatrick* *
Tossens Jean-François *Tossens Goldman Gonne (ORL)* ◊
Van den Berg Albert Jan *Hanotiau & Van den Berg*
Wijckmans Frank *contrast*
Band 3
Allemeersch Benoit *QUINZ* *
Dal Marc *DALDEWOLF (ORL)* ◊
de Schoutheete Aimery *Liedekerke Wolters Waelbroeck* *
Eyskens Werner *Allen & Overy LLP*
Lefebvre Paul *Hanotiau & Van den Berg*

Band 1

Allen & Overy LLP

What the team is known for Exceptional disputes practice handling insolvency litigation, antitrust damages and private enforcement claims, as well as contentious financial law matters and post-acquisition disputes. Additionally offers experience in arbitration, representing clients in corporate, contractual, construction and supply disputes. Also assists with the enforcement of high-profile arbitral awards. Boasts a strong practice in the field of white-collar crime, advising clients from the financial and pharmaceutical industries on criminal investigations and litigation concerning allegations of money laundering, bribery and fraud.

Strengths One client notes that the team is *"proactive and always thinking ahead."*

Another client highlights that the lawyers are *"all very knowledgeable,"* and adds: *"The advantage with Allen & Overy is that there is an international experience."*

Work highlights Represented KV Mechelen in an investigation by the Belgian federal prosecutor and in disciplinary proceedings concerning allegations of match fixing, bribery and money laundering.

Notable practitioners

Koen Van den Broeck represents clients in litigation regarding liability claims and corporate disputes, as well as in arbitration proceedings. Van den Broeck also assists clients with investigations by the FSMA. **Joost Everaert** is specialised in white-collar crime mandates and advises on criminal investigations into money laundering, bribery and tax fraud. One source enthuses that Everaert is *"very thorough, his submissions are very detailed and complete, he makes sure nothing is missing in these submissions,"* adding that he is also *"very sophisticated, technical and very concrete."* **Werner Eyskens** regularly acts for clients on CEPANI arbitration proceedings and ICC arbitration proceedings. Eyskens' client roster includes logistics groups, private equity firms and energy companies. Sources attest that Eyskens is *"certainly a prominent practitioner."* **Thales Mertens** assists clients with a range of contentious matters, from arbitrations to bankruptcy proceedings and post-acquisition litigation. One client notes that Mertens *"knows what he's talking about, is knowledgeable on both the law and the strategy, and is resourceful and creative."*

Hanotiau & Van den Berg

What the team is known for Market-leading boutique with renowned expertise in international arbitration. Exceptionally strong group of arbitrators acting on large-scale cross-border disputes, representing clients as arbitration counsel, as well as sitting as arbitrators in complex cases. Represents clients from both the public and private sector. Offers expertise in arbitrations concerning construction and corporate transactions. Also represents clients before the Belgian Supreme Court.

Strengths Market sources laud the team as *"an excellent arbitration boutique."*

Another source enthuses: *"For arbitration, they are indisputably the top."*

Notable practitioners

Bernard Hanotiau is a highly esteemed international arbitrator with vast experience acting as both an arbitrator and as arbitration counsel. He specialises in international arbitrations within the construction sector. **Pascal Hollander** represents clients in high-profile arbitrations, often involving commercial or trade disputes. He also regularly acts as an arbitrator. One source enthuses that Hollander *"is excellent, very sophisticated and very clever. He files excellent submissions and is a very good advocate in a hearing."* **Albert Jan Van den Berg** is described as *"one of the most renowned arbitrators in the world"* by a market source and has a wealth of experience acting as an arbitrator on international arbitrations spanning a wide range of sectors. Van den Berg also frequently acts as counsel on commercial arbitrations. **Paul Lefebvre** is a member of the Belgian Supreme Court and regularly acts as chair and co-arbitrator on both institutional and ad hoc arbitrations.

Linklaters

See profile on p.84

What the team is known for Outstanding dispute resolution team with particular strength acting for clients from the financial sector on financial litigation. Also handles regulatory, corporate and data protection litigation. Highly esteemed in the areas of international arbitration and white-collar crime. Frequently advises large multinationals on cross-border mandates. Clients benefit from its strong international network offering extensive cross-border cooperation.

Strengths One client enthuses that the team *"has done a wonderful job for us, and I trust them 100%."*

Another client comments: *"For legal expertise and litigation, and from a technical standpoint, they are clearly one of the best,"* adding that there is *"a large team with fully competent people that allows them to produce high-quality documents quickly."*

Work highlights Represented Orange Belgium as a third-party intervenor in a regulatory appeal brought by 3 Starts Net against a decision by the IBPT concerning fixed termination rates.

Notable practitioners

Françoise Lefèvre has extensive experience handling financial disputes and white-collar crime cases for traditional lenders and insurance companies. Lefèvre assists clients with competition disputes and copyright issues. One market commentator enthuses that Lefèvre is *"really one of the prominent litigators in Belgium,"* particularly highlighting that she has a *"magnificent combination of practical sense and legal knowledge."* Another interviewee lauds her as *"one of the most impressive litigators in Belgium."* **Stefaan Loosveld** represents clients in damages claims and in civil and criminal liability proceedings. One client attests that Loosveld *"combines thorough technical knowledge of the files with a very effective way of bringing this across."* **Xavier Taton** represents clients in court proceedings regarding administrative disputes, shareholder claims and regulatory appeals. Taton also acts for clients on class actions. Clients praise Taton's knowledge, particularly his *"very high technical expertise."* One client adds that Taton is *"hard-working and hands-on."*

Band 2

Liedekerke Wolters Waelbroeck Kirkpatrick

See profile on p.312

What the team is known for Highly regarded practice with a strong reputation for international public

Dispute Resolution: Litigation

Senior Statespeople

Senior Statespeople: distinguished older partners
Foriers Paul Alain *Simont Braun* *
Van den Broeck Koen *Allen & Overy LLP*
Verbist Johan *Omega Law (ORL)* ◊

Leading Individuals

Band 1
Allemeersch Benoit *QUINZ* *
Boularbah Hakim *Loyens & Loeff* *
Fierens Jean-Pierre *Strelia*
Lefèvre Françoise *Linklaters*

Band 2
Brijs Stan *NautaDutilh* *
Verlinden Joost *Arcas Law (ORL)* ◊

Band 3
Blommaert Dominique *Janson* *
Jacmain Sophie *NautaDutilh* *
Keulers Hugo *Lydian* *
Résimont Nicolas *Stibbe* *
Stevens Oliver *Stibbe* *

Band 4
Alter Cedric *Janson* *
Angelet Nicolas *Nicolas Angelet (ORL)* ◊ *
Champagne Sébastien *Jones Day* *
Claeys Ignace *Eubelius*
Clevenbergh Olivier *Strelia*
De Winter Koen *Baker McKenzie (ORL)* ◊
Demeyere Luc *contrast*
Grégoire Michèle *Jones Day* *
Hansebout Alexander *ALTIUS*
Hofströssler Patrick *Eubelius*
Longeval Catherine *Van Bael & Bellis (ORL)* ◊
Loosveld Stefaan *Linklaters*
Luyten Bert *Laurius (ORL)* ◊ *
Ronse Christophe *ALTIUS*
Ryelandt Sébastien *Strelia*
Van Buggenhout Christian *DLA Piper UK LLP (ORL)* ◊ *
Van Leynseele Patrick *DALDEWOLF (ORL)* ◊

Up-and-coming individuals
Berlingin Maxime *Fieldfisher (ORL)* ◊
Mertens Thales *Allen & Overy LLP*
Taton Xavier *Linklaters*
Vermeiren Dorothee *Clifford Chance LLP*

* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

law disputes and arbitration. Possesses significant experience handling commercial litigation and insolvency proceedings. Boasts additional strength in defending clients in fraud and white-collar crime matters. Clients include financial institutions, multinational corporations and state entities.

Strengths One client enthuses that the team is *"open-minded and able to comprehend complicated legal structures of a foreign legal system. They are always available, immediately answer our questions and are always open to discussing new issues emerging in the course of the proceedings."*

Work highlights Represented Total Raffinaderij Antwerpen in liability and damages proceedings involving Dredging International and the Antwerp Port Authority as a consequence of a landslide.

Notable practitioners

Arnaud Nuyts (see p.290) is an experienced counsel who represents clients from both the public and private sector in international arbitrations, including regarding the enforcement of arbitral awards, contractual disputes and investment disputes. One client appreciates that Nuyts is *"capable of planning ahead and thinking in a strategic way."* Another source emphasises that Nuyts is *"absolutely brilliant"* in arbitration. **Aimery de Schoutheete** (see p.281) represents commodity traders and engineering companies in international arbitration proceedings. He frequently advises clients on disputes involving Sub-Saharan Africa, particularly the Democratic Republic of the Congo. A market source notes that de Schoutheete is *"very courteous and handles the matter very well."*

Loyens & Loeff

See profile on p.313

What the team is known for Substantial Benelux firm focusing on commercial disputes in sectors such as banking and finance, retail and insurance. Represents clients in both domestic and international litigation and arbitration. Assists private individuals, companies and state entities with white-collar crime mandates, data privacy litigation and arbitral award disputes. Additionally acts for clients on class actions.

Strengths One client comments: *"This is an excellent law firm. Our experience to date is very positive."*

Another client praises the lawyers' *"capacity in making use of the intelligence of a said situation to develop strategies, as well as their reliability and sensible recommendations which align with their clients' interests."*

Work highlights Represented the Kingdom of Spain as a voluntary intervenor in ongoing defamation proceedings before the Belgian courts.

Notable practitioners

Hakim Boularbah (see p.278) is a renowned litigator with significant experience acting for clients on domestic and international disputes. He represents clients from the technology, retail and insurance sectors in class actions and administrative proceedings. One client enthuses that Boularbah is *"the best lawyer I've ever met,"* adding: *"He is fully reliable – when he gives you an opinion, you can be sure this is a bulletproof opinion."* Another source notes that Boularbah is *"absolutely excellent at dispute resolution."*

Peter Callens (see p.278) has extensive experience advising clients on challenges to arbitral awards. Callens also acts as an arbitrator. One market source notes that Callens is *"an outstanding figure in arbitration,"* while another comments: *"I think he is very good at pleadings, he is great at advocacy and also he is very practical in the way he deals with things."*

NautaDutilh

See profile on p.317

What the team is known for Offers clients considerable expertise in bankruptcy litigation and insolvency mandates. Also advises on professional negligence disputes, as well as corporate, commercial and real estate litigation. Acts on cross-border arbitration mandates. Assists clients from the energy, real estate and pharmaceutical industries. Benefits from a strong reputation across the Benelux region to offer clients a seamless cross-border service.

Strengths One interviewee notes that the team is *"very good at preparing the cases and is very practical."*

A client emphasises that the lawyers *"work very proactively,"* adding that they are *"very accurate and hands-on, and they look for the best results for their clients."*

Work highlights Assisted Diag Human with the enforcement of an arbitral award against the Czech Republic.

Notable practitioners

Stan Brijs (see p.278) acts for clients on real estate litigation, injunction proceedings, damages claims and shareholder disputes. A market source comments that Brijs is an *"excellent litigator, who is very calm, didactic and very convincing before the courts."* The source continues: *"He is capable of explaining difficult issues in a way that is quite understandable to everyone."* **Sophie Jacmain** (see p.285) assists clients with real estate disputes, private damages proceedings and product liability cases. Jacmain represents clients from the real estate, pharmaceutical and energy sectors. One client comments that Jacmain is *"an excellent lawyer from a technical point of view and has great skills,"* adding: *"She is not afraid to speak her opinion, and if she doesn't agree with us, she tells us, which is really good. That is something I appreciate."*

QUINZ

See profile on p.318

What the team is known for Advises clients on a range of contentious mandates relating to contract breaches, distribution agreements, shareholder disputes and insolvency. Experienced in handling class actions. Provides additional assistance with criminal litigation. Often represents financial services clients, such as banks and insurers, and also acts for public sector clients.

Strengths One client particularly highlights the team's preparation and concludes: *"It is a pleasure to work with them."*

Another source adds that the lawyers *"do stellar work."*

Work highlights Represented BNP Paribas Fortis in the criminal and civil proceedings initiated by a number of Fortis' shareholders following the financial crisis.

Notable practitioners

Benoit Allemeersch (see p.276) represents public institutions, banks and insurance firms in class actions and civil liability cases, as well as in cross-border development disputes. Allemeersch also regularly acts as an arbitrator on CEPANI proceedings. One source describes him as *"one of the leaders in Belgium,"* highlighting his *"very thorough knowledge of the law and general proceedings,"* as well as his *"very commercial approach – he keeps an eye on the business interests of clients and will constantly weigh the costs and benefits of the litigation."*

Stibbe

See profile on p.321

What the team is known for Excellent litigation team offering expertise in financial, insurance, corporate and construction litigation and as a specialised Supreme Court litigation practice. Experienced in handling class actions. Also boasts strength in white-collar crime mandates, acting on cases relating to financial crime, including fraud. Client roster includes banks, airlines and technology companies.

Strengths One client comments that the team is *"practical, strategic, sharp and efficient,"* adding that the lawyers are *"easy to communicate with and responsive. They provide clear recommendations that demonstrate their deep knowledge of the law and local process."*

Clients also appreciate that *"the lawyers have a good, thorough knowledge and are hands-on."*

Work highlights Assisted the Brussels Airport Company and MS Amlin with damages claims brought by indirect victims of a terrorist attack.

Notable practitioners
Hans Van Bavel (see p.293) is specialised in white-collar crime disputes and is regularly instructed in mandates regarding fraud, money laundering, bribery and corruption. One client enthuses that Van Bavel is *"one of the best litigators I've worked with anywhere in the world."* **Nicolas Résimont** (see p.291) represents clients in financial litigation, construction disputes and contentious corporate matters. One interviewee notes that Résimont is *"excellent and a pleasure to work with."* **Oliver Stevens** (see p.293) acts for clients on insolvency proceedings, collective liability proceedings and financial disputes. One client notes that Stevens *"has a quick perception on what the problem is."* Another interviewee attests that Stevens is *"a banking and finance litigation specialist, who is really good in his domain."*

Band 3

Eubelius
See profile on p.308
What the team is known for Offers a broad disputes practice, acting in the fields of product liability, energy, real estate and tax law. Advises clients on both litigious and arbitral mandates, representing them in cases before domestic and international tribunals. Additionally defends clients in criminal proceedings concerning money laundering and fraud.
Strengths One client attests: *"We were very happy with the firm,"* adding that the lawyers provide *"top-quality advice."*
Work highlights Defended Slachthuis Tielt in a case concerning violations of animal welfare regulations.
Notable practitioners
Tom Bauwens represents private individuals and companies from the real estate and financial services sectors in criminal investigations. He frequently defends clients accused of money laundering and tax fraud. **Ignace Claeys** acts for clients on litigation regarding supply agreements and liability claims, as well as on arbitration proceedings. One client notes that Claeys is *"solid, pragmatic, able to get to grips with facts really easily, hands-on, flexible, hard-working and proactive."* **Patrick Hofströssler** represents clients in tax litigation, liability disputes and damages claims. He acts for clients from the financial and manufacturing sectors.

Simont Braun
See profile on p.320
What the team is known for Experienced firm noted for its considerable Supreme Court practice. Represents public sector clients and private companies in bankruptcy litigation and leasing-related disputes. Also assists with domestic arbitration, particularly involving post-acquisition disputes. Acts for clients from the financial, telecommunications and pharmaceutical industries.
Strengths Clients appreciate the lawyers' communication skills.
Work highlights Represented Test Achats in a class action damages claim against Ryanair.
Notable practitioners
Paul Alain Foriers (see p.283) is a renowned litigator and a member of the Belgian Supreme Court. Foriers has extensive experience representing clients in financial and competition disputes, as well as in administrative proceedings.

Strelia
See profile on p.322
What the team is known for Boutique corporate practice advising on a range of M&A and commercial litigation, including contractual, franchising and shareholder disputes. Represents clients in both litigation and arbitral proceedings. Also assists with white-collar crime cases involving money laundering allegations. Active on insolvency litigation and post-bankruptcy disputes.
Strengths One client comments that the team is *"excellent, very responsive and knowledgeable."* Another client notes: *"Strelia's advice is clear and the court documents the lawyers prepare are excellent."*
Work highlights Defended the Belgian state in proceedings over liability claims from Arco Group shareholders following the company's liquidation.
Notable practitioners
Jean-Pierre Fierens has a wealth of experience handling litigation and arbitrations, representing both public and private clients in complex liability cases, contract terminations and insurance disputes. Fierens frequently acts as chairman and co-arbitrator on CEPANI and ICC arbitration proceedings. One client comments that Fierens is *"very enjoyable to work with and very experienced."* Another source notes that Fierens is a *"top lawyer for litigation and arbitration."* **Olivier Clevenbergh** represents clients in construction litigation, franchise agreement breaches and shareholder disputes. One interviewee attests that Clevenbergh is *"very agreeable in negotiations, he is quite an all-rounder,"* adding that this *"makes him a pragmatic and client-sensitive lawyer."* **Sébastien Ryelandt** acts for clients on litigation regarding liability claims and concession agreements, as well as advising clients on the enforcement of foreign judgments in Belgium.

Band 4

ALTIUS
See profile on p.298
What the team is known for Respected independent Belgian firm acting for clients before domestic and international-level courts and panels. Represents clients from various sectors, including technology, sports and food and drink, in litigation relating to damages claims and breach of contract disputes. Also assists with arbitrations and competition litigation.
Strengths One client appreciates the firm's broad practice, stating: *"The firm can easily advise us in several areas, as it has a good group of lawyers specialised in specific areas."*
Work highlights Represented Agro Foreign Trade & Agency in a damages litigation following the cancellation of an agency agreement with Petersime.
Notable practitioners
Alexander Hansebout acts for clients on competition law proceedings, damages litigation and termination disputes. He also assists with CEPANI arbitration proceedings. One client notes that Hansebout is *"very efficient and has very good legal knowledge."* **Christophe Ronse** acts for sporting clients on competition litigation and also advises borrowers on financial disputes. One commentator notes: *"Ronse is outstanding and thinks quickly on his feet when pleading before the courts."*

Clifford Chance LLP
See profile on p.64
What the team is known for International firm offering clients the benefit of a strong network of offices and close collaboration with other departments within the firm. Represents clients from both the public and private sectors, including a number of significant financial institutions. Highly active on litigation relating to competition law, shareholder agreements and debt collection. Additional experience in international arbitration, particularly in the transportation sector.
Strengths A client appreciates the firm's collaborative approach, stating: *"The lawyers truly work together with us and ask our opinions, which, I believe, results in the best outcome. Nevertheless, they are not afraid to correct us because they have our best interests at heart."*
Work highlights Advised Lucerne Capital Management on a shareholder dispute concerning its stake in Telenet.
Notable practitioners
Dorothee Vermeiren assists clients with a range of litigation and arbitration matters, regarding acquisitions, competition matters and criminal investigations. One interviewee comments that Vermeiren is *"very knowledgeable, manages matters very well and is very good in oral hearings."*

contrast
What the team is known for Independent firm specialised in handling competition disputes. Additionally acts for clients on contractual and distribution agreement disputes, as well as restructuring litigation. Represents clients from the automotive, telecommunications and technology industries, in addition to public bodies. Assists with both domestic and international arbitration proceedings.
Strengths Interviewees highlight the firm's strength in competition litigation and add that it has a *"very good arbitration practice."*
Work highlights Represented Alychlo in CEPANI arbitration proceedings concerning a share purchase agreement with Perrigo.
Notable practitioners
Frank Wijckmans is an experienced arbitrator who is regularly instructed to advise on both domestic and international arbitration proceedings. He also acts as arbitration counsel on contractual disputes. He has experience in private damages claims. **Luc Demeyere** acts for clients on litigation regarding compensation claims and restructuring disputes. One source attests that Demeyere is a *"very trustful and wise counsel."*

Janson
See profile on p.310
What the team is known for Offers clients expertise in a range of matters, including liability cases, disputes arising out of bankruptcy and insolvency, and public law-related issues. Also advises on class action proceedings. Highly active in the financial services industry, boasting numerous clients from the sector. Additionally represents clients in criminal proceedings concerning fraud and money laundering.
Work highlights Represented Perrigo in an arbitration procedure with the former shareholders of Omega Pharma.
Notable practitioners
Dominique Blommaert (see p.277) frequently handles financial litigation and class actions, acting

for banks, stockbrokers and healthcare companies. Blommaert also assists clients with liquidation procedures and shareholder disputes. **Celine Masschelein** (see p.288) advises clients on white-collar crime mandates, such as fraud and money laundering investigations. One interviewee notes that Masschelein has *"a broad skill set and is a good communicator."* **Cedric Alter** (see p.276) acts for clients from the technology, food and public sectors on domestic and cross-border litigation, often of a financial nature. Alter is also appointed as a mediator in corporate restructurings.

Jones Day

See profile on p.79

What the team is known for Known for representing financial institutions and corporations in commercial disputes, liability claims and private enforcement litigation. Utilises its global network to advise multinational clients on cross-border disputes. Also assists with criminal proceedings over money laundering allegations. Additionally experienced in arbitrations, particularly concerning contractual breaches.

Strengths One client notes that the way the team handles work is *"excellent and the way they take strategic decisions is quite impressive."*

Work highlights Advised Newpharma on several disputes before the Belgian Competition Authority and on challenges to disciplinary measures imposed by the Belgian Chamber of Pharmacists.

Notable practitioners

Vanessa Foncke (see p.283) has notable experience acting as an arbitrator and arbitration counsel on both CEPANI and ICC arbitration proceedings. Foncke is active for domestic and international clients from the pharmaceutical, construction and manufacturing sectors. One market source comments that Foncke is *"an excellent lawyer involved in high-profile cases."* **Sébastien Champagne** (see p.279) represents clients from the telecommunications, construction and financial services industries in tax, commercial and private enforcement litigation. **Michèle Grégoire** (see p.284) is a member of the Belgian Supreme Court and specialises in handling financial and insolvency litigation. Grégoire also represents clients in competition and data protection disputes. Sources highlight Gregoire's broad experience. She is admitted to the Paris Bar and often assists clients with cross-border disputes.

Lydian

See profile on p.314

What the team is known for Strong reputation for handling insurance and reinsurance litigation and arbitration, as well as for advising on disputes around coverage, professional liability and product liability. Additionally has an active white-collar crime practice, acting on fraud investigations. Also assists with judicial reorganisation proceedings.

Strengths One client comments: *"I am really pleased with how they handle the work. I really like working with them on complex matters because I know they are used to it and they also take matters into their own hands."*

Another source adds that *"in the insurance sector, they are a top firm."*

Work highlights Represented Mitsubishi Hitachi Power Systems in a dispute concerning liability for a loss that occurred during the lifting of a rotor.

Notable practitioners

Hugo Keulers (see p.285) assists clients with contractual disputes, insurance cases and patent litigation. One client praises Keulers's experience and adds that he *"knows how to handle a complex file."* Another interviewee notes that Keulers has *"a very commercial attitude and is very hands-on."*

Other Ranked Lawyers

Nicolas Angelet (see p.276) has vast experience acting for domestic and foreign public bodies on public international law disputes and frequently represents clients in international and domestic courts. One interviewee enthuses that Angelet is *"an outstanding lawyer."*

Maxime Berlingin represents clients from the insurance and real estate sectors in litigation concerning liability, construction and M&A disputes. Berlingen also frequently acts for clients on insolvency and debt recovery proceedings.

Olivier Caprasse is a renowned arbitrator with significant experience acting as arbitrator and counsel on domestic and international arbitrations. One source enthuses that Caprasse *"has great finesse, is very hard-working and is very intellectually honest."* Another interviewee lauds Caprasse as *"truly excellent – very efficient, with a very down-to-earth style, and very friendly."*

Marc Dal frequently acts as both counsel and arbitrator on CEPANI and ICC arbitration cases covering commercial, civil and construction disputes. One source comments that Dal is *"very good, especially in oral pleadings, and is a recognised figure in international arbitration."*

Koen De Winter specialises in handling intellectual property litigation, especially trade mark disputes. De Winter also acts for clients on shareholder and construction disputes. One client attests that De Winter is *"very experienced, very practical and very good."*

Michèle Hirsch represents clients from the banking, technology and construction industries in white-collar crime litigation concerning money laundering, tax fraud and corruption cases. She also defends key employees in criminal cases.

Catherine Longeval is an experienced litigator and represents clients in bankruptcy proceedings, judicial reorganisation proceedings and annulment proceedings. Longeval is particularly adept at handling mandates within the life sciences sector.

Bert Luyten (see p.287) assists clients with contractual disputes, injunction proceedings and financial liability cases. One client attests that Luyten *"has extensive knowledge and extensive experience, he also knows how people behind the court are thinking about some items. He manages to put all of the communications together to have a successful court case."*

Didier Matray is described by a market commentator as *"one of the big names in arbitration in Belgium."* He has experience acting as both arbitration counsel and arbitrator on domestic and international arbitration. Matray is a member of the Bar in Belgium, France and Germany.

Emmanuel Roger France has a wealth of experience handling white-collar crime disputes and possesses particular expertise acting for both domestic and foreign clients on payment and tax fraud litigation. One market commentator describes France as *"an experienced white-collar crime lawyer with a very good sense of what criminal defence should take into account."*

Jean-François Tossens is regularly instructed as an arbitrator in ICC and ad hoc proceedings concerning construction and contractual disputes. Sources praise Tossens as *"a good arbitrator and an efficient, kind person."* He also acts for clients as arbitration counsel.

Christian Van Buggenhout (see p.294) is a well-reputed litigator with notable experience handling restructuring and insolvency disputes.

Patrick Van Leynseele is described by interviewees as *"the reference in mediation"* and an *"excellent mediator."* Commentators appreciate his approach, reporting that *"he would soften the edges, he has this kindness touch, or the little joke, he is very smooth and very constructive."*

Renowned white-collar crime specialist **Pascal Vanderveeren** is highly regarded in the market. He acts on criminal proceedings in the banking, telecommunications and pharmaceutical industries.

Johan Verbist has a wealth of experience assisting clients with civil and commercial litigation, including banking disputes and construction cases. Verbist is also a member of the Supreme Court of Belgium.

Joost Verlinden is *"excellent,"* according to a market commentator, and frequently acts for clients on litigation regarding bankruptcy, competition and insurance disputes. He also has experience in class actions in the financial sector.

Employment

Employment
Leading Firms
Band 1
Claeys & Engels *
Band 2
Allen & Overy LLP
ALTIUS *
Loyens & Loeff *
Lydian *
Stibbe *
Band 3
Baker McKenzie
CMS *
Eubelius *
Liedekerke Wolters Waelbroeck Kirkpatrick *
Van Olmen & Wynant *
Younity
Band 4
Linklaters *
Reliance | Littler
Band 5
Curia
Deloitte Legal – Lawyers
DLA Piper UK LLP *
Fieldfisher
Taquet, Clesse & Van Eeckhoutte
* *Indicates firm / individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Employment
Senior Statespeople
Senior Statespeople: distinguished older partners
Van Eeckhoutte Willy *Van Eeckhoutte, Taquet & Clesse*
Leading Individuals
Band 1
Adriaens Bart *Claeys & Engels*
Bayart Christian *Allen & Overy LLP*
Engels Chris *Claeys & Engels*
Pertry Véronique *Eubelius*
Band 2
Hofkens Jan *Lydian* *
Van Damme An *An van Damme B.V. (ORL)* ◊
Van Olmen Chris *Van Olmen & Wynant*
Vanaverbeke Luc *Linklaters*
Vandenbergen Alexander *Lydian* *
Vanderreken Inge *Allen & Overy LLP*
Band 3
Aubertin Jérôme *Stibbe* *
Cordier Jean-Philippe *Younity*
De Schutter Kris *Loyens & Loeff* *
De Wulf Philippe *ALTIUS*
Duden Elke *CMS*
François Philippe *NautaDutilh (ORL)* ◊ *
Gabriel François *Baker McKenzie*
Geerebaert Paul *Liedekerke Wolters Waelbroeck* *
Matthys Elisabeth *Stibbe* *
Merla Corinne *Younity*
Nerinckx Stefan *Fieldfisher*
Rijckaert Olivier *Sotra (ORL)* ◊
Van Hoogenbemt Herman *Tilleman Van (ORL)* ◊
Vanschoebeke Bart *Claeys & Engels*
Band 4
Caproni Marga *Squire Patton Boggs (ORL)* ◊
Carlier Edward *Reliance | Littler*
Cops Brecht *Younity*
Craeninckx Herman *Strelia (ORL)* ◊
Cuppens Gert *Clifford Chance LLP (ORL)* ◊
De Bisschop Koen *Reliance | Littler*
Demeestere Stijn *Deloitte Legal – Lawyers*
Demeulemeester Sven *ALTIUS*
Lamal Guido *Curia*
Lievens Eddy *DLA Piper UK LLP* *
Luyten Nancy *Baker McKenzie*
Maes Sophie *Claeys & Engels*
Peltzer Loïc *Cleary Gottlieb Steen & Hamilton LLP (ORL)* ◊ *
Plasschaert Emmanuel *Crowell & Moring LLP (ORL)* ◊ *
Saelens Filip *Loyens & Loeff* *
Van Roeyen Wim *Taquet, Clesse & Van Eeckhoutte*
Vanden Abeele Antoine *Iuxta Legal (ORL)* ◊
Up-and-coming individuals
Vandenplas Liesbet *Eubelius*
Associates to watch
Perdieus Tim *Fieldfisher*
Van Kerrebroeck Nele *Linklaters*

Band 1

Claeys & Engels

See profile on p.303

What the team is known for Market-leading employment boutique, boasting a highly regarded team spread over six offices across Belgium. Advises on the full range of matters, including restructuring, pension harmonisation and collective dismissals. Offers notable expertise in collective bargaining agreements and negotiations around social plans. Noteworthy experience assisting clients with cross-border matters, including employee transfers, immigration and work permit matters. Also esteemed for handling matters concerning employers' liability in health and safety matters. Additionally houses a dedicated data protection offering.

Strengths A client enthuses: *"Claeys & Engels is our go-to firm,"* explaining that the firm's advice is *"really in-depth, really good, and it is practical."*

Another client declares: *"The lawyers immediately come up with a solution and it is a pleasure to work with them."*

Notable practitioners

Bart Adriaens is particularly strong on social security law matters and represents clients in investigations and employment audits. A market commentator lauds: *"He is excellent at cases against the public employment authority."* The *"outstanding"* **Chris Engels** advises clients on restructuring and works council negotiations, with one interviewee declaring: *"Engels has an important background on European work councils."* According to a source, *"he is the best-reputed lawyer in the Belgian market."* **Bart Vanschoebeke** advises clients on a range of employment mandates, including dismissals, contracts and works council matters. A client declares that he delivers *"an exemplary work,"* while another client reports that he is *"a pleasant guy to talk to."* **Sophie Maes** enters the rankings after being recognised by market onlookers for her role in international employment matters. A client enthuses: *"She is very good and knows all the different legislation of different countries."* Maes advises on immigration, work permits and the Posted Workers Directive, as well as restructurings.

Band 2

Allen & Overy LLP

What the team is known for Renowned full-service firm advising on high-end employment and benefits matters. Often assists with the labour aspects of M&A mandates, as well as drafting and negotiating contracts and employee transfer mandates. Acts on collective and individual dismissals, as well as reviewing remuneration policies. Also strong in pensions and executive compensation plans, particularly within the financial services, pharmaceutical and technology industries. Cooperation with international Allen & Overy offices benefits clients requiring cross-border expertise. Has experience handling collective bargaining matters and social inspections.

Strengths A client highlights that the work is *"very thoroughly carried out"* and *"always delivered on time,"* and adds that the lawyers are *"friendly and easy to cooperate with."*

Notable practitioners

Christian Bayart assists companies with a myriad of employment matters, including dismissals following discrimination claims and other allegations of misconduct, benefit plans and collective bargaining. A market observer lauds: *"He is very strong, intelligent and knowledgeable,"* and adds: *"He is top."* **Inge Vanderreken** advises companies on social elections, unlawful terminations and collective and individual dismissal matters. An interviewee says: *"She is flexible in her thinking and pragmatic."* Another commentator appreciates that Vanderreken is *"friendly and easygoing."*

ALTIUS

See profile on p.298

What the team is known for Well-regarded team often representing employers in works council negotiations and social elections. Also assists clients with the employment aspects of transactions, including the transfer of employees. Advises on individual and collective dismissals and misconduct issues. Represents clients in social investigations. Additionally acts for clients on matters concerning social security, employee incentives and pensions. Particularly active for clients from the sports and technology sectors.

Strengths An interviewee highlights the team's *"high attention to detail and flexibility,"* adding that the lawyers are able to *"create complex, step-by-step implementation plans with precise follow-up."*

Another client appreciates that the lawyers *"go straight to the point, which is always very effective, and are extremely pragmatic."*

Work highlights Advised Hanes on the termination of a protected employee based on a harassment claim.

Notable practitioners

Philippe De Wulf moves up in the rankings, with a client enthusing: *"He has a huge knowledge in his area of responsibilities."* De Wulf advises clients on employee incentives, works council elections and agreements and social inspections, as well as assisting with restructurings and the employment aspects of transactions. Another client adds: *"It is clear to me that he has a lot of skills and experience in employment matters."* **Sven Demeulemeester** assists clients with social inspections, individual dismissals and restructurings. He often acts for clients from the sports sector. *"I call him when I have a very urgent*

problem and I need support from a top-notch lawyer," declares a client.

Loyens & Loeff

See profile on p.313

What the team is known for Highly regarded employment practice offering an integrated network across the Benelux region. Represents clients in contentious employment cases, including individual dismissals following misconduct allegations and social inspections. Particularly active for clients from the financial, transportation and FMCG sectors in restructurings and employee benefit implementations. Also assists with the employment aspects of transactions, including post-merger harmonisations. Additionally works alongside the firm's market-leading tax department to handle employment tax matters for international clients.

Strengths An interviewee reports that the team is *"very responsive and provides high-quality advice."*

A client underlines that the lawyers are *"pragmatic, reliable and quick to respond."*

Work highlights Advised Brussels Airlines on a major restructuring, involving the dismissal of a quarter of the company's employees.

Notable practitioners

A client enthuses that **Kris De Schutter** (see p.281) *"has a very good legal knowledge combined with economic realism and a good view on trends in courts."* He advises clients on restructurings, employee benefits and remuneration matters, and complex individual dismissals. **Filip Saelens** (see p.292) handles the employment and pension aspects of transactions and post-merger harmonisations. He also advises on health and safety matters, as well as on termination packages. An interviewee reports that he is *"user-friendly."*

Lydian

See profile on p.314

What the team is known for Skilled team assisting major international companies with the dismissal of high-level employees and employee misconduct claims. Advises on unfair dismissal claims and restructurings, including collective dismissals and negotiations with trade unions. Also active on a range of pensions matters, including structuring pension funds. Offers solid expertise in the employment aspects of transactions and post-merger integrations.

Strengths A client reports that the team is *"very responsive, the advice is terrific and the lawyers are very practical."*

Another interviewee describes the lawyers as *"clear and straightforward."*

Work highlights Advised Center Parcs on a restructuring, including representing the client in negotiations with unions and assisting with dismissals.

Notable practitioners

Jan Hofkens (see p.284) advises international clients on collective and individual dismissals, as well as assisting clients with employee misconduct investigations. A commentator reports that Hofkens is *"very good in giving quick responses and very pragmatic."* **Alexander Vandenbergen** (see p.294) advises clients on the employment aspects of transactions, including post-merger integrations and restructurings. He is also praised by clients for his work on pensions matters, assisting with both contentious and advisory mandates. A client appreciates Vandenbergen for *"his strategic skills and the fact that he thinks ahead."*

Stibbe

See profile on p.321

What the team is known for High-quality full-service firm with an accomplished employment team acting on a range of matters. Advises clients on dismissals, restructurings, industrial action and outsourcing matters. Additionally represents employers in litigation, including disputes concerning the principle of working time and contractual issues. Assists with employee benefits and pensions matters, as well as social elections. Represents clients in harassment matters. Notably active in labour cases in the sports, life sciences and TMT sectors.

Strengths A client underlines that *"Stibbe is crucial in meetings and negotiations,"* and adds that the lawyers *"give very practical and good advice."*

Another client praises the firm's *"high-quality service and pragmatic approach."*

Work highlights Represented The Royal Football Association of Belgium in a dispute concerning whether a player who moved between clubs had sufficiently grave cause for terminating his original contract.

Notable practitioners

Jérôme Aubertin (see p.276) assists clients with several employment matters, including restructurings and collective dismissals, industrial action and pension and remuneration litigation. A client reports: *"Aubertin gives really good advice on the tactical side."* **Elisabeth Matthys** (see p.288) is a well-reputed lawyer who represents clients in litigation cases related to terminations. She also advises on pensions and benefits matters, as well as assisting clients with internal policies regarding harassment incidents. A client remarks on *"her high-quality work with an understanding of the client's objectives and strategy."*

Band 3

Baker McKenzie

What the team is known for Well-regarded team advising on employment aspects of international M&A, benefiting from the firm's extensive global network. Regularly handles collective dismissals and the dismissal of protected employees and high-level employees, including following misconduct investigations. Also assists with outsourcing and restructuring projects, as well as social plans and collective bargaining agreements. Advises on local and European works council matters. Clients hail from the technology, insurance and FMCG sectors, as well as from the public sector.

Strengths A client enthuses that the lawyers are *"very comprehensive and very strategic, and they do a good job explaining weaknesses and issues,"* and continues: *"I would really recommend them, especially for international companies."*

Another client appreciates that the team is *"accurate and provides pragmatic solutions."*

Notable practitioners

A client highlights that **François Gabriel** is *"very knowledgeable."* He is a well-reputed lawyer handling a variety of employment matters, including employee benefits, the employment aspects of transactions and works council disputes. **Nancy Luyten** represents clients in individual dismissal cases, including following allegations of misconduct, as well as in restructurings. She is praised by a client who says: *"Luyten has very strong analytical skills, great client relationship skills and explains everything really well."*

CMS

See profile on p.304

What the team is known for Advises on restructurings and collective dismissals, as well as the transfer of employees and the harmonisation of employment conditions. Assists with remuneration packages, pensions matters and flexible working policies. Additionally acts for large pension funds on GDPR compliance. Acts for both domestic and international clients in the transportation, chemical and TMT industries. Also represents companies in social investigations.

Strengths A commentator notes: *"The responses are timely and thoughtful and I very much enjoy working with each of the CMS attorneys."*

A client reports that the firm's service is *"very precise and quick."*

Work highlights Advised Qatar Airways on a reorganisation process which involved several dismissals.

Notable practitioners

Elke Duden is esteemed by market commentators for her experience in pensions matters, with one observer enthusing: *"She is really good in pensions."* Duden also offers her capabilities dealing with collective bargaining agreements, remuneration, transfer of employees and restructuring matters.

Eubelius

See profile on p.308

What the team is known for Frequently instructed to deal with restructurings and collective dismissal cases. Highly active in advisory and litigation work related to pensions, including the management of pension funds. Also handles disputes concerning discrimination in the workplace, notably cases relating to race and gender. Able to work in conjunction with its public law colleagues to advise public sector clients on constitutional challenges involving employment law. Active on contractual matters, the employment aspects of transactions and the dismissal of individual employees.

Strengths A client declares: *"The service is simply superb,"* and goes on to add that the *"work is accurate and timely, and the lawyers tell us what problems we may encounter and what the possible solutions are."*

Another client appreciates that the lawyers *"are very accessible and there is a lot of direct contact with the client."*

Work highlights Represented the Federal Institute for Equality between Women and Men in several procedures regarding discrimination based on pregnancy and salary gaps.

Notable practitioners

Véronique Pertry rises in the rankings on the back of impressive work and feedback, with one source lauding her as *"a top expert."* She is particularly well regarded by commentators for her work on pensions law matters. Pertry often acts for public sector clients on high-profile cases concerning workplace discrimination, social security matters and the constitutional right to industrial action. She also advises on collective and individual dismissals. **Liesbet Vandenplas** advises on restructurings, dismissals, flexible working policies and the employment aspects of transactions. A client reports that she is *"very accurate, works quickly and delivers very good opinions after doing a lot of research."* Vandenplas also has experience representing clients in discrimination matters.

Liedekerke Wolters Waelbroeck Kirkpatrick

See profile on p.312

What the team is known for Advises on collective and individual dismissals and restructurings. Also handles employment litigation, including disputes concerning discrimination in the workplace and claims arising out of dismissals. Acts on claims of employee misconduct, workplace accidents and social investigations. Often represents multinational companies in the automotive and technology sectors, as well as public institutions. Assists with union negotiations.

Strengths One interviewee reports that Liedekerke is *"my go-to firm because the team is very experienced and strong with international clients."*

Another commentator says that the lawyers are *"nice to work with, very practical and business-oriented."*

Work highlights Advised Hotel Plaza Brussels on the negotiations with trade unions for both a collective bargaining agreement and the termination of a job category.

Notable practitioners

Paul Geerebaert (see p.283) focuses on advising clients on collective and individual dismissals and also on representing them in litigation. A client enthuses: *"He has considerable experience and knows how to make Belgian employment law rules easy to grasp and to understand for foreign clients."*

Van Olmen & Wynant

See profile on p.325

What the team is known for Particularly known for representing public sector institutions in employment law matters, including employee misconduct, strikes, workplace accidents and disciplinary proceedings. Also acts for clients from the telecommunications, transport and retail sectors on exit negotiations, restructurings and dismissals. Assists companies with social elections, posted worker regulations and working time rules. Additionally advises on the employment aspects of transactions.

Strengths A client says that the team is *"very pragmatic, very responsive and tends to get to the core of an issue very easily."*

Another client highlights that the lawyers *"are very experienced in the field and so they know quickly what the matter is about."*

Work highlights Represented SNCB/NMBS in a dispute concerning a claim from workers who allegedly came into contact with the toxic substance chromium-6.

Notable practitioners

Chris Van Olmen is praised by a client who says: *"He is extremely experienced and is very much a strategic partner,"* and goes on to add that he *"thinks beyond the legal issues and considers what could impact the business."* He regularly assists clients with employee misconduct, workplace safety and restructuring matters.

Younity

What the team is known for Well-reputed boutique acting on the full range of employment matters. Particularly stands out for its team of dedicated pensions specialists. Advises clients on individual and collective dismissals, the transfer of employees, restructurings and disputes. Also represents clients in matters concerning tax-exempt working hours. Assists clients from the financial, pharmaceutical and manufacturing sectors.

Strengths According to one client, the lawyers are *"really efficient, proactive, solution-oriented and accurate."*

Another client reports that the team offers *"quick answers, very good advice and very good knowledge and experience of all the legal cases."*

Work highlights Assisted GSK with the collective redundancy of 720 employees.

Notable practitioners

Jean-Philippe Cordier acts for clients on collective dismissals and the termination of high-level employees. A client highlights his *"practical experience, understanding of our business and openness to discussion."* Described by market onlookers as *"a pensions specialist,"* **Corinne Merla** advises public sector clients on the transfer of pension activities. A client highlights: *"She is a good coordinator for all the questions we are asking."* **Brecht Cops** is praised by an interviewee for his commercial approach and his handling of international matters. He acts on employee transfer matters and contractual mandates, including the termination of contracts. Cops also represents clients in disputes concerning the taxation of employee remuneration.

Band 4

Linklaters

See profile on p.84

What the team is known for Works closely alongside the firm's well-regarded M&A team to advise on the employment aspects of transactions. Also advises on the termination of high-level and protected employees. Additionally assists with employee incentives, change of status mandates and pensions matters. Clients also benefit from the firm's extensive international network.

Strengths A client remarks on the team's *"knowledge, expertise and flexibility."*

Work highlights Acted for Bank Nagelmackers on the dismissal of senior executives and on the negotiation of agreements with executive directors.

Notable practitioners

Luc Vanaverbeke acts for clients on individual dismissals and employee benefit matters, as well as on the employment side of transactions. A client states: *"He is outstanding,"* and goes on to add that his *"experience in litigation helps a lot."* A commentator remarks that *"Vanaverbeke is very good at finding solutions."* **Nele Van Kerrebroeck** assists clients with the dismissals of high-level and protected employees, as well as pensions matters and incentive plans. A client enthuses: *"She has a high level of expertise,"* and also appreciates that she *"gives clear direction on how we should move on."*

Reliance | Littler

What the team is known for Acts on all aspects of employment law, assisting with restructurings, individual dismissals, social elections, cross-border work permits and negotiations with unions. Additionally experienced representing clients in litigation. Offers expertise in the employment law aspects of transactions, including post-merger harmonisations. Client base includes companies from the TMT sector.

Strengths A client appreciates that the team *"provides clear counselling, and also when things become complex the lawyers adopt a pragmatic approach. I am happy to work with them."*

Notable practitioners

Edward Carlier assists clients with the employment aspects of transactions, as well as employment litigation and the termination of individual employees. *"He provides very clear advice that is helpful to make decisions,"* notes a client. **Koen De Bisschop** is described by a client as *"fast and concise."* He handles work permit issues, restructurings and social plan negotiations.

Band 5

Curia

What the team is known for Advises clients on individual and collective dismissals, including restructurings and the dismissal of protected employees. Also represents domestic and international clients in employment litigation, including discrimination cases and mobbing. Has experience assisting with outsourcing and pension fund structuring matters. Assists clients with social elections and the employment aspects of transactions.

Strengths A client appreciates that the lawyers *"are really good at thinking out of the box and don't just follow your arguments but try to create new arguments."*

Work highlights Represented Bewel in a dispute concerning the dismissal of a protected employee.

Notable practitioners

Guido Lamal represents clients in restructurings and employment litigation, including claims of discrimination. He is highlighted by commentators for his handling of contentious cases. Lamal also advises on social elections and individual terminations.

Deloitte Legal – Lawyers

What the team is known for Frequently advises on negotiating and drafting collective bargaining agreements and other employment contracts. Also assists with planning benefits schemes and acts on employment matters relating to M&A activity. Client roster includes companies from the insurance and technology industries, as well as various public authorities. Also handles litigation for employers in relation to individual terminations for misconduct and collective dismissals, as well as advising on new hirings. Represents clients in disputes regarding posted workers and social elections.

Strengths An interviewee describes the team as *"down to earth and able to get the message across."*

Notable practitioners

Stijn Demeestere has a broad employment law practice, advising on remuneration, contractual matters and flexible benefit plans. He also handles contentious matters, such as disputes over posted workers and social elections, and the dismissal of high-level employees following allegations of misconduct.

DLA Piper UK LLP

See profile on p.71

What the team is known for Acts on a range of employment matters, including restructurings and collective dismissals. Also represents clients in contentious cases before the employment tribunal, including discrimination litigation and social security disputes. Clientele includes international pharmaceutical and retail companies. Able to assist with matters regarding international employment law and advise international clients on establishing branches in Belgium, drawing on the firm's global footprint. Additionally advises on pensions matters, as well as social and internal investigations.

Strengths A client values that *"the lawyers know the legal side but they also understand the company and*

the consequences of the employment measures. They try to think what is the best operational solution for the company."

Work highlights Advised Jump Belgium on the employment side of the launch of services in Belgium, particularly concerning the hiring of employees and the internal health and safety policy.

Notable practitioners

Eddy Lievens (see p.287) has a broad practice, representing clients in social investigations, including following accidents at the workplace, restructurings, collective dismissals and social elections. According to a client, *"he has a lot of experience and a pragmatic approach."*

Fieldfisher

What the team is known for Handles diverse employment matters, including social inspections, employee status changes and the employment aspects of transactions. Strong in dealing with individual terminations and end-of-career planning, as well as discrimination and harassment claims. Frequently instructed by international clients in the FMCG sector, who benefit from the firm's extensive global network. Increasingly active in flexible working time structures and international mobility matters.

Strengths *"I particularly appreciate the speed and precision of the responses,"* says a client, adding that *"versatility is also one of the firm's strengths."*

Work highlights Advised Amcor on the employment aspects of its merger with Bemis.

Notable practitioners

Stefan Nerinckx handles individual dismissals, as well as flexible working regulations, employee status changes and the migration of employees. A commentator declares: *"He is familiar with complex international cases,"* while another observer says that he is *"very pragmatic and very result-oriented."* **Tim Perdieus** assists with flexible working regulations, contractual matters, individual dismissals and social inspections. A client enthuses: *"He is talented and responsive."*

Taquet, Clesse & Van Eeckhoutte

What the team is known for Offers a broad employment law practice, advising on collective agreements and other contractual matters. Also has experience of contentious employment matters before the Belgian Supreme Court, as well as employer liability cases. Able to handle social security law matters.

Notable practitioners

Willy Van Eeckhoutte is considered by a market commentator to be a *"point of reference in employment law,"* while another interviewee says: *"He is still an authority."* Van Eeckhoutte is reputed for his work litigating before the Supreme Court. According to one commentator, **Wim Van Roeyen** *"is very well known for litigation and has a strong reputation for that."* He has a reputation acting for employees on contentious dismissal matters.

Other Ranked Lawyers

Marga Caproni moves up in the rankings on the back of positive feedback, with a client highlighting *"her speed of responding and the precision in her answers,"* and concluding that *"she values her clients and wants to deliver the best possible service to them."* An interviewee enthuses: *"She is experienced, sharp and to the point."* Caproni represents employers in unfair dismissal cases, as well as advising on the dismissal of senior personnel and disability claims. She also acts on social security matters and restructurings.

Herman Craeninckx assists companies with collective and individual dismissals, collective bargaining agreements and social security matters. A client highlights his *"business and legal approach"* and adds: *"He is very knowledgeable and very connected."* A market observer says that **Gert Cuppens** *"can handle sophisticated matters, and is smart and pragmatic."* He advises on collective dismissals, transfers of employees and internal investigations.

Philippe François (see p.283) handles collective bargaining, restructuring and collective dismissal matters. An interviewee declares: *"He is sophisticated, very technical and has a good reputation."*

Loic Peltzer (see p.291) enters the rankings for the first time after receiving strong support from market commentators, who highlight his ability to *"handle complex matters."* Interviewees also report that he is *"a very smart lawyer"* and *"very knowledgeable."* He advises clients on transfers of employees and restructurings.

Emmanuel Plasschaert (see p.291) offers his experience working on termination, restructuring and employee incentive mandates. A client comments: *"I like his expertise and pragmatic approach."* Plasschaert also represents clients in employment litigation.

Olivier Rijckaert advises clients on the transfer of employees and on social elections, as well as representing clients in litigation, inspections and industrial disputes. A client praises his *"high knowledge in labour legislation."*

An Van Damme is held in high esteem by market observers for her work on pensions mandates, with one interviewee lauding: *"She is extremely well known as a pension specialist."* Another commentator enthuses: *"She has been for years the number one lawyer for pensions."*

Herman Van Hoogenbemt advises on social security law, as well as on individual and collective employment law. *"He is very technical and good for sophisticated matters,"* enthuses a market commentator.

Antoine Vanden Abeele heads Iuxta Legal's employment department and advises on social security law, as well as individual and collective employment matters.

Energy

Energy
Leading Firms
Band 1
Liedekerke Wolters Waelbroeck Kirkpatrick *
Loyens & Loeff *
Band 2
Allen & Overy LLP
Blixt
Clifford Chance LLP *
Fieldfisher
Stibbe *
Band 3
NautaDutilh *
Leading Individuals
Band 1
Chellingsworth Thomas *Loyens & Loeff* *
Haverbeke David *Fieldfisher*
Verhoeven Damien *Liedekerke Wolters Waelbroeck* *
Vermeir Tim *Blixt*
Band 2
Remy Xavier *Clifford Chance LLP*
Schoors Tom *Allen & Overy LLP*
Band 3
Block Guy *Janson (ORL)* ◊ *
Louis Pierre-M. *LMBD Prioux (ORL)* ◊
Vandorpe Wouter *Fieldfisher*
Associates to watch
Degreef Cedric *Stibbe* *
Delagaye Christine *Loyens & Loeff* *
* *Indicates firm / individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Band 1

Liedekerke Wolters Waelbroeck Kirkpatrick

See profile on p.312

What the team is known for Top-tier team offering expert advice on regulatory issues, including advising regional authorities on amendments to energy legislation, capacity remuneration and scarcity pricing. Also proficient in representing clients in complex disputes and mandates concerning the taxation of energy products. Particularly experienced in the renewable energy sector, advising on a broad range of issues relating to hydropower dams, solar plants and offshore wind farms. Notable strength in international work, with distinct expertise in energy mandates in the Democratic Republic of Congo.

Strengths Clients appreciate the practice's *"pragmatism, good understanding of Belgian as well as EU energy regulations, and good insight from both the local and European perspective."*

Work highlights Advised Elia on the securitisation of historical debt, arising from the support for renewable energy, in order to avoid increases to the price of energy for consumers.

Notable practitioners

Damien Verhoeven (see p.295) is a pre-eminent expert in the energy sector. His work encompasses matters crucial to the future of energy, including renewables, nuclear phase-outs, capacity remuneration mechanisms, carbon capture and hydropower projects. His clients include large utilities companies, as well as public sector clients. Clients report that *"he is highly efficient and understands the needs of energy companies."*

Loyens & Loeff

See profile on p.313

What the team is known for Exceptional team with impressive expertise in the construction and financing aspects of renewable energy development projects, with particular strength in the development of new wind farms. Assists with energy trading and pricing matters, including scarcity pricing mandates. Highly regarded for assisting energy companies with responding to regulatory changes. Clients include financing consortiums, public bodies and offshore developers.

Strengths Clients value the practice, praising them as a *"customer satisfaction-driven, committed, knowledgeable and integrated team who are very pleasant to work with."*

Clients appreciate that the team is *"very capable in applying the knowledge to the specific case and is open to consultation."*

Work highlights Advised Norther on the completion and refinancing of its 370 MW offshore wind farm.

Notable practitioners

Thomas Chellingsworth (see p.279) is a renowned practitioner within the energy sector, with particular strength in wind farm development projects, acting for both developers and lenders. He also has experience in matters concerning state aid and green certificates, and additionally acts for public agencies. Clients laud him for being *"a very driven lawyer with a lot of useful knowledge, who is straight to the point, analytical, friendly and strategically strong."* The *"very impressive"* **Christine Delagaye** (see p.282) enters the rankings this year on the back of noteworthy activity in the area of wind farm development projects. She also has experience in litigation proceedings concerning energy regulations.

Band 2

Allen & Overy LLP

What the team is known for Strong practice group assisting both domestic and multinational clients with a broad range of energy-related projects, including investments in wind farms and the operation of wind farms. Represents energy providers in litigation, as well as advising on domestic and EU regulatory changes.

Strengths Sources remark that *"the practice benefits from its global expertise."*

Notable practitioners

Tom Schoors is renowned for his work in energy-related litigation and construction projects, as well as advising on power purchase agreements. He regularly acts for wind farm developers. Sources state that *"he's capable of managing projects and is efficient in doing so."*

Blixt

What the team is known for Well-reputed domestic boutique with a strong focus on innovative energy legislation. Offers support to public bodies, as well as multinational companies, representing them in energy law disputes and the development of renewable energy parks. Additionally advises on contractual matters within the energy sector.

Strengths Sources praise the team's *"substantive knowledge of the energy practice."*

Work highlights Advised EnergyVille on its application to have Thor Park recognised as a regulatory sandbox for energy.

Notable practitioners

Tim Vermeir's broad expertise encompasses advising utilities companies, public bodies and energy startups on both domestic and EU-wide regulatory matters and development projects. He has acted before the Council of State and the Court of First Instance in Brussels on energy law litigation. Sources praise him for being *"very good at advisory work."*

Clifford Chance LLP

See profile on p.64

What the team is known for Advises clients on the construction and upkeep of renewable energy and gas plants, as well as energy interconnectors. Offers expertise acting for energy providers on regulatory questions. Also draws on the firm's extensive background in corporate law to advise clients on energy-related M&A transactions and on related corporate governance structuring.

Strengths One client enthuses: *"The lawyers provide top-class services while maintaining a true personal interest both for the projects and the people they are working with."*

Work highlights Advised thyssenkrupp on the construction of an industrial power-to-power gas installation.

Notable practitioners

Xavier Remy has an established presence in the energy market and is known for assisting utility companies with energy sector project developments. Clients describe him as *"a respectable, experienced individual with the ability to provide pragmatic solutions to complex problems."* Remy also has experience acting for energy companies on corporate reorganisations and acquisitions.

Fieldfisher

What the team is known for Very strong practice group advising on domestic and European energy regulatory mandates. Acts for energy companies, renewable energy developers and industrial groups on energy sector project developments and contractual issues within the energy sector. Further advises on contentious matters, including those relating to the distribution of green energy.

Strengths A source describes the practice as a *"first-rate regulatory firm."*

Clients appreciate the team's *"independence, solutions-minded and deal-making approach and good network."*

Work highlights Represented Essent before Belgian and European courts in a dispute concerning the circulation of energy green certificates.

Notable practitioners

David Haverbeke offers notable expertise in both Belgian and EU regulatory mechanisms. He is renowned for his work on related contractual, subsidy and permitting matters. He is regularly retained by utilities companies, renewables start-ups and public bodies. Clients praise him effusively, saying: *"He has a very deep sector knowledge of Belgian energy regulation and regulatory workings, and is incredibly responsive and always willing to go above and beyond to help."*

Wouter Vandorpe moves up in the rankings thanks to positive feedback from interviewees, with one commentator describing him as *"very pleasant to*

work with," while a client highlights that he is *"highly diligent and very easy to work with."* His expertise encompasses advising on regulatory frameworks, as well as assisting with power purchase agreements, permitting and contractual matters.

Stibbe

See profile on p.321

What the team is known for Prominent regulatory practice with strong experience in the energy sector. Represents clients including engineering firms, systems operators and financial institutions in contractual matters, energy development projects and European regulatory matters. Strong offering in the renewables sector, with notable experience in offshore wind farms and solar parks.

Strengths Clients appreciate that the team is *"readily available, highly knowledgeable and we can rely on them."*

Work highlights Assisted Limburgse Reconversie Maatschappij with the construction of three solar farms in Flanders, two of them being floating farms.

Notable practitioners

Cedric Degreef (see p.281) is noted for advising financial institutions, utility companies and system operators on domestic and cross-border mandates that include renewable energy developments, green certificates, state aid and energy performance contracts. A client describes him as *"proactive, quick, straightforward and passionate for his practice."*

Band 3

NautaDutilh

See profile on p.317

What the team is known for Well-reputed Benelux firm often assisting with the financing and construction of power plants. Offers experience in energy tariff and taxation disputes, as well as regulatory reviews. Acts for both energy companies and public federations.

Strengths Clients appreciate that *"the lawyers think along with the clients in keeping things as simple as possible, while taking into account complex challenges."*

Work highlights Advised ENGIE Electrabel on capacity remuneration mechanisms with regard to its acquisition of a site in Vilvoorde, with the intention of building a combined-cycle gas turbine there.

Notable practitioners

Patrick Peeters is a key contact for clients.

Other Ranked Lawyers

Guy Block (see p.277) is a noted figure in the sector for his expertise in public law relating to energy. He is renowned for his assistance to the Belgian government, and frequently represents clients before the Constitutional Court in litigation matters.

Pierre-M. Louis is recognised for his specialisation in regulatory matters concerning offshore wind parks and photovoltaic plants. He also has a strong record in energy law litigation. Sources praise him for his *"very good technical knowledge."*

Intellectual Property

Intellectual Property

Leading Firms

Band 1
- ALTIUS *
- HOYNG ROKH MONEGIER *

Band 2
- Bird & Bird
- CMS *
- Crowell & Moring LLP *
- NautaDutilh *
- Simont Braun *

Band 3
- Allen & Overy LLP
- Fieldfisher
- Stibbe *
- Van Innis & Delarue

Band 4
- Cape Intellectual Property Law
- DLA Piper UK LLP *
- Eubelius *
- IP PORTA
- Janson *
- Lydian *

* *Indicates firm / individual with profile.*

◊ *(ORL) = Other Ranked Lawyer.*

Alphabetical order within each band. Band 1 is highest.

Intellectual Property

Senior Statespeople

Senior Statespeople: distinguished older partners
- **De Meyer** Carl *Wiggin LLP (ORL)* ◊
- **de Visscher** Fernand *Simont Braun* *
- **Glas** Geert *Allen & Overy LLP*
- **Péters** Philippe *NautaDutilh* *
- **van Innis** Thierry *Van Innis & Delarue*

Leading Individuals

Band 1
- **Maeyaert** Paul *Fencer (ORL)* ◊
- **Ronse** Christophe *ALTIUS*
- **Roox** Kristof *Crowell & Moring LLP* *

Band 2
- **Buydens** Mireille *Janson* *
- **Cornu** Emmanuel *Simont Braun* *
- **De Gryse** Eric *Simont Braun* *
- **de Haan** Tanguy *NautaDutilh* *
- **Heremans** Tom *CMS*
- **Strowel** Benoît *HOYNG ROKH MONEGIER*
- **Troussel** Jean-Christophe *Bird & Bird*
- **Verhoestraete** Florence *NautaDutilh* *
- **Vernimme** Ignace *Stibbe* *
- **Vrins** Olivier *ALTIUS*
- **Weynants** Liesbeth *HOYNG ROKH MONEGIER*

Band 3
- **Cappuyns** Patricia *Fox IP Law (ORL)* ◊
- **de Jong** Philippe *ALTIUS*
- **Debaene** Stijn *Fieldfisher*
- **Delarue** Dieter *Van Innis & Delarue*
- **Dhondt** Hans *Janson* *
- **Gommers** Carina *Wiggin LLP (ORL)* ◊
- **Michaux** Benoît *HOYNG ROKH MONEGIER*
- **Mottet Haugaard** Annick *Lydian* *
- **Ongena** Karen *IP PORTA*
- **Pede** Véronique *Cape Intellectual Property Law*
- **Petillion** Flip *Petillion (ORL)* ◊

Band 4
- **Berenboom** Alain *Berenboom–Sukennik–Gilles (ORL)* ◊
- **Callens** Pieter *Eubelius*
- **Cattoor** Steven *HOYNG ROKH MONEGIER*
- **Dekoninck** Christian *Taylor Wessing (ORL)* ◊
- **Fierens** Alexis *DLA Piper UK LLP* *
- **Haouideg** Hakim *Fieldfisher*
- **Lindemans** Jan-Diederik *Crowell & Moring LLP* *
- **Meyer** Gunther *Crowell & Moring LLP* *
- **van Asbroeck** Benoit *Bird & Bird*

Up-and-coming individuals
- **Campolini** Philippe *Stibbe* *
- **Neefs** Kristof *Inteo (ORL)* ◊

Band 1

ALTIUS

See profile on p.298

What the team is known for Front-running firm with an established reputation for handling a large range of significant domestic and international IP matters. Practice boasts particular expertise acting on trade mark and colour mark infringement, plant variety rights, copyright cases and patent infringement and opposition litigation, notably within the pharmaceutical and food and beverage sectors. Offers notable experience in parallel import cases and anti-counterfeiting mandates, as well as assisting with non-contentious licensing agreements.

Strengths One client praises the firm's *"high level of understanding in IP"* and appreciates that *"well-founded advice is provided."*

Another client stresses the firm's *"excellent service"* and particularly highlights that the lawyers are *"very good listeners."*

A commentator highlights that it is *"a top firm"* for intellectual property mandates.

Work highlights Defended SESVanderHave in plant variety right annulment proceedings.

Notable practitioners

Christophe Ronse stands out for his work on patent infringement and parallel import cases, particularly in the pharmaceutical and consumer goods sectors. An interviewee enthuses that he is an *"excellent lawyer"* and particularly highlights his *"strategic views."* **Olivier Vrins** represents clients from the luxury goods sector in trade mark and colour mark infringement proceedings, as well as acting on parallel import and anti-counterfeiting matters. One client lauds him as *"a brilliant lawyer who always gives us very comprehensive and deep advice."* **Philippe de Jong** has a broad practice, covering patent infringement, parallel imports and plant variety rights. One client reports: *"I am always impressed by his thorough knowledge, which he manages to translate into applications that fit a company."*

HOYNG ROKH MONEGIER

See profile on p.925

What the team is known for Market-leading practice widely acknowledged for its activity in a range of significant IP matters. Often retained by high-profile clients operating within the pharmaceutical and automotive sectors. Extensive expertise in trade mark and design rights infringements, as well as representing clients in patent nullity and infringement actions. Acts on trade secret mandates, as well as disputes concerning copyright in the entertainment industry. Additionally assists with trade mark prosecution. Works with the firm's highly regarded Dutch office on cross-border mandates.

Strengths An interviewee enthuses: *"This is a top firm,"* and underlines the firm's strength in all areas of IP.

Another commentator reports that the team is *"extremely strong in IP."*

Work highlights Assisted Umicore with a trade secrets dispute against a former employee.

Notable practitioners

Benoît Strowel divides his time between the firm's offices in Belgium and France. He has a strong focus on patent litigation in the life sciences sector, including advising on SPC mandates. One client underlines that he is *"particularly good in court, a very good advocate."* **Liesbeth Weynants** is particularly active in patent litigation, as well as advising on disputes regarding trade secrets and IP licensing agreements. She often acts for pharmaceutical companies. **Benoît Michaux** is a very well-known player within the IP sphere, who is recognised for his experience in copyright and trade secret matters. **Steven Cattoor** is particularly valued for his expertise in patent litigation and trade secrets disputes. He has a number of clients from the pharmaceutical sector. A client reports that he is *"super technical and capable of really delivering detailed advice."*

Band 2

Bird & Bird

What the team is known for Strong team particularly recognised for its international clientele, hailing from the manufacturing, food and drink, and pharmaceutical sectors. Advises client on trade mark infringements, copyright cases and patent litigation. Additionally assists clients with trade secrets matters, domain name disputes, protected designations of origin mandates and the exclusivity of marketing slogans. Clients benefit from the team's close collaboration with its other offices on cross-border mandates.

Strengths A client appreciates the firm's capacity to balance *"commercial needs and thinking globally,"* and highlights that the firm's *"best strength is multinational work."*

Work highlights Advised the Consorzio del Formaggio Parmigiano Reggiano on claims that a Belgian company was infringing its protected designation of origin.

Notable practitioners

Jean-Christophe Troussel is highly experienced in contentious and non-contentious IP matters, including representing clients in patent and trade mark infringement disputes and assisting with licensing agreements. He also advises on selective distribution matters and designation of origin mandates. An interviewee reports that he is *"convincing and doing a good job."* **Benoit van Asbroeck** advises clients on domain name disputes and copyright infringement proceedings.

CMS

See profile on p.304

What the team is known for Highly experienced practice well versed in counterfeit cases. Also advises clients on patent disputes, trade secrets, selective distribution agreements, trade mark infringements and domain name litigation. Often assists media clients with copyright infringement proceedings. Additionally popular with clients from the fashion and retail industries. Acts on cross-border mandates and collaborates with the firm's other departments, including the competition and TMT teams.

Strengths One client praises the firm's ability to handle multi-jurisdictional mandates: *"It is very easy to work with CMS and the firm is present across different countries."*

Work highlights Represented Amazon in a trade mark infringement proceeding brought by Christian Louboutin concerning Amazon's liability for trade mark infringements by third-party sellers.

Notable practitioners

Tom Heremans handles a range of contentious intellectual property mandates, including trade secrets matters and trade mark infringements. Heremans is particularly popular with media companies for advice on copyright mandates. A client appreciates that Heremans provides *"pragmatic advice and assistance in a short time."*

Crowell & Moring LLP

See profile on p.306

What the team is known for Well-regarded team advising originators and generics from the pharmaceutical sector on patent infringement and parallel import cases. Also represents clients in trade mark invalidity and copyright infringement proceedings, as well as in anti-counterfeiting mandates and trade secrets cases. Works alongside members of the firm's TMT department on royalty and copyright matters. Additionally assists with trade mark portfolio management, the IP aspects of market launches and IP contractual matters.

Strengths One client praises the lawyers for being *"very knowledgeable and clear with their recommendations and advice."*

Another client appreciates that the lawyers provide *"in-depth legal services, in tune with the client."*

Work highlights Represented Sandoz in patent infringement proceedings brought by Biogen, Hoffmann-La Roche and Genentech, following the launch by Sandoz of a generic biosimilar.

Notable practitioners

The *"very friendly and efficient"* **Kristof Roox** (see p.292) is highly sought after by high-profile pharmaceutical clients for patent disputes, parallel import and supplementary protection certificate matters. He also has experience in anti-counterfeiting matters, 3D trade mark infringements and copyright royalties disputes. A client enthuses that Roox is *"very strategic and a strong advocate for us in court."* **Jan-Diederik Lindemans** (see p.287) handles a range of intellectual property disputes, advising on anti-counterfeiting measures, as well as trade mark and copyright infringement. He also acts for clients on non-contentious matters, including registrations, market launches and licensing. An interviewee calls him a *"very intelligent and very good litigator."* **Gunther Meyer** (see p.289) assists clients with intellectual property contractual matters and represents them in trade mark and copyright disputes.

NautaDutilh

See profile on p.317

What the team is known for Full-service firm boasting a strong bench of intellectual property lawyers, noted for its work representing international companies in matters spanning multiple jurisdictions. Expertise encompasses design disputes, trade mark cases, colour mark litigation, copyright protection mandates and patent infringement proceedings. Also advises clients on non-contentious matters, such as trade mark clearance. Assists clients from the pharmaceutical, food and beverage, and sports sectors.

Strengths One client praises the team, saying: *"From speed to quality to availability of expert advice, NautaDutilh offers a 100% satisfying solution."*

Another client notes that the lawyers are *"responsive and have a deep knowledge of IP."*

Work highlights Assisted GSK with the defence of its colour trade mark for its inhalers against cancellation proceedings from Sandoz, as well as advising on infringement proceedings against Sandoz.

Notable practitioners

Philippe Péters (see p.291) is highly experienced in contentious and non-contentious trade mark mandates, acting for clients from the sports and consumer goods industries. He also has experience in patent and copyright matters. A client stresses his *"concise and to-the-point way of advising."* **Tanguy de Haan** (see p.280) has a strong focus on contentious trade mark cases, particularly representing clients from the food and beverage sectors. A client highlights de Haan's strength in court proceedings, describing him as *"skilful and persuasive."* One client particularly appreciates that **Florence Verhoestraete** (see p.295) *"knows what the sensitive issues for us are and what is important and less important."* She represents clients in contentious trade mark and patent mandates, as well as advising on trade mark clearance.

Simont Braun

See profile on p.320

What the team is known for Notable firm representing defendants and claimants in trade mark and patent infringement, ownership and opposition proceedings. Also handles licensing agreements, copyright disputes and patent clearances. Advises clients from the pharmaceutical, fashion, food and drink and telecommunications sectors.

Strengths One source praises the lawyers for their work on contentious matters, reporting that they are *"very good litigators in the way they express their views,"* and adding that they are *"sophisticated in how they use the law to present their case."*

Work highlights Assisted French clothing manufacturer Magellan with a trade mark dispute against Bonobos, a subsidiary of Walmart.

Notable practitioners

Described by one interviewee as a *"very capable and likeable person,"* **Fernand de Visscher** (see p.281) is a highly respected presence within the Belgian IP market, boasting extensive expertise in patent ownership and infringement disputes. **Emmanuel Cornu** (see p.280) has a strong focus on trade mark infringement and opposition proceedings, as well as assisting with patent and copyright disputes. **Eric De Gryse** (see p.280) frequently assists clients with contentious trade mark, copyright and patent matters, as well as advising on non-contentious matters, such as clearances and marketing campaigns. A client reports: *"I like the clear explanations that he provides."*

Band 3

Allen & Overy LLP

What the team is known for Well-known full-service firm representing both national and international clients in patent enforcement and infringement claims and in trade secrets litigation. Additionally acts on copyright infringement and trade mark opposition litigation. Also advises on non-contentious matters, such as trade mark strategies and IP licensing. Frequently assists clients from the pharmaceutical, TMT and food and beverage sectors.

Strengths One client says that *"the team is customer-oriented"* and praises the lawyers for their ability to *"follow up within the timeframe."*

Notable practitioners

Geert Glas offers considerable experience in contentious intellectual property matters, representing clients in disputes concerning trade marks, patents, copyright and trade secrets. One client reports: *"What I appreciate about him is that he makes a conclusion that is understandable and makes clear what you do with the information he sends you."*

Fieldfisher

What the team is known for Assists high-profile international companies with a full range of contentious IP matters, including patent, copyright and trade mark infringements. Also offers additional skill in design litigation and image rights, as well as licence agreements and other advisory matters. Has a number of clients from the fashion, telecommunications and media industries.

Strengths One source notes that the lawyers are *"experts in litigation."*

Work highlights Defended Telenet in a number of contentious IP matters, including a design and patent infringement case initiated by Ruwido.

Notable practitioners

Stijn Debaene advises clients on copyright infringements, patent litigation, image rights disputes and trade mark cases. He is particularly active for clients from the TMT and fashion industries. One interviewee reports that Debaene *"fights very hard for his client."* **Hakim Haouideg** represents clients from the telecommunications sector in patent litigation. He also assists clients from the fashion and media sectors with trade mark and copyright disputes.

Stibbe

See profile on p.321

What the team is known for Full-service firm particularly active in contentious patent, copyright and trade mark matters. Also has experience in IP advisory matters, including trade mark registration, IP licensing agreements and applications for protected designation of origin status. Assists with the seizure of counterfeit goods. Often retained by clients from the pharmaceutical sector, as well as the technology, manufacturing, and food and drink industries.

Strengths Clients praise the team for being *"very responsive, open-minded and client-friendly."*

Work highlights Represented Belgian Shell in trade mark infringement and revocation proceedings against DELFIPAR.

Notable practitioners

Ignace Vernimme (see p.296) frequently assists clients with non-contentious IP strategy matters, as well as advising on patent infringement claims and trade mark invalidity proceedings. A client appreciates that Vernimme *"has a very commercial approach and is very flexible and very responsive."* **Philippe Campolini** (see p.279) moves into the rankings after receiving commendations for his work from clients, with one highlighting him for *"his quickness and responsiveness and for his ability to provide very clear and in-depth assessments."* He frequently advises clients from the manufacturing sector on patent litigation, as well as acting on contentious trade mark cases. Another interviewee reports: *"His submissions are very well structured."*

Van Innis & Delarue

What the team is known for Frequently advises on contentious and non-contentious trade mark matters, assisting clients from the fashion and luxury goods industries with registrations, infringements and enforcement. Also represents technology and media companies in copyright and patent disputes. Additionally acts for clients on counterfeit seizure proceedings.

Strengths One client lauds the team's *"remarkable talent to make complex things simple – the lawyers go to the core issues and identify them, and sideline all unnecessary things."*

Work highlights Represented Cartier in trade mark infringement proceedings against Amazon, concerning the accountability of third-party sellers for infringements.

Notable practitioners

Thierry van Innis advises clients on trade mark registration, infringement and enforcement proceedings, particularly for clients in the fashion industry. An interviewee reports that he is *"exceptionally good on trade mark matters."* **Dieter Delarue** moves up in the rankings, with an interviewee enthusing that he has *"a brilliant mind, and he is really prepared to think outside the box and search for creative solutions."* He advises clients on trade mark enforcement proceedings, patent litigation and anti-counterfeiting, as well as IP portfolio management. A client appreciates that Delarue *"goes to the core of the case, simplifying issues when possible."*

Band 4

Cape Intellectual Property Law

What the team is known for Predominantly acts for pharmaceutical and technology sector clients on patent revocation and infringement litigation, as well as assisting with FRAND matters. Also represents clients in trade mark, copyright and trade secret disputes.

Strengths A source highlights the team's capacity to provide *"a personal service"* due to the firm's boutique approach.

Work highlights Represented Europlasma in a patent litigation that was referred to the Belgian Constitutional Court.

Notable practitioners

Véronique Pede assists clients with patent, trade mark, copyright and trade secret litigation. A client praises Pede for *"being able to explain and bring me up to speed on complex cases very quickly."*

DLA Piper UK LLP

See profile on p.71

What the team is known for Assists with a variety of domestic and cross-border IP mandates and possesses experience in copyright disputes, patent infringements, anti-counterfeiting proceedings and trade mark matters. Client roster comprises companies hailing from the pharmaceutical, media and technology sectors, as well as public sector clients. Also handles non-contentious matters, such as portfolio management and IP strategy mandates.

Strengths One client praises the team's *"swift and hands-on support"* on IP matters.

Notable practitioners

Alexis Fierens (see p.282) moves up in the rankings after high levels of praise from clients, with one underlining: *"He speaks to us on our terms, in simple language that a lay person can understand."* He assists with a range of trade mark and copyright protection matters and also represents both defendants and claimants in patent and design right disputes.

Eubelius

See profile on p.308

What the team is known for Particularly active for clients from the public sector in contentious and non-contentious intellectual property mandates. Also active for clients from the food and drink and automotive sectors. Handles claims of wrongful patent protection, copyright infringement, trade mark disputes and image rights litigation. Assists with IP licensing agreements.

Strengths One client praises the team for its *"fluent communication, to-the-point advice and timely replies."*

Work highlights Represented Red Cross Flanders in a dispute regarding copyright infringement on the website of AmbuLife.

Notable practitioners

Pieter Callens offers a broad IP practice, assisting clients with both contentious and non-contentious patent, copyright and trade mark matters. An interviewee reports that Callens *"stands out not only because of his IP knowledge but also for his responsiveness and strategic and pragmatic approach."*

IP PORTA

What the team is known for Represents clients in patent and trade mark litigation, acting for both plaintiffs and defendants on infringement proceedings, as well as assisting with opposition proceedings. Also has experience advising clients from the TMT sector on licensing agreements. Represents clients in trade secret disputes.

Strengths One client says: *"The lawyers react quickly, are very communicative and transparent, and their analysis of issues is always very precise and very comprehensible."*

Work highlights Represented Carr-Cup in patent infringement litigation.

Notable practitioners

Karen Ongena advises clients on patent and trade mark litigation. A client appreciates that Ongena *"does the utmost she can and adapts to the customer and their needs, structuring her advice in a friendly way."*

Janson

See profile on p.310

What the team is known for Advises clients from a range of sectors, including media, furniture, pharmaceutical and fashion, on patent, copyright and trade mark disputes.

Strengths A client notes that *"the lawyers are very pragmatic."*

Work highlights Assisted Maisons du Monde with cross-border copyright and design infringement claims.

Notable practitioners

Mireille Buydens (see p.278) assists clients from the media and fashion industries with patent, trade mark

and copyright disputes. Buydens is described by one interviewee as an *"intellectual mastermind"* who can *"make things very practical."* **Hans Dhondt** (see p.282) acts for clients on copyright disputes, as well as assisting with patent and trade mark issues. A client highlights his *"warm and energetic personality,"* adding: *"It is always a pleasure working with him."*

Lydian

See profile on p.314

What the team is known for Notable practice assisting with trade mark protection and opposition mandates, as well as registration clearances and licensing agreements. Also advises clients on copyright, design right and advertising matters. Acts for clients from the fashion, automotive and luxury goods sectors, as well as representing artists in the protection of their work.

Strengths One client praises the team for being *"very client-minded"* and highlights the *"timely advice and proactive attitude."*

Work highlights Assisted Breitling with an opposition proceeding to protect its BANDIT trade mark.

Notable practitioners

Annick Mottet Haugaard (see p.289) assists clients with trade mark opposition proceedings and copyright disputes, as well as non-contentious trade mark registration and IP licensing matters. She has a number of clients from the fashion and automotive sectors. An interviewee describes her as *"very proactive and easy to deal with."*

Other Ranked Lawyers

Alain Berenboom is a longstanding and respected individual within the market, who is particularly highlighted for his experience handling copyright cases.

Patricia Cappuyns founded Fox IP Law in November 2020. She offers expertise representing pharmaceutical companies in patent infringement cases. She also assists clients with copyright and design right litigation.

Carl De Meyer joined Wiggin LLP in January 2021. He is very well regarded for his work in the field of trade marks, advising on prosecution and registration, as well as infringement proceedings. De Meyer also has experience in design rights and patent infringement.

Christian Dekoninck advises pharmaceutical companies on patent infringement, copyright litigation, parallel import cases and trade mark disputes. A client reports that Dekoninck is *"good on the legal side but also very nice and knows how to speak with clients."*

Carina Gommers joined Wiggin LLP in January 2021. She moves up in the rankings on the back of her broad practice and positive referee feedback, with one client opining that she is *"an outstanding lawyer"* and particularly highlighting: *"When she speaks she is very convincing, and what she says is very clear."* Gommers advises clients on patent and design right infringement proceedings, trade secrets litigation, copyright defence and trade mark portfolio management matters.

Described by one interviewee as an *"excellent lawyer,"* **Paul Maeyaert** is a leading individual within the Belgian IP sphere. He is a market leader in the field of trade mark infringement, acting for both plaintiffs and defendants. He joined Fencer in July 2020.

Kristof Neefs represents pharmaceutical and technology sector clients in trade mark, design right and patent infringement cases. He also has experience in domain name disputes.

Flip Petillion is particularly active in trade mark and patent disputes, as well as the intellectual property aspects of commercial agreements. Petillion also acts as an arbitrator on domain name disputes. A client describes him as *"customer-oriented"* and appreciates that he is able to *"give me strategic feedback on the option that I can pursue."*

Life Sciences

Life Sciences: Domestic
Leading Firms
Band 1
Van Bael & Bellis
Band 2
HOYNG ROKH MONEGIER *
QUINZ *
Band 3
Crowell & Moring LLP *
Dewallens & Partners
Leading Individuals
Band 1
Weynants Liesbeth *HOYNG ROKH MONEGIER*
Band 2
Longeval Catherine *Van Bael & Bellis*
Van Obberghen Olivier *QUINZ* *
Wyckmans Pieter *QUINZ* *
Band 3
L'Ecluse Peter *Van Bael & Bellis*
Roox Kristof *Crowell & Moring LLP* *
Band 4
Callens Stefaan *Callens Law Firm (ORL)* ◊
Strowel Benoît *HOYNG ROKH MONEGIER*
Vijverman An *Dewallens & Partners*
* *Indicates firm / individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Life Sciences: EU
Leading Firms
Band 1
Covington & Burling LLP *
Band 2
Bird & Bird
Hogan Lovells International LLP *
Sidley Austin LLP *
Simmons & Simmons LLP
Band 3
ALTIUS *
Jones Day *
Leading Individuals
Star individuals
Bogaert Peter *Covington & Burling LLP* *
Band 1
Martens Marc *Bird & Bird*
Wright Elisabethann *Hogan Lovells International LLP*
Band 2
J F Lugard Maurits *Sidley Austin LLP* *
Meulenbelt Maarten *Sidley Austin LLP* *
Ronse Christophe *ALTIUS*
Spontoni Cristiana *Jones Day* *
Band 3
Bruyndonckx Annabelle *Simmons & Simmons LLP*
Mignolet Olivier *Simmons & Simmons LLP*
Band 4
Bär-Bouyssière Bertold *DLA Piper UK LLP (ORL)* ◊ *
Killick James *White & Case (ORL)* ◊ *

Band 1

Van Bael & Bellis

What the team is known for Prominent domestic life sciences practice advising an impressive roster of international biotechnology and pharmaceutical companies on interactions with the Belgian regulator and Belgian interpretation of EU legislation. Assists clients with a range of regulatory work relating to clinical trials, product distribution and market entry. Further represents clients in contentious matters before the Belgian courts relating to market authorisations and reimbursement concerns, as well as licence agreements and product liability. Also acts for public sector clients.

Strengths A client enthuses that the team's service is *"fast and the lawyers advise you on how to proceed in the best interest."*

Another client praises the team's responsiveness, underlining that *"the moment you contact them you can be sure you will have an immediate reaction."*

Work highlights Represented Horus Pharma in a dispute regarding the annulment of marketing authorisation for a pharmaceutical product.

Notable practitioners

Catherine Longeval is highlighted for her litigation skills, often representing clients in cases concerning reimbursement, authorisations, licensing disputes and product liability cases. Longeval also advises clients on regulatory matters, including pricing regulations. **Peter L'Ecluse** advises public sector clients and Belgian companies on clinical trial agreements and new regulations. A client appreciates that

L'Ecluse *"tries to be pragmatic and see all the particularities of the legal framework and how it affects the client,"* adding that *"he tries to find simple practical solutions to questions."*

Band 2

HOYNG ROKH MONEGIER

See profile on p.925

What the team is known for Impressive practice representing innovative pharmaceutical companies in EU regulatory matters. Advises clients on market authorisations, market access and product registration. Also assists clients with pricing and reimbursement mandates, as well as off-label usage. Regularly works alongside the firm's highly regarded intellectual property practice to assist pharmaceutical companies with patent matters, including parallel import cases.

Strengths A client praises the lawyers, highlighting their *"responsiveness, legal thinking and creativity,"* and adding that *"they are a pleasure to work with and true team players."*

Another client describes the lawyers as *"responsive, friendly and engaging."*

Work highlights Advised Orion, as originator, on proceedings to annul the market authorisations granted by the European Commission for generic and hybrid medicinal products.

Notable practitioners

The *"excellent"* **Liesbeth Weynants** is highly regarded for advising pharmaceutical companies on a range of EU regulatory mandates, including pricing and reimbursement disputes, marketing authorisations and off-label usage. **Benoît Strowel** divides his time between the firm's offices in Brussels and Paris. Strowel advises pharmaceutical companies on market access matters. He is particularly known for his intellectual property practice, assisting pharmaceutical clients with litigation.

QUINZ

See profile on p.318

What the team is known for Prominent domestic boutique with a strong client base among international pharmaceutical companies. Acts on a broad range of Belgian regulatory matters, including consortium agreements, collaboration and licence agreements and product distribution. Further assists with pricing files and clinical trials.

Strengths A client notes that *"the advice and services are of high quality and are always delivered within the requested timelines,"* and adds that the firm *"provides the client with a proactive, holistic overview regarding the status of the services."*

Another client enthuses that the lawyers provide *"creative solutions, very speedy interactions and out-of-the-box thinking."*

Work highlights Represented Hyluris in the licensing and co-development of pharmaceutical products, including diuretics.

Notable practitioners

Olivier Van Obberghen (see p.294) principally advises a range of clients on compliance matters concerning licensing and clinical trials, as well as assisting with reimbursement matters. A client notes that he is *"knowledgeable, responsive and very pleasant to work with."* A client lauds **Pieter Wyckmans** (see p.297) as *"a very approachable and highly responsive lawyer with excellent knowledge."* He assists clients with a range of licensing and collaboration matters, as well as pricing mandates and clinical trials.

Band 3

Crowell & Moring LLP

See profile on p.306

What the team is known for Assists clients with market authorisation and product marketing matters. Represents clients in cooperation agreements and licensing disputes, as well as advising on the Belgian regulatory requirements of establishing medical device companies. Works alongside the firm's highly regarded intellectual property team to represent clients from the life sciences sector in litigation relating to patent infringement.

Strengths A client appreciates *"the team's excellent communication skills, approachability and high quality."*

Work highlights Advised the founders of Gear Up Medical on the regulatory compliance aspects of forming a new company producing ventilators.

Notable practitioners

Kristof Roox (see p.292) assists clients with collaboration agreements and disputes concerning marketing authorisations and licensing agreements. He also handles matters involving the export of medical equipment. Additionally, Roox assists pharmaceutical companies with patent litigation matters.

Dewallens & Partners

What the team is known for Offers a broad life sciences and healthcare practice, advising on the Belgian regulations governing the full life-cycle of pharmaceutical drugs and medical devices. Experience in clinical trials, pricing and reimbursement matters, product liability and off-label use. Also provides expertise in medical liability cases and patients' rights mandates.

Strengths Interviewees report that it is *"a very strong practice"* and particularly highlight the firm's work on healthcare mandates.

Notable practitioners

An Vijverman represents clients from the pharmaceutical and healthcare industries in files concerning medical devices, e-health and clinical research, with one interviewee enthusing that she is *"a specialist in e-health data."* She often acts for clients from the biotechnology and medical devices sectors.

Band 1

Covington & Burling LLP

See profile on p.2741

What the team is known for Market-leading EU regulatory team offering a strong grasp of the life sciences, agriculture and food sectors. Acts for life sciences clients on the full range of EU regulatory matters, including medical device regulation, market access, the off-label use of medication and clinical trials. Offers additional experience in drug advertising matters, as well as vaccine liability. Also assists food producers and retailers with compliance to the Nagoya Protocol. Represents multinational pharmaceutical companies and industry associations.

Strengths A client notes that the lawyers provide *"quick and strong input, which is always useful and insightful."*

One interviewee opines that it is *"regarded as THE law firm within the sector."*

Work highlights Advised MedTech Europe on the new EU Medical Device Regulation.

Notable practitioners

Seen by an interviewee as *"the top life sciences lawyer in Belgium,"* **Peter Bogaert** (see p.277) has a highly esteemed regulatory life sciences practice, especially advising medical devices companies, pharmaceutical companies and industry associations on EU regulatory issues. He is well regarded for assisting clients with new regulations, as well as market access and vaccine liability matters. A source praises him, stating that *"he is the star, absolutely the man in Belgium with respect to life sciences."*

Band 2

Bird & Bird

What the team is known for Highly respected for acting for a range of clients, including biotechnology and medical device companies and market-leading pharmaceutical companies on EU directives. Offers a full range of life sciences advice, including collaboration and technology transfer agreements, clinical trial matters and data exclusivity. Additionally assists with complex regulatory questions relating to the use of human samples, as well as tissue and cell research. Also advises on advertising and marketing authorisations.

Strengths A client appreciates that the law firm provides *"good legal support for the client's different demands."*

Another client highlights that the firm is able to provide *"easy and quick access to specific internal expertise if necessary."*

Work highlights Advised Essencia on the EU regulatory framework concerning the use of cells and tissue in pharmaceutical research.

Notable practitioners

Marc Martens is particularly highlighted by clients for his work on EU directives, with one reporting: *"He has his finger on the pulse of how the Commission is thinking."* Martens also advises clients in the life sciences sector on other regulatory matters, such as clinical trials and marketing and advertising mandates. Another client describes him as being *"straight to the point, knowledgeable and reliable."*

Hogan Lovells International LLP

See profile on p.78

What the team is known for Advises pharmaceutical companies and biotechnology companies on a range of EU regulatory issues. Acts on matters relating to clinical trials, medical device regulations, supply agreements, marketing authorisations and orphan medicinal products.

Strengths A client notes that the lawyers are *"always available to help us when we need guidance."*

Work highlights Represented Pfizer in a dispute before the European Court of Justice concerning the classification of pain relief medicine.

Notable practitioners

Elisabethann Wright has extensive experience advising international clients on EU regulatory matters, with an interviewee stressing that she is *"good in European regulatory work."* She assists with supply agreements, clinical trials, marketing authorisations, product classifications and launch strategies. Another source describes her as *"undeniably smart,"* and adds that she is *"extremely hard-working."*

Sidley Austin LLP

See profile on p.93

What the team is known for Well-regarded firm representing an array of blue-chip pharmaceutical companies in proceedings before the European General Court relating to market authorisation. Also acts for clients on non-contentious matters, such as clinical trials, orphan market exclusivity and medical devices certification. Offers notable expertise in EU regulatory matters, advising on the free movement of medical products, as well as assisting with pricing and reimbursement matters. Additionally assists food manufacturers with EU regulatory questions concerning product recalls and marketing authorisation.

Strengths A client states that the lawyers are *"personable and down to earth, knowledgeable and exhibit an understated confidence in providing their advice."* A client notes that *"the lawyers are very practical, super knowledgeable, have quick turnaround and care about their client's business interests and objectives."*

Work highlights Represented Vanda Pharmaceuticals in a dispute concerning the EMA's marketing authorisations.

Notable practitioners

Maurits Lugard (see p.285) advises on several regulatory pharmaceutical matters, including market access and medical devices approval. He assists clients with regulations concerning plant-based foods and non-novel food status. **Maarten Meulenbelt** (see p.288) advises on EU-level life sciences matters, including reimbursements and marketing authorisations. He also acts on medical device regulations and clinical trials.

Simmons & Simmons LLP

What the team is known for Established life sciences practice with a significant client base of leading pharmaceutical and medical devices companies, handling telemedicine issues and EU legislation on medical devices. Strong expertise in launching new products. Also advises clients on advertising, reimbursement, collaboration agreements, supply disputes and public procurement.

Strengths A client enthuses that the lawyers combine *"excellent analytical skills, knowledge of the market, understanding of the business and clarity, with a very easy to work with and informal style."* Another client reports that the team is *"extremely punctual in all activities."*

Notable practitioners

Clients enthuse that **Annabelle Bruyndonckx** provides *"perfect follow-up and services."* She is well regarded for her practice assisting medical device companies with a broad range of matters, including the launch of new products and regulatory compliance. One client applauds **Olivier Mignolet** for his *"understanding of different aspects and high knowledge in his specific field."* He frequently acts for medical devices companies on regulatory matters, as well as advising on reimbursement, advertising mandates and collaboration agreements.

Band 3

ALTIUS

See profile on p.298

What the team is known for Acts on a broad range of EU regulatory matters, with a particular focus on regulations concerning plant protection and food additives. Advises pharmaceutical and agrochemical companies on market access, clinical trials and restrictions around the export of medical equipment. Also assists with medical procurement matters. Collaborates with the firm's market-leading intellectual property team to represent pharmaceutical companies in contentious patent proceedings.

Strengths A client notes that the team *"works in a thorough manner and within tight deadlines."*

Work highlights Advised SESVanderHave on annulment proceedings concerning the use of neonicotinoids under the EU Plant Protection Products Regulation.

Notable practitioners

Christophe Ronse advises clients on market access, clinical trials and medical equipment matters, including tendering. A client appreciates that Ronse *"goes the extra mile to provide the best possible and most pragmatic legal advice."* Pharmaceutical clients also benefit from his strong intellectual property practice.

Jones Day

See profile on p.79

What the team is known for Respected firm acting for pharmaceutical companies, industrial associations and healthcare institutions on a range of EU legislative matters. Often advises clients on food additives regulations and medical devices legislation. Assists with pricing, reimbursement and clinical trial mandates. Regularly works alongside the firm's global network of offices to handle multi-jurisdictional matters.

Strengths A client highlights the firm's international capability: *"It has the quality and depth of expertise to manage these kinds of matters."*

Work highlights Advised BioMarin on pricing and reimbursement matters.

Notable practitioners

Cristiana Spontoni (see p.293) advises clients from the life sciences sector on pricing matters, clinical trials, EU legislation concerning medical devices and healthcare compliance. An interviewee enthuses: *"It's fun to work with her, she is very sharp and very good."*

Other Ranked Lawyers

Bertold Bär-Bouyssière (see p.277) acts for multinational clients on EU packaging and labelling legislation, as well as distribution matters, clinical trials and reimbursement. He assists clients with regulations around tobacco and medical cannabis. He has a strong reputation for advising pharmaceutical sector clients on competition law matters.

Stefaan Callens is a prominent figure in the healthcare sector and is known for his work assisting hospitals and healthcare clients. He is described by an interviewee as *"one of the top healthcare specialists in Belgium."* Callens often advises on matters concerning the regulation of medical devices.

James Killick (see p.54) advises clients on drug procurement matters and the off-label usage of drugs, as well as assisting clients with issues around GMOs and veterinary products. One client describes him as *"a strategic, pragmatic, responsive and creative lawyer with a first-class knowledge of the life sciences sector."* Pharmaceutical companies also benefit from his strong competition law knowledge.

Public Law

Band 1

DLA Piper UK LLP

See profile on p.71

What the team is known for Renowned public law practice acting for joint ventures, consortia and public bodies on high-value public procurement and PPP projects, frequently involving transport and healthcare infrastructure. Additionally represents clients in contentious matters concerning procurement. Assists both municipalities and private sector domestic companies with environmental, construction and zoning permits, particularly for the development of residential properties. Advises clients on soil, asbestos and noise pollution matters, as well as offering experience in mandates concerning EU waste regulations.

Strengths A client enthuses that the lawyers are *"available and flexible,"* adding that they are *"proactive and creative in finding solutions."* Another client lauds the firm's *"broad expertise, depth of knowledge and pragmatism."*

Work highlights Advised Ziekenhuisnetwerk Antwerpen on a PPP hospital construction project.

Notable practitioners

Bob Martens (see p.288) advises consortia, joint ventures and public and private sector clients on PPP mandates and high-end public procurements. He also offers experience in contentious procurement matters. Martens assists domestic clients with zoning and planning issues, as well as soil contamination mandates and EU waste regulations. A client praises his *"deep knowledge of the Belgian and EU public procurement laws,"* adding that *"his counselling is on point and succinct, never veering into unnecessary research or down rabbit holes. I appreciate his commercial sense and ability to identify areas of flexibility."*

Stibbe

See profile on p.321

What the team is known for Pioneering public law practice with comparably strong expertise in planning and environment aspects due to its enviable bench of top-rate practitioners. Exceptional strength

Public Law

Leading Firms

Band 1
DLA Piper UK LLP *
Stibbe *
Band 2
Eubelius *
Liedekerke Wolters Waelbroeck Kirkpatrick *
Band 3
Allen & Overy LLP
CMS *
Lydian *
NautaDutilh *
Band 4
EQUAL
Loyens & Loeff *
Publius

Senior Statespeople

Senior Statespeople: distinguished older partners
Peeters Patrick *NautaDutilh* *

Leading Individuals

Star individuals
D'Hooghe David *Stibbe* *
Band 1
Schutyser Barteld *Eubelius* *
Vandendriessche Frederik *Stibbe* *
Band 2
Dor Virginie *CMS*
Judo Frank *Liedekerke Wolters Waelbroeck Kirkpatrick* *
Martens Bob *DLA Piper UK LLP* *
Tulkens François *Liedekerke Wolters Waelbroeck* *
Band 3
Debièvre Jens *Lydian* *
Gillet Eric *EQUAL*
Kiekens Nathanaelle *Stibbe* *
Lombaert Bruno *Stibbe* *
Thiel Patrick *EQUAL*
Band 4
De Boe Valentijn *Loyens & Loeff* *
Lagasse Dominique *Janson (ORL)* ◊ *
Logghe Anthony *Eubelius* *
Ost Vincent *Liedekerke Wolters Waelbroeck Kirkpatrick* *
Timmermans William *ALTIUS (ORL)* ◊
Van Heuven Dirk *Publius*
Vlassembrouck France *Monard Law (ORL)* ◊
Up-and-coming individuals
Mosselmans Jens *NautaDutilh* *

* *Indicates firm / individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

in public procurement with experience across a range of sectors, as well as advising on EU environmental regulations and permitting applications. Significant strength in contentious files at both domestic and European levels, including procurement litigation, challenges to existing legislation and pollution liability disputes. Advises contractors and public bodies on urban planning and waste regulations.

Strengths A client enthuses that the lawyers *"provide high-quality legal services, take account of our internal deadlines to timely deliver their advice or input, take initiative to handle cases or push forward certain dossiers and think in the interest of our business."*

Another client adds: *"Stibbe is a law firm that perfectly combines theory and practice by making a pragmatic application of legislations and their evolutions."*

Work highlights Represented Aquafin in its procurement process for the development of a new treatment facility.

Planning & Environment

Leading Firms

Band 1
Allen & Overy LLP
Liedekerke Wolters Waelbroeck Kirkpatrick *
Stibbe *
Band 2
LDR Advocaten in Omgevingsrecht
Band 3
Baker McKenzie
DLA Piper UK LLP *
Publius

Senior Statespeople

Senior Statespeople: distinguished older partners
Haumont Francis *Haumont, Scholasse & Partners (ORL)* ◊
Mallien Pascal *Baker McKenzie*

Leading Individuals

Band 1
Bouckaert Jan *Stibbe* *
van Thuyne Gauthier *Allen & Overy LLP*
Band 2
Devos Dominique *Liedekerke Wolters Waelbroeck* *
Larmuseau Isabelle *LDR Advocaten in Omgevingsrecht*
Martens Bob *DLA Piper UK LLP* *
Swartenbroux Lieve *Linklaters (ORL)* ◊
Tulkens François *Liedekerke Wolters Waelbroeck* *
Band 3
Brouhns Ivan-Serge *SPHERE avocats SRL (ORL)* ◊
De Preter Filip *Liedekerke Wolters Waelbroeck Kirkpatrick* *
Delnoy Michel *Explane (ORL)* ◊
Maussion France *Stibbe* *
Sambon Jacques *Coteaux (ORL)* ◊
Associates to watch
Schaiko Guan *Stibbe* *

Notable practitioners

David D'Hooghe (see p.280) is a market leader in disputes concerning the annulment of legislation, as well as advising both public and private clients on contentious and non-contentious procurement matters. A client enthuses that he is *"available, an expert, pragmatic and friendly,"* while other commentators describe him simply as a *"star."* **Jan Bouckaert** (see p.277) is a highly esteemed environmental specialist with strong technical expertise in EU environmental regulation. He advises clients on concession agreements, permitting applications and urban planning matters. Bouckaert also represents clients in disputes concerning liability for contamination. **Frederik Vandendriessche** (see p.295) moves up in the rankings thanks to impressive client feedback, with one client enthusing that he *"provides very practical, thorough yet to-the-point advice with a sharp analytical sense."* Another client praises his *"broad knowledge and strategic mind."* He particularly assists clients with EU regulatory matters, as well as advising clients from a number of sectors on public procurement matters. **Nathanaelle Kiekens** (see p.286) is frequently mandated by public service clients and corporate clients to assist with contentious and non-contentious public procurement matters. Clients commend her as *"readily available and well versed on legislation on government orders,"* and add that she offers *"candid and solution-orientated advice."* **Bruno Lombaert** (see p.287) advises clients on contentious and non-contentious public procurement procedures in a number of sectors, including healthcare and transportation. A client appreciates that he has *"an insider's knowledge of legal institutions, which enables him to anticipate legal solutions for his clients with great accuracy."* **France Maussion** (see p.288) has extensive experience advising clients on zoning and urban planning, public procurement and environmental permitting matters. **Guan Schaiko** (see p.292) is well versed in concession agreements and permitting matters, particularly based on EU law. He also represents clients in contentious matters, such as pollution liability disputes. A commentator reports that Schaiko *"has a clear view on what he does and is hands-on."*

Band 2

Eubelius

See profile on p.308

What the team is known for Well-regarded public law practice with a significant client roster comprising public agencies, infrastructure developers and private energy sector clients. Exhibits very strong technical expertise in public procurement and PPP matters. Also well known for its strength in constitutional and administrative law litigation, representing both public authorities and plaintiffs.

Strengths A client commends the firm's *"thorough knowledge of the applicable laws and case law,"* adding that the lawyers have *"a very hands-on, business-minded approach aiming to find win-win solutions when possible."*

Another client appreciates the team's *"problem-solving oriented advice and fast, to-the-point interventions."*

Work highlights Advised the Flemish Road and Traffic Agency, De Werkvennootschap, on a procurement procedure as part of the PPP project for improvements to the R4 highway.

Notable practitioners

Leading public law practitioner **Barteld Schutyser** (see p.292) is well known for his experience representing both procuring authorities and consortia in major procurement cases and PPP projects. A client enthuses that Schutyser is an *"exceptional lawyer, with a great experience in public law and procurement litigation. He combines his pragmatism and excellence, leading to outstanding accomplishments and results."* **Anthony Logghe** (see p.287) advises clients on PPP projects and public procurement procedures, acting for both public sector clients and bidders. One client says that Logghe is *"very client-centred, always ready to help, and has become a major Belgian specialist on PPP projects."*

Liedekerke Wolters Waelbroeck Kirkpatrick

See profile on p.312

What the team is known for Top-tier environmental law practice with enviable experience in permitting issues, pollution regulation enforcement and waste management. Advises major domestic players and public bodies on environmental, zoning and planning law aspects of development projects. Represents clients in high-profile contentious matters, including around climate change regulations. Additionally provides extensive experience in high-value disputes concerning domestic regulations on gambling and transportation, as well as concerning the differences between domestic and EU regulations. Mandated by major private companies in contentious and non-contentious procurement law matters.

Strengths One source describes the team as *"top of the market,"* adding that the lawyers are *"very pragmatic and considered."*

A client praises the firm's *"very thorough understanding of the public laws, regulations and jurispru-*

dence."

Work highlights Advised Brussels Capital Region on high-profile noise limitation case, defending the client in appeals against fines imposed on airlines that allegedly breach the regulations.

Notable practitioners

Dominique Devos (see p.282) advises public sector clients and private companies on waste management and contamination matters, as well as zoning and environmental permitting. He represents clients in high-profile disputes concerning climate change regulations. A client comments that Devos *"delivers good-quality legal assistance. He is also just very pleasant to work with, very proactive, transparent and easily accessible."* **Frank Judo** (see p.285) moves up in the rankings on the back of positive feedback, with a client enthusing that he *"always puts the broader business strategy and objectives in front."* He represents clients in disputes concerning public procurement, as well as the regulation of the transport and pharmaceutical sectors. He acts for both corporate clients and public bodies. A client attests that Judo is *"extremely competent and is one of the best in terms of knowledge,"* adding that he is *"very agreeable to work with and very practical."* **François Tulkens** (see p.293) represents clients in high-profile regulatory disputes and pollution litigation. He acts for clients from the TMT sector on public procurement matters. He also has notable experience in environmental and urban planning matters. **Filip De Preter** (see p.281) acts for clients on contentious and non-contentious zoning and environmental permitting matters, with one interviewee enthusing that he is *"very good in litigation."* **Vincent Ost** (see p.290) enters the rankings this year on the back of positive client feedback, with one reporting that he has *"the gift of being able to explain a complex matter fairly simply."* He represents public sector clients in PPP and procurement disputes. Ost also has experience in non-contentious matters.

Band 3

Allen & Overy LLP

What the team is known for Market leader in the planning and environment space, sought out by major international corporations to assist with EU environmental and health and safety regulations. Also advises on domestic legislation concerning soil and noise pollution, as well as permitting matters. Experienced in environmental law litigation. Additionally represents professional services clients and contractors in public procurement and PPP projects. Acts for domestic clients on Belgian gaming and gambling legislation.

Strengths One client notes that *"the team comes out on top because of its proactivity, understanding of the problem and management of resources,"* further adding that the lawyers have a *"very good understanding of the client's needs."*

Another client commends the firm's *"internationally experienced lawyers,"* enthusing that the team is *"responsive, commercially aware and has an extended network that is able to support clients across the EU."*

Notable practitioners

Gauthier van Thuyne is particularly highlighted for his ability to advise multinational clients on EU environmental regulations. He regularly assists clients with soil and noise pollution mandates, as well as environmental permitting matters. He acts for clients on both contentious and non-contentious matters. A client appreciates that he is *"prompt in reaction"* and also underlines that he is *"direct and diplomatic."*

CMS

See profile on p.304

What the team is known for Solid public law practice with strong expertise advising procuring authorities and bidders on public procurement matters. Additionally acts for clients on post-award challenges. Represents plaintiffs and public bodies in annulment actions against existing domestic legislation. Works closely with the firm's offices in other countries to provide assistance with multi-jurisdictional matters.

Strengths A client appreciates that the team has *"a clear understanding of the framework to work in"* and adds that the lawyers *"provide a constructive view on opportunities."*

Another client describes the lawyers as *"fast and accurate"* and adds: *"The service level is great."*

Work highlights Advised the Belgian Ministry of Foreign Affairs on the public procurement procedure for the construction of a Belgian Embassy in the Democratic Republic of Congo.

Notable practitioners

Virginie Dor moves up in the rankings this year, with a client enthusing that her *"advice is very good, as she knows the industry well and understands our constraints,"* and adding that *"she does not send us theoretical advice, what she says is very practical and can be put into operation right away."* Dor has a strong focus on public procurement matters, advising both public and private sector clients on tendering. Another client reports: *"We have always been impressed by her extremely client-oriented, clear, simple, straightforward and efficient service."*

Lydian

See profile on p.314

What the team is known for Solid public law team acting for bidders and procuring bodies on public procurement matters, including tendering and contractual performance matters, as well as PPP and DBFM projects. Additionally represents clients in litigation, such as contract termination disputes. Often assists with projects involving the transportation or healthcare sectors.

Strengths A client comments that *"Lydian has a pragmatic approach and produces timely and concise results."*

Another client reports that the *"collaboration runs smoothly and the advice is provided on time and is substantively strong."*

Work highlights Advised VVM-De Lijn, as co-contracting authority, on the public procurement procedure for the redevelopment of Gent-St-Pieters bus and railway station.

Notable practitioners

Jens Debièvre (see p.281) is a well-known public law practitioner with solid expertise in procurement matters for both public and private clients. A client describes him as *"pragmatic, with good business acumen,"* and adds that he is *"committed to his clients and outstanding at fulfilling deadlines."*

NautaDutilh

See profile on p.317

What the team is known for Represents developers and public sector clients in public procurement and PPP disputes, as well as acting for clients on requests for the annulment of legislation. Additionally advises bidders on non-contentious procurement matters. Often acts for public bodies, as well as for clients from the technology, energy and real estate sectors.

Strengths A client praises the firm for *"acting very quickly and thoroughly,"* and adds that the team *"has a very thorough understanding of public law and how to counter objections."*

Another client opines: *"We always have the feeling that the lawyers will do everything in their power to be successful and they always show great knowledge and expertise to achieve that."*

Work highlights Advised Febelsol on a request before the Council of State to annul a Royal Decree concerning solarium operators.

Notable practitioners

Patrick Peeters (see p.290) has notable experience representing both public bodies and private sector clients in high-profile requests for the annulment of legislation and other administrative disputes. **Jens Mosselmans** (see p.289) frequently advises clients on contentious and non-contentious public procurement and PPP mandates. Mosselmans also acts for clients on other administrative disputes. A client commends *"his knowledge of the finer points of public law and rulings in similar past lawsuits,"* adding praise for his *"strategic insights."*

Band 4

EQUAL

What the team is known for Specialised public law boutique particularly active in urban planning and public procurement mandates. Experienced in contentious, as well as administrative and regulatory matters. Often handles matters in the healthcare and energy sectors. Particularly noted for expertise in French-speaking regions of Belgium.

Strengths An interviewee reports that it is a *"very good boutique firm."*

Notable practitioners

Eric Gillet advises public authorities on governance, procurement, PPP projects and contractual matters. **Patrick Thiel** advises both public authorities and contractors on public tendering and procurement. He also represents clients in procurement and contractual disputes.

Loyens & Loeff

See profile on p.313

What the team is known for Often acts for consortia on PPP projects, as well as assisting procuring authorities with tendering matters. Represents clients in post-award procurement litigation and in contractual disputes. Additionally acts for clients from the financial, medical and defence sectors. Also assists clients with contentious matters concerning Belgian gaming law.

Strengths One client enthuses that the team *"works tirelessly and efficiently to ensure that we accomplish our goals."*

Another client adds that *"the lawyers are very pragmatic and communicate clearly,"* and adds that they *"deliver high quality within short timelines."*

Work highlights Advised the European Investment Bank on the public procurement and tendering aspects of the new building project at the bank's Kirschberg Campus.

Notable practitioners

Valentijn De Boe (see p.280) has extensive experience representing private clients across various sectors in contentious and non-contentious procurements matters and PPP projects. A client describes

him as *"the most committed attorney I have had the pleasure to work with,"* adding that *"without his contributions, our commercial success would not have been possible."*

Publius

What the team is known for Frequently advises regional authorities on disputes concerning noise pollution and climate change regulation. Additionally acts for municipalities and clients from the food and drink and retail sectors on town planning and environmental permitting matters. Also has a number of clients from the energy industry. Represents clients in challenges to domestic legislation and other public law disputes.

Strengths An interviewee appreciates the firm's ability to *"pick up the phone and give a direct reaction,"* and adds that the team is *"quite pragmatic and business-minded."*

Another client highlights the team's *"hands-on advice and respect of deadlines,"* underlining: *"The lawyers are always on time with deliverables and the answers are always very practical."*

Work highlights Advised the Flemish Government on a potential violation of noise pollution regulation caused by Zaventem airport.

Notable practitioners

Dirk Van Heuven is an experienced public law attorney often mandated by Flemish regional authorities and private companies to assist with appeals against regulations and other contentious public law matters. A client appreciates that he is *"very strong in thinking about how we can achieve our objectives on a high level."*

Band 2

LDR Advocaten in Omgevingsrecht

What the team is known for Specialist planning and environment firm well known in the Flemish region for advising clients on domestic and EU environmental regulations. Acts for regional authorities and private companies on environmental permitting, urban planning and zoning. Also assists clients with air and soil pollution matters and waste management issues. Offers additional expertise in nature conservation law.

Notable practitioners

Isabelle Larmuseau advises regional and municipal authorities and developers on environmental permitting and urban planning matters. She also assists Belgian companies with domestic and EU environmental legislation. An interviewee reports that she is *"knowledgeable about environmental law."*

Band 3

Baker McKenzie

What the team is known for Offers advice on building and environmental permits, and assists clients with pollution and contamination cases. Represents clients in contentious matters, including appeals against fines for breaching environmental standards legislation. Advises on both domestic and EU environmental legislation.

Strengths Clients appreciate the team's commercial approach and *"understanding of business. It is the first law firm that understands what we're looking for, which is practical legal advice."*

Another commented that the team has *"a very good knowledge of the environmental matters we need it for."*

Work highlights Advised Octa+ on decontamination works and in litigation concerning liability for the air pollution caused during the work.

Notable practitioners

Pascal Mallien advises clients on pollution and permitting matters, as well as representing them in contentious cases. A client lauds his *"very good way of thinking and interpreting the law to help reach targets."*

Other Ranked Lawyers

Ivan-Serge Brouhns advises clients on domestic and EU environmental regulations, including assisting with waste management and soil contamination matters. He has experience acting for public clients and multinational corporations on environmental permitting matters.

Michel Delnoy is noted for advising francophone clients on expropriation, environmental law and urban development matters.

Francis Haumont has considerable experience in environmental law and urban development mandates. An interviewee highlights him for his *"long career as a top environmental lawyer."*

Dominique Lagasse (see p.286) advises public and private sector clients on contentious matters concerning human rights, legislative enforcement and public procurement.

Jacques Sambon is highlighted by interviewees for his work advising public authorities and environmental organisations on planning, zoning and development matters. Commentators praise his ability to handle contentious mandates.

Lieve Swartenbroux represents clients in disputes concerning soil and water contamination, as well as assisting clients with zoning and permitting matters.

William Timmermans advises clients on public procurement procedures, handling both contentious and non-contentious matters. He also has expertise in PPP projects and public zoning matters.

France Vlassembrouck advises private clients on public procurement tenders. She also represents clients in challenges to existing legislation. She is described by one interviewee as *"active and smart."*

Real Estate

Band 1

Allen & Overy LLP

What the team is known for Respected firm advising multinational financial institutions, real estate investors and prominent Belgian companies on major real estate financing mandates. Also active for clients in office leases and property disposals. Frequently assists clients with cross-border transactions, as well as representing developers in public tender procedures.

Strengths One interviewee says: *"It is one of the most active teams on the Belgian market,"* and goes on to add that *"Allen & Overy is very commercial, solution-focused and can handle issues that arise during a transaction."*

Clients also praise the team's *"pragmatism and excellent execution,"* as well as its *"high-quality and to-the-point service."*

Work highlights Assisted Ghelamco Invest with the sale of Silver Tower, a company owning EUR200 million of office space in Brussels, to WestInvest Gesellschaft für Investmentfonds.

Notable practitioners

Rudy Dupont is a *"charismatic and pragmatic lawyer who wants to get the deal done,"* according to one market source. Another interviewee notes: *"He is a problem solver."* He acts for international real estate investment platforms and marquee developers on the buying and selling of high-value properties.

Linklaters

See profile on p.84

What the team is known for Outstanding team combining experience in corporate and real estate law. Often represents REITs and large local property development companies in real estate acquisitions, joint ventures and PPP projects. Significant expertise in contentious proceedings, representing clients in proceedings relating to commercial lease agreements. Also frequently advises on real estate financing.

Strengths A client praises the team's focused and pragmatic approach, noting: *"The lawyers deliver what they need to deliver, and if I need an explanation it is to the point."*

Another client notes: *"We have a very good overall impression of the team, the services delivered are top-notch."*

Work highlights Advised Inter Real Estate Trusty on the EUR198 million acquisition of Red Sky, the sole owner of the Les Terres Rouges office complex in Esch-sur-Alzette, Luxembourg.

Notable practitioners

Yves Moreau is an expert in a wide range of real estate transactions, including disposals, leases and development contracts for premium properties. *"He wants to get the deal done,"* comments one source, adding: *"Whenever you deal with him you know the product will be balanced."* **Pieter Puelinckx** is adept at handling high-value property disposals via asset and share deals. *"He's solution-oriented and a strategic thinker,"* affirms one client, adding: *"He doesn't*

Real Estate

Leading Firms

Band 1
Allen & Overy LLP
Linklaters *
Loyens & Loeff *
Band 2
Baker McKenzie
Clifford Chance LLP *
Liedekerke Wolters Waelbroeck Kirkpatrick *
Stibbe *
Band 3
CMS *
Lydian *
NautaDutilh *
Band 4
Deloitte Legal – Lawyers
DLA Piper UK LLP *
Eubelius *
PwC Legal
Schoups *

Senior Statespeople

Senior Statespeople: distinguished older partners
Lechien Dominique *Baker McKenzie*
Nauwelaerts Rudy *Stibbe* *

Leading Individuals

Band 1
Delacroix Yves *Liedekerke Wolters Waelbroeck Kirkpatrick* *
Dupont Rudy *Allen & Overy LLP*
Laurent Christophe *Loyens & Loeff* *
Moreau Yves *Linklaters*
Band 2
d'Ursel Henri *Clifford Chance LLP*
Neven Wouter *Lydian* *
Puelinckx Pieter *Linklaters*
Vandenberghe Jean-François *Baker McKenzie*
Band 3
Brohez Ariane *Loyens & Loeff* *
Caestecker Dirk *DLA Piper UK LLP* *
Chabot Pierre-Axel *CMS*
De Montpellier François *PwC Legal*
De Vliegher Didier *NautaDutilh* *
Duquesne Bruno *CMS*
Emond Alexandre *Liedekerke Wolters Waelbroeck* *
Joos Johan *Eversheds Sutherland (ORL)* ◊ *
Maselis Matthias *Stibbe* *
Peeters Lieven *ALTIUS (ORL)* ◊
Plessers Michel *H&K (ORL)* ◊
Schoups Marco *Schoups* *
Van Bever Lars *Eubelius*
van de Werve Maximilien *Deloitte Legal – Lawyers*
Vermeersch Rony *Stibbe* *
Up-and-coming individuals
Ceulemans Simon *AKD (ORL)* ◊ *

** Indicates firm / individual with profile.*
◊ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

pick a battle for the sake of it. He knows his stuff and keeps calm." Puelinckx is also well known for tackling complex construction and real estate financing deals.

Loyens & Loeff

See profile on p.313

What the team is known for Best known for its strong work on the tax elements of real estate matters and frequently assists Belgian and international investors with the structuring and execution of real estate transactions. Represents clients in the acquisition of both office and residential buildings. Also acts on due diligence, tender procedures and real estate disputes. Often advises on share deals, joint ventures and asset deals and acts on transactions involving large property portfolios.

Strengths *"The team is capable of advising on complex matters. The lawyers have a hands-on mentality and offer full commitment to the deal,"* reports a client. Another client states: *"The big advantage of the firm is the combination of many years of experience of real estate. The lawyers have excellent knowledge about ongoing changes in regulations and can very well anticipate the reactions of the ruling commission."*

Work highlights Represented CBRE Global Investors in the acquisition of the Mondrian Building in Brussels.

Notable practitioners

Christophe Laurent (see p.286) is praised for his sustained excellence in handling complex real estate transactions, particularly those with challenging taxation elements. A client describes him as *"a strong negotiator who is also practical and open to solutions,"* going on to add: *"He always makes himself available despite often having a lot on the table."* **Ariane Brohez** (see p.278) regularly advises leading real estate investors and property developers on share and asset deals. According to one client, Brohez *"can get to the real issue of a subject and understands very quickly,"* which means that she *"has a big added value."*

Band 2

Baker McKenzie

What the team is known for Respected team with substantial expertise acting for leading private equity investors. Involved in high-value transactions of both office buildings and residential sites. Additional strength in litigation, with experience acting for landowners, tenants and architects. Significant experience in the hospitality sector, advising clients on transactions and redevelopment mandates.

Strengths A client highlights the firm's international presence as a key strength, explaining: *"We have found Baker McKenzie to be extremely efficient, and with their presence in different countries, we have benefited from their global knowledge."*

Another client highlights the *"capability of the firm's deal-making lawyers,"* noting: *"They outline the issues and the risks in a transaction and are able to provide solutions."*

Work highlights Assisted the Good Life Development Fund with the acquisition of an 18-hectare industrial site from GE.

Notable practitioners

Dominique Lechien is widely respected for his longevity advising on marquee real estate transactions. Sources describe him as *"very knowledgeable"* and *"a brilliant transactional lawyer."* **Jean-François Vandenberghe** represents property developers, real estate funds and multinational corporations in complex sale and leaseback transactions. *"He is a commercially minded lawyer who, on the one hand, prudently protects his client's interest and, at the same time, offers a solution to get a deal done,"* observes a client.

Clifford Chance LLP

See profile on p.64

What the team is known for Reputable team offering clients significant experience in transactions related to retail properties, office buildings, residential units and the hospitality and leisure sectors. Additionally handles development projects, sale and leaseback transactions and lease acquisitions. Often assists global investment funds and joint ventures with cross-border transactions, working alongside the firm's offices in neighbouring jurisdictions. Collaborates closely with the firm's tax department to handle real estate tax issues.

Strengths *"Clifford Chance offers excellent services,"* reports a client, adding: *"The lawyers are very reactive and especially supportive."*

Work highlights Acted for PATRIZIA on the acquisition of a EUR190 million property portfolio from Athora.

Notable practitioners

Henri d'Ursel is highly sought after for his experience advising real estate funds and property developers on complex transactions involving retail, commercial and residential assets. *"He is very reliable, smart and extremely well connected,"* attests a client.

Liedekerke Wolters Waelbroeck Kirkpatrick

See profile on p.312

What the team is known for Impressive real estate offering acting on development and redevelopment projects through an integrated approach between the firm's planning, public law and real estate practices. Frequently represents investors in transactions, including land purchases and sale and leaseback transactions. Particular expertise in matters in the hospitality sector. Advises tenants on lease agreements. Also assists with matters involving mixed-use assets, as well as commercial and residential properties.

Strengths *"The real estate team is extremely experienced and has a long track record,"* reports one client, going on to say: *"The lawyers are very business-minded and always find solutions for the most complex problems."*

Another client states: *"The lawyers quickly understood our needs. They are able to navigate difficult negotiations."*

Work highlights Acted for the National Institute for Health and Disability Insurance on the disposal of its two office buildings and the acquisition of its new office building.

Notable practitioners

The highly regarded **Yves Delacroix** (see p.282) is recommended by a client for his *"excellent negotiation skills"* and *"business-oriented"* approach. Delacroix handles a broad range of real estate mandates, advising clients on transactions, development projects and leasing agreements, often acting on matters involving hospitality properties. Another client enthuses that he is *"a rock to rely on and someone who offers reassurance in complex matters."* **Alexandre Emond** (see p.282) represents real estate funds and public sector clients in real estate transactions, contentious matters and development projects. According to one client, he is *"highly competent and is always one step ahead in terms of strategy in negotiations."*

Stibbe

See profile on p.321

What the team is known for Strong firm with a multidisciplinary approach and a strong reputation for public sector real estate mandates. Often works closely alongside the firm's highly esteemed public law and planning teams to advise on construction and development projects. Acts for investors on domestic and regional real estate transactions involving commercial, residential and retail assets.

Assists with portfolio management, lease agreements, land acquisitions and sale and leaseback transactions.

Strengths *"The lawyers are proactive, responsive, sharp and easygoing,"* one client notes, adding that *"their advice is to the point."*

Another client underlines that *"Stibbe is strong in the intersection between construction or development projects and public law."*

Work highlights Advised Union Investment Real Estate on the acquisition of a retail and residential complex.

Notable practitioners

Rudy Nauwelaerts (see p.289) has notable experience advising commercial tenants on lease agreements and real estate transactions. A client reports that he is an *"excellent real estate lawyer with an important network."* **Matthias Maselis** (see p.288) moves up in the rankings on the back of a strong work portfolio and positive feedback from clients, one of whom describes him as *"hands-on, solution-oriented, knowledgeable and a gifted negotiator."* He advises international clients on cross-border real estate transactions, as well as assisting with development projects and lease agreements. Another client appreciates that Maselis *"can put himself in the shoes of the investor, so that as well as being technical, he can understand what we are trying to get."* **Rony Vermeersch** (see p.295) often acts for public sector clients on construction mandates, as well as assisting private clients with land acquisitions and real estate contractual matters. A client reports that Vermeersch is *"customer-oriented, flexible and able and willing to navigate a changing environment."* Commentators also highlight his work on PPP projects.

Band 3

CMS

See profile on p.304

What the team is known for Often acts for investors on real estate transactions, frequently involving hospitality properties, office buildings and residential units. Advises both tenants and landlords on lease agreements. Additionally assists with development projects and portfolio management matters. Able to handle cross-border transactions and often represents international clients.

Strengths One client reports: *"We are very impressed with the technical knowledge, user-friendliness and overall service we get from CMS."*

Work highlights Advised Investcorp on its EUR88 million acquisition of 'The Bridge' complex in Brussels.

Notable practitioners

According to one client, **Pierre-Axel Chabot** is a *"very pragmatic lawyer and skilled negotiator."* He frequently assists both landlords and tenants with lease agreement negotiations, as well as advising on real estate transactions and development projects. Chabot often acts on mandates involving commercial and hospitality assets. **Bruno Duquesne** acts for clients on cross-border real estate transactions involving office buildings, residential properties and hotels. He also assists with construction and development projects. A client appreciates that *"his calm and sensible approach helped to smooth through a complicated transaction."*

Lydian

See profile on p.314

What the team is known for Particularly active in development, redevelopment and construction mandates. Additionally represents clients in contentious matters, including liability claims and contractual disputes. Advises clients on real estate transactions involving retail portfolios, hotels and office buildings. Also assists with lease agreement negotiations and portfolio management matters.

Strengths A client appreciates that the firm *"has an excellent team of highly qualified lawyers who are able to process large volumes of assignments quickly and formulate effective outcomes."*

Work highlights Advised Nike on the renovation of a logistics site and the construction of new logistics centres.

Notable practitioners

Wouter Neven (see p.289) is particularly active in construction and development projects, including contentious matters. A client underlines that he *"displays an excellent ability to effectively manage complex real estate matters."* Neven also advises clients on real estate transactions and lease agreements.

NautaDutilh

See profile on p.317

What the team is known for Active in development, redevelopment and construction projects, often involving commercial real estate. Additionally represents clients in post-construction disputes. Advises tenants on lease renewal agreements and terminations. Also assists public sector clients with the transfer of real estate assets.

Strengths A client describes the team as *"pragmatic"* and adds that the lawyers are able to *"work hard even under time pressure."*

Work highlights Advised FedEx Express and TNT on the termination of existing leases and a new long-term lease agreement as part of a relocation project following the merger between the two companies.

Notable practitioners

A client praises **Didier De Vliegher** (see p.281) for his *"diplomatic attitude in negotiation meetings and good knowledge of the major legal and also commercial concerns of the deal."* He represents clients in lease negotiations, as well as development and construction projects and subsequent litigation.

Band 4

Deloitte Legal – Lawyers

What the team is known for Acts for public sector clients and joint ventures on development projects and construction contractual matters. Also advises on real estate transactions, including for mixed-use assets, retail properties and office buildings. Assists with lease agreement negotiations. Cooperates with the firm's tax department on real estate tax matters.

Strengths A client highlights the team's *"in-depth knowledge of the sector and pragmatic attitude,"* and describes the lawyers as *"deal makers."*

Work highlights Assisted Tikehau Capital with the acquisition of a mixed-use real estate portfolio.

Notable practitioners

Maximilien van de Werve advises clients on real estate acquisitions and redevelopment projects. He is particularly popular with real estate companies with a focus on university accommodation. One interviewee describes him as an *"extremely kind and patient lawyer with whom it is a pleasure to negotiate."*

DLA Piper UK LLP

See profile on p.71

What the team is known for Benefits from close collaboration with the firm's strong public law team to advise public sector clients and private developers on construction, zoning and development matters. Also acts for clients on contentious construction matters. Represents both landlords and tenants in lease agreement negotiations. Assists with transactions involving land for development and commercial properties.

Strengths A client appreciates that the firm is *"invested in its clients and in long-term relationships with its clients."*

Work highlights Advised the City of Antwerp on the redevelopment of the city's former meat-packing district.

Notable practitioners

Dirk Caestecker (see p.278) advises clients on real estate transactions and amendments to lease agreements. One client reports: *"I like having him on my side advising me because he gives me practical solutions to work with."*

Eubelius

See profile on p.308

What the team is known for Advises clients on real estate transactions involving mixed-use sites, office buildings, retail properties and residential assets. Acts for clients on development and redevelopment projects. Assists with leasing and real estate portfolio management matters. Additionally acts on real estate financing and fund-raisings for REITs.

Strengths An interviewee reports that *"Eubelius does some good real estate funds work."*

Work highlights Acted for Retail Estates, a Belgian REIT, on the cross-border acquisition of 56 retail properties.

Notable practitioners

Lars Van Bever has a broad practice, advising on real estate transactions, real estate financing, development projects and lease agreements. A client underlines that he *"keeps an overview on the overall goals and the process without losing attention for crucial details."*

PwC Legal

What the team is known for Acts for clients on real estate transactions involving hotels, office properties and logistics sites. Also advises on development, construction and infrastructure projects. Assists clients with creating real estate joint ventures. Represents clients in leasing agreements, as well as in building and environmental permitting matters.

Strengths A client reports that *"the fact that a complex dossier can be handled in an overarching way by people with excellent expertise makes the operation of the organisation very strong."*

Another client describes the lawyers as *"very accessible, in close contact with their customer and very reliable."*

Work highlights Advised Rode Kruis-Vlaanderen on the redevelopment of a site in Mechelen.

Notable practitioners

François De Montpellier advises clients on lease agreements and real estate transactions covering a range of assets. One client highlights his *"very wide knowledge in real estate,"* while another describes him as a *"very good coordinator."*

Schoups

See profile on p.319

What the team is known for Strong focus acting for domestic and international construction companies, developers and contractors on both contentious and non-contentious construction matters. Also represents public sector clients. Advises on DBFM contracts and infrastructure projects, as well as representing clients in challenges to procurement tenders, safety disputes and damages claims.

Strengths A client reports that the team *"demonstrates each time a very hands-on approach and a quick but thorough understanding of the cases."*

Work highlights Assisted Constructiebedrijf Ivens with the construction of storage tanks in Rotterdam.

Notable practitioners

Marco Schoups (see p.292) represents construction companies in contentious matters, such as challenges to tendering decisions and subcontractor disputes. He also advises on infrastructure projects and development of brownfield sites. A client appreciates that Schoups *"gives practical and clear advice and is a very experienced litigator as well as a negotiator."*

Other Ranked Lawyers

Simon Ceulemans has experience advising asset managers on real estate transactions. One client reports that Ceulemans is *"a 360-degree lawyer within real estate"* and particularly highlights that he *"gives all his time and attention to us."*

Johan Joos (see p.285) advises clients on lease acquisitions and sale and leaseback transactions. Joos also assists with lease renewals and lease terminations, usually acting on behalf of the tenants. A client reports that he is *"very helpful at anticipating complex issues."*

One interviewee underlines that **Lieven Peeters** *"has definitely got high-level experience."* Peeters advises clients on transactions involving logistic and commercial assets. He also has experience in lease agreements, development projects and construction contracts.

According to one interviewee, **Michel Plessers** *"knows the industry and is good at deal making."* He is praised for his work on behalf of developers, advising on both development projects and transactions. Another commentator enthuses that Plessers *"has an encyclopedic knowledge of real estate law."*

Tax

Tax
Leading Firms
Band 1
Linklaters *
Loyens & Loeff *
Band 2
Allen & Overy LLP
Baker McKenzie
Freshfields Bruckhaus Deringer LLP *
Stibbe *
Tiberghien *
Band 3
Arteo *
Clifford Chance LLP *
Deloitte Legal – Lawyers
Eubelius *
Senior Statespeople
Senior Statespeople: distinguished older partners
Chéruy Christian *Loyens & Loeff* *
De Broe Luc *Deloitte Legal – Lawyers*
Liebman Howard *Jones Day (ORL)* ◊ *
Leading Individuals
Star individuals
Garabedian Daniel *Arteo* *
Haelterman Axel *Freshfields Bruckhaus Deringer LLP*
Band 1
Smet Patrick *Allen & Overy LLP*
Vanhulle Henk *Linklaters*
Band 2
Huyghe Alain *Baker McKenzie*
Peeters Bernard *Tiberghien*
Verstraete Henk *Stibbe* *
Band 3
Claes Wouter *Eubelius*
Dege Jean-Michel *Arteo* *
Heyvaert Werner *AKD (ORL)* ◊ *
Hinnekens Philippe *DLA Piper UK LLP (ORL)* ◊ *
Lippens Nicolas *Linklaters*
Ooms Alexandre *Clifford Chance LLP*
Rens Philippe *ARGO LAW (ORL)* ◊ *
Reypens Natalie *Loyens & Loeff* *
Up-and-coming individuals
Panis Isabelle *Allen & Overy LLP*
Associates to watch
Borgers Caroline *Linklaters*
* *Indicates firm / individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Tax: VAT
Leading Individuals
De Wit Guido *Linklaters*
Houx Stéphanie *Allen & Overy LLP*
Panis Wim *Stibbe* *
Stas Danny *Deloitte Legal – Lawyers*

Band 1

Linklaters

See profile on p.84

What the team is known for Market-leading team with a strong network and significant international tax planning capabilities. Assists with the tax structuring of M&A deals, stock option plans, re-domiciling and capital markets issuances. Advises on the availability of tax incentives for research and development activities. Represents clients in tax investigations, such as excessive profit investigations, as well as in litigation against the Belgian tax authorities. Additionally acts on corporate income tax matters.

Strengths *"Linklaters continues to be excellent,"* enthuses one client, who also highlights that the team is able to *"take ownership of issues"* and consists of *"good leadership and a strong bench of juniors and associates."*

An interviewee stresses the depth of expertise in the team, reporting that it comprises a *"big group of very experienced practitioners."*

Work highlights Advised Galapagos on the Belgian tax implications of entering a ten-year research and development agreement with Gilead Sciences.

Notable practitioners

Henk Vanhulle is described by one source as *"an excellent and thoughtful practitioner."* He assists with a broad range of matters, including the tax aspects of cross-border transactions, R&D-related tax incentives and tax litigation. A client enthuses that Vanhulle is *"easy to contact and responsive,"* and also appreciates that his advice is *"clear and concise."*

Nicolas Lippens is experienced in the tax aspects of R&D agreements, as well as the tax elements of real estate and corporate transactions. Lippens also represents clients in high-profile tax litigation against tax authorities and assists with corporate income tax matters. **Caroline Borgers** is regarded an *"excellent"* tax specialist who has received wide recognition in the field. She assists clients with excess profit tax investigations and advises on the tax aspects of cross-border transactions and stock option plans. **Guido De Wit** is singled out by a market commentator as *"truly the best VAT practitioner going,"* while a client praises his *"long experience and business knowledge of our company."* He is particularly active in the VAT aspects of real estate and corporate transactions, as well as advising on the taxation of R&D agreements.

Loyens & Loeff

See profile on p.313

What the team is known for Outstanding tax team offering expertise in complex tax mandates. Represents clients in contentious tax matters, including corporate income tax disputes and tax audits. Coordinates with colleagues in Luxembourg to advise on the taxation of investment funds. Acts on the tax aspects of cross-border corporate restructurings. Boasts a strong indirect tax practice, assisting with VAT and customs matters. Handles advisory mandates linked to withholding tax, transfer pricing matters, tax reimbursement and the taxation of employee benefits.

Strengths One client enthuses that the lawyers are *"prompt to answer, dedicated, good tax specialists and nice people."*

An interviewee reports simply that it is *"an excellent firm"* for tax law.

Work highlights Advised BNP on VAT matters regarding its new financial products.

Notable practitioners

Christian Chéruy (see p.279) is a distinguished practitioner with substantial experience in withholding tax matters. He handles both contentious and non-contentious tax matters and is frequently sought out by clients in the financial services sector.

Natalie Reypens (see p.291) has notable experience in corporate tax advisory matters, tax audits and tax litigation. She advises on corporate income tax, VAT and transfer pricing matters.

Band 2

Allen & Overy LLP

What the team is known for Impressive multidisciplinary practice with a strong international network. Works closely with the firm's market-leading banking, capital markets and corporate teams on the tax treatment of capital markets instruments or new financial products, as well as on the tax structuring of M&A transactions. Also advises corporate clients on tax matters relating to debt restructurings and refinancings. Additionally represents clients in tax inspections and tax litigation, including allegations of tax fraud. Assists with matters involving customs duties and tax treaties.

Strengths One client finds the team to be *"always pragmatic and straight to the point."*

A market commentator highlights the firm's ability to handle cross-border matters, reporting that the team *"serves the international market exceptionally well."*

Notable practitioners

According to a client, the highly regarded **Patrick Smet** offers *"very strong technical skills combined with pragmatism and excellent communication skills."* An interviewee enthuses that he is *"an exceptional tax lawyer for both litigious and transactional work."* Smet has experience in tax investigations and the tax aspects of corporate restructurings. **Isabelle Panis** is widely acknowledged as a tax practitioner who is *"truly up-and-coming in Belgium."* She acts for financial sector clients and private equity companies on the tax aspects of acquisitions and capital markets mandates. She also handles tax investigations by the Belgian tax authorities. **Stéphanie Houx** is specialised in indirect tax, with a focus on VAT, as well as real estate tax matters.

Baker McKenzie

What the team is known for Solid team acting on a broad range of tax mandates. Assists with the tax structuring of investment funds on behalf of Belgian asset managers and public investment companies. Offers considerable expertise representing international clients, benefiting from a strong network of offices to advise on the tax planning of cross-border transactions or re-domiciling. Designs transfer pricing models and defends companies in related audits. Also represents clients in administrative or civil proceedings seeking to appeal decisions made by the Belgian tax authorities. Acts for clients on dividend tax and the anti-tax avoidance directive.

Strengths One client highlights the team's connected approach across jurisdictions, reporting that it is a group of *"highly skilled lawyers who work smoothly together internationally. You can therefore immediately access the right person and make quick progress."*

Another client reports that the lawyers *"always do what is needed to meet the targets."*

Work highlights Advised TINC on the tax aspects of a EUR112 million capital increase.

Notable practitioners

Alain Huyghe regularly advises multinational companies on tax audits and tax investigations, with a particular focus on transfer pricing matters. He is lauded by one client for the *"precision of his tax opinions but also for searching for alternative solutions and providing quick answers to questions."*

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Strong team advising on complex international tax matters. Assists with a range of matters pertaining to M&A deals and the post-merger integration of acquisition targets. Attracts attention for experience in the tax structuring of corporate reorganisations and transformations, as well as the structuring of capital markets instruments. Acts for financial services companies on the relocation of their operations to Belgium. Collaborates closely with the firm's strong state aid team to advise on high-profile cases that challenge the European Commission's view on excess profit rulings.

Strengths An interviewee praises the team for *"doing excellent work."*

Work highlights Advised Verlinvest and Palmyra Brands on the tax structuring of the divestment of Armonea Group.

Notable practitioners

Axel Haelterman is regarded as a *"truly exceptional lawyer"* by a source. One client praises him for being *"very good at interacting and driving constructive discussions with various stakeholders"* and adds that he is *"quick to understand the issues and identify issues and solutions."* Haelterman is frequently mandated by high-profile corporate clients to handle cross-border transactions and restructurings.

Stibbe

See profile on p.321

What the team is known for Acts for a diverse range of clients, including companies in the telecommunications and real estate sectors, on tax structuring matters. Advises on tax matters relating to cross-border transactions, capital markets instruments, the establishment of investment funds and the structuring of private equity investments. Assists public sector clients with the introduction of new pieces of tax legislation. Also advises on indirect taxation, with experience in tax disputes over the payment of VAT. Represents clients in transfer pricing matters.

Work highlights Advised DWS on the tax aspects of the acquisition of a stake in Hansea.

Notable practitioners

Henk Verstraete (see p.296) regularly represents clients from the financial services and real estate sectors in the tax structuring of transactions. He also represents clients in indirect tax litigation matters. One interviewee notes that he is *"a very clever lawyer."* **Wim Panis** (see p.290) has in-depth knowledge of VAT exemption disputes and the VAT treatment of joint ventures. He also advises on customs and import duties.

Tiberghien

See profile on p.323

What the team is known for Tax-focused boutique advising on the entire spectrum of tax matters. Acts for an enviable range of domestic clients on the tax aspects of restructurings. Handles the tax structuring of acquisitions, as well as tax disputes. Also assists with standalone advisory mandates on behalf of clients seeking to ensure compliance with rules on transfer pricing, VAT, income tax and withholding tax.

Strengths One client praises the team for its *"excellent service, deep expertise in the area and solutions tailored to client needs, even when the issues are not so straightforward."*

Notable practitioners

Bernard Peeters is praised by a source for being *"very strong on corporate transactional work for tax."* He offers notable expertise in the tax structuring of M&A transactions, as well as advising clients on double tax treaties.

Band 3

Arteo

See profile on p.301

What the team is known for Respected group with a strong offering in tax litigation, including claims that taxes are unconstitutional. Frequently mandated by clients in the financial and real estate sectors. Noted for the team's expertise in handling transfer pricing, tax deductibility and withholding tax matters. Also provides tax assistance with M&A deals, restructurings and joint venture creation.

Strengths One source notes: *"Arteo offers a very broad range of tax expertise. The firm can involve large teams for transactional work and always delivers on time."*

A client reports that the team's *"service is always quick and precise and the advice is well grounded in the law and in practice."*

Work highlights Represented a multinational group in a high-profile tax dispute against the tax authorities regarding transfer pricing, and obtained a favourable decision from the Supreme Court.

Notable practitioners

Daniel Garabedian (see p.283) is singled out by sources as *"an exceptional practitioner."* He is vastly experienced in representing clients in complex tax litigation and regularly advises on transfer pricing, withholding tax and corporate income tax matters. Garabedian also assists with the tax structuring of reorganisations. **Jean-Michel Degée** (see p.281) offers notable expertise in tax litigation, including whether taxes are unconstitutional, as well as withholding tax and tax deductability disputes. He also advises on corporate taxation matters. He is recognised by a market commentator as *"an extremely intelligent tax lawyer."*

Clifford Chance LLP

See profile on p.64

What the team is known for Well-respected practice with a significant focus on the real estate sector. Works alongside the firm's real estate team to assist asset managers and industrial companies with the tax implications of real estate investments or development projects, including those that are structured through Belgian REITs. Collaborates closely with the firm's M&A group to advise on the taxation of cross-border transactions. Also represents clients in litigation relating to the alleged breach of anti-abuse rules.

Strengths One client praises the team for its *"state-of-the-art advice and for always hearing the market's problems while offering practical solutions to them."*

Anther client highlights that the lawyers *"are always in the forefront of things and implement this directly in ongoing transactions."*

Work highlights Assisted Union Investment with the tax structuring of the sale of the Mondrian building to Cicerone RE Holding.

Notable practitioners

Alexandre Ooms is well known for advising fund managers on the tax treatment of transactions and reorganisations, with a special focus on the real estate sector. A client describes him as a *"straightforward lawyer who understands what the client needs and wants, and is commercial in order to make it happen."*

Deloitte Legal – Lawyers

What the team is known for Offers significant experience acting for clients on contentious mandates

before both domestic and European courts, representing clients in allegations of VAT fraud, income tax disputes, BEPS litigation and customs duties cases. Also handles advisory matters, advising on the tax structuring of corporate reorganisations and M&A transactions, as well as assisting clients with re-domiciling. Additional experience in transfer pricing mandates.

Strengths A client praises the team for its *"out-of-box thinking, ability to take the client's perspective and hands-on"* approach.

Another impressed client appreciates the team's ability to handle multi-jurisdictional matters, reporting: *"The seamless cooperation among the Deloitte offices is working very well."*

Work highlights Assisted Frasers Group with reaching a settlement with the Belgian Tax Authority, regarding alleged VAT fraud.

Notable practitioners

Luc De Broe is a distinguished tax litigator with substantial experience in handling high-profile tax disputes, often involving income tax investigations. An interviewee enthuses that De Broe is *"one of the top tax litigators in Belgium."* **Danny Stas** is a seasoned tax adviser who is specialised in VAT. He also assists clients with tax audits and corporate income tax investigations.

Eubelius

See profile on p.308

What the team is known for Advises companies or their management teams on the tax treatment of M&A and real estate transactions, as well as corporate restructurings. Offers notable expertise in the specific regulatory regimes for REITs or REIFs. Also handles tax litigation and tax investigations relating to companies' liability for direct or indirect taxes and allegation of tax fraud. Works with the firm's competition team on appeals against the European Commission's excess profit decision. Assists with the tax aspects of capital markets transactions and the establishment of investment funds.

Strengths One client appreciates the team's ability to *"explain and communicate a specific difficult matter to non-specialists."*

Another interviewee praises the team for the way it *"combines in-depth knowledge with practical and commercial solutions for the client."*

Work highlights Assisted Batopin with the tax and VAT structuring of a new business model, designed to outsource ATMs.

Notable practitioners

According to one client, **Wouter Claes** is a *"creative and down-to-earth"* practitioner who is *"very focused on clients' needs and knows the business his clients are active in very well."* He regularly advises clients from the real estate sector on tax matters in transactions and business structuring, as well as assisting with the taxation of capital markets transactions and employee incentives.

Other Ranked Lawyers

Werner Heyvaert (see p.284) advises clients on the tax aspects of reorganisations and re-domiciling. He also represents clients before the Belgian tax authorities. He is lauded by a client for having *"very extensive and strong knowledge of Belgian tax law."*

Philippe Hinnekens (see p.284) regularly advises clients on withholding tax, VAT, tax treaties and the taxation of employee incentives. He also has experience in tax litigation and tax audits, as well as assisting clients with the tax structuring of investment funds. Hinnekens also advises clients on the ATAD 2 directive.

Howard Liebman (see p.286) is specialised in tax matters in connection with M&A transactions, restructurings and joint ventures.

Philippe Rens (see p.291) assists clients with the tax aspects of business restructurings and re-domiciling, as well as the tax structuring of investment funds. One client notes: *"He is very communicative, reachable and proactive. He always manages to grasp all aspects of a file very quickly."*

TMT

TMT
Leading Firms
Band 1
Allen & Overy LLP
CMS *
Crowell & Moring LLP *
DLA Piper UK LLP *
Linklaters *
Stibbe *
Band 2
Ada Stone
time.lex
Band 3
Bird & Bird
Covington & Burling LLP *
Fieldfisher
Jones Day *
MVVP *
Band 4
Astrea *
HOYNG ROKH MONEGIER *
Koan Law Firm
Wilson Sonsini Goodrich & Rosati
* *Indicates firm / individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

TMT: Telecommunications
Leading Individuals
De Meese Thomas *Crowell & Moring LLP* *
Van Liedekerke Dirk *CMS*
Verheyden Alexandre G *Jones Day* *

TMT: Information Technology
Leading Individuals
Band 1
De Vulder Kristof *DLA Piper UK LLP* *
Valgaeren Erik *Stibbe* *
Van Elsen Filip *Allen & Overy LLP*
Van Overstraeten Tanguy *Linklaters*
Band 2
Van Eecke Patrick *Cooley LLP (ORL)* ◊
Band 3
Bruyndonckx Bastiaan *Lydian (ORL)* ◊ *
Vandendriessche Gerrit *ALTIUS (ORL)* ◊

Band 1

Allen & Overy LLP

What the team is known for Dominant TMT department offering expertise in both contentious and transactional matters. Assists clients with a broad range of mandates, with particular expertise in IT issues. Additionally acts on litigious files, assisting with intellectual property infringement cases in the IT and media industries. Also advises clients on copyright issues and on data protection matters, including GDPR compliance.

Strengths One client notes that the team is both *"friendly and accessible."*

Another appreciates that the law firm provides *"pragmatic and commercial advice."*

Notable practitioners

Filip Van Elsen advises a broad range of clients, including financial institutions, multinational companies and governmental bodies, on IT outsourcing, regulatory compliance and disputes. A client praises him, noting that he is *"an expert in his field and is able to translate difficult and nuanced legal requirements into practical and workable solutions for his clients."*

Peter Van Dyck advises clients on a broad range of data protection matters, including compliance and regulatory issues. He also handles commercial agreements.

CMS

See profile on p.304

What the team is known for Market-leading telecoms practice offering expertise in regulatory and contentious mandates, including advising on licensing and network sharing issues. Acts for a broad range of clients from the entertainment, automotive and broadcasting sectors on both litigious and non-contentious matters. Also advises on data privacy issues, assisting with data breaches, cyber attacks and consumer protection.

Strengths Clients emphasise the firm's commercial acumen, one characterising its counsel as *"pragmatic and business-oriented."*

Work highlights Represented Proximus in a regulatory compliance dispute.

Notable practitioners

Tom de Cordier has a wide practice assisting clients with data protection compliance, disputes and regulatory issues. A source highlights his *"deep expertise of both telecommunications and data protection laws."*

Tom Heremans advises clients on a broad scope of work including domain name registration, neighbouring rights and consumer protection. **Dirk Van**

TMT: Media
Leading Individuals
Band 1
Maqua Agnès *Ada Stone*
Band 2
Brison Fabienne *HOYNG ROKH MONEGIER*
Heremans Tom *CMS*
* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Liedekerke advises a wide range of clients including multinational technology companies and domestic telecoms groups. He assists with transactions in the telecoms sector, as well as disputes relating to infrastructure access and tender procedures.

Crowell & Moring LLP

See profile on p.306

What the team is known for Highly regarded team advising a host of domestic companies including distributors, record labels and gaming companies. Substantial experience assisting clients with the distribution of copyrighted material, as well as launching online platforms. Further acts for media broadcasters on contentious cases before the Council of State. Represents telecoms clients in matters relating to 5G.

Strengths Clients speak of the practice's user-friendly style, one citing the team's *"excellent approach to working with its clients and understanding their needs."*

Another client highlights that the lawyers are *"very pragmatic, easy to work with and agile."*

Work highlights Represented Skyforce Cybersecurity in a trade mark dispute.

Notable practitioners

Thomas De Meese (see p.280) represents a wide range of broadcasters in litigation before the Council of State, as well as assisting with market analyses and contact with regulators. He also advises telecoms clients on contentious and non-contentious mandates, including network sharing matters.

DLA Piper UK LLP

See profile on p.71

What the team is known for Leading team offering clients expertise in IT-related matters, including licensing issues and large IT outsourcing projects, as well as litigious cases relating to wide-ranging projects. Acts for a host of clients, including multinational corporations, national bodies and financial institutions. Well placed to handle data protection matters. Also advises on IT service agreements and strategic IT projects.

Strengths A client notes that the lawyers possess *"strategic thinking and a pragmatic approach, are easy to contact and pleasant to work with."*

Another impressed client highlights the *"vast knowledge, authority and experience in the field, availability, commitment, creativeness and negotiation skills"* of the lawyers.

Work highlights Represented UCB in various IT contracting matters.

Notable practitioners

Kristof De Vulder (see p.281) assists clients with a broad scope of IT mandates, including outsourcing contracts, licensing mandates and software applications. He also represents clients in contentious matters relating to contractual breaches. An interviewee highlights his negotiation skills, stating that *"he structures the discussion and intervenes to solve sensitive issues, remove roadblocks and find acceptable business and legal solutions."*

TMT: Data Protection
Leading Individuals
Band 1
Cooper Daniel *Covington & Burling LLP* *
Tielemans Henriette *Covington & Burling LLP* *
Van Eecke Patrick *Cooley LLP (ORL)* ◊
Van Overstraeten Tanguy *Linklaters*
Band 2
de Cordier Tom *CMS*
Nauwelaerts Wim *Alston & Bird LLP (ORL)* ◊
Valgaeren Erik *Stibbe* *
Band 3
Burton Cédric *Wilson Sonsini Goodrich & Rosati*
Debusseré Frederic *time.lex*
Dumortier Jos *time.lex*
Proust Olivier *Fieldfisher*
van Asbroeck Benoit *Bird & Bird*
Van Canneyt Tim *Fieldfisher*
Up-and-coming individuals
Couneson Guillaume *Linklaters*
Van Dyck Peter *Allen & Overy LLP*

Linklaters

See profile on p.84

What the team is known for Impressive team with a stellar reputation for advising multinational clients on data protection and GDPR compliance matters. Particularly strong in acting for financial institutions. Assists with global GDPR compliance regimes for businesses from the pharmaceutical sector. Additionally represents clients in the negotiation and drafting of IT outsourcing contracts, as well as IT issues related to migrations. Also well placed to handle IT-related disputes.

Strengths A client notes that the firm provided *"superb legal support during the negotiations."*

A source appreciates the lawyers' ability *"to understand the commercial issues and to give the most appropriate solutions to them."*

Work highlights Assisted TIP Trailer Services with the setting up of a telematics system.

Notable practitioners

Tanguy Van Overstraeten has a broad range of expertise, advising clients on outsourcing and data protection matters. He receives praise from clients for his business-savvy style, one relaying how he is *"appreciatedas a sparring partner when weighing options and defining a pragmatic approach to complex privacy challenges."* **Guillaume Couneson** is praised for being *"very pragmatic and listening perfectly to the client's needs."* He represents clients in a range of matters in relation to data protection, including GDPR implementation and interactions with regulators. Another client enthuses that he provides *"in-depth knowledge of complex regulations, reliability and smooth communication."*

Stibbe

See profile on p.321

What the team is known for Excellent IT department offering clients assistance with IT compliance, substantial IT outsourcing agreements and rollout of data communication services. Clients include leading Belgian companies, as well as multinational organisations. Advises on complex cross-border data privacy disputes and questions related to telecoms product classification. Strong reputation for acting on telecoms regulations, representing clients against regulators throughout the Belgian court system.

Strengths Clients highlight the firm's business sense, one describing the team as *"smart and strategic lawyers with a good sense of commercial issues."*

Work highlights Acted for Microsoft on litigation against the Belgian Institute for Postal Services and Telecommunications concerning the regulatory status of Skype.

Notable practitioners

Erik Valgaeren (see p.293) is described by one enthusiastic client as *"an experienced and seasoned litigator"* and *"a clear thinker who is strategic and commercially savvy."* He represents clients in a wide scope of work, including cross-border data protection implementation and IT outsourcing.

Band 2

Ada Stone

Agnès Maqua is valued by clients for her solution-oriented approach, one asserting that *"she works in a very pragmatic and problem-solving way, with due attention to the commercial impact."* She assists media clients with digital advertising, marketing campaigns and contentious issues.

time.lex

What the team is known for Prominent boutique firm specialising in IT and data protection, with particular expertise assisting public institutions. Frequently advises on GDPR compliance, in addition to the regulatory aspects of cybersecurity and IT-related EU directives. Also acts on litigious files relating to GDPR compliance and cookie policies. Often represents government bodies regarding data collection and GDPR matters.

Strengths An interviewee notes that the lawyers have *"a very pragmatic approach"* and are *"very business-oriented."*

A source enthuses that *"the quality of advice and support provided is excellent."*

Work highlights Acted for the Belgium Data Protection Authority on a GDPR lawsuit against Facebook.

Notable practitioners

Frederic Debusseré draws commendations from clients for his commercial scope, one describing him as *"a good listener and tactically strong."* He has a prominent practice advising public authorities and private clients on cross-border data privacy issues, including compliance and litigation. **Jos Dumortier** is well respected for his work advising public bodies on data privacy and cybersecurity matters.

Band 3

Bird & Bird

What the team is known for Assists public and private sector clients with a range of IT mandates, such as compliance issues and artificial intelligence. Also acts on contentious matters, including those relating to licensing fees. Strong experience advising on regulatory matters concerning big data, IT project implementation and cybersecurity. Additionally acts for media distributors on questions of content infringement.

Strengths A source appreciates that the lawyers are *"really responsive, very experienced and practical."*

Work highlights Assisted Digital Europe with the implementation of the European Electronic Communications Code.

Notable practitioners

Benoit van Asbroeck has a wide-ranging practice advising European bodies on regulatory developments. He also assists clients with broadcasting contracts and licensing issues. Clients emphasise his ability to prioritise, one deeming him *"a practical lawyer who knows how and when to distinguish between key and non-key items,"* before adding: *"He also quickly understands the real needs of his clients."*

Covington & Burling LLP

See profile on p.2741

What the team is known for Respected practice with particular expertise in data privacy matters relating to GDPR compliance, data privacy investigations and data transfer issues. Further acts for clients on contentious matters relating to the EU-US privacy shield. Renowned for advising clients from the life sciences and technology industries.

Strengths A client enthuses that *"the expertise, judgement, strategic advice, efficiency, practicality and cost-effectiveness of the lawyers is unmatched."* A client appreciates that the firm provides *"a combination of deep knowledge of specific topics and prompt and timely responses, while providing realistic advice in a friendly manner."*

Work highlights Advised Bristol-Myers Squibb on transitioning its binding corporate rules from France to Ireland.

Notable practitioners

Daniel Cooper's (see p.279) in-depth knowledge of the international data protection market makes him a key adviser to global companies seeking compliance advice. He is regularly called upon to advise on GDPR as well as the transfer of data through binding corporate rules. A source highlights that *"his advice is always expedient, incisive, practical, intelligent and informed by the specific risks and industry context in which we operate."* **Henriette Tielemans** (see p.293) acts for clients in a range of sectors including technology, life sciences, and the food and beverages industry, frequently advising US companies on European data privacy regulations. She assists with GDPR compliance, regulatory investigations and international data transfers.

Fieldfisher

What the team is known for Well-known firm with a strong focus on data privacy matters. Acts for a wide-ranging client base from the pharmaceutical, financial services and technology sectors on GDPR compliance matters. Expertise covers advising on data breach responses, cross-border data transfers and cookie policies. Also represents clients in regulatory compliance and audits.

Strengths An interviewee notes that the lawyers have *"a deep knowledge in the data protection area that is combined with excellence and responsiveness, which provides a high level of reliability and comfort."* A client notes that the lawyers are *"spot-on with addressing the issues and providing business-focused advice."*

Work highlights Assisted Programmads with various app launches.

Notable practitioners

Olivier Proust frequently advises clients on EU privacy laws, as well as binding corporate rules, data breaches and surveillance regulations. **Tim Van Canneyt** represents a host of clients in data privacy matters, with strong experience in cross-border GDPR compliance mandates. A client notes that *"he dares to think outside of the box, combining expert legal advice with a realistic business approach."*

Jones Day

See profile on p.79

What the team is known for Strong TMT practice with particular expertise in telecoms matters, representing clients in cases relating to the implementation of EU regulations, network access and roaming agreements. Acts for clients on negotiations with regulatory bodies and governments, and assists with regulatory matters related to mobile operators and broadband providers. Additionally benefits from substantial competition expertise to offer clients expertise in relation to state aid and antitrust mandates.

Strengths A client notes of the lawyers that *"their work is of an impeccable quality. They have a good understanding of the factual background, are concise and clear, and provide due respect for deadlines."* Another appreciates the firm for its customer-centric approach, citing its *"exceptional client service."*

Work highlights Assisted Telenet with regulatory issues pertaining to broadband networks and broadcasting services.

Notable practitioners

Alexandre Verheyden (see p.295) is well regarded for his practice advising telecoms operators on issues of European regulatory law. He further acts on contentious cases before competition authorities.

MVVP

See profile on p.315

What the team is known for Well known for its practice assisting producers, industry associations, individuals and distributors with licensing agreements and production contracts. Also advises on contentious and non-contentious data protection and GDPR compliance.

Strengths The firm draws praise from market commentators for its work on behalf of media clients.

Work highlights Represented SABAM in an abuse of dominance dispute before the ECJ.

Notable practitioners

Herman Croux, Peter Marx and Olivier Sasserath are key contacts at the firm.

Band 4

Astrea

See profile on p.302

What the team is known for Acts for both domestic and multinational clients from a range of sectors, with prominent experience in the automotive and technology industries. Assists with regulatory compliance in cases related to cloud services, IT agreements, gaming regulations and e-commerce. Also advises on GDPR and data analysis.

Strengths A source notes that the firm has *"a team of highly experienced and committed lawyers."*

Work highlights Assisted Sitemark with setting up a template platform service and contract setup.

Notable practitioners

Steven De Schrijver, Olivier Van Fraeyenhoven and Pieter Paepe serve as key departmental contacts for clients.

HOYNG ROKH MONEGIER

See profile on p.925

What the team is known for Respected practice representing collective management societies in contentious proceedings before the Court of Justice and the Brussels Court of Appeal. Further advises media sector clients on cases related to remuneration, copyright protection and contracts. Benefits from a substantial IP practice to offer expertise in copyright and IP-related disputes.

Strengths Interviewees laud the team's methodical style, one reporting that *"they help clients examine the strength of their claims and prepare them for negotiations."*

Work highlights Acted for SBS Belgium on trade mark registrations and disputes.

Notable practitioners

Fabienne Brison advises clients on a range of matters, including neighbouring rights, copyright issues and trade marks, on both a contentious and non-contentious basis. A client notes that *"she looks at every new case with a fresh perspective and she is always looking for what she still has to learn."*

Koan Law Firm

What the team is known for Prominent media boutique offering a breadth of coverage in the sector, such as contractual advice for broadcasters and media agencies. Clients include advertising agencies, film and television producers, and publishing houses. Has experience advising on sale agreements, copyright and digital advertising.

Strengths An interviewee highlights that the lawyers have *"a thorough knowledge of the market, with a pragmatic approach; they have a very good understanding of the media ecosystem in Belgium and abroad."*

Notable practitioners

Willem-Jan Cosemans is a key contact at Koan.

Wilson Sonsini Goodrich & Rosati

What the team is known for Prominent practice benefiting from a strong international network. Advises on GDPR and privacy compliance programmes, as well as due diligence in relation to financing mandates. Additionally acts for clients before domestic authorities on matters related to data privacy investigations and data breaches.

Strengths Clients value the firm's ingenuity, one referring to its *"innovative point of view,"* before elaborating: *"We love their fresh feeling and approach."* Another source enthuses that the lawyers are *"very responsive, provide consistently excellent commercial advice and have impressive industry and company knowledge."*

Work highlights Assisted Tesla with its GDPR compliance programme.

Notable practitioners

Cédric Burton enters the rankings this year following excellent client feedback. His ingenuity as a practitioner is singled out by interviewees, one identifying his *"consistently excellent commercial advice and innovative ideas on strategy."* He represents a range of multinational clients in GDPR compliance mandates.

Other Ranked Lawyers

Bastiaan Bruyndonckx (see p.278) is acknowledged by clients for his flexibility, one casting him as *"a very pragmatic lawyer who is concerned to work with quality and open-mindedness."* He has a strong reputation for representing Belgian companies in IT services agreements, as well as regulatory matters, including cloud services and GDPR.

Wim Nauwelaerts assists clients with a range of data protection matters, with expertise in cross-border files. His business sense is reputed among clients, one commenting that *"he has an incredible knowledge of the privacy and cyber landscape, and*

provides practical and risk-based consultation."
Patrick Van Eecke is highly regarded for his expertise in IT and data protection. He acts for clients on data protection matters concerning GDPR and data transfers, as well as assisting with data breaches.

Gerrit Vandendriessche is noted for his knowledge of information technology matters. He has broad experience assisting clients with GDPR compliance in the healthcare and food industries.

Leaders' Profiles in Belgium

ALEXIADIS, Peter
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Featured in Competition/European Law (Belgium)
Practice Areas: Competition law, IP rules and TMT regulatory policy, focusing on abusive practices, litigation, mergers/JVs, State aids and vertical/licensing practices. Led many milestone projects for governments and regulators (including the European Commission) on technological convergence, market definition, market analysis, digital platforms and broadband policy. Particular focus on the TMT, energy and consumer goods sectors.
Career: Counsel in mergers including Energizer/Spectrum; Dolby/Doremi; ABB/Power One; Vodafone/Airtouch; MCI/Sprint; Epson/Sanyo; Verizon/MCI; Seagate/Maxtor; and mergers involving Schlumberger, AMCI and Tishman Speyer. Litigation counsel before the General Court in a number of major antitrust actions involving Commission Decisions relating to Abuse of Dominance, Merger Control and State aids cases (e.g., Telekom Polska, Si.mobil, Stena Lines, MCI, 1+1, Alzchem).
Personal: Visiting Professor at Kings College, London. EU correspondent for the Utilities Law Review. Editorial Board Member, IBA. Advisor on competition issues to the OECD and CEPS. Recommended by all peer reviews in Competition and TMT categories (winner of Lawyer of the Year awards in both telecoms and media). Author of pending textbook published by Oxford University Press on EU Telecoms Law.

ALLEMEERSCH, Benoit
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Featured in Dispute Resolution (Belgium)
Practice Areas: A respected litigator and negotiator, Benoît Allemeersch represents clients before civil and criminal courts in Belgium, as well as in national and international arbitration. The focus of his dispute resolution practice is on complex commercial, financial and corporate disputes and he frequently consults on cross-border litigation. His experience includes appointments as an arbitrator and a mediator.
Career: Benoît started his career at Linklaters' Brussels office and subsequently practiced as a counsel with Clifford Chance LLP for many years. He became one of the founding partners of Quinz in 2011. He combines his law practice with an academic career, as professor at the Catholic University of Leuven, where he teaches Belgian and European civil procedure law and evidence law. He is widely published in various subjects relating to national and EU procedural law, conflicts of law, evidence and criminal law. He also advises the Belgian legislator and government on a regular basis. He is a board member at CEPANI, Belgium's leading arbitration centre, and a director of Brussels South Charleroi Airport (BSCA). He is also involved in the Belgian American Educational Foundation and the University Foundation (FUUS). Other professional affiliations include the European Law Institute and the International Association for Procedural Law.

ALTER, Cedric
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Featured in Dispute Resolution (Belgium)
Practice Areas: Insolvency law – Banking and finance – Commercial and company law – Arbitration
Career: Cédric Alter joined Janson as a partner in September 2007 and co-leads the firm's Insolvency law team. Previously, he was Special European Counsel at Wilkie Farr & Gallagher LLP, as well as associate at Freshfields Bruckhaus Deringer and Stibbe. He is also a professor at the Solvay Brussels School of Economics and Management at the ULB (Business Law course). Cédric has gained significant experience in insolvency law, business law and contract law working for both Belgian and foreign clients.
Professional Memberships: Cédric Alter regularly acts in judicial and arbitration proceedings (as counsel or arbitrator), and is a member of the Belgian Centre for Arbitration and Mediation (CEPANI and CCI). He is also co-president of the CAP Network, which brings together insolvency professionals, and secretary of the Insolvency section of the International Bar Association.
Publications: Cédric Alter is the author/co-author of numerous publications in insolvency, contract law, banking and corporate law. In particular, he is co-author of "Insolvabilité des entreprises" (Larcier, 2019), author of "Droit bancaire général" and co-author of "La loi sur la continuité des entreprises revisitée par la loi du 27 mai 2013" (Larcier, Dossier du JT, 2014).

AMORY, Bernard E
Jones Day, Brussels
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Featured in Competition/European Law (Belgium)
Career: Co-leader of Jones Day's global Antitrust & Competition Practice and a highly experienced European antitrust lawyer, Bernard Amory has represented major entities in a wide variety of sectors (including technology, financial services, manufacturing, automotive, transport, telecoms and media), many on a long-standing basis, on competition representations in merger control, cartel, abuses of dominance and State aid matters before the European Commission, European courts, and national authorities and courts. He served as Official, Directorate General for Competition of the European Commission (1989-91). Also an arbitrator, Bernard is on the European Competition Journal's advisory board and served as council member of the International Bar Association.

ANGELET, Nicolas
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Featured in Dispute Resolution (Belgium)
Practice Areas: Nicolas Angelet is professor of international law at the Université Libre de Bruxelles, Belgium, a member of the Brussels Bar and an associate tenant of Doughty Street Chambers, London. He is appointed to the ICSID Panel of Arbitrators by the Republic of Burundi and to the ICSID Panel of Conciliators by the Kingdom of Belgium. Nicolas has acted as a member of the ICSID ad hoc Committee in Victór Pey Casado and Foundation President Allende v. Republic of Chile, and as president of the Tribunals in ICSID cases Ayoub-Farid Michel Saab v. United Republic of Tanzania and in Venezuela Holdings, B.V. and others v. Bolivarian Republic of Venezuela. Before becoming an arbitrator, he acted as counsel in various investment arbitration and annulment cases, including Ping An v. Belgium. Nicolas also has extensive experience in public international law litigation before domestic and international courts and tribunals. His areas of expertise cover all areas of international law, including international immunities, jurisdiction, the law of international organisations, human rights, sanctions, the law of armed conflict, territorial regimes, the law of treaties, state responsibility, and more recently, climate change. Nicolas is the author of numerous publications on public international law.

AUBERTIN, Jérôme
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Featured in Employment (Belgium)
Practice Areas: Jérôme Aubertin has extensive expertise in all aspects of labour law and social security law. He also specialises in litigation matters relating to employment law. Jérôme's key areas of specialism include labour law and social security law with a focus on all aspects of individual and collective employment law. In addition, he assists a broad range of clients in complex company restructurings and conventional and pseudo-early retirement. Jérôme also specialises in alternative remuneration schemes, particularly bonus plans, stock option plans, and group insurance.
Career: Graduated in Law from the Université catholique de Louvain (2002) Postgraduate degree in Business Law from Ghent University (2003) Admitted to the Brussels Bar in 2003 With the Brussels office of Stibbe since 2003 (Partner since 2013)
Publications: Jérôme is the author of several articles in a journal focusing on human resources. He also contributed to an international paper on stock option plans.

BACHOUR, Rafique
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Practice Areas: Rafique is Freshfields' managing partner, based in Brussels. Prior to taking on the role he was global co-head of Freshfields' general industries sector group, which is responsible for clients in the automotive, chemicals and other industries. Rafique specialises in antitrust and regulatory aspects of global M&A transactions, international antitrust investigations, and other behavioural and regulatory matters. He has extensive experience of managing large-scale transactions that require a global regulatory and merger-control strategy and co-ordinating multijurisdictional defences in international investigations and ensuing litigation. He also acts for global financial investors, including sovereign wealth funds and state-owned enterprises, and advises on transactions involving institutional investors. He has unique experience in the Middle East region, where he regularly advises local and international companies on the antitrust and regulatory aspects of their national and international transactions. Rafique speaks English, Arabic and French.
Professional Memberships: Solicitor, England and Wales; Solicitor, Ireland; Admitted to the Brussels Bar (A List) Non-governmental adviser to the International Competition Network Lectures in competition law at King's College London, UK
Personal: LL.B. (Damascus), LL.M. in international business law (London), CPE and LPC (London) and PGDL in EC competition law (King's College).

BÄR-BOUYSSIÈRE, Bertold
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Featured in Competition/European Law (Belgium), Life Sciences (Belgium)
Career: Dr. Bertold Bär-Bouyssière, LL.M., is one of the leading practitioners of competition law in Brussels and Germany with more than 25 years of experience in the field. Admitted to the New York, German and Brussels bars, Bertold currently heads the EU Competition team in Brussels and is an Elected Member of DLA Piper's International Board. He has served as Elected Co-Chair of AmChamEU's Competition Policy Committee since 2017. Bertold advises at the forefront of competition law developments and represents clients in the EU's and CMA's first ever investigations into "reverse patent settlements" in the pharmaceutical sector ("pay-for delay"). He is currently advising several international clients, institutional stakeholders and foreign Governments in connection with the European Commission's investigations into tax rulings in EU Member States. Over the years, Bertold has gained extensive experience in the application of competition rules in a large variety of industry sectors including chemicals, crop protection, petrochemicals, pharmaceuticals, medical devices, gas, electricity, steel, motor vehicles, automotive components, construction equipment, cable television & multimedia, telecommunications, aerospace, satellite launching, tourism, air transport, defence equipment, online gaming, shipbuilding, food processing, fuel card services, financial services and luxury watches. He is also well connected with the political EU stakeholders in Brussels.

BATCHELOR, Bill
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Featured in Competition/European Law (Belgium)
Practice Areas: Edward W. (Bill) Batchelor has 20 years of EU and U.K. competition law experience and focuses his practice on conduct investigations, including abuse of dominance, cartels and vertical agreements. Mr. Batchelor regularly represents clients on EU and global merger control matters and litigation, and provides counsel on distribution and collaboration agreements in complex and highly regulated industries, such as health care, financial services, insurance, media and entertainment, and gambling, among others. Mr. Batchelor has spent time working in Brussels, London and Washington, D.C., as well as at EU and U.K. competition authorities.

BERGER, Pierre
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Featured in Banking & Finance (Belgium)
Career: Pierre Berger is a corporate, financial services and insurance partner in the Firm's Antwerp office. He advises Belgian and foreign multinationals on all aspects of banking, funds, financial services and insurance law. Complex regulatory issues, regulatory driven strategic projects, transactions & restructurings as well as Brexit and FinTech related assignments are his core area of practice. Pierre has been awarded the Client Choice Award 2017 and 2018 for Banking in Belgium. Pierre has a Law degree from University of Antwerp and KU Leuven and a Licentiate degree in Business Sciences from Lessius Hogeschool. He studied abroad in Amiens (France), Champaign (USA) and Berlin (Germany).

BLOCK, Guy
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Featured in Energy & Natural Resources (Belgium)
Practice Areas: Energy, climate change and mobility – Energy law (nuclear, gas, electricity, renewable energies) – Transport law
Career: With more than thirty years of experience in energy and transport law, Guy Block heads Janson's Energy, climate change and mobility Department. Among other things, Guy has been involved in the liberalization of the electricity and gas markets in European Union member states, including Belgium, France, Luxembourg, Romania as well as Turkey, Iran, Morocco, Qatar, Madagascar and Tajikistan. He is the author of various legislative and regulatory texts. Guy regularly acts before the civil and administrative courts, as well as before the Court of Justice of the European Union. He has extensive experience in assessing, drafting and interpreting legislation relating to the liberalisation of energy markets, drafting energy supply contracts, B.O.T contracts for power plants (gas turbines, wind farms, nuclear, coal), LNG, pipeline cases, as well as in drafting financial contracts.
Professional Memberships: Member of the Brussels Bar (admitted 1988) and Paris Bar (admitted 1997). National and international arbitrator (ICC, CEPANI, SIAC, AIAC, SHIAC).
Publications: Guy Block has participated in several international conferences and published a large number of articles and books on energy law.

BLOMMAERT, Dominique
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Featured in Dispute Resolution (Belgium)
Practice Areas: Banking and finance – Real estate – Corporate litigation, including insolvency
Career: Dominique Blommaert joined Janson in 1994 and has been partner at Janson since 1998. He has been a scientific collaborator at the Financial Law Institute of the University of Ghent since 1990. Dominique heads the Banking and finance department. He specialises in credit law, including consumer law, mortgage credit and all forms of regulated credit. He is a well-known author in the liability law of credit institutions. He advises his clients on the legal aspects related to the creation of new banking and financial products and assists them in asset management, financial structures (often linked to other guarantees) and the related contractual aspects. He has a strong track record in litigation. He gained extensive experience in the handling of disputes in banking and finance and has represented various financial institutions. He also has extensive experience in corporate litigation (including insolvency). Dominique also acts in arbitration proceedings (as a lawyer or arbitrator).
Professional Memberships: Scientific Member of the Financial Law Institute (Faculty of Law, University of Ghent), Member of the committee of directors of DA/OR en RAGB.
Publications: Dominique Blommaert is the author and co-author of numerous publications in his field of expertise.

BOGAERT, Jan
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Featured in Corporate/M&A (Belgium)
Practice Areas: Jan Bogaert specialises in corporate law, mergers and acquisitions, and corporate finance, with an emphasis on foreign direct investment (FDI), cross-border transactions, and transactional real estate. Jan provides tailor-made, commercially-pragmatic advice to clients and is acknowledged by leading international legal directories. Jan leads Stibbe's China desk and has ample experience in advising Chinese, Korean, Japanese, and ASEAN clients on their outbound investments. Jan adds a wealth of international experience to his transactional expertise.
Career: Graduated in Law from the Katholieke Universiteit Leuven (2002) Master of Laws in Corporate and Securities Law from King's College London, United Kingdom (2003) Admitted to the Brussels Bar in 2003 Seconded to the New York office of Stibbe (2007–2008) Head of the Stibbe Hong Kong office (2012–2017) With the Brussels office of Stibbe since 2003 (Partner since 2014)
Professional Memberships: Registered Foreign Lawyer (Belgium) with the Law Society of Hong Kong (2012-present) Member of the Board of Directors of the Belgian-Chinese Chamber of Commerce (BCECC) Member of the Tax & Legal Committee of the American Chamber of Commerce Vice-President of the Cross-Border Investment Committee of the Inter-Pacific Bar Association (IPBA)

BOGAERT, Peter
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Featured in Life Sciences (Belgium)
Practice Areas: Peter Bogaert is a managing partner of the Brussels office and has a broad European life sciences practice. Based on more than 30 years of experience with the various regulatory systems and practices and their historical background, he provides unequalled insights and strategic advice and handles complex legislative and policy assignments. Mr. Bogaert also represents life sciences companies before the European Courts in Luxembourg and in local litigation in Belgium. Mr. Bogaert's practice covers pharmaceuticals, biotechnology, medical devices, special foods and feed, cosmetics and other consumer products and he represents numerous innovative life sciences companies, including start-ups, as well as several industry associations.
Professional Memberships: Brussels Pharma Law Group, founding member and program committee (1995-present)

BOSLY, Thierry
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Featured in Corporate/M&A (Belgium), Banking & Finance (Belgium)
Practice Areas: To read more, visit: whitecase.com/people/thierry-bosly

BOTTEMAN, Yves
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Featured in Competition/European Law (Belgium)
Practice Areas: Yves focuses his practice on competition and antitrust law, in particular EU and national merger control and cartel and antitrust investigations. In recent years, Yves secured early termination without fines or very favorable outcomes in several European Commission and national proceedings. His antitrust litigation practice includes representations in follow-on damages cases before national courts of EU member states. Yves works with clients to shape their market strategy, including designing and implementing their distribution network in Europe. Yves also regularly advises clients on the rising EU competition enforcement into e-commerce, including online advertising, geo-blocking, algorithms, data sharing and the Internet of Things. He regularly contributes and publishes on enforcement in the digital space and most recently in connection with EU legislative proposals to tackle digital platforms acting as gatekeepers. Yves also conducts internal audits and investigations and provides support in implementing antitrust compliance programs. Over 20 years of experience, Yves has gained substantial exposure to the media and Internet, consumer products, chemicals and agro-technology, aviation and aerospace, automotive and insurance industries.

BOUCKAERT, Jan
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Featured in Planning (Belgium)
Practice Areas: Jan Bouckaert is the head of Stibbe's Environment and Planning. Jan specialises in European and international environmental law, Belgian environmental law, zoning and planning, nuclear law, and expropriation. Moreover, he handles cases concerning human rights (ECHR) and constitutional and administrative law. Jan represents clients from both public and private sectors and acts on their behalf in litigations and negotiations. He is also highly experienced in drafting laws and regulatory texts regarding his areas of expertise for Belgian public authorities.
Career: Graduated in Law from Ghent University (1989) Graduated in European Law from Université Libre de Bruxelles (1990) Admitted to the Brussels Bar in 1990 With the Brussels office of Stibbe since 1994 (Partner since 2000)
Professional Memberships: Member of tVVOR, the Flemish environmental law association Member of the Belgian land law association Member of GAP, associa-

tion for lawyers specialised in public law Member of the editorial staff of the journal C.D.P.K. (public law chronicles) Member of the editorial staff of the journal TROS, Flemish journal devoted to zoning and planning issues Member of the executive board of VVOR Member of the executive board of the SBNLV (Flemish association for nature conservation) Member of the executive board of Vlamex (association for Flemish environmental experts)

BOULARBAH, Hakim
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Featured in Dispute Resolution (Belgium)
Practice Areas: Hakim Boularbah specialises in the field of complex and international dispute resolution. His practice covers civil and corporate litigation and arbitration, especially where it presents an urgent or cross-border dimension. Hakim is one of the most renowned specialists of collective redress. He is currently defending the first class actions and follow-on actions brought in Belgium. He also has an extensive practice in enforcement of foreign judgments or awards (especially against sovereigns) and in obtaining interim reliefs and protective measures or resisting to them. Hakim also often acts as arbitrator or counsel in international commercial arbitration.
Career: Hakim started his career at the Brussels Bar in 1996. He worked at Liedekerke Wolters Waelbroeck Kirkpatrick between 2003 until 2018 and joined the Litigation and Risk Management department of Loyens Loeff early 2019.
Professional Memberships: Professor of Civil Procedure at Liege Faculty of Law, Member of Scientific Committee of the Belgian Commercial Law Journal, Member of IBA, CEPANI and IAI.
Publications: Hakim is the author of numerous books and publications on civil procedure, private international law and arbitration law. His most recent publications concerns the enforcement of arbitral awards in Belgium, an overview of the first case law on class actions, expert declarations in civil proceedings.

BRIJS, Stan
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Practice Areas: Stan Brijs focuses on domestic and international litigation. His broad practice and expertise cover insolvency and corporate litigation, (cross-border) enforcement of judgments and arbitral awards, injunctive relief, and liability and insurance disputes. As a member of NautaDutilh's class actions team, Stan has developed specialised expertise in the rapidly growing area of mass tort claims. His clients include Belgian and international financial institutions and listed companies. Stan regularly publishes on selected topics of insolvency law, the enforcement of judgments and civil procedure. He has also lectured in these areas at KUL's Institute for Insolvency Law, of which he is a member. https://www.nautadutilh.com/en/our-people/brijs-stan
Career: Stan graduated from the University of Leuven (KUL) in 1993 and received an LL.M from the University of Chicago in 1995. From 1996 to 1999, he served as an advisor in the cabinet of the Belgian minister of justice. Stan joined NautaDutilh in 2003 and was named a partner in 2007.

BROHEZ, Ariane
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Featured in Real Estate (Belgium)
Practice Areas: Ariane is a member of the Loyens & Loeff Real Estate Practice Group in Belgium and of the Investment Management/Funds Team. She is a partner in our Brussels office with a broad practice of counselling in real estate transactions and taxation. Ariane has particular experience in structuring real estate funds, real estate investments (acquisition and disposals) and real estate financing. She assists clients in real estate transactions (portfolios, share deals, asset deals, sale & lease back, (re)financing), negotiating deals from initial offer or term sheet until closing, and advising on all tax, regulatory and legal aspects. Ariane also specialises in Belgian corporate tax law and withholding taxes, incl. international tax developments and GAAR, as well as in (the compliance of domestic legislation with) European law and Constitutional law.

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BRUGHMANS, Ferdinand
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Featured in Banking & Finance (Belgium)
Career: Ferdinand Brughmans represents international and local lenders, other key financiers and corporate borrowers in many of Belgium's recent high-profile project finance and leveraged/acquisition finance transactions. He focuses on both domestic and international projects (primarily related to energy and infrastructure ventures) and leveraged and acquisition finance. Ferdinand advises banks, financial institutions, direct and alternative lenders, institutional lenders, private equity funds and corporate borrowers (including arrangers), and senior and mezzanine debt providers on project finance, PPP, syndicated loan, secured financing, leveraged cross-border acquisition finance transactions. Additionally, he has considerable experience in general banking and finance, M&A, private equity and public offerings.

BRUYNDONCKX, Bastiaan
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Featured in TMT (Belgium)
Practice Areas: Bastiaan is a partner in the Commercial & Litigation practice and heads the Information and Communication Technology (ICT) and the Information Governance and Data Protection (Privacy) teams. Bastiaan has a particular focus on information governance, data protection and privacy, technology procurement and outsourcing contracts, electronic communications, internet and e-commerce & intellectual property. He advises companies in a variety of sectors on information governance, data protection, data privacy and regulatory matters. He is particularly active in the telecoms, banking and energy sectors and has broad experience in drafting and negotiating agreements in the field of IT and electronic communications. An expert in intellectual property, he helps clients to understand and address the complicated IP issues that may arise in ICT projects and transactions, including software licensing, development and implementation projects. He advises customers and suppliers on different types of outsourcing projects, including multi-jurisdictional IT outsourcing (ITO) and business process outsourcing (BPO). He regularly advises on long-term technology-driven strategic agreements, often in the framework of M&A transactions, as well as on B2B, B2C and C2C e-commerce projects. He also assists clients in both contentious and non-contentious advisory and transactional matters.

BUENDÍA SIERRA, José Luis
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Featured in Competition/European Law (Belgium), Competition/European Law (Spain)
Practice Areas: EU law, particularly State aids and State intervention, antitrust and internal market. Extensive experience on litigation before EU Courts.
Career: Partner Garrigues (since 2005) and Visiting Professor King's College London (since 2009). European Commission (1991-2005) LS, Comp, Markt, Cabinets.
Professional Memberships: Zaragoza/Brussels Bar Associations.
Publications: "Milestones in State Aid Case Law", Lexxion, 2017; Exclusive Rights under EC Law, OUP, 2000; "State Aid and Services of General Interest", 2008.
Personal: Law degree (1987) and PhD (1998), University of Zaragoza; Master, College of Europe, Bruges (1990); Visiting researcher, Harvard University (1999).

BURNSIDE, Alec
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Featured in Competition/European Law (Belgium)
Practice Areas: Alec Burnside practices in the area of EU competition law, with a particular focus on merger clearances, state aid, cartel defense, and abuse of dominance matters. Over the past three decades, Mr. Burnside has played a key role in cases for leading corporations, global industries and governments on issues arising across a broad spectrum of industries, including consumer products, energy and natural resources, financial services, manufacturing, military, pharmaceuticals, technology, telecommunications, and transport and logistics. He has been based in Brussels continuously since 1989.
Professional Memberships: Associate of the Chartered Institute of Linguists, London

BUYDENS, Mireille
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Featured in Intellectual Property (Belgium)
Practice Areas: Intellectual Property – Copyright – Trademarks – Patents
Career: After practising within other large Brussels and US business law firms, Mireille Buydens joined Janson as a Partner in 2013. Mireille heads the Intellectual Property, Information Technology and Trade Practices department of the firm with Hans Dhondt. She is particularly recognised for her expertise in the field of patents, trademarks and copyright, with extensive experience in complex IP transactions. She ranks amongst the leading IP lawyers in Belgium and she regularly acts for international chemical and oil companies, as well as major multinationals in the food sector. Mireille is highly regarded for her advice and is also well known for her litigating experience and skills. Mireille is also a professor at the Université Libre de Bruxelles (ULB) and at the University of Liège and is a lecturer at the CEIPI (Centre d'Études Internationales de la Propriété Intellectuelle).
Professional Memberships: Member of the Belgian Council for Intellectual Property, the Patent Agent Accreditation Commission, the advisory board of Prof. Mr. E.A. van Nieuwenhoven Helbach Stichting, APRAM, BMM, AIPPI and EPLAW.
Publications: Mireille Buydens is the author and co-author of several books on intellectual property.

CAESTECKER, Dirk
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Featured in Real Estate (Belgium)
Career: Dirk Caestecker is qualified as a lawyer and as a tax consultant (recognized by the IAB or "Instituut van de Accountants en de Belastingsconsulenten"). Dirk has developed a broad focus in all fields of real estate law including tax aspects related to real estate deals and advises national and international clients including public listed REITs and institutional and private equity investors and has been involved in a number of landmark transactions. He assists clients with their transactions in real estate assets (acquisitions and disposals, project development, leases, long-term leases, building rights, VAT leases, etc.), corporate real estate transactions and real estate finance. Dirk also handled various capital market transactions (IPO's, bond issuances, capital increases, etc.) related to public listed REITs. Furthermore, he has solid experience in litigation with respect to real estate and construction issues.

CALLENS, Peter
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Featured in Dispute Resolution (Belgium)
Practice Areas: Peter Callens is a member of the Corporate and M&A Practice Group in Belgium. He has extensive experience in national and international corporate transactions and post-transaction dispute resolution and is recognised for his expertise worldwide. Peter has extensive experience in national and international corporate transactions. His focus is on mergers and acquisitions and private equity investments in a wide variety of economic sectors including insurance, manufacturing, healthcare, utilities and the IT business. He also represents clients in litigation and arbitration proceedings primarily in post-M&A or shareholder

disputes, and he is regularly appointed as an arbitrator in both ad hoc and institutional arbitration proceedings. Peter has published articles on arbitration and on various corporate law related subjects, including takeover bids and corporate governance in the energy sector.
Professional Memberships: Member of the Brussels bar (Dutch language). Member of IBA, Chartered Institute of Arbitrators (associate), CEPANI, Swiss Arbitration Association.
Publications: Author of several publications on corporate law and arbitration.
Personal: Speaks Dutch, French and English. Good knowledge of Italian, German, Spanish.

CAMESASCA, Peter
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Featured in Competition/European Law (Belgium)
Practice Areas: Dr. Camesasca is a Partner in the firm's Brussels and London offices, with close to 25 years of experience in all major aspects of EU and national competition law. He advises leading European and Asian cross-industry blue chip companies on the full range of competitor interactions, covering national and multijurisdictional merger and joint venture arrangements, information exchange and trade association activities, down to cartel and monopolization type issues, as well as patent / licensing matters. His practice covers regulatory investigations and private (damages) litigation. Dr. Camesasca has acted before the European Commission, the European courts, the German Bundeskartellamt, the UK Office of Fair Trading, the Belgian Competition Council, and various national courts. Dr. Camesasca co-chairs the Firm's Asia and FDI (Foreign Direct Investment) Initiatives, both of which are material extensions of Dr. Camesasca's practice. Dr. Camesasca is a regular speaker on cross-practice topics that cover both in-and outbound aspects of the Asia / Europe interface. Dr Camesasca has spent most of his time in private practice; during a two-year stint, he was also materially responsible for coordinating the EU efforts for Samsung Electronics during the Standard Essential Patents (SEP) related investigations.

CAMPOLINI, Philippe
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Featured in Intellectual Property (Belgium)
Practice Areas: Philippe specialises in patent law, trade secrets law, and copyright. A substantive part of his practice is IP litigation. Philippe has a wealth of experience in high-end and complex patent litigations, copyright, trademark cases, and transactional work. He is also highly skilled in negotiating and drafting contracts, especially concerning IP clauses. Philippe assists and represents Belgian and international clients from various sectors, notably the life sciences and medical device industries. He is a native French and German speaker who is very well connected with the German market also.
Career: Erasmus programme at the Sapienza University of Rome, Italy (2006) Master's degree in Law from the Université catholique de Louvain (2006) Master of Laws (LL.M.), specialisation in IP and competition law, from the Humboldt-Universität zu Berlin, Germany (2007) Admitted to the Brussels Bar in 2007 Completed the English Law and Legal Methods Summer Programme at University of Cambridge (2009) Associate (2007–2014), Counsel (2015–2017), Partner (2017–2019) in the IP-IT department of an independent Belgian law firm Assistant of the "Introduction to Law" course at the Université libre de Bruxelles (2010–2014) Associated researcher at the Economic Law Unit of the Université libre de Bruxelles (2013–present) With the Brussels office of Stibbe since 2019

CARETTE, Joan
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Featured in Banking & Finance (Belgium)
Practice Areas: Joan Carette is a Financial law & FinTech lawyer combining broad expertise in financial and regulatory laws with specific knowledge of ICT regulations, including eIDAS, data protection, IT contracting, outsourcing, etc. She advises banks, payment institutions, e-money institutions, FinTechs and RegTechs on all legal and regulatory aspects relating to their activities. Joan's professional background includes experience with the Belgian financial supervisory authority (at the time, CBFA) where she supervised banks, money exchange, investment firms and payment institutions. She also has extensive experience as an in-house lawyer, acquired in the context of two secondments, the first one with an entity active in payments and the second one with a RegTech. Joan Carette is ranked in Band 2 in Banking & Finance Regulatory and in Band 3 in FinTech by Chambers & Partners. Clients admire her "very flexible, pragmatic approach."

CEULEMANS, Simon
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Featured in Real Estate (Belgium)
Practice Areas: Simon is a partner at AKD. From our Brussels office, he advises domestic and international investors, developers, financial institutions and public sector clients on all aspects of transactional real estate and infrastructure matters. Simon trained with the transport and energy department of the European Commission. Prior to joining AKD, Simon worked at other international law firms in Brussels. He speaks Dutch, French and English.

CHAMPAGNE, Sébastien
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Featured in Dispute Resolution (Belgium)
Career: Sébastien Champagne heads the Firm's Global Disputes team in Brussels and focuses on domestic and cross-border litigation and arbitration. He regularly represents and advises major national and international corporations in pretrial negotiations, mediation, litigation before judicial (both civil and criminal) and administrative courts as well as in commercial arbitration. His clients are active in various sectors, including telecom, engineering and supply of industrial equipment, IT, automotive, and pharmaceutical industries. Sébastien serves also as a deputy judge at the Enterprise Court of Brussels. He is also regularly appointed as arbitrator by national and international arbitration institutions.

CHELLINGSWORTH, Thomas
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Featured in Energy & Natural Resources (Belgium)
Practice Areas: Partner specialised in regulatory law in the liberalised industries, in competition law. Focus on the energy sector.
Career: Heads the energy practice. Degree in Economics for Competition Law, King's College London (2009). LL.M. European Law, Universiteit Gent (1997). Law Degree, Universiteit Antwerpen (1996).
Professional Memberships: Member of the Brussels Bar. Member of VlaVER.
Publications: Author of numerous publications on energy law and competition law.
Personal: Speaks English, Dutch and French.

CHÉRUY, Christian
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Featured in Tax (Belgium)
Practice Areas: Christian Chéruy (attorney-at-law) is specialised in (inter)national corporate tax matters including a.o. inward investments, holding and financing structures, corporate restructurings (including cross-border reorganisations), transfer pricing and thin capitalisation rules, withholding tax requirements, double tax treaty matters, corporate and structured finance projects, mergers and acquisitions, real estate and private equity partnerships. He advises on the taxation of intellectual property and the availability of tax relief in respect of R&D. He also advises individuals on wealth optimisation techniques. He assists corporate and individual clients in their dispute resolution process (from audit to litigation).
Career: Former head of the Belgian Tax Controversy and Litigation Team; Former non-executive Chairman of the Benelux Board (2014); Former member of the Benelux Board (2009-2014); Former Country Managing Partner; Former head of the Belgian Tax practice; Management, UCL (1990); Tax degree, CBCEC (1989); Law degree, ULB (1985).
Professional Memberships: Brussels Bar, IFA, IBA, Belgian Association of Tax Lawyers.
Publications: Numerous publications on tax-related subjects (tax litigation, holding): Tax Procedure in Belgium: Audit to Litigation – A first insight, published in the Loyens & Loeff series (2014, 168 p.).
Personal: French, Dutch, English.

CONEM, Damien
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Featured in Corporate/M&A (Belgium)
Practice Areas: Corporate and M&A
Career: Damien Conem is Partner in the Corporate and Finance Practice Group. He advises international and national clients in relation to multi-jurisdictions and cross-borders transactions in the areas of M&A (including private equity and regulated undertakings), corporate (re) structuring (outside insolvency proceedings) and equity capital markets. Before rejoining Liedekerke, Damien has practiced with two major international players after having completed his traineeship with the firm. Damien holds a law degree from the University of Louvain (UCL 1998), a Master in Business Administration from the University of Antwerp (UA 1999), and an LL.M. (Harlan Fiske Stone Scholar) from Columbia University (New York 2002). Damien is a member of the Brussels and the New York State Bar. He joined Liedekerke Wolters Waelbroeck Kirkpatrick as a Partner in 2013.

COOK, Christopher
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Featured in Competition/European Law (Belgium)
Practice Areas: International competition and antitrust law. Extensive experience representing both transacting and opposing parties in mergers and joint ventures before the European Commission and various national antitrust regulators in and beyond Europe. He has also worked on a number of non-transactional competition matters in Europe and abroad involving alleged abusive conduct and cartel behavior.
Career: Joined firm (1997), became Partner (2014). J.D. Degree – Cornell Law School (1997); M.A. – University of Ottawa (1994); B.A. – University of Alberta (1991).
Professional Memberships: Member of the Bars of Brussels, District of Columbia, England and Wales, Ireland and New York.
Publications: Co-author of the annual publications "European Merger Control Law: A Guide to the Merger Regulation", and "Recent Developments in EU Merger Remedies," Journal of European Competition Law & Practice, 2015-2020
Personal: Language capability: English, French, Italian

COOPER, Daniel
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Featured in TMT (Belgium)
Practice Areas: Daniel Cooper advises clients on information technology regulatory issues, particularly data protection, e-commerce and data security matters. Mr. Cooper also regularly assists leading technology companies, including social networking sites, online content and entertainment providers, and e-shopping sites, on their European and global compliance strategies. He also has deep experience with the regulation of mobile and e-health technologies. Mr. Cooper is also known for his ability to guide clients through the issues arising from data breach incidents, and has advised a number of high-profile clients in this area. Mr. Cooper co-authored the data protection standard that governs organized sport. Mr. Cooper is qualified to practice law in

the United States, the United Kingdom, and Ireland.
Professional Memberships: Dan Cooper has also been appointed to the advisory and expert boards of privacy NGOs and agencies, such as Privacy International and the European security agency, ENISA.
Personal: Harvard Law School, J.D., 1995 (cum laude); University of Oxford, M.St., 1992; Princeton University, B.A., 1991 (magna cum laude)

COPPENS, Robrecht
Loyens & Loeff, Brussels
Featured in Corporate/M&A (Belgium)
Practice Areas: Robrecht specialises in international and domestic M&A, joint ventures, private equity and venture capital transactions. He also advises on matters of general corporate law and corporate restructuring.
Career: Partner in the Corporate and M&A Practice Group in Belgium and heads the firm's multidisciplinary and cross-office Startup Team.
Professional Memberships: Registered at the Brussels Bar; BVA; AIJA; IBA.
Personal: Qualifications: MA in Corporate Law studies, Katholieke Universiteit, (2007); MA Degree in Law, Katholieke Universiteit Leuven (2006)

CORNU, Emmanuel
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Featured in Intellectual Property (Belgium)
Practice Areas: Emmanuel Cornu specialises in intellectual property law (trademarks, patents, designs and copyrights) and competition law. He assists national and international clients in the luxury goods, food and telecommunications sectors before the Belgian courts, the Benelux court, the European Court of Justice, the General Court and EUIPO (European Union Intellectual Property Office). He also regularly acts as an arbitrator.
Professional Memberships: Emmanuel Cornu has been appointed member of the Benelux Council for Intellectual Property. He has also been appointed by the Belgian FPS Economy as a member of the Industrial Property section of the Council for Intellectual Property. For many years, he has been a member of the committee for patent proxy approvals within the Office for Intellectual Property (2005-2017). Emmanuel Cornu is a member of the International Association for the Protection of Intellectual Property (AIPPI), in which context he is the administrator of the Belgian group and president of the Trademarks Commission. He is also a member of the International Trademark Association (INTA), and of MARQUES, the European Communities Trademark Association (ECTA), the International Literary and Artistic Association (ALAI), the Benelux Association of Trade Mark and Design Law (B.M.M.), and the European Patent Lawyers' Association (EPLAW).

D'HOOGHE, David
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Featured in Public Law (Belgium)
Practice Areas: David D'Hooghe specialises in constitutional and administrative law, particularly in the field of public procurement, public-private partnerships (PPPs), government goods, health, public office, social housing, rest homes, and education. On several occasions, he has acted as a legal advisor to the Flemish and federal governments and on behalf of various government authorities. David handles proceedings before the Belgian Constitutional Court, the Council of State, and the courts. David has extensive experience in editing laws and decrees.
Career: Born in 1962 Graduated in Law from the Katholieke Universiteit Leuven (1985) Master of Laws (LL.M.) from the Northwestern University School of Law, Chicago, USA (1986) Admitted to the Brussels Bar in 1986 With the Brussels office of Stibbe since 1986 (partner since 1996) Doctoral degree from the Katholieke Universiteit Leuven with a thesis on public procurement (1993) Part-time professor of courses in the field of administrative law (economic administrative law and legal protection against public authorities and public authorities instruments) at the Katholieke Universiteit Leuven (1996–present) Certificate of Completion for the Mediating Disputes programme at Harvard Law School, United States (October 2019)
Professional Memberships: Member of: the Flemish procurement law association the Society for lawyers practising public law the editorial staff of the Administratieve Rechtsbibliotheek

DALY, Ken
Sidley Austin LLP, Brussels
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Featured in Competition/European Law (Belgium)
Practice Areas: Ken Daly, the managing partner of Sidley's Brussels office, focuses his practice on EU competition and EU regulatory matters across a wide variety of industries and business sectors, including film, music, media, broadcasting, professional and financial services, pharmaceuticals, sports, consumer goods, automotive parts and transport. Ken has over 20 years' experience in competition law, including advising on European Commission investigations in mergers, cartel and abuse of dominance cases, advisory work in relation to selling practices and market behavior, and all aspects of competition litigation. He is an experienced advocate and has advised clients in a variety of high-profile cases before the European Commission and national competition authorities and has represented clients in litigation before the EU Courts and national courts of EU Member States. In addition to his case work, a significant part of Ken's practice relates to advising companies on how to interpret and navigate the EU's law-making processes and regulatory regimes, including how to participate in the development of EU policy.

DE BOE, Valentijn
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Featured in Public Law (Belgium)
Practice Areas: Valentijn has substantial experience in public-private partnerships (PPPs), FIDIC contracts, public procurement, administrative contracts, public entities and general public law. His clients include contractors, contracting authorities and banks in Belgium and across Europe.
Career: Local Partner at Loyens & Loeff's Belgian Public Law Practice Group. Previously, Valentijn worked as a senior associate in an international law firm.
Professional Memberships: Registered at the Brussels Bar.
Publications: Regular speaker and author of articles on public law, PPPs and FIDIC contracts.
Personal: Qualifications: MA in EU law, College of Europe, Bruges (2005); Law degree, KULeuven (2004). Speaks Dutch, French & English.

DE CROMBRUGGHE, Nicolas
NautaDutilh, Brussels
Practice Areas: https://www.nautadutilh.com/en/our-people/de-crombrugghe-nicolas

DE GRYSE, Eric
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Featured in Intellectual Property (Belgium)
Practice Areas: Eric De Gryse specialises in intellectual property law. He mainly deals with matters of patent law, know-how and technology transfer in diverse technical fields, in addition to trade mark and design law. He advises clients and acts in national and international litigation, particularly in the areas of pharmaceuticals, chemicals, engineering, food products and retail services. He also has in-depth experience and knowledge of certain specific branches of intellectual property law (such as plant varieties and geographical indications) and in consumer law, trade practices, unfair competition and other regulated areas (advertising in the pharmaceuticals sector, regulation in life sciences, e-commerce, standardisation, certification, collective trademarks and quality labels, labelling and regulation of foodstuffs, wines and spirits, fight against piracy, etc.).
Professional Memberships: Eric is a former board member of the European Patent Lawyers' Association (EPLAW) and a current member of the advisory board. He is also a member of the Geographical Indications Committee within the International Trademark Association (INTA), which he chaired in 2016-2017. Eric is also a member of the Benelux Association of Trade Mark and Design Law (BMM), of the Deutsche Vereinigung für gewerblichen Rechtsschutz und Urheberrecht (GRUR), the International Competition Law League (LIDC) and the Belgian Copyright Association (ABA).

DE HAAN, Tanguy
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Practice Areas: Tanguy de Haan is an IP litigator. His practice focuses on patent, trade mark and design litigation, in particular cross-border disputes and pan-European claims. Tanguy has extensive experience before the General Court and the Court of Justice of the European Union as well as the Belgian courts. https://www.nautadutilh.com/en/our-people/de-haan-tanguy
Career: anguy received his law degree magna cum laude from the University of Louvain (UCL) in 2000. He is admitted to the Brussels bar and joined NautaDutilh in 2000. In June 2013, Tanguy participated in the Harvard Business School's IP Strategy Programme.
Professional Memberships: Tanguy is the chair of the law committee of the Benelux Trademarks and Designs Association (BMM), co-chair of the editorial committee of the French IP association APRAM, and a member of European Patent Lawyers (EPLAW) and the design committee of the International Trademark Association (INTA). He publishes and lectures frequently on IP-related topics and strategies.

DE MEESE, Thomas
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Featured in Competition: Domestic (Belgium), TMT (Belgium)
Practice Areas: Thomas focuses on competition and antitrust law in Belgium and the EU. He is a skilled and experienced litigator before the Belgian courts and represents complainants and defendants in investigations before the Belgian Competition Authority and the European Commission. He represents clients in merger control matters and has developed pan-European antitrust compliance and training programs for multinational companies. He is involved in complex litigation affecting the TMT sector and advises on distribution issues, technology licensing, big data, joint bidding, standard setting, trade associations, pricing by dominant companies, etc. He assists clients on e-commerce and Internet-related issues and drafts and negotiates complex telecommunication agreements such as MVNO deals or interconnection agreements. He regularly represents one of Flanders' main players in the field of internet, telephony and interactive digital TV in contentious and non-contentious matters. Thomas has inter alia successfully represented online and land-based bookmakers in litigation against government-owned incumbent operators.
Career: Associate, Price & Partners; De Bauw & Maeyaert; partner, De Bauw & Maeyaert; partner, Crowell & Moring.
Professional Memberships: Member of the Dutch-speaking Brussels Bar. Registered foreign lawyer with the Law Society of England and Wales. Member of the International Bar Association; Ligue Internationale du Droit de la Concurrence; Interactive Advertising Bureau (IAB).

DE MUYNCK, Thomas
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Featured in Corporate/M&A (Belgium)
Career: Head of the Brussels M&A practice, Thomas De Muynck has more than 20 years of experience advising companies and financial sponsors on an extensive range of corporate transactions, including Belgian and cross-border acquisitions, buy-outs, equity fund-raisings and venture capital transactions. He focuses on PE and VC investments, particularly in the life sciences and technology sectors, and is recognized for his track-record representing Japanese investors in EU transactions. Joined Jones Day in 1999, partner since

2010. Worked in the Firm's Brussels, Tokyo and New York offices. LL.M. – Columbia Law School (2002); Licenciate in Law – KU Leuven (1998).

DE PRETER, Filip
Liedekerke Wolters Waelbroeck Kirkpatrick, Brussels
Featured in Planning (Belgium)
Practice Areas: Regulatory
Career: Filip De Preter is part of the Regulatory Practice Group. His work focuses primarily on planning and permits. He advises clients and assists them in proceedings before the courts and administrative authorities. He has specific expertise in the field of nature protection legislation. He counsels real estate promoters as well as developers, public authorities and individuals. Filip has a law degree from the University of Leuven (KU Leuven 1997) and a postgraduate degree in law and management of information and communication technologies from the University of Namur (FUNDP 1998). Filip joined Liedekerke Wolters Waelbroeck Kirkpatrick in 1998.

DE RYCK, Peter
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Featured in Corporate/M&A (Belgium)
Practice Areas: Peter is a partner and heads the Corporate and M&A practice of Lydian. Peter has a particular focus on corporate law, mergers and acquisitions, private equity, venture capital, real estate & equity capital markets. Peter is a trusted adviser to industrial and strategic buyers, private equity and corporate finance houses, financial institutions and real estate investors. He is especially active in the food and beverage, leisure, transport, service, insurance, energy and ICT sectors.

DE SCHOUTHEETE, Aimery
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Featured in Dispute Resolution (Belgium)
Practice Areas: Commercial Contracts and Litigation Labour and Employment International Arbitration and Dispute Resolution
Career: Aimery de Schoutheete has extensive experience in drafting and negotiating commercial contracts and in handling litigation before the Belgian courts, but also in other jurisdictions as well as arbitration proceedings (ICC and CEPANI). He has particular expertise in the fields of distribution, international sale of goods and commodities, manufacturing, chemicals, agribusiness and insurance as well as Congolese law. He is the co-founder and head of Liedekerke's Africa desk. Aimery also advises mainly corporate clients on labour and employment law, with a focus on company restructuring and transfer of undertakings. His practice encompasses such issues as employment termination, free-lance contracts, employment litigation, stock options, incentive plans, international law in relation to employment contracts and social security and Congolese employment law. He is the author or co-author of several publications on distribution law and on employment law and he is the editor for general commercial law of the Revue de Droit Commercial. Aimery joined Liedekerke Wolters Waelbroeck Kirkpatrick in 1986 and became a Partner in 1995. He was Managing Partner of the firm from 2001 to 2010.

DE SCHUTTER, Kris
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Featured in Employment (Belgium)
Practice Areas: Kris De Schutter is partner in and chairman of the Employment & Benefits practice group in Belgium. He has over 18 years all-round experience in collective and individual employment law, with a particular focus on transformation, especially from a holistic view linked to alternative (flexible) remuneration, restructurings and change processes.
Career: Kris has a strong reputation in transformation and is involved in major change plans, including collective dismissals, closures, cost cutting operations, new way of working and new way of reward. the development and implementation of downsizing schemes and alternative remuneration schemes. As one of the creators of Flexible Reward Plans ('cafeteria plans'), he has been advising clients on a daily basis and has extensive experience in the implementation thereof in all sectors, including the financial and insurance sector (and the remuneration regulations in these sectors). He regularly advises and litigates on the recruitment and dismissal of managing directors and other top management. He advises on legal and strategic industrial relations.
Professional Memberships: Brussels Bar, European Employment Lawyer Association
Publications: Kris regularly speaks at conferences, such Vlerick Business School, and is author of articles and opinions in newspapers on dismissals,restructurings,remuneration & flexible reward plans, strikes & other employment law topics.
Personal: Dutch, English and French.

DE VISSCHER, Fernand
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Featured in Intellectual Property (Belgium)
Practice Areas: As a specialist in intellectual property, Fernand de Visscher notably handles questions relating to patents and to the protection of designs and artistic and literary works. Fernand's experience also includes media law, distribution (dealerships, franchises, etc.), computer science, the internet, domain names, including contract law and competition issues in these fields. He assists Belgian and international enterprises in these areas, covering a wide range of structural and contractual operations and disputes requiring resolution via negotiation, mediation or pleadings before all Belgian and European courts. He is a former lecturer at the Centre for International Studies in Intellectual Property (CEIPI, Strasbourg) and was visiting lecturer at UCLouvain from 2007 to 2017.
Professional Memberships: Fernand de Visscher has been appointed by the Belgian FPS Economy as President of the Industrial Property section of the Council for Intellectual Property. Fernand is also a member of the editorial board of Revue de Droit Intellectuel l'Ingénieur-Conseil and of Journal des Tribunaux. He is a member of the AIPPI and a former president of the Belgian group.
Publications: Fernand is the author and co-author of Précis du droit d'auteur et des droits voisins (2000) and La saisie-description et sa réforme (2010).

DE VLIEGHER, Didier
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Practice Areas: Didier De Vliegher heads the Corporate & Finance practice at the Brussels office. He focuses on corporate, finance and real estate work (acquisitions, financing, real estate funds, etc.) for Belgian and international investors as well as on asset and project finance, including PPP's. Didier regularly helps clients structure complex transactions and advises on the ensuing financing, regulatory and compliance issues. His clients include listed companies, insurance companies and banks. https://www.nautadutilh.com/en/our-people/de-vliegher-didier
Career: Didier graduated from the University of Leuven (KUL) in 1983. He subsequently earned a post-graduate degree in business law from the University of Brussels (ULB) and is amongst the few attorneys in Belgium to also hold an MBA (Solvay Business School, 1988).
Professional Memberships: He is a former member of the Council of the Brussels Bar Association as well as of the International Bar Association. He currently serves on the Disciplinary Council of the Brussels Bar Association and is president of International Project Finance Association (IPFA) Council for Belgium.

DE VULDER, Kristof
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Featured in TMT (Belgium)
Career: Kristof De Vulder has over 20 years of experience in the areas of technology contracts, cyber incidents, outsourcing and complex technology transactions. Kristof typically advises both users and suppliers of technology and outsourcing services in relation to all aspects of the procurement process, the legal issues arising with the implementation of new technologies and response to cyber incidents. He further assists clients during all stages of litigation, including pre-litigation strategies, mediation, arbitration and government courts. His work ordinarily involves him on business critical and strategic projects or incidents all over the world. Kristof has received international recognition with respect to his technology sector work. Kristof is the co-Managing Partner of the Belgian offices.

DEBIÈVRE, Jens
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Featured in Public Law (Belgium)
Practice Areas: Jens is a partner in the Real Estate, Environment & Regulatory practice and heads the Regulatory & Public Law practice. Jens has a particular focus on economic public law. Jens advises government and private sector clients on economic public law, including public procurement and concessions law, PPP projects, utilities & infrastructure, organization of public services & undertakings, budget law (including ESA2010) and legal recourse against government action. He regularly acts before administrative or regulatory bodies and the courts, including the Council of State and the Constitutional Court.

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Featured in Tax (Belgium)
Practice Areas: Jean-Michel Degée has over twenty years of experience in practicing tax law. He advises in corporate taxation, and more specifically in the context of corporate reorganisations, international tax planning and taxation of remunerations. Jean-Michel has solid experience in tax litigation. He intervenes in numerous complex tax litigations, including on transfer pricing.
Career: Law degree from the Université Libre de Bruxelles (1997) Tax Law degree from the KU Leuven (1998) Admitted to the Brussels Bar in 1998 Tax associate (1998-2008) and tax partner (2008-2019) in the Brussels office of an independent law firm. Founding partner of the boutique tax firm Arteo (2020) Professor, ULiège (since 2012) Professor, Solvay Business School (since 2020)
Professional Memberships: Secretary-General of the Belgian IFA branch

DEGREEF, Cedric
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Featured in Energy & Natural Resources (Belgium)
Practice Areas: Cedric Degreef is a project development lawyer focusing on energy and climate law, natural resources, and other commodities. Cedric is well-versed in commercial contracts and regulatory advice. He has relevant expertise in renewable and conventional energy projects (including offshore installations and nuclear energy), oil and gas, hydrogen, mining, commodity trading and supply contracts, energy efficiency, grid construction and operation, and the EU ETS.
Career: >Total law course on Advanced European Union Legal Practice at the Central European University, Hungary (2010) >Master's degree in Law from the University of Antwerp (2011) >Master of Laws (LL.M.) in European Union Law from the University College London, United Kingdom (2012) >Admitted to the Brussels Bar in 2012 >With the Brussels office of Stibbe since 2012 >Seconded to the legal service team of an energy producer and electricity transmission system operator (2015 and 2017) >Seconded to the Energy, Mining & Infrastructure team in the Paris office of an international law firm (September 2017–November 2017)
Publications: Cedric Degreef is the author of several publications on energy and climate law.

DELACROIX, Yves
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Featured in Real Estate (Belgium)
Practice Areas: Real Estate
Career: Yves Delacroix, specialised in Real Estate, is the head of the Real Estate & Regulatory Practice. He has extensive experience in handling large real estate transactions and has particular expertise in sale, sale & leaseback, lease related matters (and other occupational or financial contracts, such as: long-term leases, building rights, usufruct, financial or VAT leasing) and in related commercial contracts and construction law issues. He handles both real estate asset and corporate real estate transactions; he also assists on contentious matters. Yves ranks amongst the leading real estate lawyers in Belgium. He acts for many international and Belgian investors, developers, corporate users and retailers. He teaches real estate law as part of the executive master Real Estate at the Université Saint-Louis and ICHEC. He joined Liedekerke Wolters Waelbroeck Kirkpatrick in 1990 and became a Partner in 2000. He is Chairman of the Board of directors of the firm since January 2013. He is also responsible for the EMEA Real Estate Practice Group of Lex Mundi, the international network of independent law firms of which Liedekerke is the Belgian member.

DELAGAYE, Christine
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Featured in Energy & Natural Resources (Belgium)
Practice Areas: Christine's practice focuses on the energy sector, including in particular renewable energy projects (onshore and offshore wind, biomass/biosteam), (corporate) PPAs, FIDIC, EPC and O&M contracts, underground and submarine cables and pipelines, district heating, subsidy mechanisms (such as green certificates and including State aid issues), security of supply (in particular capacity mechanisms), domain concessions and licences, and judicial energy litigation (Council of State, Markets Court, Brussels Court of Appeal, Constitutional Court).
Career: She is a member of the Loyens & Loeff Corporate & M&A Practice Group in Belgium and a member of the Energy & Utilities and Competition & Regulatory Teams. She is a senior associate in our office in Brussels.

DEPOORTERE, Frederic
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Featured in Competition/European Law (Belgium)
Practice Areas: Frederic Depoortere is widely recognized as one of the leading competition lawyers currently operating in Brussels. With more than 20 years of experience in merger control both in the EU and internationally, Fred has been involved in some of the most high-profile and complex merger control cases of recent times, including GE/Alstom, Dow/DuPont, UTC/Rockwell Collins, Nokia/Alcatel and IBM/Red Hat, the largest software deal in history. He also deals with general EU competition law and compliance issues relating to cartels, vertical restraints and dominance. This past year, Mr. Depoortere has worked on some of the most challenging, international transactions requiring global antitrust merger control approvals, including Air Canada (Canada)/Transat A.T. Inc. (Canada), Willis Towers Watson/Aon plc., DuPont Nutrition & Biosciences Inc./Flavors & Fragrances Inc., WeWork Companies LLC/ SoftBank, ZeniMax Media Inc./Microsoft Corporation and Konecranes/Cargotec.

DESSERS, David
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Featured in Corporate/M&A (Belgium)
Practice Areas: David Dessers is an experienced business lawyer with a strong focus on the technology sector. David frequently assists entrepreneurs and companies in their business and fundraising activities, working with entrepreneurs and senior management during all stages of the private company lifecycle including start-up, seed funding, venture capital and debt financing, acquisitions and dispositions, as well as employment, equity incentive, contracting and intellectual property needs. David represents venture capital and private equity funds, fund sponsors and limited partners in structuring the funds and raising capital, undertaking daily management and compliance activities, as well as structuring, negotiating and closing investments and divestments of portfolio companies. David advises clients with respect to complex commercial transactions designed to protect and maximize the value of technology assets, including technology licenses and acquisitions, research and development collaborations, and corporate partnering transactions.
Career: Founding partner of Cresco, a premier business law firm for entrepreneurs, companies and investors. He obtained his law degree at the universities of Antwerp and Leuven in Belgium and holds an LLM from the universities of Oxford, Hamburg and Rotterdam.
Publications: Author of the business book "Innovate Collaborate. Grow!", providing strategic guidance to entrepreneurs, corporates, investors and research institutions on how to structure mutually beneficial collaborations.

DEVOS, Dominique
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Featured in Planning (Belgium)
Practice Areas: Regulatory
Career: Dominique Devos is part of the Real Estate and Regulatory Practice Group. He advises clients regarding Administrative Law, Public Law and Environmental Law and he is also an expert in the regulation regarding soil contamination. Dominique was several years head of the legal department of the Flemish Waste Authority (OVAM). This experience has given Dominique an excellent knowledge of waste management, soil remediation, and contaminated land. Dominique is recognised as one of the key persons behind brownfield development in Flanders. He has an all-round experience in all aspects of environmental law and focuses on soil remediation files. He also advises on several other fields of law such as regulations that deal with REACH, RoHS, and product liability. Dominique has a particular expertise in food and feed, such as food labelling, packaging, health claims, recalls and regulatory compliance. Dominique holds a Master degree in Law from Ghent University (UGent 1991) and an additional degree from the Fiscale Hogeschool, EHSAL Brussel in 1992. Dominique joined Liedekerke Wolters Waelbroeck Kirkpatrick as a Partner in 2014.

DHONDT, Hans
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Featured in Intellectual Property (Belgium)
Practice Areas: Intellectual property law – Information technology (incl. data protection) – Trade practices – Media law – Distribution law – Arbitration
Career: Hans Dhondt is partner at Janson since 2012 en co-heads the Intellectual Property, Information Technology and Trade practices department of the firm. Hans has over 20 years of experience in advising and assisting clients in all aspects of IP protection (advise, (cross-border) litigation, contracts, protection strategies, IP audits…), in drafting and negotiating complex agreements (license, SaaS, technology transfer, IT outsourcing, software development…), and in all aspects of data protection (GDPR compliance) and trade practices (advertising, distant sales, pricing, consumer protection…). He also represents clients in (national and international) dispute resolution and is an arbitrator and a third-party decider in domain name disputes.
Professional Memberships: Member of CEPANI (Belgian Centre for Arbitration and Mediation), of the International Trade Mark Association (INTA), the European Community Trademark Association (ECTA) and the Benelux Association for Trademark and Design practitioners (BMM).

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Featured in Competition/European Law (Belgium), Competition/European Law (UK)
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DUPLAT, Matthieu
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Featured in Capital Markets (Belgium)
Career: Matthieu Duplat's practice is focused on capital market transactions (debt, equity and equity-linked securities), mergers and acquisitions (including public takeovers), and stock exchange matters. He has extensive experience handling international and domestic capital markets transactions and assisting corporations and major financial institutions with all aspects of corporate and securities law. Matthieu has written on corporate and financial law and has been a lecturer in financial law at the Catholic University of Louvain since 2008.

ELENS, Frederic
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Practice Areas: Frederic is an experienced corporate and M&A lawyer based in Belgium. He advises corporate clients and financial sponsors on both public and private M&A, joint ventures and capital markets operations in Belgium and internationally. Alongside his transactional practice, Frederic advises clients on corporate advisory, company law and governance matters.
Career: Frederic is a partner since 2020.
Professional Memberships: Member of the Brussels Bar.
Personal: Frederic graduated from the Catholic University of Louvain UCL in Belgium (Masters in law) and from the UCLA School of Law in the US (LLM).

EMOND, Alexandre
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Featured in Real Estate (Belgium)
Practice Areas: Real Estate
Career: Alexandre Emond is Partner in the Real Estate Practice. His work encompasses all aspects of real estate law, such as sale operations, sale and leaseback, lease and other occupancy rights. He also handles partnership agreements in the framework of large real estate development projects. He handles both real estate asset ("asset deal") and corporate real estate transactions ("share deal"). He also has specific expertise in real estate-related tax questions. Alexandre graduated from the University of Louvain (UCL 2002) and holds an advanced master in tax law from the University of Brussels (ULB 2003). He also attended the executive real estate programme of the Solvay Brussels School of Economics and Management (ULB 2010). Alexandre joined Liedekerke Wolters Waelbroeck Kirkpatrick in 2003 and became a Partner in 2013.

ERSBØLL, Niels
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Featured in Competition/European Law (Belgium)
Practice Areas: Niels Christian Ersbøll advises clients on EU competition law in relation to merger control, cartels and restrictive practices, and abuse of dominance. He frequently handles merger control work on large-scale transactions in the EU and coordinating worldwide filings. In the cartel space, he has successfully defended clients in several EU investigations and recently also acted on appeals as well as follow-on claims. Mr. Ersbøll frequently advises on non-contentious antitrust issues, and has particular experience in the life sciences and shipping industries. Mr. Ersbøll has helped numerous clients designing and implementing compliance measures and conducting internal investigations and audits.

FIERENS, Alexis
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Featured in Intellectual Property (Belgium)

Career: Alexis Fierens practises IP and IT law, with a special focus on trademarks, copyright, designs, software, marketing and unfair commercial practices. He also assists clients in commercial litigation, contracting, distribution, agency and travel law, handling both advisory and litigation work. His clients include Belgian SMEs and multinational companies. Alexis provides services to DLA Piper UK LLP through a limited liability company.

FONCKE, Vanessa
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Featured in Dispute Resolution (Belgium)
Career: Vanessa Foncke has extensive experience in domestic and international commercial arbitration both as counsel and arbitrator (sole, presiding and co-arbitrator). She is a member of the board of administration and executive committee of CEPANI, the Belgian institution for arbitration and mediation. She also represents Belgian and foreign clients in contractual and commercial disputes and negotiations in all stages of court and administrative proceedings. Vanessa's experience spans a number of industries, including construction, distribution, heavy industry, and telecommunications. She is a member and secretary of the Brussels Bar Council and of the Committee for Alternative Dispute Resolution at the Flemish Bar Association.

FONTAINE, Anne
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Practice Areas: Anne Fontaine focuses on clearing and settlement systems, the regulatory aspects of banking and financial services, and M&A involving financial institutions. Anne regularly assists Belgian and foreign financial institutions, in both domestic and cross-border transactions and has been involved in the drafting of various pieces of financial legislation. https://www.nautadutilh.com/en/our-people/fontaine-anne
Career: Anne received her law degree magna cum laude from the University of Louvain (UCL) in 1990. She subsequently obtained a post-graduate degree in international law from the University of Leiden in 1991. She joined NautaDutilh as a partner in January 2003.

FORIERS, Paul Alain
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Featured in Dispute Resolution (Belgium)
Practice Areas: Paul Alain Foriers is a lawyer at the Belgian Supreme Court and combines active practice of litigation and advisory work. He handles complex disputes in civil, commercial, corporate and financial law before all jurisdictions. He also assists listed and unlisted companies and family groups in relation to corporate and family office structuring, public offerings, takeover bids, corporate matters and financial regulations. He also provides advice on complex questions of civil and commercial law. Paul Alain Foriers is one of the four experts who were appointed by the Belgian Minister of Justice to modernise the Companies Code. The reform entered into force in May 2019. Paul Alain Foriers is Ordinary Professor Emeritus at the Université Libre de Bruxelles, where he notably lectured on contract and tort law until 2018, and still lectures on special aspects of corporate law.
Publications: Paul Alain Foriers is the author of numerous contributions and publications in the fields of contracts, obligations, company law and financial law (takeover bids, market abuse, shareholding transparency, etc.). He is a regular speaker at leading law seminars in Belgium and a member of the editorial committee of Revue Critique de Jurisprudence Belge and of Répertoire Pratique de Droit Belge.

FRANÇOIS, Philippe
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Practice Areas: Philippe François heads up the Employment group. Prior to specialising in employment law, Philippe had a general corporate and M&A practice. Philippe has experience in all areas of employment law, including litigation, and focuses, in particular, on restructurings, the transfer of undertakings, outsourcing and employee consultation requirements. https://www.nautadutilh.com/en/our-people/francois-philippe Philippe has represented clients such as FedEx, Unilever, Basic-Fit, Shire, Medtronic, Assa Abloy, Jet Airways and GlaxoSmithKline Biologicals, amongst others, in a wide variety of transactions and court cases.
Career: Philippe received his law degree from the Vrije Universiteit Brussel (VUB) in 1991 and was admitted to the Brussels Bar that same year. He joined NautaDutilh in 1994 and was named a partner in 2002.
Professional Memberships: Philippe is a member of the European Employment Lawyers Association and has lectured and published on various topics in the field of employment law. He is also the co-founder and a board member of the Vereniging voor sociaal recht.

GARABEDIAN, Daniel
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Featured in Tax (Belgium)
Practice Areas: Daniel Garabedian has over thirty years of experience in advising and litigating in tax law, primarily for major corporations. He is one of the twenty Belgian attorneys admitted to the Belgian Supreme Court Bar (avocat à la Cour de cassation / advocaat bij het Hof van Cassatie).
Career: Law degree at Université Libre de Bruxelles (1982) Tax Law degree at Université Libre de Bruxelles (1983) LL.M., University of Michigan (Ann Arbor, 1985) Admitted to the Brussels Bar in 1982 Admitted to the Belgian Supreme Court Bar in 2017 Tax associate (1982-1989) and tax partner (1990-2019) in the Brussels office of an independent law firm. Founding partner of the boutique firm Arteo (2020) Professor (Tax Law), Université Libre de Bruxelles (since 1990)
Professional Memberships: Member of the International Fiscal Association (IFA) (former member of the Permanent Scientific Committee and a former president of the Belgian IFA branch) Member of the American Bar Association, Section of Taxation

GARZANITI, Laurent
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Practice Areas: Laurent is a partner in our antitrust group. A Belgian qualified lawyer and a member of the New York Bar, he is highly regarded for both his EU/International and Belgian practices. His experience focusses on multifaceted cross-border merger transactions and international investigations of anti-competitive behaviour, including ensuing litigation before both national and European courts. He regularly co-ordinates large multijurisdictional teams in procedures before antitrust and regulatory authorities around the globe and has significant experience of difficult transactions, including remedy packages, reviewed by the European Commission. His clients cross a range of industry sectors and he served as Global co-head of the firm's TMT sector group for five years. Laurent is vice-chair of the International Antitrust Law Committee of the ABA Section of International Law and a regular commentator on topics of European and Belgian competition law. Laurent works in English, French, Dutch and Italian.
Career: Partner since 2001.
Professional Memberships: Member of Brussels and New York Bars. Vice-chair of the International Antitrust Law Committee of the ABA Section of International Law
Publications: Author of 'Telecommunications, Broadcasting and the Internet: EU Competition Law and Regulation'.
Personal: Laurent was educated at University of Liège, Cambridge University and Columbia University Law School.

GEEREBAERT, Paul
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Featured in Employment (Belgium)
Practice Areas: Labour and Employment
Career: Paul Geerebaert heads the firm's Labour and Employment Practice Group. His daily fare consists of legal questions relating to individual and collective dismissals, transfers of undertakings and the drafting and negotiation of individual and collective labour agreements. He acts for many international and Belgian companies and advises in matters relating to employment law. He regularly pleads before Labour Courts throughout the country. Paul ranks amongst the leading labour lawyers in Belgium. He has a law degree from the University of Ghent (UGent 1987) and a degree in economic law from the University of Brussels (ULB 1990). Paul joined Liedekerke Wolters Waelbroeck Kirkpatrick in 1990, where he became a Partner in 2001.

GEUDENS, Tom
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Featured in Banking & Finance (Belgium)
Practice Areas: Tom is a partner in the Corporate & Finance practice and heads the Banking and Finance team. Tom has a particular focus on asset based lending, asset finance, acquisition financen, export finance, project finance & financial services. Tom advises international banks, corporations and public sector bodies. His broad expertise covers: (i) international banking (including leveraged finance transactions); (ii) project finance (national and international gas, oil and green energy projects, and PPP/PFI projects in all sectors including waste, roads, health, prisons, rail, airports and renewables); (iii) capital markets (including securitisations and repacks, debt capital markets and derivatives, high yield and equity capital markets); and (iv) financial regulatory (including clearing, settlement and custody, banking regulatory and investment funds, PSD2, MiFID2, AIFMD, CRR, CRD and EMIR).

GHIJSELS, Wouter
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Featured in Banking & Finance (Belgium)
Practice Areas: Wouter Ghijsels is the Managing Partner of the Brussels office of Stibbe. He advises financial institutions, corporate, and public sector clients on a broad range of domestic and cross-border financial transactions. Wouter has particular expertise in syndicated lending, acquisition finance, property finance, secured transactions, project finance, and leveraged/management buyouts. He works closely with Stibbe's corporate and real estate partners.
Career: >Graduated in Law from the University of Antwerp (2001) >Master of Laws (LL.M.) from King's College London, United Kingdom (2002) >Admitted to the Brussels Bar in 2002 >With the Brussels office of Stibbe since 2002 (Partner since 2011) >Postgraduate studies in corporate taxation at the Fiscale Hogeschool (2003) >Seconded to the acquisition finance department of the London office of a global law firm (January 2006–April 2006) >Managing Partner of the Brussels office of Stibbe since 2019
Publications: >J. PEETERS and W. GHIJSELS, "Belgium: regulatory perspectives", in Global Securitisation and Structured Finance Guide, 2004, 289-291. >J. PEETERS and W. GHIJSELS, "Increased activity in the Belgian market", in Global Securitisation and Structured Finance Guide, 2005.

GONZÁLEZ-DÍAZ, Francisco Enrique
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Featured in Competition/European Law (Belgium)
Practice Areas: European and Spanish competition law, including mergers and acquisitions, restrictive practices, abuse of dominance and state aid.
Career: Joined firm as Partner (2003); Law degrees: LL.M.–Harvard Law School (1990), LL.M.–Université Libre de Bruxelles (1987), Degree in Law–University of Granada (1985). Was a member of the European Commission Legal Service (Competition). Headed enforcement unit of the European Commission's Merger Task Force, led Commission in its review of complex cases in numerous market sectors (1998-2003).
Professional Memberships: Member of the Madrid and Brussels Bar.

Publications: Publishes on EU law matters, particularly competition law. Former lecturer of Private International Law – University of Alicante (1985-89). Serves on advisory/editorial boards of several legal publications.
Personal: Language capability: Spanish, English, French.

GOOSSENS, Nico
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Featured in Corporate/M&A (Belgium)
Practice Areas: Nico Goossens is a partner at Argo. Nico specializes in capital market operations (initial public offerings, public takeover bids and public to private transactions), corporate finance, venture capital and private equity, mergers & acquisitions and financial services regulations. He brings expert level skills to the team on both transactional and advisory practices as well as a long-standing, highly appreciated litigation practice experience, primarily focused on corporate litigation.
Career: He earned law degrees from the University of Antwerp (Law degree, 1991), the London School of Economics and Political Science (LL.M, 1992) and the Catholic University of Brussels (Postgraduate degree in Company Law, 1995). He also has a bachelor degree in Philosophy (1988).
Publications: Nico is the author of several articles on various topics of company law.

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Featured in Competition/European Law (Belgium)
Practice Areas: EU competition law, regulatory affairs, and intellectual property law. Experience includes work in a number of industries, including, IT, pharmaceuticals, media, sports rights, energy, and engineering. He has represented clients in many landmark cases before the European Commission, national competition authorities and the European courts.
Career: Joined firm (2000), became Partner (2009). LL.M. – College of Europe, Bruges (2000); Lic. Jur. degree summa cum laude – University of Basel (1995).
Professional Memberships: Member of the Switzerland and Brussels Bar.
Publications: "Access to Online Platforms and Competition Law," E-Commerce Competition Enforcement Guide, January 2019. Co-author of the annual "Dominance and Monopolies Review".
Personal: Language capability: German, Spanish, English, French.

GRÉGOIRE, Michèle
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Featured in Dispute Resolution (Belgium)
Career: Michèle Grégoire has extensive experience in business restructuring, banking and financial services, securities and contract law. She acts on behalf of major listed companies, particularly financial institutions and investment funds in all sectors. Michèle is highly recognized for her experience in litigation, including before the Supreme Court as she is one of only 20 lawyers admitted to the Belgian Supreme Court Bar. She is regularly appointed to assist clients before the Council of State, the Constitutional Court and the European Court of Justice. She also regularly serves as an arbitrator in national and international cases. Michèle is a professor at the University of Brussels and the University of Paris II-Panthéon Assas and has served as dean of the law school at the University of Brussels. Michèle is author of numerous scientific books on Securities, Banking and Financial law, International Insolvency Proceedings, Business restructuring and Contractual (including consumers protection) law. She is a frequent contributor to various publications and frequently speaks on these topics at seminars and conferences.

GUTERMUTH, Axel
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Featured in Competition/European Law (Belgium)
Practice Areas: Axel Gutermuth focuses on European, German and global competition law issues. Mr. Gutermuth frequently represents clients in merger control proceedings before the European Commission and the German Federal Cartel Office and coordinates worldwide filings. He recently acted for Monsanto in its acquisition by Bayer. Moreover, Mr. Gutermuth represents and assists clients in government investigation and internal compliance audits and advises on a range of distribution, pricing and competitor cooperation issues. Chambers Global notes that "Commentators describe German-qualified Axel Gutermuth as 'absolutely outstanding.'"

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Featured in Competition/European Law (Belgium)
Practice Areas: Mr. Gyselen joined the firm in 2004 after a distinguished career in government, having held several senior positions at the European Commission (EC)'s Directorate-General for Competition and a law clerk position with judge Joliet at the EU's Court of Justice. His law practice encompasses advice and representation before the EC, national agencies (in particular in Belgium) and the EU courts on all aspects of competition law, with a focus mergers, cartels and state aids. Mr. Gyselen teaches at the Université de Liège. He is also a non-governmental advisor to the EC.

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Featured in Competition/European Law (Belgium)
Practice Areas: Managing Partner of the firm's Brussels office and Co-Chair of the firm's Global Antitrust and Competition Law group. Catriona's practice focuses on European Union (EU) competition law and international merger control.
Career: Catriona is well known for her work in EU and international merger control, representing clients in some of the largest most complex deals in the market, as well as in antitrust investigations and compliance matters. She advises clients in sectors that include energy, chemicals, mining, technology, media and entertainment and automotive.
Professional Memberships: Officer of the International Bar Association's Antitrust Section Member of the Law Societies of Ireland, England and Wales and the Belgian Bar
Publications: Co-Editor of "Gun Jumping in Merger Control, a Jurisdictional Guide", Concurrences/IBA, 2019
Personal: Catriona is a graduate of Trinity College Dublin and the Vrije Universiteit Brussel. Languages: English, French, Dutch and Italian.

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Featured in Tax (Belgium)
Practice Areas: Werner Heyvaert is a partner at AKD. He has over 30 years of experience in Belgian and international tax law and specialises in corporate tax work (institutional and transactional as well as contentious). Werner advises and supports clients in a wide variety of industry sectors, including banking and finance (incl. insurance), building and construction, pharmaceutical, technology, energy, professional services, utilities, and private equity. His clients appreciate his pragmatic approach combined with in-depth expertise and his responsiveness. Werner is a frequent speaker at Belgian, European and international tax conferences and seminars and he has written numerous articles and contributions on Belgian, European and international tax law (most recently in the Tijdschrift voor Fiscaal Recht (TFR) and the IBFD's European Taxation). In January 2018, the Advocate General with the Belgian Court of Cassation explicitly referred to one of Werner's publications on the prevention of double taxation under the Belgian-Dutch tax treaty, and the Court sided with Werner's position, as advised by the AG. In the slipstream of LuxLeaks the Special Committee on Tax Rulings of the European Parliament (TAXE) called upon Werner in 2015 as one of the Belgian experts on tax rulings

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Featured in Tax (Belgium)
Career: Philippe is a tax partner at the Brussels office of DLA Piper. He advises and assists on all tax aspects of business life including real estate investments, acquisitions, setting up joint ventures and reorganisations, financing structures, employee equity incentive schemes. He specialises in the structuring and transfer of family estates both moveable and immovable with particular focus on family businesses. He has also extensive experience in assisting in tax disputes.

HIRSCH, Sandrine
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Featured in Corporate/M&A (Belgium)
Practice Areas: Sandrine Hirsch has extensive experience in all fields of business law, with specific focus on corporate law, capital markets and banking & finance. She advises banks, investment companies, insurance companies, corporate groups and other entities in relation to M&A transactions, issuance of securities and takeover bids. She also assists family office shareholders of large listed and unlisted companies in relation to all corporate and finance issues, including corporate governance, structuring of shareholdings and shareholders agreements. She regularly operates in close collaboration with investment banks and other professional advisors. Sandrine Hirsch also handles litigation and arbitration proceedings relating to the areas of company law and financial law.
Professional Memberships: Sandrine Hirsch is a member of the International Bar Association (IBA), of the European Society for Banking and Finance Law (AED-BF/EVBFR), of the association "Avocats en droit boursier et financier/Advocaten in het beurs-en financieel recht", of Guberna and of Women on Board.
Publications: Sandrine Hirsch has published various contributions on company law and financial law. She is notably co-author of the book entitled "Les offres publiques d'acquisition, 10 ans d'application de la réglementation" (Larcier, 2018). She recently participated as speaker at several seminars on the upcoming reform of the Belgian Companies Code.

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Featured in Employment (Belgium)
Practice Areas: Jan is a partner in the Employment, Pensions & Benefits practice. Jan has a particular focus on company restructurings and negotiation with Trade Unions, negotiating severance packages, drafting HR policies, internal investigations and employee fraud & Employment Tribunal litigation. Jan's clients include both companies and individual executives. His wide experience ranges from the management of mass lay-offs and negotiating social plans through to the harmonization of employment conditions. When advising on severance arrangements, he also gives guidance on the tax structuring of termination activities. He has a large employment tribunal caseload. He is regularly consulted in cases of employee fraud, privacy issues related to internal investigations, whistle blowing and dismissal for cause. For this reason, he is a Registered Forensic Auditor at the Belgian Institute for Forensic Auditors (IFA).

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Featured in Corporate/M&A (Belgium)
Practice Areas: Dries specialises in corporate law, particularly mergers and acquisitions, private equity, and real estate related transactions. He also has extensive experience in financial law and corporate finance. His clients include institutional investors and private equity funds (which he has assisted in investment and funding types of transactions), private companies,

and publicly listed companies (which he has advised on national and cross-border transactions). Furthermore, Dries has significant experience in transactions in the real estate sector.
Career: >Graduated magna cum laude in Law from Ghent University (2000) >Admitted to the Brussels Bar in 2000 >Associate in the Corporate and Finance department of Stibbe Brussels (2000–2005) >Associate (2005–2009) and Partner (2009–2013) at the Brussels office of an international law firm >With Stibbe Brussels since 2013 (partner since 2013)
Publications: >HOMMEZ, D., "Handel in schone en vuile lucht: groenestroomcertificaten en verhandelbare emissierechten vanuit kikvorsperspectief", in Tijdschrift voor Belgisch Handelsrecht, 2004. >HOMMEZ, D., "Squeezing out minority shareholders after successful offer", in Global Counsel Handbook, 2003.

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Featured in Life Sciences (Belgium)
Practice Areas: Maurits Lugard leads Sidley's Life Sciences team in Brussels. Maurits has an uncommon wealth of experience in EU law, drawing on his tenure within the European Commission and on years of private practice in the regulatory capitals of Brussels and Washington, D.C. Maurits' practice focuses on helping clients navigate the complex web of EU and Member State rules and procedures with an emphasis on food, drugs, medical devices, cosmetics and biotechnology. He helps corporate clients and trade associations shape future legislation and advises on the complex legal issues of the current regulations in areas such as pharmacovigilance (drug safety), clinical trials, marketing authorizations, advertising and promotional issues, labeling and the application of the precautionary principle. Maurits also advises clients on a broad range of market access and product safety issues such as GMP compliance, life-cycle management, product recall procedures, adverse events, health claims, in-vitro diagnostics, implantable medical devices, food additives, parallel trade and supply chain management. He also advises on pharmaceutical contractual issues, including distribution, supply, manufacturing, R&D and other cooperation agreements in Europe. He has represented clients in matters before the European Commission, the European Medicines Agency, the European Food Safety Authority and Member State authorities.

JACMAIN, Sophie
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Practice Areas: Sophie Jacmain specialises in litigation, in particular corporate, real estate and general commercial litigation. Sophie is a highly regarded expert in restructuring and insolvency law. She has published several articles on various aspects of restructuring and insolvency proceedings and the structuring of collateral and has taught in these areas at the University of Brussels (ULB). She has also served as a trustee in bankruptcy and is often invited to speak at seminars. Thanks to her experience and skills, Sophie is able to offer corporate clients and banks (e.g. BNP Paribas Fortis, ING, Aareal Bank, KBC, Electrabel, etc.) top-notch advice and support in relation to general commercial issues, litigation and insolvency-related files. She has also developed strong ties in these areas with private equity funds such as Cobepa, Chequers Capital, the Alpha funds and major Belgian companies including the Artexis Group, Easyfairs Group, Cofinimmo, JCDecaux, etc. The 2008 edition of the Legal 500 describes Sophie as a "very quick and clever" lawyer who "knows her job, the law, other lawyers and the judges very well, which helps her take the best decisions". https://www.nautadutilh.com/en/our-people/jacmain-sophie

JANSSENS, Deborah
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Practice Areas: Deborah is a corporate partner with 20 years of experience advising Belgian and international corporate clients, private equity funds and financial institutions. She specialises in cross-border and domestic M&A, finance and capital markets transactions, and provides the full spectrum of corporate and financial law advice, including market abuse, corporate governance and company law.
Career: Deborah is a partner since 2014.
Professional Memberships: Member of the Brussels and New York bar and of the Supervisory Board of the FSMA.
Personal: Deborah studied law at the universities of Leuven, Namur and Heidelberg, and obtained an LL.M from the New York University School of Law. She is a lecturer in corporate law at the University of Leuven.

JANSSENS, Elke
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Practice Areas: Elke Janssens focuses on corporate law, public and private M&A, corporate governance issues and equity capital markets. Her background in both law and economics is highly appreciated in M&A transactions. Thanks to her academic background, Elke is skilled at coming up with creative solutions to her clients' problems at short notice. She advises both listed and unlisted companies and is regularly involved in restructuring transactions, as well. https://www.nautadutilh.com/en/our-people/janssens-elke
Career: Elke received her law degree from the Vrije Universiteit Brussel (VUB) in 1996. In 1998, she obtained an LL.M in business law from the Université Libre de Bruxelles (ULB), followed by a master's in management from VUB in 2001. She also completed coursework in the Solvay Business School's MBA programme in 2006-2007. Elke is trained as a compliance offer (UCL, 2016) and yoga teacher (2017).
Publications: Elke is the author of numerous publications in the fields of corporate and financial law and was a driving force in the VUB's Business Law Department for many years.

JANSSENS, Thomas
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Practice Areas: Thomas heads Freshfields' global antitrust, competition and trade practice group – a role he combines with his dynamic and broad client practice. In client mandates, Thomas immerses himself in the business of his clients in order to provide innovative, tailored solutions to global antitrust issues. In leading our antitrust practice, he works with colleagues across the firm to apply our energy, thought leadership and values to stay on top of our game. He advises on EU and international antitrust law, covering transactional and conduct matters as well as related litigation. Clients turn to Thomas for complex EU and international mandates, especially those requiring strategic management of cross-border challenges and parallel proceedings before several authorities. He brings international experience and perspective across all areas of antitrust risk and compliance in a wide range of industries, including the fast-moving digital economy. The nature of his work also involves leading teams of Freshfields lawyers and local counsel around the world. Thomas speaks English, Dutch and French.
Professional Memberships: Brussels Bar. International Bar Association: Co-Chair of the Antitrust Section
Personal: Educated at the University of Leuven and Columbia Law School.

JOOS, Johan
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Featured in Real Estate (Belgium)
Practice Areas: Johan leads the Belgian real estate and regulatory practice, which covers the areas of real estate and construction; real estate investment management; real estate planning and environment; and renewable energy and public procurement. His holistic and directory-recognized practice cuts across the transactional, litigation, regulatory and strategic management aspects of projects and (direct and indirect) investments/divestments related to the main real asset classes, including real estate, infrastructure, industrial plants and energy. Johan has been involved in many of the largest Belgian, Benelux and EU-wide real assets projects and transactions over the past twenty years, acting for both local and multinational companies. He mainly represents clients in sectors to which real assets are key, such as capital markets, chemicals, consumer (hospitality, residences, and retail logistics and stores), and clean energy, cloud (data centers) and common infrastructure. Johan has also advised various public bodies on issues that matter to such sectors and has represented clients in sector-related proceedings before both administrative and civil courts. He holds advanced degrees in business and real estate law, environmental law and real estate management and serves as Global Ambassador of Northwestern Alumni Association to Belgium.
Professional Memberships: Brussels Bar (since 2001); RICS (Management Consultancy Professional Group) (since 2012)

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Featured in Public Law (Belgium)
Practice Areas: Regulatory
Career: Frank Judo is partner in the Regulatory Practice Group. He assists business and private individuals in their legal relations with government in the broad framework of constitutional and administrative law, particularly in the field of administrative economic law and public law. His practice encompasses both advisory work and litigation, before both the Constitutional Court and the Council of State, whilst focusing on prevention through in-depth advice. In addition to his extensive experience in public law, Frank regularly advises private businesses and public authorities on various aspects of public procurement law, both preventive and curative. Frank has published and regularly gives seminars and lectures on a wide range of matters, especially concerning the division of responsibilities within the federal state, and public procurement law. He holds a law degree from the University of Leuven (KU Leuven 1998), where he also studied philosophy, modern history and canon law. He is still a voluntary academic assistant at the Institute for Constitutional Law at the KU Leuven after having been a lecturer between 1998 and 2004. Frank has been a Partner at Liedekerke Waelbroeck Kirkpatrick since 2008.

KEANE, Benoit
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Featured in Competition/European Law (Belgium)
Practice Areas: Benoît Keane is a leading European lawyer based in Brussels. He regularly represents clients before the European Commission and European Courts. He is recognised for his expertise in the application of competition law to the sports sector. His work deals with a full range of issues relating to the legality of sports organisations' regulations with EU law. He was counsel to the International Skating Union in the ground-breaking case concerning the authorisation of events organised by independent organisers, successfully defending the autonomy of sports governance and the role of the Court of Arbitration for Sport. He is currently acting in cases concerning the UEFA Financial Fair Play regulations and is an advisor to FIFA on its reform of the transfer system. Benoît also advises on a range of commercial issues, notably concerning media rights. He acted in the ground-breaking Murphy case concerning exclusivity of broadcasting rights. He acted before the EU courts concerning the EU listed events regime. He writes and speaks on developments in European law.
Career: 2012 – Present: Keane Legal 2011 – 2012: Counsel, Morrison Foerster LLP 2007 – 2010: Senior Associate, McDermott Will & Emery LLP 2003 – 2007: Associate, Hammonds

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Featured in Dispute Resolution (Belgium)

Practice Areas: Hugo is a partner in the Commercial and Dispute Resolution practices and heads the Insurance and Reinsurance team. He is Lydian's Managing Partner. Hugo has a particular focus on large, complex liability and insurance claims, commercial law & commercial litigation / arbitration. Hugo is the trusted adviser of a large number of international and Belgian insurers and reinsurers, brokers and specialist firms and has been involved in most of the largest and high-value insurance disputes in Belgium in the last 15 years. With over 25 years of experience in commercial law and commercial litigation, he regularly advises on liability and insurance claims in such areas as all risk property, construction all risk insurance, ALOP Insurance, D&O, professional indemnity and product liability insurance. He is one of the few Belgian lawyers with experience in handling complex insurance and reinsurance disputes, in all lines of insurance, before Belgian courts and arbitration panels. As he often represents international clients, he is very well aware of the cultural and legal differences in commercial contracts between Belgian and non-Belgian companies. Who's Who Legal has recognised him as only one of 10 Thought Leaders in Litigation in Belgium, reflecting his unique blend of expertise and experience.

KIEKENS, Nathanaelle
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Featured in Public Law (Belgium)
Practice Areas: Nathanaelle Kiekens specialises in administrative law and public law in general, focusing mainly on public procurement, public-private partnerships (PPPs), and public contracts. She gained particular expertise in the domain of tenders, public contracts, and public real estate. Nathanaelle handles various legal proceedings regarding public procurement and administrative law before the Constitutional Court, the Council of State, and the civil courts. She is daily involved in matters relating to public procurement law, for which she advises on the scope of application and obligations of public procurement regulations. She also assists clients in the organisation of specific queries (drafting notices and specifications, assistance in the evaluation of tenders and drafting assessment reports, etc.). Thanks to her education in health care real estate at the Kulak campus of the Katholieke Universiteit Leuven, Nathanaelle gained in-depth expertise in the various aspects of this sector.
Career: Graduated in Law from Ghent University (2005) Admitted to the Brussels Bar in 2005 With Stibbe Brussels since 2005 (Partner since 2016) Postgraduate degree in Health Care Infrastructure from Kulak Kortrijk (2012) Practice Assistant in case law of the Council of State and the Constitutional Court at Ghent University
Publications: Nathanaelle published various articles in collaboration with David D'Hooghe.

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Featured in International Trade (Europe-wide), Competition/European Law (Belgium), Life Sciences (Belgium)
See under Europe-wide for profile.

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Featured in Competition/European Law (Belgium)
Practice Areas: To read more, visit: whitecase.com/people/assimakis-komninos

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Featured in Public Law (Belgium)
Practice Areas: Public and administrative law – Real estate
Career: Dominique Lagasse specialises in advice and litigation in the fields of public and administrative law, environmental law, real estate law (including expropriation) and public procurement, in all sectors of the economy, such as public and private construction, State-owned companies, retailing and distribution industry and public authorities in general. He assists and advises his clients about building permits and planning permission, subdivision permits, environmental licences, socio-economic permits, street system permits, state concessions, environmental of urban planning audits of companies, environmental clauses in contracts, contracts with public authorities, orders for the appointment or promotion of public officials, employment contracts and disciplinary proceedings against public officials, public authority liability and applications for suspension or annulment before the Council of State. Dominique Lagasse is also a professor at the Université Libre de Bruxelles (ULB) since 1991.
Professional Memberships: Member of the editorial boards of four legal journals and collective legal works: Aménagement-Environnement, Administration publique, Revue du notariat belge, Journal des tribunaux and Commentaire systématique de l'O.P.U.
Publications: Dominique Lagasse is the author of numerous publications in public and administrative law.

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Featured in Competition/European Law (Belgium), Competition/European Law (Spain)
Practice Areas: EU Competition law (cartels, restrictive agreements, unilateral conduct, State aid, merger control). Litigation before EU Courts.
Career: Partner at Garrigues; Visiting Professor Brussels School of Competition; Non-Governmental Advisor to the European Commission before the International Competition Network; Visiting Lecturer at the College of Europe.
Professional Memberships: Brussels Bar; Madrid Bar.
Publications: "The Notion of Restriction of Competition; what we know and what we do not know" (2016); "The Double Duality of Two-Sided Markets" (2015); Co-editor of the legal blog Chillin'Competition.
Personal: LLM Harvard Law School; LLM College of Europe; Law degree, San Pablo CEU University.

LAPRÉVOTE, François-Charles
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Featured in Competition/European Law (Belgium)
Practice Areas: European competition and international trade law, including merger control, state aid, cartel investigations, market dominance and trade defense instruments.
Career: Joined firm (2007), became Partner (2013). Shares time between the Brussels and Paris offices. Served as the economic adviser of the French Minister for European Affairs (2005-2007) and detached national expert in the Directorate General for External Trade of the European Commission (2002-2005). Diploma – École Nationale d'Administration (1998), Master in Law – Université de Paris II – Panthéon-Assas (1994), Degree in Law – Institut d'Études Politiques de Paris (1993).
Professional Memberships: Member of the Paris and Brussels Bar. Member of the Board of the French Antitrust Practitioners Association (APDC).
Publications: Has published on antitrust, state aid and trade. Editor and co-author of several chapters of the Research Handbook on State Aid in the Banking Sector, published by Edward Elgar Publishing. He is also an editor and contributor of Cleary Gottlieb's International Trade and Sanctions Watch blog.
Personal: Language capability: French, German, English.

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Featured in Real Estate (Belgium)
Practice Areas: Christophe heads the Loyens & Loeff Real Estate Practice Group in Belgium and is a member of the Investment Management/Funds Team. He is a partner in the Brussels office with a broad practice of counselling in real estate transactions and taxation. Christophe advises on real estate investment structuring and leads negotiations on real estate transactions (both asset and share deals), including sale and lease back and real estate asset management (e.g. leases and all real estate related contracts). He has acquired a reputation for excellence in tax aspects of real estate investments in Belgium, at fund level (e.g. efficient fund structuring, tax forecasts, financing) as well as at local level (due diligence, deal structuring), including tax and accounting aspects related to developments and public-private partnerships. Christophe has also considerable experience in advising Belgian companies and subsidiaries of non-Belgian companies on domestic and international tax issues. His field of expertise includes advising on holding structures, structured finance, and pre- and post M&A tax restructuring.

LEGEIN, Laurent
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Featured in Corporate/M&A (Belgium)
Practice Areas: Specialises in M&A, private equity and equity capital market transactions.
Career: Joined as Partner in 2006. LL.M. (Fulbright scholar) – Georgetown University (1994), LL.M. (speciale licentie in het economisch recht, cum laude) – Universiteit Gent (1993), Licence en Droit and B.A., Philosophy, magna cum laude – Université Catholique de Louvain (1992)
Professional Memberships: Member of the Brussels Bar.
Publications: "Application du règlement abus de marché: aux opérations de fusion-acquisition et d'OPA," Financiële Regulering: Een Dwarsdoorsnede (October 2019)
Personal: Language capability: French, English, Dutch and Italian.

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Featured in Competition/European Law (Belgium)
Practice Areas: Matthew Levitt helps clients navigate the increasingly challenging international antitrust environment. He helps clients develop and deliver the joined-up strategies which are essential when faced with the growing power of antitrust authorities globally and their increased ability to coordinate enforcement activity in international investigations and merger clearance processes. He is described by interviewees as a "very good competition lawyer" who is "very thorough in investigation" (Chambers), and has successfully handled cutting-edge cases through the EU and UK appeals processes. Matthew handles abuse of dominance complaints and investigations, international cartel investigations and follow-on damages actions, international merger control processes, and regulatory appeals in the energy sector.
Career: BA (1989) and Bachelor of Civil Law (1990), Oxford University
Professional Memberships: England & Wales, Ireland, Brussels (A list)

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Featured in Competition/European Law (Belgium), Competition/European Law (UK)
See under United Kingdom for profile.

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Featured in Tax (Belgium)
Career: Howard Liebman has more than 43 years' experience (41+ years in Europe) where he leads Jones Day's Tax Practice in Brussels. He focuses on international tax and corporate structuring, coordinating the corporate and tax sides of transnational M&A, joint ventures and restructurings, and has extensive experience negotiating and implementing both pan-European and inbound U.S. transactions. Howard has been President of the American Chamber

of Commerce in Belgium, is the co-author of the BNA Portfolio on "Business Operations in the European Union-Regulatory" (2017), and is currently a Professor of Law at the Université Libre de Bruxelles.

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Featured in Employment (Belgium)
Career: Eddy Lievens is an employment lawyer advising clients on the full range of employment law issues. He has acquired important hands-on experience in both human resources management and operational management in the aviation business. He assists employer clients with compensation and benefits, pensions, international mobility, worker participation, worker representation, social elections, negotiations with trade unions, restructuring (including collective dismissal and plant closing), outsourcing, transfer of undertakings, integration after corporate restructuring, managed service provider solutions, data protection and employment litigation. Eddy heads the Employment team in Belgium.

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Featured in Intellectual Property (Belgium)
Practice Areas: Jan-Diederik is a partner and a versatile litigator with two decades of experience in defending his clients' interests in ex parte, preliminary and permanent injunction proceedings, and in accelerated and standard proceedings on the merits. Issues dealt with relate to e.g., patents, trademarks, copyright, design, trade secrets, unfair competition. Although adversarial court proceedings are his forte, he is frequently consulted by clients in pre-trial matters (e.g., pre-trial discovery, trade secrets compliance and anti-counterfeiting strategy). He advises on non-contentious matters relating to licensing or transfer of IP, (re)structuring IP-portfolios, joint ventures and other creative/technological collaboration forms. Representing a wide range of clients active in sectors driven by technology, innovation and creativity (e.g., the pharmaceutical, biotechnological, advertising, media, entertainment, fashion industries), he focuses on complex and strategical legal advice with an immediate impact on his clients' business and often acts as lead attorney in multijurisdictional matters.
Career: Associate, Marx, Van Ranst, Vermeersch & Partners; associate/counsel/partner, Crowell & Moring
Professional Memberships: Member of the Dutch-speaking Brussels Bar. Member of the International Association for the Protection of Intellectual property; Belgian Association for Copyright; ICC Commission on Intellectual Property; ICC Task Force on Trade Secrets; Founding Member of the Commission on Intellectual Property of the Brussels Bar Association

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Featured in Corporate/M&A (Belgium)
Practice Areas: Bart Lintermans heads the Quinz M&A practice and is a specialist in M&A, commercial transactions and Belgian company law.
Career: For more than twenty years, Bart Lintermans has applied this expertise in a variety of sectors, but has a particular focus on the life science industry and real estate market. He advises Belgian and international private equity funds on their acquisitions and divestitures throughout Belgium and cross-border, and is the trusted advisor of several large companies in their international expansion, restructuring projects and corporate governance. Bart sits on various boards including Brussels South Charleroi Airport, Belgium's second largest commercial airport. Before founding Quinz, Bart has lived and worked for Linklaters and Jones Day in Brussels, Tokyo and New York.

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Featured in Public Law (Belgium)
Practice Areas: – Public Private Partnerships – Public & Administrative law

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Featured in Public Law (Belgium)
Practice Areas: Bruno Lombaert specialises in public and administrative law. He mainly focuses on public procurement, public-private partnerships (PPPs), civil service, public real estate operations, and public sector taxation.
Career: Born in 1969 Graduated in Law from the Université catholique de Louvain (1992) Admitted to the Brussels Bar in 1992 Assistant in public and administrative law at the public law department of the Université catholique de Louvain (1993–2001) Auditor magistrate for the Council of State (1997–2004) Assistant in public and administrative law at the Université Saint-Louis – Bruxelles (2002–2006) Educational course and training in community law, organised by the Institute for European Studies of the Université libre de Bruxelles (2003) Lecturer on administrative law, including public procurement, at the Université Saint-Louis – Bruxelles (2006–present) With the Brussels office of Stibbe since 2007 (Partner since 2007) Specialist in administrative law and public procurement law, a title granted by the French-speaking Bar Association in Brussels
Professional Memberships: Member of the C.I.R.C.A. (Centre de recherches interdisciplinaires en droit constitutionnel et en droit administratif) of the Law faculty at the Université Saint-Louis – Bruxelles Member of the board of directors of the A.F.S.A. (Association francophone des sciences administratives) Member of the Public Law Commission of the Brussels Bar (2005–present)

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Featured in Competition/European Law (Belgium)
Practice Areas: Frédéric Louis focuses on all aspects of EU competition law, in particular, behavioral investigations (cartels and abuse of dominance), merger clearances and State Aid. In addition, he has extensive litigation experience, having represented clients in more than 50 proceedings before the European courts in Luxembourg. Mr. Louis also advises on other aspects of EU regulatory law, including product regulations and data protection. He has been centrally involved in pioneering transparency litigation, having won a series of cases mandating freedom of access to information held by the EU institutions. He also litigates and represents clients before Dutch, French and Belgian courts (including antitrust damages claims) and competition authorities. Mr. Louis's competition practice includes cartel, parallel imports and abuse of dominance investigations (including internal investigations and leniency applications); complaints and litigation; merger clearance; State Aid investigations; and complaints and counseling. He advises clients across a wide variety of industry sectors, from basic industries (construction materials, chemicals) to consumer goods, including service industries (telecommunications, banking, media and sports). Mr. Louis's litigation experience before the EU courts ranges over various aspects (including freedom of commerce and constitutional issues) with a focus on competition litigation. Mr. Louis has argued cases before the Grand Chamber of both the General Court and the Court of Justice of the EU. Mr. Louis has advised Japanese and multinational companies on data protection law and general compliance issues, including jurisdiction and territorial scope, information notices, anonymization and pseudonymisation, cross border flows of personal data, foreign law enforcement requests in the context of cartel investigations issues, and online marketing. Mr. Louis is antitrust and regulatory counsel to a dozen European and worldwide industry associations. He has advised and litigated on behalf of clients on numerous EU regulatory issues, including advertising, banking, communications, cybersecurity, data protection, energy, environment, health and safety, product liability, public procurement, freedom of commerce and provision of transborder services. He has represented the EU Commission, the European Central Bank and the Single Resolution Board.
Publications: Mr. Louis is a contributor to various law publications on all topics of competition law and is general secretary of Les cahiers de droit européen, an academic European law journal.
Personal: LLM, University of London, 1992 Free University of Brussels, 1991 magna cum laude

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Featured in Competition/European Law (Belgium)
Practice Areas: Antitrust, Competition Law, Litigation
Career: Paul Lugard is a highly regarded competition lawyer with extensive experience in EU and international merger control, competition law investigations and disputes. He defends clients before the European Commission, national agencies, courts and arbitral tribunals. He is recognized for his international competition policy leadership and his expertise in the LNG and Oil & Gas, human and animal health and technology sectors, as well as the application of the competition rules to standardization agreements, patent pools, licensing of SEPs and online and platform-based business practices.
Professional Memberships: Bars of The Netherlands and Belgium; Vice Chair BIAC (Business and Industry Advisory Council to the OECD), Chair ICC Competition Commission, NGA to the ICN, Past Vice Chair ABA Antitrust Section IP Committee and Member ABA IDC Task Force.
Personal: LL.M College of Europe, Groningen University

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Featured in Dispute Resolution (Belgium)
Practice Areas: Laurius handles business-to-business litigation for both domestic and international clients across a variety of industry sectors, including IT, precious metals, healthcare, dredging and marine engineering, chemicals, manufacturing and food and beverage, energy, as well as work for individuals. Bert Luyten is a Senior Partner at Laurius. Bert is a specialist in dealing with litigation matters and conducting court and arbitration cases. He has over 20 years of experience in complex company law, financial law and contractual litigation, often in cases with an international aspect. He has successfully represented companies, shareholders and directors in a range of industries, including the banking sector, major industrial sectors, IT, construction and the energy sector, to name but a few. He has broad experience in shareholder disputes, complex financial liability cases and fraud matters. Bert's extensive experience and expertise ensure that his clients get the best possible result.
Career: Bert was admitted to the Antwerp bar in 1996. He founded Laurius in 2006 together with Dirk Wellens. Bert holds a master's degree in Law (Antwerp) and a DES in Economic Law (ULB). He has done a special course in Energy Law (IMER) and is a member of CEPANI, the Belgian arbitration body.

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MACQ, Vincent
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Practice Areas: Vincent is the managing partner of the Brussels office and heads the firm's corporate group in Belgium. Recognised as one of Belgium's leading corporate and M&A lawyers, he specialises in public and private M&A transactions, as well as equity and debt capital markets operations.
Career: Vincent is a partner at Freshfields since 2002.
Professional Memberships: Member of the Brussels Bar.

Personal: Vincent graduated from the University of Louvain and obtained an LL.M degree from Georgetown University.

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Featured in Banking & Finance (Belgium)
Practice Areas: Banking and Finance Capital Markets
Career: Freya Mareels specialises in banking and finance law with a focus on leveraged finance and general syndicated lending, real estate finance, project finance and debt restructuring. She acts for both lenders and borrowers and has extensive experience in cross-border transactions. Her practice further includes debt capital markets transactions and structured finance. Freya holds a law degree (magna cum laude) from Ghent University (2005) as well as a master of law (LL.M.) from The University of Nottingham (2006). She also studied at Hofstra University (2005), New York. Prior to joining Liedekerke, Freya worked at the Brussels, London and Amsterdam offices of an international law firm for ten years. She joined Liedekerke Wolters Waelbroeck Kirkpatrick as a Partner in 2016.

MARQUETTE, Vanessa
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Featured in Banking & Finance (Belgium)
Practice Areas: Vanessa Marquette, attorney at law, is a partner in the Banking and Finance Practice Group of our Brussels office. She is recognized for her expertise in Banking and Finance with a focus on international finance law, regulated financial services, sustainable finance and banking litigation. Vanessa Marquette assists regulated entities such as financial institutions, payment services providers, funds, insurance companies, listed companies as well as non-regulated entities on all financial regulatory matters and compliance. She accompanies clients in the evolving environment of sustainable finance. She has a wide experience in the drafting, negotiation and enforcement of all type of security interests with specific expertise in cross-border issues. She handles M&A transactions in the banking and insurance areas as well M&A involving public entities.
Career: LL.M. in International Law, University of Michigan Law School (USA), 1998 Summer Joint Program – Orientation in U.S.A. Law, University of California and Berkeley University (USA), 1997 Master of Economic Law, Université libre de Bruxelles (Belgium), 1995 Law Degree, Université libre de Bruxelles (Belgium), 1994
Professional Memberships: Scientific Committee of the European Society for Banking and Financial Law Europe, 2018 Hôpital Erasme, Non-Executive Director, 2017 Université Libre de Bruxelles, lecturer, International Finance Law, 2015 Scor, Non-Executive Director, France, 2005

MARTENS, Bob
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Featured in Public Law (Belgium), Planning (Belgium)
Career: Bob Martens mainly focuses on litigation matters, but has also been actively involved in many large-scale PPP projects like the Oosterweel Bridge and Tunnel Project in Antwerp and the school building project and Liefkenshoekspoor tunnel project. He has also been involved in brownfield redevelopment and soil pollution cases. He deals with international public procurement files like the construction of NATO buildings, the development of the first Joint Auction Platform for EU ETS allowances, on behalf of the European Commission and 24 Member States, or acting on behalf of private clients against European institutions. He advises a wide range of both public and private sector clients on administrative law, including public and utilities procurement law. Bob has further defended clients before the Council of State and the Constitutional Court as well as the European Court regarding all types of administrative acts. He has experience in advising on the restructuring of public entities, feasibility studies relative to the possibilities of private initiative in public bodies and assistance in public management agreements for public entities. Bob heads the Belgian Regulatory team and is a member of the DLA Piper Brexit Committee.

MASELIS, Matthias
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Featured in Real Estate (Belgium)
Practice Areas: Matthias Maselis specialises in commercial real estate transactions in Belgium and Luxembourg. He focuses on high-profile transactions for leading domestic and international market players. Matthias's expertise encompasses all aspects of real estate law, covering the various stages of a property's life cycle. This includes investments, restructurings, development and assisting clients with their asset management activities. His client base includes real estate funds, local and international real estate investment companies, and major developers.
Career: Exchange programme at the University of Sydney, Australia (2008–2009) Master's degree, magna cum laude, in Law from the Katholieke Universiteit Leuven (2009) Master's degree, cum laude, in General Management from Vlerick Business School (2010) Business development and investment manager for a major real estate developer (July 2010–October 2011) Admitted to the Brussels Bar in 2011 Lawyer in the real estate practice of the Brussels and London office of a Magic Circle firm (2011–2019) With the Brussels office of Stibbe since 2019 (Partner since 2019)
Publications: M. MASELIS, "Vorderingsmogelijkheden bij samenhangende overeenkomsten – Rechtsvergelijkende analyse met inbegrip van exoneratiebedingen", Larcier (reeks Bibliotheek Burgerlijk Recht en Procesrecht), 2012, 210p. (translated: Comparative legal analysis of claim possibilities in connected contracts and the impact of exoneration clauses).

MASSCHELEIN, Celine
Janson, Brussels
Featured in Dispute Resolution (Belgium)
Practice Areas: Commercial and company law – White collar crime
Career: Before joining Janson as a partner in March 2016, Céline Masschelein was Counsel at Allen & Overy in the Litigation & Arbitration department. Céline has a special focus on white collar crime (such as imputations of fraud, forgery, corruption, money laundering, bankruptcy offences) on the one hand and all forms of corporate litigation on the other hand (such as post-acquisition disputes and all possible disputes between (and liabilities of) shareholders, board directors, auditors and other corporate actors). Céline Masschelein has more than 20 years of experience in dealing with complex national and international disputes in both business and financial criminal law, with specific expertise in the interaction between the two areas. She has already assisted several international and Belgian companies involved in both civil and criminal proceedings. Céline also works within the framework of arbitration and mediation procedures (ADR) and also advises clients preventively. Her broad procedural experience provides added value in drawing up contracts, avoiding disputes and actively working towards amicable settlements.

MATTHYS, Elisabeth
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Featured in Employment (Belgium)
Practice Areas: Elisabeth's expertise lies in individual employment law (giving legal guidance on recruitment and employment, the posting of employees, and employment of foreign workers) and collective employment law. She also focuses on the European and corporate law aspects of employment law, as well as international employment situations. In addition, Elisabeth has a special expertise in topics situated at the intersection of labour law and administrative law, such as the occupation of employees and statutory employees in public services/utilities or half-public utilities, and privatisations of public entities. As a sports lawyer, Elisabeth assists major sports federations with advice and litigation concerning topics such as transfer rules, discrimination issues, matchfixing and anti-doping rules. She also assists major athletes in disputes with federations, selection criteria and in many other areas of sports law.
Career: Graduated in Law from Ghent University (2000) Magister Juris in European and Comparative Law from the University of Oxford, United Kingdom (2001) Admitted to the Brussels Bar in 2001 With the Brussels office of Stibbe since 2001 (Partner since 2010) Assistant in the Department of Social Law at Ghent University Member of the expert committee in social criminal law advising the Belgian government

MAUSSION, France
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Featured in Planning (Belgium)
Practice Areas: France Maussion focuses on public and administrative law, real estate and construction law. France has specific expertise in topics relating to urban zoning and planning, public procurement, environmental law, expropriations and administrative litigation. She represents clients before Belgian courts, the Council of State and the Constitutional Court. She also has extensive knowledge of real estate and construction law.
Career: Graduated in Law from the Université libre de Bruxelles (1972) Admitted to the Brussels Bar in 1972 With the Brussels office of Stibbe since 1972 (Partner since 1980) Master's degree in Economic Law from the Université libre de Bruxelles (1973) Certificate of professional training at the Bar of Cassation (1982) Former professor at the Faculty of Law, the Faculty of Applied Sciences, and the Solvay Brussels School of Economics and Management of the Université libre de Bruxelles (until 2015) Granted the title of Professeur de l'Université (University Professor) at the Université libre de Bruxelles (ULB)
Professional Memberships: Member of the Center for Public Law of the ULB Member of the Groupe Universitaire Interdisciplinaire du Développement Urbain et Rural of the ULB Member of the ULB Electoral Commission Member of the Public Law Commission of the Brussels Bar

MEERT, Carlo
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Featured in Corporate/M&A (Belgium)
Practice Areas: Carlo Meert's practice focuses on mergers and acquisitions and corporate finance transactions.
Career: He joined the firm in 2005 and became counsel in 2017. From 2005 to 2006, he was resident in the New York office. LL.M. – Harvard Law School (2005); Master in Law summa cum laude – Katholieke Universiteit Leuven (2003); Civil Engineer magna cum laude – Katholieke Universiteit Leuven (1999)
Professional Memberships: Member of the New York and Brussels Bar.
Personal: Language capability: Dutch, English, French.

MEULENBELT, Maarten
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Featured in Life Sciences (Belgium)
Practice Areas: Maarten Meulenbelt focuses his practice on EU regulatory affairs, litigation and competition law issues affecting the life sciences sector in Europe. In addition to advising on EU life sciences matters, Maarten also handles competition litigation at the EU and national levels. He has extensive litigation experience before the EU Courts, national courts and competition authorities, the European Commission and national regulatory authorities in several EU Member States. Maarten has significant competition law experience in a variety of sectors. Maarten represented the trade association EUCOPE in Case T-547/12, TEVA v. EMA, to defend regulatory data protection for combination products, the German Parkinson Patient association in Case C-148/15, regarding the compatibility of national pricing laws with EU law, and is representing Vanda Pharmaceuticals in Case C-115/20P, regarding the standard of review applied by the European Medicines Agency. He is currently representing one of the intervening parties in Case T-738/16

on the compatibility of the Privacy Shield with EU data privacy laws.

MEUNIER, Jacques
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Featured in Corporate/M&A (Belgium)
Practice Areas: Corporate and M&A Capital Markets
Career: Jacques Meunier is a Partner in the Corporate and Finance Practice Group. With more than 20 years' experience, Jacques advises international and domestic clients on corporate law matters in general and, more specifically, on mergers and acquisitions, joint ventures, private equity and venture capital, takeover bids and capital market transactions. Jacques' clients include companies active in the healthcare, life sciences, IT, retail, luxury goods, construction and private equity industries. Jacques holds a law degree from the University of Louvain (UCL, 1994), a post-graduate degree in international public law from the University of Leiden (Leiden, 1995) and an LL.M. in international business law from King's College (London, 1996). Jacques joined Liedekerke Wolters Waelbroeck Kirkpatrick in 2018.

MEYER, Gunther
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Featured in Intellectual Property (Belgium)
Practice Areas: Gunther advises and litigates on all types of IP rights, transfers of technology, and trade secrets (including knowhow protection). He is a recognized practitioner and thought leader in the IP bar. With over 20 years of experience, he counsels companies, both Belgian and multinational clients, in a variety of sectors. Gunther advises clients on non-contentious and contentious work, including negotiating and drafting licensing, R&D, Consortium, and other IP collaboration agreements. He also has significant experience in Belgian, EU, and international regulatory matters in the pharmaceutical, biotechnology, and medical devices sectors.
Career: Prior to joining Crowell & Moring, Gunther was a partner at Eversheds Sutherland.
Professional Memberships: Gunther has been admitted to the Brussels bar since 1999. He is a member of AIPPI, ALAI, BMM, ECTA, EPLAW, INTA and LES Benelux.

MISSOUL, Jan
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Featured in Banking & Finance (Belgium)
Practice Areas: As a member of the Banking & Finance Practice Group and the Benelux Debt Capital Markets Team in Belgium, Jan has extensive experience in debt capital markets and securities laws, with a particular focus on Euroclear-related matters. He assisted in the takeover of a number of financial institutions and other legal and regulatory aspects of the supervision of financial markets.
Career: He is a member of Loyens & Loeff's Banking & Finance Practice Group in Belgium and of the Benelux Debt Capital Markets Team. He is a senior associate in the Brussels office.

MONTAG, Frank
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Practice Areas: Frank is a partner based in the Freshfields Brussels office. He draws on over 30 years' experience to defend his clients' interests in EU and multijurisdictional competition procedures and investigations. A competition lawyer with authority, he benefits from a global reputation and extensive knowledge of the world's competition law regimes. Frank's practice has brought him before the European Commission, Germany's Bundeskartellamt and other key global authorities, including the US DOJ and FTC and China's Mofcom, in some of the most complex merger transactions and investigations into anti-competitive practices. He is also an experienced litigator before the European courts in Luxemburg.
Career: Partner (1990), office managing partner (1990-2000), Co-head Global Competition Practice (2000-2006), Chairman Finance & Risk Committee (2009-2015), member Partnership Council (2016-); ICN Non-Governmental Advisor (2002-); advisory board Max Planck Institute for Competition and Innovation (2006-).
Professional Memberships: Admitted to Brussels and Düsseldorf Bars; Studienvereinigung Kartellrecht (chair 2006–2018); IBA; ABA International Cartel Task Force; Member of the board of editors of Zeitschrift für Wettbewerbsrecht (Journal of Competition Law)
Publications: 'Münchner Kommentar zum Wettbewerbsrecht' (2nd.ed. 2015); board of editors Journal for Competition Law (ZWeR); numerous publications and speeches.
Personal: Universities of Bonn (Dr iur, 1984) and Georgia, US (LL.M., 1982).

MOSSELMANS, Jens
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Practice Areas: Jens Mosselmans co-heads the Public & Regulatory practice at the Brussels office. Jens has practiced public and administrative law for more than twelve years and advises both companies and public authorities on a wide range of administrative law issues, particularly in the life sciences, healthcare, real estate and energy sectors. He specialises in transactions and litigation involving public procurement and public contracts, such as concessions and public private partnerships. In this context, he advises both contracting authorities and economic operators, from project conception to award of the contract and execution of the works or the provision of services. Jens also has extensive experience in arbitration and litigation before the Council of State, the Constitutional Court and other courts and tribunals. https://www.nautadutilh.com/en/our-people/mosselmans-jens
Career: Jens received his law degree magna cum laude from the University of Brussels (VUB) in 2005. He was admitted to the Brussels Bar that same year and joined NautaDutilh in 2005. In 2014, he left NautaDutilh and spent five years at a boutique law firm specialising in public law. He returned to NautaDutilh in 2019.
Publications: He is the author of various publications on selected topics of administrative and constitutional law.

MOTTET HAUGAARD, Annick
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Featured in Intellectual Property (Belgium)
Practice Areas: Annick is a partner in the Commercial & Litigation practice and heads the Intellectual Property team. Annick has a particular focus on launching and marketing products and services, privacy issues, anti-counterfeiting, distribution, trademark and copyright infringement & patent litigation. Her practice encompasses the full range of areas linked to the launching and marketing of products and services, including privacy issues related to personal data protection, distribution, franchising, advertising, product regulations, consumer protection and intellectual property (trademark, copyright, design and patent). She is widely recognised as an expert in the field of anti-counterfeiting. Annick advises clients from a variety of sectors including the design, fashion and manufacturing industries as well as companies from the entertainment, automotive life sciences sectors. Many cases involve several countries including Italy, the UK, Denmark, Germany, Canada and the USA. She has experience in litigation and negotiations, including with the authorities.

MOURAUX, Johan
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Featured in Banking & Finance (Belgium)
Career: Johan specialises in banking and finance law. He advises all participants including arrangers, lenders, borrowers, investors, sponsors and authorities in all sorts of financing transactions. Johan has particular expertise in the infrastructure sector, renewables and other project finance transactions, in real estate finance and in leveraged finance. He also acts on debt restructuring transactions. Johan and his team also advises on financial services regulation in the bank, insurance, and investment services sectors and in the broader financial services sector.

NAUWELAERTS, Rudy
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Featured in Real Estate (Belgium)
Practice Areas: During his 35-year career at Stibbe, Rudy Nauwelaerts has always focused on property-related matters. He is particularly active in project development, project finance, leasing, acquisitions, and general contracts. Rudy assists leading Belgian and foreign companies, such as insurers and project developers, REITs and investment funds. He also has experience in the hotel sector and acts as arbitrator at CEPANI for disputes in real estate transactions. Furthermore, Rudy has been involved in Belgium's major cross-border leasing and PPP/PFI projects, such as the redevelopment of city areas that required the development and construction of commercial property, condominiums, offices, and parking lots. Because of his wealth of experience and longstanding expertise in all transactional aspects of real estate, Rudy is considered an authority in the Belgian real estate legal market.
Career: Graduated in Law from the Vrije Universiteit Brussel (1984) Teaching assistant at the Vrije Universiteit Brussel (1985–1989) Admitted to the Brussels Bar in 1984 With the Brussels office of Stibbe since 1984 (Partner since 1994)

NAVARRO VARONA, Edurne
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Featured in Competition/European Law (Belgium), Competition/European Law (Spain)
Practice Areas: Competition and European Union Law.
Career: Edurne Navarro joined Uría Menéndez in 1992 and has been a partner since 2002. She is currently the partner in charge of managing the firm's Brussels office. Edurne has over 25 years of experience advising Spanish, European, North-American and Asian undertakings in sectors such as telecommunications, energy, transport, pharmaceuticals, defence and banking. Her practice focuses on EU and Spanish competition law (principally merger control, state aids and cartels), trade law (mainly antidumping and rules of origin) as well as customs law and the application of EU regulations concerning international investments.
Professional Memberships: Barcelona Bar Association.
Personal: Languages: English, French, Dutch, Italian and German.

NEVEN, Wouter
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Featured in Real Estate (Belgium)
Practice Areas: Wouter is a partner in the Real Estate, Environment & Regulatory practice, heads the Real Estate practice and is co-head of the Regulatory practice. He is also head of the Real Estate Developers & Investors department, co-head of the Public Sector and Wealth departments and a partner in the Energy department. Wouter has a particular focus on commercial and residential developments, real estate transactions, project development and setting out strategies, leasing, administrative and environmental law, financing and fiscal structures & negotiations with governments and institutions. Wouter's considerable expertise is in real estate transactions combined with administrative and environmental aspects such as risk evaluation, financing, contract negotiations, funding and fiscal structures. He advises clients on a wide range of commercial, office, large residential, hotel and retail developments, including shopping centres, business parks, hotels, logistics centres, hospitals and residential complexes throughout Belgium. His extensive experience in guiding government contracts, negotiations with governments and government institutions, and in setting up financing agreements and liability arrangements makes him a trusted adviser to several well-known private and public companies. In this capacity, he provides support on projects ranging from

take-over purchases and joint ventures to construction programmes and tax optimizing investments.

NIEMEYER, Hans-Jörg
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Featured in Competition/European Law (Belgium), Competition/European Law (Germany)
Practice Areas: Hans-Jörg has worked as a lawyer in Brussels for over 20 years. He has a broad competition practice, which includes advising on European merger control, antitrust and state aid law. He represents European and other international companies in proceedings before the European Commission and the European Court of Justice.
Career: Hans-Jörg has been partner at Hengeler Mueller since 2001. Prior to this he was partner at the Brussels office of a German law firm for almost ten years.
Professional Memberships: IBA.
Publications: 'The European Merger Control Regulation', 1990; 'EU State Aid Handbook', 2010; 'GCR, Cartel Regulation' (EU-Chapter), 2020.

NORDLANDER, Kristina
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Featured in Competition/European Law (Belgium)
Practice Areas: Kristina Nordlander, co-leader of Sidley's Antitrust/Competition group, has a thriving EU competition, litigation and regulatory practice representing major companies in a variety of sectors. Kristina is a skilled advocate and has led high-stakes antitrust investigations and regulatory matters before the European Commission as well as precedent-setting litigation before the EU Courts. Kristina has a record of success in improving market access for her clients' products and services, with a particular focus on high-tech sectors such as online services and ePayments, pharmaceuticals, chemicals and agribusiness. In addition to antitrust investigations and complaints, Kristina has vast experience using EU law tools such as free movement rules, litigation and infringement procedures to secure market access. She has challenged many product bans or restrictions imposed under various EU regulatory frameworks. Kristina advises clients on all aspects of EU competition law, including merger control, cartels, abuse of dominance and other anti-competitive behavior. She has extensive experience in EU state aid law, in particular regarding taxation. Kristina also focuses on EU competition law enforcement issues impacting the digital single market, online selling, mobile and electronic payments and other technology. She advises a variety of online marketplaces and platforms on EU competition issues, complaints and investigations.

NUYTS, Arnaud
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Featured in Dispute Resolution (Belgium)
Practice Areas: Banking and Finance International Arbitration and Dispute Resolution
Career: Arnaud Nuyts is Partner in the International Arbitration and Dispute Resolution Practice. An experienced lawyer who has practiced in the United States, England and Belgium, he focuses on multi-jurisdictional litigation and arbitration. He represents major corporations from civil law jurisdictions before US, English and Commonwealth courts, and US and English companies involved in litigation before the Belgian courts. He handles cross-border disputes and arbitration for the oil and gas, construction and food industries, as well as the film industry and media clients in various jurisdictions. Arnaud has been instructed by English solicitors to appear and argue issues of international jurisdiction and human rights before the High Court and the Court of appeal in London. He also specialises in cross-border judicial assistance, including the taking of evidence in Belgium for use in US and English proceedings. He is Professor at the University of Brussels, the author of several publications and has published around 50 articles in Belgian and international journals. He has recently appeared as an expert before the European Parliament on the reform of the Judgment Regulation (Brussels I).

ODEURS, Stefan
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Featured in Corporate/M&A (Belgium)
Practice Areas: Stefan Odeurs has a long track record in advising clients on private equity deals. Stefan mainly advises funds on their investments in leveraged transactions (including buy-outs), expansion capital, and divestments (including auction processes). In addition, he has extensive experience in other types of transactions as well, such as restructuring and turnaround projects, and secondary buy-outs. Stefan has worked with co-investors and the management (in both MBOs and MBIs), and has also advised on the formation and structuring of several funds. His work covers both local and cross-border transactions.
Career: >Graduated in Social and Military Sciences from the Royal Military Academy (1992) >Graduated in Applied Economics (Commercial Engineer) from the Institut Cooremans (1995) >Graduated in Law from the Vrije Universiteit Brussel (1997) >Admitted to the Brussels Bar in 1997 >Lawyer in the Corporate and Finance department of Stibbe Brussels (1997–2003) >Lawyer at the Brussels office of an international law firm (2004–2013) >With the Brussels office of Stibbe again since 2013 (Partner since 2013)

OST, Vincent
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Featured in Public Law (Belgium)
Practice Areas: Regulatory
Career: Vincent Ost specialises in public and administrative law; in particular, in the field of government contracts (public procurement, PPPs, concessions, privatisations, infrastructure financing, State guarantees, etc.). He has significant experience with collective infrastructure projects, such as office buildings occupied by governmental bodies, public transport infrastructure, schools, public housing, etc. Most of his matters combine private-law aspects (contracts, company law, and tort) with public-law regulations. He intervenes both in transactional matters and in litigation, in particular before the Council of State. Vincent has also developed an in-depth expertise in the field of energy law. Vincent advises companies in their relations with the public authorities. He also intervenes as an advisor to regional and federal governments and public-law companies. He is recommended as "up and coming" in the public law chapter of legal guide Chambers Europe. Vincent is the author of various publications on selected topics of administrative and constitutional law. He is a former assistant professor in public law at UCL and at the Université Saint-Louis in Brussels. Vincent joined Liedekerke Wolters Waelbroeck Kirkpatrick as a Partner in 2017.

PANIS, Koen
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Featured in Banking & Finance (Belgium)
Practice Areas: Koen specialises in project finance, project development with a focus on the real estate & renewable energy sector where he advises on solar, onshore and offshore wind projects throughout the Benelux. Koen's practice also encompasses general secured lending, asset based finance, factoring and capital markets related matters.
Career: Partner (since 2017) of the Banking & Finance Practice Group in Belgium, the Energy Team and the Real Estate Team.
Professional Memberships: Registered at the Brussels Bar.
Personal: Qualifications: LL.M. in Banking & Finance law, King's College, London (2006); Law degree, KULeuven (2005). Speaks Dutch, English & French.

PANIS, Wim
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Featured in Tax (Belgium)
Practice Areas: Wim Panis heads the Stibbe Brussels' tax team. He specialises in Belgian and international tax law, including corporate tax, legal entities tax, and indirect tax. Wim has particular expertise in indirect taxation (VAT, registration duties, etc.), real estate taxation, the tax status of real estate investment funds (REITs, etc.), taxability of public authorities, and public-private partnerships. Wim's experience also encompasses sector-specific tax issues, including taxation in the e-commerce industry, tax shelter regimes for the audio-visual sector, and specific taxes applicable in the energy and utilities sector.
Career: >Graduated in Law from the Katholieke Universiteit Leuven (2002) >Admitted to the Brussels Bar in 2002 >With the Brussels office of Stibbe since 2002 (Partner since 2012) >Graduated in Tax Law from the Solvay Brussels School of Economics and Management (2004) >Recipient of the prestigious biennial IFA reward for his article on tax avoidance in VAT matters ("Misbruik en BTW – De strijd tegen normconform maar abnormaal handelen") (2008) >Editor-in-chief of the leading tax review journal Tijdschrift voor Fiscaal Recht (2008–present)
Professional Memberships: Board member of the Belgian branch of the International Fiscal Association
Publications: Wim Panis is the author of several articles on VAT, real estate taxation, and tax litigation.

PEETERS, Jan
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Featured in Corporate/M&A (Belgium)
Practice Areas: Jan specialises in mergers and acquisitions (of both public and private companies), capital market operations (IPOs, public takeover bids, and public-to-private transactions), corporate finance, and venture capital transactions. In addition, he is active in the regulation of activities of domestic and foreign credit institutions, investment firms, and insurance companies active in Belgium.
Career: >Graduated in Law from the University of Antwerp (1986) >Master of Laws (LL.M.) from the University of California, Berkeley School of Law, United States (1987) >Admitted to the Brussels Bar in 1987 >With the Brussels office of Stibbe since 1987 (Partner since 1996) >Managing Partner of the Brussels office of Stibbe (2011–2018)
Professional Memberships: >Deputy programme coordinator (officer) of the Inter-Pacific Bar Association (IPBA) >Officer of the Securities Law Committee of the International Bar Association (IBA) >Former Chair of the Banking, Finance, and Securities Committee of the Inter-Pacific Bar Association (IPBA)
Publications: Jan Peeters is the author of various publications in the areas of corporate law and financial services regulations.

PEETERS, Patrick
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Practice Areas: Patrick Peeters specialises in public law and in particular in environmental, energy and zoning law. He has extensive litigation experience before both the Constitutional Court and the Council of State. Patrick focuses on all regulatory aspects of electricity and gas legislation (EU, federal and regional legislation). He is recognised as an energy law specialist by a number of important players on the Belgian energy market. https://www.nautadutilh.com/en/our-people/peeters-patrick
Career: He was admitted to the Brussels Bar in 1988 and became a partner with De Bandt, van Hecke & Lagae (subsequently Linklaters De Bandt) in 1994. In 2005, he became partner with NautaDutilh to develop the administrative law and regulatory practice.
Publications: Patrick is the author of numerous publications on constitutional law, comparative federalism and state reform. He lectures on constitutional law at the KU Leuven. Patrick is also a country rapporteur for the European Public Law Journal and a member of the editorial

board of Chronique de Droit Public/Publiekrechtelijke Kronieken.

PELTZER, Loïc
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Featured in Employment (Belgium)
Practice Areas: His practice focuses on all areas of labor law and social security law. He has specialised in transfer of undertakings, restructuring of companies, management contracts, legal status of directors and managers, expatriation, and international employment law. He is also active in litigation and advising national and multinational companies.
Career: Joined the firm in 2006 and became a senior attorney in 2011. Postgraduate Diploma – Katholieke Universiteit Leuven (2009); Postgraduate Diploma – Universiteit Leiden (1996); Degree in Law-Université Catholique de Louvain (1995)
Professional Memberships: Member of the Brussels Bar (Lejeune Award, 1998). Member of the editorial committee of the social law review 'Chroniques de droit social'. Deputy Judge at the Brussels Employment Tribunal (French speaking), appointed in December 2017.
Publications: Regularly takes part in seminars and contributes to publications, including a book on transfer of undertaking. Recent publications: "Transfert d'une partie d'entreprise et scission du contrat de travail à temps plein", J.T.T., 2020, p. 501 "Latest Practical Guidance for Belgian Employers in Respect of COVID-19", Cleary Gottlieb Alert Memo, 2020
Personal: Language capability: French, Dutch, English.

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Practice Areas: Philippe Péters specialises in intellectual property and information technology. He has significant experience in trademark, copyright, patent, IT and commercial litigation. He is also active in drafting and negotiating contracts in these areas of law. Philippe has represented Unilever, The Scotch Whisky Association, GlaxoSmithKline, Warner Bros, Nestlé,Henkel, Coca Cola, L'Oréal, Balterio, NOS, among others. https://www.nautadutilh.com/en/our-people/peters-philippe
Career: Philippe graduated from the University of Leuven (KUL) in 1980. He was called to the Brussels Bar that same year. In 1985, he worked in the telecommunications department of a large New York law firm for six months. Philippe joined NautaDutilh as a partner in 1994. Philippe taught IT law at the Haute Ecole Commerciale Saint-Louis for eight years and has been a deputy judge in Brussels since 1988.
Professional Memberships: Philippe is a member of various international IP associations and a former president of both the Belgian Computer Law Association and the Standing Committee on Intellectual Property and New Technologies of the Association Internationale des Jeunes Avocats.

PLASSCHAERT, Emmanuel
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Featured in Employment (Belgium)
Practice Areas: Emmanuel Plasschaert is head of our Labor & Employment practice and co-head of our Corporate and Commercial department. He focusses on individual and collective labor law, international employment issues and HR Privacy, and also regularly advises on corporate transactions. Emmanuel is recognized for his strategic assistance to clients dealing with complex restructurings of undertakings, including transfer of undertakings, closures and collective dismissals. In addition, he is a seasoned commercial litigator with more than 25 years of experience. Emmanuel frequently represents clients in complex disputes involving, for example, seizures and cross-border issues. He was one of the first to represent clients in class action proceedings in Belgium. Emmanuel also advises on white collar crime compliance issues (anti-bribery, money laundering, concealment, forgery, and fraud) where he helps clients minimize criminal liability exposure or to enforce their rights as plaintiffs in criminal investigations and procedures. Emmanuel advises clients both on a national (Belgian) and an international level.
Career: Associate, Price Blanpain Quagebeur & Maeyaert 1993-97; associate, De Bauw & Maeyaert 1997-99; associate, Verschueren & Associés; counsel, Crowell & Moring 2004-14; partner, Crowell & Moring 2014 to date.
Professional Memberships: Member of the Brussels Bar since 1993. Member of the editorial board of "Chroniques du droit social".

POWELL, Mark D
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Featured in Competition/European Law (Belgium)
Practice Areas: To read more, visit: whitecase.com/people/mark-powell

RAES, Stefaan
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Featured in Competition: Domestic (Belgium)
Practice Areas: Competition and European Law International Arbitration and Dispute Resolution
Career: Stefaan Raes has a broad and longstanding experience in European and national competition law, both as a judge and as the president of the Belgian Competition Authority. As a judge, and, before that, as an attorney, he equally has a broad and longstanding experience in litigation, not only in competition law, but also in other areas of economic law, such as sector regulation, market practices and intellectual property rights, as well as in cases of civil liability. Stefaan has been an attorney at the Brussels bar (1981-1994), a judge in the Court of first instance of Brussels (1994-1998), a judge in the Court of appeal of Brussels (1998-2004), president of the Competition Council (the Belgian Competition Authority, 2004-2013), and afterwards again a judge in the Court of appeal of Brussels (2013-2015). In the Court, he has presided the chamber having jurisdiction over cases of competition law. Stefaan is the author of numerous publications in the fields of civil procedure and economic law. He has been active both in research and teaching in the field of civil procedure, at the Law Faculty of the KU Leuven.

RATLIFF, John
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Featured in Competition/European Law (Belgium)
Practice Areas: John Ratliff has more than 30 years of experience dealing with all aspects of EU competition law. He has handled matters involving Phase 1 and 2 EU merger control, cartel and other infringement defenses, abuse of dominance claims, and competition complaints before the European Commission, national courts and the European Courts. Mr. Ratliff has worked for clients in numerous sectors, including energy, maritime pipelay, metal (steel and copper), heavy machinery, sport, telecoms, pharma and life sciences, aircraft manufacture, aviation, motor vehicles and retail/consumer goods. Mr. Ratliff is active in: – EU (and worldwide) merger control (including Phase 1 and Phase 2 cases, with remedies; acting for the interested parties or third parties) – EU cartel defence cases (both where contested and for companies seeking leniency) – Abuse of dominance cases (assisting dominant companies to review their compliance with Article 102 TFEU; and to implement related changes to their commercial practices to resolve issues (sometimes in parallel with US colleagues)) – Competition remedies (through complaints and other representations to the European Commission seeking swift intervention against unlawful behaviour on behalf of injured parties) – Extensive counselling on all sorts of competition issue (from joint ventures to distribution systems) – Representing companies in classic infringement proceedings (such as alleged prohibitions on parallel imports in the car sector); and alleged unlawful co-operation between competitors (e.g. in the insurance sector) – European Court litigation on appeals in cartel and other cases. Mr. Ratliff also practises EU regulatory law and has represented companies before the European Commission, national courts and the European Court on issues such as: State aid, free movement of goods, EU GATT quotas, food regulation, energy liberalisation, environmental issues, discriminatory taxation, 4G spectrum allocation, and the EU energy market manipulation rules (REMIT).
Professional Memberships: Mr. Ratliff is a regular commentator on EC Competition policy and practice. Since 1992, he has presented an annual review of "Major Events and Policy Issues in EU Competition Law" at one of the leading competition law conferences in Europe (then published each year in the International Company and Commercial Law Review). He is also on the Editorial Board of the Competition Law and Policy Debate.
Personal: DIEI, University of Amsterdam, 1983 BA, University of Oxford, University College, 1979

RENS, Philippe
ARGO LAW, Antwerp
Featured in Tax (Belgium)
Practice Areas: Philippe Rens is a partner at Argo. While his professional focus is on tax law in general, Philippe has gathered significant particular experience in corporate, personal income tax, registration duties and VAT. Philippe is also heading the fund structuring department whereby he assists private equity, venture capital and other investment funds with their set-up from a legal, tax and regulatory perspective.
Career: Philippe is a graduate of the University of Antwerp (Law degree, 2000) and obtained his Master in Tax Law in 2001. He has been a member of the Bar since 2001. He worked at Linklaters from 2001 to 2011 and at Reliance from 2011 to 2013. Philippe joined ARGO, as a founding partner, in 2013.
Professional Memberships: Philippe is member of the tax & legal committee of the Belgian venture capital and private equity association (BVA), the Antwerp Bar and of the International Fiscal Association (IFA).
Publications: Philippe has authored several articles on tax law topics.

RÉSIMONT, Nicolas
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Featured in Dispute Resolution (Belgium)
Practice Areas: Nicolas Résimont specialises in domestic and cross-border litigation as well as national and international arbitration, acting as both counsel and arbitrator. Nicolas has extensive experience in commercial, contractual, and construction project disputes. He is proficient in litigation in the banking and energy sectors, and handles complex matters regarding conflict of laws and private and public international law. Nicolas has also developed a broad practice in dealing with procedural and (transnational) jurisdiction issues. Moreover, he has significant expertise in crisis management and pre-litigation issues (a.o. in project performance) and regularly advises clients (such as large multinationals, governments, and banks) on their most strategic and sensible matters.
Career: >Graduated in Law from the Université libre de Bruxelles (2001) >Graduated in Corporate Law and Financial Law from Ghent University (2002) >Admitted to the Brussels Bar in 2002 >Recipient of the Georges Boels prize awarded by the Conférence du Jeune Barreau de Bruxelles for best oral pleadings (2004) >Assistant Professor in Law of Contracts and Obligations and Torts at the Université libre de Bruxelles (2004–2014)
Professional Memberships: Member of Cepani40 (the Belgian Centre for Arbitration and Mediation)

REYPENS, Natalie
Loyens & Loeff, Brussels
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Featured in Tax (Belgium)
Practice Areas: Natalie Reypens (Partner, attorney-at-law) is specialised in corporate tax law, including inter(national) corporate restructuring, M&A, holdings and financing structures. She is expert in transfer pricing. She assists multinationals

formulating transfer pricing policies. She also advises on the setting up and conversion of business models, restructurings and profit allocation to permanent establishments. She prepares and assists in preparing transfer pricing documentation. She also handles audits, rulings and APAs and disputes through MAP and arbitration. She has developed particular experience in EU state aid advice and litigation. She represents multinationals as counsel in Belgian State aid litigation cases and advises on state aid risks.
Career: Head of the International Tax Services Practice Group and of the Transfer Pricing Team in Belgium; Master degree in tax law, Universiteit Antwerpen (1997); Law degree, KUL (1996).
Professional Memberships: Brussels Bar, IBA, IFA, Member of the American Chamber of Commerce (Belgium) Legal & Taxation Committee, Member of the Cambridge Forums Inc's Steering Committee.
Publications: Regular publications on transfer pricing and corporate tax related matters (eg, Wolters Kluwer, Algemeen Fiscaal Tijdschrift, Tijdschrift voor Fiscaal Recht, Lexology Navigator, Practical Law Global Guide).
Personal: English, Dutch, French.

RIIS-MADSEN, Christian
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Featured in Competition/European Law (Belgium)
Practice Areas: Christian Riis-Madsen is a partner in the Brussels office of Gibson, Dunn & Crutcher. Christian has a broad competition law practice, having successfully advised clients in high profile merger, cartel and behavioral matters before the European Commission and European Union courts. While Christian has experience with many different sectors a significant focus of his practice is the technology sector.
Career: Christian practiced with O'Melveny & Myers in Brussels from 2004 to 2019 and most recently served as head of the Brussels office. Prior, he practiced with Norton Rose in Brussels and Kromann Reumert in Copenhagen.
Professional Memberships: Denmark – Danish Law Society Belgium – Brussels Bar

ROOX, Kristof
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Featured in Intellectual Property (Belgium), Life Sciences (Belgium)
Practice Areas: Kristof focuses on (IP) litigation. With more than 25 years' experience, he is widely respected for his pragmatic, innovative approach to dispute resolution. He is a seasoned advisor and perseverant litigator in complex patent and SPC litigation and regulatory cases, parallel import matters and cross-border issues. He often litigates before the Belgian and European courts, regulatory bodies and in mediation/arbitration. Kristof is experienced in the interplay between antitrust and IP and is sought out for his thought leadership regarding commercial, civil and criminal disputes, and for his knowledge of (international) procedural law issues. Clients include industrial conglomerates and major players in the life sciences and TMT sectors. Kristof frequently speaks at professional and academic conferences and has published many articles on intellectual property and private international law.
Career: Associate: Price Blanpain Quagebeur & Maeyaert and De Bauw & Maeyaert; counsel/associate/partner: Crowell & Moring; assistant professor private international law: University of Gent; maître de conférences (patent law), University of Liège. Appointed by the Brussels Bar to judge in Binding Third Party Decision-proceedings.
Professional Memberships: Member of the Dutch-speaking Brussels Bar since 1994. Member of the editorial board of IRDI; INTA; BVBA; LES; BMM; AIPPI; Member of the IP advisory board of the Belgian Government.

RUZETTE, Laurent A
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Featured in Corporate/M&A (Belgium)
Practice Areas: M&A, banking and finance, litigation, tax, and enforcement matters for financial institutions. Has worked on major bail-outs and restructurings of European financial institutions, and has extensive experience in Belgian corporate law and the privatisation of Belgian State-controlled entities.
Career: Joined the firm (1996); became Counsel (2004) and Partner (2012). LL.M. – Columbia Law School (1996); Postgraduate degree (tax law) – Economische Hogeschool Sint-Aloysius (Belgium) (1995), Degree in Law (European Law), Universiteit Leiden (1993), Degree in Law – Université Catholique de Louvain (Belgium) (1992).
Professional Memberships: Member of the Brussels Bar. Member of the International Fiscal Association.
Personal: Language capability: French, Dutch, English.

RYAN, Alan
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Practice Areas: Alan is a founding partner of the Freshfields Silicon Valley office. He is relocating from the Freshfields Brussels office where he was an antitrust partner with nearly 30 years' experience before the European Commission and courts and national competition authorities. Alan's practice focuses on European competition and regulatory law. At the European Commission, he worked on almost 100 EU Merger Regulation cases, including many phase two cases, phase one with remedies and difficult phase one unconditional clearances. He has also successfully defended and brought complaints for abuse of dominance and anti-competitive agreements and secured total release from cartel proceedings for clients. An experienced litigator before the European and national courts, Alan has worked on five appeals of EU Merger Regulation decisions at the European General Court delivering a successful outcome for his clients each time as well as a variety of cases across the spectrum of EU competition law in the General Court and Court of Justice and before national courts.
Career: Partner since 2001.
Professional Memberships: Solicitor England & Wales; Solicitor Ireland; Member of New York and District of Columbia Bars.

SAELENS, Filip
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Featured in Employment (Belgium)
Practice Areas: Filip Saelens, attorney at law, is a local partner of the Employment & Benefits practice group in Belgium. He has over 30 years' all-round experience in collective and individual employment law, with a particular focus on reorganisations and transformations, executive compensation, international mobility and the employment aspects of, mostly international, M&A-deals. Filip has a strong reputation in cross-border issues and regularly advises on the employment aspects of complex national and international transactions. He has expert knowledge on management / consulting contracts, packages and agreements. He also has been involved in complex company reorganisations on a recurrent basis.
Career: Heads the Employment & Benefits practice; LL.M., the University of Cambridge (2000); Law Degree, KU Leuven (1990).
Professional Memberships: Brussels Bar; Belgium India Society; ABA; IBA; XBHR; AmCham; AELC; Belgian-Dutch Chamber of Commerce.
Publications: Author of various articles on (inter)national employment matters.
Personal: Speaks Dutch, English and French. Good knowledge of German.

SCHAIKO, Guan
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Featured in Planning (Belgium)
Practice Areas: Guan Schaiko specialises in environmental law and urban planning, including nature and nuclear energy law. He advises public authorities, property developers and private individuals on the regulatory aspects of project development, land use initiatives and nature conservation. Guan has a particular interest in human rights protection. He represents clients in matters before the European Court of Justice, the Constitutional Court and the Council of State.
Career: Erasmus programme at the University of Barcelona (2008) Master's degree in Law from KUL (2009) Recipient of the Rotary District Award (2009) Master of Laws (LL.M.) in Human Rights and Democratisation from the European Inter-University Center in Venice and Seville (2010) Teaching assistant at the public law department of KUL, Human Rights Institute(2010–2014) Admitted to the Brussels Bar in 2011 With Stibbe Brussels since 2011 Seconded to the legal department of a federal agency; assistance in legal issues concerning nuclear law and the drafting of legislation (2014) Core member of the editorial staff of the journal Milieu- en Energierecht (MER, Flemish journal devoted to environmental and energy law) (2016–present) Participant in the Stibbe MBA Highlights Programme at INSEAD, Paris (2017)

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Featured in Real Estate (Belgium)
Practice Areas: Construction & Real Estate Law Public Procurement Law & PPP Dispute Resolution, including Arbitration & Mediation Environmental Law Insurance Law
Career: Marco Schoups is managing director of Schoups. Marco obtained his law degree magna cum laude in 1986 at the KU Leuven. He is a lawyer at the Bar of the province of Antwerp and the Bar of Brussels. Marco has more than thirty years of experience assisting companies with proceedings and arbitration, as well as with contract work, providing advice and conducting negotiations. He regularly publishes and gives lectures as well as in-house trainings. Marco was President of the Bar Association of the Bar of the province of Antwerp from 2018 – 2020. He is listed with Legal 500 and Chambers as Leading Individual in Real Estate and Construction.

SCHUBERT, Sascha
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Practice Areas: Sascha is a partner in our antitrust, competition group, based in the Brussels office. His practice focuses on merger control and conduct investigations and he has over 10 years' experience of complex European Commission proceedings. He also has extensive experience representing clients before Germany's Federal Cartel Office and is often called upon to advise on multi-jurisdictional investigations that involve competition authorities around the world. This experience enables him to offer clients a globally integrated approach to delivering regulatory clearances within ambitious timelines and coordinating successful defence strategies in cross-border investigations. He works across all sectors with particular experience in the telecoms and tech industries, where he has represented clients successfully in a number of high-profile investigations. A focus of his behavioural practice is online distribution and the application of antitrust laws in the digital economy. He speaks German, English and French.
Career: Freshfields partner since 2015.
Professional Memberships: Cologne Bar, Brussels Bar, Studienvereinigung Kartellrecht.
Personal: Educated at the University of Cologne and the University of Paris I (Panthéon-Sorbonne); worked at the European Commission prior to joining Freshfields.

SCHUTYSER, Barteld
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Featured in Public Law (Belgium)
Practice Areas: – Public and Administrative law – Public-private partnerships – Administrative law litigation
Career: He obtained a degree in law from the University of Ghent (1992) and holds a degree in political science from the Institut d'études politiques d'Aix-en-Provence (France, 1994). Barteld has been a partner

at the firm since 2014. He has been a member of the Brussels Bar since 1994.

SELLESLAGS, Koen
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Featured in Corporate/M&A (Belgium)
Career: Koen Selleslags is a corporate lawyer with a focus on mergers and acquisitions, private equity and restructuring. His transactional work involves assisting companies and private equity firms during the complete process of acquiring or selling companies (due diligence, negotiating and drawing up transaction documents, and dealing with related disputes). In his restructuring practice, he supports clients with the reorganisation of their company's legal structure (merger, demerger, sector contribution, etc). He also provides general advice relating to company law, advising clients on a wide range of subjects related to company law (corporate governance, share buybacks, self-financing, obligations for public companies, etc).

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Featured in Banking & Finance (Belgium)
Practice Areas: To read more, visit: whitecase.com/people/hadrien-servais

SNELDERS, Robbert
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Featured in Competition/European Law (Belgium)
Practice Areas: Has extensive experience in EU and worldwide merger control proceedings, EU and international cartel and abuse of dominance investigations, litigation before national courts and the European Courts in Luxembourg, and arbitration proceedings. Experience in media, energy, chemical, IT, automotive, pharmaceutical and manufacturing industries.
Career: Joined firm (1992); became Partner (2001). Referendaire for Justice P.J.G. Kapteyn – European Court of Justice (1996-97); LL.M. – Harvard Law School (1992); D.A.E.L.S. – College of Europe, Bruges (1991); Master in law, Legatum Boeckelmannianum (highest GPA) – Universiteit Leiden (1990).
Professional Memberships: Member of the New York and Brussels Bars.
Publications: Co-editor of annual "Antitrust Developments in Europe" and co-author of "The Dominance and Monopolies Review".
Personal: Language capability: Dutch, English, French and German.

SOLTÉSZ, Ulrich
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Featured in Competition/European Law (Belgium), Competition/European Law (Germany)
Practice Areas: Ulrich Soltész advises clients on European antitrust and state aid law, as well as on merger control and general European law. He represents German and foreign companies before the European Commission and national competition authorities, and has litigated more than 40 cases before the Courts of the European Union.
Career: Ulrich Soltész studied in Freiburg and Brussels (LL.M. 1996). He has been a partner at Gleiss Lutz since 2002.

SPONTONI, Cristiana
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Career: Cristiana Spontoni is internationally recognized as an experienced leader in the life sciences sector, including biotechnology, pharmaceuticals, medical devices, food and cosmetics. She provides strategic advice to clients throughout the entire life-cycle of their companies and products, both on a pre-and post-market basis. She is also actively involved in the shaping and interpretation of EU legislation affecting several different regulated industries as well as consumer products and services and has successfully represented clients in legislative challenges based on EU law before both EU-level and national regulators and courts. Cristiana has coordinated projects in more than 80 countries worldwide by providing comprehensive one-stop-shop solutions supporting the operations of numerous global players.

STEVENS, Oliver
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Featured in Dispute Resolution (Belgium)
Practice Areas: Oliver Stevens specialises in litigation, insolvency law, seizure law, and execution law. Oliver advises banks, large companies and insurance companies on litigation in the fields of contract law, security interests, banking law, insurance law, and standard commercial agreements. He also specialises in insolvency, seizure, and execution law.
Career: >Graduated in Law from the Katholieke Universiteit Leuven (1995) >Diploma of specialised studies (DES) in Economic Law from the Université libre de Bruxelles (1997) >Admitted to the Brussels Bar in 1997 >With the Brussels office of Stibbe since 1999 >Part-time assistant at the Institute for the Law of Obligations (Instituut voor Verbintenissenrecht) of the Katholieke Universiteit Leuven (2000–2005)

SUBIOTTO, Romano
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Featured in Competition/European Law (Belgium)
Practice Areas: Extensive experience in European law, in particular European antitrust law, and under national antitrust law, and represents companies in arbitrations and before the European Commission, national antitrust authorities, the European Courts in Luxembourg and the English courts in London.
Career: Joined firm (1988), became Partner (1997). Appointed Queen's Counsel (2009). LL.M. – Harvard Law School (1986); LL.B., First Class Honours – King's College London (1984); Maîtrise en Droit – Université de Paris I – Panthéon-Sorbonne (1984); Diploma de Estudios Hispanicos – Universidad de Málaga, Spain (1980).
Professional Memberships: Member of the England & Wales and Brussels Bar; Solicitor advocate (Higher courts civil proceedings) for England and Wales; Court of Arbitration for Sports.
Publications: Speaks and publishes on EU law. Co-editor of annual 'Antitrust Developments in Europe' book.
Personal: Language capability: English, French, German, Italian, Spanish.

THIBAUT, Klaas
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Featured in Corporate/M&A (Belgium)
Practice Areas: Klaas Thibaut specializes in banking & finance and corporate and commercial matters and transactions, with a particular focus on corporate and acquisition finance, M&A and complex commercial contracts (including supply chain and ICT). Klaas also has specific regulatory expertise in the area of data privacy.
Career: Before joining Quinz in 2013, he was an associate at international law firm Clifford Chance LLP for many years (in 2011 he was seconded to the London office), where he worked on a wide variety of domestic and cross-border corporate and financial transactions, often in the petrochemical and energy industry (including projects in the Middle East). Klaas is a member of the Brussels Bar and of industry organization AEDBF (Association Européenne pour le Droit Bancaire et Financier).

TIELEMANS, Henriette
Covington & Burling LLP, Brussels
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Featured in TMT (Belgium)
Practice Areas: Ms. Tielemans advises global companies on all aspects of the GDPR, including data breaches, e-privacy issues, investigations by data protection authorities, Binding Corporate Rules and areas of conflict between the GDPR and other legislation. Her work covers most of the EU Member States and increasingly non-EU countries with privacy laws based on the EU model.
Professional Memberships: Ms. Tielemans served on the board of directors of the International Association of Privacy Professionals and is the recipient of its 2018 Vanguard Award for leadership in the field of privacy. She currently serves on the editorial board of the Global Data Review (GDR).

TODINO, Mario
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Featured in Competition/European Law (Belgium), Competition/European Law (Italy)
Career: Mario Todino has an extensive experience in EU and Italian competition law, including 15 years in governmental roles with the Italian Competition Authority and DG Competition of the European Commission. Mario's practice focuses on mergers, cartels, abuses of dominance, state aid matters and litigation before both the European agencies and courts as well as in Italy. He regularly advises a number of corporations, including FIAT Chrysler Bank, Imerys, ENI, Banca d'Italia. Mario has in-depth knowledge in a variety of sectors such as medical devices, consumer goods, mining, automotive, pharma, banking/insurance. Mario is coauthor of the textbook La disciplina della concorrenza in Italia, il Mulino, 2019.

TULKENS, François
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Featured in Public Law (Belgium), Planning (Belgium)
Practice Areas: Regulatory
Career: François Tulkens has focused for more than 30 years on the administrative aspects of doing business in Belgium, particularly with regard to Belgium's complex federal structure. François' primary areas of expertise include administrative law (public economic law, environmental law) and constitutional (devolution of powers). François is also Professor of Administrative Law at the Université Saint-Louis, Bruxelles. He has edited several books and regularly publishes numerous articles in Belgium's leading (French-language) law journals. In addition, he is an active member of the editorial boards of several Belgian law journals and is currently the editor-in-chief of the Journal des Tribunaux. François joined Liedekerke Wolters Waelbroeck Kirkpatrick as a Partner in 2017.

VALGAEREN, Erik
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Featured in TMT (Belgium)
Practice Areas: Erik Valgaeren's practice focuses on IT, internet, e-commerce and e-communications law as well as IP issues. He has a thorough understanding of the technical issues relating to communications. Erik focuses on the drafting of contracts, advising on legislation and regulatory aspects, and litigation. His projects include web services, outsourcing, facilities management, system integration, software implementation, data transmission, databases, health IT, privacy, distribution, and partnerships. Erik advises both traditional telecom operators and providers of infrastructure, new media and social network services.
Career: Graduated in Law from the Katholieke Universiteit Leuven (1990) Master of Laws (LL.M.) from the University of Chicago Law School, United States (1991) Associate in the Washington D.C. and Brussels offices of an international law firm; advised foreign companies on US trade sanctions law; member of international trade group (1991–1992) Admitted to the New York Bar in 1992; admitted to the Brussels Bar in 1993; admitted to the Luxembourg bar in 2018 With the Brussels office of Stibbe since 1993 (Partner since 2001) Master's degree in Computer Management from the Vrije Universiteit Brussel (2000) Professor in ICT law at the Thomas More University of Applied Sciences (2012–2015) Postgraduate studies in Data Analytics at the Katholieke Universiteit Leuven (2019–2020)

VAN BAVEL, Hans
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Featured in Dispute Resolution (Belgium)
Practice Areas: Hans Van Bavel specialises in all aspects of company-related criminal law. Hans has assisted clients in

various sectors, such as diamond, banking, transportation, petrochemicals, insurance, telecommunications sector. He represents companies and their directors before Belgian courts including the Supreme Court (for criminal matters) and before the European Court of Human Rights. Hans has substantial experience in cases relating to internal fraud as well. In 2011, he passed the professional competence exam organised by the Order of Supreme Court Lawyers. Hans took an intensive four-year course provided by members of the Supreme Court bar, incumbent magistrates, and magistrates of the 'parquet général' of the Supreme Court. As a result, he can now stand for nomination by the King to become admitted to the Supreme Court bar. This is an honour, since the number of Supreme Court lawyers is limited to twenty in Belgium.
Career: Graduated in Law from the Katholieke Universiteit Leuven (1991) Master of Laws (LL.M.) from the University of East Anglia School of Law (1991) Advanced master's degree (DEA) in Civil and Commercial Obligations Law from the Paris Descartes University (1992) Admitted to the Brussels Bar in 1993 With the Brussels office of Stibbe since 1993 (Partner since 2001)

VAN BUGGENHOUT, Christian
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Featured in Dispute Resolution (Belgium)
Career: Christian Van Buggenhout is a well-known litigator. He advises on bankruptcy (including insolvency and restructuring) and is often designated by the court as trustee in high profile or complex bankruptcies.

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Featured in Capital Markets (Belgium), Banking & Finance (Belgium)
Practice Areas: To read more, visit: whitecase.com/people/willem-van-de-wiele

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Featured in Corporate/M&A (Belgium)
Practice Areas: Corporate and M&A
Career: Christel Van den Eynden is a Partner in the Corporate and Finance Practice Group. She advises international and national clients on mergers & acquisitions, and private equity investments, and has built up an extensive practice in project financed transactions, PPP and complex industrial projects, mostly in infrastructure, energy and renewables, and logistics. Christel advises clients in a wide variety of sectors, including the retail sector and food industry, automotive industry, logistics and port-related activities, the energy and green energy sector, (petro)chemicals, biotechnology and life sciences sector, the financial and payment services sector, the IT and high tech sector, hospitality and entertainment sector. She has particular expertise in cross-border acquisitions and divestitures, joint ventures, and infrastructure projects. She also advises clients on issues of corporate governance, directors' liability and issues of general corporate law. In addition to her law degree from the University of Antwerp, Christel has a master of arts in international relations from Johns Hopkins University, Paul H. Nitze School of Advanced International Studies (Bologna, Italy, and Washington D.C.), for which she obtained a Fulbright Scholarship. Christel sits on the selection committee of the Fulbright US-Belgium exchange commission awarding scholarships to master degree students in law.

VAN DYCK, Tom
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Featured in Banking & Finance (Belgium)
Practice Areas: Banking and Finance
Career: Tom Van Dyck heads a team of lawyers dedicated to financial services advisory and fund regulation. The team advises banks, insurance companies, brokers, asset managers and FinTechs on all aspects of banking, funds, financial services and insurance law. The team has contacts with the regulatory authorities (FSMA and NBB) on a daily basis and has a real expertise in negotiating with the regulatory authorities. The team is recognized for its strategic advice in digitalization projects both for banks (PSD2, MiFID2) and insurance companies (IDD, PRIIPs), including the design of new apps and the development of innovative investment or insurance products. The team is also well known for its assistance in fund set-up, and regularly assists clients in obtaining AIFM and UCITS licenses. The team further regularly advises clients in relation to inspections, audits or enforcement actions by the regulatory authorities. Clients describe Tom as being "very committed, enthusiastic, available and approachable" and "always very creative" (Chambers 2019). Tom is "lauded as an outstanding and very active lawyer in the market" and recommended as "leading individual" (Who's Who Legal Banking 2019). He is named a "rising star" in IFLR1000 (2019) and recommended as well by Legal 500 (2019).

VAN HOOGHTEN, Paul
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Featured in Corporate/M&A (Belgium)
Career: With more than 30 years of experience in mergers and acquisitions in Belgium and New York, Paul Van Hooghten advises multinational companies, Belgian and international private equity houses and financial institutions on international and domestic M&A, corporate law and corporate restructurings, joint ventures, private equity, takeover bids, and corporate governance. Paul is the author of several publications on corporate and commercial law, including The European Takeover Directive and Its Implementation published by Oxford University Press. He is a regular speaker at conferences and a guest lecturer at the University of Brussels.

VAN INGELGHEM, Bert
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Featured in Corporate/M&A (Belgium)
Practice Areas: Bert Van Ingelghem is a partner at Argo. His professional focus is on capital markets, corporate law and M&A. Bert brings to the team specific expertise in private equity, rights issues, convertible bonds and real estate investment companies ('REITs').
Career: Bert is a graduate of the University of Antwerp (Law degree, 2001), and joined the Bar in 2001. He worked at Linklaters from 2001 to 2013 and joined ARGO, as a founding partner, in 2013.
Publications: Bert has authored a chapter in a Belgian company law book.

VAN OBBERGHEN, Olivier
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Featured in Life Sciences (Belgium)
Practice Areas: Olivier Van Obberghen is a life sciences lawyer. He serves clients active in the life sciences sector (including healthcare) as well as investors targeting the sector.
Career: Olivier practices as an all-round life sciences lawyer. He assists in strategic (licensing, M&A and financing) and operational (R&D, supply chain, distribution & logistics) transactions. He provides advice in all regulatory aspects concerning the sector and developed a robust expertise in compliance related matters (interactions with healthcare professionals and patients, promotion of drug products and medical devices, data privacy & security, anti-bribery & anti-corruption). Intellectual property, competition law and product liability are core underlying focus areas of his life sciences practice. Olivier Van Obberghen started his career at Cleary Gottlieb Steen and Hamilton and subsequently founded his own private practice, focusing on M&A. Olivier also worked in-house for the legal departments of UCB and Unilever. Olivier lectures at seminars and conferences, and tutored at the Catholic University of Leuven (KU Leuven) for many years on Dispute Resolution. He authored various publications on the promotion of drug products and interactions with healthcare professionals and patients.

VAN SCHOORISSE, Melissa
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Featured in Competition: Domestic (Belgium)
Practice Areas: Melissa Van Schoorisse is a special counsel who focuses on guiding clients through their complex antitrust issues, including through multi-jurisdictional merger control analyses and filings, international and Belgian cartel investigations, state aid matters, and general behavioral advice, counselling and compliance work. Ms. Van Schoorisse mainly specializes in the wider entertainment sector, the power generation and energy industry, as well as in transport and consumer goods.
Career: Ms. Van Schoorisse has – prior to joining Covington – gained extensive experience as an associate at two international law firms in Brussels, and as a secondee to the in-house competition team of a multinational oil and gas company in London, dealing with a wide array of vertical issues, cartel investigations, M&A transactions, and compliance training.
Publications: Ms. Van Schoorisse co-authored (i) the book "De Belgische Mededingingswet 2013 – Een praktische en kritische analyse" on the Belgian Competition Act 2013, (ii) the "Overzicht van de beslissingspraktijk van de Belgische Mededingingsautoriteit", an annual overview of the case law of the Belgian Competition Authority and the relevant Courts, and (iii) the "Latest developments in Anti-Cartel Enforcement in the European Union", an annual synopsis of the EC's cartel enforcement and the European Courts' key judgments.

VANDEN BORRE, Pascal
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Featured in Capital Markets (Belgium)
Practice Areas: Pascal Vanden Borre specialises in corporate law, particularly in mergers and acquisitions, public offerings and takeover bids, joint ventures, ECM transactions, and corporate finance. Pascal's work includes assisting clients in the acquisition or sale of large and medium-sized (private and listed) Belgian and foreign companies, IPOs, secondary offerings and delistings, capital and debt restructuring transactions, the creation of real estate investment trusts, and the issuance of real estate certificates.
Career: Graduated in Law from Ghent University (1992) Graduated in Economic and Financial Law from the Université libre de Bruxelles (1994) Admitted to the Brussels Bar in 1992 Lawyer in the Brussels, New York and Antwerp offices of a global law firm (1995–2005) With the Brussels office of Stibbe since 2006 (Partner since 2006) Guest professor at the Faculty of Law of Ghent University (2009–present)
Professional Memberships: Member of the Financial Law Institute of Ghent University
Publications: Pascal Vanden Borre is the author of various publications in the area of corporate and finance law.

VANDENBERGEN, Alexander
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Featured in Employment (Belgium)
Practice Areas: Alexander is a partner in the Employment, Pensions & Benefits practice and heads the Pensions practice. Alexander has a particular focus on collective labour law, pension projects and top executives. He is an expert in managing high-profile pension funds for both public and private sector bodies. He advises on specific pension-related projects such as restructuring or winding down of pension schemes, negotiating contracts the pension fund will enter into, advising on the pensions aspects of corporate transactions and complex litigation. He also supports clients in any discussions with the Belgian pensions regulator (FSMA) and can assist on any international aspects of company pension plans. Furthermore he advises on the labour law aspects of large corporate

reorganisations, most notably collective bargaining agreements and post-acquisition restructurings. This can involve the coordination of European restructuring projects in several countries. Finally, he assists top executives in negotiating their employment contracts and exit packages. He has a particular focus on top executives in the financial services industry.

VANDENBORRE, Ingrid
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Featured in Competition/European Law (Belgium)
Practice Areas: Ingrid Vandenborre is the partner in charge of Skadden's Brussels office. Her practice focuses on EU and international merger control and competition law enforcement. Ms. Vandenborre has significant experience in Article 101 and 102 issues in relation to cartel arrangements, as well as vertical and competitive agreements and alleged abuse of dominance. She has successfully been able to avoid negative findings against GE, Kuoni and Thomas Cook in recent high profile investigations on aftermarket foreclosure and geo-blocking allegations. She represents GUK, a Mylan entity, in proceedings relating to the first EU patent settlement proceeding. She also has a significant merger control practice, extending to the EU Commission and the U.K. Competition and Markets authority. Recently Ms. Vandenborre has handled more than $250 billion dollars' worth of complex merger matter, representing PayPal in relation to its Honey acquisition, Visa in relation to its acquisition of Plaid, Stryker in relation to its acquisition of Wright, and ABB in its transaction with Hitachi. She currently serves as nongovernmental adviser to the intergovernmental International Competition Network.

VANDENDRIESSCHE, Frederik
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Featured in Public Law (Belgium)
Practice Areas: Frederik Vandendriessche has a firm command of the theory behind his specialist area of public law and general law, and applies that knowledge successfully. His expertise covers a broad spectrum of public law matters including subsidies, public law companies, hospitals and care sector, public-private partnerships (PPPs), public procurement, utilities (energy, e-communication, transport, harbour services, postal services), and legal protection against government intervention. In addition, Frederik has special expertise in the energy sector and specializes in the regulatory framework that applies to the energy sector. He furthermore specialises in the regulatory aspects of health law.
Career: Master's degree in Law from Universiteit Gent (1997) Professor in public law and energy law at Universiteit Gent (1997-present) Admitted to the Brussels Bar in 1997 With the Brussels office of Stibbe since 1997 (partner since 2006) Doctoral degree from Ghent University with a thesis on public/private legal entities (2003) Professor in public law at the Universiteit Antwerpen (2004-2016)
Professional Memberships: Member of the Energy Law Research Forum, an international group of scientists from the European Union, active in energy law research.
Publications: Frederik Vandendriessche has written many articles relating to the above-mentioned domains and in particular with respect to public procurement, energy law, and public enterprises.

VENIT, James S
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Featured in Competition/European Law (Belgium)
Practice Areas: James (Jim) Venit has been practicing competition law in Brussels since 1980. He has extensive international antitrust and European competition law experience and has represented multinational companies in proceedings under the EU Merger Regulation and Articles 101 and 102 involving a wide-range of industries and economic sectors. He has handled major mergers such as Volvo/Scania, GE/Honeywell, Arcelor/Mittal and Outokumpu/Inoxum, major Commission investigations such as Intel and has been involved in landmark cases, including Lufthansa/United Alliance, GSK/Spanish Pricing, Intel and Yamaha. He also has extensive experience counseling companies on compliance matters and on the implementation of compliance programs. Jim has written extensively on various aspects of EU competition law and was named one of the "Top 10 antitrust lawyers" from around the world by Global Counsel. He has been selected repeatedly for inclusion in Chambers Global: The World's Leading Lawyers for Business. In addition, Jim was named a leading practitioner in his field by Who's Who Legal: Competition Lawyers & Economists and Who's Who Legal: Competition. Jim received his JD from New York University School of Law 1979 and has been a partner at Dentons since 2017. He is a Belgian national fluent in English, French and German.

VERDOODT, Kris
ARGO LAW, Antwerp
Featured in Corporate/M&A (Belgium)
Practice Areas: Kris is a partner in Argo's Corporate M&A practice group. He has years of experience and expertise in M&A, acting frequently for private equity firms. Kris is also regularly involved in the set-up of management incentive and participation schemes, joint venture structures, real estate M&A and fund structuring.
Career: Kris is a graduate of the University of Leuven (Law degree, 1999), and holds an LL.M degree from the University of California Los Angeles (2002). He is a member of the Bar since 1999. Kris worked at Linklaters until 2013, when he joined Argo Law as one of its founding partners.

VERHEYDEN, Alexandre G
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Featured in Competition: Domestic (Belgium), Competition/European Law (Belgium), TMT (Belgium)
Career: With a focus on antitrust and competition law, with particular experience in different industries such as media, telecommunications, utilities, automotive, railroad and technology, Alexandre Verheyden represents major corporations and governments before the European Commission, European courts and national authorities. Alexandre has significant experience in transatlantic mergers and cartels, which spans all fields of competition law, including abuse of dominant position/monopoly offense, cartel, merger and State aid cases. Alexandre heads the Brussels office of Jones Day and he formerly served as co-chair of the Communications Committee of the International Bar Association.

VERHOESTRAETE, Florence
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Practice Areas: Florence Verhoestraete has practiced intellectual property law since 1994, with a focus on patents, trade secrets, trade marks and unfair competition. She represents clients in the life sciences, food and consumer goods sectors, amongst others, ranging from start-ups to large multinationals and research centres. Florence has both extensive litigation and transactional experience (including assisting with complex financing and corporate matters in which IP is key) as well as a thorough understanding of regulatory issues, in particular in the food and life sciences sectors. https://www.nautadutilh.com/en/our-people/verhoestraete-florence
Professional Memberships: She co-heads NautaDutilh's life sciences sector team and is a member of the European Patent Lawyers Association (EPLAW), Licensing Executive Society (LES), International Trademark Association (INTA), the European Food Law Association (EFLA) and the Beneluxvereniging voor Merken- en Modellenrecht (BMM). Florence also serves on the INTA Bulletin Committee and the editorial board of the BMM Bulletin, the leading Benelux journal for trademarks and designs. She publishes and speaks regularly on selected IP-related topics.

VERHOEVEN, Damien
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Featured in Energy & Natural Resources (Belgium)
Practice Areas: Regulatory
Career: Damien Verhoeven is Partner in the Regulatory Department and heads Liedekerke's energy practice. He specialises in energy law (electricity, gas, oil; incl. renewables, industrial gasses and petrochemicals) at all market levels. Damien has broad experience in energy regulation (incl. European, Belgian, Flemish and Walloon energy law) and in other legal matters applied to the energy sector (project development, permits, litigation, M&A, contracts, taxation and support schemes, etc.). Damien has a law degree from the University of Louvain (UCL 2000). He is the author of various publications in energy law. He joined Liedekerke Wolters Waelbroeck Kirkpatrick in 2000 and became a Partner in 2013.

VERHOEVEN, Geert
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Practice Areas: Geert is a partner in the Brussels office. His practice focuses on mergers and acquisitions, capital markets, joint ventures, corporate and finance law. He has extensive experience in private placements, secondary listings and initial public offerings and company restructurings. Geert also has particular expertise in banking, finance, structured finance and derivatives.
Career: Geert is a partner since 2000.
Professional Memberships: Member of the Brussels Bar.
Personal: Geert graduated in Law and Philosophy from Leuven and Brussels universities.

VERMEERSCH, Rony
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Featured in Real Estate (Belgium)
Practice Areas: Rony Vermeersch is an internationally recognised construction and real estate lawyer, working for all sides of the construction and real estate industries. He focuses on both contentious and non-contentious construction work, as well as project and dispute resolution work. Rony is well-versed in the leading forms of contracts used domestically and internationally, including forms published by FIDIC and NEC. Moreover, he advises on innovative ways of successfully bidding for and closing public-private partnerships and Private Finance Initiative (PFI) project delivery. Rony has experience with all types of construction projects, including airports, ports, roads, rails, power generation, waste facilities, warehousing, and accommodation.
Career: Born in 1972 Graduated in Law from the Katholieke Universiteit Leuven (1996) Admitted to the Brussels Bar in 1996 With the Brussels office of Stibbe since 1996 (Partner since 2006)
Professional Memberships: Former chairman of the Belgian Council of the International Project Finance Association (IPFA), composed of major Belgian industrial players

VERMYLEN, Marc
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Featured in Capital Markets (Belgium), Banking & Finance (Belgium)
Practice Areas: Marc has substantial experience in project finance, secured financing, clearing & settlement and securitisations. He is renowned for his expertise in asset-based financing, Euroclear related matters and the financing of large energy projects.
Career: Managing Partner (since 2015) of Loyens & Loeff Belgium and head of the Belgian Banking & Finance Practice Group and of the Benelux Projects Team.
Professional Memberships: Registered at the Brussels Bar; IBA; ICMA; IPFA.
Personal: Qualifications: MA in International Law Studies and Conflict Management, Johns Hopkins University (1991-92); Postgraduate degree in Economic Law, UCL (1990); Law degree, KUL (1989). Speaks Dutch, English & French.

VERNIMME, Ignace
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Featured in Intellectual Property (Belgium)
Practice Areas: Ignace Vernimme's expertise lies in IP law and covers the pharmaceutical, food and beverage, metallurgic, comic strip, and fashion industries. Ignace specialises in patents, trademarks, copyright, designs, know-how protection, technology transfer, and specific regulations that apply to pharmaceutical products.
Career: Graduated in Law from Ghent University (1987) Admitted to the Brussels Bar in 1987 Graduated in Economic Law from the Université libre de Bruxelles (1989) With the Brussels office of Stibbe since 2007 (Partner since 2007) Professor of the Introduction to Law course at Thomas More University of Applied Sciences Coordinator for the professional education programme for Benelux trademark and design attorneys
Professional Memberships: Arbitrator and mediator of WIPO Panellist at CAC Founding member and board member of Intellectuele Rechten – Droits Intellectuels (1996–present) Board member of the professional education program for trademark and design attorneys (BBMM) Member and president of the Dutch speaking section of the Patent Agent Accreditation Commission Member and arbitrator of Cepani (Belgian Center for Arbitration and Mediation – Intellectual Property Litigation) Member of INTA, of the subcommittee Parallel Import of the International Trademark Association (2006–2007), of ABA/BVA, of ALAI, of the Supervisory Board of BMM, of the International Association for Consumer Law, of LES and of EPLAW.

VERSTRAETE, Henk
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Featured in Tax (Belgium)
Practice Areas: Henk Verstraete specialises in Belgian and international tax law. Henk has extensive experience in a wide range of tax matters involving complex tax litigation, tax advisory work and transfer pricing matters. Henk has a broad expertise in advising on the tax aspects of domestic and cross-border mergers and acquisitions, buy-outs, joint ventures and financing transactions. He has a strong track record in assisting clients in their negotiations with tax authorities and the public prosecutor, and he represents clients before the administrative and judicial courts.
Career: Law studies at the University of Michigan Law School, Ann Arbor (1999) Master of Laws (LL.M.) from the KUL (1999) Admitted to the Brussels Bar in 1999 Tax associate in the Brussels office of an international law firm (2000–2008) Master of Laws (LL.M.) in Taxation from the New York University School of Law (2003) Visiting professor at the KUL (2004–present) Tax partner in the Brussels office of an independent law firm (2008–2018) Professor at the Fiscale Hogeschool Brussel (2010–present) With the Stibbe since 2018
Professional Memberships: Member of the Tax Institute of the KUL Member of the International Fiscal Association (IFA) Member of the Tax Practice Council of the International Tax Program at NYU School of Law

VIAENE, Hendrik
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Featured in Competition/European Law (Belgium), Competition: Domestic (Belgium)
Practice Areas: Partner Hendrik Viaene focuses his practice on competition law, regulated markets and regulatory law. He advises clients across a wide range of related issues including state aid, cartels, licensing agreements, merger filings, M&A negotiations, abuse of dominance cases, and distribution agreements. Hendrik assists governments as well as privately and publicly owned companies. He has a wealth of experience in a range of sector such as energy, chemicals, paints, automotive, financial data, recycling and waste management, telecom, construction, renewables, media, private equity and the financial industry. Hendrik represents companies before national competition authorities and before the European Commission in state aid, cartel, merger, and abuse of dominance investigations. He also assists governments and companies on defence strategies as well as compliance programmes to avoid fines or having to refund or recover state aid. Successfully guided clients through first and second phase investigations in merger clearance proceedings before competition authorities across the globe. Also counsels clients on compliance audits, immunity and leniency initiatives, and general risk avoidance in relation to competition law. View more at: https://www.mwe.com/people/hendrik-viaene/
Professional Memberships: Brussels Bar; Flemish Pleading Society; American Bar Association International Bar Association.
Publications: Co-editor of the EU Competition law handbook. Various contributions about European and Belgian competition law.

VON BONIN, Andreas
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Practice Areas: Andreas' practice focuses on European competition law spanning merger control and joint venture cases, antitrust compliance and investigations of anti-competitive behaviour, as well as competition litigation before the EU courts. Andreas also specialises in EU state aid and regulatory procedures, including in the context of privatisations and most recently in respect of the European Commission's focus on state aid breaches through member states' tax measures. With over 15 years' experience of working with the European Commission and other EU institutions, he has a very solid understanding of EU priorities and processes. He heads our Brussels antitrust group and also oversees our EU regulatory and public affairs practice, which advises clients at the interface of law, politics and business. Andreas is part of Freshfields' Connected Innovation initiative advising on the development and implementation of legal technology in client solutions for compliance and legal operations. He also serves as global Technology & Innovation Partner, overseeing the firm's own digital transformation and innovation programmes. Andreas works in German, English and French.
Professional Memberships: Düsseldorf and Brussels (E-list) Bars.
Personal: Law degree and doctoral degree (Dr. jur.) from University of Freiburg, LL.M. degree from Columbia University Law School (New York).

WEISS, Volker
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Featured in Competition/European Law (Belgium)
Practice Areas: Partner, heading Schoenherr's Brussels office, specialising in European, Austrian and CEE antitrust and competition law. With particular expertise in the banking, insurance, retail and travel sector, Volker is engaged in all types of public/private litigation, out-of-court advice (including antitrust compliance work) and merger control work.
Career: Trainee at Houthoff Buruma, Den Haag/The Netherlands (Telecommunication and EC Competition Law, 1999). Trainee in the European Commission (DG Competition, Financial services and Insurance, 1999-2000). Associate at Linklaters, Brussels/Belgium (2000-03), Attorney and Partner at Schoenherr.
Personal: Admitted to Austrian Bar 2005. University of Vienna/Austria (Mag. iur. 1998). University of Nijmegen/The Netherlands (LL.M. 1999).

WELLENS, Dirk
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Featured in Corporate/M&A (Belgium)
Practice Areas: Laurius assists domestic and international clients, offering local expertise on all aspects of public and private corporate transactions. The corporate lawyers have acted in a wide range of transactions, including mergers, acquisitions, leveraged buy-outs, private equity, venture capital transactions, corporate restructuring, divestitures, joint ventures and strategic alliances. Dirk Wellens is the Managing Partner at Laurius. He heads up a specialist team dealing with all aspects of company law, and has particular experience in facilitating take-overs and reorganisations in Belgium and abroad. Dirk is also involved in asset structuring on behalf of clients, handles inheritance planning matters and advises on complex inheritance issues.
Career: Dirk was admitted to the Antwerp bar in 1997. He founded Laurius in 2006 together with Bert Luyten. Dirk holds master's degrees in Law (Antwerp) and Notary-public studies (Leuven).

WERNER, Philipp
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Featured in Competition/European Law (Belgium), Competition/European Law (Germany)
Career: Philipp Werner focuses on German and EU competition and state aid law. He advises clients on competition aspects of M&A transactions including merger control procedures. Philipp also helps clients to balance business objectives and antitrust requirements in areas such as single-firm conduct, cooperation and distribution. He offers compliance audits and compliance programs and training adapted to clients' specific risk profile. Philipp also has extensive experience in EU State aid law, in particular in relation to privatizations and restructuring, and is the co-editor of EU State aid control: Law and Economics. Philipp is an advisory board member of the Berliner Gesprächskreis für Beihilfenrecht e.V., a member of the Studienvereinigung Kartellrecht e.V. and the American Bar Association.

WESSELY, Thomas
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Practice Areas: Thomas is a partner in Freshfields' Brussels office specialising in EU and international competition law, EU state aid law and international trade law with particular expertise in the chemicals and telecoms sectors. His practice has a European and global focus, but he is equally adept at working on domestic German projects. He navigates multifaceted deal structures and challenging multijurisdictional considerations, including innovative remedies packages, and achieves timely regulatory approvals in line with commercial imperatives. His far-reaching experience of European merger control has seen him lead many headline Phase II investigations by the European Commission. He also defends his clients' interests in European and national antitrust investigations and ensuing litigation before the European or national courts. Thomas is regularly called upon to provide in-depth opinions on complex commercial agreements. Thomas works in German, English and French.
Career: He became a partner in 2002.
Professional Memberships: Cologne and Brussels Bars.
Personal: Thomas was educated at the universities of Bonn, Fordham – NYC and Montpellier.

WINCKLER, Antoine
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Featured in Competition/European Law (Belgium)
Practice Areas: European and French competition law, including cartel investigations, merger control, and market dominance. Extensive experience representing corporate clients, financial institutions, as well as governments and public entities, regarding EU State aid rules. Represents clients before the European Commission, the European Courts in Luxembourg, the French Competition Authority and the Court of Appeals in Paris.
Career: Joined firm (1985); Partner (1992). Shares time between the Brussels and Paris offices. Master in Law – Université de Nice Sophia Antipolis (1984); Diplôme – École Nationale d'Administration (1983); Agrégation – École Normale Supérieure, Paris (1978).
Professional Memberships: Paris and Brussels Bar; International Bar Associa-

tion; Association des Juristes Européens; European Competition Lawyers Forum.
Publications: Co-author of the annual publication "The Dominance and Monopolies Review", Chapter: France
Personal: Language capability: French, German, Italian, Spanish, English

WYCKMANS, Pieter
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Featured in Life Sciences (Belgium)
Practice Areas: Pieter Wyckmans provides expert advice to companies and organizations active in the (bio-) pharmaceutical, biotech and smart devices sectors. Pieter Wyckmans advises multinationals, SMEs, spin-offs and start-ups in (strategic) transactions, intellectual property matters and regulatory affairs.
Career: Pieter Wyckmans combines years of experience as an M&A and commercial transactions lawyer, with years of experience as in-house counsel of multinationals, particularly in the Life Sciences industry. As in-house counsel, Pieter Wyckmans grew accustomed to the (bio)pharmaceutical and biotech sector and conscious of the scientific, economic and regulatory challenges the industry faces. This understanding, combined with his hands-on approach and pragmatism, is strongly appreciated by his clients. Pieter Wyckmans' Life Sciences expertise was highlighted in the most recent edition of the Legal 500. Pieter Wyckmans regularly lectures at seminars and conferences. Pieter Wyckmans started his career at the corporate M&A department of Linklaters and Loyens&Loeff. He later joined the legal department of BASF and GDF Suez as senior counsel and offered his services as an independent legal consultant to UCB.

WYTINCK, Peter
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Featured in Competition: Domestic (Belgium)
Practice Areas: Peter Wytinck's expertise is primarily in European law, Belgian and EU competition law, market practices (including product labelling and product regulations), trademark law, and commercial litigation.
Career: Graduated in Law from the Katholieke Universiteit Leuven (1987) Master of Laws (LL.M.) in European Law from the University of Exeter (1988) Assistant in Belgian and European economic law at the Katholieke Universiteit Leuven (1989–1995) Admitted to the Brussels Bar in 1990 With Stibbe Brussels since 1990 (Partner since 2000) Lecturer on competition law and trade practices (unfair competition law) at the Katholieke Universiteit Leuven (1999–2004) Editor in Chief of the Belgian competition law review Competitio (formerly known as Tijdschrift voor Belgische mededinging / Revue de la concurrence Belge) (2010–present)
Professional Memberships: Board member of the Belgian Association for the Study of Competition Law
Publications: Peter Wytinck has written numerous articles for leading Belgian and European law reviews on Belgian and EU law. He is also co-author of a number of books, including books on the EU Merger Regulation, Belgian competition law, and trade practices. As a member of the Belgian delegation, Peter presented two reports on the implementation of specific EU legislation in Belgium at the European University Institute in Florence (Italy) in 1990 and 1992.

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Featured in Competition/European Law (Belgium), Competition: Domestic (Belgium), Competition/European Law (Belgium)
Practice Areas: Johan Ysewyn advises on all aspects of EC, international and Belgian antitrust law, including merger control, compliance, cartel and leniency issues and abuse of dominance cases. He acts as the Managing Partner of the Brussels Office and co-chair of the Global Antitrust Group, working from the Brussels and London offices. Mr. Ysewyn's practice has a strong focus on global and European cartel investigations and he has represented companies from a range of sectors. He is also one of the leading experts on EU state aid issues, working both for beneficiaries and governments. He is acting as a non-governmental advisor to the European Commission on the Cartel Working Group within the International Competition Network.
Professional Memberships: He is the Chair of the Belgian Competition Lawyers Association and Professor of Cartel Law and Economics at the Brussels School of Competition.
Publications: Johan regularly speaks at conferences such as GCR, IBC, KNect365, Chatham House and other industry events and has written for numerous legal publications. He is the co-author of a number of competition treatises.

ALTIUS

www.altius.com **tel:** +32 2 426 14 14 **fax:** +32 2 426 20 30

Managing Partner: Sylvie Dubois
Partners: Marie Brasseur, Philippe de Jong, Sven Demeulemeester, Philippe De Wulf, Sylvie Dubois, Alexander Hansebout, Lieven Peeters, Christophe Ronse, William Timmermans, Gerrit Vandendriessche, Tom Vantroyen, Carmen Verdonck, Jérôme Vermeylen, Olivier Vrins, Grégory Ernes
Number of partners: 15 Number of other lawyers: 65

OFFICES

BELGIUM

BRUSSELS: Tour & Taxis Building, Havenlaan 86C B. 414 Avenue du Port, BE-1000
Tel: +32 2 426 14 14 Fax: +32 2 426 20 30
Email: sylvie.dubois@altius.com

The firm also has an office in Louvain-La-Neuve.

Firm Overview:

ALTIUS is one of the largest Belgian independent law firms. Established in Brussels and Louvain-la-Neuve, the firm advises Belgian and international companies on the legal aspects of transactions, projects and disputes. For all tax related issues, ALTIUS maintains an operational relationship with the niche firm Tiberghien.

ALTIUS helps its clients navigate through often-complex legislation and regulatory environments and provide clear solutions to a wide range of legal issues. In addition to its specialist legal knowledge, ALTIUS focuses on thinking creatively with its clients to offer tailor-made solutions. ALTIUS's aim is to turn, through careful listening and awareness, strategic questions into clear, straightforward answers.

Main Areas of Practice:

Corporate & M&A:
The team covers a broad range of national and international transaction-related legal services to companies in various industry sectors. The team has an impressive track record in both national and cross-border mergers and acquisitions and divestments, auctions, joint-ventures, corporate real-estate transactions and corporate restructurings.

IP:
The team frequently advises key players in the pharmaceuticals, biotechnology, agri-food, healthcare, media and entertainment industries. In addition to an extensive track record of representing clients in complex patent litigation and illicit trade matters, the team has substantial experience in dealing with Belgian and EU regulatory issues, including data exclusivity, pricing and reimbursement, advanced therapies, repackaging of parallel-imported products, clinical trials, advertising and the marketing of food and plant reproductive materials. The team also has extensive experience in trademarks, trade names and domain names, copyright, software and database rights, geographical indications and designations of origin, industrial designs, and trade secrets and know-how.

Life Sciences:
The team has a proven track record advising clients on contentious and non-contentious matters in the life sciences and healthcare industries, especially regarding intellectual property and data protection, marketing of medicinal products, pricing and reimbursement and medical devices.

Banking & Finance:
The team focuses on pure banking and finance work such as leveraged and acquisition finance, project finance, capital markets, structured commodities, export finance, asset finance, asset-backed securities and financial services. It has particularly strong relationships with international banks and financial institutions. The team also handles restructuring and bankruptcy issues and other insolvency procedures.

Commercial:
The team has developed solid experience in commercial agreements, trade practices, consumer protection, advertising, labelling and unfair competition practices. It regularly assists Belgian and international clients in the development of complex networks and modes of distribution adapted to the specific needs of the client, taking into account the increasingly complex Belgian and European laws regulating distribution, agency, franchising, distance selling and e-commerce.

Dispute Resolution:
The team covers all the aspects of dispute resolution, including arbitration and alternative dispute resolution, enforcement of foreign judgements and arbitral awards, corporate litigation. Its lawyers are qualified to appear before the Belgian courts and the Court of Justice of the European Union.

Competition:
The team has an excellent reputation and considerable experience in all aspects of competition law including merger control, joint-ventures, cartel investigations, the establishment and operation of distribution systems, the licensing and use of intellectual property rights and abuses of dominant positions. The team also provides assistance during dawn-raids and in the setting–up of compliance programmes and trainings.

Sports:
The team assists clients with highly specialised advice and legal services based on a sound knowledge of the regulations of the various national and international sports federations and their specific arbitration procedures.

ICT:
The team assists hardware manufacturers, software developers, system integrators, e-commerce players, telecommunications operators and suppliers of other ICT-related services, such as consulting, support and maintenance services. It advises on data protection, ICT contracts and e-commerce, digital signatures, trade practice matters, including (online) advertising and general commercial law.

Employment:
The team works with Belgian and international clients on all sorts of employment-related issues and offers day to day advice on the employment-law aspects of running a business in Belgium. It has a particularly good reputation for handling cross-border employment, service agreements, collective labour law, collective dismissals, the employment law consequences of the winding-up of companies and employment law litigation.

Real Estate:
The team advises a wide range of clients on all matters of real estate law, and also on zoning, permits, PPP, public procurement and litigation. Its expertise ranges from stand-alone office buildings, shopping centres and logistics centres to niche products such as senior-citizen housing, healthcare facilities, hotels and sports and leisure centres.

Regulatory:
The team specialises in regulatory matters and administrative law, including zoning, energy and environmental law, public procurement and PPP. The team also handles litigation regarding real estate and administrative law, and represents clients before the ordinary courts, the Constitutional Court and the Council of State.

Insolvency & Restructuring:
The team assists clients on a daily basis with various issues of insolvency law and in the context of restructurings. It advises clients in obtaining judicial protection, taking over assets and businesses in going concern from companies under judicial protection. The team also has experience in defending clients' interest when business partners are on the verge of insolvency or are applying for judicial protection against creditors. It also handles recovering claims from companies under judicial protection or bankrupt companies.

ARCAS LAW

www.arcaslaw.be **tel:** 00 32 2 313 30 10 **fax:** 00 32 2 313 30 19 **email:** info@arcaslaw.be

Managing Partner:
Number of partners: Number of lawyers:
Languages:

Firm Overview:

Main Areas of Practice:

OFFICES

BELGIUM

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Email: info@arcaslaw.be
Website: www.arcaslaw.be

ARGO LAW

www.argo-law.be **tel:** +32 3 206 85 30 **fax:** +32 3 206 85 55

Managing Partners: Nico Goossens, senior partner
Number of partners: 6 Number of lawyers: 40
Languages: *Dutch, English, French*

PRACTICE AREAS
Corporate & M&A
Banking & Finance
Tax
Litigation & Arbitration
Private Clients

OFFICES

BELGIUM
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BELGIUM
KORTRIJK: Doorniksewijk 105, 8500 Kortrijk
Tel: +32 51 49 84 98 Fax: +32 51 58 26 42

Firm Overview:

Argo is a fully integrated transaction and advisory boutique offering transactional support including assistance on tax structuring and financing, as well as procedural support, with a team of 40 lawyers.

Since its establishment in 2013, Argo became very well reputed in the Belgian market for the in-depth knowledge of the private equity industry of its corporate team, as well their extensive experience in M&A (both public and private) and capital markets work (IPO, debt and equity offerings and public takeover bids). Argo's tax team has a vast experience in assisting private equity and other investment funds in their structuring, regulatory matters and management investment schemes, next to general corporate tax advice and tax aspects of corporate transactions. With its banking and finance team, the firm brings, among others, extensive experience in debt finance transactions, asset-backed finance schemes, insolvency and financial regulatory work. Furthermore, Argo has a highly appreciated dispute resolution team, handling litigation and (international) arbitration cases primarily focused on financial law matters, corporate claims and commercial matters. The practice has special expertise representing clients in post-acquisition disputes and shareholder conflicts, insolvency litigation, contract disputes and private enforcement claims. Argo's private clients practice advises on the optimal planning, structuring and management of their clients' wealth, covering both domestic and cross-border matters.

Offering a one stop shop for investments, sales of enterprises, tax structuring, private wealth planning as well as litigation and arbitration, Argo's offering is unique in the Belgian market.

Argo's clients include private equity funds and managers, listed and privately held companies, financial institutions and private clients.

The firm's style is pragmatic, down to earth and personal, bringing excelling service and value. Intellectual challenges, the ability to bring added value and fulfilling human connections are at Argo's core.

Main Areas of Practice:

Corporate & M&A:
3 partners, 3 counsels, 21 fee earners
Work highlights:
- Counsel to Euronav, the largest independent crude oil tanker company in the world, on its NYSE IPO and dual listing on NYSE and Euronext Brussels
- Representation of Down2Earth Capital on its investment in Contraload, followed by the partial sale of its stake to Gimv and ultimately the representation of Down2Earth Capital and Gimv on their joint exit and sale to Tosca, an APAX portfolio company. This investment cycle by Down2Earth entailed numerous restatements of Contraload's banking arrangements and several management investment schemes that allowed Argo to advise the client also on banking and tax matters and thus fully employ its areas of expertise
- Representation of DPG Media on its exchange deal with Roularta Media whereby DPG Media acquired exclusive control over Medialaan and Roularta Media became the sole shareholder of Mediafin (De Tijd)
- Counsel to Saverco, the controlling shareholder of maritime group CMB, on the public takeover bid on all shares in CMB, ultimately taking the company private

Key Clients: Aedifica, Baltisse, Bencis, CMB, Club Brugge, Down2Earth Capital, DPG Media, Euronav, Gimv, Fortino Capital, Senior Living Group, Sofindev, TINC, Vectis Private Equity, VGP, Waterland Private Equity
Contact: Nico Goossens, Bert Van Ingelghem and Kris Verdoodt
Email: nico.goossens@argo-law.be
bert.van.ingelghem@argo-law.be
kris.verdoodt@argo-law.be

Banking & Finance:
1 partner, 3 fee earners
Work highlights:
- Lender counsel to the banking syndicate coordinated by ING Belgium (with KBC, BNP, Rabobank and Belfius) for United Petfood Producers (a Waterland Private Equity portfolio company) over EUR 300 million credit facilities, with substantial acquisitions in Spain (Bynsa), Romania, UK (Cambrian) and the Netherlands (IAMS and Jonker), where Argo took the lead in structuring the foreign security package
- Assisting Goldman Sachs Intl. on a EUR 100 million emergency Covid-funding in early Spring 2020 for the Flemish government via a Schuldschein programme
- Counsel to AlphaCredit (Belgium's largest car financing company, part of BNP Paribas) in the structuring and regulatory work relating to the dealer finance schemes for Volvo, Opel, Kia, etc.

Key Clients: AlphaCredit, Alphabet Belgium, BMW AG, BMW Financial Services Belgium, ING, Waterland Private Equity
Contact: Pieter Bogaerts
Email: pieter.bogaerts@argo-law.be

Tax:
1 partner, 4 fee earners
Work highlights: confidential
Key Clients: CMB, Down2Earth Capital, Hummingbird Ventures
Contact: Philippe Rens
Email: philippe.rens@argo-law.be

Litigation & Arbitration:
1 partner, 1 counsel, 5 fee earners
Work highlights: confidential
Key Clients: Buy-Out Fund, DPG Media, NHV Holding, Waterland Private Equity
Contact: Nico Goossens
Email: nico.goossens@argo-law.be

Private Clients:
1 partner, 4 fee earners
Work highlights:
- Assisting a Belgian family (net worth exceeding EUR 2 billion) in the corporate restructuring of their holding companies controlling a Belgian listed company, including the set-up of a Dutch foundation to organise the majority shareholders' position, with a subsequent tax-free transfer to the next generation
- Representation of several members of a Belgian family (net worth exceeding EUR 400 million) in a complex inheritance dispute procedure
- Assisting a Belgian captain of industry (net worth exceeding EUR 500 million) with the tax and legal structuring of his family wealth, including the acquisition of foreign and domestic real estate investments and the set-up of a family office and a charitable fund

Key Clients: confidential
Contact: Hannes Casier
Email: hannes.casier@argo-law.be

ARGO

ARTEO

www.arteo.law **tel:** +32 2 392 81 00 **fax:** +32 2 392 81 09

Number of partners: 6 Number of lawyers: 20
Languages: *Dutch, English, French*

Firm Overview:

Arteo is a Brussels-based independent boutique law firm founded in 2020 by the members of the renowned tax department of a Belgian full-service law firm. Arteo focuses on three areas of expertise: (i) tax advisory and controversy work, offering the full spectrum of tax services, (ii) wealth and estate planning, and (iii) Supreme Court (Court of Cassation) procedures. Arteo is the Belgian member of the worldwide Taxand network, a non-exclusive network of independent tax firms.

Main Areas of Practice:

Tax Controversy:
Assistance in litigation in front of the tax authorities and the courts, including the Court of Cassation, the Constitutional Court and the Court of Justice of the European Union. The team has a particular strength and experience in tax disputes, as illustrated by the numerous complex tax disputes that it is handling and its involvement in landmark cases. Daniel Garabedian is admitted to the bar of the Belgian Supreme Court, where he is regularly representing clients in high-profile tax cases.
Contact: Daniel Garabedian **Tel:** +32 2 392 81 13
Email: d.garabedian@arteo.law

Corporate Tax Advisory:
Corporate tax advice, predominantly to large enterprises and multinationals. The firm's work includes the analysis of the tax consequences of restructurings, tax risk management and assistance in the process of obtaining tax rulings.
Contact: Jean-Michel Degée **Tel:** +32 2 392 81 11
Email: jm.degee@arteo.law

Real Estate Tax:
Assistance on all tax matters relating to real estate, both national and international: structuring and due diligence work in relation to real estate transactions, restructurings of real estate companies, structuring of real estate development projects, tax aspects of real estate investment funds, etc. The team is headed by Stéphane Wilmet and Charlotte Bihain.
Contact: Stéphane Wilmet **Tel:** +32 2 392 81 15
Email: s.wilmet@arteo.law

Transactions Tax:
Structuring transactions and management compensation packages, conducting (buy-side and sell-side) tax due diligences, drafting and negotiating the tax clauses, monitoring the implementation, both for industrial clients and private equity.
Contact: Steven Peeters **Tel:** +32 2 392 81 14
Email: s.peeters@arteo.law

VAT & Other Indirect Taxes:
Advising on the VAT aspects of transactions (and other indirect taxes), assistance in front of the tax authorities, and representation before the courts, including the Court of Justice of the European Union. Assistance in the process of obtaining tax rulings on indirect tax matters. The team includes Stéphane Wilmet, Edoardo Traversa and Marie Lamensch.
Contact: Stéphane Wilmet **Tel:** +32 2 392 81 15
Email: s.wilmet@arteo.law

Private Clients:
Advising family entrepreneurs and private clients regarding their family businesses and other investments. Besides (estate) tax advice, the team is also involved in managing and preserving family assets through controlling entities, family governance and succession planning, matters of marital property law and inheritance law (drafting of marital agreements and wills), compliance (FATCA/CRS/UBO register), and issues of international private law in general. This specialised team is headed by partners An Weyn and Stéphanie Caron.
Contact: An Weyn **Tel:** +32 2 392 81 16
Email: a.weyn@arteo.law

PRACTICE AREAS

Controversy
Corporate Tax Advisory
European & International Taxation
Financial Sector & Financial Products
Funds
Private Clients
Real Estate Tax
State Aid
Transactions Tax
Transfer Pricing
VAT & Other Indirect Taxes

OFFICES

BELGIUM

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Email: info@arteo.law

ARTEO

ASTREA

www.astrealaw.be **tel:** +32 3 287 11 11 **email:** contact@astrealaw.be

Number of partners: 13 Number of lawyers: 45
Languages: *Dutch, English, French, German, Spanish*

Firm Overview:

Astrea is the independent all-round Belgian law firm promising result-oriented legal advice with 13 partners and more than 40 specialists and experienced lawyers, spread between offices in Antwerp and Brussels. The firm was established in 2006 by a handful of experienced lawyers who had gained a wealth of experience in various firms, and has steadily expanded with experienced specialists and young talent. Astrea offers high-quality legal services to Belgian and international businesses, ranging from promising start-ups and growth companies to long-established corporations (including more than 15 Fortune 500 companies). Astrea also undertakes regular work for government departments and public bodies in Belgium.

The firm's broad-based composition allows it to offer a comprehensive approach. Based on the individual client's needs and the specific issues at hand, it assigns a customised team of specialist lawyers to each case. This enables it to consider every relevant area of law and provide the most efficient solution.

A unique blend of passion and respect is the strength of the Astrea team. The approach of every team member is always client-oriented and client-driven. It responds quickly, and is proactive and pragmatic. Quality is essential, but the firm also aims to be as cost-efficient as possible.

Main Areas of Practice:

Astrea is specialised in the following practice areas:

Corporate & Finance:
4 partners, 6 fee earners based in Antwerp and Brussels

Real Estate Public & Environmental Law:
3 partners, 6 fee earners based in Antwerp

Employment Law:
1 partner, 4 fee earners based in Antwerp

Commercial & Economic Law:
6 partners, 11 fee earners based in Antwerp and Brussels

IT, IP & Media:
6 partners, 10 fee earners based in Antwerp and Brussels

Insolvency Law:
6 partners and 4 fee earners based in Antwerp

Transport & Logistics:
2 partners and 4 fee earners based in Antwerp

PRACTICE AREAS
Corporate & Finance
Employment
Real Estate and Public
Commercial
IT & Media
Transport & Logistics
Insolvency

SECTORS
Automotive
Real Estate & Construction
Finance
Technology
Public
Life Sciences
Sports & Media
Transport & Logistics

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Email: contact@astrealaw.be

astrea

CLAEYS & ENGELS

www.claeysengels.be **tel:** +32 2 761 4600 **fax:** +32 2 761 4700

Managing Partner: Olivier Wouters
Number of partners: 15 Number of lawyers: 72
Languages: *Dutch, English, French, German*

Firm Overview:
Claeys & Engels offers a full range of legal services in all areas concerning human resources. Each subject is dealt with by a specialist team of lawyers experienced both in providing advice and in litigation. Claeys & Engels is the first specialist office offering a full service to both national and international clients on all aspects of human capital. In view of the growing internationalisation of the economy, Claeys & Engels is actively participating in Ius Laboris, a specialist international alliance.

Main Areas of Practice:

Hiring & Recruitment:
Claeys & Engels drafts employment agreements and advises on and negotiates individual dismissals.

Compensation & Benefits:
Claeys & Engels deals with all aspects of compensation and benefits. This goes from the choice of professional status to the setting up of variable compensation schemes. The firm also advises on the introduction and implementation of innovative reward strategies, including flexible benefit packages or cafeteria plans.

Tax:
Claeys & Engels advises on all aspects of tax law. The firm's services include filling tax returns, tax optimisation calculations, compliance, etc. Their lawyers have excellent relationships with the Belgian tax authorities.

Working Hours & Time Off:
Claeys & Engels advises on all technical aspects of work regulation.

Mobility & Immigration:
Claeys & Engels deals with all aspects of cross-border employment and global mobility. The firm's attorneys draft assignment letters and global mobility policies and practices. The firm also provides immigration assistance and guidance on visa's, single permits, work permits and residence permits, as well as other administrative formalities (Limosa). Through the Ius Laboris alliance, Claeys & Engels works on cross-border migration projects taking into account all applicable local requirements for expats.

Discrimination:
Claeys & Engels' discrimination team focuses on all forms of prohibited employment discrimination in all terms and conditions of employment. They study trends in emerging issues, types of claims, prevention methods, compliance tools, dispute resolution methods and recent litigation.

Data Protection & Privacy:
Claeys & Engels assists clients in becoming compliant with the General Data Protection Regulation. The firm's data protection team has developed a web-based tool that allows gathering the necessary information to conduct an audit on compliancy. Based on the input of the Data Mapping Tool, Claeys & Engels can draft a GDPR report with gap analysis and action plan and delivers the necessary documentation for clients and helps them with trainings and enrolling GDPR documentation. Claeys & Engels also advises on cross-border data transfer issues, monitoring of e-mail and internet use, the use of surveillance cameras and tracking systems and on investigations into inappropriate conduct of employees.

Health & Safety:
Claeys & Engels advises on occupational health and safety at work. The firm deals with legal aspects of work accidents, both in prevention to limit risks and in follow-up when accidents do happen.

Employee Representation & Social Elections:
Claeys & Engels advises on all rules governing the employee representative bodies within the company, including on social elections. Claeys & Engels also assists in negotiating and drafting company-level collective bargaining agreements and work rules. Claeys & Engels were pioneers in introducing court cases in the event of strikes and industrial disputes.

Unfair Competition & Intellectual Property:
Claeys & Engels advises on protection against unfair competition of employees, non-solicitation of customers and staff, confidentiality of information

Restructuring & Transfer of Undertaking:
The firm assists clients in preparing, budgeting and carrying out collective lay-offs. Claeys & Engels assists in information and consultation and collective negotiations in relation to company restructurings and transfers of undertakings, mergers and acquisitions, etc.

Pensions:
Claeys & Engels advises clients on their occupational pension plans. Attorneys draft company and industry-wide pension plan rules and other relevant documents in order to implement plan design changes and to comply with new legal and case law developments. Claeys & Engels advises on pension funds including Pan-European pension funds.

Social Inspections & Criminal Law:
Claeys & Engels deals with the criminal aspects of employment law and guides clients in administrative proceedings. The firm also defends companies and their executives before the criminal courts.

Public Sector:
Claeys & Engels assists public authorities and regulatory bodies in the management of their staff. In-depth knowledge of the private market employment and labour laws allows the firm to offer an innovative approach in its advice.

Corporate Governance:
Claeys & Engels assists clients with respect to executive contracts and company law issues that can arise in the HR context. The firm deals with the functioning of the general assembly, board of directors, and executive committee, and the appointment and dismissal of directors and managers. Claeys & Engels advises on liability of directors and executives and management equity participation as well as on the impact of corporate governance codes and laws.

PRACTICE AREAS
Hiring & Recruitment
Compensation & Benefits
Tax
Working Hours & Time Off
Mobility & Immigration
Discrimination
Data Protection & Privacy
Health & Safety
Social Elections
Employee Representation
Unfair Competition & Intellectual Property
Restructuring & Transfer of Undertaking
Pensions
Social Inspections & Criminal Law
Public Sector
Corporate Governance
Business
Termination of Employment

OFFICES

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Email: info@claeysengels.be

KORTRIJK: Ring Bedrijvenpark, Brugsesteenweg 255, B-8500
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LIÈGE: Parc d'Affaires Zénobe Gramme, Square des Conduites d'Eau 7, bâtiment H, B-4031
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Business:
Claeys & Engels deals with contracts with self-employed commercial partners (consultancy, agency, franchising, distribution, services etc.) and lease contracts.

Termination of Employment:
Claeys & Engels developed the calculation tool www.dismissal.be following the new dismissal law, which became effective for dismissals after 1st January 2014. Claeys & Engels pleads dismissal cases in all Belgian labour courts on a daily basis.

CMS

www.cms.law **tel:** +32 2 743 69 00 **fax:** +32 2 743 69 01

Managing Partner: Renaud Dupont
Number of partners: 27 Number of lawyers: 130

Firm Overview:
CMS Belgium is a full-service law firm, delivering expert, pragmatic, business-focused advice and innovative, industry-shaping solutions to its clients in Belgium, Luxembourg and beyond. With more than 130 lawyers in Brussels, Antwerp, and Luxembourg, the firm aims:

- To be the preferred provider of legal and tax services in Belgium and Luxembourg.
- To be innovative: CMS Belgium sees itself as more than just legal advisers. They are their clients' business partners, here not only to resolve current issues but to anticipate future challenges and innovate together to meet them.
- To build a long-term relationship with its clients, developing a genuine understanding of clients' businesses.

CMS Belgium offers integrated legal and tax services to a wide spectrum of private, semi-public and public companies, as well as private clients. They combine deep local market understanding with a global overview, giving them the ability not only to see what's coming, but to shape it. CMS lawyers are used to handle all of their clients' local and international projects with the same level of quality, as well as to form and coordinate local and cross-border teams. Their expertise is well recognised among local and international investors whom they advise.

Main Areas of Practice:

- Banking & Finance
- Commercial
- Competition & EU
- Consumer Products & Retail
- Corporate/M&A
- Data Protection & Information Security
- Dispute Resolution
- Employment & Pensions
- Energy & Climate Change
- Environment
- Funds
- Hotels & Leisure
- Infrastructure & Project Finance
- Insolvency & Restructuring
- Insurance
- Intellectual Property
- Life Sciences & Healthcare
- Private Equity
- Public Procurement
- Real Estate, Construction & Town Planning
- Tax
- Technology, Media & Communications (TMC)

CMS:
Founded in 1999, with more than 70 offices in over 40 countries, CMS is one of the most global law firms in the AmLaw Global Top 100. More than 4,800 legal professionals across the world work in sector-based teams and are trained in project management.

CMS lawyers are genuine experts in their fields, with a grasp of detail that is second to none. That depth of knowledge gives them the ability to anticipate challenges – and their collective experience gives them the ability to meet these challenges in innovative and sector-shaping ways.
From major multinationals and mid-caps to enterprising start-ups, CMS provides the technical rigour, strategic excellence and long-term partnership to keep each client ahead whatever its chosen markets. The uniquely collaborative structure means that every team is empowered to operate and innovate in ways that best meet clients' needs and the coming issues for local markets. It's an enterprising approach that's proven to yield great results.

CMS Offices (& Associated Offices):
Aberdeen, Abu Dhabi, Algiers, Amsterdam, Antwerp, Barcelona, Beijing, Beirut, Belgrade, Berlin, Bogotá, Bratislava, Bristol, Brussels, Bucharest, Budapest, Casablanca, Cologne, Dubai, Duesseldorf, Edinburgh, Frankfurt, Funchal, Geneva, Glasgow, Hamburg, Hong Kong, Istanbul, Johannesburg, Kyiv, Leipzig, Lima, Lisbon, Ljubljana, London, Luanda, Luxembourg, Lyon, Madrid, Manchester, Mexico City, Milan, Mombasa, Monaco, Moscow, Munich, Muscat, Nairobi, Paris, Podgorica, Poznan, Prague, Reading, Rio de Janeiro, Rome, Santiago de Chile, Sarajevo, Seville, Shanghai, Sheffield, Singapore, Skopje, Sofia, Strasbourg, Stuttgart, Tirana, Utrecht, Vienna, Warsaw, Zagreb and Zurich.

OFFICES

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Tel: +352 26 2753 1 Fax: +352 26 2753 53
Website: cms.law

CRESCO

www.crescolaw.com **tel:** +32 3 206 7510 **fax:** +32 3 206 7511

Managing Partners: David Dessers, Filip De Schouwer
Number of partners: 6 Number of lawyers: 20
Languages: *Dutch, English, French, German, Spanish, Arabic*

Firm Overview:
Cresco is a premier business law firm focused on providing business law advice and counsel to entrepreneurs, emerging, growth and established companies and various types of investors, including private equity investors, venture capitalists and strategic corporate investors. The firm combines international legal know-how with business expertise acquired through extensive in-house experience at leading companies active in a broad range of sectors and industries.

Main Areas of Practice:

Mergers & Acquisitions:
Cresco's M&A practice covers i.a. private equity, information technology, clean tech, life sciences, hospitality, real estate and infrastructure.
- Materialise (Nasdaq listed) in RS Scan acquisition
- Newtec and its shareholders in Singapore Technologies acquisition
- Borit and its shareholders in Weifu acquisition
- Dovesco in Netflow and Accel acquisitions
- Core Equity Holdings in dental buy-and-build acquisitions

Key Clients: Dovesco, SmartFin, imec, Gimv, Materialise, PMV and Fortino

Venture Capital & Private Equity:
Cresco has market-leading capabilities in private equity and venture capital matters including fund formation, capital raisings, (regulatory) compliance, and investments and divestments of portfolio companies.
- Formation and fundraising of various funds (Volta, Torus, Finindus, SmartFin, Novalis, Sweetwood)
- Represented funds in various investments in Belgium, The Netherlands, Turkey, Germany, United Kingdom, USA, Indian and Middle East

Key Clients: imec, Qbic, Volta, Torus, Finindus, SmartFin, Novalis, Sweetwood, Fortino, PMV and Gimv

Emerging & Growth Companies Practice:
Cresco represents entrepreneurs, start-ups, emerging and growth companies, in the realization of their plans and ideas, fundraisings and organising their day-to-day business.
- Skipr and Lab Box in strategic Belfius investment and commercial collaboration
- Pharrowtech, Micledi and Pulsify, imec spin-offs, in their Series A investment rounds
- Droia, Polaris, Alsa and Pfizer in Montis venture capital investment

Key Clients: Teamleader, Twikit, Skipr, Sentiance, Keyrock, Nodalview

IP/IT & Innovation:
Cresco structures brand protection, corporate partnering and strategic alliance transactions, ecosystem design, R&D deals and co-ownership agreements, group IP structuring and licensing arrangements, outsourcing arrangements, OEM agreements.
- Co.station in the design, structuring and implementation of various sector-specific ecosystems
- Numerous start-ups and scale-ups in their commercial collaborations with research institutions and corporates
- Various investment funds with the analysis of the IP portfolios of target companies

Key Clients: Elia, imec, Twikit, Silverfin, Spacewell, Sentiance, Flemish government, Board of Innovation, Circular Systems, Skipr, Co.station

Dispute Resolution:
Cresco advises and represents entrepreneurs and large corporates in a wide range of corporate and commercial disputes. Risk management and efficient dispute resolution in litigation or arbitration are key to the practice.
- Former) shareholders and directors on post- acquisition claims
- Software developers or their clients on licensing agreements and OEM agreements
- Directors and shareholders on all matters of corporate litigation, and regarding companies in distress
- Manufacturers and distributors on commercial disputes (agency, franchise, distribution, etc.)
- Real estate owners on all matters of (commercial) lease, sale and purchase, etc.
- Financial service providers and (technology) lease companies on matters relating to debt recovery and property management
- Bio- and life science companies on matters relating to risk assessment and IP-conflict management

Real Estate:
Cresco delivers innovative, creative and practical legal services for the full spectrum of real estate needs.
- Eoluz in drafting and negotiation of complex framework agreement for engineering, procurement and construction of PV plants
- Flemish Government in negotiations and litigation against a public housing company
- Belgian Government in negotiations regarding a series of lease agreements
- Skilpod, an industry specialist in movable living and living working spaces in a financial and real estate transaction with several outside investors
- BRIXadvice, a specialist in logistics and security solutions within production and distribution, regarding the implementation of an online platform for warehouses

Key Clients: Belgian and Flemish government, Percassi, Eoluz, Comics Station Antwerp, MUCC, WannaWork, March, Skilpod, BRIXadvice

Complex Commercial Agreements:
By combining industry knowledge, technology acumen and strategic business expertise, Cresco assists entrepreneurs, start-ups, emerging and growth companies, on complex commercial agreements and their day-to-day business.
- Percassi (world leader in retail development and major real estate projects) with the drafting and negotiation of complex retail agreements in city centres, shopping centres and railway stations in the Benelux
- SettleMint with the drafting of its standard terms in various commercial relationships
- DeltaQ with the structuring, negotiation and drafting of its standard terms in various commercial relationships
- Spacewell with the structuring, negotiation and drafting of its standard terms in various commercial relationships

Key Clients: Percassi, Eoluz, Settlemint, DeltaQ, Spacewell, Board of Innovation

Corporate Venturing:
Cresco regularly represent emerging companies or corporates in structuring their nonequity and equity based corporate venturing transactions.
- Co.station in the design, structuring and implementation of various sector-specific ecosystems
- Corporates in the design, structuring and implementation of corporate partnering strategies
- Numerous start-ups and scale-ups in their commercial collaborations with research institutions and corporates

Key Clients: KBC Group, Elia, Lineas, Orsi, 9.5 Magnitude Ventures, imec.xpand

PRACTICE AREAS
Mergers & Acquisitions
Venture Capital & Private Equity
Entrepreneur & Executive Counseling
Emerging & Executive Counseling
Emerging & Growth Companies Practice
Operational Legal Support
Complex Commercial Agreements & Partnering
Intellectual Property & Innovation Counseling
Dispute Resolution
Real Estate

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CROWELL & MORING LLP

www.crowell.com **tel:** +1 202 624 2500 **fax:** +1 202 628 5116

Chair: Philip T. Inglima
Number of partners worldwide: 218 Number of lawyers worldwide: 560
Number of partners in Brussels: 8 Number of lawyers in Brussels: 30

Firm Overview:
Crowell & Moring LLP is an international law firm with approximately 550 lawyers representing clients in litigation and arbitration, regulatory, and transactional matters. The firm is internationally recognised for its representation of Fortune 500 companies in high-stakes litigation, as well as its ongoing commitment to *pro bono* service and diversity, equity and inclusion.

Brussels Practice:
Crowell & Moring's Brussels office has a strong domestic and European practice that serves clients in Belgium and across numerous European jurisdictions. It is an interdepartmental office, each partner having their own individual areas of focus. It provides a full range of legal services across a spectrum of technological and commercial fields and is well respected for its dispute resolution capabilities.

Crowell & Moring Brussels offers practical, commercial solutions to local and international clients, serving as a one-stop shop for those faced with Europe's multiple legal jurisdictions and regulatory requirements. The Brussels practice is supported internationally by Crowell & Moring colleagues in the US, London, MENA, and Asia, and can rely on a well-established network of other local lawyers across Europe.

Brussels Office Industry Focus:
The main industry focuses are pharmaceuticals and life sciences, and technology, media and telecommunications (TMT). Other sectors include: automotive, betting and gambling, chemicals, consumer products, financial and insurance services, information technology, e-commerce and internet, and entertainment.

PRACTICE AREAS
Competition/European Law
Competition Domestic (Belgian)
Compliance
Corporate & Commercial
Dispute Resolution (Litigation & Trial)
Employment
Intellectual Property
International Dispute Resolution
International Trade/WTO
Life Sciences
Privacy & Data Protection
TMT

OFFICES

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INTERNATIONAL OFFICES
Doha, London, Los Angeles, New York, Orange County, San Francisco, Shanghai, and Washington, D.C.

Main Areas of Practice:

Competition/Antitrust:
The EU competition practice has extensive experi- ence in merger control, damages litigation, abuse of dominance proceedings, state aid, compliance programs/training and IP/antitrust issues. The domestic Belgian practice is well established, and more than 30 US antitrust lawyers provide international support.

Compliance:
Several different Brussels practices combine to help clients negotiate the often complex requirements they must satisfy in order to comply with laws relating to competition, data protection, whistleblowing, corporate, and employment.

Corporate, Commercial & Employment:
The Belgian corporate, commercial and employment practices help companies set up, manage, structure and develop their business in Europe. They advise on business formation, transactional matters and restructuring, as well as mergers and acquisitions. All types of contracts and disputes are handled, as are employment issues such as individual litigation, complex collective labour, social security, and HR data protection issues.

EU Regulatory:
The EU regulatory practice has a particular focus on IP, IT, life sciences, telecommunications and the media. It helps clients identify and manage the numerous regulatory requirements that affect their business, both on a national and international level. The practice advises on product-related issues, and broader issues such as data protection regulation.

Intellectual Property:
With skill and experience across the full range of IP disciplines, the Brussels IP practice focuses on patent litigation, trademarks, designs, TMT, trade secrets and copyright. The practice advises on IP portfolio management and is well known for its litigation and arbitration capabilities. International support is provided by more than 60 US IP colleagues. The firm's IP practice is one of the largest and best respected in Belgium.

International Dispute Resolution:
Crowell & Moring lawyers counsel clients in complex arbitrations, with a particular focus on matters involving intellectual property, information technology and the internet. The firm has represented clients in procedures before such bodies as the International Chamber of Commerce and the Belgian Arbitration and Mediation Center. Several firm lawyers have themselves been appointed as arbitrators or mediators in international and local ADR proceedings.

International Trade/WTO:
The EU international trade practice works closely with colleagues across the firm to advise global businesses on managing risk and seizing opportunities. The firm is a leader in the export control and sanctions law area and has extensive experience in the fundamentals of import and export law regimes. The practice has particular knowledge of Brexit-related issues and prides itself on global, integrated advice for all businesses facing challenges in multiple jurisdictions, with the goal of helping them trade goods and services, open new markets, and settle disputes. The practice works closely with the firm's subsidiary, C&M International, to craft government policies for countries.

Litigation & Trial:
Dispute resolution is an essential component across all the Brussels practices. The Brussels partners are widely acclaimed for their innovative, persistent and often groundbreaking approach to handling crucial matters for their clients across industries. The firm has extensive courtroom experience (both before the Belgian courts and before the Court of Justice of the European Union), with a focus on resolving disputes quickly and effectively.

Privacy & Data Protection:
Crowell & Moring Brussels has been closely monitoring EU and Belgian developments in privacy and data protection regulation for the last 20 years. Working in close collaboration with Crowell & Moring US colleagues, and supported by a number of experienced data protection lawyers across Europe, the Belgian team provides cross-industry support in this important area.

Contacts:
- **Competition/European Law:** Thomas De Meese, Karel Bourgeois
- **Competition: Domestic (Belgian):** Thomas De Meese, Karel Bourgeois
- **Compliance:** Thomas De Meese, Karel Bourgeois, Emmanuel Plasschaert, Maarten Stassen, Frederik Van Remoortel
- **Corporate, Commercial, Employment:** Emmanuel Plasschaert, Frederik Van Remoortel
- **Dispute Resolution (Litigation & Trial):** Kristof Roox, Thomas De Meese, Emmanuel Plasschaert, Jan-Diederik Lindemans, Vassilis Akritidis, Karel Bourgeois
- **Intellectual Property:** Kristof Roox, Jan-Diederik Lindemans
- **Life Sciences:** Kristof Roox, Jan-Diederik Lindemans
- **TMT:** Thomas De Meese, Jan-Diederik Lindemans
- **International Trade/WTO:** Vassilis Akritidis
- **Privacy & Data Protection:** Maarten Stassen, Frederik Van Remoortel, Emmanuel Plasschaert

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DENTONS

www.dentons.com

Global CEO: Elliott Portnoy
Global Chairman: Joe Andrew
Africa CEO: Noor Kapdi
Australasia CEO: Doug Stipanicev
Canada CEO: Beth Wilson
China CEO: Yunwang Ping
Europe CEO: Tomasz Dabrowski
Latin America and the Caribbean CEO: Jorge Alers
ASEAN CEO: Gerald Singham
UKIME CEO: Paul Jarvis
US CEO: Mike McNamara
Number of lawyers: 11,000+ in over 70 countries

OFFICES
Dentons' clients now benefit from more than 11,000+ lawyers in over 70 countries
Website: www.dentons.com

Firm Overview:
Dentons is the world's largest law firm, connecting talent to the world's challenges and opportunities in more than 75 countries. Dentons' legal and business solutions benefit from deep roots in our communities and award-winning advancements in client service, including Nextlaw, Dentons' innovation and strategic advisory services. Dentons' polycentric and purpose-driven approach, commitment to inclusion and diversity, and world-class talent challenge the status quo to advance client and community interests in the New Dynamic. www.dentons.com

Main Areas of Practice:
Dentons' lawyers and professionals provide services in the following practice disciplines and industry sectors:

Corporate & M&A:
With a corporate practice that encompasses multibillion-dollar purchases of public companies, corporate governance and formation, venture and private equity investing, compliance and operations, and alliances and breakups in virtually every corner of the world, Dentons' scope and reach is as broad as the universe of corporate interests.

Real Estate:
The real estate practice at Dentons is the largest in the world, and advises real estate owners, investors and lenders on some of the most complex development, acquisition, disposition, debt and equity transactions undertaken in today's market. Dentons' hotels and leisure practice is consistently ranked among the best in the world.

Banking & Finance:
Dentons covers every aspect of banking and capital markets transactions and regulation in the world's leading financial centres. Dentons helps clients access and invest new sources of capital, develop and use financial products, structure financing transactions, comply with regulations, respond to investigations and resolve disputes.

Energy:
Dentons has one of the world's leading energy practices, covering North America, Europe, Africa, Asia and the Middle East. Dentons guides clients on strategy, market entry, transactions, political and regulatory issues and dispute resolution. Its clients include oil majors, independents, distributors, power generators and utilities, financial institutions, public entities and large customers, new energy and old.

Insurance:
Dentons' lawyers represent global insurers on their most significant coverage claims, financial litigation and regulatory investigations. Dentons' litigators are renowned for handling class actions challenging insurer business practices and disputes over the consequences of natural and man-made catastrophes, such as Hurricane Katrina and the World Trade Center.

Litigation, Dispute Resolution & Arbitration:
Dentons' highly reputable litigation and dispute resolution lawyers are particularly well known for helping clients resolve disputes in energy, construction and engineering, banking, restructuring and insolvency, life sciences and retail. The team is also highly experienced in EU trade disputes, investigations and international arbitration.

Restructuring, Insolvency & Bankruptcy:
Dentons' teams formulate strategies that result in the optimal solution for trustees, bondholders, investors, traders, debtors, creditors and creditor committees around the world as it pursues claims for clients through negotiation and litigation.

Intellectual Property & Technology:
Dentons' lawyers identify, protect and help commercialise IP in the most highly developed markets — and in jurisdictions where IP laws and enforcement are still evolving. Dentons' lawyers and technical/scientific advisors represent global corporations, academic and research institutions, inventors and artists, venture capital firms and others invested in patents, trademarks, copyrights and proprietary property.

Tax:
With experience in worldwide jurisdictions, Dentons provides comprehensive tax advice to individuals, private companies, multinationals and other entities on tax planning, compliance, M&A structuring tax-advantaged investing, transfer pricing, disputes with tax authorities and more.

Competition & Antitrust:
Dentons provides legal advice and judicial assistance in all aspects of national and EU competition law, consumer law, state aid, tender procedures and regulatory issues. Clients receive tailored, industry-focused advice on complex litigation, investigations by competition authorities, merger control, competition compliance, or commercial arrangements.

Practices & Sectors:
Aboriginal Law (Canada); arbitration; automotive; aviation and aerospace; banking and finance; cannabis; capital markets; communications; competition and antitrust; construction; corporate; corporate governance; defense and space; employment and labor; energy; environment and natural resources; family office and high net worth; financial institutions; forest products and agribusiness; franchising and distribution; gaming; government; government contracts (US); hotels and leisure; immigration; infrastructure and PPP; insurance; intellectual property and technology; life sciences and health care; litigation and dispute resolution; luxury, fashion and beauty; manufacturing; media, entertainment and sports; mergers and acquisitions; mining; native American law and policy (US); notary services; pensions, benefits and executive compensation; privacy and cybersecurity; private equity; professional services; project development; public international law; public law; public policy and regulation; public procurement; real estate; restructuring, insolvency and bankruptcy; retail; securities and corporate finance; tax; technology; trade, WTO and customs; transportation; trusts, estates and wealth preservation; venture technology and emerging growth companies; white collar and government investigations.

大成 DENTONS

EUBELIUS

www.eubelius.com **tel:** +32 2 543 31 00 **fax:** +32 2 543 31 01

Managing Partner: Matthias Wauters
Number of partners worldwide: 22 Number of other attorneys worldwide: 140

Firm Overview:
Eubelius is Belgium's largest independent law firm, with offices in Brussels, Kortrijk and Antwerp. The firm's 22 partners, 17 (senior) counsels and more than 100 associates offer counselling and representation on Belgian and European law. The firm has privileged working relationships with outstanding independent law firms in many foreign jurisdictions, and a significant proportion of their work is cross-border (both inbound and outbound). The practice has a strong national and international focus. The firm serves a very diverse client base, ranging from Fortune 500 multinationals to local entrepreneurs, a large number of companies with public law status, and numerous Belgian companies which are part of large international groups. Eubelius represents all Belgian language communities and handles matters in English, Dutch, French and German.

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Main Areas of Practice:

Banking & Finance:
- Financial Transactions
- Financial Services & Regulation
- Financial Litigation
- Insurance Regulation

Capital Markets & Listed Entities:
- Capital Markets Transactions, Public M&A
- Governance & Regulatory Matters

Commercial & Consumer Protection:
- Commercial Law
- Commercial Practices & Consumer Protection

Competition:
- Implementation of distribution systems and other forms of cooperation agreements
- Merger Clearance
- State Aid Matters
- Compliance & Audit Services
- Competition Litigation
- Investigations by competition authorities

Corporate & M&A:
- Mergers & Acquisitions
- Private Equity & Venture Capital
- Corporate Advisory Services
- Restructuring & Insolvency
- Associations, foundations and not-for-profit organisations

Criminal Enforcement & Compliance

Digital & Data Protection:
- Contracts
- E-commerce
- Privacy & HR issues
- Data Security & Cybercrime
- Technology & Transactions
- Data Protection

Dispute Resolution & Litigation

Employment:
- Individual Labour Relations
- Collective Labour Relations
- Compensation & Benefits
- Well-being at work, equal treatment and privacy issues at the workplace
- Start-ups, Restructurings, Mergers & Acquisitions
- Employment law in the public sector
- Self-Employed Status and Management Contracts
- Social Security
- Litigation & Social Inspections

Energy:
- Regulatory Advice
- Dispute Resolution
- Mergers & Acquisitions
- Energy Project Development
- Energy Contracts

Estate Planning & Family Businesses:
- Property Management
- Property Planning
- Liquidation of Estates
- Property Planning Structures
- Family Businesses

Healthcare:
- Cooperation in the Healthcare Industry
- Mergers & Acquisitions in the Healthcare Industry
- Structuring & Financing of Healthcare Industry
- Employment in the Healthcare Industry
- Public Law & Institutional Advice

Intellectual Property

Liability & Insurance

Life Sciences:
- Assistance with the creation and follow-on financing rounds
- Assistance Upon Exit
- Capital Markets (including IPO)
- Internal Governance
- Employee Incentive Plans

Mobility:
- Assistance with transactions
- Drafting of Legislation
- Regulatory Advice
- Dispute Resolution & Litigation

Pensions:
- Pensions
- Benefits

Public & Administrative:
- Public Procurement & Government Contracts
- Environmental & Energy Law
- Constitutional Law
- Organising and structuring of public institutions and services
- Legal status of personnel in public bodies
- General Administrative Law

Public-Private Partnership:
- Public & Administrative Law
- Contract & Insurance Law
- Corporate & Banking & Finance Law
- Tax Law
- European Law
- Property Law
- Civil & Administrative Litigation

Real Estate:
- Structuring
- Regulatory Advice
- Capital Markets
- Dispute Resolution
- Public-Private Partnerships
- Environmental & Administrative Law

Restructuring & Insolvency

State-Owned Enterprises:
- Structuring & Transactions
- Management Contracts
- Specific Legislation
- Public Procurement
- Personnel
- Governance
- State Aid & ESA
- Regulatory Advice

Tax:
- M&A Structuring
- Fund Structuring
- Real Estate Taxation
- Tax Disputes
- Taxation of non-profit organisations
- Estate Planning

eubelius
advocaten avocats attorneys

EVERSHEDS SUTHERLAND CVBA

www.eversheds-sutherland.com/belgium **tel:** +32 2 737 9340 **fax:** +32 2 737 9345

Firm Overview:

Eversheds Sutherland represents the combination of two firms with a shared culture and commitment to client service excellence. Both firms are each known for their commercial awareness and industry knowledge and for providing innovative, tailored solutions for every client.

Increasing globalisation has changed the nature of business. It has also changed the type of advice clients need. Eversheds Sutherland was formed with this in mind. As clients expand globally, Eversheds Sutherland is with them. Lawyers around the globe are united by Eversheds Sutherland's vision, values and understanding of its clients' businesses and their needs. They provide legal advice of the highest quality whether they are operating within country or across borders from the firm's 68 offices in 32 countries across Africa, Asia, Europe, the Middle East and the United States.

Eversheds Sutherland considers every opportunity and issue with the same energy and creative, proactive approach. This can involve developing efficient structures for business transactions, devising novel case strategies in litigation and being at the forefront of new legal developments. The firm also offers a unique project management approach that enables it to deliver complex, multi-jurisdictional legal services through a single point of contact, providing efficiency and certainty for its clients.

Above all, Eversheds Sutherland listens to its clients. The firm's solutions-oriented, service-led approach attracts clients faced with issues and opportunities that demand in-depth understanding of business, specific industry knowledge and the ability to manage substantial matters across borders.

GLOBAL OFFICES

UNITED KINGDOM AND IRELAND

Belfast, Birmingham, Cambridge, Cardiff, Dublin, Edinburgh, Ipswich, Leeds, London, Manchester, Newcastle, Nottingham

CONTINENTAL EUROPE

Amsterdam, Berlin, Berne, Bratislava, Brussels , Bucharest, Budapest, Dusseldorf, Geneva, Hamburg, Hämeenlinna, Helsinki, Jyväskylä, Luxembourg, Madrid, Milan, Moscow, Munich, Oulu, Paris, Prague, Riga, Rome, Rotterdam, Stockholm, St. Petersburg, Tallinn, Tampere, Turku, Vienna, Vilnius, Warsaw, Zurich

AFRICA, ASIA, MIDDLE EAST AND US

Abu Dhabi, Amman, Atlanta, Austin, Baghdad, Beijing, Brunei Darussalam, Chicago, Doha, Dubai, Durban, Erbil, Hong Kong, Houston, Johannesburg Bryanston, Johannesburg Melrose Arch, Mauritius, New York, Riyadh, Sacramento, San Diego, Shanghai, Singapore, Tunisia, Washington DC

Main Areas of Practice:

The firm's main product areas are: commercial and IT; competition, EU and trade; corporate/M&A/capital markets; employment, energy and infrastructure; finance, financial services/investment products; insurance; intellectual property; litigation; pensions and benefits; real estate and tax.

Market Sectors:

Eversheds Sutherland provides high quality, commercially focused advice because its people are immersed in their chosen sectors. This broad industry knowledge encompasses automotive; capital markets; construction and engineering; consumer; diversified industrials; education; energy, environmental and commodities; financial services; health; hospitality; insurance; natural resources; pensions; private equity; public sector; real estate; sport; timber and forest products; technology, media and telecoms and transport.

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EVERSHEDS SUTHERLAND

JANSON

www.janson.be **tel:** +32 2 675 30 30 **fax:** +32 2 675 30 31

Managing Partner: Jean-Nicolas Pardon
Number of partners: 31 Number of lawyers: 99
Languages: *French, Dutch, English, German, Spanish*

Firm Overview:

Janson is one of Belgium's largest independent full-service law firms. The firm was founded in 1950 and has offices in Brussels, Ghent, Nivelles and Mons. Throughout its expansion, Janson has remained independent from other national or international law firms. The firm does, however, cooperate on a daily basis with various top-tier law firms from other jurisdictions. Janson provides all types of business law services and is highly experienced in national and international dispute resolution and litigation. Several of the firm's partners are regularly appointed as arbitrators or are deputy-judges at the Belgian Courts.

All of the partners and associates master at least two languages (Dutch, French and English). A number of them is also fluent in German and Spanish. Janson has a very close link with the Academic world. Several of its partners and senior associates teach at University law schools, have authored books and articles or are members of editorial boards of one or more legal journals. The firm's clients are amongst others active in energy, technology, real estate, (tele)communication, finance, fashion, luxury, automotive, environment and health. The firm assists Belgian and foreign clients, companies as well as public authorities, funds and (international) non-profit associations.

PRACTICE AREAS

Arbitration
Banking & Finance
Commercial & Company Law
Construction Law
Distribution Law
Energy, Climate Change & Mobility
Estate Planning
EU Law & Competition Law
Insolvency & Restructuring
Insurance & Liability Law
Intellectual Property & Information Technology
Employment
Mergers & Acquisitions
Public & Administrative Law
Real Estate
Tax
White Collar Crime

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Main Areas of Practice:

Public & Administrative Law:
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Banking & Finance:
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Insolvency & Restructuring:
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White Collar Crime:
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Commercial & Company Law:
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Construction Law:
Partners: 5, fee earners: 8
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Email: jn.pardon@janson.be

Distribution Law:
Partners: 2, fee earners: 2
Contact: Laurent du Jardin
Tel: +32 2 675 30 30
Email: l.dujardin@janson.be

Energy, Climate Change & Mobility:
Partners: 2, fee earners: 6
Contact: Guy Block
Tel: +32 2 675 30 30
Email: g.block@janson.be

Insurance & Liability Law:
Partners: 1, fee earners: 5
Contact: Paul-Henry Delvaux
Tel: +32 2 675 30 30
Email: ph.delvaux@janson.be

Intellectual Property (IP), Information Technology (IT) & Trade Practices:
Partners: 3, fee earners: 3
Contact: Mireille Buydens
Tel: +32 2 675 30 30
Email: m.buydens@janson.be
Contact: Hans Dhondt
Tel: +32 9 240 77 20
Email: h.dhondt@janson.be

Employment:
Partners: 2, fee earners: 3
Contact: Johan Kerremans
Email: j.kerremans@janson.be
Tel: +32 2 675 30 30

Mergers & Acquisitions:
Partners: 2, fee earners: 5
Contact: Marc Dalle
Tel: +32 2 675 30 30
Email: m.dalle@janson.be

Real Estate:
Partners: 8, fee earners: 12
Contact: Jean-Nicolas Pardon
Tel: +32 2 675 30 30
Email: jn.pardon@janson.be
Contact: Didier Bracke
Email: d.bracke@janson.be

Tax:
Partners: 2, fee earners: 1
Contact: Frédéric Fosseur
Tel: +32 2 675 30 30
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Dispute Resolution:
Partners: 11
Contact: Dominique Blommaert
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Email: d.blommaert@janson.be
Contact: Cédric Alter
Tel: +32 2 675 3030
Email: c.alter@janson.be

EU Law & Competition Law:
Partners: 2, fee earners: 2
Contact: Bruno Lebrun
Tel: +32 2 675 30 30
Email: b.lebrun@janson.be

LAURIUS

www.laurius.be **tel:** +32 3 260 88 00 **fax:** +32 3 260 88 10

Managing Partner: Dirk Wellens
Number of partners: 5 Number of other lawyers: 20
Languages: *Dutch, English, French*

Firm Overview:
Laurius is a premier business law firm with offices in Antwerp and Brussels, assisting both domestic and international clients across a variety of industry sectors. Laurius' team is best known for its proactive and creative approach and shows high personal commitment, knowhow and client service.

Main Areas of Practice:

Corporate, M&A & Private Equity:
2 partners, 7 fee earners based in Antwerp and Brussels
Laurius assists domestic and international clients, offering local expertise on all aspects of public and private corporate transactions. The corporate lawyers have acted in a wide range of transactions, including mergers, acquisitions, leveraged buy-outs, private equity, venture capital transactions, corporate restructuring, divestitures, joint ventures and strategic alliances.
Partners: Dirk Wellens & David Ryckaert
Contact: Dirk Wellens - +32 3 260 88 00
Email: dirk.wellens@laurius.be

Management Counselling:
2 partners, 7 fee earners based in Antwerp and Brussels
Laurius has market-leading experience and has developed specific know-how on the negotiation and implementation of management incentive schemes in prominent LBO transactions.
Partners: David Ryckaert & Dirk Wellens
Contact: David Ryckaert - +32 2 313 87 87
Email: david.ryckaert@laurius.be

Litigation, Arbitration, Dispute Resolution:
2 partners, 7 fee earners based in Antwerp
Laurius handles business to business litigation for both domestic and international clients across a variety of industry sectors, including IT, precious metals, healthcare, dredging and marine engineering, chemicals, manufacturing and food and beverage, energy, as well as work for individuals. The firm has specific and extensive expertise in shareholders' disputes, post-acquisition disputes, asset recovery, banking and financial law disputes, commercial disputes related to agency, distribution, supply and IT agreements and complex litigation in general.
Partners: Bert Luyten & Karen Vermaere
Contact: Bert Luyten - +32 3 260 88 00
Email: bert.luyten@laurius.be

Real Estate:
1 partner, 2 fee earners based in Brussels
Laurius has comprehensive experience, expertise and market knowledge in transactions involving retail property, warehouses and industrial real estate, student accommodation, senior care real estate, offices, hotels, car parks and residential properties. Laurius assists clients in negotiating and drafting agreements for the transfer of real estate and of real estate companies and also ensures real estate due diligence. Laurius takes care of the redaction of lease contracts and provides advice with respect to real estate structuring and property rights, regarding joint ventures and real estate financing and represents client's interests in real estate litigation.
Partners: Michael Bollen
Contact: Michael Bollen - +32 2 313 87 87
Email: michael.bollen@laurius.be

Commercial:
1 partner, 2 fee earners based in Antwerp
Laurius has market-leading experience in drafting commercial and partnership agreements including agency, distribution and licensing agreements.
Partners: Karen Vermaere
Contact: Karen Vermaere - +32 3 260 88 00
Email: karen.vermaere@laurius.be

Estate Planning:
1 partner, 2 fee earners based in Antwerp
Laurius advises on the structuring, management and transfer of family assets and assists in the context of inheritance planning and succession disputes.
Partners: Dirk Wellens
Contact: Dirk Wellens - +32 3 260 88 00
Email: dirk.wellens@laurius.be

PRACTICE AREAS
Corporate, M&A & Private Equity
Management Counselling
Litigation, Arbitration, Dispute Resolution
Real Estate
Commercial
Estate Planning

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Partners:
Bert Luyten – Antwerp
Dirk Wellens – Antwerp
David Ryckaert – Brussels
Michael Bollen – Brussels
Karen Vermaere – Antwerp

Fee Earners:
Arnaud Vanitterbeek – Brussels
Bob Roels – Antwerp
Philippe Loix – Brussels
Eline Verelst – Antwerp
Gerrit Hendrikx– Antwerp
Stephanie Joris – Antwerp
Ayse Özkan – Antwerp
Lancelot Clément de Cléty
Matthias Verschaffel – Antwerp
Rainier Van Ghyseghem – Antwerp
Zeno Vanregemorter – Antwerp
Sandro Christiaens – Brussels
Charlotte Wilmssen – Antwerp
Quinten Helsen – Antwerp
Lucas Van Geel – Antwerp

LAURIUS
ANTWERP – BRUSSELS

LIEDEKERKE WOLTERS WAELBROECK KIRKPATRICK

www.liedekerke.com **tel:** +32 2 551 15 15 **fax:** +32 2 551 14 14

Chairman of the Board: Yves Delacroix
Managing Partner: Vincent Busschaert
Number of partners worldwide: 35 Number of other lawyers worldwide: 98
Languages: *Dutch, English, French, German, Italian, Spanish*

OFFICES

BELGIUM

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UNITED KINGDOM

LONDON: 33 Sun Street, EC2M 2 PY
Tel: +44 207 151 0360 Fax: +44 207 151 0370

Firm Overview:

Liedekerke Wolters Waelbroeck Kirkpatrick is one of Belgium's foremost business law firms. Based in Brussels, with a London office since November 2007, and independent since its creation in 1965, the firm has established its international reputation upon a unique experience and an unchallenged expertise, which it has acquired in all areas of business law.

Liedekerke has clients active in a broad range of industries, to which it offers first-rate, creative and personalised full-service advice. The firm has a strong advisory practice based on sector expertise and an in-depth knowledge of Belgian and European law. In addition and as an essential complement to its advisory activities, it represents clients in complex litigations before national, European and international courts, both judicial and arbitral, the Court of Cassation, the Council of State and the Belgian Constitutional Courts. Liedekerke is commonly recognised for its ability to quickly mobilise competent, flexible and multidisciplinary teams anywhere.

Main Areas of Practice:

- Administrative and public
- Aviation and transport
- Banking and insolvency
- Commercial contracts
- Competition and European law
- Corporate and M&A
- Energy
- Environment
- Finance
- Fraud and white-collar crime
- IT and telecommunications
- Insurance and liability
- Intellectual property
- Labour and employment
- Litigation and arbitration
- Public international law
- Public procurement and Public Private Partnerships
- Real estate
- Tax
- Trade practices and consumer law
- Zoning and planning

International Work:

Since its foundation, Liedekerke has enjoyed an important international client base. The firm has long been developing relations with top-grade world corporations and foreign law firms. From Brussels and from London, Liedekerke guarantees its clients collaboration with the best local experts abroad. Through international connections, the firm offers efficient assistance in cross-border transactions and litigation. Liedekerke has always been actively involved in the various areas of European Union Law, International Law, including international economic law, human rights law and international criminal law.

Clients:

Liedekerke advises and represents domestic, foreign and multinational companies in the financial, property, industrial and service sectors, as well as public authorities, international organisations, charities and private clients. Liedekerke is committed to developing its relationships with major international corporations and leading foreign law firms.

Liedekerke
wolters
waelbroeck
kirkpatrick

LOYENS & LOEFF

www.loyensloeff.be **tel:** +32 2 743 43 43 **fax:** +32 2 743 43 10

Managing Partner: Marc Vermylen
Number of partners: 104 worldwide, 10 in Belgium
Number of fee-earners: 947 worldwide, 108 in Belgium

Firm Overview:

As a leading firm, Loyens & Loeff is the logical choice for a legal and tax partner if they do business in, or from, the Netherlands, Belgium, Luxembourg and Switzerland, the firm's home markets. People can count on personal advice from any of its advisers based in one of the firm's offices in the Benelux, Switzerland as well as in key financial centres around the world. Thanks to its full-service practice, specific sector experience and thorough understanding of the market, its advisers comprehend exactly what its clients need.

Each problem requires a customised solution. The firm's pragmatic approach and drive to devise innovative solutions allow its advisers to effectively address the demands of its clients' domestic and international businesses. Thanks to the firm's broad range of legal experience, know-how and the size of its practices, lawyers can offer top-level advice, locally and internationally. Loyens & Loeff is committed to meeting client needs at the highest quality level and in the most efficient way. Loyens & Loeff puts people at the heart of the business and applies the highest professional standards in everything it does. With its solution-driven approach, it is a trusted partner for its clients. These values are the basis of the firm's culture. It offers a challenging work environment and equal opportunities for all employees. Loyens & Loeff is mindful of the environment and helps charities through the support and knowledge of its employees.

Main Areas of Practice:

- Banking & Finance
- Commercial Law
- Competition & Regulatory
- Corporate/M&A
- Data Protection & Privacy
- Dispute Resolution
- Employment Law & Benefits
- Family Owned Business & Private Wealth
- Information, Communication & Technology
- Intellectual Property
- International Trade
- Investment Management/Funds
- Litigation, Arbitration & Mediation
- Public Law
- Private Equity
- Procurement
- Project Finance
- Real Estate
- Regulatory
- Restructuring & Insolvency
- Tax
- VAT & Customs

Sectors:

- Automotive
- Energy
- Healthcare
- Insurance
- Pharmaceuticals & Life Sciences
- Real Estate

Topics:

- Base Erosion and Profit Shifting (BEPS)
- Brexit
- Corporate Governance
- Corporate Investigations, Compliance & Business Crime Defence
- Class actions
- EU General Data Protection Regulation (GDPR)
- International Arbitration
- State Aid
- Tax Compliance
- Transfer Pricing

Region Teams: 13

International Work:

Independent & International:
As a fully independent law firm, Loyens & Loeff is excellently positioned to coordinate international tax and legal matters. The firm has a network of offices in major financial centres, staffed with specialists in Dutch, Belgian, Luxembourg and Swiss law. Through these offices, clients have access to Loyens & Loeff 's full-service legal expertise in their own time zone. The firm's office network is complemented by its numerous region teams, all of which are experienced in structuring investments all over the world. It's this winning combination that enables the firm to assist international clients in the most efficient of ways. Moreover, the firm is on excellent terms with other leading independent law firms and tax consultants. That way, Loyens & Loeff guarantees its clients top-level advice in every part of the world.

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Contact: xavier.clarebout@loyensloeff.com
Contact: imme.kam@loyensloeff.com

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Contact: beat.baumgartner@loyensloeff.com
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Contact: marc.klerks@loyensloeff.com (Tax)

UNITED STATES

NEW YORK:
Tel: +1 212 471 9338 Fax: +1 212 471 9365
Contact: vincent.van.der.lans@loyensloeff.com

LOYENS & LOEFF

LYDIAN

www.lydian.be **tel:** +32 2 787 90 00 **fax:** +32 2 787 90 99

Managing Partner: Hugo Keulers
Number of partners: 13 Number of lawyers: 85
Languages: *Dutch, English, French, German, Spanish*

Firm Overview:

Lydian is a full-service Belgian business law firm with an Anglo-Saxon approach to practising law. Through a fine blend of transactional law expertise and litigation skills, the firm delivers straight to-the-point solutions that add true value.

Lydian listens to what is important and provides practical and personalised advice in a constantly changing world. That requires fresh thinking and tech savviness combined with proven experience. The firm believes that when knowledge travels, opportunities arise. It thinks client-focused, acts fast and speaks frankly in a language that you understand. Lydian makes sense, not nonsense. Expect accessible personalities, open minds and a pragmatic bullet point approach.

From its offices in Brussels, Antwerp and Hasselt, Lydian works as an extension of your team. Its lawyers cherish a close client-lawyer relationship, while their sophisticated approach outperforms the service of many competitors. Lydian believes in integrity, authenticity and consistency.

The firm's mission is to find solutions through excellent legal insight and strong business instinct. That is how it exceeds expectations, delivers consistent results and forges long-term relationships with industry leaders.

Main Areas of Practice:

Commercial & Litigation:
The firm's commercial and litigation practice assists clients in all general commercial aspects of business. At the core of the department is a strong litigation practice and its lawyers have acted in some of the highest-profile cases. Lawyers from the department are renowned specialists in insurance, information and communication technology (ICT), information governance and data protection (privacy), intellectual property (IP) and life sciences.
Contacts: Annick Mottet Haugaard, Bastiaan Bruyndonck, Hugo Keulers, Yves Lenders, Sandra Lodewijckx, Jo Willems

Corporate & Finance:
The firm's corporate and finance lawyers assist businesses across the whole spectrum of corporate and finance work: M&A, acquisition finance, structured finance, joint ventures, private equity, capital markets, merger control, insolvency and restructuring, banking, regulatory finance and day to day corporate housekeeping. The firm assists clients in connection with both national and cross-border transactions both private and public.
Contacts: Peter De Ryck, Maxime Colle, Tom Geudens

Dispute Resolution:
Dispute Resolution issues are extremely diverse and require expertise in many areas of practice. The size of Lydian's dispute resolution team not only enables Lydian to offer clients a full range of services and support, but also makes sure that questions are handled by a specialist dedicated to the specific practice area that clients need. Each question, each issue, is pragmatically tackled. Clients are looking for no-nonsense answers, and this is exactly what this team delivers, always. Each lawyer in this team has a particular area of expertise, be it alternative dispute resolution (mediation, arbitration, etc.) or state court litigation.
Contacts: Hugo Keulers, Annick Mottet Haugaard, Yves Lenders, Jo Willems

Employment, Pensions & Benefits:
Clients rely on the employment practice for all matters of Belgian, European and international employment, social security and pension law. The firm is particularly known for its company restructurings and pensions practice. Lydian's lawyers have also acquired a solid reputation in discrimination in employment relations, whistleblowing cases, employee fraud, assisting senior executives and employment in the public sector.
Contacts: Jan Hofkens, Alexander Vandenbergen, Isabel Plets, Jurgen De Vreese

Information & Communication Technology:
The firm's information and communication technology (ICT) team advises clients (technology companies and corporate customers) on the full spectrum of technology matters. The combination of the team's in-depth knowledge of the industry together with its multi-disciplinary expertise in information technology (IT), outsourcing and technology contracts, e-commerce, e-communications regulation and projects, data protection (privacy) and intellectual property enables us to offer you a full range of services and support. The firm's ICT team is familiar with the challenges facing the technology sector, understands the dynamics of this fast-paced environment and can demonstrate thorough industry knowledge and international experience.
Contact: Bastiaan Bruyndonckx

Information Governance & Data Protection (Privacy):
The firm's information governance and data protection (privacy) team offers clients the best possible solutions and advice and is therefore your ideal partner. Together with the client, in an open and proactive atmosphere, its lawyers will work to find the solutions and opportunities the client is looking for. The team has specialist expertise in its field and has excellent contacts with the relevant authorities at European and local level.
Contacts: Bastiaan Bruyndonckx, Annick Mottet Haugaard, Isabel Plets

PRACTICE & BUSINESS AREAS

Commercial
Corporate
Dispute Resolution
Employee Fraud & Internal Investigation
Employment
Energy
Finance
Health
Information & Communication Technology
Information Governance & Data Protection (Privacy)
Insolvency & Restructuring
Insurance & Reinsurance
Intellectual Property (IP)
Life Science
Pensions
Ports & Logistics
Private Client Services
Private Equity
Public & Administrative Law
Real Estate
Real Estate Developers & Investors
Regulated Markets & Market Regulators
Tax
Telecommunications, Media & Technology

OFFICES

BELGIUM

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Tel: +32 3 304 90 00 Fax: +32 3 304 90 19

HASSELT: Thonissenlaan 75, 3500
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Intellectual Property:
All the lawyers of Lydian's intellectual property team have particular areas of expertise, whether in trademarks, patents, copyright, design, trade secrets and know-how, counselling or litigation, licensing, e-commerce, software, media and/or advertising.
Contact: Annick Mottet Haugaard

Real Estate, Environment & Regulatory:
The real estate, environment and regulatory practice represents clients in real estate and environment-related matters. The firm's public law experts also advise governments and private clients on all public law and regulatory issues. The team has specialist expertise in the fields of energy, ports and logistics, public contracts and real estate investment.
Contacts: Wouter Neven, Jens Debièvre

Tax:
Lydian's tax practice encompasses the very broad fields of tax consultancy and tax dispute resolution, whether on a stand-alone basis or as an integral part of the full legal service offered by Lydian. The firm's tax lawyers advise clients on how to comply with tax legislation whilst minimising the tax burden and structuring activities in a tax efficient way.
Contact: Geert De Neef

Clients:

Clients include a large number of high profile listed and non-listed Belgian and non-Belgian companies in all sectors of industry, as well as a large number of public sector clients.

LYDIAN

MVVP

www.mvvp.be **tel:** +32 2 285 0100 **fax:** +32 2 230 3339

Managing Partner: 1
Number of partners: 9 Number of lawyers: 16
Languages: *Dutch, English, French, German, Spanish*

PRACTICE AREAS
Corporate/M&A
Data Protection
Dispute Resolution
Employment
Intellectual Property
Real Estate
Media Entertainment

OFFICES

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Firm Overview:

MVVP is an independent business law firm based in Brussels. As a fully integrated law firm, MVVP is committed to producing the highest quality of work, promptly delivered and geared to practical business solutions. MVVP lawyers are hands-on and easily accessible. MVVP represents Belgian and international clients ranging from start-ups to closely held businesses and multinationals, and this both in negotiations as in the course of litigation, before commercial, civil and administrative courts, as well as arbitral courts, in Belgium and at the European level (including the European Court of Justice). MVVP also acts as the day-to-day counsel for many of its clients.

Thanks to an extensive international tradition, MVVP knows how to deal with different legal and business cultures.

Main Areas of Practice:

Corporate & M&A:
3 Partners, 5 Fee Earners
MVVP continues to be very acting in the midmarker segment (until EUR 70 million) for corporate and M&A work in a number of sectors: retail, pharmaceuticals, logistics services, medical devices, bioscience, aviation, IT-services, speech technology and sports events.

MVVP advises clients on corporate and financial law matters including mergers, acquisitions, buy outs and corporate restructuring; private equity and venture capital (secure transactions and international secure transactions); corporate governance, director/auditor liability issues; general corporate law; associations, foundations and not-for-profits organisations and family businesses.
Contacts: Klaus Heinemann; Kristoffel Vermeersch
Emails: Klaus.Heinemann@mvvp.be; Kristoffel.Vermeersch@mvvp.be

Data Protection:
2 Partners. 4 Fee Earners
Thanks to its intensive advising activities in the fields of IP, IT and media, MVVP has developed a very strong expertise in privacy and data protection compliance.

Since the adoption of the GDPR, many clients assigned MVVP to lead global compliance projects and/or to provide specific advises on complex issues.

MVVP's experience is as broad as diverse, as it advised clients from many different sectors such as, marketing, IT services, cloud computing, software development, media, event communication, pharma, eHealth, education, governments and administrations, retail and distribution, non-profit, etc.
Contacts: Philippe Laurent; Olivier Sasserath
Emails: Philippe.Laurent@mvvp.be; Olivier.Sasserath@mvvp.be

Dispute Resolution:
3 Partners, 5 Fee Earners
The dispute resolution team regularly handles issues within the realm of commercial litigation, such as contractual liability, court-appointed expert proceedings, warranties and liabilities, intermediary contracts, insolvency matters, corporate disputes. The team is well geared for fast-track procedures in the form of cease-and-desist procedures and preliminary orders, and is used to deal with cross-border questions and complex conflict-of-laws and procedural issues on a frequent basis. MVVP lawyers act for all Belgian courts, the European courts and have an established experience in arbitration proceedings for Cepina and ICC in Belgium.
Contact: Jan Ravelingien
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Employment:
2 Partners, 4 Fee Earners
Employment law in Belgium is highly regulated, making it full of pitfalls for an unsuspecting employer. At the same time, the employer-employee relationship includes a collective level heavily influenced by trade unions, works councils, shop stewards, prevention committees, social inspectors and joint committees. MVVP has extensive experience in dealing with these matters. The employment practice assists businesses in navigating these regulatory shoals by helping them to fully understand and respect Belgian employment and social security law.

Some 80% of the employment and social security matters MVVP deals with are resolved through an amicable settlement, without launching expensive court proceedings. Nevertheless, sometimes litigation is unavoidable. MVVP has the expertise to assist clients before the labour courts and labour courts of appeal.
Contacts: Bruno Blanpain; Emmanuel Wauters
Emails: Bruno.Blanpain@mvvp.be; Emmanuel.Wauters@mvvp.be

Intellectual Property:
4 Partners, 8 Fee Earners
MVVP has one of the larger IP practices in Belgium (+10 person team) and deals with all different IP matters: copyrights, trademarks, patents, designs, neighboring rights, databases, plant variety rights. MVVP has a foremost reputation in the field of fashion, design, advertising, internet and entertainment but deals with IP matters across the board in all sectors, including automotive and life sciences. Roughly half of the work consists of disputes and litigation (including counterfeit seizures, injunctions and damage claims), and half of the work of advice (developing an effective IP strategy and practical solutions) and contract negotiation.
Contacts: Herman Croux; Olivier Sasserath; Peter Marx
Emails: Herman.Croux@mvvp.be; Olivier.Sasserath@mvvp.be ; Peter.Marx@mvvp.be

Real Estate:
1 Partner, 3 Fee Earners
MVVP's real estate team specialises in property transactions, with a focus on industrial and retail properties. It has thorough experience and expertise in the various aspects of property work to assist clients in making the deal and find adequate solutions for problems that may arise. MVVP's expertise includes project development and finance, regulatory matters such as environment and planning, public procurement matters. MVVP drafts any kind of contractual arrangements in relation to real estate projects and MVVP's expertise also covers civil and administrative dispute resolution.
Contact: Stefaan Verbouwe
Email: Stefaan.Verbouwe@mvvp.be

Media & Entertainment:
3 Partners, 5 Fee Earners
MVVP has a thorough understanding of the entertainment market and the business interests of all stakeholders involved. In the music industry, it represents music publishers, record labels, managers and booking agencies. MVVP also assists television and film production companies, and acts on behalf of online media companies. In the field of media regulation, MVVP advises broadcasters on compliance with the applicable media legislation. MVVP advises publishers on issues such as privacy, data protection, personality rights and freedom of speech. MVVP also represents creative talent and celebrities.
Contacts: Peter Marx; Herman Croux; Olivier Sasserath
Emails: Peter.Marx@mvvp.be; Herman.Croux@mvvp.be; Olivier.Sasserath@mvvp.be

MONARD LAW

www.monardlaw.be/en **tel:** +32 2 234 67 10 **fax:** +32 2 280 47 79

Chairman: : Luc Linders
CEO: Karen Braeckmans
Number of partners: 29 Number of lawyers: 99
Languages: *Dutch, English, French, German, Polish, Mandarin, Cantonese*

Firm Overview:

Founded 29 years ago, Monard Law is a leading independent Belgian business law firm. The firm stands for a hands-on approach and partners who are actively involved in the service delivery. The firm acts as one but is also able to offer its services from distinct locations throughout Belgium. Monard Law is unique among its peers, in that it is managed by a non-lawyer CEO.

Main Areas of Practice:

Commercial/Dispute Resolution:
The commercial/dispute resolution team is one of the largest in the Belgian market. It has a sector focused approach. Key sectors include energy, telecom, automotive, pharmaceuticals, fashion and luxury goods, banking, retail, medical devices, food supplements and IT. Several partners regularly act as arbitrators.
Contacts: Kristof Zadora, Daan De Jaeger, Erik Monard, Geert Hayen, Nicole Segers, Natalie Ulburghs, Stephane Criel, Kris Van Der Beek and Sébastien Verva.

Corporate/M&A:
The large corporate-M&A team acts for a wide range of players, including industrial players (start-ups, family businesses, corporates), financial sponsors, venture capital firms, financial advisors, or management teams. The firm focuses on a wide range of industries, some of which are highly regulated, such as insurance, life sciences and energy.
Contacts: Nicole Segers, Katrien Vorlat, Natalie Ulburghs, Pieter Van den Broeck, Jeroen Raskin, Geert Hayen, Erik Monard, Benoit Samyn, Maxime Monard

Environment & Administrative, Public Procurement:
The administrative law team is a partner for companies, interest groups and public bodies in matters of environmental law, planning regulations, general administrative law and public procurement legislation. The team is experienced in a variety of topics and has specific insights in the needs of specific sectors and industries, allowing the firm to provide excellent legal assistance in proceedings as well as advice.
Contacts: Koen Geelen, France Vlassembrouck, Wouter Moonen

Employment:
The fast-growing employment practice's partners offer specialised assistance within specified sub-domains such as general employment law, social security law; compliance and audit work, labour regulations; collective bargaining, collective dismissals, social elections; criminal investigations and social criminal law; international mobility, etc.).
Contacts: Peter Dufaux, Tom Messiaen, Bertold Theeuwes

Insolvency:
The insolvency and restructuring team has solid experience in the field of insolvency and reorganisation. The team is acting for creditors as well as for companies in difficulties, both advising and litigating (insolvency disputes, attachments, seizures, etc.).
Contacts: Inge De Haes

Real Estate, Construction & Infrastructure:
The real estate team has a long-standing reputation in real estate related disputes as well as advice on matters of real estate law. The team is very active in transactional/corporate real estate matters, as well as real estate finance. In the field of PPP/infrastructure projects, team members been involved in most substantial transaction in Belgium. At the 2018 Belgian Legal Awards, Monard Law was elected best law firm in real estate and construction.
Contacts: Luc Linders, Gregory Grouwels, Stefaan Van Dyck, Benoit Samyn

IP/IT:
Clients turn to Monard Law for IP advice, complex litigation and strategic transactions. The firm offers a full range of services for the acquisition, commercialisation and enforcement of IP and technical assets in areas of patents, trademarks, copyrights, sourcing, designs, trade secrets. Key sectors are luxury and fashion, automotive industry and the pharmaceutical industry. The IT lawyers negotiate, draft and litigate in relation to various IT contracts.
Contacts IP: Daan De Jaeger, Kristof Zadora, Stephane Criel
Contacts IT: Kristof Zadora, Kris Van Der Beek and Stephane Criel

Tax:
The tax department assists corporate clients and private individuals. The team offers expertise in the handling of disputes in tax related matters, tax advisory services, including the structuring of acquisitions and reorganisations, the setting up of stock option plans, applications for tax rulings. In the field of estate planning the firm assists with structuring estates and with inheritance related issues and disputes (including inheritance tax disputes).
Contacts: Christiaan Barbier, Frédéric Lettany, Hilde Van den Keybus, Pieter Van Den Berghe

White-Collar Crime/Fraud:
The team is one of leading Belgian law firms in the field of white collar and fraud cases. The firm's experts typically combine a (tax/estate planning/labour law) advisory practice with their litigation practice. Christiaan Barbier has consistently been singled out as 'Leading Individual' in this field.
Contacts: Christiaan Barbier, Frédéric Lettany, Tom Messiaen, Pieter Helsen

Banking, Finance & Capital Markets:
The team is acting for lenders and borrowers on the full range of banking, finance and capital markets matters. The firm's expertise includes acquisition finance, asset based finance, project finance, real estate finance, syndicated loans, restructurings and capital markets transactions. The team is also advising clients on regulatory matters, including on fintech matters. Expertise also includes litigation.
Contacts: Jeroen Raskin, Stefaan Van Dyck

International Civil Service & Public International Law:
The team has extensive experience in assisting international organisations and taking on class actions for international civil servants. This practice is well-versed in employment law, public international law and has extensive experience in the distinct field of international civil service law. The team also has extensive experience in advising and representing sovereign States, international organisations high-ranking government officials, diplomatic missions, NGO's, etc.
Contacts: Bertold Theeuwes, Frédéric Dopagne

PRACTICE AREAS
Banking, Finance & Capital Markets
Commercial
Corporate
Data Protection & Privacy
Dispute Resolution, Arbitration, Mediation
Environment, Administrative, Public Procurement
Fraud, White-Collar Crime
Government Relations & Public Affairs
Insolvency
International Civil Service
IP, TMT (Technology, Media, Telecom)
Labour, Employment
Liability, Insurance
Medical Law
M&A, Private Equity
PPP/Public Infrastructure
Private Estates
Public International Law & Diplomatic Relations
Real Estate, Construction
Tax & Tax Litigation

SECTORS
Aerospace & Defence
Automotive
Chemicals
Commercial & Professional Services
Energy
Fashion & Luxury goods
Financial Services
Industrial Engineering
Insurance
Media
Non-Profit
Pharmaceuticals & Life Sciences
PPP/Public Infrastructure
Real Estate
Retail
Software & Computer Services
Technology, Hardware & Electronics
Telecommunications
Transportation

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NAUTADUTILH

www.nautadutilh.com **tel:** +32 2 566 80 00

Board: Petra Zijp, Jaap Jan Trommel, Chris Warner
Number of partners: 66 (17 women, 49 men) Number of lawyers, civil law notaries and tax advisers: 400+
Languages: *Dutch, English, French, German, Luxembourgish*

Firm Overview:

NautaDutilh is an international law firm practising Dutch, Belgian, and Luxembourg and Dutch-Carribean law. The firm was founded in 1724 and is one of the largest in the Benelux region, with offices in Amsterdam, Rotterdam, Brussels, Luxembourg as well as in London and New York. What has kept NautaDutilh relevant all these years is adaptive thinking. This subtle art is all about learning how to think instead of being taught what to think. It allows the firm to deal with change, learn from new situations and think on its feet when solving problems on behalf of its clients. NautaDutilh places particular emphasis on combining expertise in those practice areas which are relevant to its clients' business with an understanding of the underlying industries, and their strategic and economic drivers. This approach defines NautaDutilh's organisation with its dedicated teams for particular sectors, including financial institutions, real estate, private equity, life sciences, healthcare and energy and natural resources. These teams are all multidisciplinary, combining deep sector knowledge with the highest level of legal expertise. While its practice is anchored in the jurisdictions of Belgium, the Netherlands and Luxembourg, NautaDutilh works with a substantial number of clients involved in cross-border and multi-jurisdictional transactions and proceedings. The firm works on a non-exclusive basis with leading law firms throughout the world.

Main Areas of Practice:

NautaDutilh is characterised by its significant banking and finance, corporate and dispute resolution capabilities, strengthened by other extensive practice areas.

Banking & Finance:

NautaDutilh fields the largest acquisition finance, structured finance and general bank lending team in the Netherlands, advising on complex, one-off financing arrangements as well as on mainstream financing arrangements. In addition, NautaDutilh advises on derivatives, financial services and regulatory matters to almost every major domestic or international bank, financial institution and regulatory body with interests in the Netherlands.

Capital Markets:

NautaDutilh enjoys an international reach through its offices in London and New York. Its capital markets team advises on a range of equity offerings including IPOs, secondary offerings and rights issues, while their debt capital markets expertise includes MTN and commercial paper programmes, notes issues, repackagings and the emerging markets segment of the Eurobond market. Securitisations are an additional focus area within NautaDutilh both for the domestic market and for pan-European transactions, with particular expertise in relation to RMBS and covered bond programmes.

Competition:

The NautaDutilh competition practice has an established merger control capability and has significant experience litigating both before the European courts and in the national arena. The team carries out litigation relating to cases involving State aid, cartel damages, merger control and to behavioural cases such as distribution and horizontal cooperation.

Corporate & M&A:

NautaDutilh has a significant public M&A capability having advised on almost all transactions involving competing public offers for companies listed in the Netherlands. The team also advises on the buying and selling of domestic and international private companies and businesses. A specific area of expertise is supporting private equity transactions. The corporate team also provides a broad range of advice on corporate and commercial matters with particular emphasis on corporate governance, reorganisations and international joint ventures. The team's ability both to advise and to execute is strengthened by its civil law notarial practice.

Dispute Resolution:

NautaDutilh handles a broad range of litigation and arbitration relating to securities, transactions, insolvency and restructuring, officers' and directors' liability, insurance, IP, employment, regulatory, fiscal and administrative law related issues and commercial cases and benefits from having the only true stand-alone arbitration team in the Dutch market. The firm is a leading player in class actions, having acted on the ground-breaking Converium case which established the Netherlands as the only European country that has enforced a worldwide class action settlement on an opt-out basis for investors who had been dismissed from a US securities class action by the US court.

Employment & Pensions:

As well as advising on the employment law aspects of corporate transactions, in particular with respect to consultation requirements, employee participation and the replacement, and employment terms, of board members, the NautaDutilh pensions and employment team advises on other contentious and non-contentious employment law matters, including collective and individual dismissals.

Insurance & Liability:

NautaDutilh provides a broad range of services to insurers, reinsurers and brokers, as well as to companies. The team advises on, and litigates in, all key areas of insurance and civil and commercial liability, including professional, medical, environmental and product liability. The team has extensive expertise in both contentious and noncontentious cases.

Intellectual Property:

NautaDutilh specialises in patent and trademark litigation, but also enjoys considerable expertise in the areas of copyright, designs and neighbouring and database rights, as well as advertising and domain name disputes. The firm litigates nationally and across borders in the Netherlands, Luxembourg and Belgium and regularly coordinates multi-jurisdictional litigation before European tribunals.

Real Estate & Infrastructure:

With a substantial team of lawyers, the real estate and infrastructure team supports its clients through the entire life cycle of a real estate/infrastructure project from the development, construction and financing through to the operation of the underlying real estate or infrastructure. Specific areas of enabling expertise include finance, PPP, project development, asset management, landlord and tenant law, planning and zoning, environmental law and construction law.

Restructuring & Insolvency:

The team advises on both financial restructurings, as well as on insolvency related litigation and specialises in crossborder cases or cases with an international component. 80% of its cases are carried out in cooperation with foreign law firms.

Taxation:

In addition to advising on the taxation aspects of corporate and financial transactions, the NautaDutilh taxation team has an established practice advising corporate clients on their ongoing tax affairs and tax planning.

PRACTICE AREAS

Asset Finance & Structured Finance
Banking & Finance
Capital Markets
Corporate/M&A
EU & Competition
Employment & Pensions
Energy & Natural Resources
Environment & Planning
Fraud & White Collar Crime
Information & Communication Technology
Insurance & Liability
Intellectual Property
Investment Funds
Life Sciences
Litigation & Arbitration
Notarial
Private Equity
Project Finance & PFI
Public & Regulatory
Real Estate & Infrastructure
Restructuring/Insolvency
Shipping
Taxation
Telecom, Media & Telecommunications

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NautaDutilh

QUINZ

www.quinz.be **tel:** +32 2 255 73 80 **fax:** +32 253 42 19

Partners: Benoît Allemeersch, Bart Lintermans, Olivier Van Obberghen, Vincent Van Obberghen, Pieter Wyckmans, Klaas Thibaut
Number of partners: 6 Total number of lawyers: 40+
Languages: *Dutch, English, French, German*

PRACTICE AREAS
Corporate/M&A
Finance
Dispute Resolution
Life Sciences
Restructuring/Insolvency

OFFICES

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BRUSSELS: Medialaan 28B, 1800 Vilvoorde
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Firm Overview:
Quinz brings together highly capable lawyers with experience of working at top international law firms and experience of in-house counsel with some of the finest multinationals in Belgium and abroad. The firm advises and assists on transactions, drafts and negotiates contracts and represents its clients in legal disputes. The firm is committed to delivering top legal services at national rates. Quinz distinguishes itself from its competitors through its commitment, understanding of commercial interests and, most of all, passion for doing business.

Main Areas of Practice:

Corporate/M&A & Finance:
Quinz has a broad client base, from international corporations, investors, banks and financial institutions to entrepreneurs, start-ups and growing businesses, and advises on various types of merger and acquisition projects, equity financing and credit transactions and a variety of corporate counselling and business restructuring matters. Thanks to extensive in-house experience, the lawyers are well versed in all matters of business and have an in-depth understanding of the environment in which their clients operate. The firm is trained to work closely with its clients' management team, as well as other specialist teams within each company (legal, finance, sales). Pragmatism is key.

Dispute Resolution:
Dispute resolution is an essential part of the firm's business. The experienced team of litigators fights for the interests of its clients in national and international arbitration and mediation proceedings. They assist companies in negotiations and deliver exceptionally reliable advice on litigation risks and strategy. The firm's clients include highly-regarded international companies from various business sectors, such as banking, retail and leisure, life sciences and biotech, real estate, insurance and investment funds, and technology and media. The market recognises the firm's strengths in corporate and commercial law, financial and insolvency law, contracts and torts, real estate, insurance, investment funds and corporate criminal law. The firm's experience also includes appointments as independent arbitrators or mediators, both in institutional and ad hoc proceedings, in Belgium and abroad.

Life Sciences & Technology:
Quinz has assembled a specialist team that is dedicated to providing expert advice (on both national and international matters) to companies active in life sciences (pharmaceuticals, biotech, medical devices) and innovative technologies (smart devices & ICT, key enabling technologies). The firm strives to build a personalised, longstanding relationship with its clients and puts great effort into thoroughly understanding the science and business behind the companies it serves. The firm is efficient, hands-on and detailed, and, when required, is able to focus on operational emergencies. The firm's clients are comprised of pharmaceutical multinationals, SMEs, innovative start-ups and spinoffs. In serving its clients' needs, the firm advises them on regulatory and compliance challenges and the preservation of their intellectual property. The team draft and negotiate clients' contracts for day-today operations, as well as for corporate structuring and strategic projects, business development and financing needs.

EU & Competition Law:
Quinz is committed to assist its clients in all aspects of EU law and competition law. The firm strives to understand its clients' needs, and always aims at serving its clients with pragmatic and solution-oriented advice. Quinz serves both national and international clients, including governments and public authorities.

The firm's EU & competition law team has experience in advising clients in a wide variety of sectors such as banking, retail and leisure, energy, real estate, insurance, technology and media. The firm also has vast experience in assisting clients active in Life Sciences (pharmaceuticals, biotech, medical devices) and Innovative Technologies (Smart Devices & ICT, Key Enabling Technologies) together with Quinz's strong and well-respected Life Sciences practice.

QUINZ | ADVOCATEN AVOCATS ATTORNEYS

SCHOUPS

www.schoups.com **tel:** +32 3 260 98 60 **fax:** +32 3 260 98 61

Managing Partner: Marco Schoups
Number of partners: 12 Number of lawyers: 57
Languages: *Dutch, French, English*

Firm Overview:
Founded in 1950, Schoups has continually grown sustainably through uncompromising quality and dedication. The firm has offices in Brussels and Antwerp and offers customised legal services to clients in the business world as an independent Belgian law firm. Its teams of specialists cover the main legal areas that are important for companies, with a strong focus on business law and on construction and real estate law. The lawyers at Schoups are knowledgeable, hands-on, pragmatic and solution-oriented. Schoups is known for its determined pursuit of the best solution, achieved through an attitude for creative and customised thinking.

PRACTICE AREAS
Construction & Real Estate Law
Public Procurement Law & PPP
Corporate & Commercial Law
Dispute Resolution
Environmental Law
Employment Law

OFFICES

BELGIUM

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Main Areas of Practice:

Construction & Real Estate Law:
4 partners
As a leading player on the Belgian market in this field, Schoups has a vast knowledge and experience in assisting clients in all aspects of construction law, property-related transactions and project development, both in an advisory role as in litigious matters. The team also frequently deals with international construction contracts, including FIDIC and NEC.
Contact: Marco Schoups, Siegfried Busscher, Els Op de Beeck
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Public Procurement Law & PPP:
3 partners
Schoups assists clients in relation to PPP agreements (public private partnership) and public procurement contracts for works, supplies or services. It is a major player in these fields, with a particular deep expertise regarding complex public infrastructure works.
Contact: Kris Lemmens, Maarten Somers
Email: kris.lemmens@schoups.be, maarten.somers@schoups.be

Corporate & Commercial Law:
4 partners
Schoups provides high quality legal assistance on all aspects of corporate and commercial law, with a particular focus on corporate and M&A/private equity, corporate dispute resolution, distribution law, insolvency and market practices.
Contact: Gwen Bevers, Dave Mertens
Email: gwen.bevers@schoups.be, dave.mertens@schoups.be

Dispute Resolution:
10 partners
Clients rely on Schoups for high-level disputes counsel, in a vast array of sectors and often in complex matters with international aspects. Next to a specialised know-how in the area of arbitration, both ad hoc and institutional (ICC, CEPANI, etc.), ADR (alternative dispute resolution) methods such as mediation are part of the expertise.
Contact: Geert De Buyzer, Marco Schoups, Benjamin Marchandise
Email: geert.de.buyzer@schoups.be, marco.schoups@schoups.be, benjamin.marchandise@schoups.be

Environmental Law:
1 partner
Schoups is a solid partner in environmental matters in the broad sense of the word for its public and private clients. Schoups provides high quality legal assistance in public real estate matters, permits, planning, soil, as well nature protection law, and climate law (e.g. renewables, energy performance contracts, wind turbines etc.).
Contact: Kristof Hectors
Email: kristof.hectors@schoups.be

Employment Law:
1 partner
Schoups assists clients with various aspects of individual and collective employment law, as well as social security law, accompaniment of social inspections and other HR related matters, be it advisory or litigious.
Contact: Sara Cockx
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SCHOUPS

SIMONT BRAUN

www.simontbraun.eu **tel:** +32 2 543 7080 **fax:** +32 2 543 7090

Number of partners: 14 Number of lawyers: 45
Languages: *English, French, Dutch, German, Italian, Spanish*

Firm Overview:

Simont Braun is a leading Belgian independent business law firm, whose approach to legal services promotes excellence, flexibility and efficiency.

Simont Braun's teams work in an integrated manner, allowing them to quickly set up a dedicated multidisciplinary team to handle a question or a project in all its aspects with the highest level of expertise. Therefore, Simont Braun is the go-to law firm to assist clients – whether multinationals or start-ups – in multidisciplinary and innovative projects.

As the firm develops strong relationships over the long term, Simont Braun adapts to its clients' environment and shares their challenges, needs and concerns. This proximity allows the firm to be proactive and solution-oriented, establishing a comprehensive vision of its clients' business and strategy.

Among its lawyers, the firm is able to boast recognised specialists with valuable experience in multiple highprofile matters in Belgium. Simont Braun's lawyers are engaged in transactional and advisory work, as well as in dispute resolution. A number of the firm's lawyers are involved in the modernisation of legislative texts, and several hold academic positions as university professors, lecturers or members of editing committees of renowned legal publications.

PRACTICE AREAS

Corporate, M&A & Capital Markets
Banking & Finance
Digital Finance & FinTech
Financial Services & Regulatory
Intellectual Property: Patents, Trademarks, Designs, Copyrights
Real Estate & Construction
Public & Administrative Law
Commercial Law, e-Commerce, Distribution & Licensing
Civil Law, Contract Law & Law of Obligations
Dispute Resolution: Litigation, Arbitration & Mediation
Data Protection, ICT & Tech
Tax Law
White Collar Crime

OFFICES

BELGIUM

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Main Areas of Practice:

Simont Braun focuses on the following key practice areas:

- **Corporate M&A, Capital Markets, Restructuring & Insolvency:** (Paul Alain Foriers, Sandrine Hirsch, Steven Callens, Axel Maeterlinck)
- **Financial Services, Digital Finance & Insurance:** (Joan Carette, Philippe De Prez, Thomas Derval)
- **IP/IT, Data Protection & Trade Practices:** (Fernand de Visscher, Emmanuel Cornu and Eric De Gryse)
- **Public & Administrative Law:** (Manuela von Kuegelgen, Renaud van Melsen and Laura Grauer)
- **Real Estate, Construction Law, Environmental Law, Town & Regional Planning:** (Manuela von Kuegelgen and Thomas Braun)
- **Dispute Resolution:** National and international litigation before all Belgian courts including the Supreme Court, the Council of State and the Constitutional Court, national and international arbitration and mediation (Paul Alain Foriers, Béatrice Thieffry, Rafaël Jafferali, Steven Callens and Fanny Laune)
- **Tax Law:** (Jacques Malherbe)
- **White Collar Crime:** (Jean-François Terlinden)

International Work:

The firm is active in domestic and international matters, advising a large number of foreign and multinational companies active in a broad variety of sectors. Simont Braun also advises foreign law firms on cross-border matters having a connection with Belgium.

Simont Braun is the sole Belgian member of The Interlex Group, one of the most renowned international associations of leading law firms around the world. It consists of 47 law firms in 61 countries working on a non-exclusive basis, and is ranked by *Chambers and Partners* among the 'Elite Legal Networks'.

In the same spirit, Simont Braun has also established close relationships with foreign law firms chosen for their particular expertise in specific areas of law or sectors.

Simont Braun's teams provide assistance in French, Dutch and English, in addition to many of its partners and associates also being able to provide legal services in other languages, including German, Italian, Spanish and Polish.

SIMONT | BRAUN

STIBBE

www.stibbe.com **tel:** +31 20 546 06 06 **fax:** +31 20 546 01 23

Managing Partners: David Orobio de Castro, Wouter Ghijsels
Number of partners: 77 Number of lawyers: 422
Languages: *Dutch, English, French, German, Italian, Russian, Spanish, Cantonese, Mandarin*

Firm Overview:
From its main offices in Amsterdam, Brussels and Luxembourg, together with its branch offices in London and New York, Stibbe handles complex legal challenges both locally and cross-border. By understanding the commercial objectives of clients, their position in the market and their sector or industry, Stibbe can render suitable and effective advice. From an international perspective, they work closely with other top-tier firms on cross-border matters in various jurisdictions. These relationships are non-exclusive enabling Stibbe to assemble tailor-made integrated teams of lawyers with the best expertise and contacts for each specific project. This guarantees efficient coordination on cross-border transactions throughout a multitude of legal areas, irrespective of their nature and complexity.

Main Areas of Practice:
As a specialist firm, Stibbe's lawyers work in dedicated multidisciplinary teams to deliver pragmatic advice in the following practice areas: public law, banking and finance, capital markets, competition and regulation, construction, corporate and commercial, corporate finance, employment, tax, energy, environment and zoning, European law, IP (intellectual property), IT (information technology), dispute resolution, litigation, M&A (mergers and acquisitions), project finance, real estate, restructuring and insolvency, and white-collar crime. The firm has also formed market groups in the following areas: energy, real estate and construction, compliance and sanctions, industrials and chemicals, retail and consumer goods, life sciences, and TMT (telecommunications, media and technology).

Clients:
Stibbe's clients range from multinational and national listed corporations and financial institutions to government organisations and other public authorities. Stibbe's lawyers have considerable experience in assisting these clients as their trusted business advisors.

PRACTICE AREAS
Banking & Finance
Capital Markets
Competition/European Law
Corporate/M&A
Dispute Resolution
Dispute Resolution: White-Collar Crime
Employment
Energy & Natural Resources
Environment
Intellectual Property
Investment Funds
Private Equity
Public Law
Real Estate
Restructuring/Insolvency
Tax
TMT

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Stibbe

STRELIA

www.strelia.com **tel:** +32 2 627 0090 **fax:** +32 2 627 0109

Managing Partner: Olivier Clevenbergh
Number of partners: 15 Number of lawyers: 15
Languages: *Dutch, English, French, German, Luxembourgish, Polish, Russian, Spanish*

Firm Overview:
Strelia was formed by experienced partners coming from various international firms to bring together their expertise and strengths and provide their clients with a new offering. The firm combines the advantages of an outstanding professional firm working in accordance with international standards with the flexibility, cost-effectiveness and responsiveness of a boutique firm with an international focus. The team currently comprises about 30 lawyers, most of them with an international experience. The firm believes in the complementarity of transactional and contentious work. While delivering practical results, Strelia places a high importance on the technical knowledge of law. Many of Strelia's lawyers are also academics or authors in their areas of law, which ensures that Strelia has access to in-depth and updated know-how.

Main Areas of Practice:

Corporate/M&A:
Some of Strelia's lawyers have more than 20 years of experience in negotiating M&A transactions, whether in Belgium or at an international level.
Strelia's activities in this area include:
- Mergers & Acquisitions
- Private Equity & Venture Capital
- Joint Ventures
- Corporate Governance
- Equity Capital Markets
- Due Diligence

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Litigation & Arbitration:
Whether the firm's clients want to avoid a dispute or position themselves in view of a dispute, or actually resolve it in the best possible way, they can rely on Strelia's litigators' expertise. The firm represents clients in both national courts and arbitration proceedings. Several partners are regularly appointed as arbitrators.
Strelia's work in this area covers:
- Arbitration
- Mediation
- Pre-Litigation Advisory
- M&A Litigation
- Banking Litigation
- Company Disputes
- Insurance & Tort Claims
- Commercial Litigation
- Investments

Contact: Jean-Pierre Fierens
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Banking & Finance:
Strelia assists its clients (banks, borrowers and issuers) on all aspects of the structuring and documentation of Belgian and international financing transactions. The firm covers all types of bank financings, as well as bond issues, securitisations, transfers of credit portfolios, derivatives, etc. In addition, the firm advises its clients in many aspects of the increasingly complex banking and financial regulations affecting their activities.
Strelia's activities in this area include:
- Acquisition Finance
- Property Finance
- Credit Restructuring
- Project Finance
- Trade Finance
- Leasing
- Bond Issues
- Securitisation
- Transfer of Credit Portfolios
- Derivatives
- Banking & Financial Regulations
- Funds Regulations

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Restructuring & Insolvency:
The team has been involved in many restructurings and sales in the context of insolvency procedures supervised by courts. Its lawyers also advice clients in the various disputes that can derive from a situation of insolvency, such as liability of directors or the rights and ranks of creditors. The team has a strong knowledge of security interests, attachments and all related aspects of civil law.
Strelia's areas of expertise include:
- Corporate & Debt Restructuring
- Distressed Debt
- Creditors' Rights
- Judicial Reorganisations & Transfers of Undertakings
- Insolvency Mediation
- Voluntary Liquidation

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Tax:
With over 20 years of experience in the tax field for both national and international clients, the tax team covers most areas of tax, with a specific focus on tax rulings, M&A and corporate restructuring, international tax planning, real estate transactions and tax litigation.
Areas of expertise include:
- Ruling Practice
- M&A & Corporate Restructuring
- Domestic & International Tax Planning
- Real Estate Tax
- Tax Litigation

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Employment & Benefits:
Strelia's employment and benefits team provides clients a unique offering covering key strategic Board level issues. The team's practice encompasses all contentious and non-contentious HR-related legal work, in the three strands of private legal practice (litigation, advisory and transactional matters).

PRACTICE AREAS
Corporate/M&A
Litigation & Arbitration
Banking & Finance (including Financial Regulations)
Capital Markets
Restructuring & Insolvency
Tax
Commercial/Distribution
Employment & Benefits

OFFICES

BELGIUM
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LUXEMBOURG
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Strelia's work in this area includes:
- Advisory, contentious and transactional work
- Contracts and policies (including labour regulations, social dialogue, enforcement and sanctioning)
- Compensation: executive compensation, incentives and benefits
- Compliance and change: transfer of business, HR in corporate transactions, outsourcing, restructuring

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Commercial:
Strelia advises on a wide range of commercial law issues, with a focus on retail and distribution. It has a specialist expertise in franchising.
Strelia's work in this area includes:
- Distribution
- Franchising
- Commercial Leases
- Market Practices

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Contact: Olivier Clevenbergh
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International Work:
Strelia advises both Belgian and foreign clients. Over the years, the partners of Strelia have established strong relationships with foreign firms with which they work closely.

Clients:
The clients of Strelia comprise Belgian and foreign companies (including listed companies), notably in the retail; technology, and the financial sector and public authorities.

TIBERGHIEN

www.tiberghien.com **tel:** +32 2 773 4000 **fax:** +32 2 773 4055

Board: Koen Morbee, Koen Van Duyse, Alain Van Geel
Number of partners: 18 Number of other lawyers: 80
Languages: *Dutch, English, French, German, Italian, Russian, Spanish*

OFFICES

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LUXEMBOURG

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Firm Overview:

Tiberghien is an independent law firm, specialised in all domains of taxation and family (property) law. With 98 lawyers, and offices in Brussels, Antwerp, Ghent, Hasselt and Luxembourg, Tiberghien had the biggest independent tax practice at the Belgian bar.

The main asset of Tiberghien consists of a multidisciplinary, international and in-depth approach to tax. Tiberghien offers a full service, completing its tax advice with in house auxiliary services, such as tax compliance, legal advice in the area of civil, family and patrimonial law, transfer pricing, valuations, business modelling and legal economics.

Tiberghien advises family-owned businesses, international businesses, start-ups, banks, investment, private equity and pension funds, insurance companies, government bodies, non-profit organisations, universities and private clients. In more than 75% of the cases, clients rely on Tiberghien for multiple years as their main tax advisor.

Tiberghien intensively invests in academic contributions, the most reputed of these being the 'Tiberghien Tax Law Manual', which is published annually.

Main Areas of Practice:

Tiberghien offers expertise in all fields of corporate and personal taxation. Its main practice areas are:

- Banking and finance
- Corporate tax
- Estate planning
- Family (patrimonial) law
- Individual and HR tax
- International and EU tax
- Mergers and acquisitions
- Private clients and family owned businesses
- Private equity
- Real estate and infrastructure tax
- Sports & entertainment (www.atfield.be)
- Tax litigation
- Transfer pricing
- Valuations
- VAT, customs and excise duties
- Voluntary disclosure proceedings

International Work:

Tiberghien acts for national and multinational companies and institutions as well as for high net worth individuals. As a top tier Belgian tax firm, it has over many decades successfully established operational relationships with a number of (tax) law firms across Europe and beyond. Tiberghien has an extensive network of high quality 'best friends' law firms all over the world.

Contacts:

Banking & Finance:
Contacts: Koen Van Duyse, Christophe Coudron, Dirk Coveliers, Bart De Cock
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Corporate Tax:
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Estate Planning:
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Family Property Law:
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Individual & HR Tax:
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International & EU Tax:
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Mergers & Acquisitions:
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Private Clients & Family Owned Businesses:
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Private Equity:
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Real Estate & Infrastructure Tax:
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Sports & Entertainment (www.atfield.be):
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Email: daan.buylaert@atfield.be

Tax Litigation:
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Transfer Pricing & Valuations:
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VAT, Customs & Excise Duties:
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Voluntary Disclosure Proceedings:
Contact: Gerd D. Goyvaerts
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Tiberghien
Advocaten / Avocats / Lawyers

TILLEMAN VAN HOOGENBEMT

www.tvh-advocaten.be/en/ **tel:** +32 (0)3 220 64 00 **fax:** +32 (0)3 220 64 19

Firm Overview:

Tilleman van Hoogenbemt is a dynamic boutique law firm specialising exclusively in employment law. The firm is a professional partner for both legal and strategic tailored support for all questions or disputes regarding relationships between (ex) employers and (ex) employees.

The firm offers extensive experience and practical knowledge of all aspects of individual and collective labour law. From an ostensibly simple lay-off to a more urgent dismissal, from an international restructuring to strike action but also subjects ranging from absenteeism, false self-employment, discrimination, social criminal law, group insurance, privacy, sabbatical leave, CLA 32bis to questions regarding social security and severe social fraud cases are all the firm's areas of expertise where it can assist clients. It is thanks to this comprehensive expertise that the firm can really fulfil the role of a HR partner on a daily basis.

The firm's office takes a no-nonsense approach: clear answers to questions, so that clients can immediately take action. The firm's work is carried out in a very efficient and cost-conscious manner: value for money is its motto. Its common practice is to work preventively in order to avoid pitfalls and procedures. The firm will also inform clients with complete transparency whether a case has a chance of success or not. It has consciously chosen a professional and personal approach whereby every case is assigned a fixed contact person, assuring clients sound advice and assistance with respect for their company culture.

PRACTICE AREAS

Employment Law
Social Security Law
Social Criminal Law

OFFICES

BELGIUM

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VAN OLMEN & WYNANT

www.vow.be **tel:** +32 2 644 05 11 **fax:** +32 2 646 38 47

OFFICES

BELGIUM

BRUSSELS: Avenue Louise 221, B-1050
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Managing Partner: Chris Van Olmen
Number of partners: 6 Number of lawyers: 31
Languages: *Dutch, English, French, German, Russian*

Firm Overview:

Van Olmen & Wynant is an independent law firm offering quality services with a personal touch. A dedicated team of experienced, multilingual professionals serves business clients in employment and corporate law. The firm has developed distinctive expertise in the areas of private equity and venture capital, and civil servants law.

Van Olmen & Wynant values empathy, trust and long-term, personal relationships. Its size matters, because it allows the firm to combine professionalism with a personal and pragmatic touch.

The firm was one of the driving forces behind L&E Global (www.leglobal.org), an integrated alliance of premier employment law boutique firms, giving the firm a truly international dimension in employment law. Based in Brussels, the firm enjoys outstanding international contacts and has developed close working relationships with high quality law firms across the globe.

Main Areas of Practice:

Employment:
The employment practice is headed by Chris Van Olmen. The firm's client peer group is essentially composed of large and medium corporations. It also acts for top executives.
The firm's attorneys cover the full spectrum of employment law:

- Individual employment law, including employment agreements, service agreements, individual dismissals, self-employment and discrimination
- Collective labour law, including company restructuring, transfer of businesses, collective dismissals, outsourcing, collective bargaining agreements and complex employment issues connected with M&A
- Compensation and benefits, including executive remuneration and benefits and international compensations schemes
- International employment, including expatriation and secondments
- Social security
- Internal policies and codes of conduct

Van Olmen & Wynant has a substantial litigation practice in these areas, before all Belgian labour courts.

Acting for the three largest public companies in Belgium, the firm has developed a specific expertise in civil servants law and litigation before the Belgian administrative courts, including the Raad van State / Conseil d'Etat.
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Corporate, Private Equity & M&A:
The corporate department, headed by Luc Wynant, advises and assists clients in all aspects of corporate law, private equity and mergers and acquisitions:

- Corporate law, including more complex issues such as equity structures, public and private offering of equity and debt securities, stock options and matters regarding corporate governance, restructuring and liquidation
- Private Equity and Venture Capital, including all kind of strategic investments in private companies, negotiations with investors as well as fund structuring, formation, governance and operation
- Mergers and acquisitions, including the full range of merger and acquisition transactions, asset purchases, spin-offs, strategic alliances, auctions and leveraged buyouts

Van Olmen & Wynant regularly advises in complex corporate matters regarding disputes between shareholders and/or directors, liability of directors and other key persons.
The firm represents companies at every stage of development, from entrepreneurial start-ups, family businesses to medium and large companies, as well as funds, financial institutions and investment banks. It strives to act as a strategic partner for its clients by leveraging its expertise to provide innovative, responsive and cost-effective corporate legal services.
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Van Olmen & Wynant