

ALLEN & OVERY

Our Luxembourg office



Why choose Luxembourg?

No.1

Luxembourg is no.1 amongst 128 countries for innovation efficiency ratio.

Source: Cornell, INSEAD & OMPI Global Innovation Index, 2017

No.2

Luxembourg ranks 2nd out of 128 countries in terms of political stability and safety.

Source: Cornell, INSEAD & OMPI Global Innovation Index, 2017

No.1

Luxembourg is no.1 for technological readiness worldwide.

Source: Global Competitiveness Report, WEF 2017-18

No.2

Luxembourg stands at second place in the world for attracting talent.

Source: INSEAD Global Talent Competitiveness Index 2018

No.3

Luxembourg is the 3rd most Globalised economy in the world.

Ranking based on crossborder trade, investment and revenue flows in relation to GDP and the impact of restrictions on trade and capital transactions. Source: 2017 KOF Index of Globalisation.



Why choose Allen & Overy in Luxembourg?

Because we have deep local knowledge
and global reach

Our law firm in Luxembourg was founded in 1990 and merged in 2000 with Allen & Overy in order to become part of one of the most prestigious global law firms. Today, some 180 people, of whom 123 are lawyers, work for one of the largest and international law firms in Luxembourg.



30th
Anniversary in 2020

“As a global law firm deeply rooted in Luxembourg, we are strategically placed to advise our clients on all areas of law. Our aim is to stay ahead of legal trends, anticipate business needs and provide clients with innovative solutions.”

Patrick Mischo, Senior Partner, Luxembourg

Because our culture is client-centric

For almost 30 years, clients have been at the heart of everything we do. Our clients are central to our strategy, culture and the way in which we deliver our advice. While each client is unique, our standards of excellence are universal. More than legal advisers, we aim to become strategic business partners for our clients. We support them at all stages of their development, and offer them a full range of legal services. We advise many of Luxembourg's leading businesses and public bodies, and the world's leading corporations, financial institutions, insurance companies and asset managers. Our clients face complex opportunities and threats that cross borders. They require high quality and tailored legal advice, quickly. We deliver that through our leading Luxembourg practice, seamlessly integrated into a global network of local experts and dedicated industry practice groups. We invest heavily in client relationships, for example by opening Luxembourg desks in major financial centres where our clients operate, offering training (in Luxembourg and beyond) which is dedicated to our clients' needs, and being flexible and competitive when it comes to fee arrangements.

Culture and values

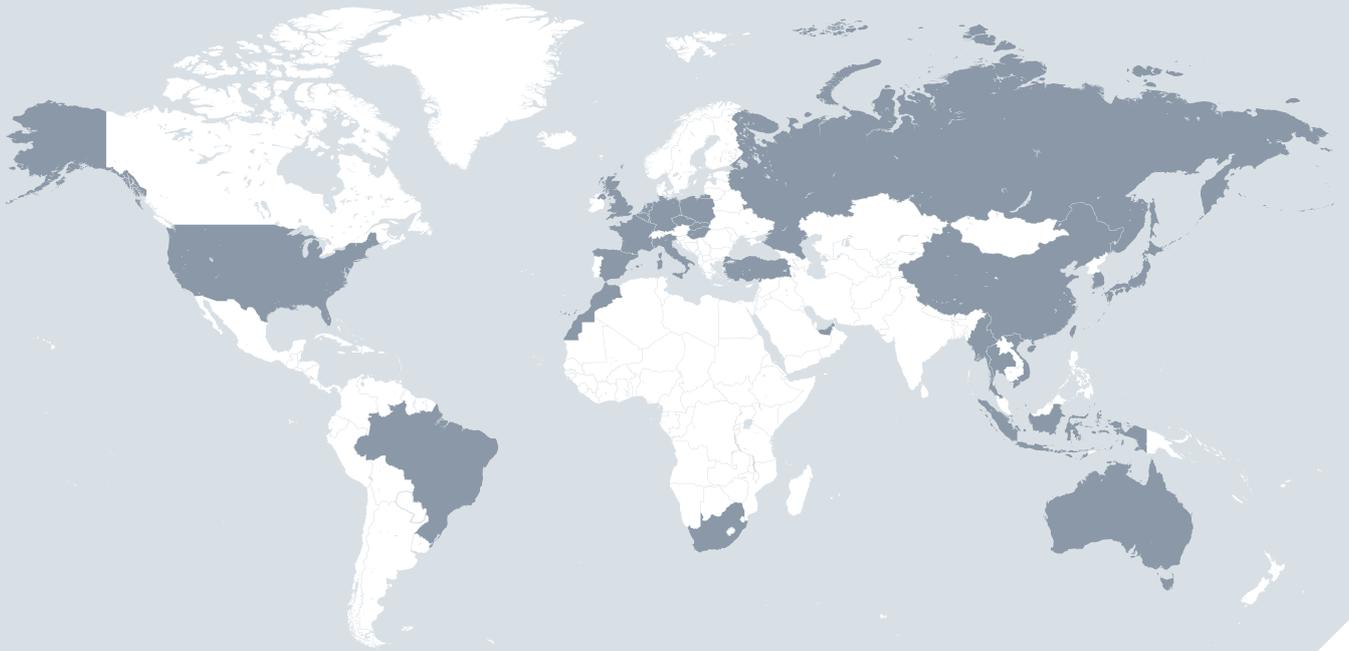
Our culture defines us and the values we share inspire the way we work and behave:



“At Allen & Overy, we are focused on our clients’ ambitions, providing them with pragmatic and commercial solutions that can withstand increasingly regulated markets in a more complex global environment.”

Frank Mausen, Managing Partner, Luxembourg

Our global presence



NORTH AMERICA

New York
Washington, D.C.

CENTRAL & SOUTH AMERICA

São Paulo

EUROPE

Amsterdam
Antwerp
Barcelona
Belfast
Bratislava
Brussels
Budapest
Düsseldorf
Frankfurt
Hamburg
Istanbul
London
Luxembourg
Madrid
Milan
Moscow
Munich
Paris
Prague
Rome
Warsaw

AFRICA

Casablanca
Johannesburg

MIDDLE EAST

Dubai

ASIA PACIFIC

Bangkok
Beijing
Hanoi
Ho Chi Minh City
Hong Kong
Jakarta*
Perth
Seoul
Shanghai
Singapore
Sydney
Tokyo
Yangon

* Associated office

LUXEMBOURG

INTERNATIONAL DESKS

China
Latin America
U.S.

“Allen & Overy is
always available,
very practical,
hands-on and
very flexible.”

Chambers and Partners

Because we have a common goal with you: Lead our businesses towards success

Luxembourg Tax Firm of the Year

ITR European Tax Awards 2010, 2011 & 2016

Number 1 in Benelux for M&A deals by volume/value

Mergermarket, Bloomberg and Thomson Reuters

Benelux M&A Legal Adviser of the Year

Mergermarket Benelux M&A Awards (eight times over the last 12 years)

Most Innovative Law Firm in Europe

FT Innovative Lawyers Awards 2007, 2011, 2012, 2014, 2017 & 2018

Key facts

135

lawyers in Luxembourg

18

nationalities in the office

11

additional jurisdictions
in which our lawyers
are qualified

“Very client-driven approach from junior associate to partner level. Regular updates on new tendencies in the market, as well as fee updates. Strong technical skills. Very available – just a phone call away at any time of the day. Ready to innovate and re-assess processes to keep fees down and enhance turn-arounds.”

IFLR1000

Because of our legal expertise

01 Banking & Finance

Our strengths:

- high quality international standard products
- stellar performance in global loans
- leveraged finance and restructuring space
- increased footprint in regulatory field

Financing and lending transactions:

- acquisition finance
- asset finance
- Islamic finance
- leveraged finance
- real estate finance and syndicated lending

Restructuring and insolvency

Regulatory issues:

- bank licensing
- bank capital requirements
- code of conduct rules
- consumer credit regulations, contractual terms of business and money laundering

Private banking

02 Capital markets

Our strengths:

- leading capital markets practice
- extensive experience for all ICM matters
- unrivalled market share in securitisation

Full spectrum of debt and equity capital markets products, including:

- derivatives
- listings on the Luxembourg Stock Exchange
- structured finance
- securitisation and repackaging programmes
- prospectus approval process
- fiduciary notes issues
- covered bonds
- ongoing disclosure for listed obligations' issuers
- IPOs
- private placements and public offers
- liability management exercises

03 Corporate/ M&A

Our strengths:

- frequently labelled best M&A offering in Luxembourg
- full service offer (M&A, PE, ECM, restructuring, corporate housekeeping)

- acquisition finance
- antitrust
- contracts and regulatory matters
- corporate pre-litigation
- corporate restructurings
- corporate set-ups
- equity listings and stock exchange related work
- hedge funds
- joint ventures
- management incentive packages
- M&A
- public and private corporate compliance issues
- private equity and venture capital
- redomiciliations and expatriations



04

Employment

Our strengths:

- market leader for labour law and related restructurings
- one stop shop for regulatory problems

Individual issues:

- contract design
- flexitime
- retention and bonus agreements
- secondment and expatriate agreements
- retirement pension supplements and early retirement as well as individual dismissals and settlement agreements

Collective issues:

- negotiating collective agreements
- contracts
- staff representation
- health and security in the workplace
- code of ethics
- stock options
- collective dismissals
- social plans
- company agreements and mitigation plans
- internal restructuring
- due diligence on employment law issues



05

IP/TMT

Our strengths:

- market leader and one of the first firms specializing in IP
- centre of excellence with one of the largest ICT law departments in Luxembourg

- advertising
- copyrights
- database rights
- data protection law
- domain names
- e-commerce
- internet
- IP and TMT litigation
- IT security
- IT outsourcing
- know-how
- life sciences regulation
- media
- patents and SPCs
- research and development
- software issues
- telecom
- trademarks
- trade practices/secrets
- unfair competition matters



06

Investment management

Our strengths:

- full spectrum of fund types
- expertise in basic and complex transactions
- know-how in cross-border deals
- structuring and setting up Undertakings for Collective Investment in Transferable Securities (UCITS), part II funds, Specialised Investment Funds (SIFs) and SICARs
- advising fund counterparties and service providers – for example, custodians and prime brokers – on their agreements with Luxembourg funds
- advising institutional investors on their Luxembourg investment funds
- listing of investment funds on stock markets



07
Litigation

Our strengths:

- legal adviser for many clients in the financial services industry as well as Luxembourg public authorities

- administrative litigation
- alternative dispute resolution
- banking litigation
- capital markets litigation
- civil and commercial litigation
- competition litigation
- corporate litigation
- employment and social security law litigation
- energy
- natural resources and infrastructure litigation
- enforcement proceedings, including exequatur and attachment proceedings
- fraud and white-collar crime litigation
- insolvency litigation
- international arbitration
- IP and TMT litigation
- real estate and construction litigation
- tax litigation



08
Real estate

Our strengths:

- market leader for real estate deals

- advising real estate funds on the sale or purchase of property in Luxembourg
- advising on procedures for granting trade licences to department stores
- advising retailers in relation to real estate
- advising banks on their own real estate needs and projects
- drafting and negotiating contracts (including sales, purchases, leases, long leases, financial leases, management and joint ventures)
- advising on the tax structuring of real estate transactions and the set-up of acquisition vehicles and real estate funds in Luxembourg
- advising on international real estate sale and acquisition matters (asset and share deals)
- advising on project financing
- advising on title and land review
- advising on town and country planning



09
Tax

Our strengths:

- one stop shop providing seamless service
- strong technical understanding

- capital markets and other lending
- collective investment schemes structuring
- employee incentives
- estate planning for high-net-worth individuals
- Islamic finance
- international tax planning
- real estate taxation
- structured finance and securitisations
- tax aspects of M&A transactions and restructurings
- tax-driven investment schemes
- tax optimised exit schemes
- VAT

Because of our advanced delivery solutions

New solutions – designed for clients



Project management Office (PMO)

Intelligent delivery; client transparency

Managing complex projects and high volumes of documents and data

What sets us apart

- Dedicated Legal Project Managers (LPM) apply specialist skills to structure and manage deals, disputes and legal projects through the optimal combination of our Advanced delivery toolkit of resourcing and technology platforms
- Extensive toolkit and training programme implemented globally across our offices ensures that the 'A&O way' of managing matters is consistently applied on matters where an LPM is not appointed

Legal Services Centre (LSC)

High volumes; the highest standards

Helping clients analyse high volumes of material, often with complex and technical content

What sets us apart

- The only law firm-owned legal services centre handling document-intensive exercises across all practice areas
- Seamless integration with A&O means high quality without the multiple provider risk and hassle associated with LPOs

Peerpoint

Interim resource; specific needs

Helping clients staff a project, interim or secondment role in legal or compliance

What sets us apart

- The only interim talent business integrated into a top global law firm:
- All consultants are A&O partner endorsed
 - Gives access to A&O expertise
 - Established in London and Asia Pacific: commitment to deliver globally

aosphere

Global complexity; simple compliance

Providing online legal information services covering complex issues across 80+ countries

What sets us apart

- The consistency, quality and depth of our information
- Our data feeds into software vendors' automated compliance systems
- Our experts are dedicated 100% to our services: not distracted by traditional lawyer/client work
- Advanced flexible working to attract the best talent

Legal Technology Group

Client challenges; tech solutions

An A&O team devoted exclusively to creating tech-enabled solutions to client challenges

What sets us apart

- The team's immersion in technology innovation is integrated into our lawyers' deep knowledge of our clients' challenges
- That combination allows us to design the technology element of a solution around our clients' precise requirements

i2 – Ideas and Investments Group

Funnelling ideas; continuous improvement

An A&O team and a process for capturing and implementing ideas for working smarter through technology

What sets us apart

- Empowers lawyers at the coalface to share their own ideas: and vet others
- Screens, pilots and implements ideas in an agile way

Fuse

Collaboration space; tech development

A tech innovation space in A&O's London office between Shoreditch and the City

What sets us apart

- The only physical space where clients, start-ups, mature tech companies and a top global law firm can co-develop solutions
- Targeting dealtech, as well as legaltech and regtech

Key facts

Legal Services Centre

 100

fee earners including 7 PhD-level scientific analysts

Peerpoint

 78%

of our 200 consultants have eight or more years PQE

AOSphere

 10,000

Individual users across 30+ countries

Project management

 #1

Ranked no.1 for project planning**

“Allen & Overy is one of the best firms in Luxembourg. At least that’s the consistent message from clients across all departments. They describe the firm as having a ‘strong brand’, ‘good knowledge through to junior levels’ and being ‘leaps and bounds above the rest’. One even goes so far to say that ‘every lawyer was perfect’.”

IFLR1000

“If you’re building something new, something creative, you want someone innovative who will be interested in helping to build the ecosystem. Everything that’s done in Luxembourg is part of the political mission of the country. I felt they understood this at Allen & Overy.”

Chambers and Partners

Because of our people

Partners



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GLOBAL PRESENCE

Allen & Overy is an international legal practice with approximately 5,500 people, including some 550 partners, working in over 40 offices worldwide.

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The term **partner** is used to refer to a member of Allen & Overy LLP or an employee or consultant with equivalent standing and qualifications.

A list of the members of Allen & Overy LLP and of the non-members who are designated as partners is open to inspection at our registered office at One Bishops Square, London E1 6AD.