Luxembourg
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.

“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:

excellence in everyone and everything

dedication to our clients

helping our people to achieve their potential

respecting and including every individual

working together as one firm

entrepreneurial spirit and energy

“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
“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

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

“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

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Because of our legal expertise

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

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

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

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

01 Banking & Finance
02 Capital markets
03 Corporate/ M&A
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

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

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

Our strengths:
- 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

Our strengths:
- full spectrum of fund types
- expertise in basic and complex transactions
- know-how in cross-border deals

04 Employment
05 IP/TMT
06 Investment management
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

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

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

Clients are responding to the constant pressure to balance cost, quality and risk in innovative ways

- Agile legal function staffing
- Unbundling legal projects
- Exploiting technology
- Introducing standardised solutions

We are adapting what we offer to create new solutions

Together with our clients we design solutions that solve our clients’ challenges through the right combination of expertise, resourcing and technology

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

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**LEGAL SERVICES CENTRE**

100

fee earners including 7 PhD-level scientific analysts

**PEERPOINT**

78%

of our 200 consultants have eight or more years PQE

**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

**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

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*2016 FT Innovative Lawyers Awards for innovation in technology and data analytics. *(Nisus Consulting’s “Unbalanced Scorecard 2016”: a survey of in-house counsel at 600+ businesses).
“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

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GLOBAL PRESENCE

Allen & Overy is an international legal practice with approximately 5,400 people, including some 550 partners, working in over 40 offices worldwide. Allen & Overy LLP or an affiliated undertaking has an office in each of:

Abu Dhabi
Amsterdam
Antwerp
Bangkok
Barcelona
Beijing
Belfast
Bratislava
Brussels
Bucharest (associated office)
Budapest
Casablanca
Dubai
Dusseldorf
Frankfurt
Hamburg
Hanoi
Ho Chi Minh City
Hong Kong
Istanbul
Jakarta (associated office)
Johannesburg
London
Luxembourg
Madrid
Milan
Moscow

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