

Chambers

Europe —————

2021

The leading lawyers
and law firms in Europe

Netherlands



Contents:

- Banking & Finance p.1502
- Capital Markets p.1505
- Competition/European Law p.1507
- Corporate/M&A p.1512
- Dispute Resolution p.1517
- Employment p.1522
- Energy & Natural Resources p.1527
- Healthcare p.1530
- Insurance p.1533
- Intellectual Property p.1536
- Investment Funds p.1540
- Life Sciences p.1542
- Public Law p.1543
- Real Estate p.1545
- Restructuring/Insolvency p.1549
- Tax p.1553
- TMT p.1556
- Transportation p.1560
- White-Collar Crime & Corporate Investigations p.1562
- Leading Individuals p.1563

Banking & Finance

Banking & Finance	Banking & Finance: Regulatory	Banking & Finance: Project Finance
Leading Firms	Leading Firms	Leading Firms
Band 1	Band 1	Band 1
Allen & Overy LLP	De Brauw Blackstone Westbroek *	Allen & Overy LLP
Clifford Chance LLP *	NautaDutilh *	Clifford Chance LLP *
Band 2	Band 2	Norton Rose Fulbright
DLA Piper Nederland *	Clifford Chance LLP *	Band 2
Loyens & Loeff *	Finnius *	Stibbe *
NautaDutilh *	Loyens & Loeff *	Leading Individuals
Band 3	Simmons & Simmons LLP	Band 1
De Brauw Blackstone Westbroek *	Stibbe *	Hertzberger Wouter Norton Rose Fulbright
Houthoff *	Band 3	Runge Werner Allen & Overy LLP
Stek *	Allen & Overy LLP	Tonnaer Hein Clifford Chance LLP
Band 4	Leading Individuals	Band 2
Hogan Lovells International LLP *	Band 1	de Jongh Zeeger Allen & Overy LLP
Simmons & Simmons LLP	Silverentand Larissa NautaDutilh *	Kneppers Gerard DLA Piper Nederland *
Van Doorne *	Band 2	McEwan Angela Clifford Chance LLP
Senior Statespeople & Eminent Practitioners	Lieverse Kitty Loyens & Loeff *	Wamelink Herman Stek *
Senior Statespeople: distinguished older partners	Raas Rogier Stibbe *	Notable practitioners
de Serière Victor Allen & Overy LLP	Stegeman Rezah Simmons & Simmons LLP	Victor de Serière has notable experience assisting domestic banks with regulatory matters, including the Capital Requirements Regulation. Clients appreciate his customer-oriented manner, one saying that he is “very open for discussion, creative, listens well and gives his advice in a calm and well thought-out manner which always convinces.” Femke Bierman acts for both borrowers and lenders on corporate and acquisition financing. Her caseload spans domestic and multi-jurisdictional deals. Her scope as a practitioner is highlighted by clients, one saying that “she has a helicopter view” and enthusing that “her advice is second to none.” Werner Runge maintains an extensive project finance caseload, acting for both borrowers and lenders, with particular strength in renewable energy matters. Clients extol his communication skills, one citing “the clear explanation he can provide to a large group of stakeholders with different interests while keeping them on board.” Zeeger de Jongh advises sponsors on infrastructure finance mandates, including PPP deals, in addition to renewable energy projects. His ingenuity as a practitioner is highlighted by market commentators, one describing him as “creative.” Niels de Ru represents key domestic and international banking clients in transactions including refinancings and real estate financing. His solution-oriented manner is appreciated by clients, one calling him “very pragmatic and hands-on.” Andrew Thomas advises international financial institutions on cross-border structured financing transactions. Market commentators credit him for his “wide skill set.” Aroen Kuitenbrouwer has a solid track record acting for borrowers and lenders on credit facilities.
Eminent Practitioners	van Loopik Mariken De Brauw Blackstone Westbroek *	
Visser Bas Boris Clifford Chance LLP	Band 3	
Leading Individuals	Gonzalez Alex Orange Clover (ORL) ◇	
Band 1	Labeur Rosemarijn Finnius	
Bierman Femke Allen & Overy LLP	Nagelkerke Floortje Norton Rose Fulbright	
Hofland Jelle Clifford Chance LLP	Riekerk Casper Finnius	
Band 2	Schot Corinne Baker McKenzie (ORL) ◇	
De Vries Titus Clifford Chance LLP	Up-and-coming individuals	
Haak Frans Stek *	Bierman Bart Finnius	
Band 3	van der Eerden Frans NautaDutilh *	
de Ru Niels Allen & Overy LLP		
Jongen Wouter Hogan Lovells International LLP		
Mayer Max DLA Piper Nederland *		
McEwan Angela Clifford Chance LLP		
Oosterling Lex DLA Piper Nederland *		
Stoffer Menno De Brauw Blackstone Westbroek *		
Thomas Andrew Allen & Overy LLP		
Venrooy Loet Houthoff *		
Viëtor David NautaDutilh *		
Wamelink Herman Stek *		
Band 4		
de Vries Folko Clifford Chance LLP		
Flokstra Thijs Freshfields Bruckhaus Deringer LLP (ORL) ◇ *		
Fox Ben Jones Day (ORL) ◇ *		
Kreuz Gianluca Loyens & Loeff *		
Kuitenbrouwer Aroen Allen & Overy LLP		
Roelofs Mees Linklaters (ORL) ◇ *		
Vriesendorp Diederik NautaDutilh *		
Up-and-coming individuals		
Kaufmann Sharon Stek *		
* Indicates firm / individual with profile.		
◇ (ORL) = Other Ranked Lawyer.		
Alphabetical order within each band. Band 1 is highest.		

The editorial is in alphabetical order by firm name.

Allen & Overy LLP

What the team is known for Outstanding full-service firm with exemplary skills in complex international transactions. Formidable expertise in project finance mandates, assisting lenders and sponsors with large PPP projects, including both renewable energy and infrastructure developments. Highly experienced in leveraged finance, as well as acting for banks on asset-based and acquisition financing, as well as advising on credit facilities. Regulatory team acts for financial institutions on compliance with capital requirements regulation and Solvency II regulations. **Strengths** Clients commend the firm for its ingenuity, one citing its “creative and practical approach.” Another commends the practice for its personable manner, calling it “very approachable” and saying that the lawyers “take the time to answer our questions.” **Work highlights** Acted for Deutsche Bank on EUR65 million borrowing base facilities for the ACT Commodities Group.

Clifford Chance LLP**See profile on p.64**

What the team is known for Market-leading international law firm noted as a top choice for lenders and borrowers. Acts on all aspects of banking, including acquisition finance, refinancing, real estate finance and debt restructuring. Benefits from a strong bench of English-qualified lawyers to act for international financial institutions on syndicated club deals and complex revolving credit facilities. Regulatory team works with a broad client base and provides comprehensive advice on compliance and banking licensing matters. Additionally provides stellar expertise in project finance matters with strength acting for lenders, sponsors and institutional investors in the energy sector.

Strengths The firm draws praise from clients for the breadth of its work, one saying that *"the firm has a deep banking group which allows it to build up expertise in specific niches."*

Another endorses the team for its sense of strategy, commending it for *"getting work between parties aligned and making sure all input was heard,"* and adds: *"The lawyers were always there to take a lead."*

Work highlights Assisted IK Investment Partners with financing its EUR140 million acquisition of Infra-data.

Notable practitioners

Bas Boris Visser has a solid track record advising on corporate lending, as well as regulatory matters, including banking licence applications. **Jelle Hofland** acts for corporate clients and institutional investors on credit facility agreements, acquisition finance and project financing. Commentators emphasise his flexibility, one describing him as *"versatile,"* before adding: *"He can tailor his message to specific circumstances."* **Hein Tonnaer** routinely acts for borrowers and lenders on renewable energy projects, including credit facilities for solar parks. Market commentators particularly mention his skill in projects pertaining to offshore wind farms. **Titus De Vries** assists lenders with credit facilities, particularly sustainability-linked facilities. Clients value his practical manner, one calling him *"a very pragmatic lawyer."*

Angela McEwan advises lenders on project finance work in the renewable energy sector, particularly transactions pertaining to solar power plants. Her solution-centred style is underlined by sources, one noting that *"she is very good at resolving things in a practical way."* **Folklo de Vries's** workload spans refinancing and acquisition finance transactions on behalf of banks and institutional investors. His client-centred approach is cited by interviewees, one describing him as *"deal-driven in looking after the interests of his client."*

De Brauw Blackstone Westbroek**See profile on p.1604**

What the team is known for Market-leading regulatory offering, with comprehensive expertise in European regulatory frameworks. Strong borrower-side finance team with extensive domestic and international experience. Advises an enviable corporate client base on a variety of banking and finance matters, including acquisition finance and corporate lending. Works closely with the firm's capital markets team to advise on emerging trends, including green bonds, as well as collaborating with the highly regarded corporate team on financial sector transactions.

Strengths The team's pragmatism is underlined by clients, with one referencing its *"evidence-and expe-*

rience-based input on deal tactics and strategies to achieve our tailored needs."

Another emphasises the practice's foresight, asserting that it has *"a good understanding of the risks involved."*

Work highlights Advised TenneT on the refinancing of its EUR3 billion revolving credit facility.

Notable practitioners

Mariken van Loopik (see p.1589) moves up in the rankings this year following praise from interviewees, with one client describing her as *"a trusted boardroom adviser who is practical and solid"* and enthusing that she *"goes deeper and further than just the legal part."* She advises on transactions in regulated financial markets, in addition to supporting Dutch corporates and banks with regulatory approval from the Dutch Central Bank. **Menno Stoffer** (see p.1584) assists borrowers with corporate finance transactions, including acquisition and structured finance. His communication skills are appreciated by clients, one relaying how *"he excels in explaining and summarising complex legal matters."*

DLA Piper Nederland**See profile on p.71**

What the team is known for Impressive finance team with an enviable position in acquisition financing, representing a strong list of Dutch banks and private equity firms. Also acts on corporate lending, real estate deals and construction financing in the energy industry. Picked out as a leading choice for alternative lending solutions, including direct lending and private credit. Team members also offer experience in project financing.

Strengths Clients rate the firm's commercially oriented style, one citing its *"dedication and clear communication"* and saying the team is *"solution-driven."* Another values the team for its willingness to take the initiative, calling it *"a proactive firm."*

Work highlights Acted for FMO on its development financing loan to Zambian farming business Yatele.

Notable practitioners

Gerard Kneppers (see p.1575) enters the table this year following on from an extensive work portfolio. He regularly advises on financing in the renewable energy sector on behalf of lenders, particularly those pertaining to solar parks. Clients praise his collaborative style, one identifying his ability to find *"a mutually acceptable solution while keeping in mind his clients' interests."* **Max Mayer** (see p.1578) represents lenders, namely banks and private equity houses, in unitranche and acquisition finance transactions. Clients appreciate his experience and client-focused approach, with one reporting that *"he brings a seasoned market view,"* while another highlights his *"very good understanding of what the key commercial points are in a transaction."* **Lex Oosterling** (see p.1580) acts for a clientele of domestic and international banks on real estate and acquisition financing. His succinct style is remarked on by clients, one describing him as *"a concise and clear communicator"* who is *"always solution-driven."*

Finnius**See profile on p.1612**

What the team is known for Impressive financial regulatory boutique known for acting for international fintech clients. Demonstrates expertise representing established multinational financial services clients in a range of contentious and non-contentious regulatory matters. Regularly advises on banking licence applications, MiFID II implementation and

PSD2 projects, as well as assisting with investment fund and insurance regulatory matters. Also represents clients in litigation proceedings against Dutch and Dutch Caribbean supervisory authorities.

Strengths The pragmatism exhibited by the practice is underlined by clients, one telling how *"Finnius impressed me with its hard work and practical approach."*

Another commends the department for its *"client dedication, detailed expertise, industry knowledge and responsiveness."*

Work highlights Assisted Floryn with its account information services provider licence application under PSD2.

Notable practitioners

Rosemarijn Labeur enters the rankings this year following excellent feedback from clients, who rate her pragmatism, with one characterising her as *"hands-on with exceptional expertise in financial supervision."* She advises asset managers and private equity firms on regulatory topics, including licensing issues. **Casper Riekerk** assists private equity firms and other clients from the financial services sector with regulatory investigations. Clients highlight his succinct manner of counsel, one calling him *"very clear in his communication."* **Bart Bierman** *"has a lot of knowledge on the payment industry,"* according to one client. Acting for a clientele of financial institutions, he maintains a broad regulatory practice spanning licensing matters, payment services and fintech regulations.

Hogan Lovells International LLP**See profile on p.78**

What the team is known for Established team with a strong roster of clients among leading private equity houses and Dutch banks. Advises on acquisition finance and real estate financing. Demonstrates particular expertise in direct lending matters.

Strengths Interviewees particularly highlight the firm's strength in syndicated loans and unitranche financing.

Work highlights Advised Deutsche Bank on financing the acquisition of @Leisure Group.

Notable practitioners

Wouter Jongen advises international lenders on acquisition and real estate finance transactions. Clients commend him for his skill in negotiations, with one explaining that *"he can put his foot down and get his point across."*

Houthoff**See profile on p.1618**

What the team is known for Strong finance group with significant expertise in acquisition and real estate financing. Acts for both banks and corporate clients on secured corporate lending facilities and asset-based loans. Offers additional experience in refinancing and amendments to existing credit facilities.

Strengths The team's sense of strategy is observed by clients, one suggesting that it is *"good at evaluating risks and knowing when to let go of different items in the negotiations."*

Another speaks of the team's meticulousness, asserting that *"the lawyers are on top of all the issues at hand."*

Work highlights Acted for the Municipality of Amsterdam on the EUR400 million financial restructuring of its subsidiary AEB.

Notable practitioners

Loet Venrooy (see p.1591) is described by inter-

viewees as “very knowledgeable and pragmatic.” He regularly advises a clientele of banks on corporate and real estate finance transactions.

Loyens & Loeff

See profile on p.1625

What the team is known for Well-equipped team with considerable expertise in real estate finance, acquisition finance and shipping finance. Also assists with refinancing and amendments to credit agreements. Financial regulatory team offers experience in AIFMD and securitisation regulations. Formidable experience acting for banks, investment funds and private equity houses.

Strengths A client highlights the team’s “expert advice” and appreciates the firm for its hands-on manner, describing it as “highly involved and committed to getting the job done in a pragmatic manner.” Another source says that “across the board the team is extremely service-oriented.”

Work highlights Assisted Barclays with its USD2.5 billion financing to PVH Corp.

Notable practitioners

Kitty Lieveise (see p.1577) has a track record in acting for financial institutions on matters relating to insurance and financial regulations. Her dedication to the customer is highlighted by clients, with one describing her as “a committed partner to work with.” **Gianluca Kreuze** (see p.1576) maintains a broad workload spanning corporate and acquisition financing on behalf of international banking clients. He is also active in ship financing, with one market commentator calling him “one of the best shipping finance lawyers in the Netherlands.”

NautaDutilh

See profile on p.1627

What the team is known for Pre-eminent financial regulatory team advising Dutch and international financial institutions on innovative projects relating to e-money licences and alternative financing. Also offers notable experience assisting private equity clients with the financial regulatory aspects of transactions involving insurance companies. Acts for clients on the Dutch aspects of major international acquisition finance mandates and lending facilities. Additional expertise encompasses real estate finance, as well as amending refinancing agreements. Regularly works alongside the firm’s New York office, advising US lenders and borrowers on cross-border matters.

Strengths The firm’s familiarity with state supervisory bodies is praised by clients, one presenting the team as “knowledgeable and well connected with the Dutch regulator, which helps a lot.”

Another describes the department as a “good sparing partner.”

Work highlights Advised Takeaway.com on obtaining a licence as a payment service provider from the Dutch Central Bank.

Notable practitioners

Larissa Silverentand (see p.1583) acts for international platforms and financial institutions on regulatory matters, including e-payment processes. Market commentators regard her as a “market leader” in licensing issues. **David Viëtor** (see p.1591)’s caseload includes acquisition and syndicated finance transactions on behalf of borrowers. His collaborative manner is remarked upon by market sources, one saying that “he tries to build bridges rather than stoke fires,” before adding: “He is good to have on transactions.” **Diederik Vriesendorp** (see p.1592) regularly assists international financial institutions with

cross-border credit facilities. Market commentators recognise his focus on real estate finance. **Frans van der Eerden** (see p.1587) enters the rankings this year following glowing praise from clients, with one praising “his specific knowledge on payment service providers and the way the regulator operates,” while another highlights his “good knowledge in this area.” He assists international platforms and banks with licensing and e-payment issues.

Norton Rose Fulbright

What the team is known for Exceptional project finance practice acting for sponsors, lenders and borrowers on energy, infrastructure and construction projects. Often acts for both bidding and lending consortia on the financing aspects of project tenders. Clients include domestic and international banks and construction companies. Team members also handle financial regulatory matters.

Strengths The team’s diligence is underlined by clients, one saying that “the lawyers are very responsive and the advice they provide is on point and practical.” Another highlights the department’s commercial manner, reporting it to be “flexible and pleasant to work with.”

Work highlights Assisted KfW IPEX-Bank with refinancing the A15 Maasvlakte-Vaanplein DBFM project.

Notable practitioners

Wouter Hertzberger represents borrowers and lenders in project finance transactions, including those pertaining to infrastructure and renewable energy. Interviewees highlight his scope as a lawyer, one describing him as “pragmatic and easygoing” and expanding: “He sees the important issues.” **Floortje Nagelkerke** acts for insurers, banks and other financial services clients on regulatory issues encompassing authorisations and compliance issues. She is known among market commentators for her expertise in trading venues, one calling her “the go-to person” for this.

Simmons & Simmons LLP

What the team is known for Skilled team advising on financial services and regulatory law. Frequently assists clients with Brexit-related regulatory matters, including regulatory authorisations, initial margin regulations and the Capital Requirements Regulation. Enters the main table this year for its extensive work on real estate finance mandates and project finance experience, advising clients on renewable energy projects, as well as major infrastructure mandates.

Strengths The practice’s commercial awareness is valued by clients, with one relaying that “we find it very important that our counsel knows our business and also has a deep knowledge of market standards,” before adding: “The firm does this very well and performs admirably.”

Work highlights Advised ASR on the lower solvency capital requirement applying to cleared derivatives.

Notable practitioners

Rezah Stegeman regularly advises on capital requirements as well as being a leader in the derivatives field. His practical manner is emphasised by clients, one asserting that “he gives very pragmatic advice.”

Stek

See profile on p.1634

What the team is known for Broad finance practice with a prominent name in the domestic mid-market.

Frequently advises both lenders and borrowers, acting for a number of major banks and private equity houses on syndicated lending and acquisition financing. A popular choice among foreign law firms and financial institutions for local counsel work on multi-jurisdictional financing transactions. Team members offer experience in project finance mandates.

Strengths The team’s user-friendly manner is highlighted by clients, with one reporting that “Stek is a pleasant firm to work with,” before elaborating: “The lawyers are pragmatic, friendly and hard-working.”

Work highlights Advised ABN AMRO on the EUR148 million financing in respect of a fibre-optic cable network in the Netherlands.

Notable practitioners

Frans Haak (see p.1572) regularly advises on acquisition financing and debt refinancing, including syndicate-backed loans. His collaborative style is highlighted by clients, one praising him for maintaining “a pragmatic, consensus-based approach without losing sight of our interest.” His client list comprises banks and private equity houses. **Herman Wamelink** (see p.1592) assists lenders with project finance transactions in the energy and telecommunications sectors. Clients praise his scope as a practitioner, one reporting: “He combines his all-round legal expertise with a sensible, pragmatic approach.” **Sharon Kaufmann** (see p.1575) assists lenders with project finance transactions spanning transport and renewable energy. Her tenacity as a practitioner is observed by commentators, one saying that “she has a lot of drive.”

Stibbe

See profile on p.1635

What the team is known for Broad-reaching practice with expertise covering a full range of regulatory and project finance transactions. Frequently advises international financial institutions on both contentious and non-contentious regulatory matters, including those relating to insurance, regulatory enforcement and PSD2 licensing applications. Additional experience in project finance, with a notable focus on infrastructure finance and PPP projects.

Strengths The firm’s customer-oriented manner is emphasised by clients, one dubbing it “service-minded.”

Another recommends the firm for its “intellectual resources” and underlines that the team “delivers high-quality work.”

Work highlights Represented ING in numerous court proceedings over the alleged mis-selling of interest rate swaps to small and medium-sized enterprises.

Notable practitioners

Rogier Raas (see p.1581)’s practice spans e-payment licensing and interest rate derivatives, in addition to regulatory advice on transactional mandates in the insurance sector. He is noted among market commentators as an “accomplished regulatory lawyer” who has “an excellent reputation.”

Van Doorne

See profile on p.1640

What the team is known for Well-regarded team with a strong focus on real estate finance. Acts for lenders, including Dutch and German banks, on acquisition finance matters. Offers particular experience in corporate refinancing mandates and credit facility agreements.

Strengths Clients endorse the firm for its practical manner, one calling it “highly pragmatic and oriented

on problem-solving.”

Work highlights Assisted Mogelijk Vastgoedfinancieringen with the launch of its buy-to-let financing activities in the Netherlands.

Notable practitioners

Angelique Thiele and Stefan van Rossum are key contacts at the firm.

Other Ranked Lawyers

Thijs Flokstra (see p.1571) maintains a client base of multinational investors and Dutch companies. His caseload comprises real estate and acquisition financing.

Ben Fox (see p.1571) has a track record in corporate finance transactions. He is admitted to practice in England and Wales and splits his time between Jones Day's offices in London and Amsterdam. He is particularly active on cross-border financing matters. His meticulousness is hailed by market commentators, one deeming him “a good technical lawyer.”

Alex Gonzalez regularly advises international financial institutions on benchmarking regulations, regulatory authorisations and compliance matters. His scope as a practitioner is remarked upon by clients, one saying: “He is very commercial, gives the right level of detail and responds quickly,” adding: “He is a pleasure to work with.”

Mees Roelofs (see p.1582) acts for international

financial institutions on transactions encompassing acquisition finance, real estate finance and corporate finance. Clients appreciate his detailed manner, one presenting him as “very technically skilled.”

Corinne Schot advises on a range of regulatory issues, including those relating to financial instruments. Her diligence as a practitioner is emphasised by clients, one characterising her as “hands-on,” before explaining: “She’s up to speed and on top of it.” She is a specialist on derivatives matters.

Capital Markets

Capital Markets: Debt	Capital Markets: Equity	Capital Markets: Securitisation
Leading Firms	Leading Firms	Leading Firms
Band 1	Band 1	Band 1
Allen & Overy LLP	Allen & Overy LLP	Allen & Overy LLP
Clifford Chance LLP *	De Brauw Blackstone Westbroek *	NautaDutilh *
Linklaters *	Linklaters *	Band 2
Band 2	Band 2	Freshfields Bruckhaus Deringer LLP *
NautaDutilh *	Clifford Chance LLP *	Hogan Lovells International LLP *
Simmons & Simmons LLP	NautaDutilh *	Loyens & Loeff *
Band 3	Stibbe *	Band 3
De Brauw Blackstone Westbroek *	Band 3	Baker McKenzie
Leading Individuals	Houthoff *	Clifford Chance LLP *
Band 1	Eminent Practitioners	Simmons & Simmons LLP
Heeringa Jonathan Allen & Overy LLP	Eminent Practitioners	Leading Individuals
Horsten Pim Linklaters *	Lemstra Derk Stibbe *	Band 1
van der Meer Jurgen Clifford Chance LLP	Zijp Petra NautaDutilh *	Bos Jeroen Simmons & Simmons LLP
Band 2	Leading Individuals	Kastelein Gerard Allen & Overy LLP
Kothe Tineke Clifford Chance LLP	Band 1	Ulrici Michaëla NautaDutilh *
Voorhees Peter Simmons & Simmons LLP	Harmse Alexander Linklaters *	van 't Westeinde Mariëtte Loyens & Loeff *
Associates to watch	Hoeyers Jan Willem De Brauw Blackstone Westbroek *	Band 2
Baks Menno Linklaters	Schütte Pieter Stibbe *	Lotay Mandeep Freshfields Bruckhaus Deringer LLP *
Van der Molen Hugo Clifford Chance LLP	Stevens Tim Allen & Overy LLP	Masman Robert Hogan Lovells International LLP
* Indicates firm / individual with profile.	Band 2	Scheltema Arjan NautaDutilh *
Alphabetical order within each band. Band 1 is highest.	Netiv Antonia NautaDutilh *	Steffens Philippe Baker McKenzie
	Teerink Han Clifford Chance LLP	Up-and-coming individuals
	Tukker Jetty Houthoff *	Reutelingsperger Tom Allen & Overy LLP
	Associates to watch	Star associates
	Baks Menno Linklaters	Gerritsen Liza NautaDutilh *

The editorial is in alphabetical order by firm name.

Allen & Overy LLP

What the team is known for Pre-eminent practice boasting market-leading experience in all aspects of Dutch capital markets. Benefits from a large, global network to offer clients strong expertise in cross-border deals. A top choice for Dutch clients in IPOs, debt issuance programmes and portfolio transactions. Highly regarded for acting on covered bonds and other securities transactions. Advises clients on all sides of capital markets mandates, including debt originators, underwriters and issuers.

Strengths The firm's communication skills draw praise from clients, one observing that “the team has been very good in translating the regulator's requests and anticipating issues with our timeline. That helps us to manage expectations internally.”

Another mentions its skill in cross-border transactions, asserting that “the firm is well connected across the various offices, which ensures the same standard

applies to our deals across jurisdictions.”

One client particularly praises the firm's work in equity capital markets, enthusing that it is “the best equity capital markets house in the Netherlands.”

Work highlights Acted for Naspers on the EUR25 billion spin-off and IPO of Prosus on Euronext Amsterdam and the Johannesburg Stock Exchange.

Notable practitioners

Jonathan Heeringa advises a clientele of banks, investors and insurance companies as both issuer and manager on bond offerings, including green bonds. Clients underline his foresight, one calling him “a very thorough lawyer” and adding: “He tries to anticipate a lot of the issues we may face.” **Gerard Kastelein's** remit spans RMBS and other securitisation transactions on behalf of international financial

institutions and investors. Market commentators rate his practical manner, one praising him as “commercially good and solution-oriented.” The “very knowledgeable but practical” **Tim Stevens** is lauded by one interviewee as “a brilliant capital markets lawyer.” He frequently advises multinational corporates as issuers on IPOs. He additionally assists domestic special purpose acquisition companies with mergers and capital contributions. His solution-centred style draws endorsements from clients, one commending him for “getting the deal done.” **Tom Reutelingsperger** enters the table this year following praise from market commentators, with one enthusing: “I see him as the key guy.” He represents a clientele spanning insurers and investors in covered bonds and RMBS transactions, in addition to buy-to-let securitisations.

Baker McKenzie

What the team is known for Notable structured finance practice with a strong focus on collateralised loan obligations. Acts for multinational investment banks and Dutch financial institutions on cross-border refinancing mandates. Enjoys a prominent role in international securitisation mandates, working alongside the firm's global network. Assists clients with warehouse financing and mortgage receivables financing.

Strengths The team's service-minded style is recognised by clients, one extolling how the firm *"really puts the interest of the clients first,"* before adding: *"I was very impressed with the fact that the team always made time available for us."*

Work highlights Advised ING Bank on its partnership with RiverRock on a European direct lending strategy.

Notable practitioners

Philippe Steffens undertakes RMBS transactions and trade receivables financing on behalf of banks and other financial institutions. His scope as a practitioner is extolled by clients, one describing him as *"a very amiable person, but at the same time he has proven himself as a tough negotiator on our behalf."*

Clifford Chance LLP

See profile on p.64

What the team is known for Esteemed debt offering, regularly advising multinational corporate issuers on a range of debt products. A strong choice for highly complex and innovative regulatory issues, including prospectus regime directives. Also assists with IPOs and accelerated book building transactions. Notable securities offering, advising on residential mortgage-backed securities. Clients include leading international and domestic banks acting as underwriters' and issuers' counsel.

Strengths The firm's business understanding is valued by commentators, one noting how *"the team knows the way we work as a company,"* before adding: *"The lawyers always know how to provide advice in a way which helps me discuss it with board members."*

Work highlights Represented Citigroup as the manager in connection with a EUR750 million notes issuance by ASML.

Notable practitioners

Jurgen van der Meer assists multinational corporate entities and financial institutions with a range of DCM issues, including green bond issues and EMTN programmes. Clients extol his expertise in the regulatory landscape, one presenting him as *"very knowledgeable, particularly on the regulations for the capital securities."* **Tineke Kothe** acts for international financial institutions as underwriters and managers on debt issuances, encompassing green bonds and fixed-rate notes. Her business understanding is underlined by clients, one describing her as *"very commercial"* and adding that *"she tries as much as she can to cross the bridge and be the adviser for both sides."* **Han Teerink** moves up in the rankings this year following a strong work portfolio and praise from market commentators for his proactive style. He undertakes IPOs and accelerated bookbuilds on behalf of a clientele drawn from the banking and financial services sector. **Hugo Van der Molen's** remit includes green bond issuances and EMTN programmes on behalf of a clientele drawn from the financial services sector. Clients underline his communication skills, one asserting that *"he is able to explain complicated issues in a comprehensive yet understandable way."*

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Highly esteemed for ECM matters, with notable expertise in IPOs, share transactions, bookbuilding transactions and convertible bond issues. Enjoys a particularly prominent role acting as counsel to Dutch issuers on initial listings and share buy-back programmes. Additionally advises its enviable list of Dutch corporates on DCM transactions, including note offerings in highly regulated markets and green hybrid bond issuances.

Strengths Clients rate the team's commercially oriented manner, one saying that *"the lawyers know us really well, which makes the contact informal, quick and practical."*

Another describes the team as *"legally sharp, practical and no-nonsense."*

Work highlights Assisted Just Eat Takeaway.com with its equity and convertible bonds offerings, raising EUR700 million.

Notable practitioners

Jan Willem Hoevers (see p.1573) maintains a broad caseload within ECM, spanning IPOs and public M&A. His commercial scope is emphasised by clients, one saying he is *"very thorough and sticks to what he promises."*

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Strong capital markets team with impressive expertise in securitisation matters. Boasts a formidable network of offices and notable experience in English law to assist clients with complex cross-border transactions. Acts for a number of investment banks, Dutch corporations and international investors on structured finance mandates, including receivables financing. Frequently advises on residential mortgage-backed securitisation transactions, acting for arrangers or originators.

Strengths The firm's attentiveness is remarked upon by clients, one asserting that *"the lawyers are proactive, reliable and quick in their responses."*

Another values the team's solution-centred style, calling it a *"deal-driven team."*

Work highlights Acted for CarVal as sponsor and RNHB as seller and originator on a EUR410 million Dutch residential mortgage-backed securitisation.

Notable practitioners

Mandeep Lotay (see p.1578) represents an international client roster in securitisation cases, encompassing RMBS matters and trade receivables financing. Lotay is admitted to practice in England and Wales, and is particularly valued for his experience in English law transactions. Clients commend his customer-centric approach, one speaking of his *"strong focus on the priorities of his client and excellent transaction management skills."*

Hogan Lovells International LLP

See profile on p.78

What the team is known for Moves up in the rankings this year following glowing client feedback. Solid structured finance and asset-based lending team. Advises a number of Dutch banks on covered bond programmes, as well as securitisation transactions linked to real estate and residential loans. Acts principally for banks and Dutch companies as issuers of fixed-rate bonds.

Strengths Clients endorse the firm for its willingness to take the initiative, one calling it a *"proactive and committed team."*

Work highlights Advised Coöperatieve Rabobank

on an update to its EUR25 billion covered notes programme.

Notable practitioners

Robert Masman's scope covers RMBS transactions and covered bonds programmes on behalf of Dutch and multinational financial services clients. Clients appreciate that Masman *"has the ability to act very practically and quickly while remaining precise."*

Houthoff

See profile on p.1618

What the team is known for Commendable ECM practice with experience representing shareholders and companies in IPOs. Active on both domestic and foreign listings and delistings for both international and Dutch corporations. Also advises clients on accelerated bookbuilds and convertible bond offers.

Strengths The team's scope is subject to praise among clients, one reporting: *"What I always think is particularly helpful is the breadth of the team."*

Another acknowledges the practice's approach, deeming it *"practical, hands-on and skilled."*

Work highlights Advised ShoppingParks, Terzetmus, Kempen & Co and KBC Securities on an accelerated bookbuild.

Notable practitioners

Jetty Tukker (see p.1585) acts for clients in the real estate and media sectors on IPOs and share transactions. Clients value her willingness to take the initiative, one observing how *"she really thinks ahead on deals and is proactive in facing issues."*

Linklaters

See profile on p.84

What the team is known for Boasts a thriving cross-border practice in conjunction with its international network, receiving particular praise for advising international financial institutions as underwriters' counsel on convertible bond offerings and share placements. Acts on IPOs, secondary listings and equity capital raises. Regularly also acts as underwriters' counsel on debt and securities issuances, as well as having experience representing banks as issuers.

Strengths Clients underline the firm's pragmatism, one characterising the team as *"always high standard, always thoughtful and always commercial in thinking of solutions for issues."*

Work highlights Advised J.P. Morgan Securities as underwriter on a EUR125 million senior unsecured convertible bonds issuance by Pharming Group.

Notable practitioners

Alexander Harmse (see p.1572) advises underwriters on public equity offerings. He also assists financial services clients with convertible bonds issues and accelerated bookbuilds. His practical manner is singled out by market practitioners, one dubbing him *"pragmatic."* **Pim Horsten** (see p.1574) advises a client roster of domestic and multinational banks and financial institutions. He acts for underwriters on high-stakes issuances, including senior notes and capital securities. Market commentators praise his longstanding experience in DCM mandates. **Menno Baks** represents international financial institutions as underwriters in public equity offerings and convertible bonds transactions. He additionally acts for banks on debt issuances and regulatory matters. He is praised by one market commentator as *"knowledgeable and cooperative."*

Loyens & Loeff**See profile on p.1625**

What the team is known for Strong domestic capital markets team with a focus on securitisation transactions. Experience encompasses RMBS transactions, as well as trade receivables securitisation. Collaborates closely with the team's renowned tax department in relation to cross-border refinancing matters. Also works with the firm's banking and corporate departments on private share placements and shareholders' rights.

Strengths Interviewees underline the firm's pragmatism, one deeming it "very practical."

Work highlights Acted for Obvion on the issuance of a EUR1.07 billion tranche of residential mortgage-backed security notes.

Notable practitioners

Mariëtte van 't Westeinde (see p.1585) maintains a varied caseload, spanning mortgage-backed securitisations, covered bonds programmes and trade receivables financing. Her pragmatism is pinpointed by market commentators, one labelling her "knowledgeable and practical" and adding that she is "fun to work with."

NautaDutilh**See profile on p.1627**

What the team is known for Outstanding securitisation practice, backed up by strong equity and debt capital markets teams. Acts for a number of major issuers on covered bonds programmes, as well as mortgage-backed securitisation transactions. Well-regarded equity team frequently representing both corporate clients and underwriters in IPOs and other public offerings. Advises international clients on convertible, green and high-yield bond issuances.

Strengths Clients appreciate the team's ingenuity, one citing its "ability to think creatively and to propose innovative solutions in a short timeframe."

Another client reports simply that "you can always count on the team to deliver, even in stressful or complex situations."

Work highlights Acted for de Volksbank on its EUR500 million green bonds issuance.

Notable practitioners

Petra Zijp (see p.1593) has a strong track record assisting domestic clients with IPOs and convertible bond issuances. Interviewees present her as "an impressive capital markets lawyer and a formidable negotiator" and conclude that she is "a trusted adviser to Dutch companies and investment banks."

Michaëla Ulrici (see p.1585)'s scope includes establishing mortgage loans platforms and RMBS transactions on behalf of Dutch and international investors. Her commercial acumen is praised by clients, one saying; "She always thinks along with our business," explaining: "She translates legal knowledge into business reality." **Antonia Netiv** (see p.1579) moves up in the rankings this year following glowing praise from interviewees, with one reporting on her "practicality, responsiveness and great substantive command." Public equity offerings, accelerated bookbuildings and share transactions comprise her work portfolio.

Arjan Scheltema (see p.1583) regularly advises banks on mortgage-backed securitisations and covered bonds programmes. His solution-centred approach draws endorsements from clients, one saying: "I can always rely on his legal knowledge and experience to get to a successful closing." **Liza Geritsen** (see p.1571) assists international investors with RMBS transactions and other mortgage-linked securitisation matters. Her commitment is cited by clients as a key strength, one calling her "strong in execution," before elaborating: "She has never failed to meet a deadline in the many securitisation transactions we have worked on together."

Simmons & Simmons LLP

What the team is known for Well-perceived practice with a notable focus on debt and securitisation. Acts for major Dutch financial institutions on international debt and structured notes programmes, as well as offering expertise in green bond offerings. Also represents Dutch corporate entities and state institutions in significant debt issuance matters. Assists with both commercial and residential mortgage-backed securitisation transactions, in addition to advising clients on mortgage lending platforms.

Strengths The firm's pragmatism is highlighted by clients, with one praising the team as "very practical."

Work highlights Assisted Heineken as issuer with the update of its EUR20 billion EMTN programme.

Notable practitioners

The "very knowledgeable" **Jeroen Bos** acts for international financial institutions as managers on mortgage-backed securitisation transactions. His accessibility as a practitioner is acknowledged by clients, one referring to him as "very approachable." **Peter Voorhees** represents key domestic banks and corporate entities in issuances, including EMTN programmes and other debt instruments. Interviewees value him as a deal maker, one saying: "He runs transactions smoothly, he's good with clients and works well under pressure." He is admitted to practice in the USA and often assists Dutch clients with matters involving US elements.

Stibbe**See profile on p.1635**

What the team is known for Reputed ECM team with a solid market reputation among corporate issuers, underwriting banks and selling shareholders. Regularly assists clients with trading on the stock exchange, advising on prospectus drafting and transaction structuring for IPOs. Also provides expertise in convertible bond offerings and debt-to-equity swaps, as well as capital market regulatory issues.

Strengths The firm's customer-centric style is singled out by clients, one calling it "service-minded."

Work highlights Advised Global Blue and its main shareholder Silver Lake on the IPO of Global Blue on Euronext Amsterdam.

Notable practitioners

Derk Lemstra (see p.1577) is esteemed among market commentators for his track record on equity capital markets matters. He is well placed to represent international investors in public M&A transactions. **Pieter Schütte** (see p.1583)'s caseload includes IPOs, accelerated bookbuildings and debt-for-equity swaps. A client highlights the "very enjoyable working relationship with him."

Competition/European Law**Band 1****Allen & Overy LLP**

What the team is known for Market-leading practice with expertise in the full spectrum of competition matters. Particularly well regarded for its focus on high-end merger control and competition litigation before the ACM, including price maintenance, abuse of dominance and cartel damages claims. Active on state aid matters, notably in the Dutch energy sector. Also boasts a strong transportation client base and has media, telecommunications and retail industry experience.

Strengths The firm's commercial acumen draws praise from clients, one saying that "they really understand our business and know what I need to get things done."

Work highlights Advised KLM on the state aid aspects of its negotiations with the Dutch state and

a number of domestic and foreign banks to secure a EUR3.4 billion financing.

Notable practitioners

Kees Schillemans is praised by market commentators for his collaborative style, one describing him as "a very collegial lawyer." He maintains a broad caseload, including state aid cases, merger clearances, ACM investigations and follow-on cartel litigation.

Yvo de Vries acts for a domestic clientele on merger clearances and state aid cases. Market commentators rate him for his dependability, one calling him "very solid." **Tjarda van der Vijver** enters the table following glowing praise from market commentators. He acts for domestic entities on investigations and merger clearances before the ACM. His diligence is remarked upon by clients, one citing his "comprehensiveness." **Emma Besselink** is lauded by market sources for her attentiveness, one saying that she is "ambitious to do the work well." State aid cases and

follow-on litigation as well as merger clearances and investigations before the ACM comprise her caseload.

De Brauw Blackstone Westbroek**See profile on p.1604**

What the team is known for Broad-ranging competition expertise with an excellent track record in the transport, energy, finance and technology sectors. Covers Dutch and EU competition law, particularly representing defendants in cartel investigations and follow-on damages claims. Also handles abuse of dominance investigations and state aid cases. Works alongside the firm's market-leading corporate team to advise on merger clearance mandates.

Strengths The firm's attentiveness is emphasised by clients, one asserting that "the advice is always very precise," before adding: "They understand what we want as a client."

Competition/European Law	
Leading Firms	
Band 1	
Allen & Overy LLP	
De Brauw Blackstone Westbroek *	
Freshfields Bruckhaus Deringer LLP *	
Stibbe *	
Band 2	
Houthoff *	
Pels Rijcken *	
Band 3	
Brinkhof *	
Loyens & Loeff *	
Maverick Advocaten *	
NautaDutilh *	
Stek *	
Band 4	
BarentsKrans *	
Bird & Bird	
Dentons *	
Kennedy Van der Laan	
Nysingh advocaten-notarissen	
Van Doorne *	
Leading Individuals	
Band 1	
Brouwer Onno Freshfields Bruckhaus Deringer LLP *	
de Pree Jolling De Brauw Blackstone Westbroek *	
Knibbeler Winfred Freshfields Bruckhaus Deringer LLP *	
Pijnacker Hordijk Erik Pels Rijcken	
Schillemans Kees Allen & Overy LLP	
Swaak Christof Stibbe *	
Wesseling Rein Stibbe *	
Band 2	
Elkerbout Ruben Stek *	
Kuipers Pauline Bird & Bird	
van Ginneken Pepijn Brinkhof *	
VerLoren van Themaat Weyer Houthoff *	
Band 3	
Beeston Sarah Van Doorne *	
Braeken Bas bureau Brandeis (ORL) ◇ *	
de Vries Yvo Allen & Overy LLP	
Dekker Cees Nysingh advocaten-notarissen	
Fanoy Joost BarentsKrans *	
Van de Hel Martijn Maverick Advocaten *	
van der Beek Annemieke Kennedy Van der Laan	
Wiggers Marc Loyens & Loeff *	
Band 4	
Custers Marc Loyens & Loeff *	
De Koning Martine Kennedy Van der Laan	
Gornall Helen De Brauw Blackstone Westbroek *	
Kohlen Janneke Bird & Bird	
Kreijger Paul Visser Schaap & Kreijger (ORL) ◇ *	
Kuijper Marc Dentons *	
Iutje Beerenbroek Misha HVG Law (ORL) ◇ *	
Reuder Berend Stek *	
Schaufeli Mauricette NautaDutilh *	
Schrijvershof Diederik Maverick Advocaten *	
ten Have Floris Stibbe *	
Up-and-coming individuals	
de Rijke Bart De Brauw Blackstone Westbroek *	
Muller Frans Clifford Chance LLP (ORL) ◇	
Pliego Selie Alvaro Freshfields Bruckhaus Deringer LLP *	
Van den Berg Paul Freshfields Bruckhaus Deringer LLP *	
van der Meer Christiaan Baker McKenzie (ORL) ◇	
van der Vijver Tjarda Allen & Overy LLP	
Associates to watch	
Besselink Emma Allen & Overy LLP	
Bredenoord-Spoek Marieke Stibbe *	
Houdijk Joost AKD (ORL) ◇ *	
* Indicates firm / individual with profile.	
◇ (ORL) = Other Ranked Lawyer.	

Foreign Experts (Based Abroad)	
Competition/European Law	
Dutch expertise based in countries listed below	
Belgium	Bosman Robert CMS EU Law Office (ORL) ◇ *
Belgium	Oosterhuis Gerrit Houthoff *
Belgium	Oude Elferink Edmon CMS EU Law (ORL) ◇ *
Belgium	van Heezik Greetje Houthoff *
Belgium	van Wissen Maikel De Brauw Blackstone *
Belgium	Verschuur Steven Osborne Clarke (ORL) ◇

Another notes how “they have hands-on experience in dealing with the EU Commission.”

Work highlights Acted for GrandVision on multi-jurisdictional merger control filings following its EUR5.5 billion sale to EssilorLuxottica.

Notable practitioners

Jolling de Pree (see p.1568) assists with high-stakes cartel damages claims and antitrust procedures, including those of an international scope. His business sense is underlined by market sources, one describing him as “very commercial.” **Helen Gornall** (see p.1571) enters the rankings this year following an extensive workload and strong interviewee feedback. She acts for multinational retail, booking and delivery platforms on a range of competition matters, including ACM investigations, merger control filings and cartel damages. **Bart de Rijke** (see p.1568) undertakes merger filings and clearances, including those of a cross-border nature. One client calls him “responsive and pragmatic,” before recommending him for “dealing with challenging merger cases before the EU Commission.” **Maikel van Wissen** (see p.1590) has a track record in representing clients in antitrust investigations and merger clearance matters before both the Dutch and European authorities.

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Impressive group with significant experience in cartel and abuse of dominance issues, state aid, unfair trade cases, merger control and regulated markets investigations. Also known for representing defendants before the Dutch and European courts in a number of follow-on damage claims across the consumer goods and transport sectors, frequently acting alongside the firm’s market-leading team in Brussels. Advises leading companies in the energy, telecommunications and healthcare industries.

Strengths Clients endorse the practice for its skill in multi-jurisdictional matters, one citing the “excellent network within the firm and outside with local counsel in various jurisdictions.”

Market commentators recognise the firm for its state aid work.

Work highlights Represented Airbnb in preliminary reference proceedings before the European Court of Justice regarding the application of the E-Commerce Directive and home rental regulatory initiatives.

Notable practitioners

Onno Brouwer (see p.1566) splits his time between the firm’s offices in Brussels and Amsterdam. He is reputed among market sources for his user-friendly style, one calling him “approachable,” as well as “very smart.” He represents clients before the Dutch courts and the European Court of Justice in state aid cases and follow-on litigation. **Winfred Knibbeler** (see p.1575) is esteemed among market commentators for his long experience in the market. He acts across the spectrum of competition issues, including follow-on litigation, cartel claims, ACM investigations

and appeals. **Alvaro Pliego Selie** (see p.1581) draws endorsements from market sources for his ingenuity, one suggesting that “he’s an out-of-the-box thinker.” His caseload spans state aid work, ACM investigations and abuse of dominance cases. **Paul Van den Berg** (see p.1586) acts for banks and financial institutions. He is particularly active in merger control procedures and appeals, before Dutch and European courts. Clients extol his business understanding, one asserting that “he is incredibly commercial.”

Stibbe

See profile on p.1635

What the team is known for Exceptionally strong behavioural practice with a notable track record in contentious matters. Particular focus on advising clients on cartel and abuse of dominance investigations, on both a national and a European level, as well as representing defendants in follow-on damages claims. Also highly regarded in merger control cases. Clients are drawn from sectors including TMT, consumer goods and banking.

Strengths The firm is extolled by clients for offering “clear and practical advice.”

Another says that “the team really knows the landscape,” before explaining: “They know what the regulators want to see.”

Work highlights Advised Mylan on its USD50 billion merger with Pfizer’s Upjohn business, including the various merger control notifications to regulators such as the European Commission.

Notable practitioners

Christof Swaak (see p.1585) represents multinational tech and banking clients in investigations by the ACM and European Commission. He is also active in cartel damages litigation. Clients endorse his sense of scope as a practitioner, one calling him “a trusted adviser who knows the market well and is proactive.”

Rein Wesseling (see p.1592)’s remit covers the full range of competition mandates, including merger filings and abuse of dominance cases, in addition to investigations by the European Commission and ACM. Sources describe him as “a great lawyer,” particularly stressing that he “is client-friendly.” **Floris ten Have** (see p.1585) enters the rankings this year following glowing praise from market sources. He undertakes merger control filings and investigations on behalf of a client base drawn from pharmaceuticals, tech and banking. “He is really good at simplifying things and getting to the point,” enthuses one client, adding: “He pursues a very down-to-earth and practical approach.” Sources “are very impressed” with **Marieke Bredenoord-Spoek** (see p.1565), emphasising her activity in competition litigation. She also advises on cross-border cartel damages claims.

Band 2

Houthoff

See profile on p.1618

What the team is known for Well-regarded choice for cartel investigations and related defence litigation, working closely with the firm’s market-leading litigation department to represent clients in private enforcement claims. Also advises on merger control and state aid issues. Strong in abuse of dominance proceedings. Boasts an illustrious client base spanning the healthcare, technology and transport industries.

Strengths Interviewees endorse the firm for its scope, one asserting that “it has a combination of

technical excellence and commercial pragmatism."

Another homes in on the firm's "practical approach."

Work highlights Acted for Singapore Airlines and Cargolux on numerous private enforcement proceedings before Amsterdam courts following a EUR1 billion air cargo damages claim case.

Notable practitioners

Weyer VerLoren van Themaat (see p.1591) advises on cartel damages claims, follow-on litigation and ACM investigations. He is well prepared to represent clients before European courts. He acts for a clientele drawn from sectors as disparate as aviation and manufacturing. **Gerrit Oosterhuis** (see p.1580) regularly assists with the merger control aspects of large-scale cross-border transactions. He is based in Brussels, with clients appreciating his communication skills, one asserting that "his analyses are easy to read and understand." Brussels-based **Greetje van Heezik** (see p.1589) specialises in state aid issues. Her customer-centric approach is acknowledged by interviewees, one recommending her for "thinking along with the client."

Pels Rijcken

See profile on p.1630

What the team is known for Strong practice noted for representing the Dutch state, municipalities and public bodies in the full spectrum of competition issues, including EU legislation and state aid matters. Also assists clients from the private sector with cartel litigation, frequently advising clients from the transport industry as defendants on follow-on damages proceedings.

Strengths Clients describe an "excellent and strong team with a good mix of more experienced senior lawyers and very talented younger lawyers."

Work highlights Assisted Daimler with pending damage actions before Dutch courts in connection with the 2016 decision of the European Commission regarding truck cartel damages.

Notable practitioners

Erik Pijnacker Hordijk's work portfolio includes cartel damages claims and state aid cases. Clients highlight his succinct manner of counsel, one dubbing him a "straight talker," additionally praising his "assertive and persuasive litigation style." His client roster includes state bodies, airline companies and manufacturers.

Band 3

Brinkhof

See profile on p.1599

What the team is known for Sector-focused department with an enviable client base in regulated markets, such as telecoms, technology and energy. Handles competition matters on both a domestic and cross-border level. Particularly active on contentious matters, including follow-on damages litigation, pricing disputes and civil litigation on abuse of a dominant position. Assists clients with merger control issues, including representing third-party objectors. Active on cartel cases spanning a range of sectors, advising both defendants and claimants.

Strengths The firm is reputed among clients for its dexterity, one characterising it as "agile and very fast in follow-up on questions."

Work highlights Advised KPN on the European Commission's review of the EUR10 billion merger between Liberty Global and Ziggo.

Notable practitioners

Pepijn van Ginneken (see p.1588) boasts a varied clientele, including telecoms operators, tech multinationals, and household names in the food and beverages sector. He advises on follow-on litigation and merger control procedures. His considered style is praised by clients, one calling him "thoughtful."

Loyens & Loeff

See profile on p.1625

What the team is known for Frequently advises on merger clearance proceedings in the healthcare, life sciences and energy industries, often acting for private equity companies. Also acts on a range of antitrust matters, with a particular focus on representing defendants in cartel and abuse of dominance investigations and follow-on damages claims. Additionally assists clients from the transport and food industries.

Strengths Clients underline the firm's commercial acumen, one calling it "creative, thorough and approachable."

Work highlights Acted for DPG Media on the successful competition approval of its acquisition of Nu.nl.

Notable practitioners

Marc Wiggers (see p.1592) moves up in the rankings this year following glowing client feedback. He assists with merger control procedures, state aid issues and ACM investigations. His commercial acumen is a source of praise among clients, one characterising him as "hands-on and a pleasure to work with." **Marc Custers** (see p.1567) assists with merger clearances before the ACM and state aid issues. Clients endorse his user-friendly style, one saying that "it is always a pleasure to work with him," and adding: "He is a very amicable person." His client list encompasses municipalities, insurers and private equity firms.

Maverick Advocaten

See profile on p.1626

What the team is known for Flourishing competition boutique offering wide-ranging expertise in merger control, cartel investigations, dawn raids, distribution matters and abuse of dominance. Recognised for its extensive experience representing clients in the healthcare sector, as well as focusing on other regulated markets, such as energy and telecommunications.

Strengths Clients value the firm for its attentiveness, one telling of how "their response was always quick and to the point."

Another calls the department "extremely knowledgeable and well organised."

Work highlights Represented H&S Group in EUR12.5 million cartel proceedings before the ACM.

Notable practitioners

Martijn Van de Hel (see p.1586) is active on cartel damages cases and investigations before the ACM. He also advises on state aid issues before the European Commission. Clients laud his scope as a practitioner, one citing his "high degree of strategic understanding." **Diederik Schrijvershof** (see p.1583) advises on cartel investigations and merger clearances before the ACM. He is particularly well regarded for his work in the healthcare sector, in addition to representing clients from industries including public transport, social care and agriculture.

NautaDutilh

See profile on p.1627

What the team is known for Handles the full spectrum of competition issues, acting on both contentious and transactional matters. Particularly active for defendants on cartel follow-on damages claims. Also assists with merger control filings, abuse of dominance proceedings and state aid matters. Notable clients include significant banks, railway operators and airlines.

Strengths Clients value the firm for its scope, one telling of how the team "provides valuable strategic input, but is also able to take a pragmatic approach."

Another lauds that the firm has "a good multidisciplinary team, with a lot of international experience."

Work highlights Acted for the Dutch Ministry of Finance on a EUR12 billion state aid scheme in response to the COVID-19 outbreak.

Notable practitioners

Mauricette Schaufeli (see p.1583) is appreciated by clients for her commercial sense, one highlighting her "quick understanding of the business issues." She maintains a diverse work portfolio, comprising state aid work, merger filings and cartel damages claims. She often acts on behalf of financial institutions.

Stek

See profile on p.1634

What the team is known for Strong team with extensive knowledge of competition and EU law, combined with strong litigation skills. Focuses particularly on cartel and antitrust cases in the energy, transportation, leisure and consumer goods industries. Experienced in leniency applications as well as state aid matters. Recognised for its noteworthy expertise in the healthcare sector. Also adept at handling merger control mandates before the European Commission.

Strengths Clients praise the firm's business sense, one referencing its "entrepreneurial spirit."

Another commends its succinct manner of counsel, acclaiming its "straightforward advice."

Work highlights Advised Samsung on a cartel damages case in the cathode ray tubes sector before the European Commission.

Notable practitioners

Ruben Elkerbout (see p.1570) undertakes merger filings and cartel damages claims on behalf of domestic and international clients. Clients highlight his open-minded style, one remarking that "he is constantly looking for new perspectives that will help the case." **Berend Reuder** (see p.1581) maintains a caseload of cartel investigations and merger control proceedings. "A relaxed approach coupled with a fast understanding of the business and case at hand makes Berend a joy to work with," enthuses one client.

Band 4

BarentsKrans

See profile on p.1596

What the team is known for Frequently acts for claimants on cartel and abuse of dominance follow-on damages litigation, often working alongside the firm's well-respected disputes practice. Also represents clients in antitrust investigations and dawn raids. Has experience advising public sector clients on state aid matters. Assists with merger clearance and distribution issues.

Strengths The firm's user-friendly manner is remarked upon by clients, one calling it "very approachable and displaying a great knowledge of our

business operations.”

Work highlights Assisted Macedonian Thrace Brewery with follow-on litigation against Heineken and its Greek subsidiary Athenian Brewery.

Notable practitioners

Joost Fanoy (see p.1571) draws commendations from clients for his communications skills, one telling of how “he makes himself and his advice well understandable.” He assists with competition issues including follow-on litigation and state aid issues. He routinely acts on the claimant side in cartel damages cases.

Bird & Bird

What the team is known for Broad range of expertise encompassing market investigations, dawn raids, abuse of dominance and cartel cases. Also assists clients with merger clearance matters and distribution questions. Has a growing client roster within the energy and telecommunications sectors, including recent client win NLDigital.

Strengths Market commentators recognise the firm’s work on competition issues in the telecoms field.

Work highlights Assisted Tele2 with a complaint filed at the ACM regarding an alleged margin squeeze by KPN.

Notable practitioners

Pauline Kuipers is reputed among market commentators for her work on competition issues in the telecoms sector. She advises on selective distribution systems, abuse of dominance issues and investigations before the ACM. **Janneke Kohlen** claims a work portfolio featuring state aid and abuse of dominance cases. She acts for broadcasters, financial institutions and trade associations.

Dentons

See profile on p.1606

What the team is known for Frequently acts for claimants on cartel follow-on damages claims, as well as having experience on the defendant side. Also advises on merger filings, state aid matters and competition law investigations. Often represents sector associations in competition law mandates. Assists clients from the transport, technology and infrastructure sectors.

Strengths Clients laud the team for its attentiveness, one referring to its “sharp eye for detail.” Another acknowledges the firm as “well informed and service-minded.”

Work highlights Acted for Spaansen Holding on EUR9 million proceedings before the Supreme Court concerning the issue of state aid on land purchases.

Notable practitioners

Marc Kuijper (see p.1576) is acclaimed by clients for his attentiveness, one calling him “quick in response,” and praising his “thorough knowledge of competition law.” He advises on state aid cases, antitrust litigation and cartel damages claims.

Kennedy Van der Laan

What the team is known for Assists financial sector clients with competition matters, including obtaining approval for joint ventures. Also represents transport sector clients in cartel damages claims. Acts

for retail sector clients on contentious distribution matters. Additionally has clients from the healthcare sector.

Strengths The firm’s straightforward manner of counsel is appreciated by clients, one singling out its “clear and pragmatic advice.”

Another endorses the team for maintaining “a good balance between quality and speed.”

Work highlights Advised Dutch public transport operators NS, GVB, HTM and RET on European merger regulations in respect of the creation of a joint venture.

Notable practitioners

Annemieke van der Beek represents financial institutions, transport operators and fashion retailers in competition cases spanning merger control procedures and dawn raid investigations. Clients extol her business understanding, one citing her “thorough knowledge of competition law and client-oriented way of working.” **Martine De Koning** maintains a clientele of fashion retailers, luxury brands and telecoms operators. She is particularly well known among sources for her advice on distribution agreements.

Nysingh advocaten-notarissen

What the team is known for Notable competition practice with a significant name in state aid, often representing Dutch municipalities. Experienced handling matters before both the ACM and the European Commission. Offers expertise acting for clients from the healthcare sector on competition issues, particularly concerning joint ventures. Advises clients on matters related to cartels, including representing claimants in follow-on damages litigation.

Strengths Clients underline the department’s focus, one saying: “The advice is accurate, prompt and always relevant.”

Another agrees, stressing the team is “concise and right to the point.”

Work highlights Assisted the Province of Zuid-Holland with state aid-related matters in respect of a heat network in the region.

Notable practitioners

Cees Dekker regularly advises municipalities and public transport operators on state aid cases. He additionally acts on abuse of dominance matters. Clients laud his commercial acumen, one saying that he “asks all the right questions and delivers time and again,” before adding: “He is great to work with.”

Van Doorne

See profile on p.1640

What the team is known for Frequently assists companies with ACM market investigations and distribution matters. Noted for expertise in the pharmaceutical and healthcare sectors, as well as the retail and media industries. Scope of practice also includes merger control, as well as advising on state aid matters.

Strengths Clients single out the firm’s ability to adapt, with one describing it as “flexible and nice to work with.”

Another reports the team’s “excellent communication skills.”

Work highlights Advised Nimbus on a competition litigation case before the Court of Rotterdam.

Notable practitioners

Sarah Beeston (see p.1564) undertakes investigations and merger filings before the ACM. She maintains a broad client roster drawn from sectors including electronics, pensions and financial services. Her willingness to take the initiative is underlined by clients, one recommending her as “proactive, insightful and supportive, with excellent communication skills.”

Other Ranked Lawyers

Bas Braeken (see p.1565) of bureau Brandeis advises on cartel damages claims, merger filings and investigations before the ACM. His clientele spans media, tobacco and IT. Interviewees remark upon his collaborative style, one suggesting that “he really thinks along with you.”

Joost Houdijk (see p.1574) of AKD assists with cartel damages claims and merger clearances before the ACM. He is well prepared to represent clients in appeals. Market commentators relay his meticulous manner, one stressing that they “are really impressed by his work and analyses.”

Paul Kreijger (see p.1576) of Visser Schaap & Kreijger is recognised for his diligence among peers, one calling him “a very thorough lawyer,” before explaining: “He’s very precise and knows what he’s talking about.” Primarily acting for media sector clients, he is known for his work handling the competition aspects of IP law.

Misha lutje Beerenbroek (see p.1578) of HVG Law LLP maintains a broad caseload, encompassing merger approval proceedings before the ACM and selective distribution agreements.

Frans Muller of Clifford Chance LLP handles ACM investigations and state aid cases. His client list features online streaming platforms, banks and chemicals manufacturers.

Christiaan van der Meer of Baker McKenzie is valued by clients for his pragmatism, one reporting that “he doesn’t tell us what’s impossible, but helps us in finding solutions.” He undertakes ACM investigations on behalf of clients in the energy and manufacturing sectors, in addition to merger control filings.

Foreign Experts (Based Abroad)

Brussels-based **Robert Bosman** (see p.1565) of CMS is reputed among clients for his willingness to take the initiative, with one calling him “proactive.” Cartel proceedings and state aid cases comprise his work portfolio.

Edmon Oude Elferink (see p.1580) of CMS divides his time between the firm’s offices in Amsterdam and Brussels. He assists with competition matters before the ACM and European Commission. He is acclaimed by interviewees for his straightforward manner of counsel, one endorsing him for “advising his clients in a very clear way.”

Steven Verschuur of Osborne Clarke LLP leads the firm’s EU practice in Brussels, and is admitted in Belgium and the Netherlands. He has a track record in merger control and state aid cases, in addition to investigations before national and European competition authorities.

NETHERLANDS: An Introduction to Corporate/M&A: Mid-Market

Contributed by Lexence

The Dutch M&A Market – Adaptation to a Pandemic

During 2020, the pandemic has been a catalyst of certain trends and developments in the Dutch M&A market. One of the most significant trends has been to further restore the equilibrium between buyers and sellers, coming from a market that was previously predominantly controlled by sellers. This has resulted in auctioned sale processes having become increasingly less popular and sellers taking a different approach towards transactions and focusing on identifying specific potential buyers.

Impact of Covid measures

At the start of the lockdown in March 2020, the vast majority of Dutch M&A processes were paused. The immediate response for most companies has been to focus on the impact of Covid on their businesses, and to take care of human resource aspects and to apply for the variety of governmental support programmes rolled out by the Dutch Government. After that initial pause, many transactions recommenced and eventually completed. However, a significant number of transactions were stopped, resulting in discussions on compensation or alleged breach of contract.

Certain industries, such as food and agriculture, IT, media, logistics and healthcare, have seen M&A activity continuing on at least pre-pandemic levels, and deal activity in these industries is expected to continue or further increase as 2021 progresses. Other industries have been hit historically hard and continue to be in distress. The true impact of the global pandemic on the Dutch M&A market is expected to only really show once governmental support programmes are wound down and cease. This is also underpinned by a significantly lower number of insolvencies during 2020 than in previous years. This is, however, expected to be fundamentally different for 2021 onwards, and during 2021 the Dutch market is expecting an increased volume of insolvency, distressed M&A and structuring activities.

M&A activity continued during Q2 also due to buyers having been creative in finding alternative funding and deal structures to cater to the reduced availability, or sometimes unavailability, of bank financing. The use of earn-outs and vendor loans to bridge expectations on purchase price has risen drastically and kept deal flow continuing. The use of these instruments, combined with governmental support programmes (with potential repayment and audit requirements), also impacted the focus of the legal work in M&A. In deals globally, including the Dutch market, parties needed to address the fact that governmental support has been enjoyed. This topic will continue to be relevant in years to come requiring a thorough understanding of compliance with terms of past and current support packages, and resulting restrictions going forward.

Getting used to a 'new normal'

Covid has caused virtually all industries to continue or accelerate investments in ICT infrastructure and tooling, to either maintain their edge or in order to survive and continue in what the Dutch have start-

ed refer to as the 'new normal'. The global pandemic has been and will continue to be a disaster for certain industries, and has proven to be a blessing in disguise for other industries. The impact of digitalisation has resulted in transactions in virtually all sectors aimed at taking over competing technology or know-how. Also, the Dutch market has seen an increasing number of transactions in which non-tech companies have been (or are making an attempt at) acquiring tech companies to underpin their future strategies and business cases.

Getting deals done always requires teamwork and alignment between parties, but did even more so during 2020. In certain transactions we have seen a positive impact on the interaction between seller and purchaser, as well as their advisers. On the other hand, the involvement of litigation teams in M&A also increased significantly during 2020. This was especially the case in determining the position during negotiations, as well as in enforcing deal terms, such as pre-completion covenants, material adverse effect and force majeure clauses. We have also seen an increased interest in reviewing deal terms of transactions closed pre-Covid, with a view to determining potential claims and recourse if acquired businesses have fared less well than expected. Having sound M&A contracts has always been important, but the value of a good contract has proven to be extremely valuable in the recent past.

The recently enacted (1 January 2021) Dutch Act on the Confirmation of Private Plans (in Dutch the WHOA) is expected to become an important tool in restructurings and distressed M&A going forward. This Act introduces a formal pre-insolvency procedure in the Netherlands, combining elements of UK and US insolvency schemes, such as the ability to implement a plan outside formal insolvency proceedings, with elements of US Chapter 11 proceedings. The Dutch scheme is compliant with the recently adopted EU Restructuring Directive (EU 2019/1023).

Few had expected 2020 to end on such a strong rise. The outlook for the Dutch M&A market going into 2021 and beyond is believed to be positive, also given the number of high-quality assets and the continued availability of funds in the Dutch market. Private equity and venture capital are particularly expected to become increasingly active. Opportunities will arise mainly in sectors that have proven the least vulnerable, and distressed M&A activity will increase in parties active in aviation, retail, leisure and hospitality.

Lessons learned

Whether or not deal-making through Zoom or Microsoft Teams or similar platforms will continue after the pandemic and current travel bans, it has definitely proven that it can work, and deal processes will continue to benefit from the flexibility this offers, also from a cost and efficiency perspective. Also notaries had to find new ways to identify parties and to certify and notarise signatures and documents. Doing these things through Zoom was something that one would have considered unimaginable in the pre-Covid era.

Corporate/M&A

Corporate/M&A: High-end Capability
Leading Firms
Band 1
Allen & Overy LLP
De Brauw Blackstone Westbroek *
Band 2
Clifford Chance LLP *
Freshfields Bruckhaus Deringer LLP *
NautaDutilh *
Stibbe *
Band 3
Houthoff *
Linklaters *
Loyens & Loeff *
Leading Individuals
Star individuals
Grimme Arne De Brauw Blackstone Westbroek *
Band 1
Groothuis Leo NautaDutilh *
Kodde Karine Allen & Overy LLP
Band 2
der Kinderen Shawn Freshfields Bruckhaus Deringer LLP *
Honée Charles Allen & Overy LLP
Kaemingk Herman Loyens & Loeff *
Kersten Heleen Stibbe *
Stevens Tim Allen & Overy LLP
van der Klip Björn Stibbe *
Band 3
Beerlage Hans Clifford Chance LLP
Crookes Gregory Clifford Chance LLP
de Boer Jan Willem Linklaters *
de Brauw Christiaan Allen & Overy LLP
de Vries Klaas De Brauw Blackstone Westbroek
Den Engelsman Joost NautaDutilh *
Pannekoek Michiel Houthoff *
Steer Justin Allen & Overy LLP
van der Staay Jan Willem Freshfields Bruckhaus Deringer *
Band 4
Cronheim Paul De Brauw Blackstone Westbroek *
de Nijs Bik Willem Houthoff *
Doorman Alexander Freshfields Bruckhaus Deringer LLP *
Keijzer Lennard De Brauw Blackstone Westbroek *
Preller Jeroen NautaDutilh *
Band 5
Caudri Bram Houthoff *
de Boer Duco Stibbe *
Holtrop Harmen Loyens & Loeff *
Thijssen Jeroen Clifford Chance LLP
Up-and-coming individuals
Schouten Michael De Brauw Blackstone Westbroek *
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1 Corporate/M&A: High-end Capability

Allen & Overy LLP

What the team is known for Market-leading corporate practice advising Dutch and international clients on multinational deals in the manufacturing and financial industries. Frequently assists leading private equity houses with cross-border and domestic transactions. Offers extensive experience advising on both the buy and sell sides of public M&A, and also assisting with strategic partnerships.

Strengths The firm's commercial acumen is underlined by clients, one revealing: "I particularly like how

Corporate/M&A: Mid-Market
Leading Firms
Band 1
DLA Piper Nederland *
Lexence *
Band 2
AKD *
Baker McKenzie
deBreij *
Jones Day *
Simmons & Simmons LLP
Stek *
Van Doorne *
Band 3
JB Law *
Van Campen Liem *
Vriman M&A Lawyers *
Band 4
BarentsKrans *
CMS *
Florent *
Norton Rose Fulbright
Orange Clover
Osborne Clarke NV
Leading Individuals
Band 1
Verhoeff Leo Simmons & Simmons LLP
Band 2
Boerstra Onno Van Doorne *
Habets Luc P L Lexence
van Hussen Barbara JB Law
van Uchelen Pieter Florent
van Woerkom Nathalie AKD *
Band 3
Almarini Mohammed Baker McKenzie
Bens Daphne DLA Piper Nederland *
Pita Cao Carlos AKD *
Schutte Ton Jones Day *
Smits Heimon Norton Rose Fulbright
van Schooten Michiel Lexence
Band 4
Banz Casper Baker McKenzie
Bijkerk Eelco Stek *
Bleeker Jeroen JB Law
Brinkman Cristine Osborne Clarke NV
Brons Matthijs Florent
de Best Eric CORP (ORL) ◇
Hoekstra Jeroen O Eversheds Sutherland (ORL) ◇
Ingen-Houz Matthijs INGEN HOUSZ (ORL) ◇
Josephus Jitta Paul A. Buren N.V. (ORL) ◇ *
Martin Michiel BarentsKrans *
Pierik Floris Jones Day *
Reumkens Hugo Van Doorne *
Sijnja Henk Arnold DLA Piper Nederland *
van Campen Marc Van Campen Liem
van den Brink Pieter Florent
van der Graaf Maarten Stek *
van Leeuwe Jean-Pierre Florent
Vletter Bas Greenberg Traurig, LLP (ORL) ◇ *
Vriesendorp Jan Vriman M&A Lawyers
Up-and-coming individuals
Tros Ruben Stek *

hands-on the lawyers are and how commercial they are in their thinking."

Another client enthuses: "The firm comes across as one of the best legal firms that I've dealt with," and adds that the lawyers are "extremely helpful in many

aspects of the transaction."

One client states simply that, in their opinion, the firm is "the best in the Netherlands."

Work highlights Assisted Anbang with its EUR2.5 billion sale of Vivat to Athora.

Notable practitioners

Karine Kodde assists private equity houses with transactional matters, as well as advising corporate entities on divestments. Her diligence is relayed by clients, one informing of how "she's very into the detail of everything that's going on," before adding: "She knows all the ins and outs." **Charles Honée** acts for domestic and multinational corporate entities on transactional mandates encompassing disposals, mergers and public takeovers. He draws praise from clients for his availability. **Tim Stevens** acts for special purpose acquisition companies and private investors on domestic and cross-border public deals. He is praised by one market commentator as "extremely clever." **Christiaan de Brauw** advises clients from the real estate, engineering and educational sectors on both the buy and sell sides of transactions. His meticulousness is praised by clients, one underlining his "amazing clarity of thought and analysis." **Justin Steer** represents domestic and multinational corporate entities in mergers and disposals. His succinct counsel draws praise from clients, one observing that "he knows when to make his points." He is also qualified to practise in South Africa.

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Dominant team representing an enviable client base of Dutch listed companies, shareholders' committees and international corporations in acquisitions and share divestments. Also demonstrates expertise in private equity matters, advising both foreign purchasers and Dutch sellers on significant cross-border transactions. Acts for leading financial institutions, as well as clients from the pharmaceutical and manufacturing industries.

Strengths The firm's ability in multi-jurisdictional transactions is relayed by clients, with one casting the team as "extremely smart and commercial-minded lawyers who understand how to get cross-border deals done."

Another lauds the firm as the "best overall law firm in the Netherlands," particularly praising the team's "strong combination of flawless legal execution with a strong commercial and business mindset."

Clients also appreciate that the lawyers "don't only focus on legal matters but advise on the bigger picture."

Work highlights Represented Takeaway.com in its EUR13 billion merger with Just Eat.

Notable practitioners

Arne Grimme (see p.1571) acts for renowned Dutch companies on disposals and acquisitions, including those of a cross-border scope. He is particularly well placed to act for clients in the pharmaceutical sector. His adroit handling of deals is emphasised by market commentators, one describing him as "a really good negotiator." **Klaas de Vries** undertakes high-stakes mergers and sales, including those of a cross-border nature. He represents clients as diverse as retailers and food delivery platforms. Clients value his solution-oriented style, one calling him a "deal maker," before elaborating: "He can be extremely

convincing when he's in discussions." **Paul Cronheim** (see p.1567) acts for multinational corporates drawn from the automotive and pharmaceutical sectors on high-stakes mergers, often of a cross-border nature. Market commentators praise him for his scope, one reporting his "good client handling and M&A skills." **Lennard Keijzer** (see p.1575) frequently works on the buy side of deals for Benelux private equity houses. His creativity as a practitioner is highlighted by clients, one praising him as "somebody who can think along known and unknown lines." **Michael Schouten** (see p.1583) assists financial institutions and investment vehicles with public and private acquisitions. Clients value him for his business understanding, one claiming that "he has a good balance between bringing 'hardcore' legal input to the table and identifying what other matters may be relevant."

Band 2 Corporate/M&A: High-end Capability

Clifford Chance LLP

See profile on p.64

What the team is known for Strong team with significant presence on cross-border private equity transactions. Frequently represents notable Dutch clients in corporate matters including joint ventures, divestments and acquisitions. Acts on a number of high-profile transactions in the financial services, chemical and technology sectors. Noted for its international capabilities, assisting multinational companies with cross-border M&A projects facilitated by its global network.

Strengths Clients underline the team's ability to get things done, with one identifying "the efficiency in the approach" and summing up: "We are able to work faster and smarter together with Clifford Chance."

Work highlights Represented CACEIS Bank in a EUR187 million public offer for all shares in Kas Bank.

Notable practitioners

Hans Beerlage represents international and domestic private equity clients in acquisitions and disposals. Interviewees endorse his formidable style, one characterising him as "very hard-working and tough in negotiations." **Gregory Crookes** advises pharmaceutical companies, retailers and media groups on transactions ranging from acquisitions to divestments. His diligence is highlighted by clients, one asserting that "his advantage is that he understands the numbers in and out." **Jeroen Thijssen** is active on both the buy and sell sides of transactions for a clientele of banks and private equity firms. He is praised by one client as "very quick, and he serves his clients in the best manner to make things work."

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Firmly established magic circle firm with an enviable client base among Dutch companies. Regularly acts for both inbound investors and Dutch private equity houses on international transactions and complex joint venture mandates. Boasts a particularly strong profile advising clients from the pharmaceutical, automotive and media industries. Also offers expertise in venture capital mandates.

Strengths The team's foresight is acknowledged by clients, as one reports: "It was refreshing how Freshfields could anticipate problems."

This is affirmed by another who relays how the team is "always thinking ahead of our needs and providing

suggestions to us."

Work highlights Assisted Van Leeuwen with the acquisition of BENTELE Distribution.

Notable practitioners

Shawn der Kinderen (see p.1570) undertakes high-stakes M&A transactions on behalf of a clientele of international private equity firms and corporate entities. His business understanding is reputed among clients, one reporting that "he is very astute commercially." He is qualified in South Africa and coordinates the department's activities in Africa. **Jan Willem van der Staay** (see p.1587) acts for domestic clients from the construction industry on both acquisitions and disposals, including those of a cross-border nature. **Alexander Doorman** (see p.1570) assists insurers, private equity firms and other financial institutions with domestic and cross-border M&A transactions. His commercial awareness draws recommendations from clients, one relaying "his ability to recognise our needs instantly and provide the best solutions and suggestions immediately, not only from the legal standpoint, but also to the advantage of our business."

NautaDutilh

See profile on p.1627

What the team is known for Versatile team acting for a strong portfolio of clients including Dutch financial institutions. Advises on domestic and cross-border M&A transactions, predominantly assisting buyers. Hugely experienced acting on transactions in the technology, life sciences and chemical industries. Regularly represents international companies, offering additional expertise advising private equity houses on inbound investments.

Strengths The department is valued by clients for its scope, one explaining how "the approach is down to earth but also very technical," before elaborating: "The lawyers know what they're doing and can present this for non-lawyers in an understandable way."

Another emphasises the team's "business- and client-oriented approach."

Work highlights Assisted HAL Investments with the EUR5.5 billion sale of its majority stake in GrandVision to EssilorLuxottica.

Notable practitioners

Leo Groothuis (see p.1572) regularly acts on high-stakes M&A transactions of an international scope, including acquisitions, mergers and disposals. His client list features Dutch investors, delivery platforms and pharmaceutical companies. His attentiveness is underlined by clients, one enthusing that "he's right there when we need him." **Joost Den Engelsman** (see p.1569)'s clientele comprises private equity firms and domestic and international corporate entities. Market commentators recognise his strength in transactions of a multi-jurisdictional nature. He acts on both the buy and sell sides. **Jeroen Preller** (see p.1581) is particularly popular with Dutch private equity houses, representing them in domestic and cross-border transactions. His work portfolio features both acquisitions and disposals. An interviewee reports that Preller is "a good one to deal with."

Stibbe

See profile on p.1635

What the team is known for Independent Benelux team handling high-end corporate transactions, often with cross-border elements. Highly experienced in acting for domestic and international buyers on public M&A. Assists domestic clients with the disposal of assets to international buyers. Regularly advises international private equity houses,

listed companies and multinationals. Particularly active in the technology and energy sectors.

Strengths Clients commend the team for its user-friendly manner, one deeming it "skilled, attentive and pleasant to work with."

Another relays the dedication of the lawyers, one reporting that they "communicated very effectively and in a timely manner," before citing their "good attention to details."

Work highlights Acted for Peugeot on its EUR40 billion merger with Fiat Chrysler Automobiles.

Notable practitioners

Heleen Kersten (see p.1575) acts for Dutch clients drawn from the energy, logistics and banking industries on M&A matters, including disposals. Clients rate her adroit handling of negotiations. **Björn van der Klip** (see p.1587) has a client roster spanning the automotive, insurance and banking sectors. His caseload encompasses cross-border mergers and acquisitions, including for private equity houses. A client highlights his ability to add value in transactions: "He gives us the larger view, which basically means we can take good decisions." **Duco de Boer** (see p.1567) advises a broad client list spanning the media, healthcare and private equity sectors on cross-border acquisitions and takeover offers.

Band 3 Corporate/M&A: High-end Capability

Houthoff

See profile on p.1618

What the team is known for Experienced team with an established profile in both high-end international transactions and domestic private equity-driven M&A. Regularly assists multinational corporations with major cross-border acquisitions and divestments. Additionally represents Dutch companies in strategic acquisitions. Further acts for international private equity clients on transactions within the technology, automotive and insurance sectors.

Strengths Clients value the firm for its willingness to take the initiative, one describing it as "a really good resource for us," before explaining: "The team is very proactive in making sure we are aware of developments in the Netherlands."

Another recommends the team for its holistic style, relaying how the lawyers "don't just advise on the legal things but give more general advice throughout the process, something which is really appreciated."

Work highlights Acted for Wingtech Technology on the USD3.6 billion acquisition of a majority stake in Nexperia.

Notable practitioners

Michiel Pannekoek (see p.1580)'s remit includes acquisitions and disposals for private equity firms. He additionally supports domestic and international corporates on transactional matters. Interviewees commend him for his clear counsel, one characterising him as "a very good communicator." **Willem de Nijs Bik** (see p.1568) undertakes disposals and acquisitions on behalf of a client list of domestic and international corporate entities. His scope as a lawyer draws recommendations from clients, one calling him "a trusted adviser who is always cool and collected but very sharp." **Bram Caudri** (see p.1566) assists clients from the real estate, technology and private equity sectors with acquisitions and sales. His straightforward manner is relished by clients, one revealing: "With Caudri we never have the feeling of unnecessary work. He makes it very clear what needs to be done."

Linklaters**See profile on p.84**

What the team is known for Well-reputed team advising on multi-jurisdictional M&A transactions, benefiting from a respected international network of offices. Frequently assists large Dutch and multinational companies with matters including public takeovers, joint ventures and private transactions. Particularly experienced representing financial institutions, in addition to companies in the energy, logistics and retail sectors.

Strengths The practice's business understanding draws endorsements from clients, one highlighting its "strong knowledge and commercial approach to solving issues."

Work highlights Represented OYO Rooms in the EUR369.5 million acquisition of @Leisure Holding.

Notable practitioners

Jan Willem de Boer (see p.1567) assists clients drawn from the hospitality, consumer goods and financial services industries with a plethora of M&A matters, including mergers, divestments and acquisitions. Market commentators cite his business understanding, one casting him as "a very commercial lawyer."

Loyens & Loeff**See profile on p.1625**

What the team is known for Highly esteemed by private equity houses for acting on both the buy and sell sides of transactions. Regularly integrates its corporate and tax practices to fully advise on transactions, including on cross-border projects using its Benelux-wide presence. Clients include leading Benelux companies and both national and multinational private equity firms. Represents clients from the energy, telecommunications and insurance industries.

Strengths A client reports that the "internal communication within the firm has added a lot of value for us."

Work highlights Acted for DPG Media on its cross-border EUR460 million acquisition of Sanoma Media.

Notable practitioners

Herman Kaemingk (see p.1575) is active on both the buy and sell sides of transactions for insurers, institutional investors and private equity firms. His solution-centred approach is emphasised by clients, one saying: "He is focused on getting the deal done."

Harmen Holtrop (see p.1573) acts for a clientele of media companies, private equity firms and banks on a range of transactions, including auction sales. Clients rate his collaborative manner, one calling him "very pleasant and easygoing."

Band 1 Corporate/M&A: Mid-Market**DLA Piper Nederland****See profile on p.71**

What the team is known for Strong M&A team with a notable focus on cross-border, mid-market corporate transactions. Significant expertise advising on transactions in the media, real estate and insurance industries. Acts for a range of international private equity sponsors on acquisitions and post-merger integrations. Also offers expertise in corporate reorganisations.

Strengths Clients praise the firm for taking the initiative, one relaying how "the lawyers have a proactive attitude."

Another highlights its customer-centred style, deeming it an "incredibly sharp team and at the same

time very respectful of and interested in our business."

Clients also appreciate the firm's international presence: "The team can draw on firm resources in pretty much any country and get them up to speed quickly."

Work highlights Advised NewPort Capital on its acquisition of a majority stake in EDM Media Group.

Notable practitioners

Daphne Bens (see p.1564) assists international investors and domestic corporate entities with acquisitions. Her straightforward approach is rated by commentators, one deeming her a "very no-nonsense type of lawyer."

Henk Arnold Sijnja (see p.1583) represents international and domestic clients in acquisitions and strategic mergers. Clients commend his solution-oriented style, one recalling how "he was able to efficiently manoeuvre us through a complex transaction, taking both parties by the arm and bringing the transaction to a satisfactory closing."

Lexence**See profile on p.1624**

What the team is known for Strong team with an impressive track record advising multinational private equity houses on M&A transactions and investments into manufacturing companies. Clients also include a number of key mid-market players such as companies in the financial services and TMT sectors. Also acts for shareholders on transactions.

Strengths The practice draws commendations for its practical approach, one client describing it as "very pragmatic," before elaborating: "The team is very good in negotiations."

Another acknowledges the team for its business understanding, calling it "commercially minded" and particularly highlighting that the lawyers give "forward-looking advice."

Clients also highlight that the firm has "the combination of having the right knowledge and being able to negotiate while being pragmatic."

Work highlights Acted for Driepuntnul on the sale of 100% of the shares in Kofschip to Breens Network.

Notable practitioners

Luc Habets routinely assists private equity clients with acquisitions. His pragmatism is remarked upon by clients, one calling him "very hands-on and effective in negotiations."

Michiel van Schooten advises clients in sectors ranging from transport to banking. He acts on both the buy and sell sides of transactions.

Band 2 Corporate/M&A: Mid-Market**AKD****See profile on p.1594**

What the team is known for Solid domestic outfit with a strong client base among Dutch corporates. Acts on multi-jurisdictional transactions, particularly involving the USA and Asia, as well as offering considerable strength across the Benelux region. Advises on a range of corporate affairs, such as setting up joint ventures, in addition to assisting with M&A transactions and cross-border investments. Represents a number of private equity companies.

Strengths Clients recognise the department for its commercial acumen, one labelling it "well organised, responsive and deal-oriented."

Another dubs the practice "very pragmatic and to the point."

Work highlights Assisted the shareholders of Loetje with the company's acquisition by Debuut Groep.

Notable practitioners

Nathalie van Woerkom (see p.1590) is active on both the buy and sell sides, acting on behalf of both companies and shareholders. Her sense of perspective is hailed by clients, one stating that "she knows how to distinguish well between key issues and minor issues." **Carlos Pita Cao** (see p.1581)'s remit encompasses acquisitions, mergers and joint ventures. His client list spans shipping and technology companies, as well as the food and beverage industry. Market commentators extol his ability in multi-jurisdictional transactions.

Baker McKenzie

What the team is known for International team acting on both inbound and outbound investments. Clients include Dutch companies, private equity funds and international corporations. Regularly assists with transactions in the chemical, distribution and IT sectors. Offers expertise advising on divestments and acquisitions, as well as strategic investments.

Strengths The firm draws praise from sources for its customer-centred style, one reporting how it is "interested in getting to know the client's operation and provides excellent overall support."

Clients value the firm for its attentiveness, such as one who describes it as "very hard-working and highly responsive."

Work highlights Advised One Equity Partners on the USD655 million sale of Sonneborn Refined Products to HollyFrontier.

Notable practitioners

Mohammed Almarini moves up in the rankings following extensive client praise, with one casting him as "easily reachable and really friendly," before adding: "He can be very pragmatic when he needs to be." He undertakes acquisitions and sales in sectors spanning private equity and insurance. **Casper Banz** acts for Dutch corporates and private equity houses on acquisitions and disposals. His practical style is emphasised by clients, one dubbing him "pragmatic and highly experienced."

deBreij**See profile on p.1605**

What the team is known for Established corporate boutique, well equipped to handle mid-market transactions. Offers a strong focus on domestic private equity mandates, with experience acting for both buying and selling entities. Clients include prominent Dutch corporates from the healthcare and consumer goods industries, as well as international technology companies. Additionally enjoys a strong client base among both venture capital investors and established financial institutions.

Strengths Clients underline the firm's customer-centred approach, one deeming it "very competent and service-minded."

Another describes the lawyers as "dedicated and well informed."

Work highlights Acted for Eyescan Group and its shareholders on the sale of a majority stake to Ober Scharrer Gruppe.

Notable practitioners

Laura Overes is a key contact at the firm.

Jones Day**See profile on p.79**

What the team is known for Experienced corporate team with a strong practice advising on joint ventures, corporate restructuring operations and share transfers. Sector expertise includes work in the

technology, energy and logistics sectors. Additionally represents key clients in the private equity and venture capital field.

Strengths The firm's cross-border capabilities are a source of praise among clients, as one suggests that *"it is ideal that the firm has global coverage."*

Another speaks of the team's dependability, dubbing it *"very reliable"* and particularly highlighting the team's work on venture capital mandates.

Work highlights Represented Petronas in its EUR163 million acquisition of all shares in Da Vinci.

Notable practitioners

Ton Schutte (see p.1583) represents multinationals in the technology, energy, and food and beverage sectors in transactions ranging from acquisitions to joint ventures. His level-headed style is a source of praise among clients, one deeming him *"a very skilled lawyer who approaches the case calmly and clearly."*

Floris Pierik (see p.1581) advises international private equity firms on auction sales and acquisitions. His analysis is valued by clients, with one suggesting that *"he is focused on issue-solving by making clear distinctions between real and only perceived risks."*

Simmons & Simmons LLP

What the team is known for Impressive corporate practice with a strong client base among Benelux and multinational private equity houses, as well as public and private businesses. Advises on matters relating to investment transactions and strategic corporate expansion, working closely with some of the firm's other departments. Often represents clients from the technology and food and beverage sectors, as well as assisting clients active in the real estate industry.

Strengths The firm's service-minded manner is underlined by clients, one deeming it to be *"customer-oriented."*

Another recognises the team for its creativity, relaying how *"the lawyers were very helpful in thinking about what the deal might look like."*

Work highlights Represented Gilde Equity Management in the sale of Bakker Bart to Vital Food Group.

Notable practitioners

Leo Verhoeff enjoys a client roster of domestic private equity firms, as well as Dutch automotive and international technology companies. Market commentators stress his collaborative manner, describing him as *"really nice to work with."* He undertakes both acquisitions and sales.

Stek

See profile on p.1634

What the team is known for Strong domestic outfit with a solid profile in M&A and mid-market private equity. Advises clients from the fashion and energy sectors on cross-border transactions. Acts for shareholders of companies on sales. Popular choice for local counsel work on international deals. Also has experience in auction sale processes and funding rounds.

Strengths Clients draw attention to the department's meticulousness, one characterising it as *"very focused and hands-on."*

Another casts the team as *"very solid on content and outcome."*

Work highlights Represented SK FireSafety Group in its acquisition of AED-Partner.

Notable practitioners

Eelco Bijkerk (see p.1565) acts for corporate clients on acquisitions and disposals, in addition to undertaking M&A transactions for private equity firms.

His straightforward manner of counsel is esteemed among clients, one relaying that he is *"an extremely pragmatic and to-the-point legal counsel for our business."* **Maarten van der Graaf** (see p.1587) advises domestic and international private equity firms on both the buy and sell sides of transactions. He additionally assists Dutch corporate entities from the technology sector. **Ruben Tros** (see p.1585) enters the table this year following positive feedback from commentators, with one recalling that *"he was very hands-on and did a wonderful job."* He acts for Dutch private equity companies on acquisitions and governance matters, as well as assisting corporate entities with sales.

Van Doorne

See profile on p.1640

What the team is known for Broad-ranging corporate practice covering M&A, private equity transactions and strategic cooperations, acting for Dutch and international mid-cap to large businesses. Demonstrates particular expertise representing senior management boards of target companies in private equity buyouts. Key sectors include life sciences and retail, in addition to acting for the financial services sector. Experienced in corporate governance matters.

Strengths Clients extol the firm's willingness to take the initiative, one claiming that the team *"stands out in their proactive and pragmatic approach."*

Another depicts the department as approachable, characterising its members as *"responsible, down-to-earth, nice people."*

Work highlights Represented Eichholtz in its sale of a majority share to Gilde Buy-Out Fund.

Notable practitioners

Onno Boerstra (see p.1565) assists international private equity firms with divestments, as well as advising corporate entities on the acquisition of Dutch assets. Clients acclaim his flexible approach in negotiations, with one highlighting that *"he can adapt to the people in the room."* **Hugo Reumkens** (see p.1582) acts for clients in industries as disparate as tobacco and private equity on M&A transactions, including acquisitions of and investments into Dutch companies. Sources relay his customer-friendly style, one claiming that *"he is good with clients."*

Band 3 Corporate/M&A: Mid-Market

JB Law

See profile on p.1621

What the team is known for Boutique firm with a strong track record in domestic and multinational acquisitions and divestments. Strong presence representing shareholders of target companies in corporate transactions and exits. Acts for Dutch and international clients from the food and technology industries. Advises private equity houses and other investors on investments into Dutch companies.

Strengths The team is recognised among clients for its user-friendly style, one dubbing the lawyers *"practical and down to earth with their approach, which nicely fits with our mid-market and SME focus."*

Another speaks of the firm's attentiveness, citing its *"quick responses."*

Work highlights Advised Mentha Capital on the sale of Destiny to Apax Partners.

Notable practitioners

Barbara van Hussen acts for a varied client roster, stretching from private equity houses to retail and

food and agriculture companies. Her commercial acumen is valued by clients, one presenting her as *"very committed, creative and in control."* **Jeroen Bleeker** acts for the shareholders of domestic corporate entities on disposals. Bleeker also advises clients on investments in Dutch companies. His diligence as a lawyer is commended by clients, one explaining: *"He has an eye for detail but always stays focused on the bigger scheme of things."*

Van Campen Liem

See profile on p.1638

What the team is known for Prominent domestic corporate boutique acting on a range of cross-border M&A and private equity transactions. Regularly advises both domestic and international private equity houses on transactions in the Netherlands. Noted expertise in corporate restructuring. Popular with clients from the manufacturing and energy sectors.

Strengths Clients home in on the team's commercial acumen, such as one who asserts that *"the lawyers are creative, flexible and quick,"* adding: *"The culture is one where they want to build long client relationships."* This is confirmed by another who says that *"all of the lawyers are very client-oriented, knowledgeable, responsive and pragmatic."*

Work highlights Advised Cerebel Group on the partial sale of its majority stake in Vecos Europe to Bencis.

Notable practitioners

Marc van Campen claims a track record representing private equity and venture capital clients in transactions in the Netherlands, often advising on sales or market exits. His ingenuity as a practitioner is commended by sources, one describing him as *"highly creative around his clients' needs and pragmatic."*

Vriman M&A Lawyers

See profile on p.1645

What the team is known for M&A boutique with an established presence in the Dutch mid-market corporate landscape. Advises institutional investors on investments into companies from the hospitality and consumer goods sectors. Also able to assist with the acquisition of Dutch companies by international companies. Clients include prominent Dutch and foreign private equity houses, as well as logistics companies.

Strengths The team's ingenuity is emphasised by clients, one citing its *"creativity"* before adding: *"The lawyers are seeking solutions that are outside of the box."*

Another client describes the lawyers as *"quick responders, with a hands-on and entrepreneurial approach."*

Work highlights Represented Alliander in its acquisition of TReNT.

Notable practitioners

Jan Vriesendorp is active on both the buy and sell sides of transactions for Dutch corporates, including from the construction and energy sectors. His efficiency is underlined by clients, one praising him as *"smart, fast and pragmatic."*

Band 4 Corporate/M&A: Mid-Market

BarentsKrans

See profile on p.1596

What the team is known for Notable mid-market outfit with a healthy portfolio of Dutch clients. Advises companies in the technology, logistics

and infrastructure sectors on sales, acquisitions and mergers. Also acts for private equity clients on investments into Dutch companies.

Strengths The practice's customer-centric style is commended by market sources, one remarking that *"the team provides a really good service that's very client-oriented."*

Work highlights Assisted Visbeen and Post-Kogeko with their merger into Daily Logistics Group.

Notable practitioners

Michiel Martin (see p.1578) advises on transactional matters encompassing mergers, divestments and acquisitions. His client list includes technology companies, institutional investors and construction companies.

CMS

See profile on p.1603

What the team is known for Broad corporate practice with wide-ranging transactional experience and significant sector expertise. Provides clients access to a wide-reaching international network, often acting for international companies on Dutch acquisitions. Also regularly assists Dutch clients with both domestic and cross-border M&A transactions. Often represents clients in the energy, healthcare and TMT sectors. Acts for international private equity houses on Dutch transactions.

Strengths The team's succinct manner of counsel is remarked upon by clients, one identifying its *"clear and quick way of communicating."*

Another singles out the firm for its hands-on style, labelling it *"pragmatic and solution-driven."*

Work highlights Represented shareholders of Brand New Telly Industries in the sale of the company to Talpa Network.

Notable practitioners

Department head Roman Tarlavski is a key contact for clients.

Florent

See profile on p.1613

What the team is known for Enters the table this year following an impressive work portfolio and extensive client feedback. Acts for both buyers and sellers on domestic and cross-border deals. Represents a broad clientele, spanning sectors as disparate as TMT, pharmaceuticals, and food and drink. Well prepared to offer counsel on the Dutch aspects of multi-jurisdictional transactions. Advises on investments into Dutch companies by funds.

Strengths Clients highlight the team's communication skills, reporting: *"The lawyers are able to translate legal language and can make it understandable for people like me. They are also always really fast if you have any questions or issues."*

Others commend the firm for remaining solution-centred, one observing it is *"always focusing on the ultimate goal."*

Work highlights Acted for shareholders of FlexFront and Nationaal Hypotheek Loket on its sale to Link Asset Services.

Notable practitioners

Pieter van Uchelen acts on domestic and cross-border acquisitions for Dutch corporate entities, in addition to assisting private equity firms with cross-border transactions. Clients cite his scope as a practitioner, one claiming that *"he combines technical skills and great knowledge of the law with practical solutions."* **Matthijs Brons** advises on public and private M&A transactions, assisting with both acquisitions and divestments. His commercial acumen is reputed among clients, one remarking that *"he explains things well, thinks critically, is good at negotiating and has a good eye for deadlines."* **Pieter van den Brink** represents shareholders and Dutch corporate entities in domestic acquisitions and disposals. His clientele ranges from construction companies to food and beverage companies. Clients value the perspective he brings to projects, one relaying how *"he can quickly determine important issues and explain these."* **Jean-Pierre van Leeuwe** is well versed in investments, acquisitions and mergers. His diligence is remarked upon by commentators, one observing: *"He keeps an eye on every part of the transaction."*

Norton Rose Fulbright

What the team is known for Focuses on transactional corporate mandates, assisting international corporations and investors with M&A deals and joint ventures. Prominent client base in the technology, insurance, banking and automotive sectors. Offers additional expertise representing international private equity companies in cross-border transactions.

Strengths Clients recognise the team for its level-headedness, one informing that *"the lawyers remain calm in tense situations."*

Another describes it as *"a knowledgeable and efficient team with a practical approach to supporting decision-making."*

Work highlights Advised DNV-GL on the sale of its Power TIC Business to CESI in a controlled auction process.

Notable practitioners

Heimon Smits routinely acts on cross-border divestments, joint ventures and acquisitions for a clientele spanning the real estate, technology and pharmaceutical sectors. Clients cite his *"eye for detail and also a view beyond his immediate responsibilities which tremendously helps in any transaction."*

Orange Clover

What the team is known for Prominent corporate boutique with a strong client base among international private equity houses. Advises on cross-border transactions and reorganisations in the pharmaceutical, leisure and technology sectors. Also assists clients with mandates relating to shareholder rights and corporate governance.

Strengths The firm's collaborative style is a source of praise among clients, one presenting the team as *"very pragmatic and working towards a solution for both parties."*

Work highlights Assisted Waterland with its acquisi-

tion of EuroParcs.

Notable practitioners

Department heads Pien van Veersen and Machiel Galjaart are key contacts for clients.

Osborne Clarke NV

What the team is known for Internationally connected team with a broad focus, offering expertise in cross-border mergers and acquisitions. Additionally represents multinational venture capital funds and target companies from the healthcare and TMT industries in funding mandates.

Strengths Clients describe the team as *"pragmatic, fast and friendly."*

Another extols how the *"the team is highly skilled and really understands our business and our objectives."*

Work highlights Represented FUGA in its sale to Downtown Music Holdings.

Notable practitioners

Cristine Brinkman advises clients from the entertainment and life sciences industries on divestments and acquisitions. Clients cite the reassurance she brings to each project, one recalling: *"If ever I was unsure about something, she was there."*

Other Ranked Lawyers

Eric de Best represents private equity firms in acquisitions and divestments. Clients report that *"his strength is in his pragmatism and his ability to separate the key issues from the nitty-gritty detail."*

Jeroen Hoekstra is well practised in a range of corporate work, including restructuring, joint ventures and cross-border M&A. Clients rate his willingness to take the initiative, one relaying how *"he is proactive, informs us thoroughly and often comes up with good solutions if the deal seems to get stuck."*

Matthijs Ingen-Houisz is well versed in venture capital mandates, also assisting with domestic private equity transactions. His ingenuity as a practitioner draws endorsements from clients, one citing his *"very good quality and creativity."*

Paul Josephus Jitta (see p.1574) is active on both the buy and sell sides for clients in sectors as disparate as broadcasting and childcare. His solution-oriented manner draws applause from interviewees, one reporting that *"he is hands-on and commercially sharp."*

Bas Vletter (see p.1592) acts for shareholders and Dutch corporate entities on cross-border divestments, in addition to advising private equity firms on transactional matters. Clients appreciate that *"he demonstrates a superb understanding of a complicated situation in a short time,"* saying: *"He gives us a reality check on the possible outcomes in different scenarios."*

Dispute Resolution

Dispute Resolution	Dispute Resolution	
Leading Firms	Senior Statespeople and Eminent Practitioners	
Band 1	Senior Statespeople: distinguished older partners	Eminent Practitioners
Allen & Overy LLP	Meijer Rob <i>Houthoff</i> *	Ouwehand Jeroen <i>Clifford Chance LLP</i>
De Brauw Blackstone Westbroek*	Leading Individuals	
Houthoff*	Star individuals	van Hees Toni <i>Stibbe</i> *
NautaDutilh*	Croiset van Uchelen Arnold <i>Allen & Overy LLP</i>	van Maanen Martijn <i>BarentsKrans</i> *
Pels Rijcken*	Band 1	Band 4
Stibbe*	de Kluiver Harm-Jan <i>De Brauw Blackstone Westbroek</i> *	Berendsen Sidney <i>Loyens & Loeff</i> *
Band 2	Heemskerk Willem <i>Pels Rijcken</i>	Bieleveld Lisette <i>Van Doorne</i> *
BarentsKrans*	Kortmann Jeroen <i>Stibbe</i> *	Boekraad Gertjan <i>Stibbe</i> *
Clifford Chance LLP*	Leijten Fons <i>Stibbe</i> *	Cornegoor Jacob <i>Hoff Advocaten (ORL)</i> ◇*
Evers Soerjatin*	Leijten Marnix <i>De Brauw Blackstone Westbroek</i> *	Craemer Bram Thomas <i>Lexence</i>
Lemstra Van der Korst*	Olden Paul <i>NautaDutilh</i> *	de Korte Jurjen <i>Van Oosten Advocaten (ORL)</i> ◇
Loyens & Loeff*	Band 2	Drop Maarten <i>Cleber N.V. (ORL)</i> ◇
Band 3	Borrius Yvette <i>Florent</i>	Haas Patrick <i>AKD</i> *
Baker McKenzie	de Bie Leuveling Tjeenk Jan <i>De Brauw Blackstone</i> *	Hoff Jerry <i>Hoff Advocaten (ORL)</i> ◇*
DLA Piper Nederland*	Evers Marcel <i>Evers Soerjatin</i> *	Jager Chris <i>Florent</i>
Linklaters*	Knigge Albert <i>Houthoff</i> *	Jansen Timo <i>Lexence</i>
Van Doorne*	Kroes Frank <i>Baker McKenzie</i>	Leedekerken Jasper <i>Van Doorne</i> *
Band 4	Lemstra Jurjen <i>Lemstra Van der Korst</i>	Netten Ewald <i>DLA Piper Nederland</i> *
AKD*	Lunsingh Scheurleer Daan <i>Clifford Chance LLP</i>	Oosterhoff Itse <i>Baker McKenzie</i>
bureau Brandeis*	Strik Daniella <i>Linklaters</i> *	Peters Frank <i>bureau Brandeis</i> *
Florent*	van der Korst Pieter <i>Lemstra Van der Korst</i>	Rutten Koen <i>Wijn & Stael</i>
Freshfields Bruckhaus Deringer LLP*	van der Velden Brechje <i>Allen & Overy LLP</i>	Tjon-En-Fa Evelyn <i>Bird & Bird (ORL)</i> ◇*
Lexence*	Band 3	van den Brande Jeroen <i>Brande & Verheij (ORL)</i> ◇
Stek*	de Greve Tim <i>Stibbe</i> *	Van Hezewijk Jeroen <i>Freshfields Bruckhaus Deringer LLP</i> *
Wijn & Stael*	de Groot Jan Willem <i>Houthoff</i> *	Winters Berto <i>De Brauw Blackstone Westbroek</i> *
* Indicates firm / individual with profile.	De Haan Richard <i>Allen & Overy LLP</i>	Wolters Marc <i>Höcker Advocaten (ORL)</i> ◇
◇ (ORL) = Other Ranked Lawyer.	Duynstee Dirk-Jan <i>Clifford Chance LLP</i>	Up-and-coming individuals
Alphabetical order within each band. Band 1 is highest.	Meerdink Eelco <i>De Brauw Blackstone Westbroek</i> *	Kamerbeek Sjoerd <i>Van Doorne</i> *
	Schonewille William <i>BarentsKrans</i> *	van de Hel Jan Bart <i>Stek</i> *
	Sinninghe Damsté Mijke <i>Loyens & Loeff</i> *	van Thiel Stein <i>Evers Soerjatin</i> *
	Smit Gerben <i>Stek</i> *	Associates to watch
	Soerjatin Ellen <i>Evers Soerjatin</i> *	Analbers Rik <i>AKD</i> *
	van Agteren Robert J <i>Baker McKenzie</i>	Brouwer Paul <i>Osborne Clarke LLP (ORL)</i> ◇

Band 1

Allen & Overy LLP

What the team is known for Exceptional disputes team with an impressive array of commercial and financial litigation. Represents clients in class action damages claims and bankruptcy litigation. Advises blue-chip clients from the finance, energy and TMT sectors, in addition to governmental bodies. Further assists clients with international arbitration, acting on complex high-value contractual disputes before the ICC. Frequently represents clients in professional and directors' liability cases.

Strengths The firm's commitment to the customer is highlighted by clients, with one enthusing that the department is a "group of bright people with dedication for the client and the case."

Another client praises the team, saying: "Allen & Overy has provided an excellent and successful service."

Work highlights Represented Pon's Automobielandhandel in the EUR4.5 billion collective action claim launched against it by Stichting Volkswagen Car Claim.

Notable practitioners

Arnold Croiset van Uchelen is esteemed by sources for his handling of disputes, one dubbing him "the gold standard in corporate and commercial litigation in the Netherlands." Another interviewee enthuses: "He's not only an outstanding lawyer, he has great tactical skills and broad strategic insight into how to resolve matters." He regularly undertakes cases for financial services clients relating to professional liability. **Marieke van Hooijdonk** assists clients in sectors ranging from healthcare to media with arbitral matters. Clients praise her for her ability in cases of an international scope, one commending her "sound

legal advice and strong knowledge of ICC arbitration." Described by interviewees as "an excellent litigator,"

Brechje van der Velden often represents defendants in class action cases. Commentators highlight her collaborative manner, one saying that she "very easily gains the confidence of clients, but also of the opposing counsel." **Richard De Haan** advises on corporate and commercial litigation, often of a cross-border nature, with particular strength in representing media clients. His tenacity is observed by sources, one dubbing him a "fighter." He also represents public sector clients in contentious matters. **Hilde van der Baan** is highly reputed among commentators for her arbitration practice, with one describing her as "an up-and-coming talent for arbitration." She acts for multinationals on both domestic and cross-border arbitration proceedings.

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Leading practice covering the full breadth of dispute resolution options. Standout international arbitration offering, representing clients in the enforcement of arbitral awards, construction arbitration and investment treaty disputes. Boasts significant expertise in M&A and contractual disputes, cartel follow-on damages claims and Supreme Court litigation. Highly sought after for disputes in the energy and financial services sectors, as well as representing clients from the automotive sector.

Strengths One client enthuses that "the overall

impression of the firm is that their performance is world-class in this line of work."

Another recommends the team for its tailored approach, recalling how "they put together expertise in a customised manner for each specific case."

Work highlights Defended PACCAR and DAF group in a multi-jurisdictional claim for damages following a European Commission cartel case.

Notable practitioners

Harm-Jan de Kluiver (see p.1568) assists financial institutions with corporate litigation. Interviewees describe him as "a very smart strategic lawyer who is very experienced." **Marnix Leijten** (see p.1577) represents energy sector clients in domestic and international arbitral matters, including annulment and enforcement proceedings. Interviewees enthuse: "He is a top arbitrator." Leijten is also active in commercial litigation. Clients commend him for his overview of each case, one describing him as "very important in forming our strategy." According to interviewees, **Jan de Bie Leuveling Tjeenk** (see p.1567) "stands out" for his Supreme Court work. He is particularly well placed to act for international energy clients in multi-jurisdictional conflicts. Commentators describe him as "a very good litigator and a smart guy with a good court presence." **Bommel van der Bend** (see p.1587) is acknowledged by sources for his track record in construction arbitration. He also represents clients in contractual and investment treaty arbitrations. He regularly acts for multinational energy clients, as well as state bodies. **Eelco Meerdink** (see p.1579) assists clients from the energy,

Dispute Resolution: Supreme Court Litigation
Senior Statespeople
Senior Statespeople: distinguished older partners
Meijer Rob <i>Houthoff*</i>
Leading Individuals
Band 1
de Bie Leuveling Tjeenk Jan <i>De Brauw Blackstone*</i>
van der Wiel Bart <i>Houthoff*</i>
van Wijk Hans <i>Pels Rijcken</i>
Vermeulen Freerk <i>NautaDutilh*</i>
Band 2
Teuben Karlijn <i>Pels Rijcken</i>
Tjittes Rieme-Jan <i>BarentsKrans*</i>
Up-and-coming individuals
van Zanten Thijs <i>Wijn & Stael</i>
<small>* Indicates individual with profile.</small>
<small>Alphabetical order within each band. Band 1 is highest.</small>

automotive and insurance sectors with domestic and cross-border litigation. Sources commend him for his capability in international disputes, one saying that he “has a good understanding of multi-jurisdictional litigation,” before explaining: “He can align litigation in the Netherlands with precedent from other countries.” **Berto Winters** (see p.1593) is highlighted by interviewees for his work defending clients in contentious matters, including commercial litigation and follow-on damages claims. Sources commend him for his personable style, one describing him as “really likeable and amiable,” before adding: “He deals with clients well.”

Houthoff

See profile on p.1618

What the team is known for Highly regarded team offering a full breadth of disputes coverage and featuring several high-profile Supreme Court lawyers. Represents defendants in high-profile class actions. Sought after for commercial disputes, such as hostile takeovers, joint ventures and post-M&A disputes. Particularly esteemed for international arbitration cases, including the enforcement of arbitral awards. Acts alongside the firm’s market-leading restructuring and insolvency team on contentious bankruptcy matters and collaborates with the firm’s corporate investigations team on criminal law cases.

Strengths Sources acknowledge the firm’s prowess in cases of a cross-border scope, one saying that “they are prepared to explain how the law applies, and how the process is in the Netherlands and Europe, helping counsel from other jurisdictions to understand their views and adapt.”

A client recognises the practice for its scope, saying that “the performance is always excellent, both in terms of legal advice as well as understanding of any risk.”

Work highlights Advised Petrobras on a high-stakes securities class action claim submitted by Stichting Petrobras Compensation Foundation following allegations of fraud at Petrobras.

Notable practitioners

Rob Meijer (see p.1579) is highly reputed among sources for his experience in contentious cases, one referring to his “longstanding reputation and track record of high performance.” He is well placed to assist with disputes concerning arbitral awards and litigation involving foreign states. **Bart van der Wiel** (see p.1588) is well-versed in Supreme Court litigation, often on behalf of financial institutions. He is also adroit in corporate litigation, including joint venture disputes, before the Supreme Court. Clients

Dispute Resolution: Arbitration Counsel
Leading Individuals
Band 1
Leijten Marnix <i>De Brauw Blackstone Westbroek*</i>
Meijer Gerard <i>Linklaters*</i>
van Hooijdonk Marieke <i>Allen & Overy LLP</i>
Band 2
Claassens Tom L <i>Loyens & Loeff*</i>
Knottenbelt Dirk <i>Houthoff*</i>
Koppenol-Laforce Marielle <i>Houthoff*</i>
Schellaars Rogier <i>Van Doorne*</i>
van der Bend Bommel <i>De Brauw Blackstone Westbroek*</i>
Up-and-coming individuals
van der Baan Hilde <i>Allen & Overy LLP</i>

praise his commitment, one asserting that he “stands out as a Supreme Court litigator and really goes the necessary extra mile to win the case.” **Albert Knigge** (see p.1576) advises clients on competition follow-on damages claims and class action cases in the energy sector, often with a strong cross-border aspect. He is also recognised by commentators for his expertise in procedural law. A client reports: “He is very commercial and cuts quickly to the heart of relevant issues.” **Dirk Knottenbelt** (see p.1576) represents a diverse clientele of energy companies and financial institutions in arbitration proceedings at various levels, including before the ICC and UNCITRAL. Clients commend him for his courtroom presence, saying that “his oral advocacy is very well structured, credible and convincing.” **Marielle Koppenol-Laforce** (see p.1576) acts for a varied clientele, including both international energy companies and foreign states, on high-stakes cross-border arbitral matters. Market commentators highlight her specialism in international arbitration proceedings involving investor states. **Jan Willem de Groot** (see p.1568) moves up in the rankings this year following glowing client feedback for his advocacy skills, with one saying that “he is creative and a very good pleader.” He is well practised in corporate litigation, with a particular focus on post-M&A disputes. Clients also highlight his “strategic thinking and analytical skills.”

NautaDutilh

See profile on p.1627

What the team is known for Well-reputed team assisting clients from a broad array of industries, noted for its particular strength in the insurance sector. Acts for clients at all levels of the Dutch court system, offering a highly regarded Supreme Court practice, in addition to representing clients in arbitration cases. Esteemed for handling financial law disputes and cartel follow-on damages claims, as well as class actions and environmental law matters. Collaborates with the firm’s well-regarded corporate investigations team on allegations of fraud.

Strengths Clients commend the firm for its pragmatism, one highlighting its “practical but well-founded advice,” before calling it “a pleasure to work with: sociable, but also quick response times.”

Another underlines the team’s client-focused approach, reporting: “They can empathise with the client, and asked us lots of questions about what we felt rather than just telling us what to do.”

Work highlights Represented the Ascom Group and Terra Raf Trans Trading, along with other investors, as appellants in an arbitral award enforcement case.

Notable practitioners

Paul Olden (see p.1580) assists clients with an array of contentious matters, including cartel damages proceedings and commercial litigation. An inter-

viewee enthuses that Olden is as “sharp as a razor,” while another reports that he is “entrepreneurial and understands needs of his clients.” **Freerk Vermeulen** (see p.1591) is renowned among sources for his work in the Supreme Court, one describing him as “one of the best Supreme Court litigation lawyers.” He regularly represents clients from the financial services sector and is well placed to take on cases involving state bodies.

Pels Rijcken

See profile on p.1630

What the team is known for Enviably Supreme Court expertise supported by an increasingly strong commercial disputes practice. Represents multinational corporations in cross-border litigation relating to cartel damages, financial instruments and bankruptcy cases. Sought after by local authorities and government bodies. Frequently advises clients on infrastructure litigation and liability disputes. Experienced in high-profile human rights cases.

Strengths An interviewee enthuses: “They are among the best litigators in the Netherlands,” and particularly highlights that the lawyers “know how to plead their case.”

A client highlights the timeliness of the team’s counsel, describing it as “always willing and able to provide advice or help at very short notice.”

Work highlights Defended Nationale-Nederlanden in class action proceedings concerning claims against certain of its insurance products.

Notable practitioners

Willem Heemskerk is described by interviewees as “an excellent lawyer who has a sharp and bright mind.” He represents defendants from the transport and banking sectors in class actions. A client lauds him as an “excellent advocate who is very strong strategically.” **Hans van Wijk** represents banks and government bodies before the Supreme Court. His tenacity as a lawyer is valued by clients, one describing him as an “extraordinary lawyer with excellent determination.” According to clients, **Karljin Teuben** is an “excellent litigator.” She represents a broad client list of energy multinationals, insurance companies and state bodies in the Supreme Court. An interviewee underlines that Teuben has a “very good reputation in Supreme Court litigation.”

Stibbe

See profile on p.1635

What the team is known for Highly skilled corporate and commercial litigation team with particular expertise acting for clients on competition damages claims. Highly sought after by financial institutions for advice on banking and securities litigation, as well as bankruptcy damages proceedings. Strong presence in contractual and shareholder disputes, involving both litigation and arbitration. Represents multinational corporates from the oil and gas industry in professional liability proceedings.

Strengths Clients enjoy working with the team, one enthusing that it is “a pleasure to work with,” and reporting that the lawyers offer “good strategic thinking and are very responsive.”

Clients also value the firm for its commercially oriented approach, one underlining its “pragmatic and client-friendly advice” and highlighting that the lawyers are “outstanding at looking several months and years ahead and understanding that many issues need to be decided from a strategic angle.”

Work highlights Advised MAN Truck & Bus as defendants on a cross-border cartel follow-on dam-

ages case.

Notable practitioners

Jeroen Kortmann (see p.1576) maintains a caseload of high-stakes cross-border disputes. He is well placed to act on competition and cartel damages claims. Clients extol his advocacy, one emphasising his “*outstanding eloquence*,” while another interviewee calls him “*a very strong defence lawyer*.” **Fons Leijten** (see p.1577) advises on conflicts spanning class action proceedings to commercial disputes. Energy multinationals form a notable portion of his client roster. His track record in contentious cases is well reputed among sources, one deeming him “*a very experienced litigator*.” **Tim de Greve** (see p.1567)’s remit includes damages claims, contractual disputes and criminal investigations. His meticulousness draws praise from interviewees, one suggesting that “*he knows the matter by heart*,” before explaining: “*He looks at all the arguments that can possibly be raised*.” **Toni van Hees** (see p.1589) has a diverse client list encompassing sectors such as financial services and energy. He represents clients in professional liability disputes, as well as securities litigation and contentious environmental law matters. **Gertjan Boekraad** (see p.1565) advises clients from the automotive and financial services sectors on administrative law cases, professional liability claims and insolvency disputes.

Band 2

BarentsKrans

See profile on p.1596

What the team is known for Impressive litigation team with particular strength representing clients in the Supreme Court. Notable activity for claimants on cartel follow-on damages claims, contractual disputes and bankruptcy cases. Experienced assisting with cases pertaining to shareholder disagreements and post-M&A disputes. Also acts for clients on arbitration matters, including the enforcement of arbitral awards.

Strengths Clients acknowledge the department for its collaborative approach, one reporting that its “*very good communication with the counterparty’s lawyer is very helpful*.” Interviewees particularly highlight the firm’s work on behalf of plaintiffs.

Work highlights Represented Macedonian Thrace Brewery in claims for damages following findings of abuse of dominance by Heineken.

Notable practitioners

Rieme-Jan Tjittes (see p.1585) is a well-regarded Supreme Court practitioner, advising clients from the financial services sector. Commentators highlight his skill in contractual disputes, one reporting that he is “*an encyclopedia of contract law*” and adding: “*It is a pleasure to work with him*.” **William Schonewille** (see p.1583) regularly undertakes high-profile shareholder disputes and compensation claims. Commentators acknowledge his activity in conflicts relating to the financial services sector, one calling him “*strong in financial litigation*.” **Martijn van Maanen** (see p.1590) is acknowledged by commentators for advising claimants on cartel follow-on damages claims, one characterising him as “*well known for collective redress*.” He is also active in bankruptcy proceedings and shareholder disputes.

Clifford Chance LLP

See profile on p.64

What the team is known for Renowned for representing financial institutions in litigation relating to securities and bankruptcies. Additionally advises defendants on cartel follow-on litigation and class actions, as well as transactional litigation, including shareholder disputes. Acts for blue-chip multinationals, as well as government bodies.

Strengths Clients present the department as strong in cases of an international scope, one highlighting its “*very good ability to assist clients in multiple countries and to adapt to different cultures*.”

Another appreciates that the lawyers “*pick things up quickly and thoroughly, and come up with good ideas and alternatives*.”

Work highlights Defended a major financial institution in an EUR840 million claim relating to derivatives transactions.

Notable practitioners

Global senior partner **Jeroen Ouwehand** is acknowledged by sources for his advocacy, one calling him “*a very good litigator*.” He is well equipped to act for financial institutions in contentious cases. **Daan Lunsingh Scheurleer** routinely advises on professional liability issues and finance-related conflicts. Commentators highlight his commercial acumen, one praising his “*ability to take control of dynamic situations*.” **Dirk-Jan Duynstee** handles liability, bankruptcy and shareholder disputes on behalf of a clientele comprising government bodies and financial institutions. His cooperative manner is remarked upon by clients, one labelling him “*friendly and easy to work with*.”

Evers Soerjatin

See profile on p.1611

What the team is known for Strong boutique noted for advising shareholders and directors on disputes. Frequently represents clients in proceedings at the Enterprise Chamber relating to commercial and corporate disputes. Acts for both plaintiffs and defendants on damages claims relating to bankruptcy and cartel decisions. Has a number of clients from the transportation and financial services industries.

Strengths The practice is valued by clients for its dynamic style, one presenting the team as “*knowledgeable, streetwise, no-nonsense and quick on their feet, which is just what you need in a litigation battle*.” Another client praises the team for its “*excellent communication skills, both verbally and in writing*,” before adding: “*They were completely in charge*.”

Work highlights Acted for Volkswagen, Audi, Seat and Škoda dealers and service partners in the Netherlands as defendants on a damages claim brought following the Volkswagen emissions scandal.

Notable practitioners

Marcel Evers (see p.1570) moves up in the rankings this year following extensive client praise, including for his diligence, with one presenting him as the “*master of the file*,” before elaborating: “*In the smallest details, he knows his files*.” His workload includes shareholder disputes, cartel follow-on damages litigation and insolvency claims. **Ellen Soerjatin** (see p.1584)’s scope encompasses collective action cases and insolvency claims. Market sources recognise her for her track record of handling cases before the Enterprise Chamber. **Stein van Thiel** (see p.1590) maintains a broad caseload including cartel claims and disputes between board members. His creative approach is commended by clients, one saying: “*He is able to bring innovative solutions to demanding and*

complex legal and commercial issues.”

Lemstra Van der Korst

See profile on p.1623

What the team is known for Well-recognised disputes team primarily focusing on corporate and commercial litigation. Often advises claimants and compensation groups on class action cases. Represents clients in professional and directors’ liability cases, as well as assisting defendants with cartel follow-on litigation. Active on disputes in the technology and financial services sectors.

Strengths Clients appreciate the firm for its dependability, one calling it “*a law firm I am able to rely on*,” before explaining: “*It’s important to have someone you can trust*.”

Market commentators acknowledge the department for its adroit handling of collective redress matters.

Work highlights Advised Stichting Victimes des déchets toxiques Côte d’Ivoire on a collective action compensation claim for damages caused by toxic waste.

Notable practitioners

Jurjen Lemstra acts for both claimants and defendants on class action cases, including those of a cross-border scope. He is, according to one market commentator, “*a great litigator*.” **Pieter van der Korst** frequently undertakes corporate and commercial conflicts, including post-M&A disputes. His foresight as a practitioner is underlined by clients, one asserting that “*he’s always one step ahead of our adversaries*.”

Loyens & Loeff

See profile on p.1625

What the team is known for Well-regarded team known for handling a range of domestic and multi-jurisdictional disputes. Skilled at representing clients in commercial and corporate litigation, including advising on shareholder disputes. Additionally handles financial disputes relating to Libor and bankruptcy disputes. Represents clients in product liability cases and competition damages claims. Acts for foreign states and private companies on international arbitration.

Strengths The team’s practical style is highlighted by clients, one describing it as “*very flexible and pragmatic*.”

Another client recommends the firm for its capability in multi-jurisdictional cases, reporting that the firm’s lawyers are “*familiar with cross-border litigation*.”

Work highlights Assisted Brazilian telecoms company Oi with insolvency litigation brought by creditors and a Dutch bankruptcy trustee.

Notable practitioners

Tom Claassens (see p.1566) acts for a clientele of national states and domestic companies on arbitral matters covering commercial disputes, arbitral awards and bilateral investment treaties. Market commentators highlight his work in arbitration proceedings of an international scope. **Mijke Sinnighe Damsté** (see p.1584) represents clients in a range of matters, including cartel claims, product liability suits and shareholder disputes. Her succinct manner of counsel is highlighted by market commentators, one dubbing her “*very calm and precise*.” **Sidney Berendsen** (see p.1564) advises clients from sectors such as healthcare, real estate and telecommunications on contentious cases. He is well placed to assist with bankruptcy-related disputes and class action suits, in addition to cases before the Enterprise Chamber.

Band 3

Baker McKenzie

What the team is known for Respected team predominantly assisting defendants with domestic and cross-border commercial litigation. Skilled in handling cartel damages disputes, liability claims and post-M&A litigation for Dutch-based multinationals. Acts on contentious contractual matters and shareholder disputes. Offers additional experience in Supreme Court litigation. Utilises its strong global presence to advise clients on trade disputes relating to both export controls and sanctions.

Strengths Clients commend the firm for its skill in multi-jurisdictional disputes, one saying that it *“does an excellent job handling cases with an international element.”*

Another highlights the team’s attentiveness, reporting that the team *“is responsive and sticks to deadlines,”* and adds: *“The team fully understood the situation quickly based on similar experiences.”*

Work highlights Advised VolkerWessels’s subsidiary Visser & Smit Hanab on a EUR20 million post-M&A dispute with Stedin.

Notable practitioners

Frank Kroes moves up in the rankings this year following strong client feedback, with one client reporting that he is *“thoughtful, listens well and is responsive.”* His commercial acumen is observed by clients, one calling him *“a very strong strategic thinker.”* His caseload features class action suits, cartel damages cases and professional liability claims for financial institutions, energy companies and technology companies. **Robert van Agteren** undertakes corporate and commercial litigation, including post-M&A disputes, on behalf of a clientele drawn from the manufacturing, energy and private equity sectors. **Itse Oosterhoff** assists domestic and multinational clients with shareholder disputes, product liability claims and cases concerning allegations of fraud. Clients value him for his attentiveness, one reporting that he *“is extremely responsive.”*

DLA Piper Nederland

See profile on p.71

What the team is known for Advises international clients on a wide range of disputes, including those related to construction projects and bankruptcies. Particularly popular with domestic and multinational financial institutions. Additional expertise in assisting with contractual and restructuring disputes, as well as shareholder conflicts, liability disputes and public law litigation.

Strengths Clients rate the firm for its commercial manner, one deeming that the lawyers are *“responsive, competent and well attuned to international clients’ needs.”*

Another underlines the department’s succinct manner of counsel, asserting that *“the service is to the point and alert.”*

Work highlights Assisted Airbus with a EUR70 million contractual dispute with supplier Spacotec.

Notable practitioners

Ewald Netten (see p.1579) is well versed in financial law disputes and often acts for clients from the banking and financial services sectors. Market sources praise his dependability, one describing him as *“really consistent and reliable.”* Netten also represents clients in contractual disputes, as well as litigation relating to fraud and money laundering.

Linklaters

See profile on p.84

What the team is known for Moves up in the table this year following extensive praise from commentators. Acts for multinational clients, including financial institutions and consumer goods producers. Advises defendants on class actions and cartel damages claims. Also assists with bankruptcy litigation and shareholder disputes, as well as arbitral award set-aside procedures. Works closely with the firm’s other offices to handle cross-border disputes.

Strengths An interviewee reports: *“Linklaters is doing a lot of high-profile litigation work in the Netherlands.”*

Sources also enthuse: *“Linklaters are very good.”*

Work highlights Represented Steinhoff International Holdings in two class actions, as well as a liability action and inquiry proceedings before the Enterprise Chamber, following the company’s accounting irregularities.

Notable practitioners

Gerard Meijer (see p.1579) routinely advises on high-stakes arbitral matters, with a work portfolio encompassing bilateral investment treaties and construction arbitration. His scope is acclaimed by clients, one calling his work *“impeccable, whether it is in terms of theoretical knowledge, practical experience or legal skills.”* **Daniella Strik** (see p.1584) is active in class action claims on behalf of defendants drawn from the aviation, retail and energy sectors. Her meticulousness is highlighted by commentators, one reporting that *“she’s a very thorough litigator,”* before adding: *“She misses no details and never gives up.”*

Van Doorne

See profile on p.1640

What the team is known for Represents claimants and defendants in high-profile class actions. Also acts for clients on bankruptcy disputes, financial law cases and corporate litigation. Assists domestic and international companies, as well as state bodies and investment funds. Additionally advises on arbitrations, including commercial and construction arbitration.

Strengths Clients recommend the team for its user-friendly style, one describing the team as *“very talented, easy to work with, providing a great service and very responsive.”*

Another interviewee acclaims the firm for its cooperative approach to international cases, relaying that the practice *“is able to understand how to present ideas so that people from differing legal backgrounds could be on the same page.”*

Work highlights Represented Innsworth Advisors in securities claim proceedings against Steinhoff International Holdings.

Notable practitioners

Rogier Schellaars (see p.1583)’s workload covers both domestic cases before the Netherlands Arbitration Institute and cross-border disputes before UNCITRAL. His client list comprises foreign states, private investors and domestic corporate entities.

Lisette Bieleveld (see p.1565) advises a clientele of banks and state funds on financial law disputes and restructuring litigation. Her attentiveness is appreciated by interviewees, one citing her *“quick replies.”*

Jasper Leedeckerken (see p.1577) regularly advises on class action suits and cases pertaining to fraud. Clients rate his pragmatism, one describing him as *“result-driven and proactive.”* He also represents clients before the Enterprise Chamber. **Sjoerd Kamerbeek** (see p.1575) has a strong focus on commercial

and corporate litigation, including class action suits and post-M&A conflicts. Market commentators deem him to be *“a strong presence”* in the market. He is well placed to represent clients from the financial services industry.

Band 4

AKD

See profile on p.1594

What the team is known for Established litigation practice with significant expertise in acting for claimant groups on class actions and cartel follow-on damages claims. Also active on commercial disputes, representing clients in shareholder disputes, contractual litigation and post-M&A disputes. Advises on bankruptcy disputes and professional liability litigation.

Strengths Clients emphasise the team’s skill in cross-border disputes, one calling it *“fully equipped to deal with complicated multinational litigation.”*

Another extols the firm for its *“very good understanding of enforcement proceedings in EU states.”*

Work highlights Advised Stichting Volkswagen Car Claim on a EUR4 billion collective redress claim against Volkswagen.

Notable practitioners

Patrick Haas (see p.1572) assists a clientele drawn from sectors as disparate as automotive and banking with cartel cases, liability claims and financial disputes. Sources recognise his work acting for plaintiffs on class action cases. **Rik Analbers** (see p.1563) enters the table this year following praise from numerous market commentators, who particularly pinpoint his collaborative manner, with one calling him *“very cooperative,”* and adding: *“It is a pleasure dealing with him.”* Analbers regularly advises on corporate and commercial disputes, including shareholder litigation.

bureau Brandeis

See profile on p.1601

What the team is known for Enters the table this year following excellent feedback from interviewees. Enjoys a varied client base, spanning media conglomerates, technology companies and NGOs. Assists with domestic and cross-border matters relating to class actions, securities and post-M&A disputes. Offers additional experience in representing tech startups in conflicts stemming from insolvency.

Strengths Market sources report that the lawyers are *“strong litigators who are not afraid to take on big opponents.”*

Another commentator reports that the team is made up of *“experienced litigators.”*

Work highlights Advised Alert Online on disputes with five Dutch hospitals over software implementation.

Notable practitioners

Frank Peters (see p.1580) represents clients in shareholder litigation and class action suits. His customer-oriented manner is praised by commentators, one saying that *“he is looking to get the most for his clients in very difficult circumstances.”* He often acts on disputes involving TMT and environmental law.

Florent

See profile on p.1613

What the team is known for Formidable litigation team with an impressive expertise in disputes relating to professional liability. Advises board mem-

bers as defendants on class actions. Represents clients in financial and commercial litigation, including acting on shareholder and contractual disputes. Also assists with criminal litigation.

Strengths The practice draws praise from clients for taking the initiative, one extolling it for *"putting genuine effort into the case at hand, including quick follow-up on new issues,"* before concluding: *"Florent really takes ownership of the case."*

Another source endorses the firm for its *"very detailed specialist knowledge, pragmatic approach and ability to think of out-of-the-box solutions."*

Work highlights Represented the former CEO of Volkswagen in a class action brought by Stichting Volkswagen Car Claim before the Amsterdam District Court.

Notable practitioners

Yvette Borrius's remit includes shareholder litigation and liability claims. She is also experienced in representing former CEOs in class action cases. Her results-driven manner is relished by sources, one saying that *"she is able to defuse a situation of conflict and drive it towards a solution."* **Chris Jager** enters the rankings this year following an impressive work portfolio of corporate and commercial litigation, including shareholder disputes. His straightforward manner of counsel is valued by clients, one highlighting his *"direct and practical advice about how we should act and why."*

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Regularly acts for defendants on product liability disputes, cartel damages and class action claims. Assists with bankruptcy litigation. Also represents clients in international arbitration proceedings and particularly the enforcement of arbitral awards. Clients include major financial institutions and companies from the energy sector. Works alongside the firm's offices in other jurisdictions to handle multi-jurisdictional mandates.

Work highlights Acted for ABB Group on two follow-on cartel damages claims.

Notable practitioners

Jeroen Van Hezewijk (see p.1589)'s remit includes cartel follow-on damages claims, product liability litigation and class action suits for a clientele from the manufacturing and automotive industries. Market commentators recommend him for his diligence, one casting him as *"meticulously prepared and aware of any detail in his files."*

Lexence

See profile on p.1624

What the team is known for Particularly active on a range of corporate and commercial matters, including cases before the Enterprise Court, as well as shareholder disputes. Advises clients on professional liability cases. Represents both companies and individuals, with a number of clients from the

higher education, media and financial services sectors.

Strengths Clients highlight the team's succinct style, one relaying its ability to *"solve complex questions in a short period of time and a cost-efficient way."*

Work highlights Advised RTL Nederland on numerous commercial disputes concerning joint ventures and distribution agreements.

Notable practitioners

Bram Thomas Craemer represents clients in commercial disputes, including joint venture litigation. One client reports: *"He has been giving us a lot of trust and security during complex and critical situations."* He is well placed to advise on the Dutch aspects of cross-border disputes. **Timo Jansen** advises a client roster of banks and other financial institutions, as well as private individuals, on a range of contentious cases, including shareholder disputes and professional liability cases. Market commentators highlight his focus on commercial litigation.

Stek

See profile on p.1634

What the team is known for Acts for an impressive array of clients including international financial institutions and airlines. Expertise includes assisting with liability disputes and commercial litigation, as well as cases relating to corporate fraud and mismanagement. Particularly active on cartel follow-on disputes. **Strengths** The commercial understanding exhibited by the team is noted by clients, one praising it for maintaining *"a business-savvy mindset."*

Work highlights Advised Samsung on a EUR2 billion civil damage claim in relation to the European Commission's finding of a cathode ray tube cartel.

Notable practitioners

Gerben Smit (see p.1584) assists a broad clientele covering the TMT and aviation sectors. He advises on cartel damages claims, bankruptcy litigation and directors' liability. Clients underline his dexterity, one presenting him as *"a quick and strategic thinker with outstanding litigation skills."* **Jan Bart van de Hel** (see p.1586) acts for clients from the banking, logistics and electronics sectors on disputes encompassing shareholder litigation and antitrust cases. Market commentators commend him for his work on liability cases.

Wijn & Stael

See profile on p.1646

What the team is known for Strong practice assisting Dutch clients with shareholder disputes and bankruptcy litigation. Also advises plaintiffs and claimant groups on class action cases. Clients include substantial financial institutions and institutional investors, as well as healthcare organisations and public bodies. Additionally offers expertise representing clients in proceedings at the Supreme Court.

Strengths The practice's user-friendly style is commended by interviewees, one saying it offers a *"casual approach while providing top-notch advice."*

Clients highlight the practice's dedication, one deeming it *"very committed."*

Work highlights Advised Stichting Antitrust Action Truck Cartel on a claim for damages following the European Commission's finding of a cartel involving five truck manufacturers.

Notable practitioners

Koen Rutten enters the rankings this year following extensive praise from market sources, with one describing him as *"cool under pressure."* He is particularly well placed to assist plaintiffs with class action and cartel damages claims. Interviewees also report that he is *"a really smart litigator."* **Thijs van Zanten** represents a clientele spanning international investors and Dutch municipalities in disputes before the Supreme Court. Sources recognise his work in insolvency-related disputes.

Other Ranked Lawyers

Paul Brouwer is active in a range of contentious cases, including product liability litigation and shareholder disputes. Sources report that he is *"very quick, with very good knowledge of the law."* His client list comprises banks, private equity funds and retailers.

Jacob Cornegoor (see p.1567) assists clients from the financial services sector with securities litigation and bankruptcy cases. He is also well placed to act for multinationals on class action suits. Market commentators describe him as a *"very clever and very smart lawyer."*

Jurjen de Korte regularly undertakes shareholder and insolvency-related disputes for a clientele spanning the aviation, financial services and retail sectors. Clients describe him as a *"very practical lawyer."* Described as a *"smart guy"* by interviewees, **Maarten Drop** has a broad dispute resolution practice, representing clients in corporate disputes and directors' liability cases, as well as being known for his work as an arbitrator. Drop acts for individuals, financial institutions and sovereign states.

Jerry Hoff (see p.1573) has a caseload encompassing shareholder litigation and contractual disputes, often on behalf of real estate clients. His skill in cases of a cross-border scope draws recommendations from clients, one saying that *"he is well versed in international cases."*

Evelyn Tjon-En-Fa (see p.1585) has a caseload that includes shareholder litigation, unfair competition and liability disputes. Her strategic outlook is commended by clients, one praising her for *"thinking five, six, seven steps ahead."*

Jeroen van den Brande is particularly known for advising plaintiffs on contractual and commercial disputes. He also has experience in liability cases and follow-on damages claims.

Marc Wolters maintains a prolific caseload of corporate and commercial disputes, including shareholder litigation. His work before the Enterprise Chamber is commended by market commentators.

Employment

Employment
Leading Firms
Band 1
De Brauw Blackstone Westbroek *
Stibbe *
Band 2
Allen & Overy LLP
Houthoff *
Loyens & Loeff *
NautaDutilh *
Band 3
Baker McKenzie
BarentsKrans *
Boontje Advocaten *
DLA Piper Nederland *
Kennedy Van der Laan
Lexence *
Palthe Oberman *
Van Doorne *
Band 4
AKD *
Bronsgesest Deur Advocaten *
Clifford Chance LLP *
DingemansVanderKind
Eversheds Sutherland *
Norton Rose Fulbright
Pels Rijcken *
Rutgers & Posch
Simmons & Simmons LLP
Vestius Advocaten *
Band 5
Bird & Bird
Dentons *
Freshfields Bruckhaus Deringer LLP *
HDK Advocaten
Höcker Advocaten *
Liber Dock BV
Shearwaters
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Identified as a superb choice to handle highly complex employment litigation mandates, with market-leading experience in proceedings brought before the Supreme Court. Boasts wide-ranging expertise encompassing individual and collective dismissals, employee benefits, restructuring, and flexible and temporary employment issues. Also adept at handling contractual negotiations and collective agreements with works councils and trade unions, as well as assisting employers with industrial actions. Offers comprehensive support on all HR aspects of domestic and cross-border M&A transactions, in collaboration with the firm's top-notch corporate team.

Strengths The firm's diligence is a source of praise among clients, one underlining its "well thought through and comprehensive advice."

Another dubs the firm "very pleasant to work with."

Work highlights Represented Stichting Achmea Rechtsbijstand in a Supreme Court mass claim concerning the compensation rights of employees on 'dormant' contracts.

Notable practitioners

Employment
Senior Statespeople & Eminent Practitioners
Senior Statespeople: distinguished older partners
Witteveen Paul <i>Boontje Advocaten</i> *
Eminent Practitioners
Voûte Hermine <i>Loyens & Loeff</i> *
Leading Individuals
Star individuals
Sagel Stefan <i>De Brauw Blackstone Westbroek</i> *
van Slooten Jaap <i>Stibbe</i> *
Band 1
de Blécourt Mirjam A <i>Baker McKenzie</i>
de Bock Edward <i>Houthoff</i> *
Helstone Astrid <i>Stibbe</i> *
Wiersma Klaas <i>Loyens & Loeff</i> *
Band 2
Govaert Maartje <i>Norton Rose Fulbright</i>
Keulaerds Max <i>BarentsKrans</i> *
Nollen Brechje <i>Freshfields Bruckhaus Deringer LLP</i> *
Sikkink Suzanne <i>Allen & Overy LLP</i>
ten Have Homme <i>NautaDutilh</i> *
van de Bult Floris <i>Clifford Chance LLP</i>
Vestering Paul <i>Stibbe</i> *
Band 3
De Laat Inge <i>Rutgers & Posch</i>
Holtzer Marnix <i>DLA Piper Nederland</i> *
Kloppert Barbara <i>De Brauw Blackstone Westbroek</i> *
Nekeman Chris <i>Kennedy Van der Laan</i>
Oberman Christiaan <i>Palthe Oberman</i>
Oster Joris <i>Simmons & Simmons LLP</i>
Schulp Judith <i>Lexence</i>
van Eck Marian <i>Liber Dock BV</i>
Band 4
Blom Wijnand <i>Eversheds Sutherland</i>
De Vries Rixt <i>Tshukudu Advocatuur B.V. (ORL)</i> ◇
De Vroe Bart <i>Vestius Advocaten</i> *
de Wind Els <i>Van Doorne</i> *
Dingemans Charlotte <i>DingemansVanderKind</i>
Hartman Philip <i>Bird & Bird</i>
Keizer Arnold <i>Allen & Overy LLP</i>
Lips Marjolijn <i>Van Doorne</i> *
Nunes Eugenie <i>Dentons</i> *
Sick Pauline <i>Boontje Advocaten</i> *
Tan Simon <i>Ploum (ORL)</i> ◇
Van Berkel Ingrid <i>Eversheds Sutherland</i>
van Broeckhuijsen Martijn <i>Shearwaters</i>
van der Kind Olav <i>DingemansVanderKind</i>
Zwemmer Johan <i>DLA Piper Nederland</i> *
Band 5
de Graaf Laurens <i>BarentsKrans</i> *
de Jong Anita <i>Hogan Lovells International LLP (ORL)</i> ◇
Dissel Yvette <i>Boontje Advocaten</i> *
Huyzer Juliette <i>HDK Advocaten</i> *
Spijkerman Epke <i>Buren N.V. (ORL)</i> ◇ *
van Hulst Jasper <i>Höcker Advocaten</i>
Van Wulfften-Palthe Gieneke <i>Palthe Oberman</i>
Vestering Maarten <i>Shearwaters</i>
Up-and-coming individuals
Koster Marieke <i>Eversheds Sutherland</i>
Stolk Jet <i>Houthoff</i> *
Van Nes Gijs <i>NautaDutilh</i>
Associates to watch
de Jong Annette <i>Pels Rijcken</i>
Schouten Sander <i>Allen & Overy LLP</i>

Interviewees particularly highlight **Stefan Sagel** (see p.1582) for his noteworthy Supreme Court litigation practice, with one describing him as the "most active

Employment: Pensions
Senior Statespeople
Senior Statespeople: distinguished older partners
Lutjens Erik <i>DLA Piper Nederland</i> *
van Marwijk Kooy Albert <i>Van Doorne</i> *
Leading Individuals
Band 1
van Slooten Jaap <i>Stibbe</i> *
Band 2
Blom Onno <i>Blom Veugelers Zuiderman Advocaten (ORL)</i> ◇
Rutten Wijnanda <i>Clifford Chance LLP</i>
Vermeeren-Keijzers Irene H <i>Jones Day (ORL)</i> ◇ *
Band 3
Doornik Frank <i>Allen & Overy LLP</i>
Heemskerk Mark <i>Held Law Advocaten (ORL)</i> ◇
Huijg Teun <i>Held Law Advocaten (ORL)</i> ◇
Van Arkel Ruben <i>Pels Rijcken</i>
Vestering Paul <i>Stibbe</i> *
Veugelers Roel <i>Blom Veugelers Zuiderman (ORL)</i> ◇
Zuiderman Tim <i>Blom Veugelers Zuiderman (ORL)</i> ◇
Associates to watch
Degelink Bas <i>DLA Piper Nederland</i> *

and prominent employment lawyer when it comes to cases brought forward to the Supreme Court." His caseload spans collective bargaining agreements, industrial action litigation and compensation claims, in addition to individual and collective dismissal cases. His commercial acumen is emphasised by clients, one asserting that "he understands the needs of our company." **Barbara Kloppert** (see p.1575)'s remit encompasses the employment aspects of M&A transactions, restructurings and board member dismissals. Market commentators rate her results-driven style, one revealing how "she is looking for a smooth solution for both parties." Another interviewee describes her as a "highly skilled technical lawyer."

Stibbe

See profile on p.1635

What the team is known for Highly regarded full-service firm advising on the full range of standalone employment matters, including collective bargaining and redundancies. Offers market-leading expertise in all aspects of pensions law. Fields a well-reputed litigation team well equipped to assist with disputes over dismissals or the employment status of workers on flexible contracts. Advises on employment issues resulting from corporate transactions and on issues relating to the remuneration of top executives. Client base includes major financial institutions and insurers, as well as significant players in the transportation, food and drink, and technology sectors.

Strengths The team's swift manner of working is underlined by commentators, one presenting it as "a firm that provides clear and consistent advice in a timely manner."

Clients speak of the department's customer-centred style, one calling it "very client-driven, with a high knowledge level and a personal touch."

Work highlights Represented Nationale-Nederlanden in two pieces of litigation concerning index-linked pensions.

Notable practitioners

Jaap van Slooten (see p.1590) is acclaimed by clients for his sense of scope, one observing how "he keeps an eye on the bigger picture." He acts for a clientele drawn from the insurance, aviation and tobacco industries on industrial action, works council issues

and trade union disputes. He additionally advises clients on pension indexation and participation in mandatory industry funds. Clients enjoy working with Van Slooten, with one describing it as “a pleasure and a reassuring thought that he is on our side.” **Astrid Helstone** (see p.1572) is reputed among clients for her diligence, one dubbing her a “very amiable and knowledgeable sparring partner,” before adding: “She is always thinking of solutions.” Interviewees particularly praise her work on executive remuneration matters, with one reporting: “In that field she’s the expert.” She also advises on collective dismissals, as well as assisting with the employment aspects of M&A transactions. **Paul Vestering** (see p.1591) maintains a broad caseload spanning trade union and works council disputes, including advising on industrial action and collective agreements, as well as contentious dismissals of high-level employees. He also assists clients with works council negotiations during transactions. His attentiveness is valued by clients, one reporting that “he is highly knowledgeable and gives you a quick response.”

Band 2

Allen & Overy LLP

What the team is known for Solid practice with comprehensive coverage across transactional and litigious employment topics, supported by the firm’s market-leading corporate and dispute resolution teams. Adept at assisting with complex regulatory and compliance issues, as well as restructurings. Active in mandates concerning dismissals or the hiring of top executives. Has a notable pensions offering, advising a number of high-profile clients on the implementation of pension schemes and on the transfer of pensions liabilities through M&A transactions. Particularly acts for major financial and TMT sector clients.

Strengths Clients emphasise the team’s responsiveness, one commending it for being “able to provide seamless and on-target advice in a short timeframe.” Another client highlights the practice’s business understanding, praising it for “not losing sight of the commercial side.”

Work highlights Assisted Royal Agio Cigars with the works council and trade union consultation processes as part of its EUR210 million acquisition by Scandinavian Tobacco Group.

Notable practitioners

Suzanne Sikkink’s remit encompasses works council consultations, sexual harassment allegations and remuneration issues, as well as matters involving the gig economy. Her results-oriented manner is remarked upon by clients, one saying that “she is quick to identify issues and excels in providing pragmatic solutions.” **Frank Doornik** advises on an array of pensions issues, including the implementation of new schemes and liability issues. Key domestic pensions funds and multinational corporations feature among his client list. **Arnold Keizer** moves up in the rankings this year following praise from market commentators. He draws recommendations from clients for his foresight, such as one who reports that “he quickly identifies potential issues and provides practical advice which meets all expectations.” CEO dismissals, trade union disputes about employee status and works council negotiations concerning transactions constitute his work portfolio. **Sander Schouten** is acknowledged by market commentators for his collaborative manner. He acts for banks, energy

companies and shareholders on remuneration cases, individual dismissals and the employment aspects of M&A transactions.

Houthoff

See profile on p.1618

What the team is known for Highly regarded team offering a wide range of expertise, including representing corporate entities in the contentious and voluntary dismissal of senior individuals. Also active on mandates involving works council elections. Acts for corporate clients on employment and co-determination issues arising from high-profile M&A transactions. Assists with the amendment of employment conditions and collective dismissals as part of global reorganisations.

Strengths Clients underline the team’s attentiveness, one characterising the lawyers as “fast and helpful.”

Another client highlights the team’s “expertise and good interpersonal communication skills to accompany us in this complicated path.”

Work highlights Acted for Tata Steel on the employment law aspects of an ongoing reorganisation.

Notable practitioners

Described by one client as “phenomenally good,” **Edward de Bock** (see p.1567) assists with trade union litigation, reorganisations and board member departures. Clients commend his ability to see the bigger picture, one relaying his skill of “summarising the core of the matter and giving direction for the way forward.” **Jet Stolk** (see p.1584) is recognised by clients for her commercial acumen, one claiming that “she is easy to approach, fast and takes the lead in matters,” and going on to add: “We can also work with her advice in practice.” She advises clients drawn from the manufacturing, leisure and technology sectors on dismissals of senior employees, changes to terms of employment and reorganisations.

Loyens & Loeff

See profile on p.1625

What the team is known for Experienced in the full spectrum of employment law. Particularly strong on the tax aspects of benefits mandates, working alongside the firm’s market-leading tax department to advise on the taxation of severance packages. Advises on restructuring processes. Offers noteworthy expertise in dismissal matters concerning high-ranking executives. A popular choice for M&A transactions, with experience advising on the transfer of employees and on negotiations with works councils and trade unions.

Strengths The team’s scope is cited by clients, one extolling it as a “full-service firm with an entrepreneurial mindset, a strong client focus and a very good service delivery model.”

Another client describes the team as “pragmatic,” adding: “It is very pleasant to work with.”

Work highlights Advised DPG Media on all employment aspects relating to its EUR460 million acquisition of Sanoma Media Netherlands.

Notable practitioners

Hermine Voûte (see p.1592) acts for clients in the banking and leisure industries on dismissals and the employment aspects of M&A transactions. Clients commend her approach, one noting that “she is extremely accessible and not afraid to tell the client the truth.” “Excellent lawyer” **Klaas Wiersma** (see p.1592) moves up in the rankings this year with a strong work portfolio and glowing client praise. His solution-driven style is remarked upon by clients,

one calling him “hands-on, swift, always available and very keen to do what needs to be done.” He advises on the employment aspects of M&A transactions, such as employee transfers, as well as collective and individual dismissals.

NautaDutilh

See profile on p.1627

What the team is known for Well placed to represent domestic and international clients both in an advisory capacity and in litigation. Advises clients on the employment aspects of M&A transactions, including deals that involve sensitive negotiations with works councils. Also experienced in handling the employment aspects of pre-insolvency restructuring, including collective dismissals. Assists with executive dismissals, with notable experience in matters arising within the context of investigations into employee misconduct. Acts for clients in the professional services and financial services sectors, in addition to public sector entities.

Strengths Clients acknowledge the team for its dedication, one relaying that “the lawyers are very responsive.”

This dedication is confirmed by another interviewee who describes the practice as “thoroughly reliable” and also highlights the team’s “practical and supportive approach.”

Work highlights Assisted McDermott with the works council consultation aspects pertaining to multiple restructuring transactions.

Notable practitioners

Homme ten Have (see p.1585) is reputed among clients for his tact, one reporting that “he’s quick to understand the nuances and sensitivities, and he’s good at managing his way through that.” He advises on large-scale restructurings and individual dismissals.

Gijs Van Nes is singled out by clients for his work in complex redundancy cases, with one reporting that he “has done an excellent job in managing a tricky legal case.” He regularly assists with the employment aspects of M&A transactions, including works council consultations and the transfer of employees.

Band 3

Baker McKenzie

What the team is known for Strong international firm representing multinational and domestic clients in cross-border transactional employment law matters alongside the firm’s offices in other jurisdictions. Assists clients with cases concerning industrial accidents. Acts for clients on collective dismissals carried out as part of international restructurings, with proven experience in cases that are heavily contested by trade unions and works councils. Also advises on individual dismissals, including those involving harassment claims and instances of serious misconduct.

Strengths The team’s bespoke approach is valued by clients, one pinpointing its “tailor-made solutions.” Another emphasises its meticulousness, dubbing it “very responsive to requests,” before elaborating: “The lawyers make sure that the follow-up is practical and comprehensive.”

Notable practitioners

Mirjam de Blécourt is active across the spectrum of employment matters, including trade union and works council negotiations, mass redundancies as part of global restructurings, individual dismissals and injury at work claims. Clients emphasise her dil-

igence, one deeming her “on top of her subject and a strong negotiator,” before adding: “She instils confidence.”

BarentsKrans

See profile on p.1596

What the team is known for Strong team noted for its expertise in Supreme Court litigation, primarily representing employers in disputes regarding dismissals, discrimination and transfers of undertakings. Has experience in standout cases relating to the employment law protection of workers from different EU states posted to the Netherlands, as well as matters concerning the relocation of employees within the Netherlands. Advises on employee integration matters following M&A transactions. Also handles outsourcing disputes and collective bargaining agreement mandates. Clients include significant players in the transport industry.

Strengths The department’s business understanding is highlighted by clients, one describing it as “tremendously helpful, very practical and efficient in its work.”

Another client singles out the team’s collaborative style, observing that it “thinks with you on how to solve matters.”

Work highlights Represented former CEO and chair of Renault, Nissan and Mitsubishi, Carlos Ghosn, in a dispute with his former employer concerning an employment agreement.

Notable practitioners

Max Keulaerds (see p.1575) acts on disputes concerning the transfer of undertakings and redundancy payments, as well as advising on restructurings, especially those affecting high-level employees. He represents clients from the aviation and IT industries. His succinct manner is commended by clients, one describing him as “always to the point.” **Laurens de Graaf** (see p.1567) moves up in the rankings this year following glowing feedback from market commentators. Clients underline his commercial acumen, as one cites his “perfect approach for our business in combining the legal and practical aspects of a particular issue.” He acts on a number of contentious matters, including trade union disputes, as well as advising clients on reorganisations.

Boontje Advocaten

See profile on p.1598

What the team is known for Well-regarded employment law practice advising state entities, as well as private sector clients from diverse sectors. Assists clients with establishing works councils and transfer of undertaking mandates. Represents clients in disputes around collective and individual dismissals, as well as employee misconduct cases. Acts on temporary employment matters, including posted workers. Advises clients on co-determination agreements as part of corporate transactions.

Strengths The team’s commercial acumen is identified by clients, one asserting that “without exception the service we receive is timely, personal and always of the highest quality.”

Another client values the practice for its communication skills, recommending it for “being able to explain and describe complex matters in a clear and understandable way.”

Work highlights Assisted NTT Netherlands with the creation of a works council, a restructuring process and a transfer of undertaking.

Notable practitioners

Paul Witteveen (see p.1593) has considerable experience

in restructurings and collective dismissals. Witteveen also has expertise in co-determination issues. An interviewee reports: “He is absolutely of a very good quality.” **Pauline Sick** (see p.1583) is “efficient, practical and friendly,” according to one client. She represents a diverse clientele, stretching from the arts sector to insurance companies, in dismissal cases, employer’s liability matters and reorganisations. **Yvette Dissel** (see p.1570) advises on mass restructurings and individual dismissals, as well as temporary working agreements. She assists with the employment law aspects of transactions, such as co-determination issues and business integrations. Clients appreciate her dedication, one noting that “she is always ready to take on board questions and requests for legal advice at short notice.”

DLA Piper Nederland

See profile on p.71

What the team is known for Large and versatile team offering expertise in pensions mandates. A strong option for multi-jurisdictional matters, assisting with complex, cross-border M&A transactions. Additionally advises on contentious cases with work councils and acts on co-determination and bonus rights. Represents clients in temporary agency matters and the application of EU employment directives. Strong employment litigation expertise, with a notable focus on the aviation, fashion and media sectors.

Strengths Clients praise the firm for its commercial scope, one suggesting that “DLA’s knowledge in this field is excellent and always up to date, and the service leaves nothing to be desired.”

Another client values the team’s practical manner, recalling that “the lawyers are very pragmatic.”

Work highlights Advised Uber on collective bargaining agreements and pensions issues in respect of the establishment of Uber Freight.

Notable practitioners

Erik Lutjens (see p.1578) has noteworthy experience representing a range of industry-wide pension funds in litigation. A client enthuses that “his knowledge is enormous.” **Marnix Holtzer** (see p.1573) is esteemed by market commentators for his meticulousness, one describing him as “thorough.” He has a solid track record in complex restructuring mandates and contentious matters involving works councils. **Johan Zwemmer** (see p.1593) moves up in the rankings following an impressive recent work portfolio. He acts for multinational clients in the transportation, energy and fashion industries on collective bargaining agreements, EU directives, outsourcing and co-determination matters. One client dubs him “very pragmatic.” **Bas Degelink** (see p.1569) assists pensions funds with litigation, in addition to advising multinational technology companies on pension plan mandates. A market commentator highlights his collaborative manner, while another describes him as “a great pensions lawyer.”

Kennedy Van der Laan

What the team is known for Distinguished employment team with a strong footprint in sectors such as food and beverages, technology and financial services. Has a distinguished reputation for representing both employers and works councils in the area of employee participation, reorganisations and post-transactional harmonisation. Represents clients in employment litigation, including acting for whistle-blowers. Assists with individual and collective dismissals, as well as privacy matters.

Strengths Clients rate the firm for its tailor-made

advice, one remarking that “the lawyers really want to understand you as a customer and your business to create better services and give better advice to you.”

Another client declares that “its advice is accurate, always on time and very pragmatic.”

Work highlights Acted for Borr Drilling on a restructuring project that involved the collective dismissal of 150 onshore and offshore employees.

Notable practitioners

Chris Nekeman is “very pragmatic and always focused on the relationship,” according to one client. Contentious cases over employee benefits and restructurings form the bulk of his caseload. Market commentators home in on his collaborative style, one casting him as “pleasant to work with.”

Lexence

See profile on p.1624

What the team is known for Robust national offering active in large reorganisation and contentious procedures. Advises on collective and individual dismissals, including for high-level employees. Assists with employment agreements, the establishing of works councils, transfers of undertakings and employment conditions harmonisation. Significant experience acting on employee misconduct matters, including investigations and subsequent dismissals.

Strengths Clients refer to the firm’s pragmatism, one acclaiming its “practical, hands-on approach.”

Another client underlines its attentiveness, citing its “quick turnaround.”

Work highlights Assisted AO World with closing of part of its business, entailing the collective dismissal of 750 employees.

Notable practitioners

Judith Schulp’s tenacity is acknowledged by market commentators, one commenting that “she’s a good litigator and never gives up.” Her remit covers TUPE issues, dismissals and reorganisations.

Palthe Oberman

See profile on p.1629

What the team is known for Boutique employment practice that attracts considerable praise for acting for employers on dismissal cases. Has experience in court proceedings, including disputes concerning employee misconduct. Offers broader capabilities spanning the full range of employment matters, including all issues arising from flexible working agreements and restructuring processes. Advises clients on works council mandates. Also assists with the drafting of international employment contracts for top executives. Has a number of clients from the fashion and sporting industries.

Strengths Interviewees speak of the department’s customer-centric approach, one noting that it “works in true partnership with the client to ensure that the perceived outcome is also maximised and that the client understands the process and implications.”

Another client commends the team as being “reliable and down to earth.”

Work highlights Advised War Child on the dismissal of an employee following a fraud investigation.

Notable practitioners

Christiaan Oberman is valued by clients for his open-minded approach, with one asserting that “he is empathetic and is able to see both sides of a case.” He acts for a client roster of fashion designers, banks and online platforms on individual and collective dismissals, flexible employment agreements and reorganisations. **Gieneke Van Wulfften-Palthe** is applauded by commentators for her dedication, one

reporting that “*she goes the extra mile.*” She is well prepared to advise clients from the financial services sector on employment matters.

Van Doorne

See profile on p.1640

What the team is known for Well-regarded national practice with expertise in transactional employment mandates, acting on matters arising from acquisitions and reorganisations, as well as the employment aspects of establishing a business in the Netherlands. Noted for experience in negotiations with works councils and unions, collective labour agreements and outsourcing mandates. Advises clients on whistle-blowing. Acts for an impressive client list consisting of industry-wide pension funds and employers on pension mandates.

Strengths Clients acknowledge the department for its overview, one reporting that it “*always looks at the bigger picture.*”

Another says that the practice’s “*flexibility and availability is optimal.*”

Work highlights Advised Mediq on the negotiations with unions and the works council concerning the restructuring of various sets of employment terms and conditions.

Notable practitioners

Albert van Marwijk Kooy (see p.1590) is adept at contentious and non-contentious pensions matters, including pensions litigation and the implementation of EU directives. **Els de Wind** (see p.1569) advises a clientele spanning healthcare, chemicals, and food and beverages on collective labour agreements, outsourcing agreements and establishing businesses in the Netherlands. Her results-oriented approach is relished by one client, who reports that “*she knew what she was talking about and she had a solution.*”

Marjolijn Lips (see p.1578) moves up in the rankings this year following glowing client praise. Her meticulousness is particularly commended by clients, one describing her as “*very diligent, efficient and thorough.*” Her caseload encompasses departures of senior managers, outsourcing matters and the employment aspects of M&A transactions.

Band 4

AKD

See profile on p.1594

What the team is known for Acts for domestic and international clients on employment law disputes, restructurings and matters relating to immigration. Also adept at handling transactional employment topics. Offers a particular focus on employment matters in the maritime industry. Advises on the protection of co-determination rights for workers in global companies, as well as assisting with outsourcing and the establishment of new businesses in the Netherlands. Represents clients in employee misconduct and industrial accident claims.

Strengths The team’s swift counsel is reputed among clients, one saying that it “*operates quickly and effectively.*”

This is affirmed by another client, who reveals: “*What I appreciate about the team the most is responsiveness.*”

Work highlights Acted for Kotug Smit Towage on co-determination and works council issues relating to the sale of its business to Boluda Towage Group.

Notable practitioners

Pieter Huys is the key department contact for clients.

Bronsgeest Deur Advocaten

See profile on p.1600

What the team is known for Compact employment-focused boutique that represents both Dutch and international clients. Has notable expertise in negotiations with works councils concerning restructuring processes and transactional matters. Offers additional advice on transfer of undertakings matters and gig economy regulations. Assists with individual terminations, including those for misconduct. Clients are drawn from sectors including software, pharmaceuticals, and food and drink.

Strengths A client highlights that the team provides “*clear and accurate information.*”

Another client values the department for their solution-oriented approach, reporting that they “*give us plenty of options and alternatives, but keep to the point and are effective.*”

Notable practitioners

Benjamin Vaandrager and Philip Nabben are key contacts at the firm.

Clifford Chance LLP

See profile on p.64

What the team is known for Advises a number of financial institutions on executive remuneration policies, European employment regulations and contentious matters with high-level employees. Acts alongside the firm’s well-regarded corporate department on the employment aspects of M&A transactions. Benefits from the firm’s strong international presence to assist with cross-border mandates. Has further experience in pensions planning and litigation.

Strengths A client rates the firm for its ability to react swiftly, relaying that “*issues are picked up quickly.*”

Work highlights Acted for HSBC on an array of employment matters, including co-determination and pensions issues.

Notable practitioners

Wijnanda Rutten draws praise from clients for her diligence, one recalling: “*I was impressed by the way she handled things,*” before describing her as “*analytical and careful.*” She advises pension funds, as well as public and private sector clients, on the harmonisation of pension plans and disputes with pension brokers. **Floris Van de Bult** has a diverse work portfolio featuring co-determination issues, works council consultations and remuneration matters. Market commentators acknowledge him for his work on employment issues pertaining to M&A transactions.

DingemansVanderKind

What the team is known for Reputable boutique employment firm based in Amsterdam. Best known for advising on high-level individual and collective dismissals, with experience acting both for employers and for employees. Handles matters related to collective bargaining, reorganisations, employee transfers and industrial action. Also assists with liability mandates and represents clients in mediation.

Strengths Commentators commend the firm for its attentiveness towards clients, reporting that the team is “*good at giving clients personal attention.*”

Notable practitioners

Charlotte Dingemans is well practised in an array of employment law matters, especially reorganisations and employee participation issues. Dingemans also can claim experience in contentious matters, such as

assisting employees and employers with dismissal cases. An interviewee calls her a “*good and practical lawyer.*” **Olav van der Kind** is well prepared to undertake a multitude of employment mandates, boasting particular skill in individual dismissal proceedings. A commentator reports that Van der Kind is “*very focused on settling the deal and trying to solve it amicably.*”

Eversheds Sutherland

See profile on p.1610

What the team is known for Amsterdam and Rotterdam-based practice that stands out for its experience in the employment law aspects of cross-border transactions, working alongside the firm’s offices in other jurisdictions. Advises on collective redundancies as part of domestic and global restructurings, and represents employers in litigation arising from individual terminations. Clients often hail from the security and transportation sectors. Assists clients with co-determination and collective labour agreements.

Strengths Clients appreciate the firm’s cross-border capabilities, with one reporting: “*I would rate the firm’s ability to assist in multi-jurisdictional work highly.*”

Another reports that the firm’s “*pragmatic lawyers are very nice people to work with.*”

Work highlights Represented Juniper Networks in several individual dismissal cases.

Notable practitioners

Wijnand Blom is acknowledged for his pragmatism by clients, one casting him as “*very hands-on, skilful, experienced and proactive.*” He acts for international financial institutions, recruitment firms and fashion retailers on the employment aspects of M&A transactions and of establishing branches in the Netherlands. **Ingrid Van Berkel** is “*a good negotiator who is good at building relationships,*” according to one market commentator. She is adept at advising on reorganisations, regulatory issues concerning pay and posted workers, and the employment aspects of M&A transactions. **Marieke Koster**’s remit encompasses reorganisations, TUPE matters and employment advice pertaining to sick leave. Clients underline her straightforward manner of counsel, one suggesting that “*her advice is clear and practical.*”

Norton Rose Fulbright

What the team is known for Well-regarded employment team with notable expertise in internal restructurings, individual dismissals and whistle-blower matters. Advises on the employment status of platform workers, employee benefits and the creation of works councils. Acts on employee misconduct litigation, as well as TUPE matters and post-transactional harmonisation matters. Clients are drawn from a broad range of sectors, spanning oil and gas, financial services and transportation.

Strengths The team’s pragmatism is remarked upon by clients, one highlighting its “*practical approach to supporting decision-making.*”

Another emphasises the firm’s willingness to take the initiative, dubbing it “*very proactive in discussing matters.*”

Work highlights Represented Deliveroo in several disputes with the trade union concerning the employment status of Deliveroo’s riders.

Notable practitioners

Maartje Govaert maintains a prolific practice, including individual dismissals, trade union disputes and contentious cases pertaining to employee bene-

fits. Her dexterity as a practitioner is remarked upon by market sources, one commending her as “*quick on her feet*.” Govaert also advises clients on whistle-blowing, internal investigations and harassment claims.

Pels Rijcken

See profile on p.1630

What the team is known for Attracts significant attention for its activity for state institutions and other public sector clients. Advises on new regulations, whistle-blowing policies, the hiring of foreign employees and the employment law aspects of acquisitions. Also assists with the dismissal of top executives, including following allegations of harassment or misconduct. Offers notable experience in pensions law mandates.

Strengths The department’s ability in contentious employment matters is appreciated by clients, one informing that “*the lawyers manage the court proceedings excellently: the letters to the court were spot on, and during the hearings the lawyer made impressive verbal statements.*”

Work highlights Represented the Dutch Ministry of Defence in a dispute with the Dutch military trade unions concerning the military pension scheme.

Notable practitioners

Ruben Van Arkel is singled out by interviewees for his flexibility, one asserting that “*he knows his client and is open to suggestions from the client.*” He has an impressive work portfolio on pensions matters covering both litigation and regulatory advice for public and private sector clients. **Annette de Jong** acts for a client roster drawn from the engineering, technology and energy sectors on dismissals and restructurings, contractual issues and the employment aspects of M&A transactions.

Rutgers & Posch

What the team is known for Notable firm receiving praise from clients for handling diverse employment law matters. Advises on co-determination rights, the employment aspects of M&A transactions or joint venture agreements, and on large-scale workforce reorganisations and dismissals. Also assists with social plans, TUPE matters and outsourcing issues. Frequently represents works councils in negotiations.

Strengths The business understanding exhibited by the firm is highlighted by clients, one citing its “*ability to quickly understand our organisation.*”

Work highlights Advised the works council of AEB Amsterdam on negotiations with its board of directors and the municipality of Amsterdam in respect of the organisation’s divestment and subsequent privatisation.

Notable practitioners

Inge De Laet is recognised by market commentators for her expert handling of employment cases featuring privacy issues. She also advises on outsourcing, TUPE, social plans, restructurings and employment issues pertaining to M&A transactions.

Simmons & Simmons LLP

What the team is known for Regularly represents clients in complex works council consultations. Handles collective redundancies, as well as the dismissal of high-level employees. Advises clients on internal investigations. Often acts for private equity houses, including on the employment law aspects of transactions. Has a number of clients from the TMT sector, such as major telecoms operators, software compa-

nies and film studios.

Strengths Clients point out the practice’s foresight, one praising the team for “*helping us to think strategically and understand scenarios.*”

Another client recognises the team for its “*clear and direct communication.*”

Work highlights Advised Qualium Investissement on the employment aspects of the sale of Biscuit International to Platinum Equity.

Notable practitioners

Joris Oster is lauded by clients for his tact, one characterising him as “*always available to help with well-balanced and considerate advice.*” Acting on CEO dismissals and collective redundancies, he enjoys a broad clientele from the real estate, TMT and automotive industries.

Vestius Advocaten

See profile on p.1642

What the team is known for Handles a variety of workplace issues for employers and senior employees. Regularly acts for domestic and international clients on reorganisations and collective dismissals, as well as individual dismissals, including following misconduct. Assists with court proceedings relating to the enforceability of non-compete clauses and breach of contract matters. Advises clients on the relocation of employees and the establishment of Dutch operations.

Strengths Clients speak of the practice’s user-friendly style, one describing its counsel as “*fast, clear-cut, transparent and with the right amount of know-how.*”

Another presents the department as “*customer-oriented and approachable.*”

Work highlights Acted for Lime Network on an internal reorganisation following its acquisition of Jump from Uber.

Notable practitioners

Bart De Vroe (see p.1569) advises on reorganisations and individual and collective dismissals, as well as the establishment of new companies in the Netherlands. Interviewees highlight his results-oriented manner, one depicting him as “*very hands-on,*” before adding: “*He is always aiming for a reasonable and quick solution.*”

Band 5

Bird & Bird

What the team is known for Advises on restructuring and outsourcing mandates. Handles individual and collective termination mandates for global corporate clients, including dismissal procedures for high-level executives. Additionally acts on employee incentive schemes, severance packages and co-determination mandates. Often works alongside the firm’s offices in other jurisdictions on pan-European matters.

Strengths Clients value the firm for its attentiveness, one reporting: “*We are very happy with the relationship and the level of the support.*”

Work highlights Assisted Teva Pharmaceuticals with bonus scheme and restructuring issues.

Notable practitioners

Philip Hartman is valued by clients for his communication skills, one reporting that “*he knows the law inside out and makes sure we understand the outcome.*” He advises on trade union disputes, individual dismissals, restructurings and employee benefit matters.

Dentons

See profile on p.1606

What the team is known for Respected employment practice often acting alongside the firm’s corporate team on the employment aspects of cross-border M&A transactions, particularly handling negotiations with works councils. Advises on collective bargaining agreements. Also assists with terminations and restructurings. Benefits from the firm’s global presence in multi-jurisdictional mandates.

Strengths A client underlines that the firm gives “*high attention to the matter.*”

Work highlights Assisted Spectrum Brands with the employment aspects of the divestment of its European pet food business and factory to United Pet-food Producers.

Notable practitioners

Eugenie Nunes (see p.1579) assists clients from the telecommunications, private equity and technology sectors with the employment aspects of M&A transactions, including works council consultations. Clients relish her commercial acumen, one deeming her “*a skilled negotiator who is very practical and proactive.*”

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Enters the table this year following a strong work portfolio and glowing client feedback. Maintains a varied offering, including restructurings and collective dismissals, as well as the employment aspects of M&A transactions. Acts for a clientele of international private equity houses and technology companies, as well as charitable organisations. Well prepared to handle contentious cases involving trade unions. Advises on remuneration policies and employment regulations.

Strengths Clients underline the firm’s swift counsel, one casting it as “*quick, responsive and to the point.*”

Market commentators highlight the team’s collaborative style, one characterising it as “*very pleasant and cooperative.*”

Work highlights Assisted Bridgepoint with the employment law aspects of its acquisition of Vermaat Groep.

Notable practitioners

According to one client, **Brechje Nollen** (see p.1579) is “*a very good listener, easily reachable and a quick responder.*” She advises multinational technology companies and financial institutions on restructurings, collective dismissals and the employment aspects of M&A transactions.

HDK Advocaten

What the team is known for Dedicated employment boutique, highly experienced in a wide range of employment law matters. Has expertise in the employer side of litigation and alternative dispute resolution, including acting on disputes with trade unions. Also advises on a wider range of topics relating to co-determination, individual dismissals and redundancies. Assists with harmonisation projects and employee incentive matters.

Strengths The practice’s diligence draws commendations from clients, one highlighting that the lawyers are “*quick with their response.*”

Another rates the firm for its collaborative style, observing that “*the lawyers think along with us as clients.*”

Work highlights Advised Honeywell on the restructuring of several of its plants, including representing it in works council negotiations and litigation.

Notable practitioners

Juliette Huyzer (see p.1574) assists manufacturers, fashion brands and healthcare providers with restructurings and contentious employment cases. Her succinct counsel is reputed among clients, one deeming her *“fast, effective and to the point.”*

Höcker Advocaten**See profile on p.1616**

What the team is known for Enters the table this year following extensive client praise. Individual and collective dismissals feature among the firm's caseload, in addition to changes in employee benefit schemes and disputes over flexible working arrangements. Also advises on contractual disputes, collective bargaining agreements and the employment aspects of M&A transactions. Enjoys a diverse client roster, including airlines, insurers and packaging companies.

Strengths Clients rate the firm for its meticulousness, one reporting that the *“advice is very clear and comprehensive.”*

Another emphasises its pragmatism, observing that it *“always gives practical advice.”*

Work highlights Represented Novolex in a dispute concerning non-compliance with the collective bargaining agreement and pension regulations.

Notable practitioners

Jasper van Hulst is a *“fast and strategic thinker,”* according to one client. Advising on restructurings and collective labour agreements, his clientele covers the media and aviation sectors.

Liber Dock BV

What the team is known for Recognised team with proven expertise in remuneration issues and high-level dismissals for companies in the financial and media sectors. Also well versed in corporate reorganisation mandates, social plan negotiations and contractual matters. Additionally advises on transfer of employee matters and the employment aspects of transactions. Other clients hail from the pharmaceutical industry.

Strengths Clients highlight the department's tailored style, one suggesting that *“the approach is very personal and client-directed, which makes working with the team a pleasure as the lawyers can adapt to your needs easily.”*

Another singles out the firm for its *“dedication and flexibility.”*

Work highlights Advised Merck Sharp & Dohme on employment issues pertaining to its spin-off of Women's Health.

Notable practitioners

Marian van Eck draws endorsements from clients for her innovative style, one calling her *“pragmatic and open to thinking creatively.”* Her workload consists of the establishment of works councils and dismissal cases. She also assists with reorganisations and the employment aspects of transactions.

Shearwaters

What the team is known for Noteworthy firm with proven expertise in the employment aspects of M&A transactions and individual dismissal matters. Also assists employers with strategic reorganisations. Sector-specific expertise includes professional services, technology and healthcare.

Strengths The team's commercial acumen is observed by clients, one asserting that it *“understands our business and how it operates.”*

Another appreciates the firm for its hands-on style, describing it as *“very fast and pragmatic.”*

Work highlights Acted for Amino Technologies on several individual dismissals.

Notable practitioners

Martijn van Broeckhuijsen advises on individual dismissals, restructurings and employee benefits issues for a varied client list, featuring health sector companies and technology companies. Clients extol his customer-oriented approach, one citing his *“ability to familiarise the client with complex legal matters and to support us in the decision-making process.”* **Maarten**

Vestering assists clients drawn from the healthcare, pharmaceutical and technology sectors with individual dismissals and restructurings.

Other Ranked Lawyers

Onno Blom offers experience in an array of pensions issues, including contentious matters, representing various funds.

Anita de Jong regularly advises on executive dismissals, redundancies and employee relocations. Clients remark upon her commercial acumen, one

dubbing her a *“great business partner who is dependable and knowledgeable.”*

Rixt De Vries is singled out by clients for her attentiveness, one observing that *“she reacts quickly to the questions we have.”* She assists with the establishment of works councils, as well as acting on both sides of disputes and consultation processes between boards and work councils. She moved to Tshukudu Advocatuur in January 2021.

Mark Heemsker is esteemed among market commentators for his academic work on pensions law and his handling of high-profile contentious pensions matters.

Teun Huijg is reputed among market commentators for his nous, one claiming that *“he has a streetwise approach.”* He is specialised in contentious matters related to pensions, including dealing with proceedings against supervisory authorities.

Epke Spijkerman (see p.1584) is well prepared to advise on relationships between clients and trade unions and works councils. He is also experienced in handling contentious matters, including redundancies.

Simon Tan is adept at handling disputes with trade unions and redundancy matters, often acting for works councils. His business-savvy style is popular among clients, one identifying *“his hands-on attitude, his practical approach and his knowledge of our company.”*

Irene Vermeeren-Keijzers (see p.1591) is lauded by clients for her straightforward style, one emphasising her *“no-nonsense, to-the-point approach.”* She assists with pensions litigation, in addition to pension harmonisation and pension plan restructuring projects.

Roel Veugelers is well versed in contentious pensions matters, including acting on alternative dispute resolution methods, such as mediation. He acts for financial institutions and various pension funds. Market commentators cite his technical ability.

Tim Zuiderman is well prepared to handle disputes related to pensions law. He is similarly experienced in providing clients with strategic advice.

Energy & Natural Resources

The editorial is in alphabetical order by firm name.

Allen & Overy LLP

What the team is known for Strong transactional firm with notable energy regulatory capabilities. Advises major energy companies on the full spectrum of issues, including project finance, M&A and construction, as well as disputes and permitting issues. Especially assists major lenders with the financing of renewable energy projects, including wind and solar farm developments. Increasingly advises investors on bids to develop offshore parks. Also possesses extensive experience in the oil, gas and electricity sectors. Complemented by the strength of the firm's other practice groups, including its corporate, competition and litigation departments.

Strengths Clients praise the firm's attentiveness, one citing its *“swift response times.”*

Work highlights Advised Ionity on a joint venture in the automotive sector relating to the development of fast charging stations for electric vehicles on Dutch highways.

Notable practitioners

One client admires **Marinus Winters** for being *“not only aware of current developments but the historical context of the sector,”* adding that *“he understands exactly what we need.”* He has experience acting for power producers, automotive companies and data centres on regulatory questions.

Bird & Bird

What the team is known for Energy practice which advises on the permitting and development of projects. Focuses on electricity production and renewable energy, advising on wind and solar power. Active on transactional matters, especially on behalf of project developers and banks, where it handles a range of contractual issues such as PPAs, EPCs and O&Ms.

Strengths Clients rate the team for its handling of cross-border cases, one recalling how *“they coordinated extraordinarily well and were extremely efficient.”*

Work highlights Advised Unison Energy on its development of solar parks.

Notable practitioners

Sophie Dingenen's collaborative style is emphasised

Energy & Natural Resources: Regulatory
Leading Firms
Band 1
De Brauw Blackstone Westbroek *
Loyens & Loeff *
Stek *
Band 2
Allen & Overy LLP
Pels Rijcken *
Band 3
Houthoff *
HVG Law LLP *
Stibbe *
Van der Feltz advocaten *
Senior Statespeople
Senior Statespeople: distinguished older partners
Oosterhuis Max Loyens & Loeff *
Leading Individuals
Band 1
Brinkman Iman Pels Rijcken
Janssen Jan Erik Stek *
Band 2
de Rijke Michelle Van der Feltz advocaten *
Winters Marinus Allen & Overy LLP
Band 3
de Vlam Roland Loyens & Loeff *
het Lam Martin Het Lam Advocaten (ORL) ◇
van Beuge Marc Houthoff *
Band 4
Chatelin Michel Eversheds Sutherland
Dieperink Marjolein AKD (ORL) ◇ *
In de Braekt Martin Stibbe *
Kleinhoult Arjan De Brauw Blackstone Westbroek *
Leijten Marnix De Brauw Blackstone Westbroek *
Simonetti Sander HVG Law LLP *
van den Biggelaar Nicolien De Brauw Blackstone *
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

by clients, one praising her “ability to pull off a hard deal with many counterparties.” She is an experienced practitioner advising on the negotiation and structuring of transactions in the renewable energy space.

Clifford Chance LLP

See profile on p.64

What the team is known for Respected transactional practice with a strong focus on project finance in the renewable energy sector, particularly offshore and onshore wind farms. Also active on projects in the solar power space. Regularly handles M&A and financing transactions, advising energy companies and financial institutions. Able to capitalise on its international strength to advise on large cross-border projects and transactions.

Strengths Clients rate the firm for its diligence, one deeming it “on the ball and pragmatic.”

Work highlights Advised BEEGO IPP on the acquisition and financing of two solar parks in the province of Groningen.

Notable practitioners

Hein Tonnaer has prolific experience in project finance mandates pertaining to wind farms and solar parks, including those of a cross-border scope.

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Outstanding energy practice with an exceptionally broad scope of expertise covering M&A, finance transactions and major

Energy & Natural Resources: Transactional
Leading Firms
Band 1
De Brauw Blackstone Westbroek *
NautaDutilh *
Stibbe *
Band 2
Allen & Overy LLP
Loyens & Loeff *
Band 3
Clifford Chance LLP *
Freshfields Bruckhaus Deringer LLP *
Houthoff *
Stek *
Band 4
Bird & Bird
Eversheds Sutherland *
Norton Rose Fulbright
Ploum *
Leading Individuals
Band 1
In de Braekt Martin Stibbe *
Band 2
Berger Kirsten Houthoff *
Mutsaers Anja De Brauw Blackstone Westbroek *
Band 3
Homveld Reijnoud Stek *
Trommel Jaap Jan NautaDutilh *
Band 4
Dingenen Sophie Bird & Bird
Kerstholt Harm NautaDutilh *
Sluijters Stephan Ploum
Tonnaer Hein Clifford Chance LLP
van der Weijden Cecilia CMS (ORL) ◇ *
Van Ee Miriam Eversheds Sutherland
Van Rooij Jan-Willem Loyens & Loeff *

disputes. Strength across a range of regulatory matters, including competition, environmental and planning issues. Especially active in the renewable energy market, including onshore and offshore wind projects, as well as LNG and gas storage mandates. Regularly advises large Dutch and international companies on high-profile matters. Also well placed to advise on matters relating to nuclear energy.

Strengths Clients highlight the team’s “large network and coordination skills,” describing it as “a high-end firm.”

Work highlights Represented TenneT in a dispute before the ACER Board of Appeal relating to network codes adopted by ACER.

Notable practitioners

Anja Mutsaers (see p.1579) is “a brilliant corporate lawyer,” according to sources, well known for advising on substantial energy transactions. Her clients include multinational energy, oil and natural gas companies. **Arjan Kleinhoult** (see p.1575) enters the rankings this year following positive feedback from interviewees. He advises clients on regulatory disputes concerning tariffs, subsidies and energy transactions. **Marnix Leijten** (see p.1577) is admired by market commentators as “one of the brightest arbitrators in the Netherlands.” He frequently acts for energy clients on arbitrations, including those of a multi-jurisdictional scope. Clients admire **Nicolien van den Biggelaar** (see p.1586) for her customer-centric manner, one deeming her “very approachable, with a keen eye for collaboration and sensitivities.” She advises clients on zoning and environmental law issues connected with energy construction projects.

Eversheds Sutherland

See profile on p.1610

What the team is known for Assists clients from the solar energy industry with the development of solar parks, including contract negotiations, project structuring and regulatory matters. Further experience includes advising on issues relating to grid connections, waste heat and SPAs in the energy sector. Clients include companies from the biomass and real estate sectors, as well as public bodies.

Strengths Clients home in on the firm’s commercial sense, one stressing that the team “distinguishes itself with deep sector knowledge and understanding of business.”

Work highlights Advised Dutch Durables Energy on the development of a ground-mounted solar farm, including related litigation.

Notable practitioners

Michel Chatelin is admired by clients for his ingenuity as a practitioner, one casting him as “very creative in his solutions.” He has a strong client base among the solar energy sector, advising on the supply of panels and development of solar farms. **Miriam Van Ee** represents clients in the financing, structuring and development of solar farms, including advising on PPAs and grid connections. She is admired by clients for being “a very pragmatic and efficient M&A lawyer in the energy space.”

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Established international firm, well known for acting on coal tax litigation, as well as transactions in the oil, gas, electricity and renewables sectors. Regularly mandated by key domestic and international clients, including energy companies and funds. Able to leverage the firm’s other practice area departments, including corporate/M&A, financing and tax.

Work highlights Assisted Royal Boskalis Westminster with its acquisition of Bohlen Doyen’s offshore cable installation assets.

Notable practitioners

Winfred Knibbeler and Alexander Doorman are key contacts for clients.

Houthoff

See profile on p.1618

What the team is known for Provides expertise in transactional and regulatory matters, acting for energy and utility companies, as well as government entities. Frequently acts on M&A transactions, financings and litigation in the oil and gas sector. Well placed to assist with restructuring matters in the energy space. Well versed in the renewable energy sector, especially wind and waste-to-energy projects. Also handles commercial and project contracts, including PPAs and EPCs, as well as supply and development agreements. Collaborates closely with the firm’s other departments, including in relation to competition, environmental law and litigation.

Strengths Clients stress the practice’s scope, one referring to “the breadth the team can cover.”

Work highlights Assisted NRG with its sale by controlled auction of a holding stake in an onshore wind farm.

Notable practitioners

Kirsten Berger (see p.1564) is highlighted among market commentators for her contracting work in the energy sector. Clients include energy suppliers, waste and recycling companies, and state-owned utility operators. She advises on development pro-

jects and transactions. **Marc van Beuge** (see p.1586) advises on a wide range of regulatory matters encompassing carbon capture projects, recycling and energy distribution questions. His clients include companies from the natural gas, petrochemical and renewable energy industries.

HVG Law LLP

See profile on p.1619

What the team is known for Prominent team advising on a range of renewable energy project development matters, with additional expertise in utilities and infrastructure questions. Clients include distribution system operators, developers and international energy companies. Benefits from its close relationship with EY Tax to offer clients assistance in cross-border matters.

Strengths Clients describe the team as “accurate and on the ball,” with “extensive experience in renewable energy.”

Another rates the team for its ability to adapt, one calling it “very flexible.”

Work highlights Advised the Association of Energy Grid Operators on regulatory issues concerning the obligatory disconnection of consumers from the gas grid.

Notable practitioners

Clients enthuse that **Sander Simonetti** (see p.1583) “is very eager to find the best solutions and is very flexible.” He assists with key regulatory matters including those concerning access to utilities, discussions with the energy regulator and the development of renewable energy projects.

Loyens & Loeff

See profile on p.1625

What the team is known for Top-notch energy team which is particularly adept in regulatory mandates. Has a vibrant practice in relation to offshore wind and solar projects, alongside strong litigation capabilities within the energy sector. Well regarded for its corporate practice, which covers a range of matters including strategic acquisitions for private equity firms, joint ventures and public-private partnerships. Clients include major players in upstream and midstream oil and gas, utilities and renewable energy. Especially well placed to advise on a variety of tax-related issues in the energy industry.

Strengths One client praises the “knowledge, dedication and relevance” on offer at the team.

Another describes the team as a “leading firm in the Netherlands,” with “a solid track record in wind farm transactions.”

Work highlights Represented Liander in administrative court proceedings relating to the obligation on network operators to connect a solar farm.

Notable practitioners

Max Oosterhuis (see p.1580) has a prodigious history advising clients on energy-related matters. He assists both private and public sector clients with their involvement in energy projects and disputes.

Roland de Vlam (see p.1569) is lauded by one client for being “a creative thinker with a good overview of both energy law and what we want as a company.” He acts for clients on both regulatory and transactional mandates, with experience advising utility companies, energy exchanges and energy suppliers. **Jan-Willem Van Rooij** (see p.1590) acts for multinational oil and natural gas companies on transactions and energy projects. He is praised by clients for his attentiveness, one calling him “dedicated, available and knowledgeable.”

NautaDutilh

See profile on p.1627

What the team is known for Longstanding transactional energy practice, regularly entrusted by leading oil and gas companies, as well as project sponsors and government entities. Handles a range of acquisitions, divestments, joint ventures, restructurings and private equity deals. Draws on its extensive experience in the oil and gas industry to advise on the full range of upstream, midstream and downstream matters. Able to combine transactional and regulatory expertise to provide a full service to clients. Advises on investments in the renewable energy and power sector, including power offtake agreements.

Strengths One client suggests that “the team has a deep understanding of energy regulations and the Dutch energy sector” and “a sound ability to combine this with our commercial interests.”

Another claims that the work is “always high calibre.”

Work highlights Advised Eneco Supervisory Board on the privatisation of Eneco.

Notable practitioners

Jaap Jan Trommel (see p.1585) advises on substantial energy transactions. He has experience acting for multinational oil and natural gas companies, with experience in cross-border joint ventures. **Harm Kerstholt** (see p.1575) is lauded by clients for his willingness to take the initiative, one deeming him “super proactive and solution-driven.” He advises clients on joint ventures and acquisitions in relation to renewable energy projects.

Norton Rose Fulbright

What the team is known for Transaction-focused practice advising utilities, banks and project developers on a wide array of matters ranging from M&A transactions, through project finance to commercial contracts. Particularly involved in the oil and gas and energy infrastructure sectors, as well as renewable energy projects involving wind and solar farms.

Work highlights Advised GIGA Energy Storage on the development of a 300+ MW battery storage portfolio.

Notable practitioners

Wouter Hertzberger is a key contact at the firm.

Pels Rijken

See profile on p.1630

What the team is known for Specific focus on regulatory matters, advising key public sector clients, including central and local governments, on high-profile and often politically sensitive energy-related issues. Additionally receives frequent instructions from leading domestic and international energy companies and project developers. Especially well equipped to assist with heat, solar and wind farm projects, as well as matters concerning climate change. Frequently handles disputes and prominent litigious cases before the Dutch competition authority and Supreme Court.

Strengths Clients laud the team for their practicality, one citing their “pragmatic approach.”

Another stresses that “they really quickly respond and understand what your needs are.”

Work highlights Represented Essent in regulatory litigation against Pull.

Notable practitioners

Clients pick out **Iman Brinkman** for his communication skills, one asserting that “he can make legal wording very easy to understand.” He acts across a range of regulatory issues, including administrative proceedings and advisory issues relating to energy

transition projects. He receives additional praise for his ability to “stay very calm and make points very clearly.”

Ploum

See profile on p.1631

What the team is known for Transactional team with expertise across both oil and gas and renewable energy mandates. Scope of expertise covers M&A deals, contracts and network registration. Regularly acts for both domestic and international energy companies. Provides a wide scope of service through its integration with the firm’s environmental and planning, public procurement and regulatory departments.

Strengths Clients laud the team for their ability to take the initiative, one describing the team as being “very proactive in the way they work,” before adding: “They are extremely knowledgeable and hands-on.”

Work highlights Advised CrossWind on its involvement in the tender for the offshore wind farm Hollandse Kust (noord).

Notable practitioners

Stephan Sluijters is praised by clients for being an “extremely clear communicator, always spot on.” He advises on joint ventures and transactions in the renewable energy space.

Stek

See profile on p.1634

What the team is known for Top-tier regulatory firm advising energy distribution companies and prestigious domestic energy players on regulatory issues in and out of court. Frequently represents clients in litigation before the Authority for Consumers and Markets and the Administrative High Court for Trade and Industry. Also has experience advising regulators and the state on the electricity and gas markets. Has an integrated transaction and project offering, especially in the renewables sector, and often works on geothermal, biomass and solar projects.

Strengths The team is praised by clients for its user-friendly manner, one calling it “quick, friendly and helpful,” with a “personal approach.”

Another reports that “they are able to quickly translate technically complicated input into legally significant output,” before elaborating: “Their experience in these regulatory matters and their knowledge of the sector really help.”

Work highlights Represented PZEM in proceedings relating to an investigation and sanctions imposed by the energy regulator.

Notable practitioners

Clients appreciate that **Jan Erik Janssen** (see p.1574) is “always available for difficult questions,” and “truly understands our business.” He has particular expertise in regulatory matters, advising on contentious and non-contentious issues. **Reijnoud Homveld** (see p.1573) focuses on energy transactions, advising public and private clients on development projects, investments and joint ventures.

Stibbe

See profile on p.1635

What the team is known for Experienced transactional team with significant knowledge of handling offshore wind projects. Also handles the regulatory aspects of onshore wind projects, including permitting issues. Regularly entrusted by leading energy and industrial companies to handle M&A, financing and project development. Additionally well versed in acting on natural gas and energy transition-related

mandates.

Strengths Clients acclaim the firm's results-oriented manner, one reporting: "I always want them on our side when we are negotiating important deals."

Work highlights Assisted GE Renewable Energy with the development and operation of a new model of offshore wind turbine.

Notable practitioners

Martin In de Braekt (see p.1574) draws endorsements from clients for his foresight, one claiming that "he is able to think two steps ahead, with a great sixth sense for what goes on behind the scenes." He is particularly noted for his expertise in renewable energy, advising clients on offshore and onshore wind projects.

Van der Feltz advocaten

See profile on p.1639

What the team is known for Assists clients with a broad scope of regulatory issues including those relating to damages claims, mineral extraction and collective heating projects. Offers particular expertise in contentious files, representing clients in disputes before administrative courts relating to gas exploration and the enforced closure of power plants. Clients include domestic energy companies, utility operators and industry associations.

Work highlights Represented Vattenfall in obtaining compensation following the enforced closure of a coal-fired power plant.

Notable practitioners

Clients appreciate that **Michelle de Rijke** (see p.1568)'s "way of working is constructive and she is open to receiving comments and suggestions." She has a broad regulatory practice, with strength representing clients in disputes before the regulator and administrative courts.

Other Ranked Lawyers

Marjolein Dieperink (see p.1570) enters the rankings following excellent feedback. She is praised by clients for being "client-focused and easily approachable." She advises across a broad scope of energy matters including floating solar projects, network access and geothermal energy.

Sources commend **Martin het Lam** as he "will really fight to the bottom for his clients." He can claim a track record of acting for consumers and trade bodies against energy companies.

Cecilia van der Weijden (see p.1588) is "a strong energy lawyer," according to interviewees. She acts on a range of transactional matters, with substantial experience in solar energy.

Healthcare

Healthcare
Leading Firms
Band 1
AKD*
Loyens & Loeff*
Van Doorne*
Band 2
Nysingh advocaten-notarissen
Band 3
Houthoff*
Kennedy Van der Laan
Maverick Advocaten*
Pels Rijken*
Van Benthem & Keulen*
Velink & De Die Advocaten*
Leading Individuals
Band 1
Bischof Willemien Van Doorne*
Band 2
Meersma Klaas AKD*
van der Mersch Melita Velink & De Die Advocaten
van Helmond Tom Loyens & Loeff*
Band 3
Rijken Joris AKD*
Schrijvershof Diederik Maverick Advocaten*
Sijmons Jaap Nysingh advocaten-notarissen
van den Ende Tessa Nysingh advocaten-notarissen*
van Dijk Fenna Kennedy Van der Laan
VerLoren van Themaat Weyer Houthoff*
Up-and-coming individuals
Koelewijn Wouter Van Benthem & Keulen
van Hoewijk Dimitri Van Doorne*
<small>* Indicates firm / individual with profile.</small>
<small>Alphabetical order within each band. Band 1 is highest.</small>

transactional matters for major Dutch hospitals. Demonstrates particular strength handling tariff disputes. Additionally assists with healthcare insurance mandates, representing both leading healthcare providers and insurers.

Strengths Market commentators praise the team for its "practical approach, reducing the time needed to reach an agreement."

Work highlights Advised Reinier Haga Groep on its demerger.

Notable practitioners

Klaas Meersma (see p.1579) assists with corporate matters in the healthcare sector, in particular acquisitions, sales and demergers. He is also active on contentious mandates, including regulatory disputes. Interviewees regard him as "an excellent sparring partner for the board," before adding: "He searches for the best solutions for all parties." **Joris Rijken** (see p.1582) advises on corporate matters in the healthcare sector, including market entry and governance issues. He also acts for insurers and mental health organisations on contentious matters.

Loyens & Loeff

See profile on p.1625

What the team is known for Highly sought after by Dutch healthcare insurers, as well as being a popular choice for international medical device companies and private equity companies. Advises clients on healthcare investigations and litigation matters. Works closely with the firm's other departments to provide a full-service offering on transactional matters in the healthcare sector.

Strengths Clients laud the team for being "customer-oriented, easily accessible, with up-to-date knowledge."

Another client praises the firm's ability "to support and advise in a very clear and practical way and not being shy in taking the lead."

Work highlights Advised Eurazeo on its EUR300 million acquisition of Dutch Ophthalmic Research Center.

Notable practitioners

Tom van Helmond (see p.1589) acts for healthcare insurers on competition, bankruptcy and procurement disputes. He also assists with corporate mandates in the healthcare sector. Clients report that Van Helmond is "a sharp and experienced litigator with a background in medicine and a vast network of connections in the healthcare industry."

Van Doorne

See profile on p.1640

What the team is known for Impressive healthcare practice with an unparalleled strength in the hospital and elderly care sector. Renowned for its M&A focus, demonstrating particular expertise in handling hospital mergers. Also assists with regulatory matters and market entries. Client portfolio includes hospitals and academic centres, as well as healthcare providers and private equity investors.

Strengths Sources hail the team for its "all-round knowledge when it comes to the healthcare market." Clients praise the firm for its succinct manner of counsel, one lauding its "to-the-point communication."

Work highlights Advised Orpea on its acquisition of Compartijn Care.

Notable practitioners

Market leader **Willemien Bischof** (see p.1565) specialises in corporate healthcare matters, in particular mergers. She also handles litigation and regulatory mandates. Bischof is praised by clients for "being accessible, hands-on and understanding the boardroom dynamics." **Dimitri van Hoewijk** (see p.1589) enters the table due to increased market visibility. He predominantly advises on corporate matters within the sector, including acquisitions and market entry. His diligence is reputed among clients, one suggesting that "he combines excellent M&A skills and an eye for detail with in-depth knowledge of healthcare regulation."

Band 1

AKD

See profile on p.1594

What the team is known for Standout practice covering the full range of regulatory, contentious and

Band 2

Nysingh advocaten-notarissen

What the team is known for Enjoys a strong reputation for presence on the healthcare regulatory scene. Also draws praise for niche expertise in matters relating to medical professionals and patients, such as patient rights and disciplinary proceedings. Represents healthcare institutions in regulatory and administrative disputes. Has further experience advising on governance issues and tariff agreements.

Strengths Clients highlight that the team “possesses excellent legal knowledge of private, healthcare and specialised healthcare law.”

Notable practitioners

Jaap Sijmons concentrates on disputes within the healthcare sector. He also assists with corporate work. Interviewees state that he is “a very passionate spokesman for his clients,” adding that “it is a pleasure to work with him.” **Tessa van den Ende** (see p.1586) advances through the rankings due to positive client feedback. She specialises in governance, regulatory and commercial matters within the healthcare sector. Her results-driven style is commended by market commentators, one characterising her as “that person who gets things done.”

Band 3

Houthoff

See profile on p.1618

What the team is known for Represents a number of hospitals and academic medical centres on a range of corporate and liability mandates. Tackles contentious and regulatory matters. Additionally handles auctions within the sector.

Strengths Clients appreciate the firm for its “sound, pragmatic and tailor-made advice.”

A client adds that the team is “solution-oriented, supportive and thoughtful.”

Work highlights Assisted an online pharmacy and domestic care services provider with regulatory issues relating to the distribution of medicines.

Notable practitioners

Weyer VerLoren van Themaat (see p.1591) focuses on regulatory matters within the healthcare sector. He also aids with litigation, distribution and M&A mandates. Clients declare him “an expert in health-care transactions.”

Kennedy Van der Laan

What the team is known for Experienced team advising on a range of corporate matters, including joint ventures, acquisitions and governance issues. Additionally assists with contracting and data protection matters. Predominantly represents healthcare providers.

Strengths Interviewees commend the team’s dedication to the client, one dubbing it “customer-oriented.”

Work highlights Represented GGD Amsterdam in its defence against U-diagnostics’ claim of unlawfully restricting access to the Covid-19 testing market.

Notable practitioners

Fenna van Dijk undertakes a variety of corporate matters in the healthcare sector, including acquisitions, sales and governance structures. She also advises on litigation, data protection and contractual matters.

Maverick Advocaten

See profile on p.1626

What the team is known for Solid practice that enters the rankings due to increased market visibility. Predominantly acts on competition matters in the healthcare sector. Contentious mandates, representing healthcare providers and medical device manufacturers, also serve as a source of instruction for the firm.

Strengths The team’s business sense is emphasised by market commentators, one praising the firm for “having a pragmatic approach and being pleasant to work with.”

Another underlines the department’s tact, one claiming that “it has a no-nonsense attitude, yet is also empathetic and a good counterpart.”

Work highlights Advised elderly care providers Stichting Omring and Stichting Vrijwaard on their EUR50 million merger approval.

Notable practitioners

Diederik Schrijvershof (see p.1583) handles litigation within the healthcare sector, often representing mental healthcare providers. He also advises clients on competition law matters. He draws praise from clients for his user-friendly manner, one dubbing him “responsive, helpful and service-oriented,” adding: “He also provides constructive ideas and suggestions.”

Pels Rijcken

See profile on p.1630

What the team is known for Respected practice that frequently acts for the Dutch state, representing ministries and regulatory bodies in regulatory issues and contentious cases. Regularly acts on mandates relating to reimbursement of healthcare costs. Often handles contentious matters, including disputes with insurers.

Work highlights Assisted Stichting Donorgegevens Kunstmatige Bevruchting with civil proceedings concerning the personal data of anonymous sperm donors.

Notable practitioners

Elisabeth Pietermaat is a key contact for this practice area.

Van Benthem & Keulen

See profile on p.1637

What the team is known for Strong practice that enters the rankings due to increased positive client feedback and market recognition. Frequently advises on contentious matters within the sector, in particular representing healthcare providers in disputes with insurers. Additionally offers expertise in contractual matters. Acts for a variety of healthcare clients, including hospitals, medical centres and individual practitioners.

Strengths Interviewees recognise the team’s “in-depth knowledge of contracting matters between healthcare providers and healthcare insurance companies, including experience in court cases.”

Another commentator appreciates that the firm is “great in healthcare and, in particular, medical specialist care.”

Work highlights Represented Stichting Geduld Interventies in summary proceedings against Zilveren Kruis regarding the financing of the treatment of addicted patients.

Notable practitioners

Wouter Koelewijn advises on a variety of matters in the sector, with a particular focus on corporate and governance work. He is also well known for handling contentious mandates, including disputes with healthcare insurers. His communication skills are emphasised by clients, one identifying his ability “to listen and explain.”

Velink & De Die Advocaten

What the team is known for Boutique healthcare practice that enters the rankings due to its increased market presence. Represents healthcare providers, including institutions, hospitals and general practitioners. Handles a variety of litigation, including civil and administrative disputes. Additionally advises on contractual matters within the sector.

Strengths Market commentators recognise the firm’s expertise in representing general practitioners.

Notable practitioners

Melita van der Mersch aids with a variety of healthcare matters, including contentious mandates for healthcare providers as well as regulatory cases. She is recognised for her expertise in pharmaceutical law.

NETHERLANDS: An Introduction to Insurance

Contributed by Ekelmans & Meijer

Dutch insurance market

The Dutch insurance market is the 4th largest EU insurance market. At the basis of the insurance market lie the contractual obligations in insurance contracts. Dutch insurance law limits the freedom to determine the validity and contents of insurance agreements in ways generally similar to those in other European countries. The contractual obligations are influenced by international practice and insurance is offered by insurers who often maintain an international presence.

Specifically healthcare insurance is different. Legislation contains detailed provisions on the allowed content of healthcare insurance agreements. Dutch residents are legally obliged to maintain healthcare insurance.

Many of the largest Dutch law firms specialize in limited areas of insurance only. Most Dutch law firms with a broader in-depth activity on the insurance market are smaller or mid-sized firms. Generally, firms active in the insurance market concentrate on the Dutch insurance market.

Healthcare insurance

Healthcare insurance is provided by approximately 10 insurance companies. The four largest healthcare insurers have a joint market share of approximately 85%. Premium income of private healthcare insurance is approximately €55 billion. It is collected from the insured customers and out-of-income dependent contributions paid by employers. During the COVID-19 pandemic insurers have been supporting healthcare providers with financial aid to cover extra costs and losses of revenue.

Healthcare insurance imposes various limits on the free choice by the insured of healthcare providers who do not have a contract with a healthcare insurer. These limits continue to raise legal debate. In the wake of the 2021 parliamentary elections, legislation to clarify this issue was at least temporarily postponed. The choice to provide insurance through competing private insurance companies occasionally causes discussion on the effectiveness of competition as opposed to cooperation. This debate for instance revived at the time of bankruptcy of several city and provincial hospitals during the COVID-19 pandemic.

While the healthcare system is largely based on trust and most parties involved are worthy of that, fraud by healthcare providers continues to warrant and draw public and political attention. Legislation facilitating the screening of healthcare providers and permitting the sharing of information on fraudulent healthcare providers is enacted or is likely to be enacted.

Life insurance

Life insurance is provided by a large number of insurance companies. Premium income is approximately €13 billion. The increasing costs of compliance with the requirements of the supervising authorities induce smaller companies to transfer their portfolio.

The disappointing benefits on unit linked life insurance policies due to high cost levels and lack of transparency have initiated a long-running legal debate on the specific obligations of insurers, intermediaries and policyholders with respect to these policies. Many cases have been settled through alternative dispute resolution by a dispute resolution committee for the financial sector. Although the number of unit linked policies and the amount of premium income are relatively

small, many cases are still pending. A case pending with the Supreme Court is likely to generate a landmark decision in or after the second half of 2021. Legislation has in the meantime imposed additional obligations on insurers.

The Dutch pension landscape is changing. Pension funds hold the largest market share. Many life insurance companies have an important role providing pension-related policies, as well as pension-related asset management. Many years of protracted negotiations between trade unions, employers' associations and the government have finally resulted in an agreement. The negotiations were complicated due to lagging coverage ratios and the inability of pension funds to let pension benefits keep up with increasing costs of living. In the future pensions will be based upon defined contributions instead of defined benefits. Legislation to implement the pension agreement is forthcoming and is likely to affect the life insurance market as well.

Non-life insurance

Non-life insurance is provided by a large number of Dutch and non-Dutch insurance companies in a highly competitive market. Premium income is approximately €18 billion. The largest portfolios are motor vehicles and fire/property, which generate approximately 55% of the premium volume.

The coverage offered by insurers is broad, protecting and facilitating various business activities and safeguarding consumers against diverse risks. Only limited developments can be highlighted here.

- Motor vehicle liability insurers entered into an agreement basically providing for settlement of claims for material damages directly with their insureds rather than through a debate with the insurer of the other party on liability.
- A broad commission advising on the jobs market advised to introduce a mandatory disability insurance for self-employed freelancers.
- A subsidiary of a legal aid insurer offers services by an attorney for a fixed fee, which has been made possible by a recent change of regulations of the Dutch bar association achieved under political pressure.
- Cyber insurance is offered by several insurers and has not yet generated guiding caselaw.
- Directors and officers insurance is likely to be affected by new legislation that expands the liability of managing and supervising directors of foundations and associations in the event of a bankruptcy. The exposure of D&O policies may at the other hand be limited by recent legislation that facilitates a debtor to force creditors to give up part of their claim and cooperate with debt restructuring. Courts are starting to apply this legislation.
- In the field of professional indemnity some large cases and court decisions on the care vis-à-vis third parties have drawn attention.

Responsible investment policies

The activities of insurers not only affect society through the choice of premiums, coverage and contracts entered with third parties. Insurers hold large investment portfolios of up to €450 billion to balance their often long-term obligations. Insurers obliged themselves to reduce the CO2 impact of their investments and to avoid negative impact of their investments on human rights, animal welfare and the environment. The latter obligations are laid down in an agreement entered

with the government, trade unions and several non-governmental organizations.

Facilitating settlement of claims

In the recent past a law facilitating the submission of collective claims and enforcing of agreements on collective claims was enacted. This law may attract and facilitate the handling of collective claims. A recent proposal for a law submitted to parliament also has as its objective to facilitate the settlement of disputes. The proposal provides for obligations to exchange documentary and digital evidence prior to and during litigation.

Facilitating restructuring of insurance companies

A recently passed act facilitates restructuring a portfolio under the

supervision of the Dutch National Bank to avoid a bankruptcy. Prior to the enactment of this law the government took over one of the larger banking and insurance companies to avoid a financial collapse caused by financing of risky real estate projects. Creditors who lost their claim as a consequence of the government takeover were recently successful: the court rendered an opinion that the government has to pay approximately €800 million compensation to creditors. The new law did not prevent the recent bankruptcy of one of the smaller life insurance companies that was not able to maintain a sufficient solvability ratio. One has to go back to the mid 90's of the previous century for the last bankruptcy of a larger life insurance company.

Jan Ekelmans

Frank Schaaf

Ekelmans & Meijer Advocaten

Insurance

Insurance
Leading Firms
Band 1
Houthoff *
NautaDutilh *
Van Doorne *
Band 2
De Brauw Blackstone Westbroek *
Dirkzwager legal & tax *
Kennedy Van der Laan
Band 3
Loyens & Loeff *
Stadermann Luiten Advocaten
VanNiekerkCieremans
Van Traa Advocaten *
Band 4
CMS *
Cox Ten Bruggencate Advocaten
Ekelmans & Meijer *
Ploum *
Wij Advocaten
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Houthoff

See profile on p.1618

What the team is known for Top-tier offering regularly representing major insurance companies in high-value cases, including D&O and professional indemnity matters. Often mandated on coverage claims, including product liability and construction cases. Particularly noted for its expertise in health and safety liability matters, acting for both the insured and insurer, as well as for claimants. Offers experience in class actions, including allegations of mis-selling insurance. Additionally acts on regulatory matters, such as licence applications. Further handles corporate matters in the insurance sector, assisting with the acquisition of insurance portfolios.

Strengths One client enthuses that the team is "one of the best law firms in the Netherlands, especially when it comes to more complex type of litigation," and particularly highlights the firm's ability to handle matters before the Supreme Court.

Another client observes: "Houthoff maintains the highest level of quality and service, and is very able

Insurance
Senior Statespeople & Eminent Practitioners
Senior Statespeople: distinguished older partners
Drion Peter Van Traa Advocaten
Eminent Practitioners
Hendriksen Walter Van Doorne *
Leading Individuals
Star individuals
Franken Stijn NautaDutilh *
Band 1
Londonck Sluijk Hans Houthoff *
Meijer Sjoerd NautaDutilh *
van Wijk Berry Houthoff *
Band 2
Cieremans Tjitske VanNiekerkCieremans
Hendrikse Annemieke Van Doorne *
Horeman Dennis De Brauw Blackstone Westbroek *
ter Meer Jan Cox Ten Bruggencate Advocaten
van Niekerk Eric VanNiekerkCieremans
Vloemans Natalie Ploum
Band 3
Baas Daan Dirkzwager legal & tax *
Baks Bas CMS *
de Haan Robert Van Traa Advocaten
Kruitwagen Harry Dirkzwager legal & tax *
Lieverse Kitty Loyens & Loeff *
Rupert Wence Stadermann Luiten Advocaten
Van de Meent Jacco Cox Ten Bruggencate Advocaten
Van der Woude Frits Kennedy Van der Laan
Van Dijk Chris Kennedy Van der Laan
van Orsouw Erik Kennedy Van der Laan
Band 4
Bordewijk Suzanne Wij Advocaten
Duyvens Jan Norton Rose Fulbright (ORL) ◇
Ekelmans Jan Ekelmans & Meijer *
Endedijk Gerard Rutgers & Posch (ORL) ◇
Lebbing Huib Houthoff *
Pessers Robert Van Traa Advocaten
van den Broek Peter Kennedy Van der Laan
van der Vorst Patrick VanNiekerkCieremans
Star associates
van Asch Merel Loyens & Loeff *

to attract new talents that have a nice, down-to-earth attitude."

Underlining the firm's strength in this area, a client lauds the firm as being "top of the bill in quality."

Work highlights Advised OnderhoudNL on a collective damages liability claim, alleging that Eurogrit

had supplied blasting grit that was contaminated with asbestos.

Notable practitioners

Hans Londonck Sluijk (see p.1578) is a market-leading practitioner advising insurance companies on E&O insurance, D&O liability and other coverage issues. One interviewee describes him as "the person to go to for us," and underlines that he is "a very sensible, relaxed and calm person" who "gives everything a lot of consideration." **Berry van Wijk** (see p.1590) is described by one client as "an excellent lawyer," while another expands that she has "great oversight and is sensitive to strategic issues." She has notable experience defending insurance companies in class actions, as well as advising on transactional and regulatory matters, such as market entry and the acquisition of insurance portfolios. **Huib Lebbing** (see p.1577) is a well-reputed litigator, representing defendants and claimants in liability damages claims, and often acting on workplace and construction accidents. One client calls him "an absolute delight to work with," going on to add that Lebbing is "knowledgeable in terms of legal experience and also very practical."

NautaDutilh

See profile on p.1627

What the team is known for Well-established team at the top end of the market. Advises multinational and domestic insurers on large-scale liability issues, D&O claims, professional indemnity matters and reinsurance cases. Also noted for representing prominent life sciences companies in product liability claims. Houses an extremely strong litigation practice, particularly in relation to unit-linked life insurance products and mass damages claims. Additionally assists with regulatory matters, including policy developments, and the acquisition of portfolios.

Strengths "The service offered is of a very high level," one impressed client enthuses, going on to highlight the team's strengths in litigation, saying: "It is not only the immaculate knowledge, but also the way the lawyers plead - they are legally to the point, but also creative, resourceful and incisive."

Work highlights Defended GlaxoSmithKline in the appeal proceedings of a product liability claim in connection with one of its medications.

Notable practitioners

The market-leading **Stijn Franken** (see p.1571) is highly esteemed for his in-depth knowledge in the

insurance sector and regularly advises insurers on reinsurance matters, unit-linked insurance plans and professional indemnity claims. He also assists multinational life sciences companies in complex product liability disputes. One client notes: *"He is extremely intelligent. If I had a technical insurance matter, I would go to him."* **Sjoerd Meijer** (see p.1579) is a highly regarded practitioner who provides advice on the full gamut of contentious and non-contentious insurance matters, including unit-linked insurance products and professional indemnity cases, as well as regulatory issues. One impressed client comments: *"The combination of his insurance knowledge and litigation knowledge makes us go for him."*

Van Doorne

See profile on p.1640

What the team is known for Market-leading firm handling a broad range of insurance cases for multinational insurers, with a strong focus on D&O liability and professional indemnity claims. Additionally advises on the insurance liability aspects of bankruptcy mandates. Represents clients in a number of coverage disputes, including W&I claims following M&A transactions, fraud coverage, double insurance disputes, liability for damages during construction and product liability issues. Possesses expertise in insurance matters across numerous sectors, including automotive, real estate and financial services.

Strengths One impressed interviewee notes: *"We have received excellent legal services – clear advice and guidance on complex matters, prompt availability on short notice and outstanding courtesy."*

"Van Doorne is a great law firm," says another client, who praises the group for *"its broad experience in liability and insurance matters, including professional indemnity claims."*

Notable practitioners

Walter Hendriksen (see p.1573) is a well-established practitioner who has long experience in handling professional liability and construction damages claims. He regularly represents insurers and clients from the professional services sector. **Annemieke Hendrikse** (see p.1572) is highly sought after by domestic and international insurers. She is acclaimed for her handling of professional indemnity cases and D&O liability claims, including following bankruptcy proceedings. One impressed client enthuses: *"Hendrikse is our go-to lawyer for large and complex directors' and officers' claims,"* adding that she is *"responsive, accessible and a pleasure to work with."*

Band 2

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Strong contentious and regulatory insurance practice maintaining an impressive track record in insurance class action cases. Offers notable strength in product liability and fraud coverage disputes, as well as collective litigation in relation to product mis-selling claims. Instructed by leading domestic and international insurers and banks. Capable of drawing on other departments within the firm to provide a holistic service, including working closely with the firm's market-leading corporate team on insurance sector M&A.

Strengths One client gives the lawyers praise for not only *"delivering high-quality advice, but also accepting responsibility for the things they do."*

The *"very thorough and hands-on"* team is singled out by another client for its cross-border capabilities: *"De Brauw is very capable in adjusting to local circumstances, and its ability to do cross-border comparative law investigations is key."*

Work highlights Acted for AkzoNobel on a number of product liability disputes.

Notable practitioners

Dennis Horeman (see p.1573) is lauded for his extensive experience in contentious insurance matters, including class actions and insurance coverage disputes. He regularly advises insurers on investment-linked insurance products, as well as assisting insurance companies in financial difficulties with recovery plans. Horeman is praised by a client for his *"very good knowledge and well-developed feeling for how to handle complicated and delicate issues."*

Dirkzwager legal & tax

See profile on p.1607

What the team is known for Respected department, with teams based in Arnhem and Nijmegen, advising on a range of professional liability, product liability, construction and D&O claims. Particularly strong acting as defence counsel for prominent Dutch and global insurers on coverage claims. Also assists clients with occupational disease liability claims and loss and damage matters.

Strengths One client highlights the team's cross-border capabilities: *"We find Dirkzwager operates seamlessly in terms of language and cultural barriers. Whenever necessary, the team had all relevant documents translated quickly and efficiently, and thoroughly explained any legal distinctions and cultural factors which might impact the case."*

Another client adds simply: *"The service is absolutely perfect."*

Notable practitioners

Daan Baas (see p.1564) is a well-reputed practitioner who focuses on professional liability, product liability and D&O matters. He is frequently sought out by international and domestic insurers for advice on cross-border disputes, including class actions. **Harry Kruitwagen** (see p.1576) is a respected insurance lawyer who regularly assists insurers and insured companies with liability matters concerning professional and product liability. He often acts on matters involving professional services companies and construction companies.

Kennedy Van der Laan

What the team is known for Established name in the insurance market with particular strength in relation to claims matters. Houses a dedicated insurance regulatory practice, including advice on relocating, the application of regulations for new insurance products and licensing requirements. Covers the full scope of insurance services, with expertise in D&O claims, recourse cases and tort litigation. Actively involved in bankruptcy-related insurance disputes. Frequently instructed by prominent Dutch and international insurers.

Strengths One client notes that the team is *"very helpful"* and appreciates that *"the advice is always practical."*

Notable practitioners

Frits Van der Woude represents clients in coverage disputes regarding D&O and professional indemnity. He also advises on insurance and liability matters in relation to bankruptcy proceedings. **Chris Van Dijk** advises international and domestic insurers on a wide range of liability cases, with a particular focus

on professional and product liability matters. He also assists with medical and employers' liability cases.

Erik van Orsouw is the head of the practice and regularly advises insurers on contentious reinsurance matters. He is also known for assisting with professional liability cases. **Peter van den Broek** assists with recourse disputes and construction liability claims. One interviewee comments: *"He is commercial, responsive and enthusiastic."*

Band 3

Loyens & Loeff

See profile on p.1625

What the team is known for Regularly assists insurers and insured companies with an array of coverage and liability disputes, including professional liability, D&O claims, product liability, W&I insurance and construction matters. Also advises clients on transport insurance policies and insurance issues arising from bankruptcy proceedings.

Strengths An interviewee opines that the team has *"done a fabulous job and seems very savvy on Dutch insurance issues and complex litigation,"* adding that the lawyers *"have been easy to work with."*

Another client echoes: *"It is very pleasant working with the team,"* and particularly highlights that the lawyers *"provide guidance, which is what you want when you are in a jurisdiction where you don't have the expertise. They give you a good sense of probabilities."*

Work highlights Represented Aon Nederland and Aon Risk Solutions in a series of disputes concerning professional and business liability.

Notable practitioners

Kitty Lieveise (see p.1577) is admired by one commentator as *"a bright lawyer"* who *"has a great ability to grasp the essence of the matter."* She represents insurers and banks in high-profile coverage and liability litigation. **Merel van Asch** (see p.1586) is highly rated for handling professional indemnity, product liability and damage claims. She also advises on D&O liability and W&I insurance policies. She receives plaudits from interviewees, with one noting: *"She is very responsive and has good foresight. You feel in good hands with her."*

Stadermann Luiten Advocaten

What the team is known for Prominent in liability and insurance law, as well as litigation. Assists clients with professional liability and D&O claims, coverage litigation and arbitration cases, particularly those arising from breach of contract disputes. Counts several prominent domestic and multinational insurance sector players among its clients.

Notable practitioners

Wence Rupert offers clients a wealth of experience across a range of different liability and insurance matters, including D&O claims, product liability and professional indemnity.

VanNierkerkCieremans

What the team is known for Boutique insurance firm with a strong focus on advising insurers on construction all-risks insurance claims. Additionally acts on professional liability matters, recourse cases, tort claims and employers' liability litigation. Assists with reinsurance contractual matters and represents senior level employees in liability investigations as part of bankruptcy proceedings.

Strengths One impressed client appreciates the team's ability to provide *"practical and honest advice,"*

and good knowledge of the business and market practices.”

Another client comments that the team is “doing a great job overall” and particularly underlines that the lawyers “have a really good knowledge of the property and construction industry in the Netherlands.”

Work highlights Represented BubbleDeck in a tort claim against BAM, regarding liability for the partial collapse of a car park building at Eindhoven Airport.

Notable practitioners

Tjitske Cieremans assists with a wide range of matters, including reinsurance, liability in bankruptcy proceedings and policy wording, including advising on the inclusion of infectious disease clauses. One interviewee notes: “Cieremans is a very experienced litigator,” and goes on to add that she “has a strong knowledge of insurance law and is a very accessible and pleasant person to work with.” **Eric van Niekerk** is a well-established practitioner who frequently handles disputes for clients in the construction sector, especially claims relating to contractors’ all-risk insurance. One client says: “He is an authority in the Dutch insurance market.” **Patrick van der Vorst** represents clients in disputes regarding recourse claims, reinsurance contracts and construction-related incidents. One client finds him “a pleasure to work with” and praises him for “taking time to explain the legal aspects of disputes,” as well as for his “broad knowledge of the market and calm personality.”

Van Traa Advocaten

See profile on p.1641

What the team is known for Boutique firm with particular specialisation in insurance matters relating to transport, notably in the maritime industry, as well as handling the insurance aspects of high-profile aviation, road and rail incidents. Additionally advises clients on medical liability claims, occupational disease cases and product liability disputes. Also offers experience in regulatory matters, including advising clients on terrorism policies.

Work highlights Assisted the football club Ajax Amsterdam with issues of medical liability following Abdelhak Nouri’s collapse during a match.

Notable practitioners

Peter Drion is a very well-established figure in the area who has a broad knowledge of liability insurance mandates and is also well versed in reinsurance matters. **Robert de Haan** offers clients expertise in coverage and liability claims, often within the transport sector. He is a popular choice as counsel for underwriters on professional liability claims and occupational disease matters. **Robert Pessers** acts for clients on product liability cases. He has a number of clients from the aviation industry and advises them on liability claims involving high-profile incidents. Pessers also assists with insurance policy agreements.

Band 4

CMS

See profile on p.1603

What the team is known for Earns recognition for its broad offering, which includes professional indemnity, D&O claims and product liability, particularly in the life sciences sector. Houses significant expertise in the construction space and also acts on workplace accident claims. Offers additional experience in W&I

and payment protection insurance mandates, as well as assisting with market entries and the insurance aspects of bankruptcy proceedings. Able to draw on the expertise of its offices across the CMS international network.

Strengths One client says: “We choose to work with CMS because of its broad knowledge, experienced teams and partners who do not tell you what you want to hear but advise you on the basis of what they believe is the right legal analysis of the question.”

Another client notes: “CMS offers a good service and is very responsive,” and further highlights the firm’s cross-border capabilities, saying: “CMS has the strength of having its own offices in many countries with the right specialist on board.”

Work highlights Advised Lemonade on its entry to the Dutch insurance market.

Notable practitioners

Bas Baks (see p.1564) frequently advises on professional indemnity coverage disputes, particularly in the construction sector. Baks also assists with coverage issues arising from company bankruptcies and with business interruption policies. One client describes him as “well experienced, realistic, pragmatic, focused on the goal of his client, and always ready to go. Furthermore, Baks is just a very nice and pleasant person to work with.”

Cox Ten Bruggencate Advocaten

What the team is known for Established insurance group particularly known for its handling of construction damage claims. Regularly represents insurance companies and underwriters in product liability and professional liability claims. Also advises on D&O liability.

Strengths One impressed client comments: “The team is very pragmatic. The lawyers have good legal insights but they are also solution-oriented.”

Notable practitioners

Jan ter Meer holds a strong track record handling D&O liability claims and construction damages coverage disputes. One interviewee reports: “He is a very charming person.” **Jacco Van de Meent** advises insurers on liability and coverage matters. He often acts for property insurers. One highly satisfied client says: “He is a strong communicator and deal maker, and overall a very experienced lawyer for both liability and insurance matters. He is well equipped to handle large, complicated, multiparty claims, because he has oversight and the right feel, as well as the experience to make good results.”

Ekelmans & Meijer

See profile on p.1608

What the team is known for Renowned for its litigation expertise and has a long track record advising on high-profile cases before the Supreme Court. Particularly well known for its experience regarding healthcare insurance matters. Has a broad liability practice, covering professional, D&O and general liability concerning construction, property and marine damage.

Strengths One client highlights that the team provides “accurate and efficient” services.

Another client adds that the lawyers “work thoroughly and they know the business very well.”

Work highlights Represented HDI Global in a professional liability case before the Supreme Court.

Notable practitioners

Jan Ekelmans (see p.1570) has notable experience

advising healthcare insurers. He also assists with professional indemnity claims and D&O liability claims. He is noted as “the driving force of the team” by one source, while a client enthuses: “He is very clever, witty and quick.”

Ploum

See profile on p.1631

What the team is known for Houses a solid litigation team and advises on issues ranging from coverage disputes to regulatory insurance matters. Often assists with health and safety-related insurance matters. Well versed in dealing with D&O and professional liability claims, as well as construction all-risks insurance and insurance disputes following bankruptcy proceedings. Frequently represents insured parties in disputes with their insurers.

Strengths One client says: “The lawyers give very realistic advice. They are operating in the interest of the client, they are straight and honest and we are very happy with them.”

“Ploum works pragmatically and quickly,” notes another client.

Work highlights Represented Peterson Control Union Group in a series of liability disputes against its own liability insurers and the insurers of the third party regarding lost goods.

Notable practitioners

Natalie Vloemans advises insured parties on insurance regulatory matters and represents them in liability and damage claims in the construction, transportation and energy sectors. One client notes: “She is straight and direct and knows what she wants to do.”

Wij Advocaten

What the team is known for Niche insurance and liability practice with particular expertise in professional indemnity cases, including in claims involving real estate agents, medical practitioners and civil notaries. Also handles property damage and other construction liability claims, as well as public sector liability, D&O liability, employers’ liability and personal injury cases. Its clientele includes insurers, corporates and government entities.

Strengths One client describes the group as a “hands-on law firm.”

Notable practitioners

Suzanne Bordewijk advises on life, credit and cyber insurance, as well as professional liability and D&O matters. She also offers expertise in issues arising from the construction and engineering sectors.

Other Ranked Lawyers

Jan Duyvensz is regularly mandated by insurers to handle disputes in relation to professional liability, policy coverage advice and D&O policy. His clientele includes international and domestic insurers and reinsurers. Duyvensz also assists clients with W&I claims, kidnap and ransom policies, and insurance arbitration and mediation.

Gerard Endedijk has longstanding experience in handling a wide range of liability disputes, regarding liability for construction damages, professional indemnity and product liability. One interviewee notes: “He has a bright mind and excellent skills.”

Intellectual Property

Intellectual Property: Patent
Leading Firms
Band 1
Brinkhof *
HOYNG ROKH MONEGIER *
Band 2
De Brauw Blackstone Westbroek *
Freshfields Bruckhaus Deringer LLP *
Hogan Lovells International LLP *
Simmons & Simmons LLP
Vondst Advocaten N V *
Band 3
BarentsKrans *
Bird & Bird
Taylor Wessing *
Senior Statespeople
Senior Statespeople: distinguished older partners
Hoyng Willem HOYNG ROKH MONEGIER
Leading Individuals
Band 1
Ebbink Richard Brinkhof *
van den Broek Bart HOYNG ROKH MONEGIER
Van Gardingen Mark Brinkhof *
Band 2
Berghuis van Woortman Bas Simmons & Simmons LLP
Bisschop Klaas Hogan Lovells International LLP
Dack Simon HOYNG ROKH MONEGIER
Kleemans Rutger Freshfields Bruckhaus Deringer LLP *
Kuipers Gertjan De Brauw Blackstone Westbroek *
Oosting Bert Hogan Lovells International LLP
Band 3
Blomme Theo HOYNG ROKH MONEGIER
Bremer Jaap BarentsKrans *
De Lange Daan Brinkhof *
Killan Armand Bird & Bird
Reeskamp Paul DLA Piper Nederland *
Swens Otto Vondst Advocaten N V
Van den Horst Marleen BarentsKrans *
van Wijngaarden Marc Bird & Bird
Band 4
Dijkstra Ricardo Vondst Advocaten N V
van der Velden Ruud Hogan Lovells International LLP
Up-and-coming individuals
de Koning Mattie Simmons & Simmons LLP
Douma Tjibbe Bird & Bird
Drok Jelle Freshfields Bruckhaus Deringer
Lamme Oscar Simmons & Simmons LLP
Pot Jan Brinkhof *
van Oorschot Arvid Vondst Advocaten N V
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

The editorial is in alphabetical order by firm name.

AKD

See profile on p.1594

What the team is known for Broad practice representing clients from the retail, technology and fashion industries. Expertise includes advising on copyright and design right enforcement matters and trade mark infringement disputes. Also assists with anti-counterfeiting and IP licensing mandates. Experience in portfolio management mandates.

Strengths Clients appreciate the firm's commercial acumen, one identifying its "good sense of what clients expect," before citing its "sound business instincts and ability to set client expectations very

Intellectual Property General – Mostly Trade Mark/Copyright
Leading Firms
Band 1
Brinkhof *
De Brauw Blackstone Westbroek *
HOYNG ROKH MONEGIER *
Band 2
Hofhuis Alkema Groen
Visser Schaap & Kreijger *
Band 3
Bird & Bird
Höcker Advocaten *
Hoogenraad & Haak *
Leeway
NautaDutilh *
Band 4
AKD *
BarentsKrans *
DLA Piper Nederland *
Kennedy Van der Laan
Le Poole Bekema
Simmons & Simmons LLP
Vondst Advocaten N V *

well."

Work highlights Advised Audax on the management of its trade mark portfolio, as well as representation in copyright and image rights cases.

Notable practitioners

Peter Claassen (see p.1566) offers notable experience in anti-counterfeiting and trade mark cases before domestic and European courts. Market commentators mention his ingenuity, one calling him "a very creative lawyer" and adding: "I'm always impressed by his argumentation." **Roderick Chalmers Hoynck van Papendrecht** (see p.1566)'s caseload features copyright and trade mark disputes, in addition to counterfeit claims. His user-friendly manner is cited by clients, one calling him a "great communicator," before explaining: "He is able to explain complicated concepts in a clear and concise manner."

BarentsKrans

See profile on p.1596

What the team is known for Respected team acting for both multinational and domestic clients from the TMT, food and life sciences industries, with particular expertise in representing generic pharmaceutical clients. Experienced in copyright, trade mark, licensing, advertising and anti-counterfeiting matters. Frequently advises on litigation both domestically and across the Benelux region. Active on patent defence cases.

Strengths Clients endorse the team for its "hands-on and practical approach, with a good knowledge of the-oretical and practical aspects."

Another client describes the firm as "well organised and client-oriented."

Work highlights Advised Royal KPN on opposition appeal proceedings before the Hague Court of Appeal against a Benelux trade mark application.

Notable practitioners

Jaap Bremer (see p.1566) is active on both trade mark and patent disputes. His adroit manner of communication is underlined by clients, one informing of his "ability to quickly grasp the essence of a case, which he can then explain in easy-to-understand language accurately to the client and the judges." **Mar-**

Intellectual Property General – Mostly Trade Mark/Copyright
Senior Statespeople
Senior Statespeople: distinguished older partners
Gielen Charles NautaDutilh *
Hoyng Willem HOYNG ROKH MONEGIER
Leading Individuals
Band 1
Cohen Jehoram Tobias De Brauw Blackstone Westbroek *
Visser Dirk Visser Schaap & Kreijger *
Band 2
Groen Arnout Hofhuis Alkema Groen
Van Manen Joris HOYNG ROKH MONEGIER
Vos Gregor Brinkhof *
Band 3
Bremer Jaap BarentsKrans *
Haak Maarten Hoogenraad & Haak *
Hofhuis Jesse Hofhuis Alkema Groen
Kingma Sikke Pels Rijcken (ORL) ◇
Klos Sven KLOS c.s. (ORL) ◇
Le Poole Bas Le Poole Bekema
Leppink Willem Ploum (ORL) ◇
Mulder Niels DLA Piper Nederland *
Odink Michiel Leeway
Rieger-Jansen Manon Bird & Bird
Schaap Jacqueline Visser Schaap & Kreijger *
Schut Maarten Kennedy Van der Laan
Seignette Jacqueline Höcker Advocaten
Stöpetie Kurt Brinkhof *
Band 4
Alberdingk Thijm Christiaan A bureau Brandeis (ORL) ◇ *
Alkema Adonna Hofhuis Alkema Groen
Claassen Peter AKD *
Koenraad Hidde Boekx Advocaten (ORL) ◇
Overdijk Tjeerd Vondst Advocaten N V
Ribbert Radboud Greenberg Traurig, LLP (ORL) ◇ *
van Aerde Thijs Houthoff (ORL) ◇ *
van Leeuwen Remco Leeway
Verschuur Anne Marie NautaDutilh *
Verwoert Marga Leeway
Wille Kriek Van Doorne (ORL) ◇ *
Up-and-coming individuals
Bekema Anne Le Poole Bekema
Chalmers Hoynck van Papendrecht Roderick AKD *
Fresco Laura HOYNG ROKH MONEGIER
Kingma Marijn Höcker Advocaten
Tjiam Paul Simmons & Simmons LLP
Truijens Moira Hoogenraad & Haak *

leen Van den Horst (see p.1586) routinely assists a clientele drawn from the pharmaceutical industry with patent infringement and invalidity cases. Clients rate the direction she brings to projects, one suggesting that "she is well organised and able to strat-egise cases well."

Bird & Bird

What the team is known for Notable IP team with expertise in copyright and trade mark disputes, as well as design and trade mark filings and opposition. Additionally provides expertise in patent law, representing major clients from the pharmaceutical and telecommunications industries in standard-essential patent mandates and revocation actions. Formidable name in IT and also acts for clients from the retail and publishing sectors.

Strengths The practice's solution-centred approach is emphasised by clients, one describing the firm as a "real business partner that provides pragmatic advice."

A number of commentators highlight the firm's ability to handle cross-border mandates, with one enthusing that it is "one of the few truly pan-European patent litigation firms."

Work highlights Defended Calvin Klein in copyright and trade mark litigation against Diesel.

Notable practitioners

Armand Killan advises technology and life sciences clients on patent disputes. His ability as an organiser is cited by interviewees, one deeming him a "good strategist with excellent planning skills," before elaborating: "He makes the biggest cases seem stress-free." **Manon Rieger-Jansen** moves up in the rankings this year following an extensive work portfolio. Her remit spans copyright and trade mark infringement litigation, trade mark filings and licensing agreements. Clients identify her commercial acumen, one reporting that "she is able to clearly define the issues and steer her clients in the right direction." **Marc van Wijngaarden** undertakes patent litigation and prosecution for clients in sectors spanning pharmaceuticals and food and beverages. Interviewees speak of his determination, one saying that "he never gives up in developing an argument when he believes it has got merit." **Tjibbe Douma** routinely undertakes patent litigation and enforcement issues for life sciences clients. His diligence is underlined by clients, one describing him as "very detailed in his work." Another client highlights his "ability to evaluate the legal and business considerations of the client's interests." He joined the firm in early 2021.

Brinkhof

See profile on p.1599

What the team is known for Market-leading litigation expertise, with a particular focus on patent infringements in the pharmaceutical, biochemical, electronics and beverage sectors, often acting for the defendants. Highly esteemed for handling a range of copyright, trade mark and design right matters. Additionally advises on trade secret cases. Also has a track record in cases relating to image rights and comparative advertising litigation.

Strengths One interviewee enthuses: "They are unquestionably in my mind a top outfit."

Another source reports: "Brinkhof is definitely top of the league, particularly in the area of patent law."

One client reports that the team is "very capable and experienced in this field," adding that the lawyers are "well organised and highly dedicated."

Work highlights Defended Xiaomi in multi-jurisdictional proceedings brought by Sisvel and alleging infringement of standard-essential patents.

Notable practitioners

Richard Ebbink (see p.1570) is, according to one market commentator, "very strategic and a strong advocate." He frequently advises technology sector clients on patent litigation, with a strong track record of representing smartphone manufacturers. A client enthuses: "He does an excellent job in hearings."

Mark Van Gardingen (see p.1588) acts for a client roster of multinationals drawn from the technology, pharmaceutical and food and beverage sectors on patent disputes. Clients commend his sense of purpose, with one saying that "he knows what he wants to achieve and how to achieve it." Another client describes him as "a very responsive and hard-working lawyer who knows the law inside out" and particularly appreciates that he is "attentive to his client's needs." **Gregor Vos** (see p.1592) is acknowledged by interviewees for his work on trade mark cases. He represents a client roster comprising well-known

multinationals drawn from sectors such as TMT and fashion in trade mark litigation and cancellation actions. **Daan De Lange** (see p.1568) advises a client list drawn from the technology and pharmaceutical industries on cross-border patent litigation. Clients rate his pragmatic approach, one deeming him "a very good coordinator who can keep the case moving at the right pace." **Kurt Stöpetie** (see p.1584) maintains a practice comprising trade mark proceedings and design rights protection. His dynamic style is underlined by clients, one asserting that "he is very creative and thinks outside of the box." His clientele spans the technology and fashion industries. **Jan Pot** (see p.1581) enters the table this year following glowing client praise, with one calling him "experienced beyond his years," while another reports that he is "hugely hard-working" and "very good with the clients." He advises manufacturers, pharmaceutical companies and brewing companies on patent infringement proceedings and relief proceedings.

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Impressive experience acting for clients on trade mark enforcement proceedings and litigation. Additionally represents clients in copyright litigation and protection, as well as in trade secret matters, geographical indications and colour marks. Clients include domestic and multinational companies from the technology, telecommunications and pharmaceutical sectors. Further expertise includes patent litigation, as well as strength in licensing and transactional-related IP.

Strengths The practice's diligence is commended by commentators, one saying that "the lawyers are very much on top of the law and they are thorough."

A client underlines the department's pragmatism, reporting that "the lawyers provide excellent IP services and well thought-out, clear recommendations that are easy to understand and implement."

Another interviewee describes the team as "creative, great to work with and very good in court."

Work highlights Acted for NXP on trade mark infringement proceedings against Infineon Technologies.

Notable practitioners

Tobias Cohen Jehoram (see p.1566) represents clients in trade mark disputes before courts of various levels, including the Dutch Supreme Court and the ECJ. An interviewee enthuses: "He knows everything about trade marks." His ability in contentious IP cases is emphasised by sources, with one observing: "He brings a very sophisticated approach to complicated disputes." **Gertjan Kuipers** (see p.1577) represents a clientele ranging from domestic telecommunications operators to pharmaceutical multinationals. He advises on patent issues spanning infringement, enforcement and invalidation proceedings. A client reports that he is "very effective in drilling down to what the core issue is," while another appreciates his "very strategic" approach.

DLA Piper Nederland

See profile on p.71

What the team is known for Integrated practice with strong cross-border capabilities for trade mark and copyright enforcement, as well as anti-counterfeiting and parallel import matters. Also advises on plant breeder rights. Represents a wide range of multinational clients from sectors including the technology, food and beverage and life sciences industries. Experience includes acting for clients before

both domestic and European courts.

Strengths Clients endorse the practice for its sense of strategy, one hailing it for "providing us with consistent and solid direction" and adds that the team is "proactive in keeping all our actions consistent with our plan."

Work highlights Acted for Skykick on trade mark litigation against Sky before the European Court of Justice.

Notable practitioners

Niels Mulder (see p.1579) is recognised among market commentators for his work on parallel import cases. He routinely represents clients in the food and beverages industry. **Paul Reeskamp** (see p.1581) assists life sciences and technology companies with patent disputes, including infringement and opposition proceedings.

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for International practice with significant cross-border litigation experience in the technology industry. Additional industry knowledge includes the pharmaceutical and luxury goods sectors. Boasts significant expertise in patent infringement and validity litigation, and additionally advises on standard-essential patents and patent ownership.

Strengths Clients commend the firm for its courtroom advocacy, one mentioning the lawyers' skill in identifying "potentially winning arguments and building a case around them."

Another client acknowledges the firm for its commercial acumen, describing it as "technically excellent, responsive and practical."

Work highlights Acted for Novartis on patent litigation against Pfizer.

Notable practitioners

Rutger Kleemans (see p.1575)'s caseload consists of patent litigation for international technology and life sciences clients. His advocacy skills draw recommendations from clients, one suggesting that "he has a good feeling for how to present a case optimally in court and really reach the judges." **Jelle Drok** is commended by clients for his advocacy, one saying that "he is very good at formulating arguments, especially during written proceedings." He regularly advises technology multinationals on patent disputes and counterfeit cases.

Höcker Advocaten

See profile on p.1616

What the team is known for Impressive IP team with particular expertise representing collecting societies and artist associations in anti-piracy proceedings, licensing issues and copyright levy matters. Frequently acts for media sector clients, as well as advising on files relating to the digital rights of artists and content creators. Additionally assists clients with matters concerning the unauthorised use of trade marks.

Strengths Clients rate the firm for its adaptability, one deeming it "very dynamic and flexible."

Another client hails its "very swift and complete advice."

Work highlights Acted for Stichting LIRA on copyright infringement proceedings against Dutch cable operators Ziggo and Delta.

Notable practitioners

Jacqueline Seignette represents industry watchdogs and collective management organisations in anti-piracy, copyright infringement, licensing and

distribution disputes. Her diligence is remarked upon by clients who highlight “her thorough analyses.” Another interviewee describes her as “a bright copy-right lawyer.” **Marijn Kingma** claims a clientele of broadcasters, media conglomerates and collective management organisations. Her attentiveness is highlighted by clients, one calling her “very responsive with a quick grasp of our issues.”

Hofhuis Alkema Groen

What the team is known for Strong IP boutique offering experience in high-profile copyright and trade mark cases. Offers particular strength in copyright matters in the media sector, including disputes regarding tariffs for the transmission of protected work. Also advises clients on anti-counterfeiting matters, as well as home copying levies and trade dress disputes. Additional sectors of focus include consumer goods and technology.

Strengths The firm’s skill in contentious IP cases is commended by interviewees, with one stressing: “If you want your court brief to be the most refined, water-tight document then you go to Hofhuis.”

Another client enthuses that the firm is “one of the best IP boutique firms around.”

Work highlights Represented Christian Louboutin in litigation against Van Haren over its red sole trade mark.

Notable practitioners

Arnout Groen acts for international technology companies on cases as disparate as trade mark enforcement and disputes concerning home copying levies. Market commentators acknowledge his pragmatism, one characterising him as “really practical and a very good lawyer in trade mark and copyright cases.” **Jesse Hofhuis** undertakes trade mark and copyright litigation for well-known clients in the fashion industry. He is additionally active on the protection of design rights. Clients extol his thoroughness, one reporting that “he’s in total command of detail.” **Adonna Alkema** advises a media clientele on copyright and anti-piracy matters. Her pragmatic approach is relayed by market sources, one calling her “very hands-on.”

Hogan Lovells International LLP

See profile on p.78

What the team is known for Highly skilled patent team with particular strength acting for clients on high-profile infringement and invalidity proceedings in the life sciences, technology and chemicals industries. Experienced in working alongside the firm’s patent teams across the globe to provide exceptional cross-border coverage. Additionally assists clients with trade secret-related disputes.

Strengths The department is commended by clients for its acumen in cases of a multi-jurisdictional scope, one asserting that the “patent team is very experienced in coordinating cross-border cases,” before adding: “The different teams in various countries work very well together.”

Another commentator extols the firm’s straightforward manner of counsel, saying that “they are really hands-on and give no-nonsense advice.”

Work highlights Advised Eli Lilly on patent infringement proceedings against Sandoz, Teva and Fresenius Kabi in respect of the product Alimta.

Notable practitioners

Klaas Bisschop assists life sciences clients with patent invalidity proceedings. His goal-oriented manner is identified by commentators, one presenting him as “practical,” before adding: “He gives solid, useful advice on complex matters.” **Bert Oosting**

acts for a clientele of pharmaceutical companies on patent validity proceedings. His acumen in patent disputes is underlined by sources, one describing him as “very experienced in complex litigation.” **Ruud van der Velden**’s remit includes trade secret disputes and patent infringement proceedings in sectors including technology and chemicals. Clients emphasise his thoroughness, one speaking of his “complete overview of the case.”

Hoogenraad & Haak

See profile on p.1617

What the team is known for Renowned advertising practice acting for an enviable client base on both advisory and litigious matters. Particular expertise in trade mark matters in the fashion, automotive and food sectors. Also advises clients on parallel import and licensing mandates.

Strengths Clients value the firm for its foresight, one reporting that the lawyers “can warn of commercial complications,” before adding: “They really put themselves in my position.”

Another cites the practice’s customer-oriented approach, recalling how “the lawyers adapted their strategy to meet my wishes.”

Work highlights Represented Cantina Mexicana in a trade mark dispute against McIlhenny concerning the use of ‘TABASCO’.

Notable practitioners

Maarten Haak (see p.1572) acts for a varied clientele, encompassing fashion, retail and sport, on trade mark disputes. Clients describe him as “an extremely smart, strategic, thorough and business-savvy lawyer” and also appreciate his transparency, one saying: “I also like his honest approach, always giving the full picture.” **Moira Truijens** (see p.1585)’s remit includes trade mark infringement and parallel import proceedings for clients drawn from the fashion and consumer goods industries. She also has experience in copyright and design right proceedings.

HOYNG ROKH MONEGIER

What the team is known for Dominant boutique with wide-ranging IP expertise. Market leader in cutting-edge patent litigation in the technology, telecommunications and pharmaceutical sectors, frequently acting for originators. Experience also includes trade mark protection and ownership, anti-counterfeiting and copyright infringement mandates, as well as design and personality rights proceedings. Further expertise includes acting before the Dutch Supreme Court on patent litigation and validity proceedings.

Strengths One interviewee enthuses that the lawyers are “market leaders” and that the firm is “clearly the best” for intellectual property litigation.

Clients value the firm for its dexterity, one characterising it as “always available, quick and flexible in providing different options.”

Another client flags up its particular sector knowledge in life sciences, reporting its “great experience in understanding the general business of pharmaceutical companies so there is no need to spend time explaining what we are expecting from the legal action.”

Work highlights Represented Wendy’s in a trade mark litigation against a Dutch snack bar.

Notable practitioners

Willem Hoyng is well practised in disputes ranging from patent infringement proceedings to copyright litigation. His communication skills are emphasised by market commentators, one explaining how he

“has the gift of explaining complicated things in a very comprehensible and accessible manner.” The “fantastic” **Bart van den Broek** has a strong practice representing technology sector clients in patent litigation. His foresight is appreciated by clients, one suggesting that “he is a very good strategist and digs deeply into the case in order to anticipate arguments by the other side.” **Simon Dack** frequently assists life sciences clients with patent litigation, including invalidity, second medical use and anti-counterfeiting cases. Commentators draw attention to his meticulous style, one calling him “a very sharp lawyer,” while another adds that he is “someone who is very well prepared.” **Joris Van Manen** advises on trade mark and copyright disputes, particularly those pertaining to the technology and media sectors. His ability in cross-border cases is appreciated by interviewees, with one reporting that he is “extremely efficient in coordinating multinational proceedings, mastering the variety and ambiguity of different legal systems.” **Theo Blomme** assists clients from the life sciences sector with patent disputes, notably in relation to blockbuster drugs. His enthusiasm is highlighted by market commentators, with one observing that “he loves patent litigation, he loves his job.” **Laura Fresco** assists with trade mark and copyright conflicts. She is esteemed by market sources for her advocacy skills, one casting her as “a good speaker.” Her client roster includes multinationals from the technology, hospitality, and food and beverage sectors. Clients describe her as “very quick and intelligent.”

Kennedy Van der Laan

What the team is known for Notable anti-counterfeiting practice offering vast experience in the fashion sector. Represents digital and collective rights bodies in copyright disputes and related royalty claims. Also acts for a range of TMT clients on piracy and trade mark disputes. Assists clients with advertising law mandates, as well as intellectual property contractual matters.

Strengths Clients recognise the team’s commercial acumen, one underlining that the team is “always taking into account the business point of view and is very business-oriented.”

Work highlights Represented the Royal Dutch Dental Association in a dispute with collecting rights society BUMA, concerning artists’ rights to music played in waiting rooms.

Notable practitioners

Maarten Schut is expert in trade mark and anti-counterfeiting issues, particularly for fashion designers and retailers. His commercial acumen is pinpointed by clients, one describing him as “very friendly and very business-oriented.”

Leeway

What the team is known for Prominent soft IP team representing clients in trade mark, licensing and anti-counterfeiting mandates. Particularly popular with clients from the retail and consumer goods sector, including fashion brands, and acts for leading domestic and international clients. Also advises media and entertainment companies on domain name issues and ongoing IP advisory matters.

Strengths One client emphasises the department’s “good clear communication,” and highlights that it is “very easy to get through to the person dealing with our case.”

Another highlights the team’s attentiveness, calling it “easily accessible, with quick follow-ups.”

Work highlights Assisted McGregor IP with trade

mark infringement proceedings against adidas/Reebok and Conor McGregor.

Notable practitioners

Michiel Odink advises retailers, technology companies and media conglomerates on copyright, trade mark and design rights issues. Interviewees acknowledge his business-oriented manner, one labelling him “*very commercial*.” He also has experience in domain name mandates. **Remco van Leeuwen** undertakes trade mark infringement disputes for a clientele of international fashion retailers. His efficiency is emphasised by clients, one asserting that “*he is quick and practical in his advice*.” **Marga Verwoert** assists consumer goods and fashion retailers, with copyright, advertising and trade mark disputes. Her commercial acumen is praised by market sources, one deeming her to be “*astute, firm and very clear*.”

Le Poole Bekema

What the team is known for Enters the rankings this year following extensive interviewee feedback. Esteemed for its IP offering in the media sector, with regular instructions from collecting management societies, public broadcasters and production companies in respect of copyright and trade mark infringements. Also well equipped to assist multinational clients from the technology and food industries with non-contentious IP matters, including advice on advertising and soft IP strategy.

Strengths The team’s pragmatism is underlined by clients, one highlighting its “*excellent service and hands-on advice*.”

Another client emphasises the practice’s flexibility, asserting that “*the firm is adaptable and able to take the specifics of a client into account*.”

Work highlights Advised Unilever on trade mark litigation regarding its Fair and Lovely personal care brand.

Notable practitioners

Bas Le Poole is well reputed among commentators for his work in the media sector. Acting for a clientele of collecting management societies and broadcasters, he is well prepared to assist with copyright and IP licensing issues. **Anne Bekema** enters the table this year following glowing praise from market commentators. She handles trade mark litigation and strategy for clients in sectors such as consumer goods and retail. Her ingenuity is underlined by clients, one recalling how “*she set a creative, no-nonsense strategy and executed it well*.”

NautaDutilh

See profile on p.1627

What the team is known for Active contentious soft IP practice, representing clients in copyright infringement, trade mark opposition and trade secret cases. Acts for multinational clients from the food and beverage, technology and chemical industries. Also advises on issues in the consumer goods and fashion sectors. Has experience in colour trade mark matters and parallel import litigation.

Strengths The firm’s manner of counsel is endorsed by clients, who appreciate the firm’s “*willingness to listen to the situation*” and “*openness for suggestions*,” as well as the fact that the lawyers “*talk a language which you can understand*.”

Work highlights Acted as Dutch local counsel for GlaxoSmithKline on its colour trade mark litigation against Sandoz.

Notable practitioners

Charles Gielen (see p.1571) is an esteemed figure in the Dutch IP market. He assists clients with trade

mark and parallel import litigation, particularly in the food and beverage sector. **Anne Marie Verschuur** (see p.1591)’s work portfolio includes trade mark infringement litigation and counterfeit cases. She acts for a clientele incorporating life sciences, technology and food and beverages companies.

Simmons & Simmons LLP

What the team is known for Established patent team embedded in a strong global practice. Patent expertise encompasses pharmaceuticals, electronics and biotechnology, as well as manufacturing and telecommunications. Highly experienced representing clients before both domestic and European courts. Also active on soft IP mandates, acting on trade mark and design infringement proceedings.

Strengths Clients appreciate that the team is a “*very hard-working team that provides thoughtful and incisive advice*.”

Market commentators admire the firm for its collaborative style, one hailing the team as “*very thorough and pleasant people to work with*” and adding that the team “*communicates with clients in a very effective way*.”

Work highlights Assisted Coloplast with patent infringement and invalidity proceedings.

Notable practitioners

Bas Berghuis van Woortman represents a clientele of pharmaceutical companies, electronics multinationals and medical devices manufacturers in patent enforcement, infringement and invalidity proceedings. **Mattie de Koning** undertakes patent disputes for clients in the healthcare, life sciences and technology sectors. Clients acclaim his commercial acumen, one labelling him an “*effective advocate and a diligent lawyer, who is good at the client care side of things*.” **Oscar Lamme** assists with both domestic and cross-border patent disputes for a clientele encompassing the telecommunications, pharmaceutical and manufacturing industries. Clients endorse his diligence, one calling him “*a very sharp lawyer with a good feeling for the technical issues*.” Lamme joined Simmons & Simmons in October 2020. **Paul Tjiam** assists household names from the consumer goods and clothing industries, as well as food and beverages companies, with trade mark disputes. His pragmatism is remarked upon by market commentators, one saying that he “*is very hands-on and very involved*.”

Taylor Wessing

What the team is known for Represents an impressive range of multinational clients. Collaborates with the firm’s offices in other jurisdictions on cross-border cases. Highly active on patent infringement litigation across a number of sectors, including telecommunications and pharmaceuticals. Also assists clients with patent nullity, invalidity and ownership actions.

Strengths The team draws endorsements from clients for its commercial style, one commenting that the firm “*understands our needs as a business and provides usable advice*.”

Another commends the department as “*thorough and very down to earth*.”

Work highlights Defended ASUS in patent infringement proceedings brought by Philips.

Notable practitioners

Wim Maas and Judith Krens are key contacts within the team.

Visser Schaap & Kreijger

See profile on p.1643

What the team is known for Media and IP boutique with a strong reputation in copyright matters. Clients include collective industry bodies, retailers and broadcasters. Also advises on trade mark and parallel import matters, as well as neighbouring rights cases. Assists with designation of origin matters and anti-piracy cases.

Strengths Clients highlight the team’s “*great knowledge and fast responses*.”

Another client praises the firm’s “*practical, solid and swift advice*.”

Work highlights Acted for media entrepreneur John de Mol on preliminary injunction proceedings against Facebook regarding fake bitcoin advertisements using his name and portrait.

Notable practitioners

Dirk Visser (see p.1591) is esteemed among market commentators for his work on copyright matters, with one source enthusing: “*If you have really specialised copyright issues you should go to him*.” His advocacy in IP disputes is praised by interviewees, one reporting that “*he is, in particular, an exceptionally skilled pleader*.” He is well prepared to act for media organisations and associations on copyright and piracy disputes. **Jacqueline Schaap** (see p.1582) frequently represents media clients in name rights and logo disputes. Clients recommend her for her efficiency, one asserting that she is “*quick but thorough*.”

Vondst Advocaten N V

See profile on p.1644

What the team is known for Dedicated intellectual property boutique with a focus on acting for clients from the life sciences and manufacturing sectors. Offers notable expertise in patent litigation relating to secondary medical use, infringement and FRAND licensing. Additionally represents clients in soft IP matters, acting on domain name, copyright and trade mark disputes, as well as portfolio management matters.

Strengths One client highlights the firm’s ability to “*operate in well-balanced teams to match the requirements and needs of the clients*.”

Another client relays that the team has “*demonstrated a high level of technical and legal competence and an unwavering reliability*.”

Work highlights Represented Teva against Novartis in patent litigation proceedings regarding anti-tumour product Afinitor.

Notable practitioners

Otto Swens regularly acts for multinational life sciences clients on patent litigation. He is commended by market sources for his acumen in contentious IP cases, with one calling him “*a very smooth litigator, with a good feel for the court*.” **Ricardo Dijkstra** maintains a caseload of patent disputes for multinational pharmaceutical clients. His meticulousness as a practitioner is highlighted by commentators, in particular his “*understanding of technical issues*.”

Tjeerd Overdijk is acknowledged among commentators for his expertise in plant variety law, with one reporting that he is “*very specialised in plant breeding rights*.” He is similarly able in trade mark infringement disputes and cancellation actions. **Arvid van Oorschot** enters the table this year following extensive praise from clients, with one enthusing that he is “*great at providing sound advice to the client*.” His tenacity is valued by market commentators, with one underlining that “*he has so much energy, so much drive*.” He acts for life sciences and manufacturing clients on patent litigation and enforcement.

Other Ranked Lawyers

Christiaan Alberdingk Thijm (see p.1563) undertakes digital trade mark and copyright matters for a clientele of publishers and technology companies. His customer-centred approach draws praise from sources, one saying: “He identifies issues from the client’s perspective and is able to understand what this means for clients.”

Sikke Kingma assists international corporates and state bodies with IP disputes before the Supreme Court. Clients appreciate his work in the court of cassation, one observing that “his Supreme Court advice was of stellar quality, thorough and covering all the angles.”

Sven Klos is recognised among market commentators for his long experience in IP. He is particularly

noted for his track record in trade mark litigation, with one interviewee remarking: “He is a very good lawyer in court cases.”

Hidde Koenraad is acknowledged by commentators for his expertise in plant variety law. He also advises on anti-counterfeiting cases and trade mark litigation. Clients rate his pragmatism, one citing his “practical approach to solve matters quickly and a good understanding of the client’s commercial needs.”

Willem Leppink advises clients on trade mark disputes, as well as parallel import and anti-counterfeit cases. Clients highlight his customer-centred style, one reporting that “he has a very pragmatic approach and takes our commercial interests into account.”

Radboud Ribbert (see p.1582) enters the rankings this year following praise from market sources, with clients emphasising his “strategic thinking and

holistic approach.” He acts on trade mark applications and disputes, including those before European courts.

Thijs van Aerde (see p.1585) is expert in IP litigation before the Supreme Court. His meticulous manner is remarked upon by clients, one saying that “he does his homework well and thoroughly.”

Kriek Wille (see p.1593) enters the table this year following extensive client praise, with one client noting: “If I have some strategic issues with my company it’s great to brainstorm with her,” before adding: “I like her as a sparring partner.” Her caseload encompasses trade mark and advertising disputes, before domestic and international courts. Another client reports that she is “exactly the person you want in a courtroom.”

Investment Funds

Investment Funds
Leading Firms
Band 1
Allen & Overy LLP
De Brauw Blackstone Westbroek *
Houthoff *
Loyens & Loeff *
Band 2
Jones Day *
Van Campen Liem *
Band 3
Finnius *
NautaDutilh *
Leading Individuals
Band 1
de Lignie Marco Loyens & Loeff *
Groffen Kees De Brauw Blackstone Westbroek *
van Angeren Oscar Houthoff *
van IJzenga Veenstra Ate Jones Day *
Band 2
Cramer-de Jong Ellen Allen & Overy LLP
Eenhorst Quirine Jones Day *
Tausk Maurits Van Campen Liem
Band 3
Distaso Marcello Van Campen Liem
Horsthuis Daan Houthoff *
Labeur Rosemarijn Finnius
Scheele Marian Clifford Chance LLP (ORL) ◇
Silverentand Larissa NautaDutilh *
Up-and-coming individuals
Plas Harm-Paul Houthoff *
Wielens Harmen Jones Day *
Associates to watch
Kraakman Leonie Allen & Overy LLP
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Allen & Overy LLP

What the team is known for Moves up in the rankings this year following excellent client feedback. Strong funds team acting for a wide range of asset manage-

ment clients. Also acts on the limited partner side, representing Dutch financial sector clients. Assists with the structuring of venture capital and alternative investment funds, as well as with fund restructuring. Also has experience in advising Dutch clients on setting up and investing in Irish funds.

Strengths The team’s diligence is underlined by clients, one reporting that “the team is very proactive and on top of things, making sure nothing gets overlooked.”

Another characterises the firm as “pragmatic and solution-oriented.”

A client also highlights the team’s “great attention to timelines and project management.”

Work highlights Advised Life Sciences Partners on the final closing of LSP 6 Fund, as well as on fund structuring preparatory to applying for an AIFMD licence.

Notable practitioners

Ellen Cramer-de Jong acts for a client base of institutional investors and fund managers on the full life cycle of funds, assisting with structuring, investments and closing. Her expertise in regulatory topics is emphasised by clients, one praising her for “keeping our commercial objectives in line with the ever-changing landscape of financial supervisory regulations.” **Leonie Kraakman** enters the table this year following excellent praise from clients, one deeming her “sharp,” while another highlights her ability to handle a “big workload very efficiently.” She assists with fund structuring and regulatory issues, including AIFMD matters.

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Market-leading department acting for a broad range of domestic and international asset managers, including private equity firms, real estate investors and pension providers. Demonstrates a broad range of expertise, encompassing fund formation, fund structuring and related tax matters. Has a strong regulatory team with experience relating to AIFMD and MiFID II. Advises on a number of cross-border matters involving Luxembourg.

Strengths The firm’s meticulousness draws praise from clients, one relaying that the lawyers “are very precise without losing time,” before explaining: “Any document they deliver I never have to check.”

Another commends the firm for “taking into consideration the tactical aspects as well as the legal aspects.”

Work highlights Acted for DIF Management on the structuring and fund-raising of a large infrastructure fund and a private debt fund.

Notable practitioners

Kees Groffen (see p.1572) is lauded by clients for his meticulousness, one casting him as “always sharp, to the point and on time,” and opining that he is “by far the best legal adviser on investment firms.” He maintains a broad work portfolio, spanning fund formation, structuring and raising, as well as regulatory matters and fund redomiciliations.

Houthoff

See profile on p.1618

What the team is known for Pre-eminent team with a superb reputation for representing pension funds in asset management agreements and other commercial contract negotiations with service providers. Also acts for asset managers on regulatory matters such as fund registration, marketing and distribution, as well as AIFMD compliance. Additional focus on funds in the real estate sector, advising on fund formation and investments.

Strengths One client opines: “The Houthoff Investment Fund practice is top-notch,” and particularly highlights the firm’s presence in London, adding that this “has really proven an added value for us.”

Another asserts that the team’s lawyers “stand out because of their dedication, accuracy and knowledge.”

Work highlights Assisted a.s.r. with the formation of a large real estate fund intended to invest in Dutch science parks.

Notable practitioners

Splitting his time between the firm’s offices in London and the Netherlands, **Oscar van Angeren** (see p.1586) is active across the spectrum of investment fund matters, including fund formations and structuring, as well as registration and distribution. He additionally advises pension funds on asset man-

agement matters. His customer-centred approach is highlighted by interviewees, one claiming that “he prioritises client dialogue so he knows what to put emphasis on when entering into negotiations.” **Daan Horsthuis** (see p.1574) undertakes fund formation, registration and distribution issues for a client roster of private equity investors and asset managers. His pragmatism is acclaimed by clients, one dubbing him an “intelligent and solution-driven lawyer who can get the deal done in complicated situations.” **Harm-Paul Plas** (see p.1581) is well reputed among clients for his commercial acumen, one calling him a “very capable and dedicated lawyer.” With a clientele of real estate and pension funds, he advises on fund formation and asset management issues.

Loyens & Loeff

See profile on p.1625

What the team is known for Fully integrated funds practice with a leading reputation in funds-related tax matters. Has experience in the establishment and closure of venture capital, infrastructure, private equity and real estate funds. Assists with fund-raising and advises clients on agreements with asset managers.

Strengths Clients laud the department for its commercial acumen, one highlighting its “very pragmatic and business-friendly approach.”

Another cites the team’s business understanding, recalling how the team “makes a real effort to understand what we need on a daily basis.”

Work highlights Represented Main Capital Partners in the formation of Main Capital Fund VI CV.

Notable practitioners

Described by one client as “smart and knowledgeable,” **Marco de Lignie** (see p.1568) is well reputed among market commentators for his work on the tax aspects of investment fund mandates. He advises on the tax elements of fund-raising and fund structurings.

Band 2

Jones Day

See profile on p.79

What the team is known for Has demonstrable expertise in the establishment, structuring and raising of a diverse range of funds, including venture capital, real estate, infrastructure and private debt funds. Assists with tax and regulatory issues, including the establishment of Dutch UCITS. Also advises pension providers on investments into funds.

Strengths One client describes the team as “excellent,” highlighting that the lawyers “operate highly efficiently and with superior knowledge.”

Another esteems the department for its “integrated practice,” which results in a “joint approach in looking

at documents for the fund.”

Work highlights Advised Ice Lake Capital Management on the fund-raising of an investment fund targeted at small and medium-sized companies and on the structuring of a co-investment fund.

Notable practitioners

Ate van IJzinga Veenstra (see p.1589) is described by one client as “one of the best investment funds lawyers in the Netherlands.” Another client highlights his strength in negotiations and his “hands-on” approach. He represents fund managers in fund-raising, structuring and formation mandates, as well as advising on investment management agreements.

Quirine Eenhorst (see p.1570) is “wonderful to work with,” according to one client. She maintains a diverse caseload, encompassing the establishment and closure of funds, in addition to advising on related regulatory issues. **Harmen Wielens** (see p.1592) advises fund managers on an array of investment funds matters, including fund-raising, structuring, set-up and related regulatory compliance. He acts on real estate, debt and venture capital fund mandates.

Van Campen Liem

See profile on p.1638

What the team is known for Well-resourced team with a strong reputation for private equity and venture capital fund formation. Advises a wide variety of domestic and international fund managers on fund structuring matters. Has experience acting on both sides of investments into funds. Also handles regulatory mandates, including AIFMD licensing. Frequently assists with cross-border mandates alongside the firm’s office in Luxembourg.

Strengths The firm’s handling of multi-jurisdictional projects is remarked upon by clients, one reporting that “it is an ideal partner for cross-border matters.”

Another singles out the practice’s “entrepreneurial and commercial approach.”

Work highlights Assisted Peninsula Capital with the establishment and structuring of a private equity fund, Peninsula Invest Europe.

Notable practitioners

Maurits Tausk advises asset managers and institutional investors on investments in funds and on regulatory matters, especially AIFMD. **Marcello Dis-taso** splits his time between the firm’s offices in the Netherlands and in Luxembourg. He assists with the structuring and establishment of funds. His ingenuity as a practitioner is relayed by clients, one citing his “innovative solutions.”

Band 3

Finnius

See profile on p.1612

What the team is known for Enters the rankings this

year following impressive interviewee feedback and a strong work portfolio. Offers regulatory and compliance advice for fund managers, including MiFID, AIFMD and UCITS licence applications. Assists with the establishment of real estate and venture capital funds. Acts for both domestic and international clients.

Strengths Clients focus on the team’s pragmatism, one describing it as “solution-oriented,” going on to highlight the “very smooth communication and quick responses.”

Another rates the firm for its commercial sense, claiming it “understands the client very well and knows how its business works,” and describing the lawyers as “to the point, quick and practical.”

Work highlights Advised OBAM Investment Management on obtaining a UCITS licence to manage an OBAM fund.

Notable practitioners

Rosemarijn Labeur advises fund managers on regulatory issues, particularly licensing applications. She is also experienced in setting up real estate and venture capital funds. Clients attest to her attentiveness, one presenting her as “extremely knowledgeable, responsive and time-efficient.”

NautaDutilh

See profile on p.1627

What the team is known for Well versed in matters relating to the regulatory requirements for funds and fund managers, with a strong reputation for assisting with regulatory approval mandates. Stands out for particular experience in the structuring of mortgage funds. Recent experience includes acting for managers and funds focused on sustainability initiatives.

Strengths The firm’s communication skills are appreciated by sources, one relaying how “the advice is easy to understand.”

Work highlights Assisted DMF Investment Management with the establishment of new funds and the related regulatory processes.

Notable practitioners

Larissa Silverentand (see p.1583) is highly reputed among market commentators for her regulatory work. She assists investors and fund managers with regulatory approval and compliance advice. She also advises on the establishment of funds focused on investing in sustainable projects.

Other Ranked Lawyers

Marian Scheele of Clifford Chance LLP advises asset managers on fund formations and structuring, in addition to related regulatory aspects. Clients highlight her business understanding, one reporting that her “very client-focused and practical approach is highly appreciated.”

Life Sciences

Life Sciences
Leading Firms
Band 1
Hogan Lovells International LLP*
HOYNG ROKH MONEGIER*
Band 2
Axon Lawyers
Leijnse Artz*
Band 3
CMS*
Leading Individuals
Band 1
Schoonderbeek Carla HOYNG ROKH MONEGIER
van Lessen Kloeke Koojsje Leijnse Artz*
Band 2
van den Bos Hein Hogan Lovells International LLP
Vollebregt Erik Axon Lawyers
Band 3
Artz Ton Leijnse Artz*
Gielen Ellen CMS*
van den Brink Carine Axon Lawyers
* Indicates firm / individual with profile.
Alphabetical order within each band. Band 1 is highest.

Band 1

Hogan Lovells International LLP

See profile on p.78

What the team is known for Standout life sciences practice advising on a range of Dutch and EU regulatory issues, including market authorisations and contractual matters. Offers additional support on contentious and non-contentious advertising mandates. Particularly strong in cross-border cases due to its global network. Able to work alongside the firm's intellectual property and data protection teams to offer pharmaceutical companies a full service.

Notable practitioners

Hein van den Bos handles both contentious and non-contentious matters in the life sciences sector, including compliance policies and marketing authorisations. One client notes that he is "an expert life sciences lawyer," before elaborating: "He provides prompt and excellent advice linked to supply chain issues where needed, but also across the broader life sciences industry."

HOYNG ROKH MONEGIER

What the team is known for Market-leading team for life sciences in the Netherlands. Boasts an impressive track record advising on a broad range of regulatory matters, including market authorisations, data protection and pricing issues. Additionally assists

with reimbursement matters. Represents leading global pharmaceutical and biotechnology companies. Also benefits from a close collaboration with the firm's highly reputed patent practice.

Strengths Observers laud the team for its attentiveness, one dubbing it "very responsive."

Work highlights Represented Orion in annulment proceedings before the Dutch Council of State against the Dutch Medicines Evaluation Board decision to grant generic and hybrid marketing authorisations for copies of Dexdor.

Notable practitioners

Market-leading **Carla Schoonderbeek** assists with both contentious and non-contentious mandates in the life sciences sector. She frequently advises international pharmaceutical companies on marketing authorisation, reimbursement, regulatory and pricing issues. Her scope as a practitioner is emphasised by clients, one saying that "she knows a lot about pharmaceutical regulation, but also has a broader bird's-eye view."

Band 2

Axon Lawyers

What the team is known for Widely respected life sciences boutique renowned for its work on regulatory aspects of medical devices. Also assists with contractual and transactional matters in the life sciences sector. Offers further experience in litigation, including disputes over reimbursement statuses.

Strengths The firm's commercially savvy approach is underlined by clients, one calling it "pragmatic, very flexible, fast and proactive."

Work highlights Advised Illumina on its transition programme of genetic sequencing devices to comply with the new EU In Vitro Diagnostic Devices Regulation.

Notable practitioners

Erik Vollebregt advises on medical devices matters, reorganisations of internal procedures for hospitals and antitrust mandates. He is praised by one client as "the go-to person for medical devices regulations."

Carine van den Brink assists with regulatory and personal data matters in the life sciences sector. She is increasingly active in the food sector, where she advises on market entry, regulations and R&D.

Leijnse Artz

See profile on p.1622

What the team is known for Boutique firm with a track record on European and Dutch pharmaceutical regulatory law. Well practised in a range of issues,

including data protection and product liability disputes. Also experienced in various contentious matters including investigations into market launches of drugs and product advertising.

Strengths Interviewees state that the team is "strong in regulatory and litigation work in the life sciences sector."

Notable practitioners

Koojsje van Lessen Kloeke (see p.1589) is well prepared to advise clients on a broad range of regulatory and contentious mandates in the life sciences sector. Interviewees cite her client-centric approach, one reporting how "no matter the size or importance, she will always give you the feeling that yours is the most important issue to solve at that point in time." **Ton Artz** (see p.1564) enters the rankings due to increased market recognition and visibility. He is singled out by sources for his expertise in pharmaceutical advertising cases. Artz advises on regulatory compliance and marketing issues within the life sciences sector.

Band 3

CMS

See profile on p.1603

What the team is known for Strong practice that enters the rankings due to increased market presence. Advises on regulatory medical devices matters, as well as manufacturing, distribution, pricing and reimbursement mandates. Regularly represents domestic and international pharmaceutical companies.

Strengths Clients recommend the team for its "specific knowledge regarding tenders and projects in the field of medical appliances."

Another interviewee states that the firm has "an excellent knowledge of pharmaceutical regulations and a practical mindset."

Work highlights Successfully acted for Johnson & Johnson Medical on litigation against a Chinese medical device company that offered infringing imitation products in various EU countries.

Notable practitioners

Ellen Gielen (see p.1571) enters the rankings on the back of positive client feedback. Commentators value her "broad and in-depth experience on pharmaceutical matters and practical approach to legal and business challenges." She assists with regulatory medical devices mandates, as well as distribution and reimbursement issues. Gielen also handles litigation within the life sciences sector.

Public Law

Public Law
Leading Firms
Band 1
AKD *
Pels Rijcken *
Stibbe *
Band 2
De Brauw Blackstone Westbroek *
Band 3
Houthoff *
NautaDutilh *
Van der Feltz advocaten *
Leading Individuals
Band 1
Barkhuysen Tom <i>Stibbe</i> *
van Angeren Jan Reinier <i>Stibbe</i> *
Band 2
Bootsma Jannetje <i>Pels Rijcken</i>
Van der Grinten Jan <i>Kennedy Van der Laan (ORL)</i> ◇
van der Veen Gerrit <i>AKD</i> *
Band 3
Boorsma Arnoud <i>Pels Rijcken</i>
de Gaay Fortman Marry <i>Houthoff</i> *
de Groot Jan Frans <i>Houthoff</i> *
Heemskerk Petra <i>CMS (ORL)</i> ◇ *
Kleinhoult Arjan <i>De Brauw Blackstone Westbroek</i> *
van Heukelom-Verhage Sandra <i>Pels Rijcken</i>
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

The editorial is in alphabetical order by firm name.

AKD

See profile on p.1594

What the team is known for Market-leading firm with exceptional expertise in public law and planning and environmental law, acting predominantly for the Dutch state and municipalities, often on contractual agreement negotiations and new legislative proposals. Esteemed for advising on public law enforcement mandates and other contentious matters. Additionally advises private companies on regulatory compliance, permitting disputes, compensation claims and appeals against fines imposed by public authorities. Popular choice with both municipalities and constructors for development projects, often involving sustainable housing. Assists with zoning plans, expropriation issues, environmental permitting mandates, and soil and groundwater contamination issues. Further acts on waste management matters, including liability for the removal of hazardous waste.

Strengths One client enthuses that the team is “very responsive and knowledgeable,” and also appreciates that “the team asks for our input and weighs what we say on public exposure and our sensitivities around that, so the lawyers really think with the client.”

Another interviewee confirms that “the quality of work at AKD is really high.”

Work highlights Advised the Minister of Justice and Security on potential legal remedies against ‘bad hosters’, including assisting with freedom of speech and cross-border enforcement issues.

Notable practitioners

Gerrit van der Veen (see p.1588) advises public bodies on contractual disputes, as well as representing claimants in permitting compensation cases. He is further known for his work on zoning plans

Public Law: Planning and Environment
Leading Firms
Band 1
AKD *
Pels Rijcken *
Stibbe *
Band 2
De Brauw Blackstone Westbroek *
NautaDutilh *
Van der Feltz advocaten *
Band 3
Dentons *
ENVIR Advocaten *
Houthoff *
Stijl Advocaten
Leading Individuals
Band 1
Besselink Hans <i>Pels Rijcken</i>
Klijn Anne-Marie <i>NewGround Law (ORL)</i> ◇
Schippers Liesbeth <i>Pels Rijcken</i>
van den Biggelaar Nicolien <i>De Brauw Blackstone</i> *
Band 2
Kaajan Marieke <i>ENVIR Advocaten</i> *
Kortmann Tijn <i>Stibbe</i> *
Spaans Jochem <i>Allen & Overy LLP (ORL)</i> ◇
van der Velden Jos <i>AKD</i> *
Band 3
Bosma Willem <i>Van der Feltz advocaten</i> *
Brans Marloes <i>Houthoff</i> *
Breeman Henk <i>AKD</i> *
Broerse Daphne <i>Norton Rose Fulbright (ORL)</i> ◇
Kleinhoult Arjan <i>De Brauw Blackstone Westbroek</i> *
Maas-Cooymans Maayke <i>Ploum (ORL)</i> ◇
Onrust Fleur <i>ENVIR Advocaten</i> *
Peelen Jan Jakob <i>Dentons</i> *
Roelands-Fransen Daniëlle <i>Pels Rijcken</i>
Sillevis-Smitt Eveline <i>AKD</i> *
van der Veen Gerrit <i>AKD</i> *
Visser Christine <i>Ten Holter Noordam (ORL)</i> ◇
Up-and-coming individuals
Collignon Anna <i>Stibbe</i> *

and planning litigation. He assists public bodies with issues arising from the extraction of natural resources. One client describes him as “a pleasant man who understands the working of government organisations very well.” **Jos van der Velden** (see p.1588) is well regarded for his expertise in planning and environmental law, covering issues such as environmental permitting and large residential planning projects. A client describes him as “a great person to work with,” and particularly highlights that he offers “a very high standard of work with a wide knowledge of various areas of the law.” **Henk Breeman** (see p.1565) advises on a broad spectrum of planning and environmental law, with expertise in zoning plans for municipalities and investors. **Eveline Sillevis-Smitt** (see p.1583) is experienced in handling large planning and environmental mandates, advising construction companies on zoning and permitting matters for infrastructure and residential projects. She also assists with expropriation cases, waste management, contamination and the storage of hazardous material. One client reports that she is “very engaged, helpful, bright and has outstanding knowledge in the field of environmental law.”

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Strong firm with an in-depth offering in planning and environmental law, often collaborating with the firm’s market-leading energy regulatory team to assist with energy sector mandates. Frequently involved in climate change matters, defending clients in litigation, as well as advising on carbon storage and nitrogen emissions mandates. Regularly acts on contentious and non-contentious proceedings regarding zoning plans and environmental permits. Also assists with water protection legislation. Additionally active in public law topics, representing public and private sector clients in parliamentary inquiries, human rights cases and freedom of information disputes.

Strengths Reflecting on their good relationship, one interviewee explains: “The attorneys guarantee a combination of high legal quality, due care and focus on solutions,” further elaborating: “De Brauw’s attorneys are easy to talk to and pleasant to work with, and they know the case inside and out. I enjoy working with them.”

Fully satisfied, one client comments: “The team really knows what we do and thinks with us on a strategic level,” and goes on to opine that “De Brauw really is at the top end of the environmental law firms.”

Work highlights Advised Royal Schiphol Group on litigation concerning the enforcement of nitrogen regulations and noise regulations at airports.

Notable practitioners

The highly respected **Nicolien van den Biggelaar** (see p.1586) is regularly involved in complex and large environmental projects, such as carbon storage. She is also well versed in contentious proceedings regarding climate change and nitrogen regulation. She often acts for energy sector clients on the crossover between energy regulatory matters and environmental legislation. One interviewee enthuses: “She has extensive legal knowledge and knows how to turn this knowledge into creative solutions without ever losing sight of the ultimate objective,” before concluding that she is “really one of the top attorneys.” **Arjan Kleinhoult** (see p.1575) is respected for his work on contentious and non-contentious planning and environmental law covering issues such as nitrogen regulations, noise pollution, carbon capture projects and zoning plans. He is also recognised for his expertise in public law, representing clients in human rights law disputes. One client enthuses: “Kleinhoult is an excellent lawyer who is very sharp and involved. He has the ability to explain complex matters in simple words for those who don’t have a legal background.”

Dentons

See profile on p.1606

What the team is known for International law firm with expertise in planning and environmental law, working alongside the firm’s well-regarded real estate practice to advise on the permitting, zoning and environmental impact assessment aspects of development projects. Additionally represents clients in enforcement proceedings under EU environmental and natural protection legislation. Also assists with matters involving biocides and nitrogen emissions.

Strengths Noting the firm’s expertise in handling politically sensitive issues, one client elaborates:

"Dentons helps me to put everything into a legal perspective and filter emotions from the facts."

Work highlights Represented RWE in contentious proceedings against NGOs regarding permits for the transformation of a coal plant into a biomass plant.

Notable practitioners

Jan Jakob Peelen (see p.1580) is well regarded for advising clients on permitting, zoning and environmental impact assessments. He also assists clients with contentious matters involving emissions legislation, chemical regulations and other EU environmental laws. One client comments: *"Peelen is a very practical lawyer, which I really like. He's extremely knowledgeable, approachable and down to earth."*

ENVIR Advocaten

See profile on p.1609

What the team is known for Respected team covering a broad array of planning and environmental law, with a strong focus on nitrogen emissions legislation and EU regulations concerning nature conservation and habitat protection. Represents clients from the energy and construction sectors, as well as municipalities, in contentious and non-contentious zoning and permitting matters. Also assists clients with soil and groundwater pollution mandates.

Strengths One client praises the team's *"outstanding knowledge, especially of nature conservation law,"* and goes on to add that the team *"will not rest until they have achieved their clients' preferred results."*

Another client appreciates the team's business-focused approach: *"What I really like about ENVIR Advocaten is that we know each other and we know how to efficiently spend time."*

Work highlights Advised EEW Energy from Waste on the applications for nature and environment permits as part of the development of incineration lines, including representing the client in litigation against nature organisations.

Notable practitioners

Marieke Kaajan (see p.1574) advises on contentious and non-contentious permitting and zoning matters. She offers additional experience in nitrogen emissions matters and EU environmental directives. One client enjoys working with her because she is *"very well connected, nice, direct and very approachable."*

Fleur Onrust (see p.1580) is experienced in handling environmental permitting matters, as well as nature conservation and soil contamination mandates. She is particularly well respected for representing clients from the private and public sectors in contentious proceedings. One client comments: *"She is pragmatic, acts fast and is very understanding of the needs of her clients."*

Houthoff

See profile on p.1618

What the team is known for Solid firm with notable experience in contentious public law matters, representing clients in administrative enforcement actions, challenges and appeals against fines. Also handles non-contentious matters, assisting with procurement proceedings and subsidy issues. Additionally active in planning and environmental law matters, advising on zoning plans and environmental permitting applications. Experience in carbon capture and emissions regulations matters. Acts on waste management and soil contamination issues.

Strengths Highlighting the firm's collaborative approach, one client comments: *"The team listens to my questions and reasoning,"* before going on to add that *"in addition to the firm's accurate advice, Houthoff*

helps me in deciding on a strategy to communicate."

Another client enthuses: *"Houthoff has very pleasant lawyers to work with,"* and underlines that the lawyers are able to *"present solutions before the problems even come up."*

Work highlights Advised the Dutch Association of Pyrotechnics on litigation against the Dutch state's decision to ban the sale of certain fireworks, and on litigation against the decision by certain municipalities to ban the lighting of fireworks on New Year's Eve.

Notable practitioners

Marloes Brans (see p.1565) focuses on planning and environmental law, with strong expertise in permitting matters. She also assists clients with emissions regulations, carbon storage and contamination issues. One client applauds: *"She is very quick in understanding the real business needs. She is able to provide sound and pragmatic legal advice by focusing on the main issues."*

Marry de Gaay Fortman (see p.1567) is experienced in contentious proceedings, representing clients in appeals in front of national courts, as well as advising on investigations and enforcement actions. An interviewee reports: *"She makes clear what is always important to keep in mind strategically."*

Jan Frans de Groot (see p.1567) advises clients on administrative law disputes, including subsidy litigation and challenges to legislation. One client describes him as *"a calm and controlled person, which to me is very important when you're dealing with difficult and sometimes emotional matters,"* adding: *"He responds and delivers always, which is very reassuring for me."*

NautaDutilh

See profile on p.1627

What the team is known for Well-respected team with considerable expertise in planning and environmental law. Represents clients in alleged breaches of EU environmental regulations and environmental permit compliance breaches. Also advises on non-contentious matters, such as the environmental and planning aspects of redevelopment projects and zoning plans. Further respected for its public law offering covering EU and domestic food product safety, parliamentary inquiries and administrative appeals.

Strengths One client comments: *"NautaDutilh is very involved at a partner level and really aims to get its clients the best results according to its clients' wishes."*

Work highlights Advised Nouryon on objection and compliance procedures regarding penalty payments pertaining to alleged violations of EU REACH regulations.

Notable practitioners

Jolize Lautenbach is a key contact for clients.

Pels Rijken

See profile on p.1630

What the team is known for Standout firm regularly mandated by Dutch public bodies. Highly experienced in preliminary relief proceedings and other contentious matters, including disputes relating to secular education, freedom of information, human rights law, duty of care claims and compensation claims. Assists clients with public procurement tenders. Recent experience includes acting on the government's support measures for businesses during the Covid-19 pandemic. Additionally offers market-leading experience in environmental matters, including air quality legislation, nature protection regulations and environmental permitting matters.

Also represents clients in expropriation matters.

Strengths Highlighting the firm's high level of expertise, one interviewee notes: *"The team doesn't have a narrow point of view in tackling problems but instead looks at situations from all sides, which is very good for creating a holistic viewpoint,"* adding: *"Non-lawyers are more willing to accept what the lawyers say because they're not just using legal speak but do a good job of addressing everything."*

Drawing on the firm's longstanding history in public law, one client comments: *"The team consists of good communicators who are very practical and don't tend to get stuck down in legal details but instead look for solutions,"* concluding: *"It is THE expert on public law and immigration law."*

Work highlights Represented the Ministry of Economic Affairs and Climate Policy in a dispute concerning the proposed rollout of 5G in the Netherlands.

Notable practitioners

Hans Besselink is highly respected for his work on environmental law, advising clients on ecological and environmental permitting mandates. One client applauds: *"He is very creative and not afraid to do something outside the box, and because of his high level of expertise these out-of-the-box solutions work,"* adding: *"He is highly regarded by everyone in the country, so it's a big plus when you bring him in."*

Market leader **Liesbeth Schippers** offers comprehensive advice on complex environmental and planning topics, including coastal protection schemes and aerospace regulation. Reflecting on her excellent mediation ability, one client says: *"She gets people to see her point of view in a very specific way without being loud, conflicting or abrasive. She is not easily daunted and takes everything in her stride."*

Janetje Bootsma moves up in the rankings on the back of handling some extremely high-profile contentious matters for the Dutch Ministries of Education and Healthcare. A client enthuses: *"She understands the Dutch political system, which is very important to me."*

Arnoud Boorsma is known for advising clients on administrative law, including compensation claims, as well as assisting financial sector clients with regulatory matters, such as the requirement to disclose sensitive information. A client reports that he is *"a good sounding board regarding a variety of topics"* and goes on to add that he is *"able to advise from various angles."*

Daniëlle Roelands-Fransen rises in the rankings due to her expertise in large redevelopment projects, advising on zoning and mobility plans, as well as representing clients in disputes concerning environmental permits. One client comments: *"She is always very fast in answering quite difficult questions,"* and adds that she is *"open-minded and you can have good discussions with her."*

Sandra van Heukelom-Verhage advises contracting authorities on public procurement procedures within the IT sector, as well as assisting with government support programmes and representing government bodies in compensation claims.

Stibbe

See profile on p.1635

What the team is known for Highly esteemed team with an impressive offering in public and planning and environmental law. Well respected for its advisory work on the impact of proposed legislative changes. Acts for public bodies on procurement tendering matters. Notable experience in contentious matters, representing private sector clients in public subsidy disputes and appeals against fines imposed

by public institutions. Additional strength in planning and zoning matters, often assisting clients with emissions permits, environmental permits and nature protection legislation. Offers expertise in noise pollution litigation and waste management mandates.

Strengths One client enthuses that the team “works very thoroughly and is a very reliable partner who you can always count on.”

A client underlines the team’s ability to act on both sides of public law matters, highlighting: “What I appreciate in working with Stibbe and what sets the firm apart is that the team speaks both the language of corporate entities and administrative law entities.”

Work highlights Advised the Dutch state on the procurement and administrative law aspects of the implementation of a nationwide toll for heavy goods vehicles.

Notable practitioners

“Generally regarded as one of the most knowledgeable people in the Netherlands in this area,” **Tom Barkhuysen** (see p.1564) enjoys particularly high praise for his broad coverage of public law, often advising national and international market leaders across various industries on appeals against administrative law decisions made by the Dutch state. A client praises his ability “to use his knowledge and authority to convince people in the way that fits the case best.” The highly regarded **Jan Reinier van Angeren** (see p.1585) advises public bodies on administrative and procurement law matters. He also has notable experience assisting clients with subsidy schemes. One client enthuses: “He is very capable in his discipline and always delivers good services.”

Tijn Kortmann (see p.1576) is well regarded for his work on planning and environmental law, advising clients on issues such as environmental nuisance challenges, zoning and environmental permitting matters, waste management and soil contamination issues. He has a strong focus on matters involving nuclear power plants. **Anna Collignon** (see p.1566) advises on a range of planning and environmental law issues, including nature protection legislation, environmental permits, nitrogen emissions regulations and administrative law enforcement proceedings. An interviewee enthuses that she is “one of the

best young lawyers for planning and environmental law.”

Stijl Advocaten

What the team is known for Respected boutique firm with a strong offering in planning and environmental law, assisting clients with zoning plans, environmental permitting matters and nature protection law. Additionally advises on expropriation mandates. Acts for private clients from the energy and real estate sectors, as well as municipalities.

Strengths One interviewee states: “Stijl Advocaten is a real planning and environmental law specialist firm.”

Notable practitioners

Michiel van Driel is a key contact for clients.

Van der Feltz advocaten

See profile on p.1639

What the team is known for Strong practice advising on a broad spectrum of public law and planning and environmental law. Assists developers, municipalities and construction companies with environmental impact assessments, emissions issues and expropriations. Represents clients in litigation concerning zoning plans and environmental permits, as well as non-contentious permit applications. Acts on soil pollution mandates. Additionally experienced in contentious administrative proceedings and compensation claims acting for private and public entities. Also assists with freedom of information requests.

Strengths Reflecting on the firm’s increasing market presence, one interviewee says: “Van der Feltz advocaten has a very impressive practice,” before concluding: “The team has got itself established very nicely.”

Work highlights Advised the Municipality of Zoetermeer on the environmental impact assessment for the construction of 4,500 new houses.

Notable practitioners

Willem Bosma (see p.1565) advises on the full breadth of planning and environmental law, including zoning and permit issues, environmental impact assessments and emissions regulations. Bosma is also well versed in handling contentious proceedings. One client states: “He really thinks along with us,

comes up with opportunities we don’t think about and is very quick to indicate how matters have to be from a legal perspective.”

Other Ranked Lawyers

Daphne Broerse is known for advising on permitting, zoning and tendering matters, particularly for the development of renewable energy projects. She also assists clients with Dutch environmental regulatory mandates, including nature and soil protection regulations.

Petra Heemskerk (see p.1572) regularly acts for bidding and contracting parties on contentious and non-contentious procurement mandates. One client reports that she is “responsive, structured, knowledgeable and assertive.”

The highly regarded **Anne-Marie Klijn** provides excellent planning and environmental law advice to developers on large construction projects, assisting with environmental impact assessments and zoning plans. She also often represents clients in court proceedings, such as noise pollution complaints and permitting disputes.

Maayke Maas-Cooymans advises clients on contentious and non-contentious environmental permitting matters, as well as acting on emissions regulations, zoning plans and waste management matters.

Jochem Spaans is known for advising on the zoning and environmental law aspects of development and redevelopment projects. He also assists clients with domestic and EU environmental regulations. He joined Allen & Overy LLP in February 2021.

The esteemed **Jan Van der Grinten** is respected for his expertise in contentious administrative and constitutional law proceedings covering issues such as freedom of information, government liability, environmental law and media regulation.

Christine Visser is recognised for her work on planning and environmental law, with particular expertise in assisting developers with zoning and permitting matters. She also advises public sector clients on emissions regulations.

Real Estate

The editorial is in alphabetical order by firm name.

AKD

See profile on p.1594

What the team is known for Strong construction practice, advising construction companies, investors, private companies and public sector clients, including hospitals and municipalities. Acts on development and redevelopment projects, as well as contractual matters and construction disputes. Assists with the acquisition of logistics, residential and office properties and with lease agreements. Also offers experience in the developing field of smart real estate.

Strengths A client reports that the lawyers are “easily accessible and able to provide both an expert initial response to requested issues and a very comprehensive and legally sound response.”

Another interviewee appreciates that the team’s advice is “to the point, and questions are answered with precise and easily understandable advice.”

Work highlights Advised VolkerWessels on the Strijp S development project.

Notable practitioners

Marc Wintgens (see p.1593) has a wealth of experience in the construction sector, assisting clients with development projects and litigation matters. “He is a hard worker and is very experienced,” says a source, adding: “He has a helicopter view and an eye for detail. He is a complete, all-round lawyer.” **Taco de Lange** (see p.1568) advises clients on the acquisition of real estate assets, especially within the logistics sector. One client says: “He showed caring, availability and a personal attitude, and took care of everything we needed.”

Frenk Huisman (see p.1574) advises clients on real estate transactions and lease agreements, as

well as assisting with redevelopment projects. One client describes him as “very skilled and thorough in his approach.” **Julian Versmissen** (see p.1591) assists with cross-border real estate transactions and development projects, often involving mixed-use assets. A source describes him as “pragmatic and tactical.”

Allen & Overy LLP

What the team is known for Transaction-driven practice particularly acting on portfolio transactions, as well as assisting clients with lease agreements and development projects. Works closely with the firm’s strong banking and project finance practices to advise on real estate finance matters. Clients also benefit from the firm’s global network of offices to handle cross-border real estate mandates.

Strengths A client reports that the lawyers are “very well prepared and they appreciate that the two sides

Real Estate
Leading Firms
Band 1
Houthoff *
Loyens & Loeff *
Band 2
Allen & Overy LLP
Dentons *
NautaDutilh *
Band 3
AKD *
CMS *
DLA Piper Nederland *
Van Doorne *
Band 4
Lexence *
Stibbe *
Straatman Koster Advocaten *
Band 5
BarentsKrans *
Clifford Chance LLP *
Pels Rijcken *
Eminent Practitioners
Eminent Practitioners
Linnartz Bram Loyens & Loeff *
Leading Individuals
Band 1
van Dijk David Greenberg Traurig, LLP (ORL) ◇ *
Band 2
Raas Wendela Dentons *
van der Meer Hein CMS *
Wanders Paul Dentons *
Band 3
Beenen Bas Osborne Clarke NV (ORL) ◇
Huisman Frenk AKD *
Rooseboom Lonne Loyens & Loeff *
Steenmetser Tomas Lexence
Band 4
Buiter Liesbeth Clifford Chance LLP
Hovius Taco Stijl Advocaten
Koster Wilfried Straatman Koster Advocaten
Lucas Steven Loyens & Loeff *
Oranje Rutger DLA Piper Nederland *
Scholten Arnout CMS *
Straatman Thijs Straatman Koster Advocaten
Van der Marel Leen DLA Piper Nederland *
Versmissen Julian AKD *
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

want to do a deal.”

An interviewee notes that the lawyers “have a focus on solving problems.”

Work highlights Assisted Primark with negotiating a lease and cooperation agreement for a distribution centre.

Notable practitioners

Leon Hoppenbrouwers is highly regarded for his broad practice in the sector. He advises on a wide variety of matters, including acquisitions and sales, development projects and lease agreements. “He can really identify the key issues,” a client says, adding: “He focuses on solutions for the problems presented.”

Alexander van Hövell advises domestic and international companies on complex real estate transactions, as well as leasing and development projects.

BarentsKrans

See profile on p.1596

What the team is known for Advises public and

Real Estate: Leading Notaries
Leading Individuals
Star individuals
Kuiken Jan Cees Houthoff *
Band 1
Groen Wilfred Loyens & Loeff *
Hoppenbrouwers Leon Allen & Overy LLP
Lohman Herman Houthoff *
Band 2
Laenen Monique DLA Piper Nederland *
Ploumen Annerie Van Doorne *
Van der Stok Jurriaan Loyens & Loeff *
Van Rhee Arief NautaDutilh *
Band 3
de Lange Taco AKD *
de Witt Wijnen Cynthia NewGround Law (ORL) ◇
Goedvolk Paul Eversheds Sutherland (ORL) ◇
Koenecke Jeffrey BarentsKrans *
Louwerier Lucas Houthoff *
Meijeren David Quist Geuze Meijeren (ORL) ◇
Associates to watch
van Hövell Alexander Allen & Overy LLP

private sector clients on real estate transactions, including sale and leaseback transactions. Acts on a range of asset classes, including retail premises, office buildings, distribution sites, residential units and hotels. Also assists with development projects, land purchase and contentious matters.

Strengths A client appreciates that the lawyers “deliver good advice in complex legal matters.”

Work highlights Assisted GARBE Industrial Real Estate with the disposal of an office building to Bouwfonds Property Development.

Notable practitioners

Jeffrey Koenecke (see p.1576) advises real estate investment funds on acquiring retail and residential assets, as well as assisting real estate companies with the disposal of commercial properties.

Clifford Chance LLP

See profile on p.64

What the team is known for Advises real estate investors and owners on the acquisition and sale of hotels, office buildings, logistics portfolios and residential units. Also offers experience in the purchase of land for development projects.

Strengths Clients praise the team for its “strong dedication, good service and hard work meeting deadlines, and for being accessible for any question or matter.”

Work highlights Acted for Avignon Capital on the purchase of Holding Hotel Zeestraat Den Haag.

Notable practitioners

Liesbeth Buiter frequently acts for international investors and asset managers on the acquisition of Dutch real estate assets. One pleased source enthuses: “I absolutely rely on her knowledge and her explanations are always very clear.”

CMS

See profile on p.1603

What the team is known for Advises investors and developers on real estate transactions, including sale and leaseback transactions and forward funding transactions. Particularly active in transactions involving commercial and logistics properties. Represents clients in construction liability disputes and contractor disputes, as well as acting on construction contract negotiations. Clients benefit from the firm’s ability to leverage its offices in other jurisdictions, as well as close collaboration with other departments.

Real Estate: Construction
Leading Firms
Band 1
HabrakenRutten *
Houthoff *
Stibbe *
Band 2
AKD *
Rozemond Advocaten *
Straatman Koster Advocaten *
Band 3
CMS *
Severijn Hulshof Advocaten
Six Advocaten *
Stijl Advocaten
Leading Individuals
Band 1
Habraken Peter HabrakenRutten *
Orobio de Castro David Stibbe *
Rutten Sjoerd HabrakenRutten *
Band 2
Bleeker Rob Rozemond Advocaten
Klijn Michel Houthoff *
Van Ee David NautaDutilh *
Wintgens Marc AKD *
Band 3
de Groot Ingmar Stibbe *
Post Wouter Six Advocaten
van den Berg Leendert Severijn Hulshof Advocaten
van Schouwenburg Bas Dentons *

Strengths One client praises the team for being “very hands-on and knowledgeable with a good cooperation between team members.”

Another client adds that the lawyers are “very fast, very skilled and pleasant in communication.”

Work highlights Advised Nuveen Real Estate on its acquisition of a medieval office complex near the Herengracht canal.

Notable practitioners

Hein van der Meer (see p.1587) is praised by clients for being “very deal-oriented, thinking commercially and being very eager to find pragmatic solutions and overcome difficulties to get a transaction done.” He primarily assists investors with transactions in the office and distribution sectors, as well as with retail property. He has notable experience in forward funding transactions. **Arnout Scholten** (see p.1583) advises international investors on transactions involving Dutch commercial and logistics assets. One client describes him as being “very creative in finding solutions” and appreciates that he has a “capability of making sure the deal is done.”

Dentons

See profile on p.1606

What the team is known for Particularly active in commercial tenancy matters, with notable experience in lease agreements and disputes concerning leases. Acts for owners and investors on all aspects of asset sales and acquisitions, particularly within the logistics and residential sectors. Also advises on redevelopment projects. Works closely with the firm’s offices in other jurisdictions, frequently on mandates involving Germany. Team members also have experience in construction matters.

Strengths One client describes the team as “deal-driven and solution-oriented,” and adds that the lawyers “work efficiently, deliver quality and add value.”

Another client appreciates the “open communication between the team and us as client,” and also high-

lights the team's "hands-on mentality."

Work highlights Acted for the Hines Pan-European Core Fund on the purchase of a development project, Pontkade Fase 3.

Notable practitioners

Wendela Raas (see p.1581) advises on real estate transactions and litigation matters, as well as assisting clients with commercial leases and portfolio management. A client notes that she is "very good in communication and expectation management," adding: "She makes you feel that you are her one and only customer." **Paul Wanders** (see p.1592) is well versed in handling cross-border real estate transactions, often in the logistics sector. A client describes him as "knowledgeable, experienced and easy to reach," adding: "He is very solution-oriented, pragmatic and not scared to say when I am wrong." **Bas van Schouwenburg** (see p.1590) advises on major domestic and international construction projects, including infrastructure and mixed-use assets. He also represents clients in litigation concerning construction defects. A source describes him as "really accessible and a nice guy."

DLA Piper Nederland

See profile on p.71

What the team is known for Frequently advises investors on portfolio transactions covering a wide range of asset classes, such as hotels, offices, retail space, residential units and logistics properties. Acts on turnkey transactions and sale and leaseback mandates. Also assists clients with the acquisition of land for development projects. Works closely with the firm's well-regarded banking team to advise on real estate finance matters. Clients also benefit from the firm's global footprint.

Strengths One client describes the team as "knowledgeable, with quick response times, very pleasant to cooperate with and very solution-driven."

Another client states that the lawyers are "a delight to work with."

Work highlights Advised The Carlyle Group on its acquisition of a portfolio of 11 hotels.

Notable practitioners

Monique Laenen (see p.1577) advises international real estate funds on property transactions, including sale and leaseback transactions and turnkey projects. An interviewee describes her as a "very likeable person." **Rutger Oranje** (see p.1580) frequently assists international and Dutch companies with real estate transactions, particularly involving hotels and residential units. Clients appreciate his "verbal communication and commercial insight." **Leen Van der Marel** (see p.1587) enters the rankings this year on the back of a strong work portfolio and positive client feedback, with one client reporting that he is "very commercial and on the ball. He is proactive and will highlight any issues." He frequently acts for investors on the acquisition of hotels, logistics properties and residential assets, as well as advising on the purchase of land for development projects.

HabrakenRutten

See profile on p.1614

What the team is known for Well-regarded boutique advising on project development and construction mandates. Acts for construction consortiums on tender bids, refinancing topics and procurement issues arising within the context of infrastructure PPPs. Represents project owners and contractors in international arbitration and litigation relating to construction projects. Active in the divestment of

sizeable real estate development portfolios.

Strengths Sources say: "For construction, they are very, very strong and a notable name."

Notable practitioners

Peter Habraken (see p.1572) is highly esteemed for representing developers and contractors, offering notable expertise in PPP mandates. He is described by one interviewee as "one of the most profound Dutch construction lawyers" and "a very commercial lawyer." Habraken also has experience in contentious construction matters. **Sjoerd Rutten** (see p.1582) has extensive experience handling a variety of contentious construction and development projects, acting for contractors, sponsors and developers. He is described as a "brilliant lawyer" by a source, who adds: "He has a sharp mind." Rutten also advises clients on construction contracts.

Houthoff

See profile on p.1618

What the team is known for Highly regarded for transactional expertise, advising both Dutch and international clients on large-scale asset deals for office or industrial assets. Strong experience in construction, development and redevelopment projects, frequently for residential and retail property, as well as major infrastructure projects. Broad client base covers real estate funds, joint ventures, developers, Dutch foundations and international investors. Advises clients on PPP and PFI projects, tendering, construction agreements, turnkey sales and environmental and planning issues, as well as representing clients in disputes and safety investigations.

Strengths One client enthuses that "all of the team members clearly put their clients first," and goes on to highlight the team's "pragmatic approach" and "good commercial mindset."

Another client stresses: "The team acts precisely and deliberately, and is completely aware of the scope of work required from them and delivers the required quality in time."

A client also praises the breadth of the firm's practice, praising the team's "excellent litigation strategy and seamless implementation thereof," adding that the "contract drafting is top notch."

Work highlights Acted for CBRE Global Investors on its acquisition from NS Vastgoed of land for the development of 400 residential units.

Notable practitioners

The market-leading **Jan Ceas Kuiken** (see p.1577) has an outstanding reputation for his wealth of expertise in real estate transactions, advising investors and pension funds on transactions involving retail, logistics and office properties. Sources enthuse: "He is one of the best in the Netherlands and is a big hitter in terms of the deals he is on." Another interviewee appreciates that Kuiken is "very much focused on getting the deal done and always looks for a solution to make it happen." **Herman Lohman** (see p.1578) is highly regarded for his expertise in real estate, advising international investors and project developers on transactions involving industrial and commercial assets, as well as on development projects. A client praises him for his "strong understanding of real estate legal matters and his ability to be pragmatic in negotiations," as well as for being "client-focused and commercially minded." **Michel Klijn** (see p.1575) advises developers and joint ventures on construction, PPP and procurement matters, particularly as part of major infrastructure projects. Clients highlight his architecture background, stating: "This gives him a good knowledge of the construction

world, the practical side and the legal side." He is also commended for his ability to handle contentious construction matters. **Lucas Louwerier** (see p.1578) has a wealth of experience in handling real estate transactions for investors, as well as development projects and real estate investment fund matters. One impressed client reports: "He is an experienced deal maker and is always looking for the best and most pragmatic solutions."

Lexence

See profile on p.1624

What the team is known for Advises clients on real estate transactions, often assisting with portfolio transactions and sale and leaseback transactions. Acts for clients on commercial leasing topics. Active in a number of asset classes, including residential property, office buildings and hotels. Also assists clients with property redevelopments and changes to the use of the property.

Strengths A client appreciates that the team "has very good expertise and is very reliable in meeting deadlines and delivering documents."

Another client states: "The lawyers have a very strong and in-depth knowledge throughout all real estate-related legal topics."

Notable practitioners

Tomas Steenmetser advises real estate companies on the divestment of assets. One interviewee notes: "He knows how to negotiate and make his point in a friendly and eloquent manner."

Loyens & Loeff

See profile on p.1625

What the team is known for Market-leading commercial real estate practice with a superb track record in residential, office, retail and logistics transactions, as well as brownfield sites. Regularly acts for investors on acquisitions or sales of high-value real estate portfolios. Earns considerable praise for its real estate-related tax expertise, working alongside the firm's market-leading tax department. Further recognised for its in-house notarial offering. Also offers expertise in redevelopments and turnkey developments.

Strengths A client underlines that "the team as a whole is highly experienced and has tier-one knowledge on a wide range of legal and tax matters," and also appreciates that the lawyers "implement that experience and knowledge pragmatically and efficiently."

Another describe it as "the best firm in the Netherlands for real estate matters."

Work highlights Advised HighBrook Investors on a number of real estate acquisitions and divestments involving commercial and retail assets with a combined value of over EUR800 million.

Notable practitioners

The "highly experienced" **Bram Linnartz** (see p.1578) is praised by one client who enthuses: "His negotiation skills are incredible. If you have him on your side, you will win any negotiation." He has notable experience in real estate transactions. An interviewee appreciates his practical approach, reporting that he "looks at solutions rather than just focusing on the problem." **Wilfred Groen** (see p.1571) has a wealth of experience in handling cross-border real estate transactions involving residential, retail and health-care assets, as well as advising on redevelopment projects. One client notes his "strong legal skills," adding: "He's quick at responding, always provides well thought-out advice and is easy to work with."

Jurriaan Van der Stok (see p.1588) advises on real estate development projects and transactions, including forward-funding acquisitions and turnkey sales. One impressed client enthuses that *“his ever-present oversight and his pragmatic approach at times combine with an ever-present radiation of tranquillity to make it a real pleasure to work with him.”* **Lonne Rooseboom** (see p.1582) acts for private equity companies and other investors on property sales and acquisitions, predominantly involving commercial and retail assets. A source describes him as *“good to work with and knowledgeable.”* **Steven Lucas** (see p.1578) represents clients in domestic transactions involving commercial, hospitality and residential real estate.

NautaDutilh

See profile on p.1627

What the team is known for Often identified as a strong choice for foreign investors looking either to acquire or to dispose of Dutch commercial and residential real estate assets. Also acts on transactions involving logistics and retail properties. Experienced handling real estate transactions structured as share deals and sale and leaseback transactions. Additionally advises on lease agreements. Team members also have experience in construction projects.

Strengths One client reports that it is *“a well-coordinated team with a lot of internal expertise.”*

The team receives further praise from a client for being *“highly responsive, personable and diligent.”*

Work highlights Represented PFO2 and PERIAL Asset Management in the acquisition of the Adam Smith Building.

Notable practitioners

David Van Ee (see p.1588) advises clients on development and procurement law matters. He also can assist with PPP issues. Market insiders note that he is a *“very knowledgeable lawyer.”* **Arief Van Rhee** (see p.1590) assists clients with the disposal of real estate assets, particularly portfolios of residential properties.

Pels Rijcken

See profile on p.1630

What the team is known for Benefits from a strong reputation for assisting Dutch public bodies with real estate transactions or developments. Advises private companies on negotiation of leases and the disposal of real estate investments through structured sale processes. Also handles contentious planning law matters.

Strengths A client reports: *“The proactive and problem solving-oriented attitude is highly appreciated.”*

Work highlights Assisted Woonstichting Stek with the sale of the SassemBourg complex.

Notable practitioners

René Spit is a key contact for clients.

Rozemond Advocaten

What the team is known for Renowned boutique with a focus on construction-related litigation, including disputes around FIDIC and DBFM contracts. Advises on procurement disputes and contentious matters relating to construction defects. Acts for architects, contractors and engineers. Often handles matters involving transport infrastructure or hydraulic engineering.

Strengths One source describes the team as *“excellent lawyers,”* adding that they are *“hands-on and very knowledgeable.”*

Another interviewee enthuses: *“It is a very well-respected construction litigation firm.”*

Notable practitioners

Rob Bleeker is praised as *“an excellent lawyer in the field of construction”* by a source, who adds: *“He has extensive knowledge of construction and procurement law.”* Another interviewee regards him as *“one of the best”* for construction litigation. He often represents clients in procurement disputes.

Severijn Hulshof Advocaten

What the team is known for Compact construction boutique which is highly rated for its specialist advice on procurement and contractual matters. Additionally represents clients in construction litigation and arbitration, including liability disputes.

Strengths One client describes the lawyers as *“dynamic, responsive, capable, and they know what they are talking about, both legally as well as technically.”*

Another client stresses that *“the lawyers are very accurate and well informed about the specific regulations.”*

Notable practitioners

Leendert van den Berg is recognised for his experience in handling construction disputes and contractual matters. A client commends him for being *“very thorough and comprehensive in his analysis,”* adding: *“He is always able to explain it in an easy-to-understand manner.”*

Six Advocaten

See profile on p.1633

What the team is known for Assists developers and public sector clients with urban redevelopment and infrastructure projects. Acts on permitting mandates, including zoning, planning and environmental issues. Additionally represents clients in construction disputes, such as contract terminations and liability claims. Advises clients on tender procedures.

Strengths One client describes the team as *“high-quality, easily approachable and quick to get to the point.”*

Another client notes that it is a *“pleasant and approachable firm to work with,”* and highlights that the lawyers are *“service-oriented and responsive.”*

Work highlights Represented Yisheng Development in the design and construction of a student accommodation complex.

Notable practitioners

Wouter Post advises on the full spectrum of construction matters, assisting with urban redevelopments and the construction of shopping centres and infrastructure projects. An interviewee describes him as *“a talented construction lawyer.”*

Stibbe

See profile on p.1635

What the team is known for Well reputed for advising sponsors, lenders and contractors on high-profile PPP and PFI projects, particularly those involving transport and healthcare infrastructure. Notable expertise in tendering procedures and DBFM contracts. Additionally represents clients in construction disputes. Acts for clients on property transactions, as well as leasing and portfolio management. Offers notable experience advising on real estate finance matters.

Strengths Clients appreciate that the team is *“approachable and thinks of solutions with an eye for detail and the whole picture of a specific matter.”*

Another client stresses that the lawyers are

“hands-on, intelligent and diligent,” and adds: *“They understand the needs of our business and provide useful and practicable advice.”*

Work highlights Acted for Macquarie Capital as sponsor on the tendering, financing and contracting of the A9 Badhoevedorp–Holendrecht PPP project.

Notable practitioners

David Orobio de Castro (see p.1580) is an esteemed figure with market-leading experience in PFI and PPP infrastructure projects, advising lenders and sponsors. He also acts on DBFM agreements, tendering procedures and the acquisition of land for development. A client particularly singles out his *“experience”* and his *“charisma.”* **Ingmar de Groot** (see p.1567) advises clients on PPP developments and DBFM contracts, acting for a range of clients including sponsors, developers, corporate clients and educational bodies. A client states: *“He always stays in control and understand complex processes and negotiations.”*

Stijl Advocaten

What the team is known for Boutique real estate firm advising contractors and developers, as well as public sector bodies, on construction law. Assists with procurement and contractual matters. Acts for clients on PPP projects. Additionally represents clients in contentious matters, including liability claims.

Strengths An interviewee highlights the firm’s *“good reputation in zoning and planning matters.”*

Notable practitioners

Taco Hovius has extensive experience assisting developers, investors and municipalities with contentious and non-contentious urban redevelopment matters.

Straatman Koster Advocaten

See profile on p.1636

What the team is known for Particularly active in non-contentious construction mandates, with notable experience advising both public sector clients and private companies on the negotiation of contracts for urban redevelopment and transport infrastructure projects. Additionally represents clients in contractor disputes. Assists with the sale and purchase of land, as well as residential and commercial assets. Also advises on the negotiation of lease agreements, zoning and environmental issues and the energy labelling of properties.

Strengths A client appreciates that the team *“can work well under time pressure and work things out very precisely.”*

Another client reports that the lawyers are *“very sharp, have the expertise and knowledge in this area of law, and are always reachable and quick to respond.”*

Work highlights Advised A-Lanes A15 on the construction of Botlek Bridge and the reconstruction of the highway.

Notable practitioners

Wilfried Koster handles a range of transactional mandates, involving commercial and residential assets, as well as land for development. One source says: *“He is smart, pragmatic and accessible,”* while a client reports that *“he is good at translating the legal world into the real world.”* **Thijs Straatman** is best known for his expertise in construction law, assisting clients with urban developments and construction arbitration.

Van Doorne

See profile on p.1640

What the team is known for Advises investors on

portfolio and single-building transactions across a range of asset classes, including commercial, residential, retail and logistics. Assists with development projects. Acts for clients on cooperation agreements and portfolio management matters. Works alongside the firm's banking team on real estate financing mandates.

Strengths One client highlights that the team is "able to handle larger transactions efficiently and provides very good, pragmatic advice."

Another client says that "Van Doorne is able to adapt and always has a solution-oriented approach."

Work highlights Assisted BentallGreenOak with the sale of its logistics portfolio to PATRIZIA.

Notable practitioners

Annerie Ploumen (see p.1581) advises clients on real estate transactions, development projects and

cooperation agreements. A client enthuses: "She is very pragmatic, sharp, easy to reach and can advise objectively."

Other Ranked Lawyers

Bas Beenen assists clients with a range of real estate transactions and development projects. A client appreciates his commercial approach and reports that he "looks for solutions and is practical and responsive."

Cynthia de Witt Wijnen is well regarded for her commercial transaction expertise, handling sale and leaseback agreements for her clients, as well as advising on property acquisition. A client particularly appreciates that she "fights to achieve the best result

for her clients without ruining the deal."

Paul Goedvolk is experienced in handling real estate transactions and leasing negotiations. A client reports that it is "always a pleasure to work with him, because he knows what I want and what my company wants and he knows how to get the deal."

David Meijeren assists clients with a range of property acquisition and development matters in the Netherlands.

David van Dijk (see p.1588) acts on the full range of financing, development and transactional matters, in addition to real estate litigation. One client enthuses: "His ability to combine legal excellence with a deep understanding of our business and commercial risk profile really sets him apart."

Restructuring/Insolvency

Restructuring/Insolvency	Restructuring/Insolvency	Restructuring/Insolvency: Administration
Leading Firms	Leading Individuals	Leading Individuals
Band 1	Band 1	Band 1
Allen & Overy LLP	Hofland Jelle <i>Clifford Chance LLP</i>	Van AnDEL Willem Jan <i>Wijn & Stael</i>
Clifford Chance LLP *	Jansen Sigrid <i>Allen & Overy LLP</i>	Verhoeven Frédéric <i>Houthoff *</i>
Houthoff *	Van Galen Robert <i>NautaDutilh *</i>	Band 2
NautaDutilh *	Verhoeven Frédéric <i>Houthoff *</i>	Berkenbosch Jasper <i>Jones Day *</i>
Band 2	Band 2	Groenewegen Marcel <i>CMS *</i>
De Brauw Blackstone Westbroek *	Broeders Michael <i>Freshfields Bruckhaus Deringer LLP *</i>	van Zanten Marc <i>CMS *</i>
Freshfields Bruckhaus Deringer LLP *	Tollenaar Nicolaes <i>RESOR NV</i>	Band 3
RESOR NV	Van AnDEL Willem Jan <i>Wijn & Stael</i>	De Coninck-Smolders Hanneke <i>Florent</i>
Stibbe *	van Hees Toni <i>Stibbe *</i>	de Roy van Zuidewijn Barend <i>AKD *</i>
Wijn & Stael *	Zijderveld Christiaan <i>Houthoff *</i>	Jongepier Wouter <i>Dentons *</i>
Band 3	Band 3	Van de Meent Kees <i>Florent</i>
AKD *	Kortmann Lucas <i>RESOR NV</i>	van Hees Toni <i>Stibbe *</i>
CMS *	Kuipers Paul <i>Linklaters *</i>	Windt Marcel <i>Windt Le Grand Leeuwenburgh (ORL) ◇</i>
Dentons *	Molhuysen Marc <i>DLA Piper Nederland *</i>	Band 4
DLA Piper Nederland *	Rumora-Scheltema Barbara <i>NautaDutilh *</i>	Peters Paul <i>AKD *</i>
Florent *	Struycken Teun <i>NautaDutilh *</i>	van der Schee Alice <i>Van Benthem & Keulen (ORL) ◇</i>
Jones Day *	van Gasteren Ilse <i>Clifford Chance LLP</i>	van Hooff Job <i>Stibbe *</i>
Linklaters *	van Hees Jako <i>RESOR NV</i>	Zetteler Noor <i>Wijn & Stael</i>
Loyens & Loeff *	Vroom Vincent <i>Loyens & Loeff *</i>	Up-and-coming individuals
* Indicates firm / individual with profile.	Band 4	de Groot Marlous <i>CMS *</i>
◇ (ORL) = Other Ranked Lawyer.	Harmens Karen <i>TOON Advocaten (ORL) ◇</i>	
Alphabetical order within each band. Band 1 is highest.	Hengst Ferdinand <i>De Brauw Blackstone Westbroek *</i>	
	Spinath Ilan <i>RESOR NV</i>	
	van Gangelen Barbara <i>Houthoff *</i>	
	van Hooff Job <i>Stibbe *</i>	
	Vermaire Remco <i>Wijn & Stael</i>	
	Vriesendorp Reinout <i>De Brauw Blackstone Westbroek *</i>	
	Zetteler Noor <i>Wijn & Stael</i>	
	Up-and-coming individuals	
	Hoogenboezem Krijn <i>Dentons</i>	
	Orval Marc <i>NautaDutilh *</i>	

Band 1

Allen & Overy LLP

What the team is known for Market-leading firm with a broad coverage of all restructuring and insolvency law issues, often acting for national and international clients from the banking and finance, transportation and retail industries, as well as public bodies. Particular expertise in complex financial restructurings, including debt and equity swaps and balance sheet restructurings. Experienced in handling litigation concerning collateral damages claims and expropriation claims. Further expertise encompasses advice on liquidity measures. Close collaboration with the firm's strong international network makes it a top choice for cross-border mandates.

Strengths One client enthuses: "Allen & Overy is really hands-on, and what the team does perfectly is to take on a deal and lead it to the end. Allen & Overy

is not just a legal counsel but your counsel and adviser throughout the deal."

Another client reports that it is a "strong restructuring team, with likeable, down-to-earth people."

An interviewee praises the team's ability to handle cross-border restructurings, reporting that the lawyers "did an excellent job."

Work highlights Advised IHC Merwede on the cross-border restructuring of a EUR1.5 billion syndicated facilities agreement.

Notable practitioners

Market leader **Sigrid Jansen** is highly regarded for advising borrowers and lenders on high-profile cross-border restructurings. Appreciating her business-oriented attitude, one client enthuses: "Jansen takes a very commercial approach which ensures deals get done, and she makes sure the advice you are given is very well thought through," before stressing: "I'm always very comfortable in her hands because I know deals will happen." Another client highlights that she is "technically strong but also pragmatic and takes good care of her clients' interests."

Clifford Chance LLP

See profile on p.64

What the team is known for Highly regarded firm advising on a broad range of restructuring and insolvency issues, acting predominantly for lenders on large cross-border restructurings of indebted companies, as well as emergency financing and support packages. Also noted for assisting debtors with the

full spectrum of restructurings and financing agreements with creditors. Additional expertise encompasses English law schemes of arrangement and enforcement processes. Cooperates closely with its London office and benefits from an excellent international network which renders the firm a top choice for globally active clients.

Strengths One client explains that the team is “strong, pragmatic and on top of matters,” and adds: “The team belongs at the top of the market.”

Another client appreciates that the team is “practical, proactive and flexible when mandates need to be finalised,” before adding that the lawyers “provide valuable support when we need to carefully decide on and execute a strategic approach.”

Work highlights Advised a consortium of banks, including ABN AMRO, Rabobank and ING on the financial support package for KLM Royal Dutch Airlines in connection with the Dutch state’s financing guarantee.

Notable practitioners

The well-regarded **Jelle Hofland** advises both lenders and debtors on public-private support packages, emergency financing and complex multi-jurisdictional restructurings. He offers further expertise in litigation concerning bankruptcy. One interviewee says: “I like working with Hofland as he is really able to pull together a group.” **Ilse van Gasteren** offers expertise in complex restructuring mandates, schemes of arrangements and enforcement proceedings. She advises financial institutions, as well as national and international debtors.

Houthoff

See profile on p.1618

What the team is known for Outstanding team with capabilities across the full breadth of restructuring and insolvency law, as well as administration work and acting as bankruptcy trustee. Regularly advises both debtors and creditors, as well as public authorities, on high-profile, complex cross-border restructurings including debt and equity swaps and wind-downs. Well versed in handling litigation concerning expropriation compensation, liability claims and transaction avoidance. Further noted for advising on compensation frameworks. Assists a client roster ranging from national retailers to international banks with coronavirus-related financial distress.

Strengths Highlighting the firm’s ability to handle cross-border matters, one client underlines that the team “offers the same high-quality services, communication and dedication to international clients.”

Another client reports that the lawyers are “very diligent, thoughtful, knowledgeable and flexible, as well as result-driven.”

Work highlights Acted for the Kroonenberg Groep on contentious proceedings regarding transaction avoidance and liability claims.

Notable practitioners

The highly esteemed **Frédéric Verhoeven** (see p.1591) advises on the full spectrum of restructuring and insolvency law, with a strong focus on assisting creditors with restructurings. He is also highly respected as an administrator. Underlining the strong cooperation, one client enthuses: “Verhoeven is a strategic thinker. If he says something or approaches a problem, it’s with really in-depth knowledge and a really good view on how to achieve results.” **Christiaan Zijdeveld** (see p.1593) is regularly mandated by debtors and creditors from various industry sectors for complex restructuring cases. He offers further expertise in litigation concerning expropriation and compensation

claims. One client appreciates that Zijdeveld “offers strategic skills and in-depth insolvency and legal knowledge, including a sense of market developments and changing circumstances. He also provides a proactive attitude.” **Barbara van Gangelen** (see p.1588) assists clients with comprehensive restructurings. She also has experience in contentious cases.

NautaDutilh

See profile on p.1627

What the team is known for Top-tier firm with a large dedicated team acting across the full spectrum of restructuring and insolvency law. Offers particular expertise for high-profile creditors and debtors in complex restructurings, including pre-packaged arrangements, payment suspensions and divestments. Also well regarded for its work on litigation concerning alleged damages suffered by creditors, accounting irregularities and distribution entitlements. Further assists with coronavirus-related financial distress. Clientele includes market-leading national and international financial institutions, as well as clients from the public sector. Able to handle cross-border mandates thanks to the firm’s network of regional offices.

Strengths A client appreciates that the lawyers “show a good understanding of the matter, are thoughtful and strategic and very diligent.”

One client says: “In a highly complex and tense situation, the team managed to keep its head cool and composed and to guide clients through.”

Work highlights Advised a consortium of leading national and international banks, including ABN AMRO, Deutsche Bank, Lloyds and Nationale Borg, on the restructuring of its financing package for IHC Merwede.

Notable practitioners

The highly respected **Robert Van Galen** (see p.1588) is renowned for his work on complex cross-border restructurings, advising prestigious creditors and debtors. He further offers expertise in contentious matters concerning claims for damages. Noting his experience, one client enthuses that he “is super-knowledgeable and very much a guru in the area.” **Barbara Rumora-Scheltema** (see p.1582) is regularly consulted by clients from various industry sectors for large restructuring cases including wind-downs of active companies and private enforcement sales. A client describes her as a “strong leader who is knowledgeable and offers good strategic oversight.”

Teun Struycken (see p.1585) advises on restructuring processes, financing write-downs and distressed M&A. One client reports that Struycken is “a very strong lawyer with a cool and composed demeanor and who always goes straight to the core of the case in questions,” before highlighting: “He also knows very well when to lean in and when to lean back.” **Marc Orval** (see p.1580) enters the rankings on the back of positive client feedback, with one reporting that he has “a very good overall sense of any given deal and manages things very calmly and effectively,” and adds that “to have a cool, calm head like Marc Orval is a major advantage.” He advises creditors and debtors on restructurings and suspension of payment proceedings.

Band 2

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Well-established corpo-

rate restructuring firm with a prestigious clientele. Regularly advises on large cross-border financial restructurings, acting predominantly for national and international debtors across various industries. Has additional experience representing lenders. Offers expertise in English schemes of arrangement, US Chapter 15 recognition proceedings and Dutch security enforcement procedures. Also well respected for acting for clients on litigation concerning bankruptcy liability. Further handles matters under the cross-border insolvency protocol.

Strengths A client highlights the firm’s ability to handle multi-jurisdictional matters thanks to its “well-established relationships with law firms abroad,” and adds that the team’s “service is excellent.”

Another source reports that the team is “great” and particularly appreciates that it is made up of “smart, commercial lawyers.”

Work highlights Acted as lead counsel on the global financial restructuring of HEMA.

Notable practitioners

Ferdinand Hengst (see p.1573) enters the rankings due to his expertise in high-profile, complex restructuring mandates for debtors and shareholders across various industry sectors. An interviewee enthuses that Hengst is “excellent.” **Reinout Vriesendorp** (see p.1592) is recognised on the market for his role in large, multi-jurisdictional restructurings, often acting for debtors from the retail and transportation sectors. He also represents clients in disputes concerning the enforcement of collateral.

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Well-respected international firm with a focus on complex restructuring and insolvency cases. Noted for its advice on cross-border restructurings, often acting for lenders and guarantors, as well as representing debtors from a number of industries. Regularly assists with shareholder negotiations, contingency plans and loan agreements. Experienced in litigation regarding the establishment of creditor committees, claim validation disputes and relief proceedings. Also noted for advising on the acquisition, restructuring and subsequent liquidation of distressed companies by investors. Collaborates closely with the firm’s offices in other jurisdictions on cross-border mandates.

Work highlights Advised Alteri Investors on the acquisition, restructuring and liquidation of the insolvent company Intertoyo.

Notable practitioners

Michael Broeders (see p.1566) predominantly advises creditors on large restructurings of debtors from a variety of industries and jurisdictions. He also assists clients with distressed M&A transactions and insolvency disputes. An interviewee reports that Broeders is “very nice to work with.”

RESOR NV

What the team is known for Boutique firm with a strong team and expertise in all restructuring and insolvency matters. Particularly well respected for its strength in litigation regarding restructurings, the role of trustees and the foreclosure of shares, as well as disputes arising from nationalisations. Experienced in Supreme Court cases. Further assists with settlement negotiations and pre-packed M&A, controlled wind-downs and refinancing. Noted for its advisory work on distressed transactions, including real estate portfolio acquisitions. Regularly caters for clients from the financial services sector, as well

as from the IT and retail sectors.

Strengths Several commentators highlight the firm's ability to handle contentious matters, with one client underlining that the team is "particularly well equipped for insolvency-related litigation."

Another client appreciates that the team's "approach to clients is very friendly, pragmatic and thorough."

Work highlights Represented Ironshield Capital Management as part of the ad hoc committee of noteholders in contentious proceedings regarding the restructuring of the HEMA Group.

Notable practitioners

Nicolaes Tollenaar advises on a broad range of issues including controlled wind-downs, complex restructurings and distressed M&A, acting for national and international clients. One client says: "Tollenaar is very savvy, the type of lawyer who you know can get things done." **Lucas Kortmann** is well regarded on the market for his work on contentious and non-contentious restructurings, covering issues such as the foreclosure of shares, insolvency litigation and security documents. He has experience acting for both lenders and debtors. **Jako van Hees** is respected for advising on restructurings and contentious insolvency matters on behalf of trustees and ad hoc committees. **Ilan Spinath** regularly acts on contentious matters concerning creditor rights and the implications of nationalisations. He also assists clients with distressed acquisitions.

Stibbe

See profile on p.1635

What the team is known for Well-respected team with a strong coverage of bankruptcy and insolvency mandates, representing debtors and creditors across various industries. Esteemed for its role as bankruptcy trustee in large cross-border cases. Offers expertise in debt and equity restructurings, national bailouts and insolvency investigations. Further recognised for representing clients in litigation concerning trustee issues, as well as summary proceedings regarding the prevention of restructuring measures. Also assists public entities with the acquisition of distressed companies of strategic relevance.

Strengths One client appreciates that "Stibbe did great work in guiding us through the process of defining and negotiating restructuring options."

Reflecting on the team's role as court-appointed administrators, an interviewee confirms: "Stibbe has a strong administration team."

Work highlights Acted as a court-appointed silent administrator for DigiTran Innovations and as bankruptcy trustee to PomGen Holdings, one of DigiTran's shareholders.

Notable practitioners

Toni van Hees (see p.1589) advises clients on distressed M&A transactions, liability disputes and damages claim proceedings. He is also respected for his role as a bankruptcy trustee. He acts for professional services clients, as well as public sector clients and board members. **Job van Hooff** (see p.1589) advises national and international clients on cross-border restructurings, schemes of arrangement and insolvency investigations. He also is increasingly recognised for his role as bankruptcy trustee. Appreciating his handling of the mandate, one client explains: "What specifically makes him stand out is his strong business sense and awareness of the internal alignment and justification that in-house counsel need to go through in these matters. This enables him to understand what kind of information is important to us and how to present that information," adding:

"He really gave me the feeling I was not alone in this matter."

Wijn & Stael

See profile on p.1646

What the team is known for Excellent firm known for its holistic offering representing both debtors and creditors, as well as its role as administrator in high-profile bankruptcy cases. Regularly acts as court-appointed trustee on insolvency and bankruptcy cases for clients from the healthcare and retail sectors. Further noted for its expertise in litigation concerning insolvency liability and relief proceedings. Experienced in handling high-profile proceedings in front of the Supreme Court concerning the determination of trusteeship prerogatives. Also assists with insolvency investigations, trustee negotiations and restructurings.

Strengths An interviewee reports: "The cooperation is clearly very constructive with Wijn & Stael."

Highlighting the firm's strength as administrators, a client underlines that "Wijn & Stael's insolvency practice has a strong reputation, especially when it comes to trustee appointments."

Work highlights Acted as bankruptcy trustee for Montagny, involving the successful relaunch of the company.

Notable practitioners

Market leader **Willem Jan Van Andel** regularly acts as a bankruptcy trustee and has strong expertise in the restarting of companies. He is also well respected on the market for his expertise in cross-border restructurings and insolvency negotiations with shareholders. One interviewee proclaims that he "is top in the Netherlands for administration work," adding that "he's really outstanding." **Remco Vermaire** is noted for acting on cross-border restructurings, preliminary relief proceedings, internal investigations and insolvency liability issues. Additionally, he advises on strategic operational decisions and settlement negotiations. **Noor Zetteler** is regularly consulted by national and international clients regarding liability issues and internal investigations. She also acts as a trustee on bankruptcy cases. One interviewee enthuses: "She is hands-on and able to combine complex legal issues with financial aspects that are important to businesses."

Band 3

AKD

See profile on p.1594

What the team is known for Solid firm recognised for its experience as administrator in high-profile insolvency cases throughout the Netherlands. Regularly appointed by courts, the team also offers significant strength in cross-border bankruptcy and insolvency cases. Known for acting for clients from various sectors including shipping, fashion and finance. Also assists creditors and debtors with insolvency proceedings and liability litigation across the European Union and the US. Additionally represents clients in negotiations with trustees and in the sale of distressed assets.

Strengths One interviewee says: "AKD provides excellent services, is always available and keeps things running with high speed."

Work highlights Acted as bankruptcy trustee for the shipyard 'De Donge'.

Notable practitioners

Barend de Roy van Zuidewijn (see p.1569) is known

for his experience as a court-appointed administrator in high-profile insolvency cases, acting for clients in the shipping, fashion and real estate sectors. An interviewee highlights his "very good managerial skills and capabilities." **Paul Peters** (see p.1580) is respected on the market for his expertise as an administrator in complex cases across various industry sectors, including shipping, real estate and technology.

CMS

See profile on p.1603

What the team is known for Well-respected firm with strong expertise in administration work. Regularly mandated by courts as trustees for large and politically sensitive bankruptcy cases covering various sectors, including fashion, media and healthcare. Also assists with stakeholder negotiations and insolvency investigations. Further noted for its advisory work on cross-border refinancing and restructurings, assisting clients with distressed transactions, securities and improvements to liquidity. Also acts for clients on contentious proceedings, including stakeholder disputes and asset seizures.

Strengths A client endorses the team's "knowledgeable, experienced and pragmatic approach."

Work highlights Acted as appointed trustee on the bankruptcy proceedings of the Swets & Zeitlinger Group, involving litigation in front of the Supreme Court.

Notable practitioners

Marcel Groenewegen (see p.1571) is regularly appointed by courts as trustee and administrator in large cross-border bankruptcy cases, often assisting clients from the publishing industry. **Marc van Zanten** (see p.1590) acts as a bankruptcy trustee for clients from the healthcare and fashion sectors. **Marlous de Groot** (see p.1568) offers experience as a court-appointed administrator in complex bankruptcy proceedings in the fashion and healthcare sectors.

Dentons

See profile on p.1606

What the team is known for Well-respected firm with expertise as administrator and trustee, often appointed by courts in high-value proceedings. Regularly acts as trustee and administrator on cross-border bankruptcy cases, covering industry sectors such as media and shipping. Offers expertise in comprehensive debt restructurings, including debt transfers, terminations of joint ventures and liquidations, as well as proceedings under the Dutch scheme of arrangement. Also assists with US Chapter 11 proceedings, distressed M&A and settlement negotiations. Clients benefit from the firm's strong international network.

Strengths A client appreciates that the firm's lawyers are "sharp, accessible and good at shifting gears when necessary," further adding: "Dentons provides crystal-clear advice."

Work highlights Acted as court-appointed administrator for Estro Kinderopvang, including on a dispute around recourse claims for payments to former employees and an insolvency investigation.

Notable practitioners

Wouter Jongepier (see p.1574) is respected on the market for his work as an administrator and trustee in longstanding and complex bankruptcy cases for clients from the media, energy and healthcare sectors. One client comments: "Jongepier is a very experienced and pragmatic expert who is also proactive and

creative.” **Krijn Hoogenboezem** regularly assists with complex restructurings, including Chapter 11 proceedings, bankruptcy proceedings and wind-downs. A client reports that Hoogenboezem is “always one step ahead and sees what problems there are before they happen,” and adds that he is “a true business partner and understands what we need and what we’re looking for.”

DLA Piper Nederland

See profile on p.71

What the team is known for Reputable international firm with a broad coverage of bankruptcy and insolvency issues. Advises on cross-border restructurings, including debt restructurings and rescue financing agreements. Regularly assists with distressed transactions, asset purchase agreements and bank guarantees, as well as carve-outs. Also offers expertise in insolvency planning and financial liability. Strong international network serves debtors and creditors from the banking, retail and technology sectors.

Strengths One client reports: “We have a very favourable impression of DLA Piper and would highly recommend the team,” and goes on to opine: “We regard the lawyers as the go-to guys in their field of expertise.”

Work highlights Advised Amtech on the restructuring of its operations across Europe and Asia, involving management buyouts in France and the Netherlands.

Notable practitioners

Marc Molhuysen (see p.1579) regularly assists clients with schemes of arrangement, distressed transactions, liability claims and settlement negotiations. A client reports that Molhuysen is “proactive, gives sound advice and understands both the law and business reality.”

Florent

See profile on p.1613

What the team is known for Offers a particular focus on administration work with experience in cross-border matters. Regularly mandated by courts as trustees and administrators in the bankruptcy proceedings of retail stores and restaurants, as well as fashion and financial services companies. Also assists with internal investigations into insolvencies, liability assessments, voluntary administration processes and asset sale and recovery. Further expertise encompasses payment suspensions, employment law advice to administrators, debt restructuring and contingency planning.

Strengths One client praises the team’s “pragmatic and outstanding services,” and adds that the team “supported us in an excellent way during a turbulent period.”

Work highlights Acted as court-appointed administrator for V&D on bankruptcy proceedings, including assisting with proceed distribution.

Notable practitioners

Hanneke De Coninck-Smolders is an experienced administrator and liquidator, often acting on bankruptcy proceedings in the retail, fashion and hospitality and leisure sectors. One client describes her as “pragmatic and solution-driven,” while another appreciates that she is “always open for new alternatives and insights.” **Kees Van de Meent** regularly acts as trustee and administrator on complex insolvency and bankruptcy proceedings across industry sectors such as retail, hospitality, construction and fashion. He also assists other administrators with asset recoveries.

Jones Day

See profile on p.79

What the team is known for Well-known practice group with experience as court-appointed administrators for complex and often multi-jurisdictional restructuring and insolvency cases. Acts for debtors and creditors on debt restructurings, security enforcement proceedings, expropriations and Chapter 15 proceedings. Clients benefit from a large network of international offices.

Work highlights Acted as court-appointed administrator for Oi Brasil Holdings Cooperatief during the global restructuring of the Oi Group.

Notable practitioners

Jasper Berkenbosch (see p.1564) often acts as a court-appointed administrator and trustee on large cross-border restructuring and insolvency proceedings for distressed companies from the paper, telecommunications and retail industries. An interviewee reports that Berkenbosch is “very deal-oriented and knows what he’s doing.”

Linklaters

See profile on p.84

What the team is known for Well-respected firm known predominantly for acting for creditors from the banking and finance sector on restructurings and financing issues. Utilises its strong international network to assist with cross-border distressed corporate reorganisations and insolvency proceedings.

Works closely with the firm’s banking and finance practice to provide clients with a full-service offering.

Notable practitioners

Paul Kuipers (see p.1577) advises debtors and creditors on the full breadth of restructuring and insolvency issues, including debt and equity restructurings and workouts. He further assists clients with insolvency-related litigation.

Loyens & Loeff

See profile on p.1625

What the team is known for Reputable firm with a holistic offering to both creditors and debtors in complex restructuring and insolvency cases with a focus on cross-border restructurings and refinancing. Also assists with stakeholder negotiations, internal investigations and funding issues following company restructurings. Noted for acting on contentious insolvency proceedings and creating multiparty deleveraging plans for sustainable company financing. Collaborates closely with the firm’s market-leading tax department.

Work highlights Advised QGOG Constellation on the Dutch and Luxembourgish legal aspects of its global restructuring.

Notable practitioners

Vincent Vroom (see p.1592) rises in the rankings due to his expertise in complex multiparty deleveraging plans, global restructurings and bankruptcy mandates, often acting for both ad hoc creditor groups and debtors. One interviewee appreciates that “in a difficult restructuring negotiation he is very nice to work with.”

Other Ranked Lawyers

Karen Harmsen advises on restructuring and insolvency issues, including offering experience in contentious court proceedings. She also assists with directors’ and auditors’ liability proceedings.

Alice van der Schee offers experience as a court-appointed administrator with a particular focus on asset liquidation. She also assists with asset recoveries.

Marcel Windt regularly acts as an administrator, assisting with issues such as asset liquidation and bankruptcy proceedings in high-value or politically sensitive cases.

Tax

Tax
Leading Firms
Band 1
Loyens & Loeff *
Band 2
Allen & Overy LLP
Baker McKenzie
De Brauw Blackstone Westbroek *
Freshfields Bruckhaus Deringer LLP *
Houthoff *
Stibbe *
Band 3
Atlas Tax Lawyers *
Clifford Chance LLP *
DLA Piper Nederland *
Hamelink & Van den Tooren *
NautaDutilh *
Band 4
AKD *
Buren N.V. *
CMS *
Dentons *
Jones Day *
Linklaters *
Van Campen Liem *
Van Doorne *
Leading Individuals
Band 1
Derckx Guido Loyens & Loeff *
Hofland Dick Linklaters *
Molenaars Michael Stibbe *
Sleurink Paul De Brauw Blackstone Westbroek *
van der Stok Eelco Freshfields Bruckhaus Deringer LLP *
Band 2
Kinnegim Godfried Allen & Overy LLP
Sunderman Michiel Clifford Chance LLP
van der Weijden Maarten De Brauw Blackstone Westbroek *
Band 3
Blom Nico NautaDutilh *
de Bruin Maarten Stibbe *
de Lignie Marco Loyens & Loeff *
Dijkstra Wiebe De Brauw Blackstone Westbroek *
Dikmans Sylvia Houthoff *
Russo Antonio Baker McKenzie
Warner Chris NautaDutilh *
Band 4
Beckers Roderik Loyens & Loeff *
Berger Lodewijk Jones Day *
Bongaerts Willem Bird & Bird (ORL) ◇
de Boer Reinout Stibbe *
Distaso Marcello Van Campen Liem
Greeven Cees-Frans Buren N.V. *
Kin Jochem VANLOMAN (ORL) ◇
Louwinger Anton CMS *
Scheer Erik Baker McKenzie
Smits Jeroen Stibbe *
Snel Jan L N Baker McKenzie
van Asbeck Ewout Van Doorne *
van de Wetering Gesina Van Campen Liem
van den Tooren Jan Hamelink & Van den Tooren
van der Paardt René AKD *
van Ilzinga Veenstra Ate Jones Day *
Vosse Wouter Hamelink & Van den Tooren
Zoetmulder Bartjan Loyens & Loeff *
Up-and-coming individuals
Arends Daan DLA Piper LLP *
Bondrager Rens Allen & Overy LLP
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Loyens & Loeff

See profile on p.1625

What the team is known for Highly experienced firm with a broad coverage of expertise across the Benelux region. Leading team on a range of contentious and advisory tax matters, including transfer pricing and withholding tax. Also boasts notable experience on the tax aspects of transactions, assisting clients with M&A-related tax matters and cross-border restructurings. Represents clients from a broad range of sectors, including a number of high-profile financial sector companies.

Strengths Clients underline the firm's commercial acumen, one saying that "across the board they're extremely service-oriented," before adding: "They are able to do things very quickly."

Another simply states: "Their services are excellent."

Work highlights Advised Orange on the tax aspects of its acquisition of SecureLink.

Notable practitioners

The "fabulous" **Guido Derckx** (see p.1570) is noted for his longstanding history of advising prominent clients on tax matters. He offers particular expertise in contentious mandates. **Marco de Lignie** (see p.1568) moves up in the rankings following a formidable work portfolio. He leads the investment funds team and is highly respected for his tax-related work in this area. **Roderik Beckers** (see p.1564) has a prominent practice advising multinational investment funds on tax matters relating to investments in the Netherlands. **Bartjan Zoetmulder** (see p.1593) has substantial experience acting for real estate investors on tax matters relating to the sale and purchase of assets in the Netherlands.

Band 2

Allen & Overy LLP

What the team is known for Prominent tax team working alongside other departments in the firm to advise on the tax structuring of M&A and real estate transactions, as well as other investments and financing projects. Clients also benefit from the firm's international network on cross-border mandates. Particularly popular with banks and private equity houses.

Strengths Clients recognise the firm's commercially savvy style, one citing its "good cultural and business understanding."

Work highlights Assisted NIBC with the tax aspects of its EUR1.4 billion public takeover by Blackstone.

Notable practitioners

Clients applaud **Godfried Kinnegim** for being "very responsive" and having "great communication and relationship-building skills." He has substantial experience advising clients from the real estate and hotels sectors on the tax aspects of investments and disposals. **Rens Bondrager** is admired for being "very technically good and cooperative to work with." He assists clients with a range of tax matters, acting for companies in the real estate, transportation and financial services sectors.

Baker McKenzie

What the team is known for Well regarded for transactional tax matters, collaborating with team

members from other departments. Represents multinational clients in tax audits, as well as assisting technology sector clients with transfer pricing and advance pricing agreements. Also has a number of clients from the tourism and hospitality sectors. Advises on VAT planning. Boasts an impressive international network to act on global mandates.

Strengths Clients praise the team for its customer-centric approach, one saying that "they understand the business" and are "technically very good."

Notable practitioners

Antonio Russo has a prominent practice advising multinational corporations on transfer pricing, gap analyses and litigation against tax authorities. Clients admire his pragmatism, one reporting that "he really gets into the practical matters and knows what's best for clients." **Erik Scheer** advises on a range of indirect tax and VAT matters, including assisting clients with contentious issues relating to customs clarifications. **Jan Snel** is appreciated by clients, who note that "during his long career he has touched almost every aspect of VAT law in EMEA." He advises multinational clients on cross-border tax audits.

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Boasts a broad tax practice, advising clients on contentious matters, such as withholding tax, transfer pricing and state aid cases, before the Dutch and EU authorities. Also advises clients on VAT matters. Particularly active on the tax aspects of acquisitions and corporate restructurings, alongside the firm's market-leading corporate team. Assists clients from a range of sectors, including banking, insurance, technology and telecommunications.

Strengths Clients particularly appreciate the practice's collaborative approach, one referring to the "very good interaction between the individuals in the team, providing the client with the best solution."

Another praises the team for being "always available."

Work highlights Advised Digital Reality on the Dutch tax aspects of its USD8.4 billion exchange offer for InterXion.

Notable practitioners

Paul Sleurink (see p.1584) acts for a host of multinational clients from the automotive, consumer goods and financial services industries on tax structuring options. He has additional experience assisting clients with contentious cases relating to the claiming of tax refunds. **Maarten van der Weijden** (see p.1588) is "an outstanding tax practitioner," according to sources. He offers expertise across a broad range of tax matters with a focus on the tax aspects of cross-border M&A and capital markets transactions. **Wiebe Dijkstra** (see p.1570) "not only has an excellent knowledge of the subject, but also ample experience in the sector," according to clients. He advises multinational companies on the tax aspects of public transactions.

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Well known for advising on both contentious and transactional tax matters. Represents international clients from the technology sector before the EU authorities in tax disputes. Also acts before the Dutch authorities on tax litigation. Frequently collaborates with the firm's strong corporate team to assist with the tax structuring of

cross-border acquisitions and sales. Has a number of clients from the financial services sector.

Strengths One client praises the team for its attentiveness, characterising it as “*responsive, engaged and proactive.*”

Work highlights Assisted Morgan Stanley Tactical Value Investing with the tax aspects of its debt and equity investment in Arnold Participates.

Notable practitioners

Eelco van der Stok (see p.1587) is admired by clients for his ingenuity as a practitioner, one deeming him a “*great and creative technician.*” He has substantial experience assisting clients with cross-border tax matters in relation to capital markets and M&A transactions.

Houthoff

See profile on p.1618

What the team is known for Esteemed practice, representing clients in disputes concerning tax levies and dividend taxes. Also assists financial sector clients with the tax treatment of derivatives and tax-related professional liability matters. Acts on the Dutch tax aspects of cross-border corporate transactions and restructuring mandates. Additionally has experience of personal income tax matters and the taxation of trusts.

Strengths Clients rate the team for its user-friendly manner, one observing that “*the quality of the work is excellent and the staff is always very helpful.*”

This is reaffirmed by another client who declares: “*Honestly, they went above and beyond.*”

Work highlights Advised Crystal Cruises on both direct and indirect tax matters on a cross-border basis.

Notable practitioners

Sylvia Dikmans (see p.1570) is praised for being an “*extremely experienced, dynamic and proactive partner*” by one client. She assists with a broad array of tax matters, representing international clients from the private equity, real estate and telecoms sectors.

Stibbe

See profile on p.1635

What the team is known for Notable strength on the tax aspects of corporate and capital markets transactions, collaborating with other departments within the firm to offer clients a full service. Particularly active for clients in the financial sector, representing banks, private equity houses and pension funds.

Strengths Clients emphasise that the team is “*great from a technical perspective*” and has “*great communication.*”

Work highlights Advised Eneco on the tax aspects of its privatisation through the sale of its shares to a consortium led by Mitsubishi Corporation.

Notable practitioners

Clients endorse **Michael Molenaars** (see p.1579) as diligent, one praising him for being “*very quick and smart.*” He leads the team, advising multinational clients on a plethora of tax matters connected with substantial transactions. **Maarten de Bruin** (see p.1567) is particularly noted for his activity on tax matters in the real estate sector. He has additional experience acting for private equity houses and multinational financial institutions. **Reinout de Boer** (see p.1567) advises clients on the tax aspects of corporate transactions and capital market activity. He acts for a range of both prominent domestic clients and international companies. **Jeroen Smits** (see p.1584) advises on a broad range of tax matters, with par-

ticular experience in the healthcare and insurance sectors. He is praised by clients for his hands-on approach, one recommending him for “*offering practical solutions.*”

Band 3

Atlas Tax Lawyers

See profile on p.1595

What the team is known for Specialist tax boutique advising on direct and indirect tax. Represents clients in excise duty and VAT exemption mandates, as well as transfer pricing, withholding tax and double tax treaties. Acts on the tax aspects of cross-border corporate transactions and restructurings. Also has experience of private tax mandates. Works with partner firms to advise on regional tax questions.

Strengths Clients praise the firm’s pragmatism, one saying that “*they are very hands-on*” and “*give very practical support.*”

Another rates the team’s cross-border capabilities, asserting that it “*covers international elements brilliantly.*”

Work highlights Assisted Egeria with the tax implications of its acquisition of Maas Aviation.

Notable practitioners

Roelof Gerritsen, Bas Leensma and Matthijs Wierenga are key points of contact within the firm.

Clifford Chance LLP

See profile on p.64

What the team is known for Established tax practice working alongside the firm’s highly regarded corporate team to advise domestic and international clients on the tax structuring of transactions. Frequently assists banks with the tax law aspects of financing mandates. Also sought after by private equity firms, as well as media and pharmaceutical companies.

Strengths Clients emphasise the firm’s willingness to take the initiative, one casting it as “*very proactive in reaching out to us and interested in building relationships.*”

Another says: “*When it’s big, important and we cannot afford any risk, we go to Clifford Chance.*”

Work highlights Advised Mitsubishi Corporation, as head of a consortium of buyers, on the tax implications of the acquisition of Eneco.

Notable practitioners

“*It is always very good working with*” **Michiel Sunderman**, says one client, stressing that “*he works very efficiently.*” He frequently acts on high-profile transactions, advising clients from the financial services, media and energy sectors.

DLA Piper Nederland

See profile on p.71

What the team is known for Advises clients on tax structuring and restructuring, particularly in connection with relocations. Also assists international clients with VAT, transfer pricing and tax avoidance mandates. Frequently acts on the tax structuring of transactions and corporate restructurings. Clients benefit from the firm’s international network for advice on cross-border tax matters.

Strengths Clients acclaim the department’s methodical style, one identifying its “*high degree of technical expertise and an exemplary ability to manage complicated projects.*”

Another reports that “*their breadth of service is very good.*”

Work highlights Assisted Pfizer with the cross-border tax aspects of its onshoring of Apixaban.

Notable practitioners

Daan Arends (see p.1563) advises clients on an array of tax matters in the context of M&A transactions and restructuring mandates. He is experienced acting for private equity houses and multinational tech companies.

Hamelink & Van den Tooren

See profile on p.1615

What the team is known for Boutique tax firm boasting wide-ranging expertise, principally in income tax, withholding tax, fund structuring and advance pricing agreements. Also advises on transfer pricing, capital gains tax and dividends tax, as well as contentious and advisory VAT matters. Assists international clients with the Dutch tax aspects of establishing new companies in the Netherlands.

Work highlights Advised Fortum on the post-acquisition structuring of portfolio companies.

Notable practitioners

Jan van den Tooren has experience advising clients from the energy, freight and consumer goods sectors. He assists with transfer pricing and tax structuring matters. **Wouter Vosse** assists clients with cross-border joint ventures and investment structuring.

NautaDutilh

See profile on p.1627

What the team is known for Well-regarded team providing broad tax advice to pharmaceutical companies and financial institutions. Represents clients in tax audits and tax investigations, including criminal proceedings. Often acts for clients on the tax aspects of M&A transactions, capital markets mandates and financing transactions. Frequently acts for clients in the automotive sector.

Strengths Clients commend the firm for its thorough manner, one noting that “*they are on the ball and strong.*”

Work highlights Advised Renault on the tax implications of its proposed merger with Fiat Chrysler.

Notable practitioners

Nico Blom (see p.1565) has a strong practice among private equity investors and financial institutions. He assists with tax structuring in relation to insolvency proceedings and real estate investments. **Chris Warner** (see p.1592) assists a range of international clients with the tax aspects of substantial public M&A transactions. He is highly experienced in the automotive industry, as well as the pharmaceutical and healthcare sectors.

Band 4

AKD

See profile on p.1594

What the team is known for Enters the rankings following glowing client praise. Acts on a wide range of tax matters with prominent experience advising on the structuring of acquisitions and investments. Represents investment funds, as well as clients from the energy, hotels and consumer goods industries. Additionally offers expertise in VAT mandates.

Strengths The firm’s commercial sense is lauded by clients, one calling it “*outward-looking,*” before praising its “*understanding of business.*”

Work highlights Advised UPL on tax issues related to its acquisition of Arysta Corporation.

Notable practitioners

René van der Paardt (see p.1587) is “a really good VAT lawyer,” say sources. He is experienced acting for investment funds and private equity houses.

Buren N.V.**See profile on p.1602**

What the team is known for Established tax practice advising on a broad range of mandates. Acts on corporate and real estate tax matters, as well as fund structuring. Also assists with withholding tax issues and anti-avoidance legislation. Provides clients with cross-border capabilities, including offices in Luxembourg and China.

Strengths Clients appreciate the firm’s methodical style, one noting that “their advice and explanations are logical.”

Work highlights Assisted Bausch Health with tax matters relating to a restructuring and the issuance of bonds.

Notable practitioners

Cees-Frans Greeven (see p.1571) is praised for being “incredibly responsive and proactive,” and for his “practical approach.” He advises clients in a number of sectors on the tax implications of investment rounds, acquisitions and transfer pricing.

CMS**See profile on p.1603**

What the team is known for Assists clients with tax matters in connection with acquisitions in the real estate, technology and energy sectors. Expertise includes questions concerning VAT, restructurings and tax warranties. Additionally represents clients in litigation relating to tax refunds.

Strengths Clients tell of the firm’s international outlook, one highlighting that it is “very in tune with other locations and cross-border arrangements.”

Work highlights Advised Arkance on the tax implications of its acquisition of CAD Accent.

Notable practitioners

Clients laud **Anton Louwinger** (see p.1578)’s “creativity, technical excellence and his very broad experience.” He covers a range of general tax matters, including multi-jurisdictional tax planning, real estate tax and the tax aspects of finance transactions.

Dentons**See profile on p.1606**

What the team is known for Enters the rankings after demonstrating impressive tax work in the energy, technology and insurance sectors. Assists clients with questions relating to tax liability, restructuring mandates and transfer pricing. Additionally offers expertise in contentious mandates, representing clients in tax disputes before the Dutch Supreme Court.

Strengths The firm is esteemed among clients for its user-friendly style, one describing the team as “very helpful” and “our go-to tax lawyers.”

Work highlights Advised John Bean Technologies on the tax implications of its acquisition of Proseal.

Notable practitioners

Jurjen Bevers and Heico Reinoud are key contacts for clients.

Jones Day**See profile on p.79**

What the team is known for Combines tax expertise with impressive international strength in M&A, regularly advising US multinational corporations and private equity firms on Dutch and European tax issues. Also acts on the tax elements of fund structuring.

Work highlights Assisted FrieslandCampina with tax advice relating to its formation of a joint venture with United Dairymen of Arizona.

Notable practitioners

Lodewijk Berger (see p.1564) advises on the Dutch tax implications of cross-border M&A activity. He acts for institutional investors and prominent Dutch companies. **Ate van IJzinga Veenstra** (see p.1589) is particularly experienced advising on the tax structuring of private equity funds.

Linklaters**See profile on p.84**

What the team is known for International team with particular expertise advising international private equity houses and Dutch companies on the tax elements of M&A and financing transactions. Also advises on investment transactions, such as the structuring of investment vehicles, and capital markets transactions, including securitisation advice and hybrid issuances. Acts alongside its international network of offices to provide clients with a range of cross-border advice.

Strengths The practice is described by one commentator as “very strong, prominent and technically very good.”

Work highlights Advised Just Eat on the tax implications of its recommended all-share combination with Takeaway.com.

Notable practitioners

Dick Hofland (see p.1573) acts for a range of multinational financial institutions and private equity houses on the tax implications of M&A transactions. One impressed market commentator dubs him “amazing.”

Van Campen Liem**See profile on p.1638**

What the team is known for Tax and transaction boutique with well-regarded expertise on the tax structuring of corporate transactions. Well known for its focus on the private equity sector, as well as

areas such as the media, healthcare, energy and investment fund management industries. Regularly advises on cross-border issues, for jurisdictions including Turkey and Greece, and across the CEE region.

Strengths Clients appreciate the department’s attentiveness, one enthusing that “they are quick and respond in a very detailed way.”

Work highlights Advised uniQure on tax matters relating to a public offering on Nasdaq.

Notable practitioners

Marcello Distaso draws praise from clients for his hands-on manner, one describing him as “very pragmatic and business-minded.” He advises private investors and companies on the tax implications of transactions. **Gesina van de Wetering** assists clients with tax matters in relation to corporate M&A and capital market activity.

Van Doorne**See profile on p.1640**

What the team is known for Respected team advising on the tax aspects of a broad range of transactional matters. Highly active in the real estate sector, handling the tax implications of investments and acquisitions of property across numerous industries. Also assists with private equity transactions. Acts on the tax elements of financial restructuring mandates.

Strengths Clients appreciate the department’s creativity, one identifying its “very inventive and pragmatic solutions.”

Work highlights Assisted Care Property Invest with tax structuring in relation to investments in the Dutch healthcare market.

Notable practitioners

Clients say that **Ewout van Asbeck** (see p.1586) “has outstanding knowledge of tax matters and is able to put forward authority in complex transactions.” He assists clients with tax matters relating to M&A activity in the energy and private equity sectors.

Other Ranked Lawyers

Willem Bongaerts is appreciated by clients because “he provides clear, concise and usable advice.” He has experience assisting clients from the pharmaceutical, fashion and real estate sectors with tax matters relating to structuring transactions.

Jochem Kin “is technically savvy and also keeps an eye on the practical implications of his advice,” explains one client. He assists clients with the tax implications of M&A and capital markets transactions.

TMT

TMT: Telecommunications	TMT: Media	TMT: IT & IT Outsourcing
Leading Firms	Leading Firms	Leading Firms
Band 1	Band 1	Band 1
Allen & Overy LLP	Brinkhof *	Brinkhof *
Bird & Bird	Kennedy Van der Laan	Kennedy Van der Laan
Band 2	Band 2	Van Doorne *
Brinkhof *	Bird & Bird	Band 2
Pels Rijcken *	Hoogenraad & Haak *	Allen & Overy LLP
Band 3	Le Poole Bekema	Project Moore *
Freshfields Bruckhaus Deringer LLP *	Visser Schaap & Kreijger *	Stibbe *
Senior Statespeople	Band 3	Vondst Advocaten NV *
Senior Statespeople: distinguished older partners	Boekx Advocaten	Band 3
Eijsvoogel Peter Allen & Overy LLP	bureau Brandeis *	Bird & Bird
Leading Individuals	Van Kaam Advocaten	DLA Piper Nederland *
Band 1	Senior Statespeople	Houthoff *
Geus Marjolein Bird & Bird	Senior Statespeople: distinguished older partners	Van Benthem & Keulen *
Band 2	Keyzer Eric Keyzer Media (ORL) ◇	Leading Individuals
Kroes Quinten Brinkhof *	Leading Individuals	Band 1
Waszink Paul Bird & Bird	Band 1	Jongen Herald Greenberg Traurig, LLP (ORL) ◇ *
Band 3	Chavannes Remy Brinkhof *	Krikke Judica Stibbe *
Bootsma Jannetje Pels Rijcken	Hoogenraad Ebba Hoogenraad & Haak *	van Reeken Bart Van Doorne *
Braeken Bas bureau Brandeis *	Le Poole Bas Le Poole Bekema	Band 2
Knibbeler Winfred Freshfields Bruckhaus Deringer LLP *	Schaap Jacqueline Visser Schaap & Kreijger *	Boekhorst Robert Van Benthem & Keulen
* Indicates firm / individual with profile.	van den Brink Jens Kennedy Van der Laan	De Vilder Eliane Brinkhof *
◇ (ORL) = Other Ranked Lawyer.	Band 2	de Weerd Thomas Houthoff *
Alphabetical order within each band. Band 1 is highest.	Alberdingk Thijm Christiaan A bureau Brandeis *	Van Angeren Wieke Brinkhof *
	van Kaam Bertil Van Kaam Advocaten	Van der Putt Polo Vondst Advocaten NV
	Wildeman Christien Kennedy Van der Laan	van Seeters Christian Project Moore *
	Band 3	Wit Patrick Kennedy Van der Laan
	Haije Daniel Hoogenraad & Haak *	Band 3
	Kaaks Matthijs Boekx Advocaten	Jonker Louis Van Doorne *
	Robichon Machteld bureau Brandeis *	Koëter Jeroen Project Moore *
	Trojan Olaf Bird & Bird	Rinzema Reinout Ventoux Advocaten bv (ORL) ◇
	Up-and-coming individuals	Van Neck Roelien Bird & Bird
	Bekema Anne Le Poole Bekema	Viergever Lieneke Project Moore *
	Verhulst Dorien Brinkhof *	Visser Eva Project Moore *
		Westerdijk Reinoud Kennedy Van der Laan
		Willems Joris NautaDutilh (ORL) ◇ *
		Up-and-coming individuals
		Feenstra Irene Project Moore *
		Associates to watch
		Naves Jeroen Pels Rijcken

The editorial is in alphabetical order by firm name.

Allen & Overy LLP

What the team is known for Distinguished practice maintaining its eminence in the telecommunications sector, frequently advising key Dutch operators on frequency auctions, as well as representing clients in contentious matters, including judicial reviews and anti-competitive behaviour allegations. Combines strong IT and outsourcing capabilities with data protection expertise. Acts on IT centralisation mandates and assists technology companies with contractual disputes. Also handles data protection and cybersecurity mandates, as well as data-sharing contracts and compliance with EU regulations.

Strengths One client lauds the team for being “accessible and reliable. The legal advice is pragmatic and adds value to our business.”

Another client praises the team’s “strong knowledge and real hands-on mentality.”

Work highlights Represented KPN in a number of disputes with Tele2 concerning allegations of margin squeeze, violations to the significant market power obligations and overcharging.

Notable practitioners

The “highly knowledgeable, clever, well respected and friendly” Peter Eijsvoogel advises leading Dutch telecoms operators on contentious matters concerning anti-competitive behaviour and contractual breaches in the telecommunications sector, as well as assisting with spectrum auctions. Nicole Wolters Ruckert moves into the rankings on the back of strong client feedback, with one highlighting her “strong knowledge when dealing with privacy” issues and adding: “She gives pragmatic advice driven by a keen eye for the customer’s position and has the strong ability to think along about solutions.” She assists with cybersecurity and data breach issues, as well as advising on data-sharing contracts and EU regulatory matters.

Bird & Bird

What the team is known for Strong coverage of all areas of TMT, with particular strength in telecommunications matters. Often represents telecoms operators in appeal proceedings against ACM decisions on the regulation of access to the market, as well as offering noteworthy experience in Dutch, EU and ITU regulatory matters. Benefits from a robust media offering, frequently dealing with sensitive cases involving unlawful publication, collective rights issues and broadcasting rights. Also deals with cross-border IT projects involving rollouts of online platforms, licensing agreements and the negotiation of outsourcing contracts.

Strengths One client particularly appreciates the team’s provision of “very hands-on, practical and commercially tailored advice.”

Another client reports that the team is “knowledgeable and open to suggestions.”

Work highlights Represented T-Mobile and Tele2 in the appeal against the ACM’s decision in its wholesale fixed access market investigation.

Notable practitioners

The “pre-eminent” Marjolein Geus has a strong practice representing operators in contentious matters, as well as advising on new regulations and spectrum auctions. She often assists international companies with launching services in the Netherlands. Another interviewee enthuses that she is “brilliant.” Paul Waszink maintains a noteworthy practice in the telecommunications sector, representing leading

operators in complex regulatory matters, as well as in litigation. A client appreciates that he is “very sharp when reading through documents, seeing often very small details.” The “very precise” Olaf Trojan represents local newspapers in defamation cases, as well as advising on contractual matters and disputes over compensation. A client highlights his ability to put “himself in the position of the counterparty and ask the critical questions, which helps the case.” The “very proactive” Roelien Van Neck regularly advises clients on e-commerce matters. She also has experience in the roll-out processes of online platforms and outsourcing agreements. One client praises her as “a great partner for our business.”

Boekx Advocaten

What the team is known for Boutique firm with expertise in highly publicised media disputes. Represents international and local companies, as well as private individuals, in defamation, image rights and advertising disputes. Also advises freelance journalists on litigation proceedings against publishers regarding standard remuneration. Acts for clients on non-contentious matters, such as licensing deals and sponsorship agreements.

Strengths One client praises the team for being

TMT: Data Protection	
Leading Firms	
Band 1	
Brinkhof *	
Van Doorne *	
Band 2	
Kennedy Van der Laan	
Project Moore *	
Band 3	
Allen & Overy LLP	
Pels Rijcken *	
Leading Individuals	
Band 1	
Kroes Quinten Brinkhof *	
Thole Elisabeth Van Doorne *	
Zwenne Gerrit-Jan Pels Rijcken	
Band 2	
De Vries Hester Kennedy Van der Laan	
Koëter Jeroen Project Moore *	
Viergever Lieneke Project Moore *	
Band 3	
Van der Jagt Friederike Hunter Legal (ORL) ◇ *	
Up-and-coming individuals	
Bodewits Joke Hogan Lovells International LLP (ORL) ◇	
Wolters Ruckert Nicole Allen & Overy LLP	
Associates to watch	
Arnbak Axel De Brauw Blackstone Westbroek (ORL) ◇ *	
* Indicates firm / individual with profile.	
◇ (ORL) = Other Ranked Lawyer.	
Alphabetical order within each band. Band 1 is highest.	

"very dedicated" and notes that the lawyers "always think and act in the interest of their clients."

Work highlights Represented the Dutch Association of Journalists in a dispute with De Persgroep concerning the remuneration of freelance journalists.

Notable practitioners

Matthijs Kaaks represents broadcasters in defamation proceedings, with one interviewee describing him as "an excellent defamation lawyer." He also acts for both private individuals and companies on advertising disputes.

Brinkhof

See profile on p.1599

What the team is known for Combined and fully integrated TMT practice that serves a large client base consisting of multinational technology companies, a wide range of media outlets and important telecoms operators. Has notable experience in broadcasting rights and collective rights issues, as well as advertising disputes. Known for taking on mandates that blur the distinction between areas of media, IT and data protection, such as right to be forgotten suits and live streaming. Advises on IT outsourcing and licensing agreements, as well as e-commerce and the roll out of new services. Additionally able to assist leading telecoms service providers with litigation related to shared access agreements and tariffs. Represents clients in data processing investigations, including concerning the personal data of minors.

Strengths One happy client notes that the team's "communication and dedication is top notch."

Another client enthuses: "Brinkhof understands our business and is quick in combining this with thorough legal knowledge, both on a national and European level, and providing strategic advice."

A client highlights the team's "ability to explain complicated matters of substantive and procedural law to non-lawyers."

Work highlights Represented VoetbalTV in enforce-

ment proceedings concerning its right to live-stream football matches.

Notable practitioners

Standout media lawyer **Remy Chavannes** (see p.1566) provides expert advice on administrative litigation, defamation claims, collective rights issues and broadcasting agreements. He also offers noteworthy experience in advertising litigation. One client describes him as "a sharp and analytical lawyer who understands our business and uses his extensive knowledge of national and European law to provide quick and realistic advice." **Eliane De Vilder** (see p.1569) advises clients on outsourcing and procurement agreements, as well as e-commerce matters. Clients benefit from her expert advice on IT contracts, with an interviewee particularly highlighting her strength in contractual negotiations. She also represents clients in contentious matters.

Quinten Kroes (see p.1576) draws upon a lengthy track record advising on data exchanges, personal data processing and regulatory compliance, particularly concerning streaming and cookies. He also regularly acts for telecommunications operators on regulatory disputes and spectrum licensing matters. A client praises his "good analytical skills and ability to describe the legal possibilities in a clear and understandable manner to the board." Another client highlights his ability "to find a practical solution." **Wieke Van Angeren** (see p.1586) often handles complex IT contract negotiations, including licensing and outsourcing agreements. One pleased client appreciates her "broad experience and to-the-point and practical advice." The "very well regarded" **Dorien Verhulst** (see p.1591) enters the rankings this year. She advises clients on defamation and advertising matters, as well as acting on the overlap between data protection and media law.

bureau Brandeis

See profile on p.1601

What the team is known for Active media practice representing an array of local and international clients, including well-known publishers, broadcasters and streaming platforms. Handles a number of contentious matters, with a particular focus on media regulatory litigation, disputes around the rights of journalists, unlawful publication matters and disputes related to contracts and agreements. Also advises on non-contentious matters, such as contractual negotiations, advertising-related proceedings and sponsorship agreements.

Strengths One source appreciates the team's "quality combined with a human approach," which means that it is "a real pleasure working with the team."

Another interviewee notes that the lawyers are "quality conscious" and have a "natural inclination to achieve the best result."

Work highlights Advised Spinnin' Records on litigation against DJ Martin Garrix concerning a dispute over recording and management agreements.

Notable practitioners

Christiaan Alberdingk Thijm (see p.1563) is well regarded for his longstanding experience advising streaming companies, journalists and broadcasters. He acts on regulatory matters, as well as unlawful publication disputes and litigation around the rights of journalists. An interviewee describes him as a "very tenacious press freedom defender." **Bas Braeken** (see p.1565) has a solid practice in the telecoms sector, often advising on net neutrality issues. Also well regarded for his competition law knowl-

edge, Braeken advises clients on ACM investigations and appeal proceedings within the telecoms sector. An interviewee describes him as a "very consistent and good telecoms lawyer." **Machteld Robichon** (see p.1582) frequently assists broadcasters with advertising and media regulatory matters. She also has experience in gaming law matters. One client appreciates that "she always thinks in line with the business interests."

DLA Piper Nederland

See profile on p.71

What the team is known for Noted for its strong international network, the team covers mandates relating to the outsourcing and procurement of IT functions. Clientele consists of banks, media companies and international IT services providers. Handles both contentious and non-contentious matters relating to IT service contracts, including cloud services agreements. Also adept at advising on the development of online platforms.

Strengths One source notes that the team's "services are innovative, on the ball and savvy."

Another client praises the team's "very high-quality legal advice with a pragmatic touch."

Work highlights Advised TMF Group on the agreement for provision by Verizon of a cloud-based network solution.

Notable practitioners

Khaled Dadi is a key contact at the firm.

Freshfields Bruckhaus Deringer LLP

See profile on p.74

What the team is known for Expertise in telecommunications regulatory mandates, representing operators in challenges to regulators' decisions, as well as advising on non-contentious matters. Telecoms sector clients benefit from the firm's full-service approach on a range of matters, in particular receiving assistance from the firm's market-leading competition team with contentious consumer protection cases. Able to handle multi-jurisdictional matters thanks to the broader Freshfields network.

Strengths One client highlights that the lawyers "combine great legal expertise with a good understanding of economics," as well as being "excellent in getting points across, both written and orally."

Work highlights Represented VodafoneZiggo in an appeal against ACM's wholesale broadband regulations.

Notable practitioners

Winfred Knibbeler (see p.1575) advises on telecoms regulatory matters. One appreciative client notes that "his pleading and debating skills are excellent." Knibbeler is also recognised for his experience handling competition mandates for multinational companies active in the telecommunications sector.

Hoogenraad & Haak

See profile on p.1617

What the team is known for Esteemed advertising law boutique specialising in advertising and media disputes, encompassing hearings before the Advertising Code Committee and civil litigation. Boasts capabilities in an array of advertising matters, involving compliance, labelling, privacy requirements and food law issues. Client roster spans from local to multinational players active in the food and beverages, energy and retail sectors, as well as acting for a number of advertising agencies.

Strengths One client praises the team as being "THE advertising law firm in the Netherlands," and adds that

the lawyers “know everything there is to know about advertising law.”

Another client adds that the lawyers are “very swift, comprehensive and clear in their advice.”

Work highlights Represented OCI Nitrogen in a case before the Advertising Code Committee concerning permissible exaggeration in advertising.

Notable practitioners

The “resolute, practical and competent” **Ebba Hoogenraad** (see p.1573) is highly recognised for her expertise handling landmark advertising disputes, often involving labelling and food regulation. A client enthuses: “It is a pleasure to work with her.” **Daniel Haije** (see p.1572) assists advertising agencies and clients from a range of sectors, including energy and retail, with both contentious and non-contentious advertising matters. One client notes that his “handling of our queries is always assured, knowledgeable and practical.”

Houthoff

See profile on p.1618

What the team is known for Well-reputed IT and outsourcing practice, active across a range of contentious and non-contentious mandates such as negotiations of purchasing and service agreements and disputes arising from failed IT contracts implementation. Acts for a diverse client list that includes established multinational and regional companies, as well as a number of startups. Also advises on the launch of new IT products, particularly within the e-commerce sector.

Strengths One interviewee says: “Houthoff is a very agile and knowledgeable firm with a team of very intelligent and analytical lawyers,” and adds that “the experience of the firm with high-end litigation makes cooperation with the firm very pleasant and efficient.”

Work highlights Advised new startup felyx on IT service agreements.

Notable practitioners

Thomas de Weerd (see p.1569) assists construction sector clients and startups with IT contractual matters, as well as advising online platforms on the launch of new applications. He also represents clients in disputes concerning the failure to implement IT projects.

Kennedy Van der Laan

What the team is known for Outstanding practice covering all aspects of IT, outsourcing, media and data protection. Remains highly sought after for its expertise in IT contracts and cloud services agreement negotiations, as well as advising on the establishment of new platforms. The media practice benefits from a varied clientele of publishers, newspapers, broadcasters and digital media companies to attract roles on a range of often highly publicised disputes, including advertising disputes. Acts on a variety of data protection mandates, spanning from compliance to investigation proceedings involving sensitive personal data.

Strengths One client enthuses that the “service is top” and particularly highlights the team’s “in-depth knowledge.”

Another declares that the team “fully understands our business and the problems we face with our customers – the lawyers speak our language.”

Work highlights Represented Mediahuis, as publisher of NRC Handelsblad, in a privacy dispute concerning the right to publish the name of a high-profile individual.

Notable practitioners

Jens van den Brink is regarded as “one of the top

lawyers in this area.” He maintains a broad media practice encompassing advertising litigation, piracy claims and requests to remove documentary productions, as well as non-contentious matters, such as contractual negotiations and establishing new broadcast companies. One client calls him “the go-to lawyer for media cases.” **Hester De Vries** is a distinguished practitioner with extensive experience in data protection compliance matters. She also represents clients in litigation concerning data breaches and privacy impact assessments. **Christien Wildeman** has extensive experience assisting Dutch publishers and newspapers with publication disputes, as well as with privacy questions and criminal law matters. She also handles misleading advertising disputes. One client hails her as an “excellent lawyer and a great team player.” **Patrick Wit** advises leading international and domestic companies on contractual matters, handling both contentious and non-contentious mandates. **Reinoud Westerdijk** is well versed in assisting clients from the financial and technology sectors with outsourcing matters and the negotiation of agreements for cloud services. Westerdijk also handles the IT and e-commerce aspects of the development of digital platforms. One client praises his knowledge, saying: “He has very deep IT contracting expertise and a great aptitude for thinking on his feet.”

Le Poole Bekema

What the team is known for Specialist media firm advising corporate clients and individuals on claims of defamation and damage to reputation, as well as acting for publishers and television producers on freedom of speech litigation and data privacy matters. Assists clients with advertising law matters. Also represents clients in criminal litigation, including threats against the employees of media companies.

Strengths An interviewee highlights the firm’s strength in defamation matters.

Work highlights Represented Ryanair in proceedings to prevent the publication of confidential information that could be harmful to the company’s reputation.

Notable practitioners

Bas Le Poole is acknowledged as “the most experienced media lawyer in the whole of the Netherlands.” He maintains his strong reputation in the media sector, acting on both sides of defamation and unlawful publication cases. He also has experience in claims of copyright infringement and criminal law litigation. **Anne Bekema** is well regarded by sources for her advertisement and media law practice. She advises clients on an array of media matters, including defamation and unlawful publication, privacy infringements and co-production agreements, as well as assisting with advertising law matters.

Pels Rijcken

See profile on p.1630

What the team is known for Well-reputed telecommunications specialist that also has a notable presence in data protection matters. Acts for a wide range of clients from the public and private sectors, including Dutch telecoms and insurance companies, hospitals, state bodies and regulators. Noted for its regulatory and public law expertise in the telecoms and data protection fields, with experience in important disputes before administrative and civil courts of various levels. Advises on data protection compliance and mobile roaming agreements.

Strengths One client highlights that the lawyers are

“willing to provide the best service and are flexible to follow their clients’ needs.”

Another client appreciates that the lawyers “respond very quickly, give understandable advice and are willing to think outside the box if possible.”

Work highlights Assisted the Dutch Ministry of Health, Welfare and Sport with the data protection aspects of its Covid-19 app.

Notable practitioners

Gerrit-Jan Zwenne has a leading reputation for data privacy matters, including representing clients in investigations and data breach notifications. He also acts for clients accused of violating personal privacy. One client enthuses that he is “smart, practical, hands-on, reliable and visionary.” **Jannetje Bootsma** advises regulators and state bodies on regulatory and market investigations, as well as in litigation arising from those investigations. One client finds her “capable, effective and sharp” and an overall “excellent litigator.” **Jeroen Naves** routinely advises clients on IT contracts and licensing agreements. He also represents clients in contentious technology matters. Naves is adept at assisting both public bodies and private companies. One impressed client found him to be “dedicated, hard-working, pragmatic and fast-thinking.”

Project Moore

See profile on p.1632

What the team is known for Boutique firm with a notable offering in both IT and data protection matters. Maintains a comprehensive practice built around software licensing agreements, IT litigation and contentious and non-contentious procurement procedures. Frequently retained by Dutch public sector bodies. Assists with the launch of new applications. Advises clients on data breaches and privacy impact assessments.

Strengths One happy client describes the team as a “fantastic law firm with a hands-on mentality,” and commends the lawyers for being “very pragmatic and knowing what legal counsels and businesses need.”

Another client notes that the firm “has a skilful and competent team of experts who are knowledgeable and well informed about the latest developments in the field of IT law” and are thus “able to boil down complex matters into easy-to-implement solutions or business decisions.”

Work highlights Advised the Dutch Police on the procurement of a new Emergency Control Centre system.

Notable practitioners

Christian van Seeters (see p.1590) particularly advises public sector clients on contentious and non-contentious IT procurement matters. One client lauds him for being “very knowledgeable and able to explain complex matters.” Another found him to be “pragmatic” and a “strong negotiator.” **Jeroen Koëter** (see p.1576) is widely recognised for his data protection and IT expertise and is often instructed on data compliance, data breaches and IT contracts. One client found him to be “highly skilled” and able to provide “clear and to-the-point advice on various privacy and IT-related matters.” **Lieneke Viergever** (see p.1591) advises both Dutch and international corporates on data privacy and IT matters. She acts on data breaches, compliance and privacy assessments, as well as software licensing agreements. A client reports that she is “very sharp in having the overview even while a lot of different topics are running.”

Eva Visser (see p.1592) is well versed in a range of IT matters involving the negotiation of contracts and

software licence agreements, as well as outsourcing matters. One happy client praises her, saying: "Not only is she very good in what she does, she also manages to convey it in a way that makes it easy to understand." **Irene Feenstra** (see p.1571) frequently assists clients with the drafting of IT contracts and tender documentation, as well as contentious IT procurement matters. One client describes her as "very direct and perfect to have in tough negotiations."

Stibbe

See profile on p.1635

What the team is known for Active across the full spectrum of IT matters, from outsourcing to litigation mandates. Advises both public and private sector clients on the procurement of IT services, software licences and compliance with Dutch and EU regulations. Increasingly represents clients from the transport, insurance and education sectors, as well as acting for private clients on contentious matters.

Strengths One satisfied client highlights that Stibbe "gives us expert and, most importantly, pragmatic advice."

Another highlights the team's EU regulatory expertise: "The advice was well organised and made it easy for international clients to understand what kind of EU laws would be relevant."

Work highlights Represented Royal Flora Holland in a software licence dispute, concerning allegations of overuse.

Notable practitioners

Judica Krikke (see p.1576) handles an array of complex IT mandates, advising public and private sector clients on IT litigation, contractual negotiations, regulatory compliance and procurement. She is particularly popular with clients from the insurance and educational sectors, as well as acting for automotive companies on connected car issues.

Van Benthem & Keulen

See profile on p.1637

What the team is known for Handles a range of IT mandates, including outsourcing, transition agreements, litigation, services agreements and development agreements. Also advises on setting up operation centres to fight cybersecurity threats. Assists with matters involving the internet of things and cloud solutions.

Strengths One client reports that the team's "knowledge of the industry has been invaluable."

Another client notes: "The firm reacts quickly and accurately to our questions, gives pragmatic, qualitative advice and is solution-oriented."

Work highlights Assisted Scildon with the procurement of an SaaS insurance platform from Keylane.

Notable practitioners

Robert Boekhorst regularly handles complex outsourcing mandates, as well as representing clients in IT litigation and negotiations around IT contracts. One client highlights that he "has extensive knowledge of the IT industry." Another appreciates his gravitas, noting that he "brings weight to negotiations."

Van Doorne

See profile on p.1640

What the team is known for Dedicated data protection and IT offering, with significant experience in negotiating IT agreements, outsourcing and contentious matters. Expertise is enhanced by its impressive data protection offering, assisting with compliance, data breach notifications and data processing agreements. Also advises clients on investigations by the

Data Protection Authority and the disclosure of personal data during criminal investigations.

Strengths One client enthuses that it is "a great team to work with - very knowledgeable and responsive."

Another client reports: "Our trust in this company is high."

Work highlights Assisted Signicat with contractual issues.

Notable practitioners

Elisabeth Thole (see p.1585) acts for local and multinational clients on data protection compliance, investigations and data privacy matters, particularly for clients in the financial services and healthcare sectors. One client commends her, saying that she "delivers very meticulous and thorough work, responds quickly and stays on top of the case." The "excellent" and "highly recommended" **Bart van Reeken** (see p.1590) regularly assists clients with contentious and non-contentious outsourcing matters, contractual agreements and the setting up of online platforms.

An interviewee describes him as "very well known, very well respected and very smart." **Louis Jonker** (see p.1574) advises foreign companies on the negotiation of long-term IT contracts, including partner agreements and distribution agreements. One appreciative client reports that he is "well informed on the developments within his field of expertise."

Van Kaam Advocaten

What the team is known for Media boutique with a strong track record in media litigation. Acts on both the defendant and claimant sides of defamation cases. Handles disputes with collecting societies, as well as advertising litigation. Additionally adept at representing clients in cases involving the right to be forgotten.

Strengths One client praises the team's "excellent and responsive service," adding that the lawyers are "easy to work with and knowledgeable in their subject area."

Work highlights Represented AVROTROS in appeal proceedings relating to defamation claims brought by Terumo.

Notable practitioners

Bertil van Kaam assists media companies, as well as corporates and private individuals, with defamation claims, advertising disputes and copyright tariff issues. One client found him to be a "good negotiator" and an "analytical thinker who is responsive and empathetic."

Visser Schaap & Kreijger

See profile on p.1643

What the team is known for Significant media department with a solid offering in defamation cases, fake news claims and advertising disputes, in addition to remuneration and contractual litigation. Particularly skilled at assisting publishers, media producers and broadcasters, as well as private individuals.

Strengths One client describes the team as "very knowledgeable and experienced in the entertainment industry, and able to quickly analyse complex legal issues."

Work highlights Defended Simpel Media in a claim of defamation.

Notable practitioners

Jacqueline Schaap (see p.1582) has a broad expertise in the media sector, handling complex unlawful publication matters, contractual litigation, fake news reports, remuneration issues and advertising disputes. One happy client finds that she is "able to approach complex problems in a practical and solu-

tion-oriented way," while also being "very good at conducting legal proceedings."

Vondst Advocaten N V

See profile on p.1644

What the team is known for Recognised for its solid offering across a range of IT matters. Routinely assists Dutch and multinational IT companies with the outsourcing of their products and with disputes with customers. Also handles IT and procurement contracts, software licence enforcement actions and the development of new products.

Strengths One client particularly highlights the team's "legal mindset and pragmatic and solution-oriented approach."

Another client describes the team's lawyers as "very knowledgeable, responsive, willing to work with short deadlines and overall pleasant people."

Work highlights Advised Softproviding on the contractual aspects of its assistance with implementing Vion's ERP system.

Notable practitioners

Polo Van der Putt has extensive experience handling outsourcing projects, IT contract negotiations and disputes arising from breach of agreements. One client praises him for being "efficient, pragmatic and solution-oriented."

Other Ranked Lawyers

Axel Arnbak (see p.1563) regularly assists clients with data protection investigations and compliance matters. He represents groups of litigants in challenges to Dutch legislation on privacy grounds, as well as defending clients in allegations of data protection violations. One client observes that he has a "keen eye for strategy."

Joke Bodewits is noted for her data protection expertise and handles an array of matters involving cybersecurity and data processing. One client appreciates that she "seeks practical approaches that work for businesses and ensure compliance with the applicable regulations." Bodewits acts for clients from the leisure and pharmaceutical industries.

The "incredibly experienced" **Herald Jongen** (see p.1574) advises leading players from the local and international market on complex IT projects, including the use of technology in financial and HR platforms. One client highlights that Jongen is "able to quickly analyse complex issues" and appreciates that he is "result-oriented in a pleasant and constructive manner."

Eric Keyzer is acclaimed for his notable experience acting for clients from the media industry, particularly in contractual matters.

The "extremely experienced, intelligent and sharp" **Reinout Rinzema** is well known for handling IT matters. He assists clients with IT outsourcing and procurement matters, as well as representing clients in contentious IT mandates.

Friederike Van der Jagt (see p.1587) is praised by market sources for her work on data protection matters. She has experience of both contentious and non-contentious matters.

The "very smart and quick" **Joris Willems** (see p.1593) is well versed in both contentious and advisory IT matters, including drafting IT and outsourcing contracts, setting up online platforms and contractual disputes. One client says: "I especially appreciate his proactive approach and ability to manage sticky situations." He joined NautaDutilh in March 2021.

Transportation

Transportation: Aviation
Leading Firms
Band 1
Norton Rose Fulbright
Stek *
Band 2
Clifford Chance LLP *
Van Traa Advocaten *
Leading Individuals
Band 1
Pessers Robert Van Traa Advocaten
Timmermans Jeroen Stek *
Band 2
de Vos Guido AKD *
Tonnaer Hein Clifford Chance LLP
Star associates
Kunst Laetitia Stek *
* Indicates firm / individual with profile.
Alphabetical order within each band. Band 1 is highest.

The editorial is in alphabetical order by firm name.

AKD

See profile on p.1594

What the team is known for Dominant domestic and cross-border transportation team. Regularly acts for ship owners, shipyards and insurers on ship arrests, collisions and charter party arbitration. Well regarded for maritime shipping in particular. Offers additional experience in ship finance and building, as well as contractual matters. Provides further onshore expertise, acting for clients in the rail and road infrastructure sectors and freight platforms on warehousing matters.

Strengths A client reports that the team comprises “a collection of most experienced and knowledgeable lawyers” and highlights the lawyers for their “fast reactions, precise advice and commercially-minded solutions.”

Notable practitioners

Haco van der Houven van Oordt (see p.1587) is highly recommended by market sources for his expertise in maritime disputes. He acts on liability and insurance disputes about collisions, as well as representing clients in allegations of bunker fraud. **Guido de Vos** (see p.1569) has extensive knowledge of national and international aviation regulations and assists with contracts relating to the transportation of goods and passengers. He also represents clients in litigation. **Pieter den Haan** (see p.1569) acts for underwriters and P&I clubs on maritime insurance disputes. He has significant expertise in salvage, collision, arrest and liability cases. **Jan Kromhout** (see p.1576)'s clients include shipyards and shipping companies. He specialises in contractual and transactional matters, such as bills of lading and affreightment, as well as advising on shipbuilding projects. **Jos van der Meché** (see p.1587) assists with liability disputes relating to goods in transit. He represents freight forwarders, logistics service providers and insurers, and is described by market sources as “a good and reliable lawyer.” Market sources say **Taco van der Valk** (see p.1588) is “a brilliant academic and very important player in the Dutch shipping law market.” He has broad expertise in transport law and focuses on shipping disputes, such as vessel arrests, charter party arbitration and liability litigation. He also assists clients with contractual matters, including bills of lading.

Transportation: Shipping
Leading Firms
Band 1
AKD *
Van Traa Advocaten *
Band 2
Boonk Van Leeuwen *
Cox Ten Bruggencate Advocaten
Smallegange
Wiersma Mensonides
Band 3
Dock Legal Experts
Van Dam & Kruidenier
Van Steenderen Mainport Lawyers BV
Leading Individuals
Band 1
van der Houven van Oordt Haco AKD *
van Leeuwen Michiel Boonk Van Leeuwen
Band 2
Cox Joeri Cox Ten Bruggencate Advocaten
de Haan Robert Van Traa Advocaten
den Haan Pieter AKD *
Ten Bruggencate Carljin Cox Ten Bruggencate Advocaten
van der Stelt Jan Smallegange
Van Maanen Marc Van Traa Advocaten
Band 3
J van Steenderen Arnold Van Steenderen Mainport Lawyers
Kromhout Jan AKD *
Kruit Jolien Van Traa Advocaten
Pool Vincent Van Traa Advocaten
Roos Tim Van Dam & Kruidenier
Van Campen Reinier Wiersma Mensonides
van der Meché Jos AKD *
van der Valk Taco AKD *

Boonk Van Leeuwen

See profile on p.1597

What the team is known for Focused maritime litigation firm regularly acting for ship owners and P&I clubs on wet shipping and seagoing disputes, including collisions. Offers additional Supreme Court dispute resolution capacity. Highly reputed for its dry shipping practice, as well as ship construction, freight-forwarding disputes and insolvency issues. Also handles contractual matters.

Strengths A commentator highlights the team’s “specialist knowledge” in the shipping space and describes the lawyers as “particularly user-friendly.” Another client appreciates the team’s “strong and fast feedback.”

Notable practitioners

Market sources describe **Michiel van Leeuwen** as “an excellent lawyer.” He is well known for his shipping litigation expertise. An interviewee enthuses: “We find him to be very knowledgeable, responsive and commercial.”

Clifford Chance LLP

See profile on p.64

What the team is known for Solid asset finance team with significant strength in aviation matters, advising on fleet financing by way of facility agreements. Regularly mandated on the acquisition, sale and leasing of aircraft, acting for both financial institutions and leasing companies. Additionally adept at assisting airline companies with joint venture agreements. Able to collaborate with the firm’s offices in other European jurisdictions.

Transportation: Shipping: Finance
Leading Firms
Loyens & Loeff *
NautaDutilh *
Norton Rose Fulbright
Leading Individuals
H Geerling Erik NautaDutilh *
Kreuze Gianluca Loyens & Loeff *
Vos Aram Wiersma Mensonides

Notable practitioners

Hein Tonnaer is well regarded for his asset finance practice. He acts for lenders, lessors and airlines on aircraft sale and purchase and leasing matters.

Cox Ten Bruggencate Advocaten

What the team is known for Specialised marine insurance practice, regularly assisting insurers, underwriters, cargo carriers and cargo owners. Adept at handling logistics matters relating to warehousing and terminal operations, such as negotiating contracts and T&C. Additionally advises on freight forwarding, as well as liability disputes.

Work highlights Defended the driver of a train involved in a collision during construction works in liability proceedings. The damage is valued at EUR3.5 million.

Notable practitioners

Joeri Cox has a broad transportation practice acting for cargo carriers and insurance underwriters. He has significant expertise in handling damages and liability claims and assisting logistics sector clients with contracts. **Carljin Ten Bruggencate** is noted for her excellent transportation, trade and logistics practice. She advises underwriters and logistics providers on contamination claims, liability disputes and contractual matters.

Dock Legal Experts

What the team is known for Well-known firm for representing hull underwriters, P&I clubs and ship owners in liability cases and vessel arrests. Additionally advises clients on non-contentious matters involving commercial contracts and charter parties. Acts on both deep sea and inland navigation matters. **Strengths** Market commentators note that the firm “has experienced lawyers” in the transportation space.

Notable practitioners

Markwin Wattel is an important contact for the firm’s maritime practice.

Loyens & Loeff

See profile on p.1625

What the team is known for Well-reputed shipping finance practice acting for a number of Dutch financial institutions and international banking clients on complex financing matters. Advises on the financing of vessel purchases, the construction of new vessels and debt refinancing mandates.

Work highlights Advised ABN AMRO Bank on a funded participation agreement and a credit agreement for the financing of three new vessels.

Notable practitioners

Gianluca Kreuze (see p.1576) is well placed to advise financial institutions on ship financing. Market sources describe him as “a very smart lawyer who is enjoyable to work with.”

NautaDutilh**See profile on p.1627**

What the team is known for Prominent shipping finance practice representing investment banks, shipbuilders and shipping companies. Advises on fleet refinancing, loan agreements, amendments to credit facilities, lease agreements and the enforcement of securities.

Strengths A market commentator notes: *"It is one of the best teams in the Netherlands,"* and particularly highlights the experience of the lawyers, adding that *"you never need to reinvent the wheel with them – they know what they're doing."*

Notable practitioners

Clients value **Erik Geerling** (see p.1572)'s *"excellent knowledge on shipping topics"* and add that he is *"always solution-driven."* He predominantly represents lenders in facility and loan agreements, as well as security agreements. A number of commentators highlight his experience in this area, and one adds that he is *"very reliable."*

Norton Rose Fulbright

What the team is known for Market-leading aviation finance team with a strong portfolio of clients, including banks, leasing companies and airlines. Especially involved in the sale and purchase of aircraft, as well as refinancing and lease agreements. Additionally assists international clients with regulatory matters. Advises public sector clients on public procurement matters in the aviation industry. Also acts for transportation companies on restructuring matters, and is noted for its expertise in cross-border matters, working closely with the firm's offices in other jurisdictions. Represents financial institutions in ship finance and refinancing mandates, often collaborating with the firm's banking and tax teams.

Work highlights Advised Aerovías de México on its rights under the bilateral air transport agreement between the Netherlands and Mexico.

Notable practitioners

Wouter Hertzberger is a key point of contact for the aviation and ship finance practice.

Smallegange

What the team is known for Maritime boutique with a strong focus on shipping litigation. Principally acts on wet shipping disputes. Provides a full range of services, including salvage, wreck removal, ship arrests and general average issues, as well as charter party disputes. Represents clients in a range of liability issues, including liability for cargo damage, contamination and injury to passengers. Clients include underwriters, P&I clubs and ports.

Strengths A client comments: *"The people in the team are easy to work with, have a lot of experience and are not afraid to go the extra mile."*

Notable practitioners

According to one market commentator, **Jan van der Stelt** is *"very likeable and knowledgeable."* He has strong expertise in shipping disputes.

Stek**See profile on p.1634**

What the team is known for Prominent domestic aviation practice advising clients on aircraft sales, purchases and leasing matters. Additionally represents clients in litigious matters. Regularly instructed on

cross-border mandates in this sector. Also active in aircraft production, advising aircraft manufacturers on development issues. Acts for a wide range of clients, including Dutch and international leasing companies and airlines.

Work highlights Advised Mass Jet Lease on the sale of seven aircraft to Bek Air.

Notable practitioners

Jeroen Timmermans (see p.1585) is well regarded for his knowledge of the aviation sector. He primarily advises clients on aircraft leasing, development, sale and purchase. **Laetitia Kunst** (see p.1577) is experienced in aircraft financing. She acts for aircraft lessors and other clients in the aviation sector on aircraft sale and leasing mandates.

Van Dam & Kruidenier

What the team is known for Boutique firm focusing on inland shipping law. Acts on both advisory and litigious matters, including shipbuilding contracts, onboard employment issues and brown water collisions. Clients include insurance companies and shipyards.

Strengths Market sources agree that the team *"knows its way around inland shipping."*

Notable practitioners

Tim Roos's practice focuses on inland shipping disputes. He advises on cargo damage, passenger safety and other liability claims.

Van Steenderen Mainport Lawyers BV

What the team is known for Shipping boutique handling both contentious and non-contentious shipping work. Strong focus on shipbuilding, acting for clients on conversion projects and general shipbuilding. Represents clients in litigation and arbitration proceedings, concerning ship arrests, insurance claims and casualties. Also advises on inland transport issues, including road and rail freight.

Notable practitioners

Arnold van Steenderen is well regarded in the maritime law space. He has noteworthy experience in handling contentious matters relating to collisions, ship arrests, insurance disputes and salvage litigation. He also offers expertise in shipbuilding contractual matters.

Van Traa Advocaten**See profile on p.1641**

What the team is known for Impressive transportation practice, with a first-rate maritime offering complemented by significant aviation expertise. Noted experience in insurance and liability claims across the transport sector. Clients include insurers, global logistics companies and financial institutions. Regularly represents international and domestic clients in contentious matters, including those relating to shipbuilding and collisions, as well as cargo damage cases. Notable strength in aviation law, regularly assisting airline companies and insurance companies with litigation, including ground handler disputes, passenger claims and liability issues.

Strengths A client enthuses: *"The approach of the firm is commercial and user-friendly, and the lawyers are client-focused."*

Another client comments: *"Van Traa is a very renowned firm with extensive knowledge and is a great partner to spar with."*

Work highlights Assisted Special Cargo Services with obtaining import and transport permits to transport explosives for civil use to Dutch consignees.

Notable practitioners

Robert Pessers specialises in high-profile contentious matters, including liability disputes and incident investigations. He also advises on regulatory and contractual issues affecting the aviation industry. His clients include major airlines and their insurers. **Robert de Haan** has significant expertise in maritime, road and rail matters. He focuses on insurance and liability disputes. **Marc Van Maanen** regularly represents logistics service providers, banks and insurers in contamination claims and liability disputes. He also advises on regulatory issues.

Jolien Kruit is well versed in a variety of shipping issues, including ship arrest, general average and cargo damage claims. A client describes her as *"highly intellectual but also commercial and able to balance that really well."* **Vincent Pool** is experienced in handling vessel arrests and cargo damage matters for road carriers and transport supply companies. A client describes him as *"extremely charming and very intellectual."*

Wiersma Mensonides

What the team is known for Well regarded for ship and commodities financing, as well as expertise in bankruptcy and the enforcement of ship mortgages. Offers a notable litigation practice, providing solid support on contentious shipping matters, including hull and machinery insurance issues and accidents at sea. Client base includes shipping companies, banks and shipyards.

Strengths A client comments: *"The team is very well prepared technically and comfortable both in the Dutch legal regime and in dealing with international law. The lawyers show remarkable attention and care in relation to all details of a case, yet are practical and client-focused."*

Another client praises the high quality of the team's work: *"The advice is to the point, pragmatic and complete. The lawyers are very approachable and responsive, have a hands-on mentality and deliver good-quality work."*

Work highlights Defended Credit Europe Bank in proceedings brought by Aspen to reclaim EUR22 million paid out following the sinking of 'Atlantik Confidence'.

Notable practitioners

Reinier Van Campen is *"good with details and always prepares his files and cases well,"* according to a market source. He represents ship owners and lenders in disputes relating to bankruptcy and recovery proceedings, as well as salvage matters and vessel arrests. An interviewee comments that he *"has a profound knowledge of shipping and transport law and is able to provide sharp advice."* **Aram Vos** assists lenders with the financing of vessels and port infrastructure, as well as bankruptcy matters. One client remarks: *"Vos is a fantastic commercial lawyer with a great capacity to understand businesses,"* and goes on to add that his *"legal skills and his commercial know-how make him one of the best choices for clients seeking a solid lawyer for matters involving different jurisdictions."*

White-Collar Crime & Corporate Investigations

White-Collar Crime & Corporate Investigations	Corporate Investigations	White-Collar Crime
Leading Firms	Senior Statespeople	Leading Individuals
Band 1	Senior Statespeople: distinguished older partners	Band 1
Allen & Overy LLP	Italianer Joost <i>NautaDutilh*</i>	Biamond Hendrik Jan <i>Allen & Overy LLP</i>
De Brauw Blackstone Westbroek*	Leading Individuals	Doorenbos Daan <i>Stibbe*</i>
Band 2	Band 1	Verbruggen Aldo <i>Lumen Lawyers (ORL) ◇*</i>
Houthoff*	Biamond Hendrik Jan <i>Allen & Overy LLP</i>	Band 2
NautaDutilh*	Somsen Marnix <i>De Brauw Blackstone Westbroek*</i>	Bakker Marike <i>NautaDutilh*</i>
Stibbe*	Band 2	Leliveld Jan <i>Van Doorne*</i>
Band 3	Bakker Marike <i>NautaDutilh*</i>	Schreuders David <i>Simmons & Simmons LLP (ORL) ◇</i>
Ivy Advocaten	Doorenbos Daan <i>Stibbe*</i>	Band 3
Jones Day*	Ploeger Patrick <i>De Brauw Blackstone Westbroek*</i>	Brouwer Dian <i>JahaeRaymakers Advocaten (ORL) ◇*</i>
Van Doorne*	Verbruggen Aldo <i>Lumen Lawyers (ORL) ◇*</i>	de Bree Robbert <i>Wladimiroff Advocaten N.V. (ORL) ◇</i>
* Indicates firm / individual with profile.	Band 3	Schneider Frits <i>AKD (ORL) ◇</i>
◇ (ORL) = Other Ranked Lawyer.	Affourtit Vincent <i>Houthoff*</i>	
Alphabetical order within each band. Band 1 is highest.	Broekhuijsen Robert Hein <i>Ivy Advocaten</i>	
	de Swart Alexander <i>Wladimiroff Advocaten N.V. (ORL) ◇</i>	
	Leliveld Jan <i>Van Doorne*</i>	
	Up-and-coming individuals	
	Rosing Muriël <i>Stibbe*</i>	
	Star associates	
	Van der Aa Neyah <i>Allen & Overy LLP</i>	

Band 1

Allen & Overy LLP

What the team is known for Prominent corporate investigations practice offering expertise in both investigations and white-collar defence litigation.

Acts for a global client base, including financial institutions, professional services companies and leading Dutch corporates. Distinguished by its criminal defence capabilities, the team advises on sensitive investigation processes, including those linked to alleged money laundering, bribery and business irregularities. Regularly acts for clients before the Dutch Prosecution Service and industry regulators.

Notable practitioners

Hendrik Jan Biemond advises on investigations into money laundering and bribery, including those of a cross-border nature. He is also active in criminal proceedings pertaining to fraud. His rounded skills as a lawyer are valued by clients, who appreciate that “he combines excellent legal expertise with diplomacy and convincing communication skills.” He acts for financial institutions and corporate entities. **Neyah Van der Aa** draws praise from clients for his diligence, one describing him as “always on the ball and fully focused on the best results.” He assists domestic banks and corporate entities with investigative issues pertaining to bribery, money laundering and sanctions violations.

De Brauw Blackstone Westbroek

See profile on p.1604

What the team is known for Unrivalled investigations practice with a stellar reputation for advising blue-chip clients on anti-bribery, international sanctions and tax irregularities. Active on matters pertaining to financial misconduct, notably assisting leading Dutch banks with regulatory investigations into interest rate manipulation. Regularly acts for large Dutch corporate clients on export control matters, environmental regulations and human rights issues. Assists clients with matters globally, with prominent investigations relating to the Middle East, South America and China.

Strengths Clients value the firm for its straightforward manner of counsel, one casting it as “a grounded, no-nonsense firm.”

A client underlines its ability in cases of a cross-border nature, revealing: “I was really impressed at how they made connections internationally.”

Work highlights Advised SBM Offshore on reaching

a settlement with Dutch and international prosecutors following anti-bribery charges.

Notable practitioners

Marnix Somsen (see p.1584) represents a diverse clientele drawn from banking and pharmaceuticals in investigative matters. Sources hail his dedication, one relaying how “he goes the extra mile with clients.” **Patrick Ploeger** (see p.1581) is valued by clients for his handling of complex mandates, one describing him as “very calm and very composed,” before elaborating: “He did a hell of a job in a situation that was not easy.” He undertakes investigations pertaining to AML compliance and environmental violations on behalf of clients in pharmaceuticals and banking.

Band 2

Houthoff

See profile on p.1618

What the team is known for Strong team acting on regulatory enforcement and criminal defence. Offers expertise in a range of high-profile investigations into allegations of bribery, tax fraud and money laundering. Acts for a number of banks and listed companies, as well as representing bankruptcy trustees and shareholders of companies under investigation. Offers further experience in the construction and insurance sectors.

Strengths Market commentators acknowledge the firm’s work in relation to regulatory issues.

Work highlights Represented bankruptcy trustees in an investigation into the causes of the bankruptcy of DSB Bank.

Notable practitioners

Vincent Affourtit (see p.1563)’s work portfolio covers investigations relating to sanctions violations, embezzlement, bribery, tender fraud and bankruptcy. His client roster includes banks and insurers. Market commentators acknowledge his focus on regulatory topics.

NautaDutilh

See profile on p.1627

What the team is known for Respected team han-

dling a broad range of investigative and litigious work for financial institutions and multinational companies. Areas of expertise include anti-corruption and anti-money laundering, as well as sanctions compliance. Offers experience in investigations with international components and regularly represents clients in both criminal and civil matters.

Strengths The firm’s attentiveness is a source of praise among clients, one claiming that “they are always available and will jump on a plane or train if necessary.”

Another deems the practice “customer-oriented.”

Work highlights Assisted Royal Dutch Shell with an international investigation into alleged bribery regarding a Nigerian oil field.

Notable practitioners

Joost Italianer (see p.1574) is, according to one market commentator, “very pleasant to work with.” He advises clients from the energy and transportation sectors on criminal investigations covering tender fraud and environmental violations. **Marika Bakker** (see p.1564) assists with investigative matters regarding money laundering, bribery and tender fraud. Clients speak of her pragmatism, one commenting how she “takes charge of the most important topics,” before deeming her “practical and hands-on.”

Stibbe

See profile on p.1635

What the team is known for Large team involved in internal and external corporate investigations for consumer goods and construction companies, as well as financial institutions. Advises on investigations relating to fraud and bribery allegations and also assists with related litigation proceedings. Frequently acts on cross-border mandates that attract significant media attention.

Strengths The team’s courtroom work is remarked upon by sources, one referring to it as “a very good corporate criminal defence team.”

Notable practitioners

Daan Doorenbos (see p.1570) is commended by market commentators for his scope as a practitioner, one reporting on his “academic background that he marries with the practical side.” He represents domestic and international corporate entities in civil and criminal proceedings, in addition to investigative issues covering bribery and money laundering. **Muriël Rosing** (see p.1582) rises in the table following her promotion to partner. She acts for corporate clients on cross-border investigations into bribery and money laundering allegations.

Band 3**Ivy Advocaten**

What the team is known for Enters the table this year following glowing client praise. Maintains a broad offering, spanning money laundering and corruption cases, as well as internal investigations against CEOs. Boasts a clientele of energy companies, financial institutions and sovereign states. Well prepared to advise on cross-border investigations in a local counsel role alongside international law firms.

Strengths The firm's efficient counsel is emphasised by clients, one recalling how the team was "always able to give quick and appropriate advice," before describing it as "a pleasure to deal with."

Another values the practice as "thorough."

Work highlights Represented Refineria di Korsou in a corruption investigation against its former CEO.

Notable practitioners

Robert Hein Broekhuijsen represents a clientele of state bodies and energy companies in investigative matters centred on corruption allegations. He is well prepared to advise on cases of a cross-border scope.

Jones Day

See profile on p.79

What the team is known for Experienced team with a track record of handling investigations relating to fraud, bribery and money laundering. Well prepared to assist with criminal defence relating to alleged breaches of environmental legislation and professional liability. Offers further experience in internal governance, acting for multinational corporations, as well as directors and executives. Well equipped to handle cross-border matters, particularly those involving the USA and Asia, thanks to the firm's inter-

national network and globally integrated service.

Strengths Clients appreciate that the team offers "smart and good practical solutions."

Further sources pinpoint the firm's cross-border capabilities as an asset, asserting that "they have the bandwidth and global span that would help in the area of white-collar crime and investigations."

Notable practitioners

Gerjanne te Winkel is a key contact at the firm.

Van Doorne

See profile on p.1640

What the team is known for Enters the table this year following strong endorsements from market sources. Active on investigations covering tax fraud, money laundering and bribery. Offers additional expertise in contentious cases pertaining to black-mail. Claims a broad clientele drawn from sectors as disparate as manufacturing and financial services, pharmaceuticals and construction.

Strengths Clients value the team's hands-on style, one claiming that "they help to handle complex matters smoothly, in the smartest possible way."

Notable practitioners

Jan Leliveld (see p.1577) is commended by clients for his foresight, one underlining his "ability to anticipate difficulties and legal consequences." He enters the investigations table this year following an impressive caseload encompassing alleged money laundering and bribery. He also offers expertise in cross-border criminal investigations relating to corruption.

Other Ranked Lawyers

Dian Brouwer (see p.1566) has a track record of representing both companies and individuals as defendants in white-collar proceedings, including fraud and bribery allegations. His advocacy skills are remarked upon by peers, one recommending him as "clear in court."

Robbert de Bree is well versed in criminal law, sanctions and fraud. He also claims a track record representing clients from the financial services sector. He has further experience assisting clients with environmental investigations and liability cases. One market source suggests: "I think technical skills make Robert stand out."

Alexander de Swart is well practised in corporate investigations, with experience in cases relating to allegations of money laundering, tax evasion and bribery.

Frits Schneider enters the table this year on account of an extensive work portfolio and glowing feedback. He advises on criminal cases pertaining to environmental violations and fraud. One source describes him as "a dedicated lawyer."

David Schreuders undertakes criminal investigations and litigation in cases concerning fraud, bribery and sanctions violations on behalf of a client list spanning energy and aviation. Clients emphasise his commercial acumen, such as one who states that "he is very approachable and provides to-the-point advice." Sources applaud **Aldo Verbruggen** (see p.1591) for his advocacy, describing him as "an excellent court operator." He is well versed in investigations and criminal defence cases in the financial services and telecoms sectors.

Leaders' Profiles in Netherlands**AFFOURTIT, Vincent**

Houthoff, Amsterdam
31 20 605 69 36

v.affourtit@houthoff.com

Featured in Corporate Investigations (Netherlands)

Practice Areas: Vincent is head of Houthoff's Investigations & Public Enforcement practice. He specialises in financial and economic public law. Vincent assists clients that are the subject of regulatory investigation, supervision and enforcement, or that have brought proceedings in relation to such matters, by swiftly and efficiently finding a solution for the problems identified during the investigation. Preventing or limiting reputational damage is an essential part of his work, as are ensuring a good relationship with the key stakeholders and providing effective and efficient assistance in the event of litigation. Vincent is an expert in handling politically sensitive cases, and advises on and litigates matters at the interface between public and private law. Vincent is a lecturer at the Law Firm School and a regular annotator for the legal journal JOR. He is also associated with the Institute for

Financial Crime and a member of various professional associations.

ALBERDINGK THIJM, Christiaan A

bureau Brandeis, Amsterdam
0031 207606506

christiaan.alberdingkthijm@brandeis.eu

Practice Areas: Christiaan Alberdingk Thijm is partner of bureau Brandeis. Few attorneys can measure up to his knowledge and experience in technology and media law. His case list includes many international renowned cases, acting for clients such as KPN, Sanoma, Netflix and eBay. European and fundamental rights are a cornerstone of his practice.

Career: In 1998, Christiaan Alberdingk Thijm was admitted to the Amsterdam bar. He started his career at the international firm De Brauw Blackstone Westbroek. He is one of the founders of bureau Brandeis. In 2017 he was part of the committee of the Netherlands bar that redrafted the Code of professional conduct for lawyers.

Professional Memberships: The Netherlands Association of Computer Lawyers (VIRA); Netherlands Association for Information Technology and Law (NVvIR); Netherlands Association for Copyright Law (VvA); Netherlands Association for

Media & Communications Law (VMC); International Bar Association (IBA).

Personal: Besides his work as an attorney, he is a senior lecturer at the University of Amsterdam. Christiaan Alberdingk Thijm is also the author of a work of fiction. His debut novel 'The Trial of the Century' ("Het proces van de eeuw") came out in 2011 and is currently running its seventh edition.

ANALBERS, Rik

AKD, Amsterdam
+31 88 253 5376

ranalbers@akd.eu

Featured in Dispute Resolution (Netherlands)

Practice Areas: Rik Analbers is a lawyer at AKD who specialises in corporate law.

ARENDS, Daan

DLA Piper LLP, London

Featured in Tax (Netherlands)

Career: Daan Arends has close to 20 years' experience in international indirect tax: VAT, customs and Transfer Taxes. He advises multinational clients on international VAT and customs implications of e-commerce, supply chain restructurings, cross-border mergers & acquisitions, and business integration projects. Daan acts for multinational clients in a wide range

of sectors, including consumer goods & retail, technology, financial services and manufacturing. Daan is an attorney-at-law and tax adviser. He is heading the Amsterdam Tax Practice and is leading the International VAT practice of DLA Piper.

ARNBAK, Axel

De Brauw Blackstone Westbroek, Amsterdam

+31 20 577 1973

axel.arnbak@debrauw.com

Featured in TMT (Netherlands)

Practice Areas: Axel Arnbak is a reputed expert on European and Dutch data protection, cybersecurity and cybercrime issues. He provides strategic advice to multinational companies aligning their commercial goals with legal compliance and enforcement risks. Axel is internationally-noted for his expertise and stands out among lawyers for his technical understanding of today's information society and involvement in academic research.

Career: Senior Associate.

Professional Memberships: Axel is a faculty member at the Board Academy, the elite educational program for captains of industry.

Publications: Axel obtained his doctorate in 2015 with his book 'Securing Private Communications', the first ever Ph.D. thesis on European cybersecurity law, published by Kluwer Law International in 2016. His academic work has been published by globally recognized journals in law and computer science and has been covered by a.o. the Financial Times, CBS News, and the Wall Street Journal. Axel is a columnist at the Dutch Financial Times and he is regularly invited to address the European and Dutch Parliament on current matters and to give workshops on 'how the internet works'.

ARTZ, Ton
Leijnse Artz, Rotterdam
+31102444344
a.artz@leijnseartz.com

Featured in Life Sciences (Netherlands)

Practice Areas: Ton specialises in Life Sciences & Healthcare, IP, Unfair Competition & Advertising, both contentious and non-contentious. His practice covers pharmaceuticals, medical devices, biotech, food, cosmetics. He advises in mandates ranging from promotion, marketing and sales (including procurement procedures and contracting), the regulatory status of borderline products, reimbursement and IP disputes, to (general) contractual issues. Over the years, Ton has built long-standing relationships with several leading international companies in the pharmaceutical and food industries, as well as in the home & personal care industries. Ton is one of the most experienced lawyers in the Netherlands in the field of advertising (pharmaceuticals, food, medical devices) and regulatory compliance and enforcement actions in the life science sector by competent authorities. He has an excellent track record with regulatory authorities such as the Dutch Health and Youth Care Inspectorate (IGJ), the Netherlands Food and Product Safety Authority (NVWA), as well as with self-regulatory bodies such as the CGR (Foundation for the Code for Pharmaceutical Advertising) and the Advertising Code Committee (RCC). Ton is co-founder of the Dutch Pharmaceutical Law Association (VFenR).

Professional Memberships: Dutch Pharmaceutical Law Association (VFenR), board member of the Netherlands Advertising Law Association (VvRr)

BAAS, Daan
Dirkzwager legal & tax, Arnhem
31 026 353 83 74
baas@dirkzwager.nl

Practice Areas: Insurance law, AVB, Commercial disputes, Product liability, Professional liability, Director's liability, Liability law, Disciplinary law, Medical liability, Cross-border / international disputes

Career: Daan works as attorney/partner in the Liability, Loss and Insurance department at Dirkzwager. Daan specialises in liability and insurance law, and focuses on D&O liability, professional liability, corporate liability insurance (AVB), product liability and coverage disputes. Daan frequently provides advice and litigates before the civil court and in arbitration proceedings. He is regularly involved in major cross-border and international disputes. Daan was Deputy Registrar at

the Board of Discipline in Amsterdam. He pays special attention to professional liability (notaries/lawyers/doctors/brokers/etc.) and disciplinary law. Daan has been an attorney since 2006. He worked for a major law firm in Amsterdam until 2012, and then embarked on a journey by land from the Netherlands to South Africa (and back). He has worked as an attorney with Dirkzwager since 2013. He frequently publishes and teaches within his field of expertise.

BAKKER, Marike
NautaDutilh, Amsterdam
+31 20 71 71 462
marike.bakker@nautadutilh.com
Practice Areas: <https://www.nautadutilh.com/en/our-people/bakker-marike>

BAKS, Bas
CMS, Utrecht
+31 30 2121 202
bas.baks@cms-dsb.com

Featured in Insurance (Netherlands)

Practice Areas: Bas Baks is a partner in our Insurance & Litigation practice group. He specialises in insurance and liability matters, with an emphasis on claims in relation to construction related matters and D&O. Bas has experience in various areas of professional liability and product liability. Bas is co-head of the global CMS Insurance Sector Group.

Career: 2014: Partner at CMS. Bas has been a practising lawyer since 2000.

Professional Memberships: Insurance law Association, Lecturer Liability and Insurance Law for the Stichting Opleiding Advocaten Arrondissement Utrecht, Technical Insurance Professionals Club (Beurs Club Technische Verzekeringen), Causarie.
Publications: Publication: 10 things every insurer should know. Furthermore Bas publishes in professional journals and media.

BARKHUYSEN, Tom
Stibbe, Amsterdam
+31 20 546 03 90
tom.barkhuysen@stibbe.com

Featured in Public Law (Netherlands)

Practice Areas: Tom specialises in administrative law, compliance and sanctions, environmental, housing, education, licensing, regulatory and governmental liability issues. He advises a range of companies and public bodies including representation before Dutch and European courts. He holds a professorship in public law at Leiden University. Please visit: <http://www.stibbe.com/en/people/t/tom-barkhuysen>

BECKERS, Roderik
Loyens & Loeff, Paris
+31 20 57 85 137
roderik.beckers@loyensloeff.com

Practice Areas: Roderik Beckers, tax adviser, is a member of the Investment Management practice group. He specialises in cross-border investments and business activities in particular involving the Benelux countries, France, Spain and Portugal. He mainly advises multinational corporations and investment funds on the tax aspects of reorganisations, mergers & acquisitions, and real estate investments. Roderik has broad experience in the field of structuring and advising European property investment funds, in the private as well as the listed sector (REITs). He worked at our Paris office from 2001

through 2004 and headed the Paris tax team from 2009 through 2014. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/our-people/roderik-beckers-en-p8092/>

BEESTON, Sarah
Van Doorne, Amsterdam
+31 6 22 697 849
beeston@vandoorne.com
Featured in Competition/European Law (Netherlands)

Practice Areas: Practice Areas Sarah Beeston heads the European & Competition team of Van Doorne. She advises national and international clients on compliance with competition rules in all aspects of their daily business. She thus helps clients to achieve their commercial goals. Sarah represents clients' interests before competition authorities and courts, including in competition-related damages claims. Sarah has experience in most industries from energy and transport to consumer goods and financial services. She is also active in semi-public sectors including education, healthcare and life sciences. Sarah is one of the founders of the Association for Compliance in the Healthcare Sector. She is board member of the Association for Women and Competition. Sarah is innovative and seeks solutions. She obtained the first commitment decision and first settlement decision taken by the Dutch competition authority. She has successfully negotiated the termination of investigations without formal commitments and worked with the ACM on criteria for leniency in non-horizontal cases. Sarah has also successfully settled several international damages claims.

Career: Sarah began her career with the European Commission and entered private practice in 1990. Her international experience in London, Brussels, Paris and the Netherlands influences her approach and is highly valued by clients.

BENS, Daphne
DLA Piper Nederland, Amsterdam
+31 20 541 9834
daphne.bens@dlapiper.com

Featured in Corporate/M&A (Netherlands)

Career: Daphne Bens has extensive experience in advising clients, (multi)national corporations as well as listed companies in complex cross border M&A transactions. Daphne's practice focuses on mergers and acquisitions, private equity, joint ventures and general corporate law. Daphne has a specific focus on the Technology sector and the Hospitality and Leisure sector and is member of the DLA Piper core teams in these sectors. In 2002 Daphne was seconded at DLA Piper Hong Kong and Singapore.

BERENDSEN, Sidney
Loyens & Loeff, Amsterdam
0031 (0)20 578 5780
sidney.berendsen@loyensloeff.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Sidney Berendsen, attorney at law, is a specialist in corporate law disputes, such as disputes involving M&A transactions, disputes between shareholders, proceedings with the Enterprise Chamber of the Court of Appeals and directors' and supervisors' liability. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/sidney-berendsen-en-p8122/>

<https://www.loyensloeff.com/en/en/our-people/sidney-berendsen-en-p8122/>

BERGER, Kirsten
Houthoff, Amsterdam
+31 20 605 61 73
k.berger@houthoff.com
Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Kirsten specialises in energy law and has extensive experience in the energy and industrial sector. She acts as counsel to various energy companies and industrial companies in respect of projects, transactions, commercial contracts, joint ventures, regulatory and financial matters. As a true sector specialist she has an extensive track record in respect of: - projects and project development including wind parks, power plants, gas exploration and production and industrial plants; - M&A transactions including controlled auctions for wind parks, interests in offshore gas fields and pipelines, industrial restructurings and private M&A transactions in the sector; commercial contracting including power purchase agreements (including corporate PPA's), (industrial) gas supply agreements, transport and storage agreements, tolling agreements and refinery gas agreements utilities agreements (including water and heat); - joint ventures in relation to wind parks, power plants, upstream gas projects and for innovative projects such as a waste to chemicals project; - regulatory matters including connection and transportation issues, third party access, gas quality matters, program responsibility and balancing, CO2 emissions trading, SDE subsidy aspects and EU Energy Regulations; - real estate aspects including pipeline issues and lease and ownership aspects.

BERGER, Lodewijk
Jones Day, Amsterdam
+31 20.305.4218
lberger@jonesday.com

Featured in Tax (Netherlands)

Career: Lou has long-standing trusted relationships with a number of the largest U.S. multinationals and represents them on planning, (multilateral) audits, and international tax controversies. He is very engaged in EU and OECD changes, including BEPS, ATAD, State Aid, and DAC6, and proactively counsels clients on related risks and implications. Lou began his practice as an international tax attorney in Amsterdam in 1997. He spent two years working in London and six years working in New York before returning to Amsterdam. He is a member of the ABA and the IFA and speaks regularly at tax conferences.

BERKENBOSCH, Jasper
Jones Day, Amsterdam
+31 6 14 33 01 36
jberkenbosch@jonesday.com
Featured in Restructuring/Insolvency (Netherlands)

Career: Jasper Berkenbosch, leader of the Amsterdam Business Restructuring & Reorganization team, advises companies in distress, funds, banks and creditors on a wide variety of restructuring and insolvency matters, including insolvency proceedings, workouts, cross-border restructurings, and director and shareholder liability matters. Jasper acts as insolvency

administrator in high-profile cross-border cases and is regularly appointed by the court as administrator and trustee in complex insolvency proceedings involving multiple jurisdictions in and out of Europe.

BIELEVELD, Lisette

Van Doorne, Amsterdam
+31 (0)20 6789 203
bieleveld@vandoorne.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Lisette is head of Van Doorne's Commercial team. She advises and litigates on behalf of domestic and international companies and organisations with regard to all commercial contracts, such as (international) agency, franchise and distribution contracts, (international) sale/purchase agreements (including general conditions, sourcing and framework agreements) services agreements, co-operation agreements and confidentiality agreements. She has specific expertise in commercial litigation (both before Dutch Courts as well as in (international) arbitration), consumer law, liability law and related matters of an international private law nature. She also advises and litigates in the areas of e-commerce and IT, including outsourcing, software and hardware sales and supply of software licensing and on failed IT projects. Lisette specialises in contract and liability law (including food and health safety related issues), civil procedural law, international private law and ICT.

Professional Memberships: Dutch Association for Distribution, Franchise and Agency International Distribution Institute Lecturer for the NEVI (Netherlands Association for Purchase Managers) Editor in "Rechtspraak Contractenrecht" ("Case law on Contract law"), a publication of Kluwer Arbitrator IDI Arb

BIJKERK, Eelco

Stek, Amsterdam
+31 6 3014 5533
eelco.bijkerk@stek.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Eelco is a specialist in corporate law. He advises private equity firms, corporates and financial institutions on mergers and acquisitions, restructurings and other corporate law issues. He also regularly works with international law firms on cross-border transactions. Eelco has particular expertise in private equity transactions.

Career: 2015: Partner Stek; 2011: Senior Associate Stek; 2006: Associate Allen & Overy.

BISCHOT, Willemien

Van Doorne, Amsterdam
+31 20 6789 357
bischot@vandoorne.com

Featured in Healthcare (Netherlands)

Practice Areas: Willemien heads Van Doorne's Healthcare & Life Sciences practice. Willemien advises healthcare providers, private investment companies and related community interest companies on such issues as mergers and joint ventures, funding and financing, corporate governance, contractual relationships with healthcare insurers, municipalities and grant providers, disputes, employee relations, restructuring and recovery. She also assists clients in raising private capital.

Career: Willemien publishes and lectures frequently. Willemien is board member

of various Dutch companies, such as the Supervisory Board of CZ (one of the four major Dutch healthcare insurance companies), and the regulations evaluation committee, ZonMw. Furthermore, Willemien is vice chairman of the supervisory board, and member of the audit committee of TIAS, School for Business and Society. Willemien became partner in 2000.

BLOM, Nico

NautaDutilh, Amsterdam
+31 20 71 71 822

Nico.Blom@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/blom-nico>

BOEKRAAD, Gertjan

Stibbe, Amsterdam
00 31 20 546 07 49
gertjan.boekraad@stibbe.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Gertjan specialises in complex commercial litigation. His practice involves a wide range of civil liability issues, including disputes concerning various types of contracts, tort litigation, professional liability disputes, and banking and securities litigation. He also represents auditors of big accountancy firms in proceedings before the disciplinary courts for auditors. Gertjan is also an insolvency expert and litigates over issues such as the validation of claims, fraudulent preference and director's liability. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/g/gertjan-boekraad>.

Career: Partner since 2005. Gertjan also serves as a deputy judge in the Court of Appeal of Den Bosch.

Personal: Gertjan holds a PhD in law from the University of Nijmegen (1997).

BOERSTRA, Onno

Van Doorne, Amsterdam
+31 20 6789 228
boerstra@vandoorne.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Onno specializes in mergers and acquisitions, private equity and buyouts and management participations. Several independent, international surveys have specifically recommended Onno in these areas. Onno represents various Dutch and foreign companies, private equity funds and other investors, mainly in cross-border transactions. He also frequently acts for management teams in buy-outs.

Career: Onno has a broad managerial experience. He was managing partner at VanEps Kunneman VanDoorne in Curaçao, where he was responsible for managing and reorganizing the Curaçao and Aruban offices. Onno likewise served as the managing partner at Van Doorne's Amsterdam office from 2007 to 2010. Since 2018 he is the firm's senior partner. Number 1 ranking in Mergermarket Benelux League Table 2011 Number 1 ranking in M&A deals Netherlands 2018: both Volume and Value Nominated as Best M&A Lawyer by Dutch M&A Awards 2018 and 2020 Best M&A lawyer (Gouden Zandloper) Netherlands 2017 and 2019

BOSMA, Willem

Van der Feltz advocaten, The Hague
+31 70 31 31 065
bosma@feltz.nl

Featured in Public Law (Netherlands)

Practice Areas: Willem Bosma acts on behalf of property developers, investors, parties active in (sustainable) energy projects, utility companies and companies in the food, chemical and pharmaceutical industrials sector. His clients further include local and regional authorities, such as municipalities, provinces, and environmental agencies. He advises clients both from a legal as a strategic perspective in projects and transactions, including the development, financing and sale/purchase of onshore and off shore windparks. He specialises in spatial planning law, environmental law, REACH, substances of very high concern, land use policy (in particular expropriation, the Dutch Act on Preferential Rights of Municipalities (Wvg), long-term ground lease, and land exploitation), and energy law.

Career: Willem Bosma enjoys lecturing on various subjects related to his practice (inter alia long-term ground lease on account of the Berghauser Pont Academy, and on land exploitation for the Dutch Academy for the Practice of Law (Academie voor de Rechtspraak)). Willem completed the Grotius Academy course on Environmental and Planning Law with honours.

Publications: Willem is the author of books on planning and environmental law (VIND Omgevingszaken (Grondexploitatie)), administrative law (VIND Bestuursrecht (Wvg)), multiple Dutch law journals regularly publish his comments on court decisions.

BOSMAN, Robert

CMS EU Law Office, Brussels
+32 26 5004 52
robert.bosman@cms-dsb.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Robert specializes in EU law, European and Dutch competition law as well as legislation on regulated markets. He acts for clients in proceedings before the European Commission, the (Dutch) Authority for Consumers & Markets and before the Dutch courts and the Court of Justice of the EU.

Career: Robert qualified as a lawyer in 1981 and joined CMS that year. He made partner in 1989. He taught competition law at the Ecole des Hautes Etudes Commerciales (EDHEC) in Lille (France) and sat as a substitute judge in the District Court of Breda (The Netherlands). Until October 2020 he was a member of the Advisory Committee on Competition Law of the Dutch Bar Association.

Professional Memberships: Robert is a member of: •the Dutch Association of Competition law, •the American Bar Association; Antitrust Law Section; and •the International Bar Association.

Publications: Robert is editor of several legal publications.

Personal: Languages: Dutch, English, French, German.

BRAEKEN, Bas

bureau Brandeis, Amsterdam
+31 (0) 207606 517
bas.braeken@bureaubrandeis.com

Practice Areas: Bas Braeken is specialised in European and Dutch competition law and has a wealth of experience in regulated markets (in specific media, fintech and telecoms). Bas advises clients on

all aspects of competition law, including cartels, state aid, vertical distribution, abuse of dominance and merger control issues. He assists companies during dawn raids. He is renowned for this expertise and track record in the field of regulatory and competition litigation, having obtained multiple landmark gains for his clients. He also represents companies before the European courts, both in state aid proceedings, cartel proceedings and preliminary questions. Bas has extensive experience with complex merger control issues, including second phase proceedings at both the European Commission and the Netherlands Authority for Consumers and Markets.

BRANS, Marloes

Houthoff, Amsterdam
+31206056918

m.brans@houthoff.com

Featured in Public Law (Netherlands)

Practice Areas: Marloes is Head of Climate Change and specialises in environmental law and spatial planning law. She advises and litigates for the industry, project developers, investors and government bodies, and has extensive experience in liaising with the authorities (environmental permission authorities, the SZW inspectorate, and the Human Environment and Transport Inspectorate). Marloes is leading the public law team in due diligence and contract negotiations in M&A and transactions. Marloes e.g. spoke on legal and policy instruments regarding water-related climate change adaptation in the Netherlands for the American Bar Association and at Columbia Law School, New York City. In 2019 she co-authored the first overview article on climate adaptation in urban planning legislation and regulations in the Netherlands and further she has several leading publications to her name on subjects such as the new Dutch Environment and Planning Act (Omgevingswet). Marloes is Chair of the Environmental Law Practice Group of Lex Mundi, a worldwide network of law firms which Houthoff is also a member of. Marloes is a board member of the Dutch Construction Lawyers Association, and a deputy judge in the administrative law section of the District Court of Central Netherlands.

BREDENOORD-SPOEK, Marieke

Stibbe, Amsterdam

Featured in Competition/European Law (Netherlands)

Practice Areas: Marieke specialises in the area of international competition litigation with a focus on follow-on damages claims. Furthermore, Marieke handles litigation cases concerning claims in tort and contract for high-profile clients, mainly as defence counsel. She also represents clients in proceedings before the European Commission and the European Court of Justice. Please visit the Stibbe website: <https://www.stibbe.com/en/people/m/marieke-bredenoord-spoek>.

BREEMAN, Henk

AKD, Amsterdam
+31 88 253 5524
hbreeman@akd.nl

Featured in Public Law (Netherlands)

Practice Areas: Henk Breeman has years of experience in substantive and administrative (procedural) law, particularly in the field of environmental and planning

law, supervision and enforcement, as well as government liability law and the Government Information (Public Access) Act [Wet openbaarheid van bestuur]. As a lawyer Henk has been involved in many large construction, real estate and infrastructure projects. He advises and litigates in urban and extra-urban redevelopment projects, infrastructural projects, complex spatial planning issues, (applications for) permits under the Environmental Management Act [Wet milieubeheer], environmental impact reports, as well as any enforcement issues related to the above.

BREMER, Jaap

BarentsKrans, The Hague
+31 70 376 0625

jaap.bremer@barentskrans.nl

Practice Areas: Jaap specialises in IP litigation and transactions. He represents a variety of clients from different industries, ranging from well-known multinational telecom and outdoor media companies to pharmaceutical and nutrition companies. Jaap is first and foremost a litigator with extensive experience in high-profile multi-jurisdictional patent litigation, particularly in pharmaceutical and standard essential (telecom) patent cases, and in trademark and advertising matters. He is an editor of the EPLAW Blog, a member of the examination board for Dutch patent attorneys and a member of the Standing Committee for IP of the Dutch Bar Association.

BROEDERS, Michael

Freshfields Bruckhaus Deringer LLP, Amsterdam
31204857000

hael.broeders@freshfields.com

Practice Areas: Michael Broeders is a member of the global transactions group and the financial institutions group, and advises on both finance and corporate transactions. With a background in corporate M&A and corporate litigation, he works on (distressed) transactions, represents clients in restructuring related litigation cases and advises on crisis situations. His work also includes advising clients on managing/supervisory director and shareholder liability issues and disputes; fraudulent conveyance; set-off and security rights. Michael also advises on financial regulatory matters.

Professional Memberships: Michael Broeders is a board member of the board of Insolad (Dutch association of Insolvency Lawyers).

BROUWER, Dian

JahaeRaymakers Advocaten, Amsterdam
31 (0)6 52 64 39 24
brouwer@jahae.nl

Featured in White-Collar Crime (Netherlands)

Practice Areas: White collar criminal and regulatory enforcement. His experience ranges from high profile fraud cases, national and international corruption cases, health & safety investigations to insider trading. He assists companies and institutions in conducting internal investigations into fraud or corruption concerns and advises on bribery and corruption compliance issues. Dian is endowed professor in Criminal Defence at Maastricht University and is recognized domestically and abroad as a leading specialist in the

Netherlands for white collar and business crime defence.

Career: Dian graduated in 1993 from the University of Groningen with degrees in Criminal Law and Company Law. He then worked as a lecturer and researcher at the same university. After completing his doctorate in 1999, he joined Sjöcrona · van Stigt in The Hague. In 2006 he joined CMS in Utrecht, where he led the corporate criminal defence team. He started Solitt in 2016 and joined JahaeRaymakers as a partner in 2019.

Professional Memberships: Member of the European Criminal Bar Association (ECBA) Member of the Advisory Committee on the Modernisation of the Dutch Code of Criminal Procedure Co-founder and former president of the Association of Criminal Defence Lawyers at the Dutch Supreme Court (VCAS)

BROUWER, Onno

Freshfields Bruckhaus Deringer LLP, Amsterdam

0031 20 485 70 00

onno.brouwer@freshfields.com

Practice Areas: Onno Brouwer is a anti-trust competition and trade partner in Amsterdam and also Joint head of our Global Antitrust Litigation Group. He focuses on EU law litigation and all areas of EU and Dutch competition law and divides his time between our firm's Amsterdam and Brussels offices. He has acted on complex EU litigation since 1983 and is widely recognised as a leading litigator before the EU and Dutch courts. He is well-known for his technical ability, advocacy skills, and in-depth knowledge of the powers and functions of the authorities and courts. Clients appreciate his collaborative approach, which he combines with advice that is always pragmatic and realistic. They also come to him when they need strategic representation in challenging EU and antitrust matters and litigation. He has a long history of assisting clients in transactions, top-level meetings with authorities, antitrust investigations, including state aid, and court proceedings.

CAUDRI, Bram

Houthoff, Amsterdam
+31 10 217 2475

b.caudri@houthoff.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Bram specialises in mergers and acquisitions, including corporate takeovers, joint ventures, private equity and venture capital investments, and other types of collaborations. His work focuses on private equity and M&A transactions with an international angle. He represents both domestic and foreign private equity and venture capital investors and strategic parties. He is a member of the International Bar Association and the International Association of Young Lawyers.

CHALMERS HOYNCK VAN PAPAN-DRECHT, Roderick

AKD, Breda
+31 88 1536019

rchalmers@akd.nl

Featured in Intellectual Property (Netherlands)

Practice Areas: Intellectual Property & IT / Data Protection & Privacy
Career: Roderick specialises in intellectual property law. He advises and repre-

sents national and international clients in cases relating to copyright law, design law, trademark law, trade name law, advertising law and unfair competition. As an experienced litigator Roderick regularly litigates in infringement cases before courts and courts of appeal and in arbitration proceedings. He also advises on brand development, product design and intellectual property agreements, such as licences, assignments, and distribution. In his practice Roderick assists companies which are active in, for example, the fields of retail and the production and marketing of consumer products. This means fashion, foodstuffs and household products. In addition to advising and litigating, Roderick holds a PhD in trade name law from the Erasmus University in Rotterdam. On top of that Roderick regularly lectures and publishes on various subjects in the field of intellectual property law.

Professional Memberships: AIPPI/VIE (Association Internationale pour la Protection de la Propriété Intellectuelle) / INTA (International Trademark Association) / MARQUES / BMM (Benelux Association of Trademark and Design Law) / The Netherlands Advertising Law Association / VIEPA, the Dutch Association of IP litigators / the editorial board of IE-Forum.nl

CHAVANNES, Remy

Brinkhof, Amsterdam
0031203053205

remy.chavannes@brinkhof.com

Featured in TMT (Netherlands)

Practice Areas: Remy Chavannes (partner) specialises in copyright, media, privacy and telecommunications law, with a particular focus on internet and media litigation. Major clients include online platforms, broadcasters and publishers, and internet and telecoms providers. Recent cases include litigation about intermediary liability, online defamation, music royalties, hyperlinking, and the 'right to be forgotten'. Remy's practice also covers defamation, reputation protection and commercial image rights.

Career: BA Modern History, Oxford (1997); JD Leiden (2000); Stibbe (2000-2004).

Professional Memberships: AIPPI (member of Programme Committee and Standing Committee on Copyright); IBA; VMC; VvA.

Publications: Co-author of biannual chronicle of law and technology for the Nederlands Juristenblad; regular lecturer on copyright and internet law at postgraduate courses.

CLAASSEN, Peter

AKD, Breda
+31 88 253 5980
pclaassen@akd.nl

Featured in Intellectual Property (Netherlands)

Practice Areas: Intellectual Property & IT / Data Protection & Privacy

Career: Peter Claassen is Of Counsel at AKD and has been a lawyer for more than thirty years. He specialises in procedural law and intellectual property law. Peter advises on, among other things, patents, trade marks, designs and copyright. He is also an expert on brand development, parallel trade and intellectual property agreements, such as licences, assignments and distribution. Peter's clients are

national and international companies that are active in sectors such as chain stores, electronics, household and personal care, fashion and leisure wear, design and information and communication technology. European Legal 500 (2011) says the following about him: 'Peter Claassen's knowledge and experience is of a high level'. A large number of the cases in which he has conducted litigation have been published in specialist literature. In addition he regularly lectures on trademark and patent law.

CLAASSENS, Tom L

Loyens & Loeff, Rotterdam
+31 10 224 66 13

tom.claassens@loyensloeff.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Tom Claassens is a partner in Loyens & Loeff's Litigation & Risk Management practice group. Tom has represented clients in a broad range of disputes both in arbitrations proceedings (including ICC, UNCITRAL, SIAC and NAI) and in proceedings before Dutch state courts (courts of first instance and courts of appeal) as well as the courts of the Netherlands Antilles. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/our-people/tom-claassens-en-p8318/>

COHEN JEHORAM, Tobias

De Brauw Blackstone Westbroek, Amsterdam

0031 20 57 71 771

tobias.cohenjehoram@debrauw.com

Featured in Intellectual Property (Netherlands)

Practice Areas: Tobias is a widely-recognised and leading intellectual property litigator, especially in the fields of trademark, design, trade secrets and copyright law. He advises multinationals and foreign counsel on IP issues in the Netherlands/Benelux and in the EU, in particular on international litigation and resolution strategies. Tobias is a renowned litigator, appearing before all national courts, as well as EUIPO and the EU Court of Justice. He has been involved in most of the landmark IP decisions of the Dutch Supreme Court (including its references to the ECJ) in the past five years.

Career: Partner since 2001.

Publications: Tobias is co-author of the leading industry handbook series "Industriële Eigendom" (3 volumes), and "The relationship between national and community trademark law", 2011.

Personal: Tobias has been a professor of IP Law at the Erasmus University in Rotterdam since 2007. He is also admitted to the Supreme Court Bar.

COLLIGNON, Anna

Stibbe, Amsterdam
+31 20 546 01 39

anna.collignon@stibbe.com

Featured in Public Law (Netherlands)

Practice Areas: Anna specialises in the complex areas of environmental and planning law, enforcement and supervision, and general administrative law. She works in close collaboration with her clients including a wide range of leading companies in the energy and industry/chemical sector, developers and public bodies, such as municipalities and provinces. Not only does she represent them in negotiations with government bodies and other public

authorities, she also goes before the Dutch courts. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/a/anna-collignon>

CORNEGOOR, Jacob

Hoff Advocaten, Haarlem
0031 23 303 10 63
jacob.cornegoor@hoffadvocaten.nl

Featured in Dispute Resolution (Netherlands)

Practice Areas: Mr Cornegoor has been closely involved in large and complex lawsuits, such as the legal dispute relating to equity lease products; together with Mr Hoff he defended the interests of shareholders in connection with the failure on the part of Ageas (formerly: Fortis) to fulfil its disclosure obligations; he has a great deal of experience in cases pursued for and against sovereign parties. Mr Cornegoor acts both for and against financial institutions in connection with violations of the duty of care, including in relation to interest rate swap claims. Mr Cornegoor regularly litigates on the islands of the former Netherlands Antilles. For an extensive track record, see <https://www.hoffadvocaten.nl/en/practice/track-record/>.

Career: Mr Cornegoor graduated from Leiden University and has been registered as a lawyer since 1993. He was initially employed by the law firm known at that time as Loeff Claeys Verbeke (1993-1997), then worked in Curaçao with Smeets Thesseling Van Bokhorst Spigt (1997-2000) and thereafter at Spigthoff/Spigt Litigators (2001-2014). On 1 September 2014, Mr Cornegoor became a partner of Hoff Advocaten.

Publications: For an overview of the publications by Mr Cornegoor, we refer to <https://www.hoffadvocaten.nl/en/jacob-cornegoor/>.

CRONHEIM, Paul

De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1519
paul.cronheim@debrauw.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Paul has a well-established international corporate practice, representing listed companies, large multinationals and private equity firms. Paul has handled a wide range of Dutch and cross-border public takeovers, private acquisitions and disposals, auctions and joint ventures and regularly advises on corporate governance matters. He has also acted as counsel or arbitrator in numerous ICC, AAA and NAI arbitrations.

Career: Partner since 1998.

Professional Memberships: Paul is a member of the Netherlands Bar, and has been admitted to the New York and California Bar. He is also a member of the faculty of the Amsterdam Institute of Finance, and Chair of the Law Firm Management Committee Strategy and Finance Working Group of the International Bar Association. He also serves on the Legal Committee of the American Chamber of Commerce in the Netherlands and is included on the list of arbitrators of the Netherlands Arbitration Institute and on the International Panel of Arbitrators of the American Arbitration Association.

Publications: Coauthor - The Shareholder Rights and Activism Review (4th Edition, 2019)

CUSTERS, Marc

Loyens & Loeff, Amsterdam
+31 20 578 58 92
marc.custers@loyensloeff.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Marc Custers, counsel in the Competition & Regulatory practice group in the Amsterdam office. Marc specialises in EU law and competition law (merger control, anti-trust and state aid). He has broad experience in proceedings before the European and Dutch courts, the European Commission and the Dutch Competition Authority. He has also assisted clients in complex cartel damages proceedings and has been involved in various important state aid matters. Marc is editor of the Tijdschrift voor Staatssteun (a State aid journal). Marc is a member of the Loyens & Loeff Competition Litigation Team. He also is a member of the Netherlands Association for European Law and the Netherlands Association for Competition Law. He has published various articles on competition law and is a regular speaker at conferences. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/marc-custers-en-p8337/>

DE BIE LEUVELING TJEENK, Jan

De Brauw Blackstone Westbroek, Amsterdam
+31 6 5155 1792
jan.debieleuvelingtjeenk@debrauw.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Jan de Bie Leuveling Tjeenk is a renowned specialist in corporate litigation, securities litigation, class actions, and civil procedure.

Career: Partner since 2006.

Professional Memberships: Jan is admitted to the Netherlands' Supreme Court Bar. He is also a member of the State Commission for Private International Law, as well as serving as a board member of several charitable organisations.

Personal: Jan is a Professor of Corporate Litigation at VU University Amsterdam. He was educated at Groningen (LL.M and M.A. in History), University College London (M.A. in Legal and Political Theory) and Leyden (Ph.D. in Law).

DE BOCK, Edward

Houthoff, Amsterdam
+31653739632
e.de.bock@houthoff.com

Featured in Employment (Netherlands)

Practice Areas: Edward was appointed to Houthoff's Board of Directors on 1 January 2016, and since 1 April 2017 has been managing partner. Edward specialises in employment law and pensions law, in particular in the employment law and pensions law aspects of mergers, acquisitions and joint ventures. He advises on and litigates matters relating to employee participation law, the law on individual and collective pensions, and employment law, including the law on individual and collective employment termination. Edward is one of the Netherlands' leading specialists on executive remuneration and the dismissal of board members and directors. Edward is head of Houthoff's Employment & Pensions Team. Edward is a member of the Amsterdam and Rotterdam Associations of Employment Lawyers and the International Pension and Employee Benefits Lawyers Association. He regular-

ly publishes and teaches on employment and pensions law at different institutes, universities, and for the professional training programme of the Netherlands Bar Association.

DE BOER, Duco

Stibbe, Amsterdam
+31 20 546 09 43
duco.deboer@stibbe.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Duco focuses his practice on M&A (public and private), private equity and restructuring. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/d/duco-de-boer>

DE BOER, Jan Willem

Linklaters, Amsterdam
+31 653402833
janwillem.deboer@linklaters.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Jan Willem is the National Managing Partner in the Netherlands and specialises in corporate law, M&A, private equity and restructuring for Dutch and international clients. He is considered to be one of the leading practitioners in the market. Jan Willem has led many of the Dutch market's most complex and demanding mergers, acquisitions and restructurings. Clients appreciate Jan Willem for his highly effective approach and outstanding performance in near-to-impossible situations and negotiations. Please visit www.linklaters.com/en/find-a-lawyer/jan-willem-de-boer for more information on Jan Willem de Boer.

DE BOER, Reinout

Stibbe, London
+31 20 546 06 58
reinout.deboer@stibbe.com

Practice Areas: Reinout specialises in domestic and international taxation with particular emphasis on mergers and acquisitions, private equity transactions tax controversy and corporate reorganisations. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/r/reinout-de-boer>

DE BRUIN, Maarten

Stibbe, Amsterdam
+31 20 546 03 80
maarten.debruin@stibbe.com

Featured in Tax (Netherlands)

Practice Areas: Maarten is member of the practice groups Tax Law and Finance. His areas of expertise include mergers and acquisitions, capital markets, private equity, fund structuring and (structured) finance and securitisation. Maarten has a special focus on the real estate industry. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/m/maarten-de-bruin>

DE GAAY FORTMAN, Marry

Houthoff, Amsterdam
+31 20 605 6165
m.fortman@houthoff.com

Featured in Public Law (Netherlands)

Practice Areas: Marry is involved in public-private regulatory matters, and specialises in public economic law and corporate governance. She is a trusted boardroom adviser. Marry's expertise ranges from research issues, advising on the effects of proposed legislation, regulatory aspects related to the regulatory authorities, the enforcement of existing

laws, and conducting various proceedings. Marry combines her legal work with non-executive director roles, including as a supervisory director for De Nederlandsche Bank and KLM.

DE GRAAF, Laurens

Barentskrans, The Hague
+31 6 4611 0468
laurens.degraaf@barentskrans.nl

Practice Areas: Laurens handles reorganizations, consultation processes and other collective labour matters, next to challenging individual dismissal cases. His clients are active in aviation, engineering, energy, financial services and international transportation. Laurens also teaches in the combined post-academic employment law specialization program of Erasmus University and Leyden University.

DE GREVE, Tim

Stibbe, Amsterdam
+31 20 546 03 57
tim.degreve@stibbe.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Tim has proven expertise and knowledge in a wide range of areas including banking litigation, mass claims, corporate fraud, directors' fraud, contractual and tort disputes, and conducting internal investigations. Tim is admired for his tactical thinking, commercial attitude, good sense of context, rational approach and strong litigation skills. He is also known for achieving successful results. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/t/tim-de-greve>.

DE GROOT, Ingmar

Stibbe, Amsterdam
Featured in Real Estate (Netherlands)

Practice Areas: Ingmar's co-heads Stibbe's Construction practice. His expertise spans every aspect of construction law and commercial project development, providing his clients with the practical and concise advice they require. He has a proven expertise advising on building contracts, area developments, public private partnerships / private finance initiative (PPP/PFI/ DBFM(O)) contracts and complex real estate transactions. Ingmar has been involved in nearly all major construction and PPP/ DBFM(O) projects that have been developed in the Netherlands over the last decade. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/i/ingmar-de-groot>

DE GROOT, Jan Frans

Houthoff, Amsterdam
0031 20 6056544
j.de.groot@houthoff.com

Featured in Public Law (Netherlands)

Practice Areas: Jan Frans specialises in public law and Supreme Court litigation. He is head of Houthoff's broad environmental law practice. His particular expertise is planning and zoning law, public-private partnerships, land policy and expropriation. Jan Frans advises on and litigates in relation to matters and projects with complex relationships between private and public interests and he acts for government bodies, developers, investors and large companies. His work focuses on large-scale area development projects, city centre redevelopment and public contracts. He litigates in fact-finding instances before the civil and administra-

tive courts. Jan Frans is also a Supreme Court lawyer. In Supreme Court cases he focuses mainly on disputes with public law aspects: contracts with the government, government liability, expropriation, real estate, procurement and state aid. Jan Frans is chair of the Dutch Association of Expropriation Law Lawyers, and a member of various associations, including the Dutch Association of Civil Cassation Litigators, the Dutch Association for Expropriation Law, the Dutch Administrative Law Association, the Dutch Construction Law Association, and the Dutch Construction Law Association. He frequently publishes on land policy and expropriation, and gives lectures at the Grotius Academy (Environmental Law) and at the Dutch Institute for Construction Law.

DE GROOT, Jan Willem
Houthoff, Amsterdam
0031 20 605 69 62
j.w.de.groot@houthoff.com

Featured in Dispute Resolution (Netherlands)
Practice Areas: Jan Willem specialises in corporate and commercial litigation, with a particular focus on transaction-related disputes, shareholders' disputes, Enterprise Chamber proceedings and liability claims. He represents corporates, and national and international investment companies in complex proceedings often involving multiple jurisdictions. Jan Willem led Houthoff's litigation teams in the multi-billion dollar takeover dispute Elliott/AkzoNobel and the multi-billion dollar Oi restructuring case. He is currently leading the AlbaniaBEG/Enel and the Raga litigation teams.

DE GROOT, Marlous
CMS, Amsterdam
+31 20 3016 311
marlous.degroot@cms-dsb.com
Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Marlous de Groot is counsel in the Banking & Finance Practice Group and is specialized in restructuring and insolvency law. Marlous has wide experience in restructuring, debt recovery and insolvency and security law. She assists companies in corporate and debt restructurings. Marlous is regularly appointed by the court as trustee in bankruptcy proceedings or as administrator in suspension of payment proceedings. She is well-known for her pragmatic approach in complex restructuring and bankruptcy cases involving multiple parties whilst still keeping sight on the legal angle.
Career: Marlous joined CMS in January 2006. As from 2015 she is counsel at CMS.
Professional Memberships: •Member Dutch Association of Lease Companies (NVL) •Member Netherlands Association for Comparative and International Insolvency Law (NACIL) •Member Dutch association of insolvency lawyers (INSOLAD)
Publications: Marlous regularly drafts legal articles and commentaries. She is presently member of the editorial board of the legal magazine Rechtspraak Insolventierecht (RI) reporting on insolvency and restructuring case law.
Personal: Languages: Dutch and English.

DE KLUIVER, Harm-Jan
De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1458
harm-jan.dekluiver@debrauw.com
Featured in Dispute Resolution (Netherlands)
Practice Areas: Harm-Jan specialises in corporate law, mergers and acquisitions, corporate litigation and corporate governance. His advisory practice includes primarily listed companies. His litigation practice includes public and private companies, representing both in civil and administrative courts particularly before the Enterprise Chamber in Amsterdam.
Career: Partner since 2003.

Professional Memberships: Harm-Jan chaired the commission that advised on a fundamental overhaul of Dutch Company Law and was co-chair of the "EU Reflection Group on the Future of EU Company Law" set up by the European Commission.
Publications: Harm-Jan is a well known commentator and much published expert. He most recently co-authored "Corporate governance in the Netherlands: a practical guide to the new corporate governance code" – The Hague: Eleven International Publishing, 2018.
Personal: Harm-Jan is also a professor of corporate law at the University of Amsterdam and a well-known speaker at conferences on corporate governance and related matters.

DE LANGE, Daan
Brinkhof, Amsterdam
00 31 653 74 28 84
daan.delange@brinkhof.com

Featured in Intellectual Property (Netherlands)
Practice Areas: Daan (partner) specialises in international patent litigation with a focus on life sciences and biotech litigation. He was involved in a number of high profile Supreme Court patent cases the last few years. Daan is a true litigator and at his best in technically complex proceedings.
Career: L.L.M. Amsterdam (2002); Stibbe 2003-2007; Brinkhof (2007 – current).
Professional Memberships: EPLAW, AIPPI
Publications: Daan is editor of the Dutch IP journal BIE and regularly writes on international (patent) litigation. He teaches at the Patent Attorney's Academy and is a regular speaker on patent litigation.

DE LANGE, Taco
AKD, Amsterdam
+31 6 10920141
tdelange@akd.nl

Featured in Real Estate (Netherlands)
Practice Areas: Taco de Lange is a partner and civil-law notary at AKD who specialises in real estate and area development. Taco advises national and international clients on transactions, joint ventures, transformation projects, infrastructure, financings, risk analyses and legal design. He also focuses on logistical real estate and hotels/leisure. Taco acts for leading (inter)national institutional investors, financiers, housing associations, government bodies, area and property developers, sovereign wealth funds and family (investment) companies. His clients appreciate his exceptional negotiating skills, his thorough knowledge of real estate and his commercial attitude. Taco is a member of various interest and specialist groups,

such as the Dutch Green Building Council and the 3D Land Registry think tank. He is also involved in the innovative Madaster Platform, which is a public, online library of materials in the built environment. Taco also lectures at the Amsterdam School of Real Estate on, among other things, the subjects of leaseholds and rights of superficies. In addition to that he works as an editor for two leading journals and is a regular author of a third journal.

DE LIGNIE, Marco
Loyens & Loeff, Amsterdam
+31 20 578 56 05
marco.de.lignie@loyensloeff.com
Featured in Tax (Netherlands), Investment Funds (Netherlands)

Practice Areas: Marco de Lignie, tax adviser, is a member of the Investment Management practice group in our Amsterdam office. He focusses on tax aspects of fund formation and management participation and acts frequently as tax counsel in private equity transactions. Marco is the representative for the Netherlands in the Tax Committee of Invest Europe, and acted as Chair of this committee in 2019 and 2020. He also acts as counsel in tax matters to the Dutch Venture Capital Association (NVP), and is a frequent speaker at seminars on private equity funds and management participation. Marco is a member of the International Fiscal Association (IFA) and the International Bar Associations (IBA). Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/marco-de-lignie-en-p8859/>

DE NIJS BIK, Willem
Houthoff, Amsterdam
+31 20 605 6166
w.de.nijs.bik@houthoff.com
Featured in Corporate/M&A (Netherlands)

Practice Areas: Willem specialises in company law, corporate governance, and strategic and cross-border mergers and acquisitions between strategic companies, often in the financial and energy sectors. He advises both listed and non-listed companies, financial institutions and government bodies on a broad range of company law matters. He has 32 years' experience resolving complex situations for directors and supervisory directors, and with hostile takeovers and companies in difficulty. Willem is a lecturer at the Law Firm School and teaches on corporate governance at TIAS business school, Tilburg University. He also regularly publishes on subjects in his field and has a book on corporate governance and the Dutch two-tier board system to his name. Willem is chairman of Houthoff's advisory council.

DE PREE, Jolling
De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1355
jolling.depre@debrauw.com
Featured in Competition/European Law (Netherlands)

Practice Areas: Jolling de Pree specialises in European and Dutch competition law. His vast boardroom experience in advising CEO's and CFO's on sensitive and high profile competition issues enhances his current practice. He advises on complex strategy and timing issues regarding M&A-deals as part of his merger control practice. Jolling's role as trusted advisor in

competition law investigations materially enhances the representation of companies in international cartel investigations and cartel damages litigation. Jolling regularly advises major international companies on their issues related to the Netherlands and international competition. Jolling has vast experience in conducting internal investigations, coordinating the defence in international cartel cases, and in handling multi-jurisdictional filings.

Career: Partner since 2001.
Professional Memberships: He was chairman of the Dutch Competition Law Association from 2013 until 2018 and has been appointed as Non Governmental Advisor to the International Competition Network. He is also member of the Dutch Bar Association's Advisory Committee on Competition Law.

Publications: Jolling lectures on EU and Dutch competition law at the Dutch Company Lawyers Association and is editor-in-chief of the treatise on competition law, 'Tekst en Commentaar Mededingingswet'.

DE RIJKE, Bart
De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1332
bart.derijke@debrauw.com
Featured in Competition/European Law (Netherlands)

Practice Areas: Bart de Rijke divides his time between Amsterdam and Brussels. He specialises in EU and cross-border competition law matters and represents companies in their multi-jurisdictional competition cases. He has a special interest in technology-driven industries, building on his experience in representing high-tech companies in complex competition matters and his involvement in Europe-wide patent litigation involving substantial competition law issues. Bart has significant experience in acting as coordinating counsel in multi-jurisdictional merger filings and he has established working relations with first tier competition experts in all major jurisdictions. He has successfully litigated in abuse of dominance cases and regularly advises clients on related topics. Bart's work includes advising and defending clients in investigations by European and national regulators. He also regularly advises multinational clients on aspects of competition law in contractual relations, in particular involving IP rights.
Career: Partner since 2019.

DE RIJKE, Michelle
Van der Feltz advocaten, The Hague
+31 70 31 31 074
derijke@feltz.nl
Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Michelle has been active in the energy industry since the liberalization of the market started in 1998. She advises companies, regional authorities, and special interest groups throughout the energy sector's chain of production, transport and supply, with a focus on the energy transition process. This includes renewable energy projects (biogas, wind, heat, and solar energy), infrastructure, tariff regulation and support schemes. Michelle works at the level where public affairs and strategic legal advice meet, providing her clients

with guidance and assistance through (politically) sensitive issues and projects, towards creative and innovative solutions. In addition, Michelle represents clients in administrative and civil proceedings in cases covering a wide array of topics including permits, exemptions, enforcement decisions, compensation for (un)lawful government acts, Government Information Act and subsidies.

Career: Deputy judge for the Court of Rotterdam in the Administrative Law sector

Professional Memberships: Michelle is member of the Board of the Dutch Association of Energy Lawyers (Nederlandsche Vereniging voor Energierecht). Chief Editor of the *Nederlands Tijdschrift voor Energierecht* (Dutch Journal for Energy Law). Member of the Administrative Law Committee of the Haagse Orde van Advocaten (Bar Association of The Hague)

DE ROY VAN ZUIDEWIJN, Barend

AKD, Amsterdam
+31 (88) 253 5105

bderoyvanzuidewijn@akd.nl
Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Barend de Roy van Zuidewijn is a lawyer and partner at AKD with over thirty years of experience with insolvency and restructuring. He advises and represents banks in legal issues concerning attachments and executions, for example in disputes regarding the withdrawal of (group) financing, the execution sale of securities and disputes concerning joint and several liability. In addition Barend regularly acts as lawyer for directors and supervisory directors who have been held liable in law. Barend was also involved as a bankruptcy trustee in numerous high-profile bankruptcies. Clients appreciate his specialist knowledge and the way in which he takes control. The bankruptcies in which Barend was involved as a trustee were KPNQwest Finance, the financing company of the KPNQwest group, Internoc Holding, Bobel, Ring! Rosa Products, Reggehuys Groep and TAF Groep, which are funds which invest in European real estate. As the lawyer for Chubb Insurance Company of Europe SE Barend was involved in the directors' liability proceedings during the bankruptcies of Jomed N.V. and Ceteco. As a lawyer he represented the interests of large creditors during bankruptcy proceedings involving DAF N.V. and Fokker N.V.

Professional Memberships: Barend is a member of Insolad, Insol and the Turnaround Management Association.

DEVILDER, Eliane

Brinkhof, Amsterdam
+31 20 30 53 224

eliane.devilder@brinkhof.com

Featured in TMT (Netherlands)

Practice Areas: Eliane de Vilder (partner) specialises in commercial contracts with a particular focus on software and IT. She has advised on numerous complex multi-jurisdictional outsourcing projects and has extensive experience of acting on other technology, agency and distribution agreements, as well as broader TMT-related agreements. She also assists client in disputes concerning technology-related matters.

Career: JD Leiden (1986); LLM Duke University (1987); Grotius (1996); NautaDutilh (1987-2004).

Professional Memberships: Platform Outsourcing Nederland (Board member); Netherlands Association for Information Technology and Law; Netherlands Association of Computer Lawyers; ITeclaw Association.

Publications: Contributor to PLC Outsourcing Handbook (2010/2011); Co-author of a preliminary advice on open source software (NVVIR, 2006).

DEVLAM, Roland

Loyens & Loeff, Amsterdam
+31 20 578 5517

roland.de.vlam@loyensloeff.com

Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Roland W. de Vlam, attorney at law, specialises in Energy law. He represents his clients in administrative and civil litigation, in proceedings before the Dutch energy regulator ACM and in legislative processes. He furthermore advises market parties on regulatory aspects of energy related transactions and projects. His engagements include renewable and conventional production, transmission and (smart) distribution, storage and energy efficiency; all related to gas, power, heat and (drinking) water. Roland is a member of the Dutch Bar Association and of the Dutch Energy Law Association. He is a member of the legal taskforces of the Dutch solarPV association Holland Solar and chairman of the Green Business Club Zuidas. He regularly speaks and publishes on energy related topics. Roland is listed in Chambers, Legal 500 en Who's Who Legal Energy. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/roland-de-vlam-en-p8653/>

DEVOS, Guido

AKD, Amsterdam
0031 88 253 5432

gdevos@akd.nl

Featured in Transportation (Netherlands)

Practice Areas: Guido de Vos is a lawyer at AKD. He specialises in the transport sector with an emphasis on air transport and related services. Guido advises and litigates in cases relating to contracts for the transport of passengers and cargo, such as transport and forwarding, ground handling, agency, charter, lease and aviation insurance contracts. His expertise covers national, international and European aviation regulations and the broader field of public aviation law. This includes, for example, the allocation of slots, landing rights, passenger rights, safety and security, environmental and noise regulations and immigration legislation. He also teaches and publishes regularly on issues in this specialist field. His clients include airlines, other transport companies, logistical service providers and their insurers. They appreciate the way he engages with their businesses, as well as his broad knowledge of the mostly international market in which they operate. Guido is a lecturer in aviation law at the International Institute of Air and Space Law at the Universities of Leiden and Utrecht. He also gives guest lectures at other educational institutes and publishes frequently on aviation law issues.

DEVROE, Bart

Vestius Advocaten, Amsterdam
+31 20 5210 697

b.de.vroe@vestius.com

Practice Areas: Bart is a recognised employment law specialist in the broadest sense of the word and mainly conducts an employer's practice. He deals with (collective) reorganisations, individual dismissals, works council matters (advice and consent processes), remuneration of executives (Short Term Incentives en Long Term Incentives, Application of the 30% rule), Standardisation Act for Top Incomes in the public sector (WNT) and employment law issues in mergers and acquisitions (transfer of undertaking).

Career: Bart worked for Band 1 law firm Stibbe for many years (1996-2005). In 2005 he joined Vestius.

Professional Memberships: Former Chairman of the Employers Lawyers Association for Amsterdam (VAAA). Member of the specialist Dutch Employment Lawyers Association (VAAN), Labour Law Association (VvA) and the European Employment Law Association (EELA).

Publications: Bart regularly publishes in professional law reviews and newspapers on different employment law issues. A list of publications is available on request and on Bart's LinkedIn page.

Personal: Attended University of Amsterdam

DE WEERD, Thomas

Houthoff, Amsterdam
+31 20 605 6985

t.de.weerd@houthoff.com

Featured in TMT (Netherlands)

Practice Areas: Thomas specialises in IT, privacy, outsourcing and intellectual property. His daily work involves advising a wide range of national and international clients on IT, privacy and intellectual property matters, technology-related transactions, outsourcing transactions, and technology contracts. He has experience as an in-house counsel for technology and internet companies. He regularly advises on General Data Protection Regulation (GDPR) related matters. Thomas is a board member of the Netherlands Association for Information Technology and Law and a member of the Dutch Privacy Law Association, INTA and the Licensing Executives Society (LES). Thomas is co-author of the book *Overeenkomsten inzake Informatietechnologie* (Agreements regarding Information Technology) and the editor of the chapters on Intellectual Property and Privacy in *Kluwer's 'Modellen voor de Rechtspraktijk'* ('Templates for Legal Practice').

DE WIND, Els

Van Doorne, Amsterdam
+31 206 789 242

wind@van-doorne.com

Featured in Employment (Netherlands)

Practice Areas: Trusted advisor and seasoned employment lawyer with focus on corporate employment law and international employment law, HR regulatory, governance, industrial relations (works councils and unions), employee privacy and executive departures.

Career: Over 35 years of experience. Has held major international roles including Global Head of Employment PwC, Chair International Bar's (IBA) Employment

and Industrial Relations Committee and Co-Chair European Employment Lawyers Association (EELA). Currently Co-Chair of the IBA Global Employment Institute. Member of the Editorial Board of the recently launched International Employment Lawyer, a platform for timely reporting and analysis of the latest news and trends affecting the management of global workforces. Regular moderator and speaker at conferences, member of various think tanks on international and cross-border employment law. Teaches courses, writes articles and book contributions. Gained vast management experience in other management roles. High profile and good reputation in the Dutch, European and global markets.

Professional Memberships: IBA, ABA, XBHR, EELA and the Dutch employment law associations

DEGELINK, Bas

DLA Piper Nederland, Amsterdam
bas.degelink@dlapiper.com

Featured in Employment (Netherlands)

Career: Bas Degelink focuses on pension law and is a Certified Pension Lawyer. He advises and litigates in proceedings on all pension aspects, including amendments to pension schemes, indexation issues and duties of care. He acts for various clients, including pension funds, employers and associations of interested parties. He is also experienced in advising on pension aspects of local and international mergers and acquisitions.

DEN ENGELSMAN, Joost

NautaDutilh, Rotterdam
+31 10 22 40 248

Joost.denEngelsman@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/engelsman-joost>

DEN HAAN, Pieter

AKD, Rotterdam
0031 88 253 5420

pdenhaan@akd.nl

Featured in Transportation (Netherlands)

Practice Areas: Pieter den Haan is a lawyer and partner at AKD who specialises in wet and dry shipping, including inland navigation. He has made a name for himself in maritime law in cases relating to, for example, salvage, wreck removal, total losses, groundings and shipboard fires. He has particular experience with disputes on collisions, limiting liability, salvage and maritime insurance. Pieter's work also involves resolving disputes following the arrest of ships, marine casualties and ship sales. Pieter acts on behalf of many leading hull underwriters and P&I Clubs on contentious marine insurance matters, including Hull & Machinery, P&I, and FD&D. These clients appreciate his specialist advice in the wake of maritime casualties and his engagement and expertise in complex cases such as Seawheel Rhine/Assi Eurolink, Probo Koala, Baltic Ace and Transito/Ceeblender. His knowledge and experience as a keen (regatta) sailor on water as well as on ice enables him to advise on contracts for the design, construction, purchase and operation of yachts. He is also well known for his work on yacht insurance cases.

DER KINDEREN, Shawn

Freshfields Bruckhaus Deringer LLP, Amsterdam

+31 20 485 7000

shawn.derkinderen@freshfields.com

Practice Areas: Shawn is a global transactions partner in our firm's Amsterdam office and is co-head of our firm's Global Markets initiative. His work is focused on cross-border M&A, joint ventures and private equity. He regularly acts for financial investor clients, such as private equity funds, infrastructure funds, sovereign wealth funds and pension fund investors. Shawn regularly advises clients on big-ticket M&A that involves co-ordinating teams in multiple jurisdictions. His M&A and joint venture practice means he also regularly acts for clients in the energy, chemical, consumer product, TMT and financial sectors.

Professional Memberships: Shawn is registered as a European advocate in the Netherlands, as a solicitor in England and Wales and as an attorney in South Africa.

DERCKX, Guido

Loyens & Loeff, Amsterdam

+31 20 578 5625

guido.derckx@loyensloeff.com

Featured in Tax (Netherlands)

Practice Areas: Guido Derckx, senior tax adviser & partner, is a member of the Family Owned Business & Private Wealth practice group, as well as of the Investment Management and Corporate Tax Services practice groups in our Amsterdam office. Guido advises listed firms on general tax matters as well as on mergers, takeovers and share issues. His clients include financial institutions, multinationals, investment funds and high-net-worth individuals. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/guido-derckx-en-p8395/>

DIEPERINK, Marjolein

AKD, Amsterdam

+31 88 253 5261

mdieperink@akd.nl

Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Marjolein Dieperink is an experienced lawyer with a strong focus on the energy sector and energy projects. Her clients include energy companies, developers of energy projects, investors, energy-intensive companies, semi-public entities and governments. Marjolein has ample experience in renewables such as solar, wind and heat projects and grids and a broad experience in the field of (SDE) subsidies, (environmental) permits, tendering and sector-specific legislation (Electricity Act 1998, Gas Act and Heat Act). In addition, she is a sector specialist and coordinates the regulatory, corporate, real estate and other legal activities related to an energy project. Marjolein is also an assistant professor at Vrije Universiteit Amsterdam, where she obtained her cum laude PhD degree (on the transfer of development rights).

DIJKSTRA, Wiebe

De Brauw Blackstone Westbroek, Amsterdam

+31 20 577 1031

wiebe.dijkstra@debrauw.com

Featured in Tax (Netherlands)

Practice Areas: Wiebe specialises in international and Dutch tax law, focusing on corporate transactions, investment funds and tax controversy. Wiebe continues to build a profile in advising on high-end and other complex matters.

Career: Partner since 2016.

Professional Memberships: Wiebe is actively involved in the tax expert group of the Dutch association of asset managers (DUFAS).

Personal: He frequently lectures on international tax law, including at IBA conferences and at the universities of Amsterdam and Groningen.

DIKMANS, Sylvia

Houthoff, Amsterdam

+31 20 605 6933

s.dikmans@houthoff.com

Featured in Tax (Netherlands)

Practice Areas: Sylvia specialises in corporate tax and dividend tax, in particular in relation to private equity, fund structuring and mergers and acquisitions. She is regularly involved in international structuring and real estate transactions. Sylvia is a member of the general board of the Dutch Association of Tax Advisers ("NOB"), the International Fiscal Association ("IFA") and the International Bar Association ("IBA"). Sylvia regularly speaks on these subjects and lectures on the University of Hamburg's LL.M. programme in International Taxation. She also commentates for the NDFR on a number of tax treaties entered into by the Netherlands.

DISSEL, Yvette

Boontje Advocaten, Amsterdam

+31 (0) 20 5727192

dissel@boontjeadvocaten.nl

Featured in Employment (Netherlands)

Practice Areas: Yvette Dissel practices employment law, representing both national and international clients in various legal matters regarding e.g. co-determination, restructurings and the position of the managing director. In addition, Yvette frequently advises on employment law aspects of transactions, such as mergers, acquisitions and outsourcing (including TUPE). She provides legal advice to various market segments with a special focus on commercial and professional services. She is also known for her acting on behalf of works councils of large companies.

Career: Yvette Dissel is partner at Boontje Advocaten. She is an attorney at law since 1996 and joined Boontje Advocaten in 2014. From the start of her career, Yvette exclusively works in the area of employment law. She is the head of both the international and restructuring and co-determination department and the main contact for the Employment Law Alliance (ELA). She often lectures at various renowned educational establishments, including the Grotius Academy, and publishes on co-determination matters.

DOORENBOS, Daan

Stibbe, Amsterdam

+31 6 22 47 20 18

daan.doorenbos@stibbe.com

Featured in Corporate Investigations (Netherlands), White-Collar Crime (Netherlands)

Practice Areas: Corporate criminal law, including investigations into alleged fraud and violations of economic, financial, tax and environmental legislation. Furthermore, Daan provides representation and

assistance for companies and directors facing criminal investigations or prosecutions. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/d/daan-doorenbos>

DOORMAN, Alexander

Freshfields Bruckhaus Deringer LLP, Amsterdam

+31 20 485 7000

alexander.doorman@freshfields.com

Practice Areas: Alexander is a global transactions partner in the corporate team in our Amsterdam office. He specialises in cross-border public and private M&A, including private equity transactions. In addition to his Dutch M&A practice, Alexander brings a wealth of experience and understanding of doing deals involving Chinese parties, following a secondment to our Beijing office for three years from where he advised Chinese companies on their investments into the rest of the world, including The Netherlands. Alexander's business degree and some experience in investment banking means he also has a thorough understanding of the financial and commercial aspects of transactions. This helps him provide legal advice that is sound, timely and to-the-point.

EBBINK, Richard

Brinkhof, Amsterdam

0031 20 305 3221

richard.ebbink@brinkhof.com

Featured in Intellectual Property (Netherlands)

Practice Areas: Richard Ebbink (partner) specialises in European patent litigation. He represents international companies before the Courts of The Hague and has vast experience in coordinating parallel national proceedings and EPO oppositions. His language skills (fluent in English, French, and German) particularly recommend him in an international context.

Career: JD Amsterdam (1982); LL.M. Columbia University (1983); Pennie & Edmonds (1991); NautaDutilh (1984-2004).

Professional Memberships: Member of the EPLAW Advisory Board (ex EPLAW president)

Publications: Richard is a regular speaker at conferences on the infringement and validity of European patents in the national courts, and on how to coordinate parallel actions.

EENHORST, Quirine

Jones Day, Amsterdam

(T) +31.20.305.4222

qeenhorst@jonesday.com

Featured in Investment Funds (Netherlands)

Career: Quirine Eenhorst is a Partner in the Firm's Fund Structuring and Fund Services Group in Europe. Quirine focuses on providing clients with legal, tax and regulatory advice regarding Fund Formation, Fund Reviews, Fund M&A, Investment Joint Ventures and Investment Management. She has in-depth knowledge of the formation, governance, documentation and negotiations of private funds (including buyout, venture capital, real estate, infrastructure and debt), acting for both managers and investors. In addition, Quirine advises clients on carried interest, co-investments, secondary transactions and on issues arising from the fund's operations. Her focus is providing fully integrated advice (internationally and

in combining legal, regulatory and tax advice) based on thorough market and product knowledge.

EKELMANS, Jan

Ekelmans & Meijer, The Hague

0031 70 3746368

ekelmans@ekelmansenmeijer.nl

Featured in Insurance (Netherlands)

Practice Areas: Jan Ekelmans is a lawyer and partner at Ekelmans & Meijer Advocaten. He is an authority in the field of insurance law in the Netherlands. Insurers seek his advice on complex and politically sensitive matters. Jan is especially known for his litigation, professional liability, D&O and healthcare insurance expertise and advises market leaders in health care, liability and life insurance.

Career: Jan Ekelmans has been a partner at Ekelmans & Meijer Advocaten since 1994. Before joining the firm, he worked for Stibbe in Amsterdam and New York in the corporate law and litigation practice. For a number of years Jan was a deputy justice at the Arnhem-Leeuwarden court of appeal and a crown appointed member of the advisory committee that advises the Dutch Parliament and Government on civil procedural law.

Publications: Jan Ekelmans published a Phd thesis on discovery of documents, a practical handbook on the law of civil procedure and a treatise on Health care insurance. The book on health care insurance provides the first practical and thorough overview of legal opportunities and challenges in the Dutch 80 billion euro market of healthcare.

ELKERBOUT, Ruben

Stek, Amsterdam

0031 205 30 5225

ruben.elkerbout@stek.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Ruben Elkerbout is a competition law specialist. He assists clients across numerous business sectors. His expertise includes complex multi-jurisdictional cartel litigation, leniency, follow-on damages and internal investigations. Ruben also has ample experience with various distribution systems, e-tailing, dominance, state aid procedures and merger control. In addition, Ruben is a trusted advisor in the field of complex regulatory issues involving sector legislation. Ruben provides tailored presentations to companies and lectures at the University of Utrecht. Ruben is a contributor to the two leading competition law journals in the Netherlands and has an extensive publication record.

Career: 2008: Stek (partner)

EVERS, Marcel

Evers Soerjatin, Amsterdam

00 31 205727872

marcel.evers@everssoerjatin.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Marcel is one of the founding partners of the firm. He specialises in corporate litigation and commercial litigation. Marcel very frequently represents clients in proceedings before the Enterprise Chamber of the Amsterdam Court of Appeal, a specialised court for corporate disputes. He is also appointed by the Enterprise Chamber as investigator and temporary administrator of shares. Marcel is regularly engaged by directors,

shareholders and other stakeholders in situations of a deadlock, financial distress of a company, litigation related to take-overs and disputes concerning corporate governance. Marcel also handles legal proceedings and arbitrations concerning directors' and officers' liability, securities fraud and class actions. He is an Editor in Chief of the journal for the corporate law practice 'Tijdschrift voor de Ondernemingsrechtpraktijk (TOP)', publishes on a frequent basis and also teaches at Kluwer Opleidingen (postgraduate education).

Career: Admitted to the Bar in 2001; De Brauw Blackstone Westbroek 2001-2005; partner and co-founder of De Brij Evers Boon 2005-2017; since 2017 partner and co-founder of Evers Soerjatin.

Professional Memberships: Dutch Bar Association, Dutch Association for Corporate Litigation (VCL) and the International Bar Association (IBA).

FANOY, Joost

Barentskrans, The Hague
+31(0)6 52 58 43 51

joost.fanoy@barentskrans.nl

Practice Areas: Joost specializes in European law in general with a particular focus on all aspects of competition law, state aid and public procurement law. As the co-head of the firm's cartel damages team, he consults and litigates extensively in cartel damages cases (examples are air cargo, paraffin wax, elevators, sodium chlorate and trucks). Joost is a contributor to several well-known journals and a board member of the Dutch Association of Competition Law.

FEENSTRA, Irene

Project Moore, Amsterdam
0031 6 24873176
irene.feenstra@projectmoore.com

Featured in *TMT (Netherlands)*

Practice Areas: Irene Feenstra (partner) is an IT contracting and IT procurement specialist. She has extensive experience in IT projects and outsourcing for both private and public clients. She uses a pragmatic and strategic approach in different stages of IT transactions, from sourcing to any dispute resolution if things go different as planned.

Career: Kennedy Van der Laan (2007-2015), Project Moore (2015-).

Professional Memberships: Member of the Netherlands Association of Computer Lawyers (VIRA), the Netherlands Association for Information Technology and Law (NVvIR) and the Netherlands Association for Procurement Law (NVvA).

Publications: Co-editor of the Dutch Internet Law Review (Tijdschrift voor Internetrecht). Author of article 'Digital Single Market: have companies gained better access to that market?'

FLOKSTRA, Thijs

Freshfields Bruckhaus Deringer LLP, Amsterdam
+31 20 485 7000

thijs.flokstra@freshfields.com

Practice Areas: Thijs is a global transactions partner in the finance and (notarial) corporate team in Freshfields' Amsterdam office. He is also a civil law notary (notaris). Thijs' practice focuses on the one hand on banking (including leveraged & real estate finance) and (financial) restructuring matters and on the other hand on cross border (notarial) corporate

re-organizations (including structuring for corporate M&A, joint venture and private equity matters and management incentive plans). He is also experienced in real estate transactions, both the acquisitions side as well as on the finance for a wide range of clients from private equity houses, property investors and listed property companies to banks, mezzanine debt funds and special servicers. Clients appreciate him for his clear advice and ability to always find successful solutions for them in combined (cross border) finance, (notarial) corporate and real estate matters.

Professional Memberships: Thijs is also a civil law notary (notaris).

FOX, Ben

Jones Day, Amsterdam
(T) +31.20.305.4216
benfox@jonesday.com

Featured in *Banking & Finance (Netherlands)*

Career: Ben Fox has been at the heart of the Dutch loan market since 2001, where he has worked on a number of the largest and most complex financings. He has advised lenders (banks, funds, and alternative capital providers) and corporate borrowers on a wide range of loan products. Ben's experience covers investment-grade corporate loans, acquisition financing, project financing, public bid financing, secured asset and real estate-backed lending, structured senior and mezzanine loans, trade and commodity financing, and bespoke debt structures for specific projects, with experience at the origination, refinancing, recapitalization, and restructuring stages of transactions.

FRANKEN, Stijn

NautaDutilh, Amsterdam
+31 20 71 71 867

Stijn.Franken@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/franken-stijn>

GERRITSEN, Liza

NautaDutilh, Amsterdam
+31 20 71 71 924

Liza.Gerritsen@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/gerritsen-liza>

GIelen, Charles

NautaDutilh, Amsterdam
+31 20 71 71 937

Charles.Gielen@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/gielen-charles>

GIelen, Ellen

CMS, Utrecht
+31 30 2121 517

ellen.gielen@cms-dsb.com

Featured in *Life Sciences (Netherlands)*

Practice Areas: Ellen leads the regulatory practice and is an expert in regulatory, compliance and complex contractual matters and represents leading life science companies, like Amgen, Boston Scientific and Johnson & Johnson, on a range of pharmaceutical and medical device product issues, including manufacturing & distribution, pricing & reimbursement and advertising, both on domestic and EU level. In this respect, she is renowned for developing and securing innovative partnership models in the field of "patient support programs" and "hospital solutions". Ellen is also an experienced litigator related to life sciences matters.

Career: 1997 - Lawyer at CMS. 2015 - Partner at CMS.

Professional Memberships: Dutch Pharmaceutical Law Association · Complaints Committee of a BOPZ Institution, an institution governed by the Psychiatric Hospitals Compulsory Admission Act · Dutch Standardisation Institute (NEN) on MDR and IVDR topics (panel member) · Jury of the Accenture Blue Tulip Awards (theme "Health")

Publications: · Newspaper article:

Alternatives to expensive medicines: the legal leeway is limited. · Expert Guides: A legal roadmap for Cannabis / Advertising of medicines and medical device / Digital health apps and telemedicines. · On the pulse Podcast: A legal roadmap for Cannabis. · Stay ahead Life Sciences and Healthcare - monthly update on legal developments.

GORNALL, Helen

De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1455

helen.gornall@debrauw.com

Featured in *Competition/European Law (Netherlands)*

Practice Areas: Helen has extensive experience in all aspects of competition law, including merger control, cartels, dominance, vertical restraints and state aid. Clients value her in-house and private practice expertise, which allows her to understand business drivers and offer clear and practical advice, even in the most complex of matters. She has particular expertise and interest in digital markets, including mergers in this field and the convergence of competition law with consumer and data protection. Helen joined De Brauw in September 2018, moving from her position as director of competition law at Akzo Nobel NV, where she was responsible for competition law and merger control matters globally. Prior to this, Helen spent 12 years advising clients on competition law at two international law firms in London, Brussels and Amsterdam.

Personal: Helen is a non-governmental advisor to the Dutch competition authority supporting its membership of the International Competition Network. She is part of the leadership team of the Dutch branch of W@, which aims to promote and mentor female competition law specialists. She teaches competition law to students of the Grotius Academie and is dual-qualified as both a solicitor (England & Wales) and Dutch advocaat.

GREEVEN, Cees-Frans

Buren N.V., Amsterdam
31 70 318 42 82

c.greeven@burenlegal.com

Featured in *Tax (Netherlands)*

Practice Areas: Cees-Frans, partner and lawyer at BUREN, focuses on advising clients on the Dutch and Luxembourg aspects of corporate and PEVC transactions, including spin-offs, international restructurings and corporate joint ventures. Cees-Frans also works with institutional and private clients on issues related to investment management. After obtaining a degree in tax and business law from Tilburg University (1994) Cees-Frans took a post-graduate course on European Fiscal Studies at Rotterdam Erasmus

University in 1999. Admitted to practice in Luxembourg (Liste IV).

Professional Memberships: Admitted to the Amsterdam Bar, member of the Dutch Bar of Tax Advisors, IFA and serving on the Tax Committee of the IBA.

GRIMME, Arne

De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1421

arne.grimme@debrauw.com

Featured in *Corporate/M&A (Netherlands)*

Practice Areas: Arne Grimme is head of De Brauw's Corporate M&A practice. He advises on public and private transactions, leveraged buy-outs and complex cross-border transactions and corporate restructurings.

Career: Arne has been repeatedly recognised as a leader in his field, having been nominated for the Best M&A Lawyer Award since 2007. He won the award "Best M&A Lawyer" in 2013, 2014, 2015, 2016, 2017 and 2018. Legal 500 EMEA has also consistently named him a leading individual from 2009. Moreover, IFLR 1000 has recognised Arne as one of the leading practitioners in mergers and acquisitions every year since 2006. Arne was named "Lawyer of the Year" in the Best Lawyers 2014-2015 edition (Netherlands community) in Corporate Law, Mergers and Acquisitions Law and Private Equity Law. In 2018 he was also inducted into the Legal 500 Hall of Fame. Furthermore, his many accolades include being ranked first tier in M&A and private equity by Chambers. Arne is a trusted advisor to many of his clients, and counts among his diverse client base Philips, AkzoNobel, NXP, Rabobank, BAM, Corbion, Arcadis, Bain Capital, Gilde, CVC Capital, and Schiphol Airport.

GROEN, Wilfred

Loyens & Loeff, Amsterdam
+31 20 578 59 31

wilfred.groen@loyensloeff.com

Featured in *Real Estate (Netherlands)*

Practice Areas: Wilfred Groen, civil law notary, is member of the Real Estate practice group. Wilfred advises on commercial real estate transactions, including major real estate portfolios and in the areas of national and international restructurings, joint ventures, mergers and acquisitions, where he combines his expertise in real estate law and corporate law. Wilfred has written various articles on real estate law and corporate law. He is member of the board of the Grotius Academy and senior lecturer of the Grotius specialisation course in real estate law. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/wilfred-groen-en-p8526/>

GROENEWEGEN, Marcel

CMS, Amsterdam
+31 20 3016 410

marcel.groenewegen@cms-dsb.com

Featured in *Restructuring/Insolvency (Netherlands)*

Practice Areas: Marcel Groenewegen is a partner in the Banking & Finance Practice Group and a nationally and internationally recognized court appointed administrator in suspension of payments, silent trustee in pre-pack scenarios and trustee in bankruptcy proceedings. He specialises in (cross border) advice and bankruptcy proceedings of real estate

investment funds and financial investment entities, frequently involving bondholders. Marcel Groenewegen further advises and litigates for banks, financial institutions, lease and factoring companies and their directors and supervisory directors on asset based lending, multi-jurisdiction restructuring and work out scenarios, banking and finance, security rights, and D&O liability related issues.

Career: 1988: Lawyer at CMS, 1998: Partner.

Professional Memberships: ·Substitute Judge (Court of Appeal, The Hague) ·President and Executive Member of INSOL Europe ·INSOL Europe ·INSOLAD ·Netherlands Association for Comparative and International Insolvency law (NACIL) ·INSOL International

Publications: ·Co-editor of a major Dutch insolvency law commentary edition and a case law periodical. ·Various publications on security rights/insolvency matters. ·Frequent lecturer for peers, students and judges on insolvency law matters.

Personal: Languages: Dutch, English, German, French.

GROFFEN, Kees

De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1025

kees.groffen@debrauw.com

Featured in Investment Funds (Netherlands)

Practice Areas: Kees specialises in investment management, including providing regulatory advice to domestic and foreign investment funds and asset managers, and advising on the structuring and restructuring of investment funds, including retail and private equity funds. He also advises asset managers and pension funds on discretionary and fiduciary asset management agreements and asset pooling.

Career: Partner since 2000.

Professional Memberships: Kees is a member of the legal and regulatory committee of InvestEurope.

Publications: He is a contributing editor of the Dutch Financial Law Review (Tijdschrift voor financieel recht).

Personal: He is also a lecturer at the postgraduate Grotius programme on financial law and a regular speaker at conferences.

GROOTHUIS, Leo

NautaDutilh, Amsterdam
+31 20 71 71 994

Leo.Groothuis@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/groothuis-leo>

HGEERLING, Erik

NautaDutilh, Rotterdam
+31 10 22 40 363

erik.geerling@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/geerling-erik>

HAAK, Frans

Stek, Amsterdam
0031 6 10 07 90 07
frans.haak@stek.com

Featured in Banking & Finance (Netherlands)

Practice Areas: Frans Haak is a partner in our finance group. Frans specializes in banking, finance, restructuring and insolvency. Before he joined Stek, Frans was a senior legal counsel at ABN AMRO Bank and an associate in the corporate & finance department at Houthoff Buruma.

Career: Houthoff Buruma, Amsterdam and London office (2001-2005) ABN AMRO Bank, HQ Amsterdam (2005-2008) Stek (2008 –present)

Professional Memberships: Netherlands Bar (2001)

HAAK, Maarten

Hoogenraad & Haak, Amsterdam
+31 20 305 3060

mh@hoogenhaak.nl

Featured in Intellectual Property (Netherlands)

Practice Areas: Maarten Haak has over 20 years of experience as a litigator and advisor in the field of IP, unfair competition and commercial contracts. He represents clients before the national courts and the Court of Justice of the European Union. Maarten Haak is a creative negotiator and a good listener.

Career: Bar admission 1998. Co-founded Hoogenraad & Haak in 2007. Deputy judge in the Court of Appeal of Leeuwarden 2008-2013.

Professional Memberships: INTA, MARQUES, Benelux Trademark and Design Association, AIPPI.

Publications: Maarten is on the editing board of the Dutch IP law magazine Industrial Property Review (Berichten Industriële Eigendom).

Personal: Maarten likes alpine skiing, hiking and good food. He is married and has three daughters.

HAAS, Patrick

AKD, Rotterdam
+31 88 253 5587

phaas@akd.eu

Featured in Dispute Resolution (Netherlands)

Practice Areas: Litigation / International litigation

Career: Patrick is specialised in disputes settlement with a focus on complex disputes relating to, for example, international mass damage claims. Patrick has assisted various claims foundations, for example during the Dieselgate scandal and with regard to the Truck Cartel. He was recently involved in an amicable settlement of damage claims by investors in a large-scale Austrian bank scandal. Professional litigation funders enjoy working with him due to his business background. Patrick also acts in internal disputes within larger businesses, such as shareholder disputes and cases relating to directors' liability. For example he is representing a mayor Spanish bank and one of its employees in the Cancun case in a compensation claim for one hundred million US dollars. The cases that Patrick deals with typically involve complex issues of (international) corporate law in which the parties involved have widely divergent interests. Patrick sees it as his task to find long-term solutions and to ensure that conflicts do not escalate unnecessarily. He prefers to do this without having to go to court. Thanks to his legal and financial skills Patrick is able to achieve optimal results for his clients by using creative strategies.

HABRAKEN, Peter

HabrakenRutten, Rotterdam
+31 (0)88 374 49 14

p.habraken@habrakenrutten.com

Featured in Real Estate (Netherlands)

Practice Areas: Construction Projects & Project Finance Real Estate

Career: More than 20 years' experience in Construction, Real Estate and Project Finance.

Personal: Peter Habraken is the Netherlands' leading legal advisor when it comes to large projects in the infrastructure, energy/industry, real estate and transport/logistics sectors. His long-standing focus on asset development and involvement in nearly every significant (PPP) project in the Netherlands ensures his clients access to market best practice as well as practical solutions to unique situations. Appreciated for his round the clock availability and commercial approach, clients rely on him to achieve 'bankable' legal structures, desired exit strategies as well as risk management along the entire life cycle of a project. When necessary he represents his clients in court.

HAJJE, Daniel

Hoogenraad & Haak, Amsterdam
+31 (0)20 305 30 60

dh@hoogenhaak.nl

Featured in TMT (Netherlands)

Practice Areas: Daniel advises on all aspects of advertising and marketing law, including dispute resolution in the advertising sector before civil courts and self-regulatory bodies and (cross-border) clearance work, agency-client contracts, talent agreements, license agreements, contests and promotions. In addition, Daniel specialises in trade mark infringement issues and e-commerce. Based in creative hub Amsterdam, the Netherlands, his clients include many major ad agencies and high-profile brand owners active across a wide range of sectors, including FMCG, food & beverages, retail, entertainment, aviation, fashion, technology and charity.

Professional Memberships: Daniel chairs the Netherlands Advertising Law Association and is Global Vice-Chairman of the Global Advertising Law Association (GALA), a network of the leading advertising lawyers active in many countries across the globe.

Publications: Daniel teaches advertising law in a post-graduate program, and regularly lectures at VU University Amsterdam and Leiden University.

Personal: Daniel is an avid guitar player and a reasonably skilled DJ. He cares about the environment. In 2020 he founded a Sustainable IP working group. He is the proud father of two wonderful daughters.

HARMSE, Alexander

Linklaters, Amsterdam
+31 20 799 6216

alexander.harmse@linklaters.com

Featured in Capital Markets (Netherlands)

Practice Areas: Alexander heads the firm's Dutch equity practice. His primary focus is on advising investment banks and issuers on equity and equity-linked issues, as well as high yield debt issues. Alexander further has a debt capital markets practice, where he advises on medium term note programmes and issues of debt instruments. Earlier in his career, Alexander spent two years in the firm's New York office, giving him direct experience of working with U.S. clients and a broader perspective of equity capital markets generally. Alexander has been a key adviser in many high-profile transactions. Please visit www.linklaters.com/en/find-a-lawyer/

alexander-harmse for more information on Alexander Harmse.

HEEMSKERK, Petra

CMS, Utrecht
+31 20 3016 295

petra.heemskerk@cms-dsb.com

Featured in Public Law (Netherlands)

Practice Areas: Petra Heemskerk is a lawyer in our Real Estate & Construction Practice Group. She has broad experience in European Law and Procurement Law. In addition, she is the lead partner of the mobility sector, that focuses on mobility in a general sense and has a special focus on ACE (self-driving vehicles), MaaS (Mobility as a Service) and mobility and infrastructure. In the field of procurement law Petra assists both contracting authorities and tendering companies. She focuses on the preventive assessment of tender processes, co-editing of tender documents and she also represents clients in tendering disputes. In addition, she advises on public-private partnerships. In the field of mobility the experience of Petra and the mobility team is broad. The team deals with a diverse range of subjects: from privacy issues to competition law challenges and from smart contracts and blockchain to contracting new city concepts. It is precisely in this area that Petra focuses on the support of start-ups and is involved in innovative concepts that demand out-of-the-box input. Clients include IBM, Qbuzz, NS, Royal BAM Group, Centric, Strukton, and IVU.

Career: Joined CMS in 2006 and Partner since 2010.

Professional Memberships: Board member at the Dutch Association for Procurement Law.

Personal: Languages: English, Dutch.

HELSTONE, Astrid

Stibbe, Amsterdam
+31 20 546 06 54

astrid.helstone@stibbe.com

Featured in Employment (Netherlands)

Practice Areas: Astrid advises and litigates in individual and collective labour law matters, including executive dismissal and disputes with Dutch and European works councils. Furthermore Astrid is specialized in pension law and she is a recognized specialist in complex remuneration issues and employee incentives. She holds distinctive expertise in the field of financial regulatory requirements. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/a/astrid-helstone>.

HENDRIKSE, Annemieke

Van Doorne, Amsterdam
0031 20 6789123

hendrikse@vandoorne.com

Featured in Insurance (Netherlands)

Practice Areas: Annemieke (LLM UCL) heads Van Doorne's Insurance team. She works in Van Doorne's offices in Amsterdam and London. Annemieke is an expert on Directors & Officers liability and insurance law. She handles disputes on behalf of and between insurers. Annemieke advises on policy conditions, in particular in the area of D&O liability and professional liability insurance, fraud and other financial lines. M&A-related claims and cyber risks are more recent practice areas. As coverage counsel she also represents primary and/or excess layers

in (cross-border) discussions between the different layers of an insurance tower and/or different programs. Insurers often instruct Annemieke as defence counsel for D&O's of companies and non-profit organisations, including housing corporations and healthcare institutions, in national and international disputes. In addition, Annemieke frequently acts as monitoring counsel to liaise between defence counsel to get the best result for all insureds, in cases of conflicting interests between insureds.

Professional Memberships: Annemieke is a member of the Advisory Committee on Insurance of the Dutch Bar Association.

Publications: Annemieke frequently publishes and lectures on the subject of D&O liability and insurance. She is a member of the editorial team of the online publication "VAST" (magazine for insurance and liability law, including regulatory law).

HENDRIKSEN, Walter

Van Doorne, Amsterdam
31651134146

hendriksen@vandoorne.com

Featured in Insurance (Netherlands)

Practice Areas: Walter Hendriksen specialises in complex issues involving director's and officer's liability, professional liability, general liability, insurance law, commercial litigation, fraud and white-collar crime. Walter's clients are typically professional services organizations (especially lawyers, civil-law notaries, accountants and tax consultants). Walter regularly gives lectures and publishes papers on professional liability of lawyers and other legal practitioners.

Career: Walter has been a lawyer with Van Doorne since 1983 and a partner since 1991. For many years Walter has led the Litigation and Insurance group, which handles a wide range of sophisticated liability and insurance matters. Walter was President of the Netherlands Bar Association from 1 July 2013 until 1 January 2016. From 1999 to 2006, Walter served as the acting President of the Amsterdam Bar Association and a member of its Supervisory Board. Walter was a member of the editorial board of the disciplinary law section of the Dutch magazine *Advocatenblad* (Lawyer's Journal) besides practicing law. Furthermore, Walter has a number of sidelines. A graduate of Utrecht University, Walter invariably appears on the 'recommended lists' of such leading directories as Chambers & Partners and the Legal 500.

HENGST, Ferdinand

De Brauw Blackstone Westbroek, Amsterdam

0031 20 577 1956

ferdinand.hengst@debrauw.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Ferdinand is a Corporate Partner and specialises in international debt restructuring, corporate recovery and emergency funding strategies. His broad practice encompasses both high-stakes finance deals and insolvency-sensitive transactions or litigation, but always in a cross-border context. Ferdinand is trusted advisor to boards of directors on their corporate governance, fiduciary duties and liability considerations around

funding and scenario planning in a more stressed environment. Ferdinand is a Fellow of INSOL International and a member of INSOLAD. He regularly publishes on restructuring and insolvency, leveraged financing and corporate recovery. Ferdinand heads our Africa practice and is a member of the firm's Diversity committee.

HOEVERS, Jan Willem

De Brauw Blackstone Westbroek, Amsterdam

+31 20 577 1596

janwillem.hoevers@debrauw.com

Featured in Capital Markets (Netherlands)

Practice Areas: Jan Willem specialises in international corporate finance with a focus on cross-border equity capital markets transactions. He advises corporates and financial institutions from close to home and far afield. His regulatory practice ranges from buy-back programs to cross-border clearing and settlement and from block trades to insider trading issues. Jan Willem is ranked Tier 1 for equity capital markets in Chambers Global 2015 and is described by clients as "thorough, hands-on and practical." Sources add: "He really digs into the detail and is likeable and easy to communicate with." He was named "Best ECM lawyer of the year 2014" (M&A Community). He has practised law as a resident lawyer in New York, Brussels and London. Jan Willem regularly lectures on Dutch securities law subjects, to audiences at home and abroad.

Career: Partner since 2002.

Personal: Jan Willem regularly lectures on Dutch securities law subjects, to audiences at home and abroad.

HOFF, Jerry

Hoff Advocaten, Haarlem

+31 (0)23 3031051

jerry.hoff@hoffadvocaten.nl

Featured in Dispute Resolution (Netherlands)

Practice Areas: Mr Hoff specialises in corporate & securities litigation and has been closely involved in large and complex lawsuits for over 30 years. Permanent advisor to a number of financial institutions and high net-worth individuals (and their businesses). Recognised troubleshooter when it comes to complex disputes and disputes that get media attention. Recently involved in complex litigation about (international) inheritances. For an extensive track record, see <https://www.hoffadvocaten.nl/en/practice/track-record/>.

Career: Mr Hoff studied business law at Leiden University. Started as in-house lawyer at ABN Amro Bank. From 1990, lawyer at Loeff Claeys Verbeke, at which he became a partner in 1996. Worked in Singapore and Indonesia for three years (1997-1999). As consultant for the IMF and the World Bank, he was closely involved in the modernisation of Indonesia's bankruptcy laws. Subsequently partner at Loyens & Loeff and Spigthoff (2000-2012). In 2012, Mr Hoff started his own litigation boutique in Haarlem, Hoff Advocaten. In March 2011, he obtained his law doctorate at the Radboud University in Nijmegen with the doctoral thesis 'Disclosure of material information'. He is a member of the JHB group's advisory board and a former member of the supervisory boards of SBS (broadcaster), NRC Media (newspaper) and Zoom.in (media and entertainment).

HOFLAND, Dick

Linklaters, Amsterdam

31-20-799-6366

dick.hofland@linklaters.com

Featured in Tax (Netherlands)

Practice Areas: Dick is head of the Linklaters global tax practice as well as the tax practice in Amsterdam. He has a wide range of experience in both Dutch Domestic and international tax law. Dick offers expert advice to multinationals, private equity houses and banks on high-end transactions and tax planning in M&A, private equity, corporate restructuring, banking and securities, asset finance, structured finance and investment funds. Throughout his career, Dick has been based in San Francisco, Washington D.C., New York and London, as well as in Amsterdam. Dick has developed long-standing relationships with many clients, who rely on him for his expert knowledge of international tax structures, including the planning and management of such international structures. He also assists clients with setting up their back office operations and organisation of legal documentation to create efficient management of their tax affairs. Please visit <https://www.linklaters.com/en/find-a-lawyer/dick-hofland> for more information on Dick Hofland.

HOLTROP, Harmen

Loyens & Loeff, Amsterdam

+31 20 578 59 24

harmen.holtrop@loyensloeff.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Harmen Holtrop, is member of the corporate practice group in our Amsterdam office. He is co-chair of the corporate practice group. He is a member of the private equity team. Harmen has a broad practice with a special focus on mergers and acquisitions, joint ventures and general corporate representation. He has developed particular expertise in representing private equity firms and other financial investors in leveraged buyouts, investments and exits. Harmen is known for the high number of deals he has successfully closed in the past five years. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/harmen-holtrop-en-p8794/>

HOLTZER, Marnix

DLA Piper Nederland, Amsterdam

+31 20 541 9872

marnix.holtzer@dlapiper.com

Featured in Employment (Netherlands)

Career: Marnix Holtzer combines advice on corporate litigation, corporate governance and employment law, and is experienced in advising leading global companies on strategic matters. He has been involved in litigation in many high-profile corporate inquiry proceedings (enquêteprocedures), focusing on corporate governance issues. He is widely known for his experience in works council litigation at the Enterprise Section of the Court of Appeals in Amsterdam (Ondernemingskamer). Marnix has specific experience on outsourcing and the EC Acquired Rights Directive on transfer of undertakings (TUPE). In April 2014 Marnix got his PhD at the University of Groningen on his doctoral thesis *The influence of employees on company strategy*. Marnix

heads the corporate litigation group in The Netherlands.

HOMVELD, Reijnoud

Stek, Amsterdam

31205305200

reijnoud.homveld@stek.com

Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Reijnoud is a partner in Stek's corporate group and has ample experience with M&A transactions. His expertise includes private equity and strategic deals in the mid-market/large corporates segment, both national as well as international (often in close cooperation with leading international law firms). Also, Reijnoud has a strong projects practice. He advised on a range of E&P, gas, heat, power and renewables projects, including geothermal, solar, wind and biomass projects.

Career: 2015: Stek (Partner), 2014: Orange Clover (Partner), 2006: Allen & Overy, 1997: NautaDutilh.

Professional Memberships: Amsterdam Bar Association, International Bar Association, Dutch Energy Law Association.

HOOGENRAAD, Ebba

Hoogenraad & Haak, Amsterdam

+31 20 305 3060

eh@hoogenraad.nl

Featured in TMT (Netherlands)

Practice Areas: Ebba advises many high profile advertising agencies and brand owners on advertising law, food law and intellectual property law. In addition, she litigates before the Dutch self-regulatory bodies and civil courts. Ebba assists clients in case of enforcement actions by the Netherlands Food and Consumer Product Safety Authority (NVWA), such as inspections, attachments of goods, warnings or fines and recalls in case of a breach of the Dutch Commodities Act.

Career: Bar Admission 1985. Focus on advertising law since 1989, on food law since 2000.

Professional Memberships: Sole Dutch member of the Global Advertising Lawyers Alliance (GALA). Chair of the National Advertising Conference. Chair of the Advisory Board of the Netherlands Advertising Law Association. Former chair Benelux Trademark and Design Law Association (BMM). Past member of the World Press Photo supervisory board.

Publications: Member of the editorial board of the Dutch national IP and advertising law review 'IER'. Member of the editorial board of *Waar&Wet* (food law). Contributor to European Food and Feed Law (EFFL) and the Dutch food internet platform VMT. Ebba regularly publishes articles and case notes in professional journals.

Personal: Ebba loves choir singing, hiking and gardening.

HOREMAN, Dennis

De Brauw Blackstone Westbroek, Amsterdam

31 6 5326 8448

dennis.horeman@debrauw.com

Featured in Insurance (Netherlands)

Practice Areas: Dennis is a specialist in dispute resolution, focusing on litigation and arbitration in a broad range of contract and liability matters. Dennis leads the defence in a wide range of collective litigation matters, from financial services,

to consumer products and environmental cases. He is an expert on insurance law and acts for corporate insureds in matters of product liability, professional liability, D&O liability and fraud.

Career: Partner since 2013.

Professional Memberships: Dennis is a member of the Disciplinary Council of the Amsterdam Bar Association.

HORSTEN, Pim

Linklaters, Amsterdam
+31 20 799 6210

pim.horsten@linklaters.com

Featured in Capital Markets (Netherlands)

Practice Areas: Pim heads the Debt Capital Markets practice in the firm's Amsterdam office. He is qualified as an advocaat in the Netherlands and a solicitor in England and Wales. With a Finance MBA and first-hand experience of investment banking, Pim acts for underwriters and issuers, focusing on debt capital markets transactions across the products' range, from straight debt programmes and issuances via equity-linked and corporate hybrid issues to bank and insurance regulatory capital products. Pim joined Linklaters in 2004 as its first Dutch partner to establish the Dutch law practice in the Amsterdam office. Before becoming a lawyer, Pim worked for five years in merchant banking, at the Netherlands' oldest bank MeesPierson in its Amsterdam and London offices, focusing on corporate finance and capital markets. Please visit www.linklaters.com/en/find-a-lawyer/pim-horsten for more information on Pim Horsten.

HORSTHUIS, Daan

Houthoff, Amsterdam
+31 20 605 69 96

d.horsthuis@houthoff.com

Featured in Investment Funds (Netherlands)

Practice Areas: Daan specialises in the establishment and restructuring of investment institutions and advises real estate managers, pension funds and other institutional investors on discretionary and fiduciary asset management and asset pooling. He also advises on capital market transactions involving domestic and foreign investment institutions. In addition, Daan assists foreign investment funds, asset managers and institutional investors on the laws and regulations governing financial institutions in the Netherlands.

HOUDIJK, Joost

AKD, Brussels
+31 88 253 50 79

jhoudijk@akd.eu

Featured in Competition/European Law (Netherlands)

Practice Areas: Joost Houdijk is a lawyer at AKD who specialises in European and competition law. For example he advises and litigates on cartels and abuse of dominant position. He also represents businesses and government organisations in proceedings before the European Commission, the Dutch Authority for Consumers and Markets (ACM), the Dutch courts and the European Court of Justice (ECJ). Clients appreciate his sharp analysis of the underlying issues and his capacity to empathise with the specific situation of the organisations in question. They see how he always aims to get the maximum out of a case based on dedication and creativity. Joost has published a large number

of articles. In 2009 he was awarded his doctorate for a thesis on public interests in competition law. In addition to competition law, Joost's field of work also covers EU law on freedom of movement, EU transportation law and consumer protection law. He regularly assists companies with filing notifications for mergers and acquisitions with the European Commission and the ACM. Joost teaches at universities, including Utrecht University and Radboud University Nijmegen. He also teaches at the private educational institutions OSR Juridische Opleidingen and the Academy of legal practice [Academie voor de Rechtspraak] (AvdR).

HUISMAN, Frenk

AKD, Amsterdam
+31 88 253 5144

fhuisman@akd.eu

Featured in Real Estate (Netherlands)

Practice Areas: Frenk Huisman is a partner at AKD. He is a real estate and construction law specialist, acting mainly for international investors, developers and corporates in the financial, TMT, energy, and infrastructure industries. His practice focuses on real estate investment, portfolio management (including commercial leasing) and property development and construction (Turnkey, EPC, DBFM(O), PPP). Frenk was based in the Middle East for a number of years and gained valuable experience in property development and projects work in various industry sectors.

HUYZER, Juliette

HDK Advocaten, Amsterdam
+31 20 333 1020

jh@hdkadvocaten.nl

Featured in Employment (Netherlands)

Practice Areas: Juliette Huyzer is partner and co-founder of HDK Advocaten. Juliette has expertise in a wide range of employment law related matters, such as collective dismissals, international mergers and reorganisations, harmonization of employee benefits and transfer of undertakings. Juliette is known for her skills in negotiating with (or on behalf of) trade unions, works councils and managing directors.

Career: Juliette studied law at the University of Utrecht and has practised law since 1996. Prior to founding her own law firm, which shortly thereafter developed into HDK, Juliette practised law with large distinguished (international) law firms. In 2000, she completed her post-doctoral education in labour law (PALA) at the Erasmus University in Rotterdam.

Professional Memberships: Juliette is a member of several professional organizations, such as VAAN (The Dutch Employment Lawyers Association) and VAAA (The Amsterdam Employment Lawyers Association). Earlier in her career, she was elected Board member of the Young Bar Association in Rotterdam.

Personal: Juliette speaks Dutch and English.

IN DE BRAEKT, Martin

Stibbe, Amsterdam
+31 20 546 02 42

martin.indebraekt@stibbe.com

Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Martin has a wide range of experience in the Energy and Industrial sector. He acts as counsel to various large

industrial companies and energy companies in business and financial matters. He acts as counsel to sponsors, developers, contractors, lenders and other parties in energy and industrial projects (including project finance). Martin is involved in lead roles in a wide variety of industrial projects including offshore and onshore wind farms, power plants, pipeline projects, CCS-projects, hydrogen projects, waste-to-chemicals, LNG terminals, etc. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/m/martin-in-de-braekt>.

ITALIANER, Joost

NautaDutilh, Amsterdam

+31 20 71 71 925

Joost.Italianer@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/italianer-joost>

JANSSEN, Jan Erik

Stek, Amsterdam

+31 20 530 5213

janerik.janssen@stek.com

Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Jan Erik has ample experience in EU and Dutch competition law and sector specific regulation. He litigates in administrative and civil proceedings and represents international and national corporates in various sectors before Dutch and European competition and regulatory authorities and policy makers. Jan Erik works closely together with leading international law firms on cross-border cases and litigation and has been voted best energy lawyer in the Netherlands by his peers.

Career: 2006: Partner Stek; 2002: Partner Allen & Overy.

Professional Memberships: Editor Netherlands Journal for Energy Law.

JONGEN, Herald

Greenberg Traurig, LLP, Amsterdam
+31 (0) 20.301.7346

jongenh@gtlaw.com

Featured in TMT (Netherlands)

Practice Areas: Corporate

Career: Herald Jongen has more than 25 years of experience and focuses his practice on outsourcing, technology transactions and strategic relationships. He has particular expertise in leading complex multi-jurisdictional projects, in technology and in the financial industry, all over the world.

JONGEPIER, Wouter

Dentons, Amsterdam
+31 6 5029 2829

Wouter.Jongepier@dentons.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Wouter Jongepier is an advisor in Dentons' Insolvency, Restructuring and Bankruptcy practice. He focuses on insolvency law, corporate restructuring and corporate litigation. He advises national and international clients on reorganizations, company restarts and financing arrangements. He is regularly appointed as a bankruptcy trustee, administrator or silent trustee. The Enterprise Chamber of the Court of Appeals regularly appoints Wouter as trustee of shareholders or as member of the supervisory board. On a continuous basis, Wouter represents executive directors, non-executive directors and shareholders in corporate conflicts.

JONKER, Louis

Van Doorne, Amsterdam
+31206789510

jonker@vandoorne.com

Featured in TMT (Netherlands)

Practice Areas: Louis Jonker is a leading expert in law and technology. Louis has much experience across the full cycle of IT (sourcing) projects, especially in the (semi-)public sector. This includes advising clients during IT procurement processes and drafting and reviewing contract documentation. But also assisting clients during contract negotiations and in contract management issues and disputes. Besides assisting clients in IT (sourcing) projects, Louis focusses on legal issues and strategic partnerships concerning (disruptive) technologies and innovations in the financial industry (Fin-Tech) and healthcare industry (eHealth). Furthermore, Louis is engaged actively in addressing the legal issues and challenges in the areas of Cloud, Blockchain, Electronic Identification and Artificial Intelligence, regarding contracts as well as compliance issues.

Career: Louis studied Dutch law at the University of Amsterdam and joined Van Doorne in 2006. In 2008 Louis passed with distinction (cum laude) a post degree specialist programme in Computer Law at the Grotius Academy.

Professional Memberships: Louis is a member of various professional and industry associations, he is a frequent speaker at national and international events, and he teaches at Tilburg University and the University of Amsterdam. Furthermore, he chairs the programming committee of Sourcing Nederland, a member association for sourcing professionals.

JOSEPHUS JITTA, Paul A.

Buren N.V., The Hague
+31 (0)20 333 8395

p.josephusjitta@burenlegal.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Paul A. Josephus Jitta, partner and lawyer at BUREN, specializes in (international) corporate law. He mainly advises national and international companies on (cross-border) M&A transactions. He also litigates on corporate law and trade disputes, often on the termination of international joint ventures and partnerships. Paul, who is also the honorary consul of Ecuador in Amsterdam, is co-head of BUREN's Spain & Latin America desk. Paul was one of the initiators of the Cancun case in 2009, an inquiry that led to groundbreaking case law of the Supreme Court in 2014 on directors' and officers' liability in joint ventures.

Career: Paul graduated in 1993 in Dutch law from the University of Amsterdam, having taken minors at the University of Salamanca, Spain. In 2000 he completed the Business Law specialization course at Erasmus University.

Professional Memberships: Amsterdam Bar, IBA Closely Held and Business Enterprises Committee (CHAGBE), IBA Latin American Forum (LARF)

KAAJAN, Marieke

ENVIR Advocaten, Amsterdam
31650431052

marieke.kaajan@envir-advocaten.com

Featured in Public Law (Netherlands)

Practice Areas: Marieke Kaajan, co-founder and partner at ENVIR Advocaten, is one of the specialists in Nature Conservation Law in the Netherlands and is also well known for her in-depth knowledge of environmental law, planning and zoning law. When, in May 2019, the Dutch Administrative High Court annulled the Dutch nitrogen action programme due to non-compliance with EU law, several national and regional television and radio programs asked Marieke Kaajan to explain this judgment and its consequences. For her out of the box solutions and strategic advice in proceedings as well as in obtaining permits Marieke Kaajan is engaged by Ministries, Provinces, municipalities and developers for projects with high financial or political impact. Within her field of expertise, Marieke Kaajan is involved in all relevant permits for many large industrial and sustainable energy projects (e.g. large wind farms onshore and offshore). Marieke publishes and teaches frequently about several environmental and Nature Conservation law issues.

Career: 2014–today Co-founder and partner at ENVIR Advocaten 2001-2014 Lawyer at Stibbe

Professional Memberships: Dutch Environmental Lawyers Association, Dutch Construction Law Association

KAEMINGK, Herman

Loyens & Loeff, Amsterdam
+31 20 5785459
herman.kaemingk@loyensloeff.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Herman Kaemingk, attorney at law, is a member of the Corporate/M&A practice group in our Amsterdam office. He focuses on corporate M&A and private equity work and has built significant expertise and reputation in these areas in more than 25 years. Herman specializes in counselling clients, and negotiating for them, in mergers and acquisitions, leveraged buyouts and other strategic projects. He acts for corporate groups, private equity funds (including buyout, growth, and venture capital funds), family offices, entrepreneurs, management teams and (supervisory) boards. His expertise, experience, track record and reputation in these areas span more than 25 years. Herman values longstanding relationships with clients. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/herman-kaemingk-en-p8608/>

KAMERBEEK, Sjoerd

Van Doorne, Amsterdam
+31 (0)20 6789 443
kamerbeeks@vandoorne.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: As corporate law specialist, Sjoerd advises and litigates for internationally renowned clients on M&A, warranty & indemnity (insurances), investment-(losses) and more generally commercial and corporate disputes. Sjoerd is specifically focussed on disputes within companies between board members, shareholders, and other key stakeholders. In doing so, he frequently acts before the Enterprise Chamber of the Court of Amsterdam. He acts for the largest international (hedge) funds on their shareholder activist campaigns

in the Netherlands. Finally, he assists with strategic M&A in connection with takeover and shareholder disputes. Sjoerd frequently publishes articles on various corporate topics. Further, Sjoerd is regularly a guest lecturer on social entrepreneurship at Utrecht University. He is also a co-founder of and member of the advisory board to the Utrecht University Social Entrepreneurship Initiative. **Career:** Sjoerd graduated cum laude in law and economics from both Utrecht University and VU University Amsterdam. In 2015 Sjoerd obtained an Executive MBA at the Rotterdam School of Management. He became a partner at Van Doorne in 2018, being one of the youngest ever appointed at a large law firm. Over the years, he has been consistently recognized as one of the best young lawyers on the market.

KAUFMANN, Sharon

Stek, Amsterdam
+31 20 530 52 00
sharon.kaufmann@stek.com

Featured in Banking & Finance (Netherlands)

Practice Areas: Sharon Kaufmann is a partner in Stek's finance group. She specializes in banking and finance with a focus on hospital financing, project financing and real estate and asset based financing transactions. Sharon regularly teaches, amongst others in the field of insolvency law.

Career: Before she joined Stek in 2012, Sharon was an associate in the banking & finance and insolvency departments at Houthoff Buruma.

Professional Memberships: Netherlands Bar (2006)

KEIJZER, Lennard

De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1569
lennard.keijzer@debrauw.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Lennard is head of Private Equity at De Brauw. Lennard has a strong focus on private equity work. He focuses on private equity work (sell-side, buy-side, governance advice and management participation) for Benelux and international PE firms. In addition, Lennard regularly acts for corporates and founders. He is often consulted for his expertise in the field of warranty and indemnity insurance and management participation plans.

Career: Partner since 2017.

Personal: Lennard is a guest lecturer on M&A topics at the Maastricht Business School, Leiden University, the Amsterdam Institute of Finance and the VU Law Academy.

KERSTEN, Heleen

Stibbe, Amsterdam
+31 20 546 03 70
heleen.kersten@stibbe.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Heleen specialises in mergers and acquisitions, equity capital markets, corporate law and corporate governance. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/h/heleen-kersten>.

KERSTHOLT, Harm

NautaDutilh, Rotterdam
19176792509
Harm.Kerstholt@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/kerstholt-harm>

KEULAERDS, Max

BarentsKrans, The Hague
+31 70 376 06 16

max.keulaerds@barentskrans.nl

Practice Areas: Max Keulaerds handles high-interest employment matters for some of the largest companies in The Netherlands. He is a recognized expert on Dutch dismissal law, as well as transfer of undertaking and collective labour matters, including strikes. Max chairs the Working Party on Dismissal Law of the Association of Dutch Employment Lawyers (VAAN) and is an important contributor in the ongoing debate on changes in Dutch dismissal law. He also lectures in postgraduate employment law programs of the universities of Amsterdam, Nijmegen and Leiden.

KLEEMANS, Rutger

Freshfields Bruckhaus Deringer LLP, Amsterdam
+31 20 485 7000

rutger.kleemans@freshfields.com

Practice Areas: Rutger is an intellectual property/international technology partner and heads the IP/IT practice group in Freshfields' Amsterdam office. His practice focuses on patent litigation and cross-border (EU) patent enforcement strategies. Rutger handles both contentious and non-contentious trade mark, copyright, design and slavish imitation/trade secret cases. In particular, he litigates complex patent cases before the (specialised) Dutch courts and before the European Patent Office. Rutger is mainly active in the TMT (mobile communication), pharmaceutical, (bio)chemical, energy and consumer goods sectors. This involvement has given him a good knowledge of related areas, such as (self)regulatory and advertising law.

KLEINHOUT, Arjan

De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1348

arjan.kleinhou@debrauw.com

Featured in Energy & Natural Resources (Netherlands), Public Law (Netherlands)

Practice Areas: Arjan Kleinhou specialises in public law mainly focuses on energy law, market regulation, public enforcement, environmental law and spatial planning matters. In addition to advising clients on regulatory aspects (including permitting) of infrastructure projects and tariff regulation, he represents clients in negotiations with regulatory authorities and in litigation before administrative and civil courts.

Career: Counsel

KLIJN, Michel

Houthoff, Amsterdam
+31 10 217 25 43

m.klijn@houthoff.com

Featured in Real Estate (Netherlands)

Practice Areas: Michel's work focuses on projects, PPS, construction and procurement law, and public transport. He is actively involved in complex building projects and an array of contract types, including D&C, DBM, DBFM, DBFMO, concessions and alliances. Michel advises

a wide range of clients in the construction, infrastructure, transport and energy sectors, on matters such as contracting, innovative procurement procedures, negotiations and litigation. Michel is also a civil engineer, and, prior to joining Houthoff, he worked at a large Dutch construction company for several years. He also teaches at the Dutch Institute for Construction Law and regularly publishes on forms of collaboration in the construction industry, and procurement law.

KLOPPERT, Barbara

De Brauw Blackstone Westbroek, Amsterdam
+31 6 5340 3886

barbara.kloppert@debrauw.com

Featured in Employment (Netherlands)

Practice Areas: Barbara is a specialist in employment law. She advises and litigates on the full spectrum of employment-related matters. Barbara has significant expertise in traditional, individual employment matters, as well as in corporate transaction-related projects. Barbara and her team lead the relevant employment issues in transactions throughout the preparatory phase and completion; this includes assisting in transfers of undertaking (TUPE). Barbara also concentrates on individual matters at board and management level, such as dismissals, remuneration, promotions or demotions.

Career: Partner since 2010.

Professional Memberships: Barbara was appointed deputy justice at the Court of Appeal in Den Bosch in April 2019.

KNEPPERS, Gerard

DLA Piper Nederland, Amsterdam
+31 20 5419 811

gerard.kneppers@dlapiper.com

Featured in Banking & Finance (Netherlands)

Career: Gerard is a partner in the Banking (Finance & Projects) department of DLA Piper in Amsterdam and has more than 20 years of transactional experience in the Netherlands, England and Wales as well as in South Africa (being a qualified and admitted lawyer in all of the aforesaid jurisdictions). He focuses on (Renewable) Energy, PPP, DFI and leveraged finance / corporate lending products, and also has substantial experience in the field of mergers & acquisitions, thereby giving him a deep understanding of the full transactional cycle of project- and leveraged finance transactions. His clients include parties across the spectrum such as sponsors, project companies, financial institutions and (strategic) purchasers (borrowers) and vendors.

KNIBBELER, Winfred

Freshfields Bruckhaus Deringer LLP, Amsterdam
31204857000

winfred.knibbeler@freshfields.com

Practice Areas: Winfred is an antitrust, competition and trade partner, and co-heads the ACT practice in Amsterdam. Winfred is involved in a large number of high-profile cartel and abuse-of-dominance cases and has a substantial litigation practice, at both European and national levels. He has vast experience of representing clients in European and multi-jurisdictional merger reviews in different sectors.

Career: Winfred (1967) is a former chairman of the Dutch association of

competition lawyers and regularly speaks and publishes on antitrust topics.

KNIGGE, Albert

Houthoff, Amsterdam
+31 20 605 65 62
a.knigge@houthoff.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Heading Houthoff's Litigation Team, Albert has market-leading experience in a wide range of complex, multiparty cross-border disputes. He acts as defence counsel for corporate and financial institutions with a particular focus on class action litigation, mass claim settlements and follow-on civil litigation. He is admitted to the bar as Supreme Court lawyer.

KNOTTENBELT, Dirk

Houthoff, Rotterdam
0031 10 217 24 72
d.knottenbelt@houthoff.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Dirk leads Houthoff's arbitration team and specialises in complex corporate law and commercial arbitrations and litigation. The majority of this work focuses on arbitration and other dispute settlement procedures with an international dimension. His clients are mostly Dutch, US and other international companies. Dirk represents clients in national and international commercial and investment arbitrations, under the auspices of the ICC, NAI, ICSID and other institutional rules, such as GAFTA, NZV, AVZ and FENEX. Dirk also acts as an arbitrator in ad hoc and institutional arbitrations, and as a deputy justice at the Dutch courts of appeal.

KOENECKE, Jeffrey

BarentsKrans, The Hague

Practice Areas: Jeffrey has over 20 years of notarial experience in commercial real estate, both in transactions and as an adviser. Jeffrey has special expertise in the establishment of real rights (ground lease, easements etcetera) and complex developments, combined with financing. Jeffrey has a hands on mentality and is deal driven and as such greatly appreciated by his clients.

KOËTER, Jeroen

Project Moore, Amsterdam
0031205200874 - 0031610187682
jeroen.koeter@projectmoore.com

Featured in TMT (Netherlands)

Practice Areas: Jeroen Koëter (partner) is an IT law and data protection specialist and has 20+ years of experience in IT transactions and providing strategic advice to multinationals on structuring their privacy compliance and the impact of new technologies. He is known for his strong negotiation skills and his strategic and pragmatic eye in guiding complex projects.

Career: Van Doorne (2000-2005), De Brauw Blackstone Westbroek (2005-2010), Project Moore (2011-).

Professional Memberships: Member of the Netherlands Association of Computer Lawyers (VIRA) and The Association for Privacy Law (VPR). Board member of the recently established Netherlands Association of the Privacy Lawyers (VPR-A).

Publications: Teacher at Legal Post-Academic Education at Leiden University. Teacher at the postgraduate specialisation

training for of Netherlands Association of the Privacy Lawyers (VPR-A).

KOPPENOL-LAFORCE, Marielle

Houthoff, Amsterdam
+31102172525
i.van.den.nieuwendijk@houthoff.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Marielle Koppenol-Laforce specialises in arbitration and litigation. She advises and litigates in complex international contracts situations (from construction contracts to shareholders agreements disputes) and insolvencies. Her practice also includes investment arbitration and international commercial arbitration (ICC, ICSID, NAI, UNCITRAL and DIAC). Her litigation and arbitration proceedings in the Netherlands are usually in parallel to foreign proceedings for the same client. She is regularly involved in discovery under 28 U.S.C. § 1782 for use in Dutch proceedings. Prior to fully committing to international litigation and arbitration, she worked with Houthoff's Corporate/M&A and Finance practice groups.

KORTMANN, Jeroen

Stibbe, Amsterdam
+31 20 546 02 40
jeroen.kortmann@stibbe.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Jeroen heads Stibbe's International Litigation Group. He acts as defence counsel in international disputes. His specialities include cross-border litigation, collective redress, antitrust damages, tort law, contractual disputes and insurance litigation. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/j/jeroen-kortmann>.

KORTMANN, Tijn

Stibbe, Amsterdam
+31 20 546 04 12
tijn.kortmann@stibbe.com

Featured in Public Law (Netherlands)

Practice Areas: Tijn specialises in administrative, environmental and planning, property law and nuclear law. His work includes advice and litigation on decisions of, contracts with, and claims against public bodies. His clients range from multinational companies and industries (retail, chemical, energy) to public authorities (provinces, municipalities). Tijn has been elected as arbitrator in several public-public and public-private disputes. Please visit the Stibbe website: <http://www.stibbe.com/en/people/t/tijn-kortmann>

KREIJGER, Paul

Visser Schaap & Kreijger, Amsterdam
+31 20 723 89 00
paul.kreijger@ipmc.nl

Featured in Competition/European Law (Netherlands)

Practice Areas: Paul Kreijger is active in the interface of IP and competition, as well as in IP matters, in particular in copyright, neighbouring rights, geographical indications and collecting societies. He also specializes in data protection as well as EU and general competition matters. Paul advises and represents the Dutch association of publishers (Mediafederatie) and news publishers (NDP Nieuwsmedia), the Dutch association of commercial broadcasters, collecting societies Videma and Sena and various broadcasters and producers. He represents the leading

dance label Spinnin Records in high profile litigation. Paul also advises Corendon, a large travel organisation.

KREUZE, Gianluca

Loyens & Loeff, Amsterdam
+31 20 578 57 85
gianluca.kreuze@loyensloeff.com

Featured in Banking & Finance (Netherlands), Transportation (Netherlands)

Practice Areas: Gianluca Kreuze, attorney at law, is a member of the Banking & Finance practice group. Gianluca advises on structuring and documenting of debt finance matters with an emphasis on corporate finance and leveraged acquisition finance. He represents financial institutions, corporations and funds. He has also worked in the firm's London office where he mainly dealt with structured finance transactions. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/gianluca-kreuze-en-p8734/>

KRIKKE, Judica

Stibbe, Amsterdam
+31 20 546 02 12
judica.krikke@stibbe.com

Featured in TMT (Netherlands)

Practice Areas: Judica acts as strategic advisor and negotiator in ICT procurement, outsourcing and cloud sourcing, software licensing, data protection and tech & data transactions. She is often involved in ICT related disputes and the resolution thereof. Judica is arbitrator for the Dutch ICT arbitration institute (SGOA) and teaches in the postgraduate information law programme of Grotius Academy. For more detail: <http://www.stibbe.com/en/people/j/judica-krikke>

KROES, Quinten

Brinkhof, Amsterdam
+31 20 30 53 226
quinten.kroes@brinkhof.com

Featured in TMT (Netherlands)

Practice Areas: Quinten Kroes (partner) has been active in the telecoms, media and technology (TMT) sectors since 1995, advising and litigating on matters requiring his specialist knowledge of telecoms, media and data protection law. He advises a range of players in the TMT sectors, in proceedings before the Dutch Authority Consumer & Market, the Dutch Data Protection Authority, the Dutch Media Commission and in court, on issues such as frequency spectrum licensing, price regulation, consumer protection and data breaches. His high profile clients include major technology companies as well as companies from other sectors that rely on IT, technology and data.

Career: JD Amsterdam (1995); Loeff Claey's Verbeke (1995-2000); Allen & Overy (2000-2010).

Professional Memberships: Association for Media and Communication Law (VMC), Privacy Law Bar Association (VPR-A) (board member), Privacy Law Association (VPR), International Association for Privacy Professionals (IAPP).

Publications: Quinten chairs the editorial board of the Dutch media and communications law review Mediaforum. Quinten co-authored Dutch and English language commentaries on the GDPR for Wolters Kluwer and Kluwer International and is the author of E-Business Law of the European Union (Kluwer International).

He teaches telecommunications law as a guest lecturer at the University of Amsterdam and is a regular speaker at seminars and conferences.

KROMHOUT, Jan

AKD, Rotterdam
+31 88 253 5373
jkromhout@akd.nl

Featured in Transportation (Netherlands)

Practice Areas: Jan Kromhout is a lawyer and partner at AKD. He is an experienced transactional lawyer and specialised in international contracts connected with the offshore oil and gas and shipping industries. Jan provides comprehensive, specialist advice to clients in high value shipbuilding, EPC/EPIC work and major offshore and shipping projects. Jan's clients include shipowners, shipbuilders, oil companies, oil and gas contractors, financiers and insurers. He advises them in every project phase, for example with regard to corporate structures, contract negotiations, delivery, installation and de-commissioning. Jan is also a specialist in the field of dry shipping. He handles cases relating to contracts of affreightment, bills of lading and other carriage contracts. Jan also advises owners and shipyards on all aspects of building, buying and selling a super yacht.

KRUITWAGEN, Harry

Dirkzwager legal & tax, Arnhem
+31 26 353 83 02
kruitwagen@dirkzwager.nl

Practice Areas: Expertise Professional Liability, Liability and Insurance

Career: Harry works as a lawyer and partner in the Liability, Loss and Insurance group at our Arnhem office. Harry trained at law firm Nauta Dutilh and having completed five and a half year's service there, he moved to Dirkzwager at the end of 2000. At our firm, he helped to expand the Liability, Loss and Insurance group from 11 lawyers to the current complement of 25, making it one of the largest loss departments in the Netherlands. Its client base mainly consists of insurers. Harry focuses on aspects of liability in the business sphere, including director's liability, professional liability, technical losses and employer liability. He also deals with dossiers pertaining to insurance law (policy disputes and drafting of insurance terms and conditions).

KUIJPER, Marc

Dentons, Amsterdam
31 20 795 31 27
Marc.Kuijper@dentons.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Marc Kuijper is the Managing Partner of Dentons in Amsterdam and Head of the EU Competition practice in the Netherlands. In addition, Marc is Co-head of the Antitrust Litigation team in the Netherlands with Michel Deckers. Marc regularly represents companies before the Netherlands and EU competition authorities, and before national courts and the European Court of Justice. He has advised and assisted numerous large companies in national and international cartel investigations, abuse of dominance investigations, merger filings, state aid matters and compliance audits. Marc's work includes acting for a leniency applicant in a European Commission cartel

investigation, acting for a company on the appeal from a national competition authority decision, acting for a company in a complex state aid procedure before the Dutch court. He also handles compliance work in relation to trade associations, joint purchasing organizations, joint ventures, e-commerce and vertically integrated companies. Marc is known for his expertise and extensive track record in cartel damage cases. Marc gives lectures on EU competition law at the Utrecht University and the Radboud University Nijmegen, and regularly publishes on EU and national competition law.

KUIKEN, Jan Cees

Houthoff, Rotterdam
+31 (0)10 - 21 72 548
j.kuiken@houthoff.com

Featured in Real Estate (Netherlands)

Practice Areas: Jan Cees specialises in real estate transactions, city centre redevelopment and turnkey projects. He also an expert in real estate-related company law, including the acquisition of real estate companies, the creation of CV/BV structures and other real estate-related collaborations. His clients are mainly national, international and institutional investors and developers, to whom he provides not only legal but also strategic advice.

KUIPERS, Gertjan

De Brauw Blackstone Westbroek, Amsterdam
00 31 20 577 1775
gertjan.kuipers@debrauw.com

Featured in Intellectual Property (Netherlands)

Practice Areas: The core of Gertjan's practice is patent law, where his background in science serves him well. His practice spans all fields of technology, including chemical, electrical, mechanical, computer and pharmaceutical technology. Gertjan advises and litigates on behalf of numerous high-profile national and international companies. Most of his work is cross-border in nature, and he has extensive experience in conducting and coordinating multi-jurisdictional litigation. **Career:** Partner since 2004.

Professional Memberships: Gertjan is an active member of several national and international professional associations including AIPPI, EPLAW and LES. Gertjan is Chair of AIPPI's Special Committee on Standards and Patents.

Publications: Patent Protection for Second Medical Uses, Kluwer Law International 2016 Country correspondent for the global Bio Science Review

Personal: Gertjan lectures on patent law at universities and to IP practitioners-in-training, and regularly publishes on IP-related matters.

KUIPERS, Paul

Linklaters, Amsterdam
+31207996318
paul.kuipers@linklaters.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Paul heads the firm's Banking practice in Amsterdam, leading a team of lawyers who advise clients on complex domestic and cross-border finance deals. Paul acts for Dutch and international financial institutions and corporates on a range of finance transactions,

including project finance, syndicated lending and asset finance deals. Paul has considerable knowledge of restructuring techniques, advising on some of the most defining restructurings in recent times. He advises corporates, sponsors and financial institutions on debt and equity restructurings, workouts, stressed and distressed reorganisations, insolvency and related litigation. Please visit www.linklaters.com/en/find-a-lawyer/paul-kuipers for more information on Paul Kuipers.

KUNST, Laetitia

Stek, Amsterdam
0031 20 530 5235
laetitia.kunst@stek.com

Featured in Transportation (Netherlands)

Practice Areas: Laetitia assists clients in the full range of aviation activities in the national and international aviation market. She specializes in multi-jurisdictional transactions relating to the lease, acquisition, sale and financing of both passenger aircraft and business jets, as well as aircraft repossessions. In addition, she advises on aviation related contracts and issues generally. Laetitia represents leasing companies, financiers, commercial operators and business jet owners.

Career: 2006: Stek (counsel), 2004: Van Diepen Van der Kroef

Professional Memberships: European Air Law Association (EALA)

Publications: Getting The Deal Through, Air Transport (2013, 2014, 2015, 2016, 2017, 2018, 2019) Getting The Deal Through, Aviation Finance & Leasing (2018, 2019)

LAENEN, Monique

DLA Piper Nederland, Amsterdam
+31 6 224 913 11
monique.laenen@dlapiper.com

Featured in Real Estate (Netherlands)

Career: Monique Laenen focuses on real estate acquisitions and disposals, property finance, leasehold constructions, foreclosures and various specific rights as apartment rights. She supports investment companies in the purchase, sale and encumbrance of commercial real estate. Also she advises in various projects with respect to the division into apartment rights, the creation of long lease, vesting of mortgages and the sale of newly built apartments. Monique is very experienced in the field of foreclosures (public sale) of commercial real estate. She is especially known for her skills to solve difficult conflicts and her creative solutions for complicated freehold and leasehold constructions. Monique Laenen is a civil law notary and location head of the Dutch Real Estate practice.

LEBBING, Huib

Houthoff, Amsterdam
+31 10 217 25 91
h.lebbing@houthoff.com

Featured in Insurance (Netherlands)

Practice Areas: Huib specialises in civil liability matters, mainly in the context of health and safety law. He litigates, advises, and conducts confidential internal investigations for clients in relation to compliance with health and safety regulations. Huib is an experienced litigator and acts as a defence counsel in complex, media-sensitive cases, particularly relating to health and safety claims. His work involves class actions, as well as product liability and compliance in the area of employer

liability. Huib advises industry organisations and companies faced with the consequences of a large-scale accident or disaster. He has considerable experience with class actions involving exposure to hazardous substances in the workplace. Huib also acts for companies confronted with product defects and possible product recalls. His experience with authorities such as the Netherlands Food and Consumer Product Safety Authority, the SZW Inspectorate and the Dutch Safety Board is extremely valuable in this context.

LEEDEKERKEN, Jasper

Van Doorne, Amsterdam
+31 (0)20 6789 488
leedeckerken@vandoorne.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Jasper is a member of Van Doorne's management board and heads the dispute resolution practice group. He specializes in complex commercial and corporate litigation. In legal proceedings, he represents a range of both national and international clients with leading businesses. His practice involves a broad range of civil liability issues, including disputes about various types of contracts, tort litigation, mass damages, and securities litigation.

Career: In addition, Jasper successfully completed (cum laude) the Corporate Litigation postgraduate programme at Grotius Academy.

Professional Memberships: He is a member of the Dutch Association for Civil Procedure Law and the Corporate Litigation Association as well, and is also a frequent guest lecturer for continuing education programmes for lawyers.

LEIJTEN, Fons

Stibbe, Amsterdam
+31 20 546 04 09
fons.leijten@stibbe.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Fons specialises in corporate litigation and arbitration, especially in M&A and corporate governance disputes, and general corporate law. His work includes advising on acquisitions and disposals of private companies, public takeover offers, corporate restructurings and corporate dispute resolution, including before the Enterprise Chamber of the Amsterdam Court of Appeal. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/f/fons-leijten>.

LEIJTEN, Marnix

De Brauw Blackstone Westbroek, Amsterdam
+31 6 5378 1963
marnix.leijten@debrauw.com

Featured in Energy & Natural Resources (Netherlands), Dispute Resolution (Netherlands)

Practice Areas: As Managing Partner, Marnix makes up the Management Board, together with Anja Mutsaers (Practice Partner) and Dorothee van Vredenburg (Executive Partner). Prior to taking up leadership of the firm in January 2020, Marnix was head of the firm's Arbitration practice. He has specialised in international arbitration for over 23 years and acted as trusted adviser to clients for all their arbitration and litigation needs, across the globe.

Personal: Marnix has been a member of the ICC International Court of Arbitration

since 2006, and has been Vice-President of the ICC Court since 2015. He is also co-chair of the ICC Commission's Task Force on Emergency Arbitration. He is an active member of the ICC's Institute of World Business Law, the ICC's Commission on Arbitration, ICCA and of the IBA Arbitration Committee.

LELIVELD, Jan

Van Doorne, Amsterdam
31 (0)20 6789 240
lelivelid@vandoorne.com

Featured in Corporate Investigations (Netherlands), White-Collar Crime (Netherlands)

Practice Areas: Jan is part of the Criminal Defence & Internal Investigations team. He focuses on fraud cases, environmental criminal law, economic offences and supervisory regulations. He represents companies and their management in (criminal) enforcement investigations. He has extensive experience in representing managers, public figures and professionals in criminal and disciplinary sensitive matters. He is used to operate discretely under turbulent circumstances.

Career: Jan read law and business science. He used to be part of the General Council of the Netherlands Bar Association. Jan is deputy justice at the court of appeal in The Hague. Furthermore, he publishes regularly and lectures at the training institute for the judicial system.

LEMSTRA, Derk

Stibbe, Amsterdam
+31 20 546 03 50
derk.lemstra@stibbe.com

Featured in Capital Markets (Netherlands)

Practice Areas: Derk specialises in capital markets and corporate governance. He advises on all aspects of offering of securities and counsels corporate clients and financial institutions on corporate governance and regulatory issues. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/d/derk-lemstra>

LIEVERSE, Kitty

Loyens & Loeff, Amsterdam
+31 20 578 5755
kitty.lieverse@loyensloeff.com

Featured in Insurance (Netherlands), Banking & Finance (Netherlands)

Practice Areas: Kitty Lieverse is a member of the Banking & Finance practice group (Amsterdam). She specialises in the law and regulations regarding supervision of financial markets. She has been seconded at Paul Hastings Janofsky & Walker in Los Angeles, Washington DC and New York (1994). Kitty Lieverse is a member of the firm's Opinion Committee, senior lecturer of the Grotius specialization course in securities law, and an editorial board member of 'Toezicht Financiële Markten', 'Ondernemingsrecht/FinancieelRecht' and 'JOR'. Kitty is a professor financial supervision laws at the Radboud University of Nijmegen. She is also deputy judge at the Court of Appeal in The Hague. She frequently lectures and writes about the law and regulations regarding financial markets supervision. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/kitty-lieverse-en-p8857/>

LINNARTZ, Bram

Loyens & Loeff, Amsterdam
+31 20 578 54 12
bram.linnartz@loyensloeff.com

Featured in Real Estate (Netherlands)

Practice Areas: Bram Linnartz MRE FRICS, attorney at law, has been managing partner of Loyens & Loeff N.V. since October 2018. Together with Thierry Charon he makes up the Executive Board of Loyens & Loeff. Bram is a member of the Real Estate practice group. He advises on commercial property transactions throughout Europe, real estate M&A, corporate real estate, open and closed-end real estate funds, property finance, joint ventures, and project development. He combines his expertise in the field of M&A with an in-depth knowledge of property law, the property industry and the 'Real Estate Capital Markets'. He is a lecturer at the University of Amsterdam, School of Real Estate. Before being appointed as managing chairman of the management board of Loyens & Loeff N.V. He is fellow of the Royal Institute of Chartered Surveyors (RICS) and member of the Master of Real Estate Alumni Association (MRE) and an alumni of the INSEAD Advanced Management Programme. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/bram-linnartz-en-p8862/>

LIPS, Marjolijn

Van Doorne, Amsterdam
+31 20 678 9504
lips@vandoorne.com

Featured in Employment (Netherlands)

Practice Areas: Marjolijn is a seasoned employment law specialist and trusted advisor for both domestic and international companies. She has a focus on employment aspects of mergers and acquisitions, employee participation, boardroom advice, reorganizations and mass redundancy law, executive redundancies, whistleblowers and harmonization of employment terms. Marjolijn co-heads the Employment practice group. As member of our TMT-sector team she is regularly involved in transactions in the tech industry.

Career: Marjolijn has studied law at the University of Amsterdam and in Berlin and speaks Dutch, English and German. She regularly lectures on various HR and employment law topics, contributed to an e-book about M&A aspects in the TMT-sector and is a lecturer for the IMAA. Besides serving on the board of the Rudolf Lehmann Fund, Marjolijn is a member of the Netherlands Olympic Committee's Spending Policy Appeals Committee and of the Pro Agent Code of Conduct Committee.

Professional Memberships: Member of the European Employment Lawyers Association and all Dutch employment law associations and member of the Dutch Association for Sports and Law.

LOHMAN, Herman

Houthoff, Amsterdam
+31 20 605 6120
h.lohman@houthoff.com

Featured in Real Estate (Netherlands)

Practice Areas: Herman is co-head of the Real Estate practice group. He advises mainly international institutional investors and funds as well as large Dutch project

developers. Herman assists clients with a broad range of real estate transactions, including real estate M&A, financing, project development, and the real estate aspects of business transactions and restructuring. Herman also gives advice on setting up investment vehicles and joint ventures, with a special focus on the international market and the most challenging, complex and high-profile matters, such as transactions and projects involving multiple jurisdictions. Herman is a member of the Dutch Association of Real Estate Lawyers and the Dutch Commercial Law Association.

LONDONCK SLUIJK, Hans

Houthoff, Amsterdam
31 6 2248 1560
h.londonck@houthoff.com

Featured in Insurance (Netherlands)

Practice Areas: Hans specialises in professional, corporate, and directors' and officers' liability. He is involved in complex, often international disputes, including class actions by shareholders and stakeholder organisations. Furthermore, Hans is an expert in insurance and reinsurance issues. His clients are national and international companies and their directors and supervisory directors, law firms, and other professional organisations, as well as insurers and reinsurers operating in the corporate market.

LOTAY, Mandeep

Freshfields Bruckhaus Deringer LLP, Amsterdam
+31 20 485 7000
mandeep.lotay@freshfields.com

Practice Areas: Mandeep is a global transactions partner in the finance team in our Amsterdam office and has worked in the Dutch market for over 17 years. He advises clients on various finance products across multiple jurisdictions and the entire credit spectrum, advising funds, corporations and financial institutions on banking and structured finance transactions, and regularly heads up teams made up of lawyers in Amsterdam, London and other jurisdictions. Mandeep started his career in our London office as an English qualified lawyer, and moved to Amsterdam in 2004. He has built up an unusually high level of knowledge of the Benelux market on top of his UK experience and it is this combination of UK and continental technical expertise and market knowledge that makes Mandeep stand out from the crowd. He is technically sharp, solutions focused and commercial. His experience together with his hands-on approach means that clients see him as a part of their team and a trusted advisor to their business.

Professional Memberships: Mandeep is an English qualified lawyer and is registered as a European advocate in the Netherlands.

LOUWERIER, Lucas

Houthoff, Amsterdam
+31 10 217 2946
l.louwerier@houthoff.com

Featured in Real Estate (Netherlands)

Practice Areas: Lucas specialises in notarial real estate law. His clients include institutional investors, private equity investors, pension funds and project developers, which he assists with matters such as commercial real estate transactions,

project development, real estate financing and real estate-related contracts. Lucas is a member of the Royal Dutch Association of Civil-law Notaries, the Master of Real Estate (MRE) Alumni Society, and the Royal Institution of Chartered Surveyors (the international network for real estate professionals).

LOUWINGER, Anton

CMS, Amsterdam
+31 20 3016 448
anton.louwinger@cms-dsb.com

Featured in Tax (Netherlands)

Practice Areas: Anton Louwinger is a general tax practitioner, with around 30 years of experience. He is a general tax practitioner focusing on fund structuring and real estate, complex multi-jurisdictional tax planning matters, corporate transactions (domestic and cross-border, including mergers and acquisitions, joint ventures, spinoffs, and buy-outs), structured finance transactions, management participations and project finance transactions.

Career: Anton started his career at (what now is) one of the Big 4 accounting firms. Subsequently, he moved to one of the leading law firms. Before joining CMS in 2020, he led the Amsterdam tax practice of one of the transatlantic global law firms. He also has been a lecturer at one of the Dutch universities.

Professional Memberships: Dutch association of tax advisers (Nederlandse Orde van Belastingadviseurs) International Fiscal Association Association of Tax Science (Vereniging van Belastingwetenschap)

Publications: Anton has contributed to many magazines over the years and has been a country correspondent for the renowned Tax Notes International for many years.

LUCAS, Steven

Loyens & Loeff, Amsterdam
+31 205 785 246
Steven.lucas@loyensloeff.com

Featured in Real Estate (Netherlands)

Practice Areas: Steven Lucas, attorney at law, is a member of the Real Estate practice group. He is known for his expertise in advising (foreign and domestic) clients on commercial and residential real estate transactions and (turnkey) development, real estate litigation and tenancy law. Steven formerly worked as inhouse legal counsel at a leading Dutch institutional real estate investor. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/steven-lucas-en-p8887/>

LUTJE BEERENBROEK, Misha

HVG Law, Amsterdam
0031 88 407 2124
misha.lutje.beerenbroek@hvglaw.nl

Featured in Competition/European Law (Netherlands)

Practice Areas: Heads the competition and regulated markets practice of HVG Law, represents multinationals –many of which Japanese– in Dutch and pan-European competition cases, both as compliance and as defense counsel. Misha specializes in cartels, abuse of dominance, merger control, as well as agri/food law and general free movement/technical harmonisation. Misha frequently lectures for SDU and Vrije Universiteit Amsterdam.

Misha is active in the full breadth of the practice area, but has a focus and is renowned for his work on: 'the design of vertical agreements' 'cartel defence work' 'design of compliance programs' 'abuse of dominance' 'merger filings'

Career: 1995-2014 Baker & McKenzie Amsterdam

Professional Memberships: Board-member Dutch Food Law Association (NVLR)

Personal: "Competition law is complex. As a lawyer I am only satisfied when my client has experienced my advice as being straightforward."

LUTJENS, Erik

DLA Piper Nederland, Amsterdam
+31 20 5419 282
erik.lutjens@dlapiper.com

Featured in Employment (Netherlands)

Career: Prof. Erik Lutjens is experienced in the area of pension law in the Dutch legal practice. He advises large pension funds, the Dutch government and financial institutions on pension issues. Erik has more than 25 years of experience and has been lecturing at VU University in Amsterdam, where he was appointed Professor in Pension Law in 1992.

MARTIN, Michiel

BarentsKrans, The Hague
+31 70 376 06 95
michiel.martin@barentskrans.nl

Practice Areas: Michiel Martin is a partner in the corporate & M&A department. He specializes in mid-market mergers & acquisitions, joint ventures, structuring, private equity, acquisition finance and shareholders disputes. Michiel recently advised on the participation by Dutch construction company Dura Vermeer in Leeuwenstein Groep, the sale of HotBath to Swedish listed FM Mattson Mora Group, the acquisition by Gimv portfolio company Impact of Haldy and the sale of rollercoaster manufacturer Vekoma Rides to Japanese listed Sansai Technologies and Tromp Holding B.V.

Career: He was admitted to the bar in 2000 when he started at Simmons & Simmons. In 2005 he joined BarentsKrans. During 2014 – July 2020 he was the managing partner of BarentsKrans. He is a guest lecturer at the Dutch post-graduate academy Grotius mergers & acquisitions. Michiel is one of the board members of the Krajicek Foundation (set up by Wimbledon winner Richard Krajicek to encourage disadvantaged children to sport).

MAYER, Max

DLA Piper Nederland, Amsterdam
+31 (0)20 5419 371
max.mayer@dlapiper.com

Featured in Banking & Finance (Netherlands)

Career: Max is an English law qualified solicitor with experience on various banking products across the entire credit cycle. These include all forms of acquisition finance as well as investment grade corporate facilities and various types of borrowing base and asset backed financings. Substantially all of Max's transactions involve international businesses and capital providers. Max's client base is balanced between borrower/sponsor mandates and lender side instructions albeit with an increasingly strong focus on sponsor driven leverage finance transactions (acting for sponsors), in particular for competitive bid

auction processes, refinancing opportunities (including dividend recapitalisations) and public-to-private takeovers. Max joined DLA Piper in the Netherlands in 2018 as partner in the Finance and Project practice.

MEERDINK, Eelco

De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1779
eelco.meerdink@debrauw.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Eelco Meerdink is a leading dispute resolution practitioner with extensive experience in complex and cross-border litigation, international arbitration and ADR. He represents companies and management in diverse industries, including financial services, insurance, technology, energy, construction, pharmaceutical and manufacturing. Eelco has represented multinational corporations in both ad hoc arbitration and institutional arbitrations administered by the world's leading arbitration institutes. He has also handled arbitration related court proceedings, including Supreme Court litigation, in particular regarding the setting aside of arbitral awards.

Career: Partner since 2010.

Publications: The Dispute Resolution Review (11th Edition) 2019 The International Comparative Legal Guide to Insurance & Reinsurance – The Netherlands 2012, 2011, and 2010 The International Comparative Legal Guide to International Arbitration 2011 – The Netherlands A guide to the NAI arbitration rules: including a commentary on Dutch arbitration law publication description (Kluwer Law International, 2009)

MEERSMA, Klaas

AKD, Amsterdam
+31 88 253 5129
kmeersma@akd.nl

Featured in Healthcare (Netherlands)

Practice Areas: Klaas Meersma is a lawyer and partner at AKD whose work revolves entirely around providing legal services in the care sector. His clients include cure and care institutions and their sector organisations. Clients appreciate not only his clear advice, but also his capacity to empathise and look more broadly than just at the legal aspects of the case. Klaas combines knowledge of health care law and corporate law with knowledge of the sector. He advises institutions about governance, co-determination and their legal relationships with others. Institutions regularly ask Klaas to help with the legal structuring of the partnerships between them. He is also involved in mergers of hospitals and other care providers. Klaas' work also covers takeovers, for example of laboratories or institutions that are facing financial problems.

MEIJER, Gerard

Linklaters, Amsterdam
31 2 0799 6242
gerard.meijer@linklaters.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Gerard J. Meijer (Prof. Dr.) is widely recognised as one of the leading figures in the Netherlands for arbitration and court litigation relating to arbitration. He has extensive experience acting as counsel to Dutch, international, and multinational corporations, as well as to governmental bodies, in high-value

matters in a range of disputes. Gerard has resolved disputes under a variety of arbitration rules (including UNCITRAL, ICC, SIAC, LCIA, SCC, CEPANI, and NAI rules). Furthermore, he is involved in high profile arbitration associated court litigation, such as the enforcement of arbitral awards, the setting aside of arbitral awards, and interim measures in support of arbitral proceedings. Gerard also frequently sits as arbitrator. Gerard is also Professor at the Erasmus University in Rotterdam. Please visit www.linklaters.com/en/find-a-lawyer/gerard-meijer for more information on Gerard Meijer.

MEIJER, Rob

Houthoff, Amsterdam
+31 20 605 6108
r.meijer@houthoff.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Rob specialises in liability matters, insurance law and Dutch Supreme Court litigation (particularly in relation to liability, real estate law, company law, insurance law, transport law and intellectual property law). In addition, Rob acts as an arbitrator for the Netherlands Arbitration Institute. The cases that he handles are invariably of an international and commercial nature.

MEIJER, Sjoerd

NautaDutilh, Amsterdam
0031 6 51623024

Sjoerd.Meijer@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/meijer-sjoerd>

MOLENAARS, Michael

Stibbe, Amsterdam
+31 (20) 546 0638
michael.molenaars@stibbe.com

Featured in Tax (Netherlands)

Practice Areas: Michael heads Stibbe's Tax Practice. He specialises in domestic and international taxation with particular emphasis on M&A and private equity transactions, corporate reorganisations, investment funds and capital markets transactions. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/m/michael-molenaars>

MOLHUYSSEN, Marc

DLA Piper Nederland, Amsterdam
+312 054 198 88
marc.molhuysen@dlapiper.com

Featured in Restructuring/Insolvency (Netherlands)

Career: Marc Molhuysen has significant experience in all aspects of restructuring. He combines a thorough legal basis with a pragmatic approach and the drive to reach a solution. Marc has been involved in many high-profile restructuring cases. Currently he acts for banks, other financial institutions and corporates in connection with strategic insolvency issues, security rights, disposals and asset purchases, compositions and claw back matters. For many years he used to be appointed as bankruptcy trustee and therefore brings that experience to the table as well.

MULDER, Niels

DLA Piper Nederland, Amsterdam
+31 20 541 9848
niels.mulder@dlapiper.com

Featured in Intellectual Property (Netherlands)

Career: Niels Mulder focuses on all forms of intellectual property with a particular emphasis on brand protection,

copyright, designs and unfair competition. He has obtained many landmark decisions and has experience at every court level in the Netherlands and at the European court of Justice. Niels has extensive experience in advising on and coordinating multi-jurisdictional IP litigation on behalf of his clients. In addition he has advised, developed and executed Benelux and pan-European enforcement strategies for many clients.

MUTSAERS, Anja

De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1904
anja.mutsaers@debrauw.com

Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Anja specialises in corporate law, contract law and mergers and acquisitions and has extensive experience in various industry sectors. Her widely praised expertise ranges from public bids to private equity and strategic deals, both national as well as international. In addition, Anja is regularly involved for Dutch and foreign clients in complex matters that relate to the energy transition debate.

Career: As the previous head of De Brauw's energy group, Anja focused on energy, sustainability and natural resources. Anja has been widely praised for her natural ability to deal with complex strategic deals at both the national and international level. As Practice Partner, Anja makes up the Management Board, as from January 2020, together with Marnix Leijten (Managing Partner) and Dorothee van Vredenburg (Executive Partner). Before joining the leadership team, Anja was head of De Brauw's energy group. She has extensive experience in corporate law and M&A specifically within the energy sector, with a focus on matters of sustainability and natural resources.

Publications: She also publishes and lectures regularly in her areas of expertise.

NETIV, Antonia

NautaDutilh, Amsterdam
Antonia.Netiv@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/netiv-antonia>

NETTEN, Ewald

DLA Piper Nederland, Amsterdam
+31 (0)20 5419 865
ewald.netten@dlapiper.com

Featured in Dispute Resolution (Netherlands)

Career: Ewald Netten is a commercial litigator with a strong focus on financial services litigation, particularly in the area of financing, securities and insolvency. With regard to the latter, his clients are mainly banks and other financial institutions. He litigates on a wide range of subjects such as entering into and terminating loan agreements, the establishment and enforcement of security rights, insolvency issues, prejudgment attachments, netting, funds transfers, fraud and asset tracing, EVR registrations, directors' liability and duty of care issues. Ewald is also frequently involved in contentious restructuring matters, as a result of which he is used to advising his clients at the cutting edge. He has particular experience with the restructuring and settlement of large-scale and complex local and cross-border financing, especially in the

field of distressed real estate. Besides the financial services sector, Ewald has significant experience with dispute resolution in the energy, chemicals and technology sectors. In that regard he frequently acts for global companies in complex litigation, resolving cross-border contractual and tort disputes. Ewald heads the Dutch Litigation & Regulatory practice.

NOLLEN, Brechje

Freshfields Bruckhaus Deringer LLP, Amsterdam
0031 20 485 7000
brechje.nollen@freshfields.com

Practice Areas: Brechje is a people & reward partner (P&R) and heads the Amsterdam P&R practice. She advises both international and Dutch clients on the legal and practical aspects of dealing with employees in the Netherlands. This includes matters such as the hiring and firing of staff, remuneration, pension matters, co-determination, collective bargaining agreements, collective redundancies and restrictive covenants. Her areas of business include advisory and contentious work, and individual classic employment matters. Brechje also advises on the employment and pensions aspects of (cross-border) M&A transactions – both in the period leading up to the transaction and post-integration. She works for clients in a wide variety of sectors including energy, healthcare, media, consumer products, automotive, leisure and financial institutions. Brechje has always worked in international law firms and has a long history of acting in a worldwide context. As a result, she understands the different mindsets and cultures of clients across jurisdictions, as well as their needs and concerns from a broader commercial perspective.

NUNES, Eugenie

Dentons, Amsterdam
+31 20 795 37 21
eugenie.nunes@dentons.com

Featured in Employment (Netherlands)

Practice Areas: Eugenie Nunes became a lawyer in 1992 and has been a partner in Dentons' Employment and Labor practice group since 2005. She focuses on employment law and employee participation. In her practice, she concentrates on legal project management in outsourcing and transfers of undertakings, HR compliance, reorganizations and cross-border employment. She also advises clients on the employment aspects of mergers and acquisitions. She is also regularly involved in advising in disputes on employee participation and collective bargaining agreements. Eugenie is a substitute-judge at the District Court in The Hague (cantonal division). She also manages the cross-border Employment and Labor team at Dentons. She has various publications to her name in the field of cross-border employment and employee participation, including the "Chronicle of employee participation". Eugenie regularly gives lectures on Dutch employment law in general, employee participation and cross-border employment within the framework of various educational institutes.

OLDEN, Paul

NautaDutilh, Amsterdam
0031 (0)20 717 1619
paul.olden@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/olden-paul>

ONRUST, Fleur

ENVIR Advocaten, Amsterdam
0031 651740005

fleur.onrust@envir-advocaten.com

Featured in Public Law (Netherlands)

Practice Areas: Fleur Onrust is partner and co-founder of Envir Advocaten. Fleur Onrust represents clients in matters before municipalities, provincial authorities, district courts and the Dutch Administrative High Court and acts as a legal advisor for corporations, large foundations and governmental bodies. Fleur is a deputy judge at the Overijssel District Court for the department of environmental law. Fleur has 16 years of experience practicing administrative law with specific expertise on administrative enforcement, regulations and subsidies. A recent example is the successful representation of a large corporation in order to safeguard the functioning of their business in the vital sector servicing 20,000 households against the backdrop of COVID-19. Fleur Onrust is a well-known expert on protected species regulations. Fleur advises corporations and governments where the presence of protected species jeopardizes the advancement of large development projects. Fleur Onrust also regularly partners with corporate lawyers in M&A and real estate transactions, conducting environmental and administrative law due diligence and advising on environmental and administrative law matters including soil and groundwater contamination.

Career: 2014–today Co-founder and partner at ENVIR Advocaten 2004–2014 Lawyer at Stibbe

Professional Memberships: Dutch Environmental Lawyers Association

OOSTERHUIS, Gerrit

Houthoff, Brussels
(+32) 2 507 98 13
g.oosterhuis@houthoff.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Gerrit advises on Dutch and EU competition law, and foreign direct investment (FDI) regimes. Gerrit's competition law practice encompasses merger notifications, cartel investigations and stand-alone competition litigation. He is also involved in cases concerning compliance of complex distribution practices and joint ventures, and abuse of dominance. He has considerable experience with notifications of complex transactions to the European Commission and the Netherlands Authority for Consumers and Markets, as well as to the authorities in charge of FDI regimes, and the coordination of such notifications to authorities worldwide. Gerrit represents clients from a wide range of sectors, specifically food, consumer products, energy and automotive.

OOSTERHUIS, Max

Loyens & Loeff, Rotterdam
+31 10 224 67 30

max.oosterhuis@loyensloeff.com

Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Max Oosterhuis, attorney at law, heads the Loyens & Loeff Energy Team. Max specialises in EU and national energy law and is an expert on energy and regulatory matters. He advises (inter)national energy, oil, gas and power companies, as well as national and local authorities in various transactions, project development and joint ventures a.o. in the upstream (exploration and production), midstream (LNG, gas storage, oil refinery) as well as downstream (transmission and distribution). Max is a lecturer on EU and Dutch energy law in post-graduate studies, advisor to the Board of the Dutch Energy Law Association (Nederlandse Vereniging voor Energierecht (NeVER)) and a member of the International Bar Association (IBA) and the Technical Economic Association (TEA). He is editor for energy law in Legal up to Date and author of the Dutch Energy Law Magazine (Nederlands Tijdschrift voor Energierecht). Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/our-people/max-oosterhuis-en-p8884/>

OOSTERLING, Lex

DLA Piper Nederland, Amsterdam
+31 (0)20 5419 948

lex.oosterling@dlapiper.com

Featured in Banking & Finance (Netherlands)

Career: Lex Oosterling has vast experience in advising banks and other (alternative) credit providers, private equity houses and borrowers on a wide range of (international) financing transactions. Lex focuses on acquisition/leveraged finance, corporate lending, real estate finance and structured finance transactions as well as the financial restructuring of such transactions. In addition, Lex has a wealth of experience representing both sellers and purchasers on all aspects relating to the sale, purchase and financing of domestic and pan-European loan portfolio transactions. Lex joined DLA Piper in 2003 and has been a partner since 2012. He heads DLA Piper's Finance and Projects practice in the Netherlands, one of the largest debt finance groups in the Netherlands. Lex has been seconded to GE Artesia Bank, ING Bank and Rabobank as well as with Travellex (London); this has deepened his understanding of the financial sector. In the summer of 2009, Lex was based in DLA Piper's London office.

ORANJE, Rutger

DLA Piper Nederland, Amsterdam
(31) 205 419 810
rutger.oranje@dlapiper.com

Featured in Real Estate (Netherlands)

Career: Rutger Oranje is an all-round professional in property law in the broadest sense with 35 years of experience. He advises national and international companies on various property transactions, in particular during the acquisition and sale of property portfolios. Rutger is the permanent lawyer for major Dutch and international property businesses, including property funds, investors, project developers, contractors and housing corporations. He has extensive experience in all aspects of property in the fields of both public and private law. He is also very experienced in dealing with distressed real estate. He has been involved in many transactions on behalf of both the bank and investors. Rutger has excellent access to the international

network of the biggest real estate practice group in the world.

OROBIO DE CASTRO, David

Stibbe, Amsterdam
+31 20 546 01 65

david.oroobiodecastro@stibbe.com

Featured in Real Estate (Netherlands)

Practice Areas: David heads Stibbe's Real Estate Practice. He has extensive experience in real estate transactions, project development and project finance (PPP/PFI). He has acted for investors, developers, contractors, financiers and end users in transactions in the Netherlands. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/d/david-orobio-de-castro>.

ORVAL, Marc

NautaDutilh, Amsterdam

Practice Areas: <https://www.nautadutilh.com/en/our-people/orval-marc>

OUDE ELFERINK, Edmon

CMS EU Law Office, Brussels
+32 26 5004 54

edmon.oudeelferink@cms-dsb.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Edmon heads the EU & Competition law team at CMS Netherlands. He is based both out of Brussels and Amsterdam. Edmon advises, in particular, on cartel matters, merger control and state aid. He has also developed a strong focus on the interplay between competition law and data protection rules. According to clients, Edmon is a very knowledgeable lawyer and has a hands-on approach.

Career: Edmon previously worked as référendaire at the Court of Justice of the EU. He is a member of the board of the Dutch Association for European Law and of the advisory committee for competition law of the Netherlands Bar.

Professional Memberships: –Dutch Association for European Law –Dutch Association for Competition Law –American Bar Association, Antitrust Law Section
Publications: Edmon is a member of the board of editors of the Dutch Journal for European Law. He regularly publishes in national and international journals.

Personal: Languages: Dutch, English, German and French.

PANNEKOEK, Michiel

Houthoff, Rotterdam
+31 10 217 2433

m.pannekoek@houthoff.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Michiel is a partner in our Corporate group. He specialises in mergers and acquisitions and private equity. He has a particular focus on advising in the context of international acquisitions, management buy-outs and joint ventures. Michiel is one of the most prominent corporate and private equity lawyers in the country, with 22 years' experience. He represents both listed and unlisted companies, private equity and venture capital firms in an array of Dutch and cross-border transactions, transactions with restructuring elements and large-scale projects.

PEELEN, Jan Jakob

Dentons, Amsterdam

Featured in Public Law (Netherlands)

Practice Areas: Jan Jakob Peelen is head of the Public Law practice in Amsterdam and a partner in the Energy group. He focuses on environmental law, planning, energy regulations and general administrative law. Amongst others, Jan Jakob advises on the development of various biomass power plants, waste-to-energy / waste-to-product projects, solar projects, and wind projects. In these projects, Jan Jakob assists the client throughout the duration of the project, from the preparation of the permit applications, up to the proceedings before the administrative courts. In addition to the project development practice, Jan Jakob also regularly advises investors and financial institutions on M&A and project finance transactions in the energy space. Amongst others, Jan Jakob advises on investments in solar projects, wind projects, and biomass projects, where Jan Jakob advises the client on the regulatory issues to be taken into account in the investment decision. Jan Jakob also advises clients in the chemical industry and the healthcare and life sciences sector on health and safety and environmental issues, such as in relation to the EU REACH Regulation.

PETERS, Frank

bureau Brandeis, Amsterdam
+31 20 7606 505

frank.peters@bureaubrandeis.com

Practice Areas: Corporate and commercial litigation, shareholder activism, class actions, (international) arbitration and enforcement proceedings. Frank represents and represented several major hedge funds in relation to Akzo, ASMI and other Dutch listed companies. He represents Fox Sports in major litigation in relation to Dutch network rights. He represents several institutional investors in relation to a group action relating to Steinhoff.

Career: In 1997, Frank Peters was admitted to the Amsterdam bar. He initially worked as a tax and corporate attorney. As of 2001, Frank Peters focused on corporate and securities litigation, arbitration and class actions.

Professional Memberships: International Bar Association (IBA)

Personal: Frank Peters (1973) speaks Dutch, English, French and (conversational) Russian and German. Frank Peters studied European Studies (management, economics and French) at London University, and civil and tax law at the University of Groningen.

PETERS, Paul

AKD, Rotterdam
0031882535000

ppeters@akd.nl

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Paul Peters is a partner and lawyer at AKD who specialises in corporate law and bankruptcies. His clients include insurers, investors and financiers (mortgage providers, lease companies) who use Paul's services whenever they have to deal with people or companies in (financial) difficulties. Paul also help companies with their dealings with financiers and bankruptcy trustees. In addition to this he supports directors, supervisory directors, supervisory bodies and liability insurers in disputes with, for example, companies and foundations

(such as housing associations). Paul's clients include Centraal Beheer Achmea, Value Enhancement Partners, Dura Vermeer, Crowe Horwath Peak and various Dutch local authorities. His challenge is to act on their behalf in order to prevent and limit the scope of any damages wherever possible. A major contribution to achieving this goal is the professional legal advice he provides. Paul and is regularly appointed as a trustee in bankruptcy cases. These differ considerably in scope and this means that he has wide-ranging experience with bankruptcies at all levels, from large to small.

PIERIK, Floris

Jones Day, Amsterdam
(T) +31.20.305.4220
fpierik@jonesday.com

Featured in Corporate/M&A (Netherlands)

Career: Floris Pierik has more than 20 years' experience advising public and private, national and international groups, private equity clients, and other financial sponsors on domestic and cross-border transactions. Complex M&A and private equity transactions and investments for corporates and financial sponsors are central to his work. Some of his major deals include targets with operations on a European or global scale, often with a significant U.S. connection. Floris advises on transactions in a variety of industries including TMT, manufacturing, chemicals, life sciences and retail and consumer goods.

PITA CAO, Carlos

AKD, Rotterdam
(31-88) 253 5575
cpitacao@akd.nl

Featured in Corporate/M&A (Netherlands)

Practice Areas: Corporate & M&A / Private equity / Restructuring & Insolvency

Career: Carlos heads AKD's Corporate M&A practice. With two decades of experience, Carlos advises on complex cross-border transactions, on-both domestic and international-strategic and private equity acquisitions, participations, divestments and exits, buyouts, joint ventures, and corporate restructurings, as well as on corporate law issues and critical contracting matters. Carlos is a trusted advisor to many of his clients. He counts among his extensive and diverse client base, entrepreneurs and large quoted and private companies, based in the Netherlands and overseas, as well as private equity firms. Carlos' work spans a wide range of industries and sectors, including transport & logistics, energy, food, manufacturing, technology and leisure. Clients benefit from his responsive, pragmatic approach and his ability to focus on his clients' principal deal objectives. Carlos has been repeatedly recognised as a leader in his field, and continues to be recognised as a leading Corporate M&A Lawyer by all legal directories. His accolades further include winning the prestigious Iberian Lawyer 40 under Forty Awards in 2015, being the only lawyer distinguished with this Award practicing outside of Spain or Portugal to date.

PLAS, Harm-Paul

Houthoff, Amsterdam
+31 20 605 6564
h.plas@houthoff.com

Featured in Investment Funds (Netherlands)

Practice Areas: Harm-Paul specialises in individual and collective asset management and financial regulatory law. His work involves the establishment and restructuring of investment institutions and he advises real estate managers, pension funds and other institutional investors on discretionary and fiduciary asset management and asset pooling. He also advises on capital market transactions involving domestic and foreign investment institutions. In addition, Harm-Paul assists foreign investment funds, asset managers and institutional investors with the laws and regulations governing and supervising financial institutions in the Netherlands.

PLIEGO SELIE, Alvaro

Freshfields Bruckhaus Deringer LLP, Amsterdam
alvaro.pliegoselie@freshfields.com

Practice Areas: Alvaro is an antitrust, competition and trade counsel in our Amsterdam office, specializing in antitrust, state aid and other (internal) market regulation. He has acted on many high-profile litigious matters, including a number of appeals against the EU tax ruling decisions (state aid); multi-jurisdictional cartel defence mandates (cartel litigation, follow-on claims); and civil antitrust litigation involving online platforms and sports broadcasting rights. Another core part of Alvaro's practice is advising clients in sectors including (online) tech, telecoms, media, FMCG and energy on complex EU regulatory matters (sector regulation, free movement, consumer protection).

Career: Before joining Freshfields in 2011, he spent five years at the Dutch Competition Authority as a member of its Legal Service.

PLOEGER, Patrick

De Brauw Blackstone Westbroek, Amsterdam
+31205771955

patrick.ploeger@debrauw.com

Featured in Corporate Investigations (Netherlands)

Practice Areas: Patrick specialises in regulatory enforcement, internal and criminal investigations, and litigation. Patrick counsels corporates, financial institutions and professional services firms when they are faced with criminal or regulatory investigations by domestic or foreign authorities, and defends clients in court when challenging enforcement actions. His experience includes matters concerning fraud, corruption and bribery, accounting irregularities, financial regulatory investigations and economic sanctions and export controls, and relate to various jurisdictions in the Middle East, Africa and Asia.

Career: Partner since 2007.

Publications: He regularly publishes and lectures in his areas of expertise and is an editor of the Journal for Financial Reporting Law.

PLOUMEN, Annerie

Van Doorne, Amsterdam
+31 20 6789 538
ploumen@vandoorne.com

Featured in Real Estate (Netherlands)

Practice Areas: Annerie specialises in property and financing of this property. She assists companies with Dutch and international property transactions, financing, refinancing and project devel-

opment, as well as drafting all other types of property (and other) agreements. In addition, Annerie advises companies on preparing, formulating and carrying out national and international tenders, as well as on structuring and setting up property funds and preparing and drafting the related financing documents.

Career: Annerie was appointed as civil law notary in 1996. Annerie holds various board and advisory positions, both in the property area and the Dutch notarial profession.

Professional Memberships: Annerie holds various board and advisory positions, both in the property area and the Dutch notarial profession. As from January 1, 2021 Annerie is chair of the Board of the Royal Dutch Notary Association and member of the board Royal Dutch Notary Association since October 2019. She chaired the Amsterdam chapter of the Royal Dutch Notary Association from 2008 to 2012. Annerie is member of the board of the National Maritime Museum in Amsterdam. Annerie has been involved in several major property projects within the Netherlands, and is regularly asked to provide input to various committees aiming to strengthen the Dutch property sector.

POT, Jan

Brinkhof, Amsterdam
0031 20 305 3229

jan.pot@brinkhof.com

Featured in Intellectual Property (Netherlands)

Practice Areas: Jan Pot is specialized in patent litigation and Supreme Court litigation. He litigates complex national and international patent disputes in front of the Dutch Courts, representing clients in first instance and on appeal. He also has experience representing clients in opposition and appeal proceedings at the European Patent Office. Jan is admitted to the bar of the Supreme Court of the Netherlands. Before the Supreme Court he represents clients mainly in intellectual property and information law related disputes.

Career: JD University of Amsterdam. Columbia Law School (2012); Brinkhof (2013).

Professional Memberships: AIPPI

Publications: Jan regularly publishes in IP journals and is one of the authors of the loose leaf commentary on the Dutch Patent Act.

PRELLER, Jeroen

NautaDutilh, Rotterdam
+31 10 22 40 303

Jeroen.Preller@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/preller-jeroen>

RAAS, Rogier

Stibbe, Amsterdam
+31 20 546 05 90

rogier.raas@stibbe.com

Featured in Banking & Finance (Netherlands)

Practice Areas: Rogier specialises in banking, securities and financial services regulation. He acts as counsel to financial institutions, listed companies and other regulated entities in connection with a broad range of regulatory matters such as licence applications, compliance issues, product design, transparency and duty of care issues, regulatory capital and investigations and enforcement action by financial regulators. Please visit the Stib-

be website for more details: <http://www.stibbe.com/en/people/r/rogier-raas>.

RAAS, Wendela

Dentons, Amsterdam
wendela.raas@dentons.com

Featured in Real Estate (Netherlands)

Practice Areas: Wendela Raas is member of both the Europe Board and the Global Board of Dentons. In addition, she is co-head of the European Retail Sectorgroup. She focuses on commercial leases, real estate transactions and litigation. Wendela has acted for clients in some of the largest transactions in the Netherlands. She is also well known for multiple litigation matters that resulted in landmark cases before the Dutch Supreme Court. Her clients include leading institutional investors, project developers and retailers. In 2017 Wendela was awarded an Honorary Professorship at Amity University Dubai in recognition of her competence and reputation in the area of real estate law. She gives guest lectures at the university's faculty of law. Wendela also teaches real estate law at various institutions, including the Amsterdam School of Real Estate (University of Amsterdam) and she publishes regularly. She is a member of the Royal Institution for Chartered Surveyors (RICS). On occasions she has been a special advisor to the Dutch Government on tenant law related legislation.

REESKAMP, Paul

DLA Piper Nederland, Amsterdam
0031 20 541 9309

paul.reeskamp@dlapiper.com

Featured in Intellectual Property (Netherlands)

Career: Paul Reeskamp is a market leading IP litigator, with particular experience in patent litigation having acted on a number of high profile, cross-border disputes. Paul's clients include national Dutch companies as well as international blue chip companies in a wide range of industries including biotechnology, pharmaceutical, dredging and off shore, the financial sector as well as the fast moving consumer goods industries. Paul heads the IPT practice in Amsterdam.

REUDER, Berend

Stek, Amsterdam
31 20 530 5200

berend.reuder@stek.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Berend specialises in Dutch and EU competition law, with a focus on merger control, the cartel prohibition, the prohibition on abuse of dominance and state aid. His merger control expertise includes both merger notification procedures and sanction procedures relating to late notification of a transaction (gun jumping). With respect to cartels and dominance, Berend's expertise includes compliance related questions, unannounced inspections by the authorities (dawn raids), leniency and fining procedures. He represents clients in civil and administrative proceedings. Berend's sector specific expertise includes healthcare and tech markets: -Berend has extensive experience in the healthcare sector and is member of Stek's healthcare team. Berend's expertise includes cartel investigations, assessment of the compatibility of cooperation agreements

with the cartel prohibition and notification of mergers and acquisitions to the Dutch competition authority (Autoriteit Consument en Markt) as well as the Dutch healthcare authority (Nederlandse Zorgautoriteit). – Berend's broad experience in the tech sector includes matters relating to software distribution, online platforms, dynamic pricing, licensing and algorithms. Berend is a member of Stek's technology team. Berend publishes regularly and is editor of the reference books European Competition Law (Edward Elgar) and Netherlands Mededingingsrecht (Kluwer).

Career: 2018: Stek (Partner), 2006: Houthoff

Professional Memberships: Dutch Competition Law Association

REUMKENS, Hugo

Van Doorne, Amsterdam
+31 20 6789 363

reumkens@vandoorne.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Hugo Reumkens is a very experienced corporate law expert. He mainly focuses on cross-border mergers and acquisitions, corporate governance, private equity and joint ventures.

Career: Hugo served two terms as managing partner of Van Doorne (2010-2017) and he occupies several additional positions at listed and non-listed companies and institutions. He has a broad network of contacts. As a lawyer, he combines his extensive management experience with knowledge and experience in relation to strategy, finance, IT and employee consultation. He is chairman of Tilburg University and of several supervisory boards and investment committees. He also acts as surveyor appointed by the Enterprise Chamber of the Amsterdam Court of Appeal.

Professional Memberships: Hugo is a corporate law, corporate governance and boardroom dynamics lecturer at universities and institutes. He is the author of books and columns on these subjects and he assists supervisory directors and regulators in self-evaluations. He is a former advisor to the Dutch Corporate Governance Committee, and he is a regular keynote speaker on management and supervision.

RIBBERT, Radboud

Greenberg Traurig, LLP, Amsterdam
+31 20 30 17 333

ribbert@gtlaw.com

Featured in Intellectual Property (Netherlands)

Practice Areas: Intellectual Property Litigation Entertainment & Media Trademark & Brand Management Retail

Career: Radboud Ribbert focuses his practice on the area of intellectual property law and entertainment law. He concentrates on copyright law, patent law and trademark law, and is a well-known litigator in these fields. Furthermore, Radboud represents well-known lyricists, rock bands and DJs in the Netherlands, as well as large companies, particularly in intellectual property matters. His practice also has an international focus, and he is frequently involved in international entertainment contracts.

RIJKEN, Joris
AKD, Amsterdam
0031-882535115
rijken@akd.nl

Featured in Healthcare (Netherlands)

Practice Areas: Joris Rijken is a lawyer, non-practising doctor and partner at AKD who is specialised in contracting and regulating care and who acts primarily on behalf of care providers. He assists them in health care procurement, substantive inspections and contacts with the Dutch Healthcare Authority [Nederlandse Zorgautoriteit] (NZa), the Health and Youth Care Inspectorate [Inspectie voor Gezondheidszorg en Jeugd] (IGJ), the National Health Care Institute [Zorginstituut Nederland] and other government bodies. Joris used to work as the permanent lawyer for Ministry of Health, Welfare and Sport [Ministerie van Volksgezondheid, Welzijn en Sport] (VWS), the NZa and care insurers. As a result he knows all the ins and outs of these organisations. Joris is an analytical and accessible lawyer. In stressful complex situations he is able to create calm and purpose. He litigates when necessary and his style is incisive but fair. Joris lectures regularly, for example for the Grotius specialist course in healthcare law. He is a member of the Health Council of the Netherlands [Gezondheidsraad], which is an independent scientific body that advises the government and parliament.

ROBICHON, Machteld

bureau Brandeis, Amsterdam
+31 (0)20 7606 505

machteld.robichon@bureaubrandeis.com

Practice Areas: Practice areas: privacy/telecom, administrative law, regulated markets, media & entertainment, compliance, public affairs. Machteld represents operators in enforcement procedures with regulators such as the Media Authority, the Gaming Authority and the Data Protection Authority. She also provides practical strategic advice to clients in the media, communication and gambling industry, including on compliance. There is often a political angle to her work, that includes lobbying activities.

Career: 2015-present: Partner at bureau Brandeis 2012-2015: Attorney media telecom and gambling law at SOLV 2006-2012: Attorney media and telecom at Kennedy Van der Laan 1996-2003: Attorney regulated markets at Stibbe

Professional Memberships: Member of Association for Media and Communications

Publications: Mediaforum 2017, 1, p. 1, Boete Heel Holland Bakt: een misbaksel? <https://www.bureaubrandeis.com/heel-holland-bakt-misbaksel/>

ROELOFS, Mees

Linklaters, Amsterdam
+31 (0)20 799 6200

mees.roelofs@linklaters.com

Featured in Banking & Finance (Netherlands)

Practice Areas: Mees advises international and domestic financial institutions, funds and corporates on a broad range of banking transactions, including corporate lending, leveraged finance, syndicated lending and asset-backed financing, as well as on structuring and restructuring transactions. Mees also advises both issuers and underwriters on structured

products such as securitisations, covered bonds and bespoke derivatives, with a particular focus on the insolvency aspects of these products, as well as on high yield and unsecured bond issues. Mees has lived and worked in Germany, Italy and the UK, providing him with insight into different markets and valuable cross-cultural experience that allows him to close deals in a way that works best for all relevant parties whatever their background. Please visit <https://www.linklaters.com/en/find-a-lawyer/mees-roelofs> for more information on Mees Roelofs.

ROOSEBOOM, Lonne

Loyens & Loeff, Amsterdam
+31 20 578 5785

lonne.rooseboom@loyensloeff.com

Featured in Real Estate (Netherlands)

Practice Areas: Lonne M. Rooseboom MRE MRICS, attorney at law, is chairman of the Real Estate practice group. He specialises mainly in transactions with regard to commercial real estate, acquisition of (real estate) companies, turnkey projects and project development. He has experience in commercial real estate transactions, the setting up of joint ventures and investment structures and provides general advice to companies and government bodies on commercial real estate and commercial real estate-related tax issues. Lonne is a member of the Royal Institute of Chartered Surveyors (RICS) and member of the Master of Real Estate Alumni Association (MRE). Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/our-people/lonne-rooseboom-en-p9158/>

ROSING, Muriël

Stibbe, Amsterdam
31205460169

muriel.rosing@stibbe.com

Featured in Corporate Investigations (Netherlands)

Practice Areas: Muriël is an expert in corporate and white collar crime. She advises multinationals and their directors and/or employees in complex matters related to fraud, corruption, money laundering and other (economic) offences. In order to optimally serve the interests of her clients, Stibbe has set up a "Centre of Expertise – Corporate Investigations" that assist companies in relation to corporate investigations. As head of this Centre of Expertise, Muriël has broad expertise in leading corporate investigations within a broad variety of industries and in negotiations with regulatory and investigative authorities that often follow corporate investigations. The Centre of Expertise is composed of lawyers with legal expertise that is essential for conducting corporate investigations: criminal law, competition law, administrative law and privacy law and has in-depth knowledge of relevant topics such as anti-money laundering and anti-corruption legislation, legal privilege and the reporting duties of auditors, which often are the reason for conducting a corporate investigation. The Centre has well-established relationships with various IT and forensic experts and work together with leading law firms in other jurisdictions. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/m/muriel-rosing>.

RUMORA-SCHELTEMA, Barbara

NautaDutilh, Amsterdam
31207171449

barbara.rumora-scheltema@nautadutilh

Practice Areas: <https://www.nautadutilh.com/en/our-people/rumora-scheltema-barbara>

RUTTEN, Sjoerd

HabrakenRutten, Rotterdam
+31 (0)88 374 49 12

s.rutten@habrakenrutten.com

Featured in Real Estate (Netherlands)

Practice Areas: Construction Litigation & Arbitration

Personal: Sjoerd Rutten is one of the leading advisors and litigators in contentious matters related to construction. Having maintained a particular focus on construction, project development, public procurement and PPP throughout his career, he is the go-to advisor for contractors, architects, engineers, project developers, sponsors and authorities seeking advice and representation in big-ticket litigation and arbitration. Clients appreciate his work on early stage dispute control and strategy. He has also served as a court-appointed expert and is frequently asked as arbitrator in construction related disputes. In arbitration he acts before all the relevant institutes. Clients also come to him for the drafting of construction related contracts.

SAGEL, Stefan

De Brauw Blackstone Westbroek, Amsterdam
+31 6 5378 1539

stefan.sagel@debrauw.com

Featured in Employment (Netherlands)

Practice Areas: Stefan Sagel specialises in employment law and employee benefits. An important focus of his practice is litigation before the Supreme Court of the Netherlands, where he has represented companies, individual employees and trade unions in several landmark cases. He represents clients in individual and collective labour law matters, including dismissal, collective bargaining, transfer of undertaking, industrial action and co-determination.

Career: Partner since 2007. He was also appointed as Professor of Employment Law at Leiden University in 2013, where he obtained his PhD on 'Summary dismissal for urgent cause' in the same year.

Professional Memberships: Stefan is admitted to the Dutch Supreme Court Bar.

Publications: Stefan regularly publishes articles in professional journals and newspapers on different employment law issues.

Personal: He regularly lectures at events for fellow members of the judiciary, and on behalf of the Netherlands Bar Association.

SCHAAP, Jacqueline

Visser Schaap & Kreijger, Amsterdam
+31(0)20-723 89 00

jacqueline.schaap@ipmc.nl

Featured in Intellectual Property (Netherlands), TMT (Netherlands)

Practice Areas: Jacqueline Schaap is a compelling litigator who has notched up more than 30 years of courtroom experience, specialized in IP and media law. She focuses on copyright and design protection, IP and media contract law, trade marks, advertising, media, publishing and unlawful press publications

(defamation). She is called a very practical lawyer, who has a clear vision but also keeps in mind the commercial interests. Jacqueline is approachable, fast and very down to earth. The advice will be clear and not longer than necessary. She has been a member of the Disciplinary Appeals Tribunal of the Dutch Bar Association for 5 years and joins the Supervisory Committee of the Amsterdam Bar in April 2021 as vice-president. Her clients include publishers, producers, broadcasters, a museum, trademark owners, retailers and (product)designers.

SCHAUFELI, Mauricette

NautaDutilh, Amsterdam
+31 20 71 71 608
Mauricette.Schaufeli@nautadutilh.com
Practice Areas: <https://www.nautadutilh.com/en/our-people/schaufeli-mauricette>

SCHELLAARS, Rogier

Van Doorne, Amsterdam
31 06 2053 7212
schellaars@vandoorne.com
Featured in Dispute Resolution (Netherlands)

Practice Areas: Rogier specialises in international commercial arbitration and related proceedings. He leads Van Doorne's arbitration practice with Prof. Bas van Zelst—who offers a second set of partner-eyes. Rogier acts as counsel, expert and arbitrator on a range of commercial and investment disputes, notably M&A, joint venture and finance claims. Rogier also works as co-counsel with non-Dutch firms. He has ample experience in dealing with matters under most of the leading arbitration institutes' rules and arbitration laws. Rogier is particularly active in the Energy, Life Sciences and Technology sectors.

Career: Rogier holds a degree in Law & Economics (University of London) and Civil Law (University of Leiden). In 2011, Rogier was seconded to Royal Philips Electronics and conducted a review of its DR-strategy.

Professional Memberships: Since 2015, Rogier sits on the ICC Court of Arbitration. He also contributes to the Advisory Council of the Netherlands Arbitration Institute and the IBA and ICC's Arbitration Committees.

Publications: Rogier has published about 50 pieces, primarily on evidence and arbitration. These include: publications on the usage of the main arbitration rules under the Dutch Arbitration Act; the IBA country guide for the Netherlands; and the Max Planck Institute's notes on NAI arbitration.

SCHELTEMA, Arjan

NautaDutilh, Amsterdam
+31 20 71 71 536
Arjan.Scheltema@nautadutilh.com
Practice Areas: <https://www.nautadutilh.com/en/our-people/scheltema-arjan>

SCHOLTEN, Arnout

CMS, Amsterdam
+31 20 3016 472
arnout.scholten@cms-dsb.com
Featured in Real Estate (Netherlands)

Practice Areas: Arnout is the co-chair of the CMS Global Real Estate Group and a leading lawyer in real estate in the Netherlands. Arnout specialises in real estate transactions, development projects and asset management (including leases). He has a broad range of clients ranging

from international and domestic investors, financiers, developers to large corporate end users. Clients include Warburg, CBRE Global Investors, Swiss Life, Commerzbank, Patrizia, Capreon, M&G, Primark and McDonald's.

Career: Lawyer in 2000. Joined CMS in 2010. Partner in 2011.

Professional Memberships: Royal Institute of Chartered Surveyors (RICS)

SCHONEWILLE, William

BarentsKrans, The Hague
+31 70 376 06 50
william.schonewille@barentskrans.nl
Practice Areas: William is an experienced Financial Litigator, acting on behalf of investors, consumers and financial institutions in complex litigation. William is always working in the realm of law, finance and economics. His expertise covers individual cases, multi-party cases and mass litigation. Given his choice not to represent major banks active in the Netherlands, he typically has no conflicts to act against them. William is reputed for his work in high-profile class actions in banking and securities law. Current topics of his work include derivatives, misselling of financial products and the duty of care of financial institutions towards clients and third parties.

Career: Lawyer in 2000. Joined CMS in 2010. Partner in 2011.

SCHOUTEN, Michael

De Brauw Blackstone Westbroek, Amsterdam
0031 205771958
michael.schouten@debrauw.com
Featured in Corporate/M&A (Netherlands)

Practice Areas: Michael specialises in public and private M&A and has acted for a number of listed companies and private multinationals. On the public side, Michael has been involved in friendly as well as hostile takeover bids. He regularly advises clients on takeover regulation and the role and responsibilities of boards. On the private side, Michael has particular expertise in shareholder agreements and has been involved in various private equity deals and controlled auctions. He regularly advises clients on governance issues and recent developments in corporate law as well as securities law and disclosure obligations.

Career: Partner since 2014.

Publications: Michael's work has been published in journals such as the Stanford Journal of Business, Law & Finance and the Columbia Business Law Review. He regularly lectures graduate students on corporate governance, equity derivatives and M&A.

SCHRIJVERSHOF, Diederik

Maverick Advocaten, Amsterdam
+31 20 238 2003
diederik.schrijvershof@maverick-law.com
Featured in Healthcare (Netherlands), Competition/European Law (Netherlands)

Practice Areas: Diederik has experience in all areas of European and Dutch competition law. Diederik has extensive experience with complex merger control issues, including second phase proceedings at both the European Commission and the Netherlands Authority for Consumers and Markets. He also assisted companies during dawn raids. Diederik submitted leniency applications to these authorities besides working on cartel investigations and proceedings. He advised compa-

nies on co-operation and distribution agreements and allegations of abuse of a dominant position. Diederik is familiar with the ins and outs of competition law in various sectors. Seconded to Shell as antitrust counsel he gained experience with competition law in the oil and gas industry. He also has in depth knowledge of the healthcare and pharmaceutical sector. In 2010 and 2011 he was employed as a regulator by the Dutch Healthcare Authority. He is a frequent speaker and contributor to journals on competition law. Diederik is one of the founding partners of Maverick Advocaten N.V.

SCHUTTE, Ton

Jones Day, Amsterdam
+31 2 305 4213
tschutte@jonesday.com
Featured in Corporate/M&A (Netherlands)

Career: Ton Schutte has extensive experience in executing domestic and cross-border transactions for Dutch and non-Dutch corporates and sponsors. He has a proven track record in public M&A, private M&A, joint ventures and ECM projects. Ton also has broad experience in the corporate advisory expertise. Before joining Jones Day, Ton was a corporate partner at one of the independent Dutch firms and was the resident partner of the New York office of that firm between 2007 and 2011.

SCHÜTTE, Pieter

Stibbe, Amsterdam
31 20 546 0655 31 6316 398 06
pieter.schutte@stibbe.com
Featured in Capital Markets (Netherlands)

Practice Areas: Pieter focuses on capital markets and corporate transactions. Experience includes advising on IPOs, rights offerings and corporate restructurings. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/p/pieter-schutte>

SICK, Pauline

Boontje Advocaten, Amsterdam
+31 20 572 71 90
sick@boontjeadvocaten.nl
Featured in Employment (Netherlands)

Practice Areas: Pauline Sick has a broad employment law practice and provides services to clients in various market sectors (profit and non-profit). She has a specific focus on collective employment law (mainly collective bargaining agreement law), integrity matters and flexible employment relationships. As such, Pauline heads the practice groups collective employment law and flexible employment law/flexible employment relationships.

Career: Pauline Sick is Managing Partner of Boontje Advocaten. She is an attorney at law since 1997 and joined Boontje Advocaten in 2009. From the start of her career, Pauline exclusively works in the area of employment law. Pauline has also graduated in English linguistics and literature. Pauline is one of the editorials of TRA, one of the Netherlands' most distinguished employment law magazines, appearing monthly, as well as one of the editors of RAR, a jurisprudence magazine, appearing 14 times a year. Furthermore, Pauline is a deputy judge with the Court of Appeal of The Hague.

SIJNJA, Henk Arnold

DLA Piper Nederland, Amsterdam
+31 (0) 20 541 9310
henkarnold.sijnja@dlapiper.com
Featured in Corporate/M&A (Netherlands)

Career: Henk Arnold Sijnja is an experienced corporate lawyer with a particular focus on (cross-border) public and private M&A, equity capital markets and securities law. His experience includes public takeovers, private M&A, equity offerings, IPOs, corporate restructurings and reorganisations. In addition, he advises major (international) corporations on broader corporate strategy, including corporate governance, reorganisations and financial reporting. Henk Arnold has particular experience in and focus on the life sciences sector, advising care providers, pharmaceutical companies, medical devices and biotech companies, financiers and investment firms, on a wide range of transactional and advisory matters. He also gained a lot of experience with transactions in the financial sector, having acted (amongst others) for Royal Bank of Scotland in its takeover bid for ABN Amro and having been seconded to ING.

SILLEVIS-SMITT, Eveline

AKD, Rotterdam
+31 88 253 5361
esillevismitt@akd.nl
Featured in Public Law (Netherlands)

Practice Areas: Eveline Silleviss Smitt is a lawyer and partner at AKD. She is a leading expert in the field of environmental law (including spatial planning). She acts primarily on behalf of property developers and for large and medium-sized companies in the heavier industries, the foodstuffs industry, the energy sector and waste processing. She has a lot of experience with the environmental and spatial aspects that play a role in those fields. Eveline helps clients to obtain permits and dispensations, or in the event of impending enforcement measures. Environmental aspects with which Eveline has experience are best practices, air quality, noise (zoning), emissions (such as substances of very high concern) and emissions trading, soil and soil contamination, odour issues, (external) safety, spillages, environmental protection (including flora and fauna), the use of secondary building materials and environmental impact assessments. She also provides support in relation to specialist (environmental) disputes involving (nuclear) energy, asbestos and asbestos liability, Legionnaire's disease and waste legislation. Eveline advises clients in supervisory and enforcement cases brought after permits or dispensations have been granted or not. Examples include obtaining orders subject to penalties, as well as administrative enforcement and administrative penalties.

SILVERENTAND, Larissa

NautaDutilh, Amsterdam
+31 6 53 95 93 61
Larissa.Silverentand@nautadutilh.com
Practice Areas: <https://www.nautadutilh.com/en/our-people/silverentand-larissa>

SIMONETTI, Sander

HVG Law LLP, Rotterdam
31 20 577 1603
Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Sander Simonetti works in the expertise Energy & Utilities. He focuses on transactions, projects and regulation in the energy and utilities industry, as well as litigation and (international) arbitration. Sander has broad experience in complex deals and disputes right across the energy sector, advising on the full range of legal and regulatory issues, including production, distribution, storage and supply, as well as sustainable energy projects and infrastructure. He was involved in numerous energy M&A and (project) finance deals and also regularly advises on the structuring of wind, solar, geothermal and biomass projects, as well as energy and carbon emissions trading.

Career: Sander is a seasoned energy lawyer and former energy group managing associate at top-tier law firm De Brauw Blackstone Westbroek in London and Amsterdam.

Professional Memberships: As sector specialist, he is a member of the Netherlands Emissions Trading Authority (NEA) market consultation group and contributor to several public-private 'Green Deals' between Ministries and market parties (including the Green Deal on the national carbon emissions trading scheme and the Green Deal on ultra-deep geothermal energy projects).

Publications: <https://www.legal500.com/firms/17476-hvg-law-llp/17642-amsterdam-netherlands/> <https://www.hvglaw.nl/wp-content/uploads/Energy-Newsletter-February-2020.pdf> <https://www.hvglaw.nl/en/expertises/energy-utilities-2/>

Personal: "Rapid developments in the field of energy and climate call for legal excellence."

SINNINGHE DAMSTÉ, Mijke

Loyens & Loeff, Amsterdam
0031 20 578 56 66
mijke.sinninghe.damste@loyensloeff.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Mijke Sinninghe Damsté, attorney at law, is a member of the Litigation & Risk Management practice group. She has vast experience in advising and litigation on transaction related disputes, shareholders' disputes, directors' liability, liability of financial institutions, class actions and collective settlement. Mijke also frequently acts as defence counsel in cartel damages cases. She represents clients in the relevant Dutch courts, including the Enterprise Chamber and the NCC. She lectures regularly on corporate litigation, amongst others for the Grotius Academy. Mijke heads our Social Innovation Council, which sets targets and organises activities to promote diversity and inclusion within Loyens & Loeff. Mijke is a non-executive board member of Loyens & Loeff. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/mijke-sinninghe-damste-en-p9076/>

SLEURINK, Paul

De Brauw Blackstone Westbroek, Amsterdam
+31 0 20 577 1719
paul.sleurink@debrauw.com

Featured in Tax (Netherlands)

Practice Areas: Paul is a noted specialist in Dutch and international tax law. His practice is strongly transaction

driven, with a mixture of M&A, corporate restructuring and finance transactions. In addition, Paul regularly works on special projects, and has been involved in various cases for the US Tax Court as an expert witness. Paul's broad experience gained both in the Netherlands and abroad significantly enhances his understanding of the tax aspects of capital markets and finance transactions, as well as the tax considerations of cross-border M&A transactions. In addition, Paul frequently assists clients in tax policy issues, including potential tax litigation.

Career: Partner since 2004.

SMIT, Gerben

Stek, Amsterdam
+31 20 530 5202
gerben.smit@stek.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Gerben Smit is an expert in international contract law and specialises in commercial litigation and arbitration. His practice covers the full range of commercial dispute resolution, with an emphasis on contractual liability, (financial) product liability, follow-on (cartel) damage claims and M&A-related disputes.

Career: Gerben was a senior associate in the litigation and corporate departments of Allen & Overy and a Legal Counsel at a Dutch producer of wind turbines before joining Stek in 2010.

Professional Memberships: Dutch Bar Association, International Bar Association, Corporate Litigation Association, Financial Law Association, Dutch Litigation Association.

SMITS, Jeroen

Stibbe, Amsterdam
+31 20 546 01 48
jeroen.smits@stibbe.com

Featured in Tax (Netherlands)

Practice Areas: Jeroen specialises in Dutch domestic and international taxation with a focus on M&A, corporate reorganisations, private equity, and capital markets transactions. He is also a member of Stibbe's investment management group and in such capacity focusing on the tax aspects of fund structuring. Please see Stibbe website for more details: <https://www.stibbe.com/en/people/j/jeroen-smits>

SOERJATIN, Ellen

Evers Soerjatin, Amsterdam
0031610085791
ellen.soerjatin@everssoerjatin.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: As a corporate litigator, Ellen represents her clients in inquiry proceedings before the Dutch Enterprise Chamber of the Amsterdam Appellate Court, in D&O liability litigation and in corporate disputes, with a specific expertise in accountancy and financial reporting. Ellen is also specialized in professional liability claims (disciplinary and civil) in which she represents accountants, civil notaries, lawyers and tax lawyers. She has frequently acted on appointment by the Enterprise Chamber in inquiry proceedings as investigator, administrator of shares or temporary supervisory director. Ellen litigates before civil, disciplinary and arbitration courts, and she also acts as a corporate mediator.

Career: 2021: of counsel, Evers Soerjatin; 2018: co-founding partner, Evers Soerjatin;

2016: founding partner Soerjatin dispute resolution; 2011: partner at Stek; 2008 board advisor Dutch Healthcare Authority; 1993: partner/head litigation practice group (2003) DLA Piper.

Professional Memberships: Corporate Litigation Association; Financial Reporting Association Business Mediation Association; Stichting Rimari (court appointed officials).

Personal: Ellen holds several supervisory board positions, she is a fellow at Zuidas Institute for Financial and Corporate Law (ZIFO), a member at topvrouwen.nl, and she is a member of the Chamber Forensic Accountancy / Chamber Internal Investigations of the Institute for Financial Crime.

SOMSEN, Marnix

De Brauw Blackstone Westbroek, Amsterdam
31 (6) 537 456 31
marnix.somsen@debrauw.com

Featured in Corporate Investigations (Netherlands)

Practice Areas: Marnix specialises in regulatory and criminal enforcement. He represents corporations and financial institutions subject to investigations and enforcement proceedings, and is an expert in export controls and economic sanctions. Marnix typically handles cross-border enforcement matters and internal investigations for EU companies involving one or more US or other foreign regulators. His experience spans the US, Europe, Africa and Asia.

Career: Partner since 2005.

Professional Memberships: Marnix is currently the co-chair of the IBA Anti-Corruption Committee for the Netherlands. Formerly an editor in chief of Tijdschrift voor Sanctierecht & Compliance, the Dutch enforcement & compliance law review, Marnix now serves on its Board of Advisors.

Publications: Marnix has recently co-edited Onderneming en Sanctierecht, a Nijmegen University textbook on regulatory and criminal enforcement.

SPIJKERMAN, Epke

Buren N.V., The Hague
+31 20 333 8390
e.spijkerman@burenlegal.com

Featured in Employment (Netherlands)

Practice Areas: Epke Spijkerman, partner and lawyer at BUREN, specializes in employment and employee participation law aspects of (international) mergers and acquisitions, business transfers and reorganisations. He also has substantial knowledge of collective and individual dismissal proceedings. Epke has extensive experience in advising and litigating for national and international companies, including listed multinationals.

Career: Epke graduated in Dutch law from Leiden University. He also successfully completed the specialization course Post-Academic Course Employment Law at Erasmus University Rotterdam. Epke regularly gives lectures, publishes in professional journals and teaches at various training institutes.

Professional Memberships: Epke is a member of the European Employment Lawyer Association, the Amsterdam Employment Lawyers Association, the Dutch Employment Lawyers Association, the Employment Law Association and the Association for Sport and Law.

STOFFER, Menno

De Brauw Blackstone Westbroek, Amsterdam
31 20 577 1601
menno.stoffer@debrauw.com

Featured in Banking & Finance (Netherlands)

Practice Areas: Menno specialises in international financing and restructuring matters. He advises on a wide range of financing matters (banking, acquisition, asset, structured and project finance) both in a going concern context and in distressed or complex situations. In these matters, Menno combines a deep market practice knowledge and expertise with tactical and strategic advice for directors and management on how to deal with special situations. Menno acts for corporates, financial institutions and private equity investors.

Career: Partner since 2001.

STOLK, Jet

Houthoff, Amsterdam

Featured in Employment (Netherlands)

Practice Areas: Jet specialises in employment law. In addition to individual employees (mainly directors and senior management), she advises Dutch and international companies on all aspects of employment law. Jet has extensive experience in the laws governing both individual and collective termination, EU employee participation programmes and all forms of reorganisation. She also advises clients on employee participation and reorganisations as part of or following an M&A or refinancing process.

STÖPETIE, Kurt

Brinkhof, Amsterdam
+31 20 30 53 200
kurt.stopetie@brinkhof.com

Featured in Intellectual Property (Netherlands)

Practice Areas: Kurt Stöpetie (partner) has been dedicated to IP matters from the very first day he started as a lawyer in 1988. Since then he has been involved in numerous trademark, design, and unfair competition cases. He has a vast experience in designing IP positions and IP litigation strategies. Kurt is widely recognized as a top notch IP litigator. He is praised by clients and opponents as an extremely sharp, analytical and creative lawyer who has fought his clients out of some desperate situations.

Career: JD Utrecht (1986); Grotius Academy (1987); Stibbe (1988-2004).

Publications: Kurt speaks regularly at conferences on intellectual property and unfair competition topics.

STRIK, Daniella

Linklaters, Amsterdam
+31 20 799 63 38
daniella.strik@linklaters.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Daniella heads the firm's dispute resolution practice in the Netherlands. She advises on litigation, including mergers, acquisitions and joint venture disputes, banking litigation and competition disputes, and on commercial arbitrations. She has particular expertise in litigation arising from cartels and is an authority on directors' duties and liabilities. Daniella has acted as counsel in arbitrations under, among others, the International Chamber of Commerce (ICC), United National Commission on

International Trade Law (UNCITRAL) and the Netherlands Arbitration Institute (NAI) rules, as well as in ad hoc proceedings. In addition to her legal qualification, Daniella has a degree in business economics, enabling her to advise authoritatively on complex calculations of damages in disputed cases. Please visit www.linklaters.com/en/find-a-lawyer/daniella-strik for more information on Daniella Strik.

STRUYCKEN, Teun
NautaDutilh, Amsterdam
+31 6 20210517
teun.struycken@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/struycken-teun>

SWAAK, Christof
Stibbe, Amsterdam
31 20 546 0586
christof.swaak@stibbe.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Christof is the head of our competition and regulation practice in Amsterdam and New York. He represents high-profile clients before the European Commission, the European Court of Justice in Luxembourg, national competition authorities including the Dutch Authority for Consumers & Markets and the relevant national courts. His broad expertise includes European and Dutch competition law and he is a recognised specialist in complex multi-jurisdictional cartel cases, leniency and follow-on litigation matters. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/c/christof-swaak>.

TEN HAVE, Floris
Stibbe, Amsterdam
(+31) 20 546 05 75
floris.tenhavestibbe.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Floris advises many organisations on all areas of the competition rules. He has a broad international practice, covering cartel investigations and litigation, merger control and abuse of a dominant position. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/f/floris-ten-have>.

TEN HAVE, Homme
NautaDutilh, Amsterdam
+31 20 717 1710
Homme.tenHave@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/have-homme>

THOLE, Elisabeth
Van Doorne, Amsterdam
+31 206789293
thole@vandoorne.com

Featured in TMT (Netherlands)

Practice Areas: Partner and Head of Privacy Team. Extensively experienced in assisting clients with complex, high risk, cross-border data related matters. The Team is also specialized in e-commerce work.

Career: PhD (1991) on software copyright. Dr. Elisabeth Thole began practising law in 1991, joining Van Doorne in 1998. She authored many publications on privacy and IT related aspects. Editor of 'Privacy & Informatie' (Privacy & Information) and 'Tijdschrift voor Internetrecht' (Journal for Internet Law). Board member of the Netherlands Association of Privacy Lawyers (VPR-A), former board member of

the Netherlands Association of IT lawyers (VIRA), Vice-President of the UIA Privacy Commission and Member of the Netherlands Privacy Law Association (VPR) and ITeclaw.

TIMMERMANS, Jeroen
Stek, Amsterdam
00 31620210551
jeroen.timmermans@steklaw.com

Featured in Transportation (Netherlands)

Practice Areas: Jeroen assists clients in the full range of aviation activities in the national and international aviation market. He specializes in multi-jurisdictional transactions relating to the lease, acquisition, sale and financing of both passenger aircraft and business jets, as well as aircraft repossessions. In addition, he advises on aviation related contracts and issues generally. Furthermore, Jeroen has advised on the acquisition, sale and joint ventures of a number of airlines.

Career: 2005: Partner Stek; 2002: Partner NautaDutilh.

Professional Memberships: European Air Law Association; International Bar Association.

TJITTES, Rieme-Jan
BarentsKrans, The Hague
+31 (0)70 3760789

riemejan.tjittes@barentskrans.nl

Practice Areas: Rieme-Jan Tjittes is a leading expert in complex litigation and arbitration with regard to a wide array of (international) commercial contracts. In addition he frequently serves as an arbitrator and is very successful in corporate and commercial cases before the Dutch Supreme Court.

Career: Rieme-Jan worked in the Litigation & Arbitration Department of Allen & Overy. Previously, he served as a fulltime Justice in the Courts of Appeal for eight years and for ten years as deputy Justice in the Court of Appeal.

Personal: J.D. and Ph.D. (University of Groningen). Rieme-Jan is a substitute Justice in the Netherlands Commercial Court and a professor of Private Law at VU University Amsterdam. He published a leading treatise on (international) commercial contracts in the Netherlands ('Commercieel contractenrecht, deel I, Boom Juridisch, 2018').

TJON-EN-FA, Evelyn
Bird & Bird, The Hague
+31 (0)70 353 8800
evelyn.tjon-en-fa@twobirds.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Evelyn is Co-Head of Bird & Bird's International Dispute Resolution Group. Head of the Dutch Dispute Resolution practice and Head of the International Insurance team. She is a specialist in managing complicated disputes, including all claims and insurance matters. Evelyn is passionate about providing a tailor-made approach, as every client and case is unique. It's about strategic pre-trial advice, negotiation skills and knowledge about which formal and informal buttons to push in legal proceedings. As one of the few qualified Supreme Court litigators in the Netherlands, Evelyn has the required granular knowledge of the law on civil procedures, cross-border litigation and enforcement. Evelyn's cases are often defined by the fact that they require extensive fact-finding and insight in the

relevant technology. The way in which her team works has no boundaries in sectors, but they are particularly experienced in Insurance, Tech & Comms, Construction & Infrastructure, Energy, Life Sciences and Industry-related matters. Evelyn's practice can often be described as 'dispute management' – balancing all the issues at stake, in a timely manner. Teamwork is essential, and it's the part of the work Evelyn enjoys most. Evelyn has managed large internal compliance investigations and other projects requiring legal crisis management skills.

TROMMEL, Jaap Jan
NautaDutilh, Rotterdam
+31 10 22 40 166

JaapJan.Trommel@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/trommel-jaap-jan>

TROS, Ruben

Stek, Amsterdam

+31 20 530 5240

ruben.tros@stek.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Ruben advises private equity firms, corporates and financial institutions on mergers and acquisitions, restructurings and other corporate law issues. He also regularly works with international law firms on cross-border transactions. Ruben has vast experience in private equity transactions and has a particular focus on transactions in the technology sector.

Career: Before he joined Stek, Ruben was an associate in the corporate departments of Allen & Overy and Norton Rose.

TRUIJENS, Moira
Hoogenraad & Haak, Amsterdam
+31 20 305 30 60
mt@hoogenhaak.nl

Featured in Intellectual Property (Netherlands)

Practice Areas: Moira enjoys working on all IP-law related matters, including (cross border) patent litigation, as well as unfair competition, custom matters and commercial contracts. She is an excellent litigator yet above all a committed problem solver, capable of keeping matters simple and act pragmatically. She acts for big internationals but also for smaller businesses. Being a strong strategist and fluent in three languages she is an excellent pan-European team player and leader. Her new role as a Deputy Judge with the Court of Appeal Den Bosch strengthens that position.

Career: Bar admission 2005. Prior to joining Hoogenraad & Haak in 2014, worked as a lawyer at IP boutique firms Brinkhof and Klos Morel Vos & Schaap. As of July 2020 Moira has been appointed as a Deputy Judge with the Court of Appeal in Den Bosch.

Professional Memberships: INTA, AIPPI, MARQUES, BMM, Dutch Association of IP Law Litigators and international (francophone) "Association des Praticiens du Droit des Marques et des Modeles" (L'APRAM).

Personal: Moira loves music and playing cello and clarinet. She is fluent in Dutch, English and French and also learned to speak German (when working as a cellist with German pop star Herbert Grönemeyer). Moira chairs foundation "Stichting Symphonic Cinema".

TUKKER, Jetty
Houthoff, Amsterdam
+31 20 605 6518
j.tukker@houthoff.com

Featured in Capital Markets (Netherlands)

Practice Areas: Jetty Tukker specialises in company and securities law, with a specific emphasis on equity capital markets and public and private M&A transactions. Her capital markets experience includes initial public offerings (IPOs), secondary offerings and rights issues. She also advises on joint ventures and corporate governance. Jetty leads Houthoff's ECM Team, together with Alexander Kaarls. She joined Houthoff in 2016 after working at Allen & Overy for over 16 years. She is a member of the Dutch Commercial Law Association and the Dutch Association for Financial Law.

ULRICI, Michaëla
NautaDutilh, Amsterdam
+31 20 71 71 906

Michaela.Ulrici@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/ulrici-michaela>

VAN 'T WESTEINDE, Mariëtte

Loyens & Loeff, Amsterdam

+31 20 578 5597

mariette.van.t.westeinde@loyensloeff.com

Featured in Capital Markets (Netherlands)

Practice Areas: Mariëtte van 't Westeinde, attorney at law, is a member of the Banking & Finance practice group. She has broad experience in all types of specialised financial transactions, ranging from asset finance to public and private debt issues, derivatives and asset management, and, in particular, on securitisations and structured finance. She has held various positions ranging from in-house legal counsel to attorney and is also deputy judge at the court of appeal Arnhem-Leeuwarden. Mariëtte has published several articles on civil law aspects of financing transactions and is coauthor of a book on securitisation in the Netherlands. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/mariette-van-t-westeinde-en-p8354/>

VAN AERDE, Thijs
Houthoff, Amsterdam
+31 20 605 65 93
t.van.aerde@houthoff.nl

Featured in Intellectual Property (Netherlands)

Practice Areas: Thijs specialises in Supreme Court litigation, as well as representing clients before the European Court of Justice and the lower Dutch courts. Since Thijs joined Houthoff in 2006, he has litigated more than 100 cases before the Dutch Supreme Court and many cases before the lower Dutch courts. Thijs focuses on issues related to intellectual property law, contract law, tort law, and procedural law matters. Thijs is a Domain Name Panelist for the World Intellectual Property Organization (WIPO). In this capacity, he renders decisions in domain name disputes under the Dispute Resolution Regulations for .nl Domain Names.

VAN ANGEREN, Jan Reinier
Stibbe, Amsterdam
+31 20 546 01 95

janreinier.vanangeren@stibbe.com

Featured in Public Law (Netherlands)

Practice Areas: Jan Reinier specialises in administrative and public law. His work includes advising local governments and large project development companies on various matters related to general public law. His expertise also comprises of administrative litigation, environmental law, planning law, subsidies and compliance. Furthermore, he is an expert on public transport and railway law. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/j/jan-reinier-van-angeren>

VAN ANGEREN, Oscar
Houthoff, London
+44 207 422 5041
o.van.angeren@houthoff.com

Featured in Investment Funds (Netherlands)

Practice Areas: Oscar heads Houthoff's Investment Management practice group and works at both the Amsterdam office and the London office. His work focuses mainly on the establishment of investment institutions, including private equity funds, hedge funds, real estate funds, retail funds (UCITS and non-UCITS) and funds of funds. Oscar also advises asset managers, pension funds and other institutional investors on matters such as discretionary and fiduciary/integrated asset management, asset pooling, and the laws and regulations that apply to collective and other forms of asset management. He frequently publishes and teaches on various subjects related to asset management and custody.

VAN ANGEREN, Wieke
Brinkhof, Amsterdam
+31 20 30 53 243
wieke.vanangeren@brinkhof.com

Featured in TMT (Netherlands)

Practice Areas: Wieke van Angeren (partner) is specialised in drafting and negotiating commercial contracts with a focus on software and IT (sourcing, licenses, SaaS, e-commerce). She also deals with IT disputes. Wieke regularly assists clients like banks and insurance companies and companies within the TMT-sectors in various sourcing and IT projects. She also advises clients in respect of license, distribution, franchise, joint development and R&D arrangements.

Career: JD Utrecht (1998); Grotius Academy (2007); BarentsKrans (1998-2002); Freshfields (2002-2015); Brinkhof (since 2015).

Professional Memberships: Member of Sourcing Nederland, the Netherlands Association for Information Technology and Law and the ITeclaw Association.

VAN ASBECK, Ewout
Van Doorne, Amsterdam
+31 (0)20 6789 202
asbeck@vandoorne.com

Featured in Tax (Netherlands)

Practice Areas: Ewout van Asbeck's tax practice is a mix of transactional work, both national and international, and traditional client counselling. Ewout specialises in Dutch and international tax law, applied to mergers and acquisitions (both for corporates, including private equity, and management), real estate investments, share/bond issues and increasingly in private client work.

Career: Before joining Van Doorne, Ewout worked for the Dutch Ministry of Finance and the Amsterdam, Singapore, Tokyo

and New York offices of two other Dutch law firms.

Professional Memberships: Ewout is a past co-chair of the Taxes Committee of the International Bar Association.

VAN ASCH, Merel
Loyens & Loeff, Amsterdam
31 10 224 65 34
merel.van.asch@loyensloeff.com

Featured in Insurance (Netherlands)

Practice Areas: Merel van Asch, attorney at law, is a member of the Litigation & Risk Management Practice Group in our Rotterdam office. Merel is head for the Insurance and Liability team and leads the insurance(litigation)practice. Merel is an expert in liability and insurance law. She has a particular focus on policy disputes, professional and product liability and technical damages. She often works on complex cases in international settings with high stakes involved. Clients that she works for include corporate insureds, insurance intermediaries, (re)insurers and (other) professional organisations. Merel is active in various industries, including insurance, financial services, construction and manufacturing. Merel has substantial experience in (cross-border) litigation disputes relating to commercial and insurance law and regularly teaches on legal subjects relating to her practice. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/our-people/merel-van-asch-en-p8007/>

VAN BEUGE, Marc
Houthoff, Amsterdam
+31 20 605 6582
m.van.beuge@houthoff.com

Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Marc specialises in energy law, and energy and chemical projects. He represents energy and chemical companies, their shareholders and larger buyers. Marc is mainly involved in cases in which the production, transportation or supply of electricity, gas or heat, sustainable energy, energy subsidies and emissions trading play a key role. He also represents clients in court and arbitration proceedings concerning energy disputes, the drafting of energy, chemical and waste management contracts, and the identification of opportunities and risks in energy law, including the Dutch Electricity Act, Gas Act and Heating Supply Act. Marc regularly publishes on energy law in the Netherlands Tijdschrift voor Energierecht journal. He teaches subjects relating to energy law, including in the context of 'Energy on Location', a postgraduate course at the University of Groningen. Marc is chair of Lex Mundi's Energy and Natural Resources Group. He is a member of the Dutch Association for Energy Law. Before joining Houthoff, Marc worked as in-house counsel at DSM and Energy Beheer Nederland.

VAN DE HEL, Jan Bart
Stek, Amsterdam
31 20 530 52 37
janbart.vandehel@stek.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Jan Bart is an expert in commercial and corporate dispute resolution. His practice covers the entire range of dispute resolution, with a focus on banking and finance litigation, director's

and professional liability, M&A related disputes and follow-on (cartel) damage claims. Jan Bart has extensive experience in large corporate investigations and asset recovery cases. He advises various (listed) companies and financial institutions on corporate and obligatory issues and liability. Jan Bart publishes regularly and is a lecturer at the Law Firm School on discovery and evidence. He is also a lecturer at the Nyenrode Business University for executives and non-executives on governance.

Career: Jan Bart worked for many years as a senior lawyer in the Litigation & Arbitration and Banking & International Capital Markets departments of Allen & Overy.

Professional Memberships: Jan Bart is a member of the Corporate Litigation Association, the Association for Financial Law and the Dutch Association for Procedural Law.

VAN DE HEL, Martijn
Maverick Advocaten, Amsterdam
+31 20 238 20 02
martijn.vandehel@maverick-law.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Martijn van de Hel has comprehensive experience of European and Dutch competition law. He has advised businesses in many sectors on different forms of collaboration such as joint ventures, distribution and franchise agreements and purchasing combinations. He also has considerable experience in leniency applications and with dawn raids and cartel investigations by the Authority for Consumers & Markets (ACM) and the European Commission. He is an experienced advisor on cartel-related damage claims (follow-on claims). Martijn has advised many businesses and public bodies on state aid and unfair competition from the government. He has supported many companies in notifying the ACM and the European Commission of mergers or take-overs. He lectures frequently at seminars and training institutes and has penned numerous articles. Martijn was a partner at Boekel De Nerée before becoming a co-founder of Maverick Advocaten N.V.

VAN DEN BERG, Paul
Freshfields Bruckhaus Deringer LLP, Amsterdam
paul.vanderberg@freshfields.com

Practice Areas: Paul van den Berg is an antitrust, competition and trade partner in our firm's Amsterdam and Brussels offices. He specialises in competition law, European law and regulated markets. He advises across a range of sectors including fast-moving-consumer-goods, energy and healthcare. He has significant experience in advising multinational companies and private equity firms on global merger control procedures. In addition, he advises clients in cartel, abuse of dominance, foreign investment control and state aid procedures, and competition law and regulatory litigation. He has represented clients before the Dutch and European courts and advised on complex proceedings before a large number of competition authorities around the world. Paul has a global client base and regularly speaks and publishes on antitrust topics. Clients greatly value his collaborative, efficient and practical style. Paul has also

been seconded to the firm's Beijing office in the course of his career.

VAN DEN BIGGELAAR, Nicolien
De Brauw Blackstone Westbroek, Amsterdam
+316 20401302
nicolien.vandenbiggelaar@debrauw.com

Featured in Energy & Natural Resources (Netherlands), Public Law (Netherlands)

Practice Areas: Nicolien van den Biggelaar is an experienced litigator and leading expert in public law, with particular focus on Dutch and European environmental law, spatial planning, nature conservation, compliance / and enforcement matters. Her main focus is on the energy sector, including the energy transition and climate change, and state owned-entities operating in the political arena. She regularly acts on behalf of both national and international companies, and Dutch principals on the regulatory and environmental aspects of high profile energy infrastructure projects.

Career: Partner since 2006.

Professional Memberships: Nicolien is a board member of the Dutch Association of Administrative Law and former Chairman of the Dutch Environmental Lawyers Association.

Personal: She is also a speaker and lecturer on various public law, environmental law and sustainability topics.

VAN DEN ENDE, Tessa
Nysingh advocaten-notarissen, Zwolle
tessa.vandenende@nysingh.nl

Featured in Healthcare (Netherlands)

Practice Areas: Healthcare

Career: Tessa van den Ende is a partner at Nysingh and leads the healthcare market group, a team specialised in all aspects of healthcare. She advises healthcare providers, administrators and regulators in the healthcare and life sciences field on strategic and tactical challenges, particularly in the areas of governance, regulation and cooperation. Tessa is valued by clients and colleagues because she is able to combine broad expertise in governance and private and health law with in-depth knowledge of the healthcare sector. Since 2009, Tessa has been ranked in the top 10 best healthcare lawyers by ZorgVisie magazine. After graduating from Erasmus University in Rotterdam, Tessa started working as a lawyer in 2000. She joined Nysingh in 2004. Tessa undertakes many additional activities, all of which are focused on healthcare and law. She is, for instance, chairman of the supervisory board of Zorg van de Zaak, chairman of the supervisory board of the BovenIJ Hospital in Amsterdam and member of the supervisory board of Basalt Revalidatie. Tessa is also a lecturer in health law at the Grotius Academy and editor and author of the book Tekst & Commentaar Gezondheidsrecht. She regularly publishes in professional journals and speaks at meetings and congresses.

VAN DEN HORST, Marleen
BarentsKrans, The Hague
+31 70 376 06 21
marleen.vandenhorst@barentskrans.nl

Practice Areas: Head of the IP & Technology practice group Marleen van den Horst (J.D.) has more than 25 years of experience in complex, multi-jurisdictional patent litigation. She successfully repre-

sents clients in patent disputes in all fields of technology: mechanics, life sciences, chemistry and high-tech/telecoms. She is internationally renowned for her patent, regulatory and product liability work in life sciences. Marleen conducts patent/SPC litigation and advises regarding e.g. escitalopram, glatiramer acetate, zoledronate, rivastigmine, pemetrexed, rituximab and on CRISPR/Cas9 technology. In the field of high tech/telecoms Marleen advises on European litigation strategy for enforcing (UMTS and LTE standard essential) patents and on FRAND-related issues and coordinates the preparation thereof. She is a frequent speaker on patent/SPC litigation at international conferences.

VAN DER BEND, Bommel

De Brauw Blackstone Westbroek, Amsterdam

+31 20 577 1658

bommel.vanderbend@debrauw.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Bommel is a specialist in the field of international arbitration and heads the construction practice. He predominantly handles complex arbitration in the field of construction (specifically large scale construction projects), energy matters and M&A-related matters. On the basis of his wide-ranged arbitration experience, Bommel also advises on procurement and contracting strategy for complex projects.

Career: Partner since 1999.

Professional Memberships: Bommel is a member of the management board of the Netherlands Arbitration Institute (NAI) and a member of the SIAC Users Council in Singapore.

Publications: Bommel has published many publications, and most recently – coauthored Arbitration in the Netherlands, (2020). He is editor and co-author of the industry's Commentary on Dutch Arbitration Law, A Guide to the NAI Arbitration Rules and co-author of the Dutch commentary on European and Dutch Public Procurement Law.

VAN DER EERDEN, Frans

NautaDutilh, Amsterdam

Frans.vanderEerden@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/eerden-frans>

VAN DER GRAAF, Maarten

Stek, Amsterdam

+31 20 530 52 00

maarten.vandergraaf@stek.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Maarten's broad transactional practice encompasses corporate and finance transactions. He advises financial institutions, private equity investors and corporates, and also regularly works with international firms on cross-border transactions.

Career: Prior to co-founding Stek, Maarten was an attorney at NautaDutilh and at Cravath, Swaine & Moore in New York. Maarten also served as legal counsel in the Office of the General Counsel of the European Bank for Reconstruction and Development in London.

Professional Memberships: Netherlands Bar (1995), New York Bar (1996).

VAN DER HOUVEN VAN OORDT, Haco

AKD, Rotterdam

0031 88 253 53 92

hvanoordt@akd.nl

Featured in Transportation (Netherlands)

Practice Areas: Haco van der Houven van Oordt is a lawyer and partner at AKD. He is an international litigation specialist with a focus on shipping and offshore.

Haco has extensive experience with disputes involving marine accidents and the construction and operation of ships and offshore objects. Haco is proficient in the preparation and execution of an international litigation strategy. He is an expert in the field of attachments and the enforcement of securities and frequently litigates in connection with marine insurance.

Haco is regularly involved in disputes in and around the Dutch Caribbean. Clients appreciate his drive and creativity which often lead to original solutions. Haco lectures maritime law at Utrecht University and is an editor of the maritime and insurance law review 'Schip & Schade'. He is also a member of the supervisory board of the Maritime Museum and of the International Working Group on Polar Shipping – Subgroup Antarctic Shipping of the Comité Maritime International.

VAN DER JAGT, Friederike

Hunter Legal, Amsterdam

0031 6 43035156

fc@hunterlegal.nl

Featured in TMT (Netherlands)

Practice Areas: Data Protection and Privacy

Career: Friederike van der Jagt set up Hunter Legal after having worked as a privacy lawyer for leading Dutch law firms Van Doorne and Stibbe, and as Senior Legal Counsel Privacy for an international cyber security software company. She is a regular speaker and author on privacy and related matters, an editor of the SDU Data Protection Case Law Journal and writes for Wolters Kluwer's dedicated GDPR webpage. Besides being a member of the Independent Privacy Advisory Committee of the Municipality of Amsterdam and the Board of the Dutch Lawyers Association, she holds positions as Senior Lecturer in Privacy Law (Grotius privacy specialization course) and as Lecturer in Privacy at the Professional Law Practice Training Foundation. She also serves as an arbitrator at SGOA, the leading independent non-profit centre for IT Conflict Management, and is a Fellow of the Business Law Institute of the Radboud University in Nijmegen.

Professional Memberships: Member of the Dutch Privacy Law Association (VPR) and the Dutch Privacy Lawyers Association (VPR-A). The VPR-A carries the specialization association quality mark of the Netherlands Bar. Member of the International Association of Privacy Professionals (IAPP) (CIPP/E- and CIPP/US-certified).

VAN DER KLIP, Björn

Stibbe, Amsterdam

+31 20 546 01 06

bjorn.vanderklip@stibbe.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Björn is a partner in Stibbe's corporate department and heads its private equity practice. His areas of specialism include domestic and cross border mergers and acquisitions, with a

focus on public company takeovers and private equity transactions. In addition, he counsels clients on other corporate and securities law matters, including corporate governance, director's duties and disclosure requirements. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/b/bjorn-van-der-klip>

VANDER MAREL, Leen

DLA Piper Nederland, Amsterdam

Featured in Real Estate (Netherlands)

Practice Areas: Leen van der Marel focuses on civil property law, particularly as regards real estate transactions, turnkey projects, project development and tenancy law. He mainly advises and litigates on behalf of (institutional) investment companies, government bodies, project developers and retailers. He also regularly teaches courses on real estate transactions, project development and tenancy law. His clients include a wide range of EU/US multinationals, including companies active in the hospitality and logistics sector. Leen has 15 years of experience in the Dutch real estate practice.

VAN DER MECHÉ, Jos

AKD, Rotterdam

0031 88 253 5395

jvandermeche@akd.nl

Featured in Transportation (Netherlands)

Practice Areas: Jos van der Meché is a lawyer and partner at AKD who is specialised in liability for damage to goods during transportation and storage. He mainly represents terminal operators, freight forwarders, multimodal carriers, logistics services providers and their insurers. His clients appreciate Jos for his strategic and often creative approach which is always aimed at resolving the case. Jos primarily deals with cross-border cases. These include numerous cases relating to insurance law. In addition he regularly acts in cases on international disputes, for example with respect to ownership issues, arrests and liens. Jos is a member of the Maritime & Transport Committee of the IBA. He is one of the authors of the CMR book entitled, 'International Carriage of Goods by Road' (2005).

VAN DER MEER, Hein

CMS, Amsterdam

+31 20 3016 227

hein.vandermeer@cms-dsb.com

Featured in Real Estate (Netherlands)

Practice Areas: Hein van der Meer heads the Real Estate practice group of CMS in the Netherlands and is a leading lawyer in the field. Hein van der Meer specialises in international real estate transactions and project development. He advises on the preparation and negotiations of portfolio transactions and turnkey sale and purchase contracts, the notarial and tax aspects of property transactions and real right solutions. Hein advises investors and investment funds, property developers and construction companies. Clients include Borghese/COD, Delin, Catella, Fidelity, Nuveen, Invesco, Primevest, Quantum, Synchroon, and Next Level.

Career: Joined CMS in 1996. Partner since 2010.

Professional Memberships: Property Lawyers Association Netherlands.

VAN DER PAARDT, René

AKD, Amsterdam

+31 88 253 5239

rvanderpaardt@akd.nl

Featured in Tax (Netherlands)

Practice Areas: René van der Paardt is a partner and tax consultant at AKD who has years of experience with VAT and transfer tax law. René mainly advises large and medium-sized companies that are looking for a solution for complex VAT and/or transfer-related problems. In addition, other law firms and tax consultancies regularly ask him for a second or expert opinion. René's clients include investors, real estate funds, property developers, local authorities and housing associations. He also advises companies that operate at international level. His clients appreciate his direct advice which is immediately usable in practice. René lectures at Nyenrode Business University and the International Tax Center in Leiden and used to be a part-time Professor of Economics of Taxation at the Department of Business Economics at Erasmus University Rotterdam. René is also a reliable adviser when it comes to mediating disputes with the Dutch Tax and Customs Administration in situations in which proceedings before the tax court are unavoidable. René has also conducted numerous proceedings relating to the tax areas referred to before ordinary courts and courts of appeal. In addition he has conducted a number of cassation proceedings and three proceedings before the European Court of Justice.

VAN DER STAAY, Jan Willem

Freshfields Bruckhaus Deringer LLP, Amsterdam

+31.20.4857000

janwillem.vanderstaay@freshfields.com

Practice Areas: Jan Willem is a global transactions partner in the corporate team in our Amsterdam office. With a well-earned reputation for innovative thinking, he has been involved in a wide range of public and private M&A transactions, including private equity and infrastructure, across a range of sectors and jurisdictions. Jan Willem has been involved in a wide range of public and private M&A transactions across a range of sectors and jurisdictions. He has also advised domestic and international clients on their corporate governance issues and has assisted businesses during regulatory investigations. With a strong track record in corporate litigation, He has pleaded various high-profile takeover cases and joint-venture disputes in the Dutch courts. He also sits as an arbitrator.

VAN DER STOK, Eelco

Freshfields Bruckhaus Deringer LLP, Amsterdam

+31 20 485 7635

eelco.vanderstok@freshfields.com

Practice Areas: Eelco is a tax partner and heads our Amsterdam tax practice. He is regarded as a leader in the Netherlands tax market. In addition to his work for some of the largest M&A transactions, Eelco is a trusted adviser to many banks, both domestic and internationally. He also acts for private equity clients, both on acquisitions and (debt) restructurings, across many sectors. Eelco's international tax knowledge and experience means he is often asked to advise on multi-jurisdictional transactions, where clients

also benefit from his vast experience with Luxembourg.

Professional Memberships: Eelco is a tax advisor (belastingadviseur) and advocaat (Lawyer).

VAN DER STOK, Jurriaan

Loyens & Loeff, Amsterdam
+31 10 224 6114

jurriaan.van.der.stok@loyensloeff.com

Featured in Real Estate (Netherlands)

Practice Areas: Jurriaan is a member of the Real Estate practice group of Loyens & Loeff. He specialises in project development and real estate transactions. He advises both developers and investors in this field. Furthermore he gained experience in commercial real estate transactions and real estate-related corporate law such as the setting up of joint ventures and investment structures and provide general advice to companies and government bodies on commercial real estate and commercial real estate-related tax matters. He joined Loyens & Loeff in 1998 and worked in the Corporate practice group for the first five years before joining the Real Estate practice group. He has worked in the London office for two years. Jurriaan is a member of the Royal Institution of Chartered Surveyors (RICS), a member of the Royal Dutch Association of Notaries and a member of the Alumni Association of the Amsterdam School of Real Estate. Furthermore, Jurriaan is a judge in the disciplinary chamber for civil law notaries in the district court of The Hague. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/jurriaan-van-der-stok-en-p9102/>

VAN DER VALK, Taco

AKD, Amsterdam
+31 (0) 102725404/(+31) 882535000
tvandervalk@akd.nl

Featured in Transportation (Netherlands)

Practice Areas: Taco van der Valk is a partner and lawyer at AKD. Although well-versed in general issues of transport and trade law, Taco mainly focuses on contentious and non-contentious shipping and transport matters, such as bills of lading, charter parties, cargo claims, ship's agency. Taco has specialist knowledge of complex transnational litigation, such as the limitation of shipowners' liability, insolvency and arbitration. His work also covers the arrest of ships and aircraft and the international law of the sea. In addition to his legal practice Taco was the secretary to the board of editors of the Dutch maritime and transport law journal, *Schip en Schade*, for almost twenty years. He also regularly lectures on maritime and transport law issues.

VAN DER VEEN, Gerrit

AKD, Rotterdam
+31 88 253 5556
gvanderveen@akd.nl

Featured in Public Law (Netherlands)

Practice Areas: Gerrit van der Veen is a lawyer and partner at AKD who specialises in administrative law and environmental law. He focuses chiefly on general administrative (procedural) law, public administration and government acts that are subject to private law, environmental law/liability, the law on subsidies and administrative compensation, mining legislation and

associated liabilities. Gerrit works a lot for municipalities and other government bodies and for companies (such as real estate developers) and institutions (such as hospitals and educational institutions). Gerrit is frequently asked to work on 'high spec' cases which attract media attention. He also acts as an in-house lawyer for medium-sized and larger municipalities. His rapport with the various government bodies he is involved with is excellent. His thorough professional knowledge and affinity with administrative aspects means that he gives clear, sound and tailored advice. In his capacity of professor at the University of Groningen Gerrit examines the interaction between environmental law and general administrative law, for example with regard to enforcement in the area of environmental law.

VAN DER VELDEN, Jos

AKD, Breda
+31 88 253 5963
jvandervelden@akd.nl

Featured in Public Law (Netherlands)

Practice Areas: Jos van der Velden is a lawyer and partner at AKD who is a specialist in environmental law. He advises and represents government bodies and companies regarding planning and environmental law and nature protection procedures, such as zoning and integration plans, route decisions and environmental permits. Clients appreciate Jos because his years of experience and practical approach mean he can provide clear added value in complex projects. Engaging him at the earliest possible stage prevents problems and delays later on. Jos is particularly specialised in infrastructural projects and noise nuisance problems. He has written a number of publications on these issues. He is the author of parts of the series entitled 'Text & commentary' [Tekst & Commentaar] on the Environmental and Planning Act [Omgevingswet]. He is also a member of the editorial team of the *Environment & Law [Milieu & Recht]* Journal. In addition he regularly teaches about environmental law and is a member of the board of the Dutch Association of Environmental Lawyers [Vereniging van Milieurecht-Advocaten] (VMA) and a member of the Environmental and Planning Act review council of the Association of Netherlands Municipalities [Vereniging Nederlandse Gemeenten] (VNG).

VAN DER WEIJDEN, Cecilia

CMS, Amsterdam
+31 20 3016 411
cecilia.vanderweijden@cms-dsb.com

Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Cecilia van der Weijden is a member of the Corporate Practice Group and heads the Dutch Energy & Climate Change Team at CMS. For more than twenty years she has been dedicated to advising the energy sector on a wide variety of corporate and regulatory issues, including mergers and acquisitions and the development and project financing of (renewable) energy projects. She has a strong focus on renewable energy (on- and offshore wind, solar, biomass, biogas and heat projects) as well as gas and LNG contracts. Cecilia has advised on a number of pathfinder projects, such as the development of the first Dutch offshore wind park

(OWEZ), the participation of launching customers in the GATE LNG Terminal, the successful participation of Ørsted in the first Dutch offshore wind tender, the acquisition, development and project financing of (at the time) the largest solar PV park and the conclusion of the first two large corporate PPAs by global tech companies, including Microsoft.

Career: 2009: Partner at CMS. 2004: Partner at Norton Rose. 1994: Lawyer at Houthoff Buruma.

Professional Memberships: Dutch Bar Association, NeVER, NWEA and ESNL.

Publications: Articles/newsflashes, e.g. on CMS portal Law-Now and Lexology.

Personal: Languages: Dutch, Italian, English, German, Chinese

VAN DER WEIJDEN, Maarten

De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1491
maarten.vanderweijden@debrauw.com

Featured in Tax (Netherlands)

Practice Areas: Maarten van der Weijden specialises in domestic and cross-border corporate tax matters with a particular focus on structuring and restructuring business transactions. Throughout his career, Maarten has advised a wide range of multinational enterprises, in particular US-based multinationals on how to structure their international business operations. Maarten also has extensive experience in representing clients before tax authorities, including in controversy cases.

Career: Partner since 2016.

Professional Memberships: Maarten sits on the board of the International Fiscal Association's Dutch branch and also serves on IFA's Executive Committee. He is a member of the Dutch Tax Lawyers Association.

VAN DER WIEL, Bart

Houthoff, Amsterdam
+31 6 2025 0758
b.van.der.wiel@houthoff.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: As a Supreme Court specialist, Bart has been involved in numerous landmark cases, acting for banks, corporates, insurers and investors. He has litigated in the bankruptcy cases of KPN-Qwest and Dutch subsidiaries of Oi, and represents the estate of Lehman Brothers Treasury, in matters that are vital for the resolution of these insolvencies. Bart received a Ph.D. in 2004 and has since authored many publications. He is a member of the editorial team of the *Tijdschrift voor Civiele Rechtspleging* journal and a highly sought-after speaker and lecturer. Bart is a member of the Ministry of Justice and Security's Advisory Committee for civil procedural law.

VAN DIJK, David

Greenberg Traurig, LLP, Amsterdam
+31 (0)20 717 15 21
david.vandijk@nautadutilh.com

Featured in Real Estate (Netherlands)

Practice Areas: Real Estate Litigation Finance

Career: David van Dijk is one of the Netherlands' most prominent real estate lawyers and heads the Dutch Real Estate Practice. He focuses his practice on commercial real estate, with emphasis on investments, project development, as well as

real estate-related litigation. David joined Greenberg Traurig with his team in December 2020 from a leading Dutch firm, where he headed the Real Estate Group. He has more than 20 years of experience handling international real estate matters. David is ranked in tier 1 by Chambers in the category "Real Estate - The Netherlands" and "highly recommended" for transactional work. He holds a master's degree in Real Estate Investments (MRE) and is also a member of the President's Panel of the Royal Institution of Chartered Surveyors (RICS) Dispute Resolution Services.

VAN EE, David

NautaDutilh, Amsterdam
+31 20 71 71 741
david.vanee@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/ee-david>

VAN GALEN, Robert

NautaDutilh, Amsterdam
+31 (0) 207171677
Robert.vanGalen@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/galen-robert>

VAN GANGELEN, Barbara

Houthoff, Amsterdam
+31206056944
b.van.gangelen@houthoff.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Barbara focuses mainly on advising clients (such as creditors, banks and directors) on insolvency matters, and representing Dutch and foreign bankruptcy trustees in court. Barbara also litigates cases concerning directors' and officers' liability, and auditor liability. From December 1997 to February 2016, she worked in the financial markets practice of Simmons & Simmons (Insolvency & Restructuring).

VAN GARDINGEN, Mark

Brinkhof, Amsterdam
+31 20 30 53 212
mark.vangardingen@brinkhof.com

Featured in Intellectual Property (Netherlands)

Practice Areas: Mark van Gardingen (partner) specialises in litigating and coordinating patent and trade secret disputes (before national & international courts as well as the EPO). Mark's litigation experience comprises all technologies (from mobile phones to polymers for paint and packages), but he specifically focuses on (bio-)chemical inventions. His clients include Heineken, Dow, Synthron, Novozymes and Accord Healthcare Corp. **Career:** JD Utrecht (1997); Stibbe (1997-2004).

Professional Memberships: Member of EPLAW, Member of AIPPI (UPC Internal Committee Member).

Publications: Mark regularly writes articles on patent law in international journals and is a regular speaker at leading international conferences.

VAN GINNEKEN, Pepijn

Brinkhof, Amsterdam
+31 20 30 53 235
pepijn.vanginneken@brinkhof.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Pepijn van Ginneken (partner) is a specialist in competition, EU law and regulated industries. He has

considerable experience of representing national and international clients before the Authority for Consumers & Markets (ACM), the European Commission and the Dutch and European courts, including litigating and pleading a substantial number of cases before the Court of Justice of the European Union. Pepijn has particular specialist expertise in regulated sectors such as telecoms, media, technology, healthcare and energy.

Career: Institut d'Études Politiques de Paris (1993); JD Leiden (1995); Allen & Overy (1998-2004); Agent of Dutch government at Court of Justice (2005-2007).

Professional Memberships: Competition Law Association; European Law Association; International League of Competition Law.

Publications: Pepijn lectured competition law at Leiden University and Grotius Academy Nijmegen. Publications include articles in Oxford Journal of European Competition Law and Practice.

VAN HEES, Toni
Stibbe, Amsterdam
+3120 546 06 06

toni.vanhees@stibbe.com

Featured in Restructuring/Insolvency (Netherlands), Dispute Resolution (Netherlands)

Practice Areas: Toni is senior-partner in Stibbe's Commercial Litigation Department. He specialises in complex disputes in the area of liability, financing and securities, restructuring and insolvency. He also acts as receiver in bankruptcies and acts as a deputy judge in the Court of Appeal Arnhem-Leeuwarden. He holds a Doctor of Law from Nijmegen University, publishes articles and regularly teaches. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/t/toni-van-hees>.

VAN HEEZIK, Greetje

Houthoff, Brussels

+32 2 507 98 10

g.van.heezik@houthoff.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Greetje specialises in EU law and competition law, including State aid and market and government regulations. She advises companies and public bodies on the State aid aspects of strategic projects and public-private partnerships. Greetje also advises companies on the compatibility of business practices and various types of collaboration with the competition rules and a very wide range of EU regulations on agrifood, including the common organisation of the agricultural markets, food law, biocides, pesticides, and with regard to other medicinal products, medical devices and hazardous substances (REACH). Greetje has specific expertise on the interaction between the rules for the common organisation of markets and competition. Greetje is also involved in several national and European proceedings on matters related to her areas of specialisation. She has particular experience litigating before the European Court of Justice and the General Court of the European Union. Greetje regularly publishes on subjects related to her areas of expertise and is a member of the Dutch Association for European Law, the Dutch Competition Law Association, the Dutch Food Law Association and the Dutch Agricultural Law Association.

VAN HELMOND, Tom

Loyens & Loeff, Amsterdam

0031-20-5785217

tom.van.helmond@loyensloeff.com

Featured in Healthcare (Netherlands)

Practice Areas: Tom van Helmond, attorney at law, is a member of the Competition & Regulatory practice group and chairman of the Healthcare team. Tom specialises in healthcare and (European) procurement and competition law. He advises parties in the healthcare sector and frequently acts for them in legal proceedings. His clients include health insurers, (cure and care) healthcare institutions, medical profession enterprises, branch associations and healthcare entrepreneurs. Thanks to his medical background, Tom is very knowledgeable on healthcare and the healthcare sector, which is a great help when representing the legal interests of clients. Tom is co-chair of the Healthcare team and member of the Life Sciences Team. Tom is also very well known for his procurement expertise. He is a highly sought after advisor, representing a broad spectrum of clients in several sectors, such as infrastructure (including hydraulic engineering), healthcare, governments and tech. Tom assists his clients frequently in legal proceedings. He also lectures regularly and often publishes on healthcare topics and (European) procurement and competition law in professional journals. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/tom-van-helmond-en-p8572/>

VAN HEZEWIJK, Jeroen

Freshfields Bruckhaus Deringer LLP,

Amsterdam

31204857000

jeroen.vanhezewijk@freshfields.com

Practice Areas: Jeroen heads the dispute resolution practice in our Amsterdam office. His experience covers both litigation (including appellate litigation and litigation in the US) and arbitration. He has litigated dozens of cases in the Dutch courts, with a particular emphasis on cases with cross-border aspects. In the arbitration sphere, he has been involved in cases under various sets of rules, including NAI (Netherlands Arbitration Institute), DIS, ICC and UNCITRAL. Jeroen has also advised on the application and interpretation of international economic sanctions, such as those against Iran and Libya. He has particular expertise and experience in advising and representing companies in the energy and natural resources, financial services, and media and technology sectors. Jeroen is praised by clients for his talent for presenting complex matters in an accessible manner and seeing new angles and arguments to turn the case in his clients' favour.

Professional Memberships: Jeroen is a member of the Bars of Amsterdam and New York.

VAN HOEWIJK, Dimitri

Van Doorne, Amsterdam

Featured in Healthcare (Netherlands)

Practice Areas: Healthcare & Life Sciences, M&A transactions, private equity, joint ventures and venture capital. Dimitri is part of the Corporate team and member of our Healthcare & Life Sciences team. He is an expert in the area

of Mergers & Acquisitions, joint-ventures, participations and regulatory matters in the healthcare and life sciences sector.

Dimitri advises businesses, the corporate sector, (private equity) investors and healthcare providers, (international) manufacturers and distributors of medicinal products and medical devices. He focuses particularly on the healthcare and life sciences industry and has specific expertise in regulatory matters relating to (reimbursement and market access of) medicinal products, medical devices and digital health. His combination of legal disciplines and understanding of the business needs of pharmaceutical, medical device, and biotechnology companies maximizes value for his clients, from start-up or private equity owned companies, to large pharmaceutical and medical device companies. Dimitri is also part of the Technology Transactions team. This integrated and multidisciplinary team of experts gives advice to clients with regard to transactions which include distinctive technology components.

VAN HOOFF, Job

Stibbe, Amsterdam

+31 20 546 06 71

job.vanhooff@stibbe.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Job is a partner in Stibbe's Amsterdam office and co-heads the Amsterdam restructuring practice. He acts on cross-border financial restructuring matters and distressed transactions for a range of high profile borrowers and lenders. Job also represents clients in litigation relating to bankruptcy or insolvency and he is regularly appointed by the court as an administrator and bankruptcy trustee. He represented Oi Móvel in court proceedings concerning a EUR 1.6 billion avoidance action initiated by a Dutch bankruptcy trustee. He advised Frigoglass on its EUR 400 million restructuring through a debt-for-equity swap via an English scheme of arrangement. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/j/job-van-hooff>.

VAN IJLZINGA VEENSTRA, Ate

Jones Day, Amsterdam

(T) +31.20.305.4224

aveenstra@jonesday.com

Featured in Tax (Netherlands), Investment Funds (Netherlands)

Career: Ate van IJlzinga Veenstra, Lawyer & Tax Advisor, is Partner in the Fund Structuring and Fund Services Group of Jones Day in Europe. Ate focuses on providing clients with legal, tax and regulatory advice regarding Fund Formation, Fund Reviews, Fund M&A, Fund Litigation, Investment Joint Ventures and Investment Management. His experience is pan-European, including Luxembourg and Irish structures and all mainstream investment categories such as private equity, real estate, hedge funds, and infrastructure funds. His focus is on coordinating a fully integrated service (internationally and in combining legal, regulatory and tax advice) based on in depth knowledge of products and markets.

VAN LESSEN KLOEKE, Koojsje

Leijnse Artz, Rotterdam

+31 10 244 43 44

k.vanlessenkloeke@leijnseartz.com

Featured in Life Sciences (Netherlands)

Practice Areas: Koojsje specialises in Life Sciences and Healthcare regulation under EU and Dutch law, both contentious and non-contentious. Her practice covers pharmaceuticals, medical devices, biotech, food, cosmetics and healthcare. She advises several prominent life sciences companies and industry associations on a broad range of regulatory matters, such as marketing authorisations, manufacturing and wholesale, pricing and reimbursement, patient access to unauthorised/unlicensed products, regulatory status of borderline products, clinical trials, cross-border healthcare, government transparency and data protection issues (in the context of the "Dutch FOIA"), and regulatory compliance and enforcement actions by competent authorities. Koojsje has extensive experience representing clients in procedures before regulatory authorities, as well as with judicial review proceedings before the Dutch courts. Koojsje is the author of the only comprehensive commentary on the Dutch Medicines Act (Kluwer, Tekst & Commentaar Gezondheidsrecht) and a regular speaker at conferences on topics concerning pharmaceutical law. Furthermore, she is co-founder and honorary member of the Dutch Pharmaceutical Law Association (VFfER).

Professional Memberships: Dutch Pharmaceutical Law Association (VFfER), Dutch Health Law Association (VGR) and VAR (Dutch Administrative Law Association)

Publications: Commentary on the Dutch Medicines Act (Geneesmiddelenwet) in Tekst & Commentaar Gezondheidsrecht

VAN LOOPIK, Mariken

De Brauw Blackstone Westbroek,

Amsterdam

+31 20 577 1308

mariken.vanloopik@debrauw.com

Featured in Banking & Finance (Netherlands)

Practice Areas: Mariken leads the firm's EU financial regulatory practice and is active in the fast developing area of EU-level financial regulation, advising EU and non-EU banks, insurers, investment firms, [the ECB], and other market participants on a broad range of matters. She focuses on matters of strategic importance for financial institutions, including prudential regulation, governance, compliance, bank resolution. In the context of M&A, she specialises in restructurings and capital markets transactions, as well as enforcement and litigation. Mariken also advises on licence requirements and on the ongoing obligations of financial institutions.

Career: Partner since 2016.

Professional Memberships: Mariken is a board member of the Dutch Association for Financial Law.

Publications: She is also a co-editor of Tijdschrift voor Financieel Recht. She has been a contributing editor at The Banking Regulation Review (Law Business Research), and regularly chairs the recovery and resolution seminar held yearly in Frankfurt.

Personal: Mariken is a guest teacher at the Grotius Specialisatieopleiding Financiering en Zekerheden.

VAN MAANEN, Martijn
Barentskrans, The Hague
+31 70 376 07 91
martijn.vanmaanen@barentskrans.nl

Practice Areas: Martijn van Maanen's practice covers the full spectrum of corporate and commercial disputes, including antitrust damages, fraud on the market, parent and directors' liability, and insolvency. Most of his work involves multiple jurisdictions. Martijn is also highly experienced in class actions and mass damages settlements for plaintiffs and defendants. His international client base includes large corporates, banks and executives. Many US and UK law firms seek him out as litigation counsel for complex disputes. Martijn is a frequent speaker on litigation developments in the EU, and lead counsel in the largest private enforcement cases.

VAN MARWIJK KOOY, Albert
Van Doorne, Amsterdam
+31 (0)20 6789 201
marwijkkooy@vandoorne.com

Featured in Employment (Netherlands)

Practice Areas: Albert has extensive experience advising clients with regard to pensions law, employment law and corporate law and litigating many complex cases. The experience of Albert as a director, including at Van Doorne, means that he understands the language and needs of directors and supervisors.

Career: Albert co-leads the Pensions market segment of the Financial Institutions Sector Team. Albert lectures on pensions law at Leiden University, he is deputy justice at the Court of The Hague and chairman of the Dutch Association of Pensions Lawyers (VVPJ). He regularly publishes on pensions law.

VAN REEKEN, Bart
Van Doorne, Amsterdam
+31 (0)6 5113 4738
reeken@vandoorne.com

Featured in TMT (Netherlands)

Practice Areas: Bart negotiates in a way which contributes to the success of relationships. He allocates much of his time to large IT and business process outsourcings which often stretch over multiple countries and jurisdictions. His work covers a broad spectrum, ranging from negotiating and drafting outsourcing agreements, software development agreements, software licences, implementation and SaaS agreements, to handling software license and compliance issues and IT-related disputes. He also has experience in setting up joint development, mutually integrated production, and joint marketing arrangements. Bart's primary focus is structuring effective business relations. He likes taking a holistic view and forging an inspiring cooperation in diverse teams, leading to creative approaches and solutions. Bart has worked for more than half of the larger Netherlands based multinationals, including most of the larger Netherlands based banks and insurance companies. By teaching post-academic courses for young lawyers and performing occasional work for fintech companies and other start-ups, Bart likes to keep connected with trends and innovations that can benefit his larger clients.

Career: Graduated and qualified 1988. Bart is an accredited CEDR mediator. Attended Clarion University of Pennsylvania and Erasmus University of Rotterdam.

VAN RHEE, Arief
NautaDutilh, Amsterdam
+31 20 71 71 807
Arief.vanRhee@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/rhee-arief>

VAN ROOIJ, Jan-Willem
Loyens & Loeff, Amsterdam
+31 10 224 6552
jan.willem.van.rooij@loyensloeff.com

Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Jan-Willem van Rooij, is a member of the Corporate practice group in our Dutch offices. He focuses on national and international Energy & Infrastructure transactions and projects, as such he co-chairs our Energy & Infrastructure team. Jan-Willem is a partner with Loyens & Loeff and has over 20 years of experience in M&A transactions and projects. He specializes in national and international mergers and acquisitions, joint ventures, participations, restructuring and corporate advice with a strong focus on energy and infrastructure transactions. He advises both strategic parties as well as financial parties such as infrastructure funds and private equity firms. Jan-Willem is co-chairs the firm's Energy & Infrastructure team. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/jan-willem-van-rooij-en-p9149/>

VAN SCHOUWENBURG, Bas
Dentons, Amsterdam
bas.vanschouwenburg@dentons.com

Featured in Real Estate (Netherlands)

Practice Areas: Bas van Schouwenburg (MRE) heads the Dentons' Construction & Projects practice in the Netherlands. He is a true expert in the field of the development and construction of complex projects, both in the real estate, infrastructure and energy sector, both in a domestic and an international setting and is extremely dedicated to his diverse clientele. In that regard he drafts agreements, structures partnerships, negotiates and gives strategic advice, assists in litigation or arbitration (both domestic and international arbitration). A portfolio of his clients include project owners, governments and institutes, contractors, project developers, pension funds, property investors, housing corporations, architects, engineers, advisors and other professional parties within the construction and real estate sector. Bas advised on some of the most prestigious projects in the Netherlands. Bas is trusted advisor to an impressive selection of construction clients.

VAN SEETERS, Christian
Project Moore, Amsterdam
+31 20 5200 877
christian.vanseeters@projectmoore.com

Featured in TMT (Netherlands)

Practice Areas: Christian van Seeters (partner) is an IT and public procurement law specialist. He has wide experience in IT transactions and providing strategic advice on complex government IT projects (e.g. IT, procurement, transition, exit, and outsourcing issues).

Career: Stibbe (2002–2010), Project Moore (2011–).

Professional Memberships: Netherlands Association of Computer Lawyers (VIRA), Netherlands Association for Information Technology and Law (NVvIR), Netherlands Association for Procurement Law (NVvA).

VAN SLOOTEN, Jaap
Stibbe, Amsterdam
+31205460651
jaap.vanslooten@stibbe.com

Featured in Employment (Netherlands)

Practice Areas: Jaap litigates for mainly listed companies against unions and works councils regarding collective employment issues, like company closure, strikes and pension issues. He also regularly deals with individual cases regarding severance and bonus arrangements. Clients are in the following sectors: transportation, FMCG, financial and tech. Please visit the Stibbe website: <http://www.stibbe.com/en/people/j/jaap-van-slooten>

VAN THIEL, Stein
Evers Soerjatin, Amsterdam
31 6 317 597 48
stein.vanthiel@everssoerjatin.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Stein is one of the founding partners of the firm. He litigates in corporate and commercial law. Stein frequently acts in inquiry proceedings and shareholder disputes, regarding the liability of directors and supervisory directors, for example in insolvency, take-over disputes and in (impending) insolvency situations, including distressed debt related situations. Stein also advises on corporate governance of (listed) companies and public bids.

Career: Prior to the launch of Evers Soerjatin, Stein was a lawyer at Loyens & Loeff (until 2014) and a partner at De Breij Evers Boon (until 2018). Stein is also a law teacher, inter alia for Legal Planet, and, as a guest teacher, at the Leiden University. He is also involved in the development of the new national curriculum for trainee lawyers (BA2020).

Professional Memberships: International Bar Association (IBA); Association Internationale des Jeunes Avocats (AIJA); Corporate Litigation Association (VCL)

Publications: Stein very frequently annotates case law in the leading case law journal JOR. In the past years, Stein has published over thirty annotations. Besides, Stein publishes legal articles in other leading journals.

VAN WIJK, Berry
Houthoff, Rotterdam
0031 65 184 53 44
b.van.wijk@houthoff.com

Featured in Insurance (Netherlands)

Practice Areas: Berry van Wijk specialises in insurance law and liability issues. She advises and litigates in the fields of regulatory law, reinsurance, life and non-life insurance, distribution of insurance, the transfer of portfolios and the liability of insurers for their products. Berry advises on the development of new life and non-life insurance products as well as new distribution forms. She helps clients in their contacts with the main Dutch regulators, the Dutch Central Bank (DNB) and the Netherlands Authority for the Financial Markets (AFM), and assists

them with the implementation of regulatory requirements in the Netherlands. Berry further advises on the regulatory component of M&A transactions in the insurance industry. Berry is a trusted adviser to the legal counsel and board members of several insurance companies. She is a daily board member of the Association for Insurance Sciences (Vereniging voor Verzekeringswetenschap) and member of the Advisory Committee on Insurance of the Dutch Bar Association (Orde van Advocaten). She is also a member of the Advisory Council of the Albert Schweitzer hospital and of the VNAB (Dutch Insurance Exchange Association). Berry is a lecturer at the University of Amsterdam and Erasmus University.

VAN WISSEN, Maikel
De Brauw Blackstone Westbroek, Brussels
+31 20 577 1503
maikel.vanwissen@debrauw.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Maikel is resident partner of De Brauw's Brussels office and a member of De Brauw's integrated Amsterdam/Brussels competition practice. He specialises in competition law, advising clients on complex national, European and global matters. His practice spans many industries and sectors, including financial services, FinTech, media, telecom, food services and healthcare. Maikel frequently represents clients in merger control reviews before the European Commission, the Dutch Authority for Consumers and Markets as well as regulatory authorities worldwide. He has significant experience handling antitrust investigations by national and international competition authorities, compliance issues, self-reporting and follow-on litigation.

Career: Partner, and since October 2019, now also the Resident Partner, for De Brauw's Brussels office.

Professional Memberships: Maikel is a former board member of the Dutch Competition Lawyers Association.

Publications: He is an editor of a leading Dutch competition journal. He regularly publishes and speaks on a variety of EU competition law topics at conferences throughout the world.

VAN WOERKOM, Nathalie
AKD, Rotterdam
0031 88 253 5573
nvanwoerkom@akd.nl

Featured in Corporate/M&A (Netherlands)

Practice Areas: Nathalie van Woerkom is a lawyer and partner at AKD. Nathalie specialises in mergers, acquisitions and private equity. She also advises on various aspects of distressed M&A. Nathalie is the trusted adviser of many of the Netherlands' leading private equity firms. Nathalie's clients are large-scale international companies, joint ventures in Europe, the USA, Asia and Africa and management buy-outs.

VAN ZANTEN, Marc
CMS, Amsterdam
+31 20 3016 311
marc.vanzanten@cms-dsb.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Marc van Zanten is partner in the CMS Banking & Finance

Practice Group, specialising in insolvency, civil procedural law, litigation and D&O liability. Marc has wide experience as a (intended) bankruptcy trustee in insolvency proceedings and pre-packs and as an administrator in the suspension of payments. He has been appointed bankruptcy trustee of the international fashion retailer and producer McGregor/Gaasra and bankruptcy trustee of the hospital Slotervaartziekenhuis in Amsterdam.

Career: 1992 – Lawyer at CMS. 2006 – Partner at CMS. 2020 – Partner | Head Banking & Finance Practice Group at CMS.

Professional Memberships: Judge at the Court of Appeal in 's-Hertogenbosch. Member INSOLAD. Member advisory committee on civil procedural law of the Netherlands Bar Association.

Publications: Chief editor Dutch law review on civil procedural law (BER). Author of several publications on insolvency law and civil procedural law. Speaker on Business News Radio. External doctorate candidate University of Groningen (subject: pre-pack).

Personal: Languages: Dutch, English, German, French.

VENROOY, Loet

Houthoff, Amsterdam
00 31206056107

l.venrooy@houthoff.com

Featured in Banking & Finance (Netherlands)

Practice Areas: Loet heads the Banking & Finance practice group and Houthoff's Financial Services section. He has a particular focus on cross-border banking and finance transactions, including acquisition/leveraged finance, real estate finance, syndicated and bilateral lending, and structured and asset-based financing. Moreover, he specialises in financial restructuring. His clients include financial institutions, private equity firms and other funds, as well as corporates. Loet regularly lectures on banking and finance law.

VERBRUGGEN, Aldo

Lumen Lawyers, Amsterdam
31 (0)85 017 07 02

a.verbruggen@lumenlawyers.com

Practice Areas: Aldo is a partner at Lumen Lawyers, a progressive niche firm with specialists in corporate criminal law and internal (compliance) investigations, often with cross-border aspects. The majority of Aldo's clients are international and domestic corporates and their executives. Aldo is considered an opinion leader in the field of anti-corruption and bribery.

Career: In 1994 Aldo was appointed public prosecutor, working in various offices of the Dutch Public Prosecution Service, making financial and economic criminal cases his particular area of expertise. Aldo was one of the founders of the prosecutions department specialized in corporate crime. In 2005 Aldo left the Dutch Public Prosecution Service to join the Bar. As a defense counsel, he has a wealth of experience handling criminal cases of a financial, economic, tax and environmental nature. Used to working in an international corporate context, Aldo has been a successful defense counsel in several high-profile, complex fraud cases. Aldo also has an impressive track record of complex internal investigations into delicate issues in the corporate world.

Professional Memberships: Aldo is a member of the ICC's anti-corruption committee, a member of the Human Rights Watch International Justice Circle and Integrity Officer of the International Bar Association. Please visit the Lumen Lawyers website: <https://lumenlawyers.com/en/team-member/aldo-verbruggen/>

VERHOEVEN, Frédéric

Houthoff, Amsterdam
+31 20 605 6536

f.verhoeven@houthoff.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Frédéric specialises in cross-border insolvency law and restructuring. He advises clients involved in an array of insolvency situations (companies, creditors, investments institutions and directors). Frédéric is also regularly appointed as a bankruptcy trustee and administrator by the district courts. In recent years, he has been engaged as a lawyer or bankruptcy trustee in international restructurings and bankruptcies in the Netherlands, including Lehman Brothers, Oi, OSX / OGG, SwissAir, Van der Hoop Bankiers, Joh, Enschedé and DSB Bank. Frédéric is the head of Houthoff's Restructuring & Insolvency practice group. Frédéric teaches and publishes on insolvency law, and is a board member of the Dutch Association of Insolvency Practitioners (INSOLAD). He is also a member of the specialists' association INSOL Europe and the International Insolvency Institute.

VERHULST, Dorien

Brinkhof, Amsterdam
Dorien.Verhulst@brinkhof.com

Featured in TMT (Netherlands)

Practice Areas: Dorien Verhulst specialises in information law, with a focus on media, privacy and digital copyright law. She handles cases about intermediary liability, commercial re-use of information, notice & take down, the disclosure of user data and 'the right to be forgotten' for a variety of internet companies and digital platforms. She also advises and litigates about reputation protection with regard to old and new media. Dorien has specialist knowledge of the regulatory treatment of audio-visual and electronic communications services. She regularly advises about media regulation, and handles civil claims for damages as well as administrative proceedings for telecoms providers. Dorien has specific expertise on lawful interception and the data disclosure to law enforcement authorities by providers.

Career: Dorien is a partner at Brinkhof since 2021. She combines her private practice track record with in-house experience at Google's Amsterdam office. She is a member of the Association for Media and Communications Law and the Association for Copyright Law. As a guest lecturer, Dorien teaches about 'the right to be forgotten', copyright & intermediary liability and lawful interception of communication services.

VERLOREN VAN THEMAAT, Weyer

Houthoff, Amsterdam
+31 20 605 6183

w.verloren@houthoff.com

Featured in Healthcare (Netherlands), Competition/European Law (Netherlands)

Practice Areas: Weyer specialises in competition law and leads Houthoff's Competition practice group. He is also head of Houthoff's Healthcare sector group. Weyer focuses in particular on merger notifications and cartel defence litigation. His work involves issues relating to regulation and competition in healthcare, and advising and assisting healthcare institutions in the context of partnerships. Weyer was a resident partner of the Brussels office from 1997 to 2005. He is a member of the International Bar Association, the ABA, the Dutch Competition Law Association and the Dutch Association for European Law. He is also Chair-Emeritus of Lex Mundi's Antitrust, Competition and Trade group; non-governmental advisor of the Dutch Authority for Consumers and Markets; and chair of the advisory committee of the Netherlands Bar Association. Weyer is the founder and a board member of the competition law foundation Stichting Ontwikkelingen Mededingingsrecht, and has authored and co-authored various books on competition law, including European Competition Law (Edward Elgar) and Nederlands Mededingingsrecht (Kluwer).

VERMEEREN-KEIJZERS, Irene H

Jones Day, Amsterdam

(T) +31.20.305.4251

irvermeeren@jonesday.com

Featured in Employment (Netherlands)

Career: Irene Vermeeren has more than 20 years of experience counselling and representing employers and pension funds on employment law and benefits issues, with a focus on Dutch and European pension. Her experience includes involvement in international benefits redesign processes, M&A transactions and benefits harmonization and integration processes, disputes and landmark cases in litigation, including alternative dispute resolution. She has arranged and participated in international employment and compensation benefits projects, as well as conducted and advised on several worldwide restructurings for multinational clients. Given her background, Irene has significant experience representing clients in consultation and negotiation procedures with unions and works councils.

VERMEULEN, Freerk

NautaDutilh, Amsterdam

+31611031093

freerk.vermeulen@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/vermeulen-freerk>

VERSCHUUR, Anne Marie

NautaDutilh, Amsterdam

+31 20 71 71 821

annemarie.verschuur@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/verschuur-anne-marie>

VERSMISSEN, Julian

AKD, Amsterdam

+31 88 253 5697

jversmissen@akd.nl

Featured in Real Estate (Netherlands)

Practice Areas: Julian Versmissen is a lawyer and partner at AKD who specialises in (international) real estate transactions and civil law consultancy in relation to commercial real estate. Julian has plenty of experience with supervising a variety of investment transactions, for

example of offices, retail premises and distribution centres. He is particularly experienced in (turnkey) development projects, property transformation projects, sale & leaseback arrangements, asset management and sales and building contracts. Julian also focuses on lease and construction of aspects of transactions and legal proceedings. His clients include developers, (international) investors, construction companies and government bodies. Julian has written a variety of different publications. For example he was the co-author of the chapter entitled 'Real estate investments in the Netherlands' in the German legal handbook entitled 'Rechtshandbuch Immobilien-Investitionen' published by Verlag C.H. Beck.

VESTERING, Paul

Stibbe, Amsterdam

+31 20 546 01 01

paul.vesting@stibbe.com

Featured in Employment (Netherlands)

Practice Areas: Paul specialises in employment and pension law, with advice work and litigation. His work includes remuneration advice, executives, strikes, collective redundancies and works council matters. He also advises on the employment aspects of corporate transactions and pension schemes. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/p/paul-vestering>

VIERGEVER, Lieneke

Project Moore, Amsterdam

+31 20 5200 876

lieneke.viergever@projectmoore.com

Featured in TMT (Netherlands)

Practice Areas: Lieneke Viergever (partner) is an IT and data protection specialist. Her areas of expertise include data protection, e-commerce, non-regulatory telecom, international outsourcing and cloud computing.

Career: De Brauw Blackstone Westbroek (2002–2010), Project Moore (2011–).

Professional Memberships: Netherlands Association of Computer Lawyers (VIRA), The Association for Privacy Law (VPR), The Netherlands Association for Information Technology and Law (NVVIR).

Publications: Teacher at the Information Technology Law postgraduate program at Grotius Academy. Teacher at the Data Protection postgraduate program at Grotius Academy. Contributor to the Dutch textbook on cross-border outsourcing.

VIËTOR, David

NautaDutilh, Amsterdam

31 20 717 1464

David.Viator@NautaDutilh.com

Practice Areas: This content is provided by David Viëtor. <https://www.nautadutilh.com/en/our-people/viator-david>

VISSER, Dirk

Visser Schaap & Kreijger, Amsterdam

+31 6 51 55 32 85

dirk.visser@ipmc.nl

Featured in Intellectual Property (Netherlands)

Practice Areas: Dirk Visser has been practising in all areas of intellectual property law since 1996. He focuses on trade marks, design protection, databases, image rights and copyright. Dirk litigates both for national courts, the Benelux Court of Justice and the European Court of Justice. His clients include publishers,

producers, broadcasting corporations, manufacturers and designers of various products, retail corporations, libraries, archives and collective interest organisations. Dirk is also Professor of Intellectual Property Law at Leiden University. Dirk is a strong litigator but at the same time known for his helicopter view and strategic advice.

VISSER, Eva

Project Moore, Amsterdam
+31 20 5200 878
eva.visser@projectmoore.com

Featured in TMT (Netherlands)

Practice Areas: Eva Visser (founder and partner) is an IT and data protection specialist. She has in-depth knowledge and extensive experience in complex IT projects and global privacy compliance projects.

Career: Stibbe (2002-2011), Project Moore (2011-present).

Professional Memberships: She is co-founder of the Association for Privacy Law (VPR) and completed an INSEAD business course. In addition, Eva Visser is a board member of the Netherlands Association of Computer Lawyers (VIRA) and member of the Netherlands Association for Information Technology and Law (NVVIR) and Netherlands Association of the Privacy Lawyers (VPR-A).

Publications: Teacher at the MBA Big Data Business Analytics at the University of Amsterdam. Teacher at the Data Protection postgraduate program at Grotius Academy.

VLETTER, Bas

Greenberg Traurig, LLP, Amsterdam
+31 (0) 20 301 7300
vletterb@gtlaw.com

Featured in Corporate/M&A (Netherlands)

Practice Areas: Bas Vletter focuses his practice on corporate law, private equity buy outs, mergers and acquisitions, equity capital markets (public offers and IPOs), international and national joint ventures and corporate governance. He has acted as legal adviser in several high-profile private and public transactions, including the first successful public hostile bid in the Netherlands. Bas is the trusted advisor to a number of Dutch listed companies and their boards.

VOS, Gregor

Brinkhof, Amsterdam
31 203 053 248
gregor.vos@brinkhof.com

Featured in Intellectual Property (Netherlands)

Practice Areas: Gregor Vos (partner) specializes in trademark, product design and advertising (including pharmaceutical advertising) litigation. Gregor litigates before the (specialized) courts in the Netherlands as well as EU courts (EUIPO, CJEU).

Career: L.L.M. Amsterdam (1992) and London (1993); Houthoff (1994-1996), Nauta Dutilh (1997-2002), Klos Morel Vos & Reeskamp (2003-2015), Brinkhof (2016-current)

Professional Memberships: BMM (Member of the Board), Marques (Programming Committee), INTA, VIEPA, **Publications:** Gregor regularly publishes articles on trademark and design law in national and international journals and

handbooks and is a regular speaker at national and international conferences.

VOÛTE, Hermine

Loyens & Loeff, Amsterdam
+31 20 578 54 31
hermine.voute@loyensloeff.com

Featured in Employment (Netherlands)

Practice Areas: P. Hermine E. Voûte, attorney at law, is a member of the Employment & Benefits practice group in the Netherlands and chairwoman of the Diversity & Inclusion committee. She has over 33 years' all-round experience in employment law, with a particular focus on high-profile dismissals, restructurings and collective dismissals, and co-termination procedures. Hermine has a strong reputation as an employment law specialist in highly sensitive matters and regularly advises on the dismissal of managing directors and other top management. She also has expert knowledge on top management contracts and remuneration. Hermine is a member of several firm-wide sector and topical teams. She is amongst others part of the Corporate Investigations, Compliance & Defence Team. As a member of this team Hermine has handled sensitive internal investigations, including whistleblowing and fraud cases. She is also a member of the Healthcare team. As a member of this team Hermine assists several clients in this sector, amongst others with regard to the statutory remuneration cap that applies to its senior officials. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/hermine-voute-en-p8600/>

VRIESENDORP, Diederik

NautaDutilh, Amsterdam
+ 31 20 7171 465
Diederik.Vrieseendorp@nautadutilh.com
Practice Areas: <https://www.nautadutilh.com/en/our-people/vrieseendorp-diederik>

VRIESENDORP, Reinout

De Brauw Blackstone Westbroek, Amsterdam
0031 6 51 85 55 87
reinout.vrieseendorp@debrauw.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Reinout is one of the most influential thinkers in the area of insolvency law and security rights in the Netherlands. He primarily focuses on the restructuring and insolvency practice. He has worked on the most significant restructuring mandates in the Netherlands. **Career:** Partner since 2016. Reinout is also part-time professor of insolvency law at Leiden University (Department of Company Law, and Department of Business Studies).

Professional Memberships: Reinout is a member of the editorial boards of both the Dutch Insolvency Law Review (Tijdschrift voor Insolventierecht) and the International Insolvency Review. He is also Insolad fellow, a member of the International Insolvency Institute (III) and long-time member of INSOL Europe (Academic Wing) and INSOL International (Academic Group). As member of the executive, he co-founded the independent Conference on European Restructuring and Insolvency Law (CERIL).

Personal: He has educated numerous insolvency practitioners and qualifying bankruptcy judges in their post-graduate Insolad/Grotius specialisation courses for more than two decades.

VROOM, Vincent

Loyens & Loeff, Amsterdam
+31 6 51 26 63 19
vincent.vroom@loyensloeff.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Vincent Vroom, attorney at law, is chairman of the Litigation & Risk Management Group. He specialises in restructuring and insolvency matters. He handles a range of issues in restructuring cases whether they arise within the courtroom or outside. Vincent often works on complex matters in international settings and has worked on ground breaking cases where Dutch entities were involved in US chapter 11 proceedings, schemes of arrangement and other foreign restructuring and insolvency proceedings (including Brazilian RJ proceedings). Vincent also gained broad experience in financing transactions. He headed the London office of Loyens & Loeff from 2014 until 2018. His clients include investors, debtors and financial institutions. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/vincent-vroom-en-p8547/>

WAMELINK, Herman

Stek, Amsterdam
+31 20 530 52 00
herman.wamelink@steklaw.com

Featured in Banking & Finance (Netherlands)

Practice Areas: Herman Wamelink is a banking and finance lawyer based in Amsterdam. He specialises in acquisition finance and project finance and also has broad experience on general lending, restructurings and real estate finance. Herman advises lenders and borrowers on finance transactions, domestic and international and both secured and unsecured, including direct institutional/fund lending and asset based lending transactions. **Career:** Before he joined Stek in 2014, Herman was a partner at Norton Rose Fulbright and before that he worked at Allen & Overy and ABN AMRO Bank. **Professional Memberships:** Netherlands Bar (1997).

WANDERS, Paul

Dentons, Amsterdam
+31 20 795 32 81
paul.wanders@dentons.com

Featured in Real Estate (Netherlands)

Practice Areas: Paul Wanders is a partner in our Amsterdam office and focuses on real estate transactions. He practices commercial leasing law and is an experienced litigator in all kinds of real estate matters. He also advises clients on professional liability law, in particular for notaries, insurers, lawyers and real estate agents. Paul lectures on landlord and tenant law at the University of Amsterdam for the Amsterdam School of Real Estate, the Estate Agency Training Centre and the Grotius Real Estate specialization course. He also is a legal adviser to the Amsterdam Association of Real Estate Agents. Paul is involved on a regular basis in real estate related transactions for inter alia

Peek & Cloppenburg, Aachener Grund, WP Carey, MPC, DBN, Union Investment, BouwInvest and others.

WARNER, Chris

NautaDutilh, Amsterdam
+31 20 71 71 693
chris.warner@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/warner-chris>

WESSELING, Rein

Stibbe, Amsterdam
31-20-546-03-07
rein.wesseling@stibbe.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Rein specialises in public cartel and abuse of dominance litigation. He has a stellar record in defending companies against competition law violation allegations. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/r/rein-wesseling>.

WIELENS, Harmen

Jones Day, Amsterdam
hwieleens@jonesday.com

Featured in Investment Funds (Netherlands)

Career: Harmen Wiens has extensive experience counseling clients on the financial regulatory and legal aspects of fund and asset management, covering topics such as the AIFMD, UCITSD, EuVECA and MiFID II. He provides clients with fully integrated legal and regulatory advice regarding fund formation and restructuring, fund m&a, investment joint ventures, license applications, investment services and delegation arrangements. Harmen also has expertise in the areas of operational management and governance of regulated undertakings, asset segregation (including depository and custody arrangements), pension fund outsourcing and the cross-border marketing of financial markets products and services.

WIERSMA, Klaas

Loyens & Loeff, Amsterdam
+31205785960
klaas.wiersma@loyensloeff.com

Featured in Employment (Netherlands)

Practice Areas: Klaas Wiersma, attorney at law, is the chairman of the Employment & Benefits practice group in the Netherlands. He has over 20 years' all-round experience in employment law, with a particular focus on the employment aspects of, mostly international, M&A-deals, co-determination procedures, restructurings and collective dismissals, and cross-border employment. Klaas has a strong reputation as an employment specialist for highly sensitive matters. He regularly advises and litigates on the dismissal of managing directors and other top management. He also has expert knowledge in management and employee participation structures and as such is a member of the firm-wide Corporate Governance Team. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/klaas-wiersma-en-p8324/>

WIGGERS, Marc

Loyens & Loeff, Amsterdam
+31(0)6 51 10 27 75
marc.wiggers@loyensloeff.com

Featured in Competition/European Law (Netherlands)

Practice Areas: Marc Wiggers, attorney at law, is a member of the Competition & Regulatory practice group. He specializes in EU- and (Dutch and European) competition, healthcare and tech. Marc, has broad experience for instance in cartel proceedings and cartel damages claims. He gives advice on the application of competition rules (cartel prohibition, ban on abuse of dominance, prohibition on state aid and merger control) and the regulatory framework for the Dutch healthcare and EU tech sector. His other areas of expertise include supervision of competition and healthcare authorities, corporate investigations and compliance. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/marc-wiggers-en-p8316/>

WILLE, Kriek

Van Doorne, Amsterdam
0031 206 78 92 71
wille@vandoorne.com

Featured in Intellectual Property (Netherlands)

Practice Areas: Kriek heads the IP / Media practice and is co initiator of the Media & Technology Sector Team. In trademarks and general IP law, Kriek is both litigator and trusted advisor, with special focus on –online/digital– business and media, and unfair competition matters. She is especially skilled in handling complex strategic problems and files.

Career: Kriek is a traditional IP lawyer with a strong track record in IP structuring, sponsoring, endorsement, (media) production and licensing projects. Kriek advises cultural and major retail organizations on the protection of design. She specializes in cases on media publicity (TV, print, online), communication and advertising law. Kriek is member of the Board of the Cobra Museum business club. Kriek has specific expertise in commercial litigation, both before national and international Courts (EUC), regularly speaks on issues of IP law and authored a handbook on IP rights in bankruptcies. In the past, Kriek worked for the Ministries of Economic Affairs and Justice where she was involved in policy and legislation on intellectual property and civil law. Her affinity for strategies on managing media attention was kindled when she was director of a foundation that worked for better relationships between celebrities and the media.

WILLEMS, Joris

NautaDutilh, Amsterdam

Practice Areas: Intellectual Property and Technology, Technology and Outsourcing, Commercial Law

Career: <https://www.nautadutilh.com/en/our-people/willems-joris>

WINTERS, Berto

De Brauw Blackstone Westbroek, Amsterdam
+31 20 577 1948
berto.winters@debrauw.com

Featured in Dispute Resolution (Netherlands)

Practice Areas: Berto Winters specialises in litigation and arbitration in multiple areas (such as banking/finance, cartel damage, commercial, corporate, CSR, energy, insolvency and restructuring), including Supreme Court litigation. He represents national and international corporates, financial institutions and professional service firms in complex matters before all Dutch courts and arbitral tribunals and before foreign courts. He often represents clients in collective actions. His Supreme Court appeals have led to several landmark decisions in the area of corporate governance and insolvency.

Career: Partner since 2000.

Professional Memberships: Admitted to the Supreme Court Bar.

WINTGENS, Marc

AKD, Eindhoven
+31 88 253 5759
mwintgens@akd.nl

Featured in Real Estate (Netherlands)

Practice Areas: Marc Wintgens is a partner and member of the board at AKD. His fields of expertise are private construction and real estate law. Marc focuses on complex cases involving government bodies and private parties. He is a leading specialist in sectors such as construction, infrastructure, energy, care, project development and real estate. Marc has become a specialist in the drafting of, and litigating on, complex construction law contracts. He advises during the design, construction, financing, maintenance and/or the management of large building projects and draws up the necessary contracts. He has, for example, already done this for integrated projects, non-residential works, infrastructural projects (onshore and offshore), large-scale residential and non-residential construction. Marc has written a variety of publications and is the (co-)author of various books. Marc also lectures in construction and real estate law at Utrecht University. In the field of real estate law Marc focuses on (international) real estate transactions, project development and related contracts, such as public-private partnerships. In that context he has conducted negotiations and drawn up contracts in extremely complex and extensive real estate developments.

WITTEVEEN, Paul

Boontje Advocaten, Amsterdam
+31 20 572 7190
witteveen@boontjeadvocaten.nl

Featured in Employment (Netherlands)

Practice Areas: Paul Witteveen is a specialist in legal issues cropping up at the interface of employment law and corporate law, including corporate governance issues (management and supervision), co-determination and corporate litigation, in the public and the semi-public sector. Based on his broad experience Paul is a very effective boardroom-advisor. Paul was a lecturer at the Grotius Academy and member of editorial boards of various employment law journals for many years. With his experience, specific knowledge and close links with peers and major clients, he plays a key role in the firm's growth.

Career: Paul Witteveen has joined Boontje Advocaten as a Senior Partner in September 2016. With more than 40 years of experience in law practice, Paul is an established name and recognised expert on corporate employment law.

ZIJDERVELD, Christiaan

Houthoff, Amsterdam
+31 20 605 6150
c.zijderveld@houthoff.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: He assists clients that face financial difficulties. He also assists creditors (e.g. financial institutions and hedge funds) with distressed investments. Christiaan has been involved in the insolvency matters of Lehman Brothers Treasury Co B.V., Lehman Brothers Securities N.V. (Curaçao) and DSB Bank. In recent years, much of Christiaan's work has focused on cases relating to the real estate sector, the retail sector, and the oil & gas/offshore sector. Recently Christiaan led the Houthoff team that advises on the cross border restructuring of Agrokor, an Eastern European agri/food group. Christiaan leads the team that advises the committee responsible for drafting the Uniform Recovery Framework, a compensation scheme that allows Dutch SME's to be compensated for Interest Rate Derivatives they bought from the six largest banks in the Netherlands. Christiaan regularly lectures, including for the Grotius/INSOLAD programme and CPO (the foremost post academic legal course provider in the Netherlands). He also regularly publishes on subjects related to his field of work. Christiaan is a member of the Dutch Association of Insolvency Practitioners (INSOLAD), INSOL Europe and a Fellow of Insol International.

ZIJP, Petra

NautaDutilh, Amsterdam
+31 20 71 71 865
Petra.Zijp@nautadutilh.com

Practice Areas: <https://www.nautadutilh.com/en/our-people/zijp-petra>

ZOETMULDER, Bartjan

Loyens & Loeff, Amsterdam
+31 20 578 56 58
bartjan.zoetmulder@loyensloeff.com

Featured in Tax (Netherlands)

Practice Areas: Bartjan R. Zoetmulder, tax partner in Loyens & Loeff's Investment Management practice group, is an active member of the Real Estate team, heads the Central and Eastern Europe team and co-head of the Japan Desk. Bartjan has focused his expertise in international tax matters to the real estate market, with a specific emphasis on tax structuring of investments in and from Central and Eastern Europe, as well as for investments in Dutch property. In this capacity, he serves mainly foreign clients, such as US, Asian and European real estate investors and developers, although Dutch real estate enterprises are also among his clientele. Please visit the Loyens & Loeff website for more details: <https://www.loyensloeff.com/en/en/our-people/bartjan-zoetmulder-en-p8226/>

ZWEMMER, Johan

DLA Piper Nederland, Amsterdam
+31 20 541 9269
johan.zwemmer@dlapiper.com

Featured in Employment (Netherlands)

Practice Areas: Johan Zwemmer advises local and international companies on all aspects of collective and individual employment law, flexible employment relations and the interface between employment law and corporate law. He has considerable experience in the employment and employee co-determination aspects of major corporate transactions, outsourcing, reorganisation and integration processes. Johan has advised many clients in major relocations, restructurings, on the organization of the flexible part of the workforce and on corporate employment law (transfer of undertaking, employee participation and collective labour law). He also has strong experience in litigation collective and individual dismissal cases of employees and/or managing directors and litigation. Johan is also a lecturer and researcher at the Department of Employment Law at the University of Amsterdam. He is (chief) editor of several professional journals, co-author of handbooks on employment law and a lecturer at post-graduate educational programmes on employment law.

AKD

www.akd.eu **tel:** +31 88 253 5000

Board Members: Erwin Rademakers (Managing Partner), Marc Wintgens, Mark Kater
 Number of partners worldwide: 86 Number of other lawyers and notaries worldwide: 293
 Languages: *Chinese, Dutch, English, French, German, Italian, Japanese, Korean, Norwegian, Portuguese, Russian, Spanish and Swedish*

Firm Overview:

With 470 lawyers, tax advisers, civil-law notaries and business support staff in the Netherlands, Belgium and Luxembourg, AKD is a leading Benelux law firm. For its clients, it is the gateway from, to and in the Benelux. For over a century now, the firm has combined a full-service approach and a broad sector focus to consider any question from a range of angles and provide quality solutions – anywhere in the world. Literally. From AKD's own offices, of course, and also through its various country teams and its extensive, worldwide Friends Network.

Main Areas of Practice:

Banking & Finance:

AKD advises a wide range of clients, including national and international corporate clients, banks and other financial institutions, private equity and venture capital investors, and hedge funds, on banking, finance, company law, national and international structuring and restructuring, and legal opinions.

Responsible Partner: Vincent Bettonville

Commercial Contracting:

AKD's expertise covers the international sale of goods and services, encompassing the structuring and optimisation of international commercial transactions: advising, contracting and dispute resolution.

Responsible Partner: Martijn Evers

Corporate/M&A:

AKD's small and flexible teams in Belgium, the Netherlands and Luxembourg work successfully for domestic and foreign companies on strategic transactions, private equity deals, venture capital investments, restructurings and distressed M&A. The firm's team's expertise extends to other areas of law and supervisory regulations relating to mergers and acquisitions, such as employee co-determination, transfer of undertaking, financing, security and ancillary restrictions.

Responsible Partner: Carlos Pita Cao

Data Protection & Privacy:

Enforcement powers available to privacy authorities in the Benelux are being expanded. The General Data Protection Regulation (GDPR) pertains to all processing of personal data by data controllers and imposes strict conditions on the processing, transfer and security of personal data. AKD's data protection & privacy team is happy to advise you as to whether your company's data processing is privacy compliant.

Responsible Partner: Martin Hemmer

Employment & Pensions:

AKD's employment & pensions practice group encompasses a team of committed lawyers boasting comprehensive knowledge and experience. AKD's lawyers advise on and litigate cases involving employment contracts, dismissals, competition, collective labour agreements and employee participation, transfer of undertaking, equal treatment, secondment, working conditions and other types of remuneration, holiday and leave, and more.

Responsible Partner: Pieter Huys

EU Law, Competition & Regulation:

From the firm's Brussels office, AKD have been advising and litigating on all facets of procurement law for 20 years. The firm's clients are the central government and decentralised public authorities, public law institutions and medium and large enterprises.

Responsible Partner: Pieter Kuypers

Government Liability:

Government liability is a complex field, a convergence of administrative law and compensation law. AKD sets itself apart through its unique combination of thorough knowledge of administrative law and special expertise

Responsible Partner: Gerrit van der Veen

Healthcare:

The Dutch healthcare system is among the best in Europe. However, it is an increasingly complex environment continuously challenging those operating within it. Accessibility and affordability are factors requiring perpetual attention. AKD's healthcare and life science teams are at home in the healthcare and life sciences sector, understand the market and its players, and know the law inside out.

Responsible Partner: Klaas Meersma

Intellectual Property & IT:

AKD's intellectual property, ICT & privacy team is one of the largest and most specialised IP and IT teams in the Netherlands and Belgium. The firm's lawyers enjoy an excellent reputation both nationally and internationally. They litigate complex infringement disputes before national courts and all the way up to the European Court of Justice. AKD also boasts a dedicated trademark and design registration team whose sole aim is to look after your IP portfolio.

Responsible Partner: Martin Hemmer

Litigation:

AKD boasts an extensive team comprising dozens of lawyers who excel at resolving business disputes. AKD advises and litigates on every possible dispute involving corporate law, including shareholders' disputes, disputes between joint venture partners, inquiry procedures, corporate governance and participation disputes, group liability and directors' and officers' liability issues.

Responsible Partner: Patrick Haas

Private Wealth:

AKD provides advice to wealthy families, establish and manage family offices for the creation and management of their holding and operational companies and their charitable entities. The firm assist them for the taking of tailor-made and strategic decisions in close cooperation with their other specialist advisors in Belgium and abroad. This includes complex securities portfolios, art and real estate.

Responsible Partner: Philip van Hilten

Public Law:

AKD boasts one of the largest administrative law teams in the Benelux. The firm advises and litigate on behalf of the public sector and semi-public institutions as well as on behalf of companies. A full-service firm, AKD is able to muster all the expertise needed to tackle every administrative dispute imaginable, ranging from local and provincial government law to water authorities legislation, from tax law and administrative fines to obligations to tolerate, and from orders subject to penalties and administrative coercion to municipal measures in the social domain.

Responsible Partner: Jos van der Velden

Real Estate & Construction:

Boasting one of the largest real estate & construction teams in the Benelux, AKD is able to deploy specialist lawyers to address all key aspects of your business

OFFICES

NETHERLANDS

ROTTERDAM: Wilhelminakade 1 (Maastoren), 3072 AP

Tel: +31 88 253 5000 Fax: +31 88 253 5594

Email: info@akd.eu

AMSTERDAM: Gustav Mahlerlaan 2970 (The Edge), 1081 LA

Tel: +31 88 253 5000 Fax: +31 88 253 5001

Email: info@akd.eu

BREDA: Vlaszak 67, 4811 GX

Tel: +31 88 253 5000 Fax: +31 88 253 6001

Email: info@akd.eu

EINDHOVEN: Flight Forum 1, 5657 DA

Tel: +31 88 253 5000 Fax: +31 88 253 5601

Email: info@akd.eu

INTERNATIONAL OFFICES

BELGIUM

BRUSSELS: Koloniënstraat 56-3/Rue des Colonies

56-3, B-1000 Brussels

Tel: +31 88 253 5000 Fax: +32 2 629 42 11

Email: info@akd.eu

LUXEMBOURG

LUXEMBOURG: 40, Avenue Monterey L-2163

Tel: +352 26 75 82 Fax: +352 26 43 28 67

Email: info@akd.eu

innovations in your market and aware of any legal and contractual implications.

Responsible Partner: Sven Billet

Restructuring & Insolvency:

AKD's restructuring & insolvency team has time and again proven a reliable and experienced partner in complex situations. The firm has been involved in nearly all major insolvencies in the Netherlands, either as trustees (in the bankruptcy of Imtech, for example) or as advisors. The firm is equipped to assist companies in financial distress with restructuring and refinancing issues, issues related to selling off secured assets as well as cases of post-bankruptcy D&O liability.

Responsible Partner: Barend de Roy van Zuidewijn

Tax:

From the firm's Benelux offices, AKD's tax lawyers are faced with the job of ensuring that tax regulation changes have the least possible adverse impact on the commercial activities and asset management of their clients, businesses and high net worth individuals alike. AKD accomplishes this by developing in-depth knowledge of all tax matters, be it corporate tax, dividends tax, income and PAYE taxes or transfer tax.

Responsible Partner: Huub Laauwen

Transport & Trade:

AKD's transport & trade team enjoys an excellent reputation worldwide for its risk management expertise and ability to come up with legal solutions. The firm's specialists have a clear understanding of opportunity versus risk and have been involved in many groundbreaking cases.

Responsible Partner: Jos van der Meché

International Work:

With offices in the Netherlands, Belgium and Luxembourg, AKD offers integrated, independent and international legal and tax services in stable jurisdictions. Business arrangements, financial structures and digitalisation readily transcend international boundaries. The firm's specialists look across borders and beyond the confines of their own disciplines in order to ensure seamless end-to-end service. AKD is the exclusive member firm in the Netherlands for Interlaw, the premium international association of independent law firms with lawyers in nearly 80 jurisdictions and more than 130 cities worldwide (www.interlaw.org). AKD also has dedicated teams for China, Japan, Korea, Germany, Spain, Turkey and the USA that assist its

ATLAS TAX LAWYERS

www.atlas.tax/en tel: +31 20 535 4567

Chairman: Roelof Gerritsen

Managing Partners: Matthijs Wierenga, Frank Schwarte, Boudewijn Niels

Number of partners: 8 Number of lawyers: 40

Languages: *Dutch, English, French, German*

Firm Overview:

Atlas is an independent high-end tax law firm located in the city centre of Amsterdam. Atlas offers the best of two worlds: a boutique approach and experience and the expertise of a large firm. By restricting its practice to tax, Atlas is able to provide the skills and commitment required by its clients. The firm is renowned for its work in the field of private equity, M&A, corporates, transfer pricing, real estate, indirect tax, customs, compliance, private clients and wage tax. With a solid expertise and background, combined with an in-depth knowledge of the market, Atlas offers reliable and tailor-made solutions for its clients. The company aims to be a sparring partner and trusted advisor for its clients. Atlas Tax Lawyers is accredited by the Dutch Association of Tax Advisors (NOB).

All of the firm's senior tax lawyers have a background with reputed tax and law firms. They offer clients the highest quality tax advice while retaining the senior involvement and hands-on approach of a boutique firm. Atlas has a first-rate reputation amongst clients, peers and the Dutch tax authorities. The firm is regarded by many multinational companies as a reliable alternative to the 'Big Four' accountancy firms and top-tier Dutch law firms. The firm is the preferred tax advisor for Dutch boutique corporate law firms and the largest Dutch firms without dedicated tax departments, providing tax advice on all their matters and transactions.

Atlas is part of WTS Global, a leading global tax practice offering the full range of tax services with representation in over 100 countries. The member firms of WTS Global are carefully selected through stringent quality reviews. For more information please see: www.wts.com

Clients also benefit from the firm's strong links with Tiberghien (Band 1 in Belgium), with whom it cooperates frequently and has established a close relationship under the name T/A International. With offices in Amsterdam, Antwerp, Brussels, Luxembourg, Ghent and Zurich, T/A International brings together over 130 tax lawyers across four jurisdictions. Operating as a single firm, Atlas and Tiberghien provide swift and top-quality Benelux tax advice.

Main Areas of Practice:

Corporate Tax:

Contacts: Roelof Gerritsen, Ivo Kuipers

Emails: rg@atlas.tax, ik@atlas.tax

VAT & Real Estate Transfer Tax:

Contacts: Johan Visser

Emails: jv@atlas.tax

Transfer Pricing & Tax Valuations:

Contact: Frank Schwarte

Email: fs@atlas.tax

Transaction Services:

Contact: Bas Leensma, Matthijs Wierenga

Email: bl@atlas.tax, mw@atlas.tax

Personal Income Tax & Wage Tax:

Contact: Yvonne Bakker

Email: yb@atlas.tax

M&A (Deal Structuring, Due Diligence, SPA Negotiations & Post-Closing Follow-Up):

Contacts: Boudewijn Niels, Frederik Mulder

Emails: bn@atlas.tax, fm@atlas.tax

Private Clients:

Contacts: Jan Willem Lubbers

Emails: jwl@atlas.tax

Fund Formation (National & International) in the fields of Private Equity, Venture Capital & Start-Ups/Scale-Ups Investments:

Contact: Matthijs Wierenga

Email: mw@atlas.tax

PRACTICE AREAS

Corporate Tax
M&A
VAT & Real Estate Transfer Tax
Transfer Pricing & Tax Valuations
Personal Income Tax & Wage Tax
Private Clients
Fund Formation
Structuring of Tax Efficient Management
Incentive Programs
Multinationals & Medium/Large Sized
Domestic Companies
Cross-Border Investments & International Tax
Structuring
Investment Funds & Real Estate Funds

OFFICES

NETHERLANDS

AMSTERDAM: Weteringschans 24, 1017 SG

Tel: +31 20 535 4567

Email: info@atlas.tax

Structuring of Tax Efficient Management

Incentive Programs:

Contact: Frederik Mulder

Email: fm@atlas.tax

Multinationals & Medium/Large Sized Domestic Companies:

Contacts: Roelof Gerritsen, Ivo Kuipers

Emails: rg@atlas.tax, ik@atlas.tax

Cross-Border Investments & International Tax Structuring:

Contacts: Ivo Kuipers, Roelof Gerritsen

Emails: ik@atlas.tax, rg@atlas.tax

Investment Funds & Real Estate Funds:

Contact: Matthijs Wierenga

Email: mw@atlas.tax

Atlas
Tax lawyers / Fiscalisten

BARENTSKRANS

www.barentskrans.nl tel: +31 70 376 0606 fax: +31 70 376 0649

Managing Partner: Jesse Zijlma

Number of partners: 25 Number of other lawyers and notaries: 52

Languages: Dutch, English, French, German

Firm Overview:

BarentsKrans is an independent Dutch law firm located in The Hague. With over 75 lawyers and civil-law notaries the firm has an excellent reputation in dispute resolution and M&A, real estate and finance transactions. The firm offers dedicated service with a keen eye for its clients' business goals. Through the firm's strong referral practice it has internationally active companies in addition to its domestic clientele in various sectors. BarentsKrans' lawyers are regularly involved in groundbreaking cases and complex transactions, and are used to work in multi-jurisdictional teams.

Main Areas of Practice:

Corporate & Commercial Litigation:

The firm's corporate and commercial litigation specialists are recognised as leaders in their respective fields. They advise and represent international and national clients in court proceedings and arbitration. The firm is involved in some of the most prominent international commercial and corporate disputes pending in the Netherlands, including the Fipronil case, cartel damages litigation (e.g. Air Cargo and Trucks), securities litigation (e.g. Steinhoff and (interest rate) derivatives), and Carlos Ghosn vs Nissan/ Renault/Mitsubishi.

Commercial Contracts:

The firm has a number of recognised specialists in (international) contract law, who are able to act for companies and clients throughout the life cycle of a commercial contract: from the negotiation stage throughout the contract termination. They work for both national and international companies like Tata Steel, BP, Fox Networks Group, Aramco, Taqa, and national states (such as Ecuador, Greece and the Netherlands). Additionally, the team also advises renowned law firms that need extra expertise in the field of (international) contract law.

IP & Technology:

BarentsKrans' leading IP experts deal with (multi-jurisdictional) disputes regarding infringement and validity of intellectual property rights as well as licensing and exploitation of technology matters. The firm has a well-established reputation in representing clients from particularly the life sciences, telecom and nutrition sectors, and has been involved in many prominent and pioneering cases. Clients include i.e. Mylan, KPN and Oculus.

EU & Competition:

The firm has broad experience in EU law and competition/antitrust law, including cartels, merger control, private enforcement (cartel damages) and state aid. The team also specialises in public procurement law and can advise tenderers or contracting authorities before, during and after the tendering process. Clients include i.e. Exterion Media, Claims Funding Europe, Canon and BMW.

Life Sciences:

The BarentsKrans life sciences team is best known for its combined knowledge of regulatory, commercial and patent related aspects of the launch of pharmaceutical products and for representing clients in related (landmark) proceedings. Also in the field of medical devices the team advises and litigates on regulatory and product liability issues. The firm's M&A specialists have a proven track record in assisting with venture capital, private equity, MBO and MBI transactions. Clients include e.g. Mylan and Bayer.

Supreme Court Litigation:

BarentsKrans belongs to a select group of firms with a traditionally large and highly regarded cassation practice. The supreme court litigation lawyers advise lawyers and their clients and conduct cassation proceedings covering the entire field of civil law. The firm has been involved in numerous landmark cases (e.g. Samsung/Apple, KPN/Staat, Delta/Staat, ING/Peters, Conductore/Zilveren Kruis, ABN AMRO/Kobes).

Corporate/M&A:

BarentsKrans corporate specialists have a lot of experience in the field of corporate law. They service a broad range of national and international clients (e.g. KPN, Zwanenberg, and Bank of Indonesia) on all aspects of mergers and acquisitions, private equity and venture capital transactions. Clients value the team for its efficient and problem solving approach.

Furthermore, the lawyers and civil-law notaries of this team have many years of experience in finance and financing structures, as well as financial services regulatory. Clients include, among others, MVGM, EBPI, Monuta, Huisman Equipment, Addtech, Ecorus, Borealis Hotel Group, SnowWorld, Canon, Dura Vermeer, Infotheek.

Employment:

The team is well-known and highly appreciated by clients and peers. For over 25 years, the team has consistently operated in the top of the Dutch employment law market. The team is known for its excellent litigation and its efficient management of reorganisations and co-determination procedures. Clients include i.e. ABN AMRO, Canon and TechnipFMC.

PRACTICE AREAS

Banking & Finance
Commercial Contracts
Corporate & Commercial Litigation
Corporate/M&A
Employment
EU & Competition
IP & Technology
Life Sciences
Public Law & Regulatory
Real Estate
Supreme Court Litigation

OFFICES

THE NETHERLANDS

THE HAGUE: Lange Voorhout 3, 2514 EA,
PO Box 30457, NL-2500 GL
Tel: +31 70 376 0606 Fax: +31 70 376 0649
Email: info@barentskrans.nl

Real Estate:

The firms consists of a large number of lawyers and civil-law notaries with expert knowledge of and experience with real estate. Because the lawyers and civil-law notaries work together closely, they are able to assist clients like ASR, Amvest and MN Services from the first negotiations through to the envisaged end result.

Public Law & Regulatory:

This team's legal experts advise and conduct proceedings about environmental law, sector-specific regulations and commodities legislation, public service law, privacy and the protection of personal data, but also about general administrative law, subsidies and government liability. BarentsKrans acts not just for businesses like Synchroon, AM and Provast, but also for central government and local and regional authorities.

Banking & Finance:

BarentsKrans' banking & finance team has many years of experience in advising and assisting clients with their entry into finance arrangements and on other complex finance issues, including financial regulatory and financial litigation matters. The lawyers of this team provide services to domestic and foreign banks, investors, other financial institutions, large companies, SMEs and high-net-worth individuals. This can involve syndicated or bilateral loans (LMA and other recommended forms), project finance, real estate (development finance), direct lending, asset based finance, trade finance and restructurings. Clients include: Huisman Equipment, Zwanenberg Food Group, Quintes, TINC Development Partners, Landesbank Hessen – Thüringen Girozentrale and Skandinaviska Enskilda Banken (SEB), BNG Bank, Triodos Bank and MVGM.

BarentsKrans

BOONK VAN LEEUWEN ADVOCATEN N.V. (‘BVL’)

www.boonkvanleeuwen.com **tel:** +31 10 2811 811 **fax:** +31 10 2133 111

Managing Partners: Michiel van Leeuwen, Johan Smit
Number of partners: 4 Number of other lawyers and notaries: 10
Languages: *Dutch, English, German, Italian.*

Firm Overview:

BVL is a boutique law firm based in Rotterdam, The Netherlands with its roots in the maritime industry. The multiple disciplines of the firm enable BVL to provide a comprehensive range of services to its clients in this industry as well as (international) trade. Ranging from salvage to shareholder disputes, ship building contracts, or obtaining securities or guarantees; BVL has the expertise to give all-encompassing assistance to its clients in the sector.

Main Areas of Practice:

Shipping & Transport Law:

- BVL's experienced maritime lawyers handle traditional maritime cases such as cargo claims, marine incidents, as well as wet and dry shipping disputes for both sea and inland navigation, and including matters relating to port and terminal operations, logistics and international transport
- In addition, BVL advises on all stages of ship building, refit and conversion projects, with a particular focus on the construction and sale of (super) yachts. BVL can draft tailor-made (ship building) contracts and provide guidance throughout the contract negotiations. Advice on liabilities, securities and litigation in case of disputes are also part of this work

Contacts: Michiel van Leeuwen, Johan Smit, Marieke van den Dool
Tel: +31 10 - 2811 818 / +31 10 - 2 811 816 / +31 10 - 2811 823
Email: michiel.vanleeuwen@boonkvanleeuwen.com / johan.smit@boonkvanleeuwen.com / marieke.vandendool@boonkvanleeuwen.com

Litigation & Arbitration:

- BVL represents its clients in civil proceedings on a regular basis; both in main proceedings, preliminary injunction proceedings as well as proceedings commenced by petition, such as (prejudgment) attachment requests
- BVL also acts in international arbitral proceedings commenced before well-known arbitration institutes such as the ICC, NAI and UNUM. Furthermore, several of its lawyers are occasionally appointed as an arbitrator

Contacts: Michiel van Leeuwen, Johan Smit, Marieke van den Dool
Tel: +31 10 - 2811 818 / +31 10 - 2 811 816 / +31 10 - 2811 823
Email: michiel.vanleeuwen@boonkvanleeuwen.com / johan.smit@boonkvanleeuwen.com / marieke.vandendool@boonkvanleeuwen.com

Corporate Law:

- BVL's corporate law specialists have gained experience with large international firms and have ample experience in litigation (including corporate litigation), transactions, shareholder disputes, and general corporate law advice in cross-border matters

Contact: Stijn Haanschoten
Tel: +31 10 - 2811 850
Email: stijn.haanschoten@boonkvanleeuwen.com

Insolvency:

- Several of BVL's lawyers are regularly appointed by the court as trustee in bankruptcies or administrator in moratoriums. As a result, BVL has the expertise to assist companies and their management in all kind of financial difficulties. For example, in disputes with trustees, including alleged directors' liability, but also in restructuring- and insolvency-related issues, including the use of the Dutch scheme (WVRO)

Contacts: Saskia Hattink / Edward van Gruijthuisen
Tel: +31 10 - 2811 811 / +31 10 - 2811 811
Email: saskia.hattink@boonkvanleeuwen.com / edward.vangruijthuisen@boonkvanleeuwen.com

PRACTICE AREAS

Shipping & Transport Law
Litigation & Arbitration
Corporate Law
Insolvency

OFFICES

THE NETHERLANDS

ROTTERDAM:
Visiting address: Lichtenauerlaan 50, 3062 ME
Mailing address: Postbus 29215, 3001 GE
Tel: +31 10 2811 811 Fax: +31 10 2133 111

BOONTJE ADVOCATEN

www.boontjeadvocaten.nl tel: +31 20 572 71 90 fax: +31 20 572 71 99

Chairman: Edith Molemans

Managing Partner: Paul Boontje

Number of partners: 7 Number of lawyers: 25 (including 1 Managing Director, 7 partners, 6 senior associates, 11 associates) and 1 paralegal

Languages: Dutch, English, German

Firm Overview:

Boontje Advocaten is a boutique law firm that focuses exclusively on employment law and has been around for almost 20 years. Currently employing 25 lawyers, the firm is the biggest firm specialising in employment law in the Netherlands with many lawyers possessing over ten years' experience in employment law. The choice for highly experienced professionals was consciously made, based on the experience that clients of its practice look for a sparring partner, who is able to share thoughts with them at the required level and who can offer fitting impromptu solutions at any time.

Thanks to the seniority of its lawyers, Boontje Advocaten is able to apply what is called the 'Employment Law Plus Formula.' This formula means that each lawyer, in addition to his or her general knowledge of employment law, focuses on one or more specific areas, such as collective bargaining conditions, co-determination, working conditions, flexible labour, occupationally disabled employees, managing directors and special clauses in employment contracts. That way, the firm has specific and readily available knowledge in house at any given time and could counsel its clients on employment law matters not only in a broad sense but offer them in-depth advice as well. This in-depth knowledge is further assured with Prof. C.J. (Cees) Loonstra as senior consultant and Pascal Kruit as Partner. Prof. Loonstra is Employment Law university professor at the Erasmus University in Rotterdam and has been involved with Boontje Advocaten since its foundation in 2001. Pascal Kruit obtained a doctorate in Employment Law specialising in Dutch Dismissal Law and is a lecturer at a number of training institutions and teaches the judiciary. Senior partner Paul Witteveen largely contributes to the in-depth knowledge of the firm, based on his extensive track-record (practice and academic) in the field of corporate employment law.

Also Yvette Dissel, Stéphanie Spoelder and Danny Vesters are (academic) lecturers. Yvette Dissel lectures at the Grotius Academy, Stéphanie Spoelder at the University of Leiden and Danny Vesters at the University of Amsterdam. Furthermore, two associates work on their PhD research in Employment Law next to their work as lawyer. Boontje Advocaten maintains a close relationship with the Universities in Rotterdam, Amsterdam and Leiden. This allows Boontje Advocaten to attract and retain most talented employment and labour lawyers. The firm's clients operate in a wide variety of sectors and industries (such as banking, hospitality, life sciences and healthcare, transport, media and entertainment), and include employers (both multinational and medium-sized businesses), managing directors, works councils, interest groups, employees and self-employed entrepreneurs.

The firm can rely on a wide national and international network of niche firms specialising in employment law as well as other fields of law and disciplines. Besides this network of international contacts, Boontje Advocaten is now a member of the Employment Law Alliance (ELA). The ELA is the world's largest network of employment and labour law lawyers. With leading employment, labour, and immigration lawyers in more than 120 countries all 50 US states and every Canadian province, the ELA provides multi-state and multi-national companies seamless and cost-effective services worldwide. International businesses benefit from the ELA's reach and deep familiarity with both the local laws and the local courts. Clients also appreciate a single point of contact, consolidated invoicing, and regional billing rates.

Boontje Advocaten aims to provide more than a legal practice that focuses on dispute resolution and employment law challenges. Paul Boontje, the firm's name-giver and a number of (senior) associates are also (registered) mediators. Wouter Hes, one of the firm's other partners, provides (employment law) coaching in addition to his legal practice. Each of those disciplines offer a different perspective on conflict resolution, which benefits both its clients and its lawyers. Pauline Sick is a deputy judge with the Court of Appeal of the Hague and is one of the editorials of TRA, one of the Netherlands' most distinguished employment law magazines, appearing monthly, as well as one of the editors of RAR, a jurisprudence magazine, appearing 14 times a year.

Main Areas of Practice:

Employment Law:

Boontje Advocaten applies the employment law plus formula. Besides having a general knowledge of employment law, each lawyer focuses on one or more particular related areas of expertise. Thanks to this specialisation, the lawyers can offer clients a broad range of services. Moreover, they also contribute to the public debate, for example by publishing articles and participating in working groups that advise the government on legislative bills.

Key Industries:

- Banks
- Charities/Not For Profit
- Chemicals
- Commercial & Professional Services
- Education

- Health Care
- Industrial Engineering
- Media
- Pharmaceuticals & Life Sciences
- Private Clients/Individuals
- Software & Computer Services
- Technology
- Hardware & Electronics
- Transportation
- Travel & Leisure
- Retail
- NGO's
- Financial Services
- Telecommunications

Key Clients:

Elsevier (part of RELX Group), Woodward, Traveler, Royal Auping, Yakult, Quintiles/Iqvia, Royal Coster Diamonds, QNH Consulting, DPA, Technip,

PRACTICE AREAS

Co-Determination
 Collective Bargaining Agreements
 Collective Employment Law
 Corporate governance
 Dismissal (Individual, Collective)
 Education Law
 Employer Liability
 Employment Terms & Conditions
 Equal Treatment
 Flexible Employment Relations
 Incapacity For Work
 Cross Border Employment
 Managing Director
 Mediation
 Privacy
 Public Servant Law
 Restructuring
 Secondment/Expat
 Social Security Law
 TUPE
 Litigation
 Fraud & Integrity
 Arbitration

OFFICES

THE NETHERLANDS

AMSTERDAM: De Boelelaan 28, 1083 HJ
 Email: molemans@boontjeadvocaten.nl

Connexion (part of Transdev SA), Baker Tilly, NTT Netherlands, Aalberts Industries, Aviapartner, Bunzl, Deloitte, Hotel Pulitzer (Amsterdam), Otravo, VMware, Bugaboo International, European Medicines Agency (EMA), Getronics, Carlson Wagonlit travel(CWT), Ecco, HCL, Signify, The Ministry of the Interior and Kingdom Relations

Firm Contacts:

Partner: Wouter Hes
Email: hes@boontjeadvocaten.nl
Partner: Yvette Dissel
Email: dissel@boontjeadvocaten.nl

Boontje { ADVOCATEN
 ARBEIDSRECHT

BRINKHOF

www.brinkhof.com **tel:** +31 20 3053200 **fax:** +31 20 3053201

Managing Partners: Richard Ebbink, Quinten Kroes

Number of partners: 11 Number of lawyers: 34

Languages: *Dutch, English, French, German, Italian*

Firm Overview:

Brinkhof is a law firm with a strong focus on innovation, technology, branding and market regulation. It caters to the needs of national and international clients in sectors such as electronics, IT, media, internet, telecommunications, fast moving consumer goods, pharma/biotech and healthcare. In these markets the firm litigates and advises on patents, trademarks and designs, unfair competition, copyright, privacy, media, regulatory issues, EU and competition law and IT/outsourcing. The breadth of knowledge and depth of specialist experience makes Brinkhof a centre of legal expertise for modern markets.

Main Areas of Practice:

Patent Litigation General:

- Represented Dow Chemical Company in trade secret misappropriation proceedings regarding opaque and non-opaque polymers (for use in paints) against Organik Kimya (up to the Supreme Court)
- Represented Boston Scientific in several proceedings regarding cardiovascular technology (vascular stents, stent coatings, heart catheters) against various competitors
- Represented WIKO in several proceedings against Philips on injunctions in case of standard essential patents (SEPs) and FRAND-conditions
- Represented The Broad Institute of MIT and Harvard in matters related to their European CRISPR patent portfolio and other related patents

Contact: Richard Ebbink **Tel:** +31 20 3053221

Email: richard.ebbink@brinkhof.com

Contact: Mark van Gardingen **Tel:** +31 20 30 53 212

Email: mark.vangardingen@brinkhof.com

Contact: Daan de Lange **Tel:** +31 20 30 53 247

Email: daan.delange@brinkhof.com

Contact: Koen Bijvank **Tel:** +31 20 30 53 258

Email: koen.bijvank@brinkhof.com

Pharmaceuticals & Biotech:

- Represented Sandoz in various pending nullity and infringement proceedings concerning generic medicaments, e.g. against AstraZeneca (esomeprazole and quetiapine), GlaxoSmithKline (salmeterol + fluticasone), Leo Pharma (calciprotiol), Merck (dorzolamide + timolol), and Sanofi-Aventis (docetaxel)
- Represented Synthon in nullity and infringement proceedings against various competitors, including Astellas (tamsulosine) and Teva (glatiramer acetate)
- Represented Celltrion in nullity proceedings against Biogen, Roche and Genentech (rituximab)
- Represented Novozymes in multi-jurisdictional nullity and infringement proceedings against DSM (lactose for milk)

Contact: Mark van Gardingen **Tel:** +31 20 3053212

Email: mark.vangardingen@brinkhof.com

Contact: Daan de Lange **Tel:** +31 20 3053247

Email: daan.delange@brinkhof.com

IP & Unfair Competition:

- Legal support to Google for IP matters, including trademark, domain name and Adwords related disputes and licensing and privacy issues
- Represented Facebook in litigation against PVH over ads for allegedly counterfeit Tommy Hilfinger apparel
- Advised and represented adidas in all of its IP issues in the Netherlands, amongst which litigation in the textbook case about the well-known 3 Stripes trademark of adidas
- Represented Nestle in European proceedings against Cadbury (Mondelez) regarding its EU

trademarks for the shapes of its KitKat products

- Represented T-Mobile in advertising proceedings against Vodafone, Ziggo and KPN
- Advised LeasePlan on its IP portfolio, including coordination of enforcement and strategy of its IP rights throughout the Benelux and Europe, providing LeasePlan with guidance on its product introductions and commercials
- Represented Infineon in a trademark dispute against NXP regarding public transport technology

Contact: Kurt Stöpetie **Tel:** +31 20 3053211

Email: kurt.stopetie@brinkhof.com

Contact: Gregor Vos **Tel:** +31 20 3053248

Email: gregor.vos@brinkhof.com

Contact: Remy Chavannes **Tel:** +31 20 30 53 232

Email: remy.chavannes@brinkhof.com

IT:

- Supported a leading Dutch company in the financial and leasing industry in a multi-jurisdictional WAN project, as well as on agile and DevOps issues
- Supported Euronext-listed Dutch multinational Nedap in drafting all of its template agreements and representing it in complex negotiations with business partners and customers
- Assisted USG People in replacing several business critical IT systems supporting front and back office processes
- Advised ERIKS on various multi-jurisdictional sourcing matters in connection with its global operations

Contact: Eliane de Vilder **Tel:** +31 20 3053224

Email: eliane.devilder@brinkhof.com

Contact: Wieke van Angeren **Tel:** +31 20 3023243

Email: wieke.vanangeren@brinkhof.com

Data Protection:

- Represented WhatsApp in the Dutch Data Protection Authority's inquiry into its use of telephone numbers
- Advised Randstad in the Dutch Data Protection Authority's inquiry into its processing of employee data
- Represented Dutch Railways in litigation on personal data and public transport cards
- Legal support to Google on privacy and data protection law, represented Google in the investigations conducted by the Dutch Data Protection Authority over a new privacy policy and in a number of proceedings over 'the right to be forgotten'

Contact: Quinten Kroes **Tel:** +31 20 3053226

Email: quinten.kroes@brinkhof.com

EU & Competition:

- Represented merging parties in national and international merger control cases, such as former telecoms incumbent KPN
- Represented clients in national and international litigation on abuse of dominance, such as the international airport Schiphol

PRACTICE AREAS

Patent Litigation
 Pharmaceuticals & Biotech
 IP & Unfair Competition
 Life Sciences
 IT & Outsourcing
 Privacy & Data Protection
 EU & Competition
 Media, Entertainment & Reputation Management
 Telecoms

OFFICES

NETHERLANDS

AMSTERDAM: De Lairessestraat 111-115, 1075 HH

Tel: +31 20 3053200 **Fax:** +31 20 3053201

Email: info@brinkhof.com

- Represented parties in cartel and regulatory litigation, such as energy incumbent Nuon
- Represented defendants in civil cartel damage cases domestically, such as in the Pressed Steel and Paraffin Wax cartels
- Acting for online platforms in several investigations by the national competition authority ACM, such as Google

Contact: Pepijn van Ginneken **Tel:** +31 20 3053235

Email: pepijn.vanginneken@brinkhof.com

Contact: Quinten Kroes **Tel:** +31 20 3053226

Email: quinten.kroes@brinkhof.com

Media, Entertainment & Reputation Management:

- Acted for Google in a significant number of proceedings about delisting of search results under the European 'right to be forgotten', removal of hosted content, and provision of user data
- Advised several major tech companies regarding EU regulation of online platforms, including audiovisual media services, copyright, and hate speech
- Represented Fox Sports Eredivisie in commercial image-rights litigation
- Represented public broadcaster Omroep MAX in civil defamation proceedings over a TV broadcast, and in administrative proceedings over rights to a broadcasting slot and over a fine imposed in relation to merchandising for the Dutch version of the Great British Bake Off
- Advised a number of broadcasters and online media platforms in relation to cable distribution, collective rights, and jurisdiction under the AVMS directive
- Represented financial newspaper Het Financieele Dagblad in a number of defamation proceedings

Contact: Remy Chavannes **Tel:** +31 20 3053232

Email: remy.chavannes@brinkhof.com

Telecoms:

- Represented KPN in appeal procedures regarding Vodafone-Ziggo and Liberty-Ziggo before the EU Court of Justice
- Represented Sky Radio in litigation against the Dutch State relating to the license fees imposed for the extension of radio licenses
- Represented Tele2 in civil damages litigation relating to the introduction of shared broadband access
- Represented Eurofiber in various telecoms regulatory matters, including its successful appeal against near-net regulation
- Represented CATW in an EU state aid notification for next generation access networks

Contact: Pepijn van Ginneken **Tel:** +31 20 3053235

Email: pepijn.vanginneken@brinkhof.com

BRONGEEST DEUR ADVOCATEN

www.bd-advocaten.nl **tel:** +31 20 305 3333 **fax:** +31 20 305 3330

Managing Partner: Philip Nabben

Number of partners: 4 Number of lawyers: 11

Languages: *Dutch, English, French, German*

Firm Overview:

Brongeest Deur Advocaten is a leading specialist labour and employment law firm and was one of the first niche employment law firms in the Netherlands. The firm was founded in 2003 and offers clients the full range of labour and employment legal services as well as strategic development, advice and advocacy.

The partners and associates all have an international commercial employment law background which is reflected in the broad range of Dutch and international clients and the extensive cross border work that the firm undertakes.

BDA is an active member of Ius Laboris, the world's largest human resources law firm alliance, with more than 1,400 lawyers in over 150 cities in over 50 countries. Membership of the alliance facilitates a global exchange of expertise and is one of the key factors enabling the firm to support clients on major cross-border projects.

Main Areas of Practice:

- Individual and collective redundancies
- Co-determination rights
- Negotiations with trade unions and works councils
- Reviewing remuneration systems
- Advising on the employment law issues resulting from mergers and acquisitions
- Transfer of undertakings
- In- and outsourcing of personnel
- Employment agreements
- Enforcement of non-compete clauses
- Collectable labour law
- Data privacy

The firm has significant employment dispute resolution expertise combined with well established relationships with specialist tax and pensions law advisors. Much of the firm's work is cross border particularly in Belgium, Germany and the UK including split salary contracts, cross border restructuring, data transfer, employment agreements and helpdesk arrangements.

The firm has three partners and eight fee earners all based in Amsterdam.

International Clients:

DS Smith, Johnson & Johnson, Coca-Cola, LEGO Group, AB-InBev, LinkedIn, ViacomCBS, Paramount, Lufthansa Cargo, TomTom International, PageGroup, FedEx Trade Networks, Global Blue, LBC Tank Terminals, We Transfer, AmDocs, Lenovo, VISA, Jindal Group, NCR, Tokheim, Lundbeck, CHC Helicopters, Percassi/Kiko Milano, Euroports, Canon, Furmanite, NCR, Teradata, Logitech, Euroclear, Technogym, Infosys, Vyair, Juniper, Samlerhuset Group, Mastercard, 20th Century Fox, RIM, Air Liquide, Keter Group.

Dutch Clients:

McDonald's Nederland, Coca-Cola, ENGIE, I-SEC, LEGO Nederland, AB-InBev, Cisco, TomTom, Michael Page, Uniqlo, Canon, Natuurmonumenten, Mattel, Janssen Vaccins, Janssen Biologics, Janssen Cilag, Mentor Medical, LBC Rotterdam, ViacomCBS, Russell Reynolds, Red Bee Media, Forbo Flooring, Arkema, ARAG, Avantium, Agilent, Sony ATV, International Card Services, Dekra, Wieden+Kennedy.

Firm Contact:

Managing Partner: Philip Nabben

Tel: +31 20 305 3336

Email: p.nabben@bd-advocaten.nl

PRACTICE AREAS

- Individual & Collective Redundancies
- Co-Determination Rights
- Negotiations with Trade Unions
- Reviewing Remuneration Systems
- Employment Aspects of Mergers & Acquisitions
- Transfer of Undertakings
- In & Outsourcing of Personnel
- Employment Agreements
- Enforcement of Non-Compete Clauses

OFFICES

NETHERLANDS

AMSTERDAM: ijdok 29, 1013 MM

Tel: +31 20 305 3333 Fax: +31 20 305 3330

Email: p.nabben@bd-advocaten.nl



BUREAU BRANDEIS

www.bureaubrandeis.com **tel:** +31 20 7606 505 **fax:** +31 20 7606 555

Number of partners: 11 Number of lawyers: 29

Languages: *Dutch, English, French***Firm Overview:**

bureau Brandeis is an independent boutique law firm specialising in complex litigation and regulatory enforcement. Bureau Brandeis is based in Amsterdam and Paris

Founded in 2013, the firm has grown rapidly and has seen its client base increase. The firm's clients are national and international companies, listed entities, startups, as well as interest groups.

The firm:

- Handles high-profile cases, including landmark cases before the Dutch Supreme Court and the ECJ and (international) cartel damages cases
- Focuses on litigation and other forms of dispute resolution, and chooses not to represent Dutch government bodies, big banks and accountancy firms
- Works in close contact with many foreign law firms in cross border disputes and investigations
- Represents clients in all stages of proceedings, before courts and tribunals
- Prevents disputes with its diligent compliance work
- Assists undertakings in investigations by and litigation against regulatory bodies like the Authority Consumers & Markets, the Netherlands Gaming Authority, the Dutch Data Protection Authority, the Dutch Authority for Financial Markets, French Competition Authority etc.
- Is outspoken about matters of public interest and has a preference for the challenger

This gives bureau Brandeis a unique position in the Dutch market.

Main Areas of Practice:**Class Actions:**

The firm has unique expertise and experience in this field. bureau Brandeis has a long track record as counsel to claim vehicles and assisting funders in class actions. More than any other firm, bureau Brandeis is involved as counsel to plaintiffs in proceedings under the WAMCA, the new Dutch regime for collective redress introduced in 2020.

Currently, the firm is involved in several class actions, including in relation to the Diesel Fraud, the Truck Cartel and privacy violations.

Key Clients: Truck Cartel Recovery Foundation, Diesel Emissions Justice Foundation, The Privacy Collective.

Partners: Louis Berger, Frank Peters

Corporate & Commercial Litigation:

bureau Brandeis handles corporate and insolvency law, board members' liability, hedge funds and shareholders' activism, commercial litigation, takeover disputes, internal business conflicts and compliance (i.e. corporate governance, commercial contracts).

Key Clients: Chevron Corporation, Bastion Hotels, Eminence Capital, Jana Partners, De Wolff Vereenigde Bedrijven, the bankruptcy trustees of Weyl Beef.

Partners: Frank Peters, Louis Berger

Corporate Governance:

The firm mostly assists directors, supervisory directors and shareholders of both listed and non-listed companies in disputes concerning corporate governance.

Partners: Louis Berger, Frank Peters

(European) Competition Law:

bureau Brandeis advises on all aspects of competition law. It also represents multinationals, SMEs and start-ups harmed by or suspected from antitrust infringements to exercise their rights before both the Dutch, French and the EU competition authorities and national and EU courts. bureau Brandeis also assists parties harmed by competition infringements in obtaining damages.

bureau Brandeis is widely recognised for its expertise and track record in the field of regulatory and anti-trust litigation.

Key Clients: Disney, Pathé, Prijsvrij, DB Barnsdale, Dutch Travel Retail United, Fapricela, EU Athletes, Bastion Hotels, Tix, AGU, Centraal Boekhuis, Dromenjager, Innsworth, Stichting Truck Cartel Recovery.

Partners: Bas Braeken, Hans Bousie, Marc Barennes, Sarah Subrémon

Data Protection & Telecom:

The specialists at bureau Brandeis have many years of experience in complex compliance matters in the field of data protection and telecommunications, and as many in litigating in these areas.

Key Clients: Netflix, AMS-IX, KPN/XS4ALL, NUV, eBay, Sanoma, Pearson, Lottovate, 538/Talpa Radio, AT5/RTV NH.

Partners: Christiaan Alberdingk Thijm, Machteld Robichon

Key Attorney: Vita Zwaan

Financial Services Litigation:

bureau Brandeis handles complex financial services litigation and other contentious regulatory matters. The team represents financial services companies and individual directors in investigations and enforcement measures of regulators such as DNB and AFM, and also provides risk management and compliance advice.

Partner: Simone Peek

Intellectual Property Law:

Known for developing landmark case law and handling most landmark cases in the Netherlands in the field of digital copyright/IP litigation before the ECJ. The firm also has experience in reputation management, advertising law and trade name law.

Key Clients: Netflix, Springer, KPN, NUV, eBay, Sanoma, Unga, Pathé, Red Bull, Marqt.

Partners: Christiaan Alberdingk Thijm, Hans Bousie

PRACTICE AREAS

Administrative Law
Class Actions
Commercial Litigation
Corporate Governance
Corporate Litigation
Data Protection & Telecom
European Competition Law & Regulated Markets
Financial Services Litigation
Gaming & Gambling Law
Intellectual Property Law
Internet & Technology Law (Intermediary & Platform Law)
Media & Entertainment
Shareholders' Activism

OFFICES**FRANCE**

PARIS: 4 rue de Penthièvre, 75008

Tel: +33(0)1 89 16 06 90

Website: bureaubrandeis.fr

NETHERLANDS

AMSTERDAM: Sophialaan 8, 1075 BR

Tel: +31 20 7606 505 Fax: +31 20 7606 555

Internet & Technology Law (Intermediary & Platform Law):

The firm has been at the root of developments in Dutch legislation in this area of expertise. The firm was involved in the foundation of Skype, has been eBay's regular Dutch attorney for years and assisted Netflix in the establishment of its European headquarters in Amsterdam.

Partner: Christiaan Alberdingk Thijm

Gaming & Gambling Law:

Proceedings before the Netherlands Gaming Authority and licence applications. Representation in enforcement procedures by the Dutch Gaming Authority, including the recent ruling of the Council of State that the prohibition to promote games of chance does not apply to payment services.

Key Clients: EGBA, Lottovate.

Partner: Machteld Robichon

Media & Entertainment:

bureau Brandeis supports producers and distributors of film, radio, television, music and books who are active in this dynamic market. Companies who are just entering the market can also count on bureau Brandeis' pragmatic assistance. We also represent major e-commerce retailers and advise online game suppliers.

Key Clients: 538/Talpa Radio, public broadcasters, Pearson, Unga, Sony Music, Spinnin Records, VBK Publishers, Pathé, Dutch Film Works.

Partners: Hans Bousie, Machteld Robichon

Shareholders' Activism:

The firm assists hedge funds and other minority shareholders in creating higher shareholder value in Dutch listed companies: in close consultation with its client, by demanding attention and creating support for relevant subjects in the media and if necessary by litigating before the Enterprise Division.

Partner: Frank Peters

bureau
Brandeis

BUREN

www.burenlegal.com tel: +31 70 318 42 00 fax: +31 70 356 13 40

Managing Partners: Cees-Frans Greeven, Martijn Vermeeren

Number of partners: 18 Number of lawyers: 75

Languages: *Chinese, Dutch, English, French, German, Japanese, Luxembourgish, Russian, Slovenian, Spanish, Ukrainian*

Firm Overview:

BUREN is an independent, internationally oriented firm of lawyers, civil law notaries and tax lawyers with offices in Amsterdam, Beijing, The Hague, Luxembourg and Shanghai. The firm's heritage dates back to 1898. Although the firm has grown steadily, it has experienced its most significant growth over the past 20 years. BUREN has over 75 legal professionals providing a full range of legal services to domestic and international business clients who conduct business nationally and globally.

The firm offers sound legal solutions combined with a business acumen that ensures a holistic perspective to every legal and tax challenge that clients face. BUREN works closely together with its clients to tailor it's provided solutions in alignment with the clients' business goals.

International:

BUREN has carefully established a global network with premier and reputable law firms and other service providers allowing the firm to assist you when navigating in national and international business transactions. In addition BUREN has dedicated regional practices (China, Japan, CIS/Russia, Germany, Hong Kong and Latin America) staffed by native speakers and professionals that have a profound knowledge of local business and culture.

Main Areas of Practice:

Corporate M&A:

BUREN's corporate practice group provides clients with advice and support on all aspects of their corporate requirements - including corporate restructurings, company law, corporate governance, company secretarial and compliance. Its integrated, multidisciplinary team has the resources and insight in M&A, tax, notarial, financial and capital markets, executive compensation and other relevant expertise to successfully structure and execute complex and less complex transactions. BUREN's multi-jurisdictional footprint and international network offer seamless and fast assistance on cross-border aspects.

Tax:

BUREN's tax group covers all aspects of tax law applicable in the Netherlands and Luxembourg including all international tax issues and is fully integrated in all its other practices with a strong focus on corporate transactions, including M&A and intra-group reorganisations, investment fund structuring and employment & benefits related matters.

Real Estate:

BUREN's Real Estate team has extensive experience in the development, redevelopment, construction, financing, purchase and lease of real estate projects. BUREN's multi-lingual professionals are well equipped to assist our international clients. In addition, our real estate practice is known nationally for its specialist expertise in foreclosure auctions of real estate. BUREN's real estate team advises developers, investors, contractors, financial institutions and end-users of real estate on their real estate interests in the Netherlands.

Dispute Resolution:

BUREN's litigation and dispute resolution team has broad and extensive experience in the field of litigation and operates on the highest level. Its experienced lawyers successfully settle complex disputes. When pursuing the clients' aims, BUREN offers innovative solutions and a proactive approach.

BUREN's lawyers have extensive experience in proceedings, not just at courts and courts of appeal in the Benelux, including proceedings at the Enterprise Chamber of the Amsterdam Court of Appeal, but also as team players in cross border disputes. They also have broad experience in international arbitration, including arbitration at the Netherlands Arbitration Institute, ICC, SIAC and ad-hoc.

Employment & Benefits:

BUREN's employment and benefits team advises on the full spectrum of complex employment issues including litigation and dispute resolution, (European) works councils and unions and the employment aspects of corporate transactions. The firm advises and represents companies in respect of (collective) dismissals, reorganisations, national and European co-determination, Collective Labor Agreements (CAOs), flexible and temporary employment relationships, drafting and negotiating employment contracts, agency and contractor arrangements, secondment, corporate governance and boardroom and senior executive issues.

PRACTICE AREAS

Agriculture
Banking & Finance
Civil Law Notary
Commercial Contracting
Corporate
Dispute Resolution
Employment & Benefits
Family Law & Estate Planning
Foreign Direct Investment in China
Investment Management
IT & IP
M&A and Private Equity
Real Estate
Restructuring & Insolvency
Settlement of Estates
Tax

REGIONAL FOCUS

China
Germany
Japan
Spain & Latin America
Russia/CIS
Hong Kong

OFFICES

NETHERLANDS

THE HAGUE: Johan de Wittlaan 15, 2517 JR
Tel: +31 70 318 4200 Fax: +31 70 356 1340
Email: info@burenlegal.com

NETHERLANDS

AMSTERDAM: World Trade Center, Tower C - level 14, Strawinskylaan 1441, 1077 XX
Tel: +31 20 333 8390 Fax: +31 20 333 8399
Email: info@burenlegal.com

LUXEMBOURG

LUXEMBOURG: 98, boulevard de la Pétrusse, L-2320
Tel: +352 2644 0919 Fax: +352 2717 7700
Email: info@burenlegal.com

CHINA

BEIJING: Zhong Yu Plaza, Room 1602, No. 6, North Gongti Road, ChaoYang District, 100027
Tel: +86 (10) 8 5235 780
Fax: +86 (10) 8 5235 770
Email: info@burenlegal.com

CHINA

SHANGHAI: Room 2505B, ICC-Tower, No. 3000, North Zhongshan Road, 200063
Tel: +86 (21) 6 1730 388
Fax: +86 (21) 6 1730 386
Email: info@burenlegal.com

ASSOCIATED OFFICE: DEKEN

DEKEN PRC Litigators is a Chinese registered niche law firm in Shanghai (registration no 2310120133016150) specialising in Chinese business dispute settlement. The firm is independent from local interests and aims at achieving the highest ethical and professional standards.

The firm's clients are diverse and the disputes the firm handles often involve foreign related interest.

DEKEN is a member of the Global Insurance Law Connect network (GLC) and handles all insurance cases for the network in China.

BUREN
LEGAL | TAX | NOTARY

CMS

www.cms.law tel: +31 20 30 16 301 fax: +31 20 30 16 333

Managing Partner: Willem Hoorneman

Number of partners: 32

Firm Overview:

CMS is a leading and long-standing law firm in the Netherlands with 150 lawyers, civil-law notaries and tax advisers working from three offices. The firm combines expert knowledge and experience with innovation and creativity to ensure our clients achieve and secure their business goals. Its specialists form a full-service practice for national and international businesses such as Fortune 500 companies, FT European 500 companies and organisations from the DAX 30. With the same drive, it helps clients turn their start-ups into game changers.

Main Areas of Practice:

- Administrative Law
- Banking & Finance
- Commercial
- Competition & EU
- Consumer Products
- Corporate/M&A
- Dispute Resolution
- Employment & Pensions
- Energy & Climate Change
- Funds
- Hotels & Leisure
- Infrastructure & Projects
- Insolvency & Restructuring
- Insurance
- Intellectual Property
- Life Sciences & Healthcare
- Mobility
- Public Procurement
- Real Estate & Construction
- Tax
- TMC – Technology, Media & Communications

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 offers specialist, business-focused advice in law and tax matters to clients operating in complex business and constantly changing regulatory environments. CMS lawyers focus on their clients and on providing the best possible service.

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.

CMS has chosen a single organisational structure that suits clients doing business in Europe. Each CMS office is tailored to its local market, ensuring that clients benefit from personal service and market sensitivities, while working together under a shared mission and governance structure.

OFFICES

NETHERLANDS

AMSTERDAM: CMS

Atrium, Parnassusweg 737, 1077 DG
Tel: +31 20 3016 301 Fax: +31 20 3016 333
Email: amsterdam@cms-dsb.com
Website: cms.law

UTRECHT: CMS

Newtonlaan 203, 3584 BH
Tel: +31 30 2121 111 Fax: +31 30 2121 333
Email: utrecht@cms-dsb.com
Website: cms.law

INTERNATIONAL OFFICES

BELGIUM

BRUSSELS: CMS EU Law Office

Avenue des Nerviens 85, B-1040
Tel: +32 2 650 04 50 Fax: +32 2 650 04 59
Email: brussel@cms-dsb.com
Website: cms.law

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



DE BRAUW BLACKSTONE WESTBROEK N.V.

www.debrauw.com **tel:** +31 20 577 1771 **fax:** +31 20 577 1775

Managing Partner: Marnix Leijten

Number of partners: 60 Number of lawyers: 390

Languages: *Arabic, Chinese, Dutch, English, French, German, Portuguese, Russian, Spanish*

Firm Overview:

Rooted in the Dutch tradition of innovation and problem-solving, De Brauw is an international law firm offering high-end legal advice in corporate transactions, disputes and regulatory enforcement. The firm acts as lead counsel and trusted advisor to its clients, wherever needed. De Brauw adopts an integrated practice model, where specialists from various practices are brought together to ensure its clients receive the best legal advice. The firm's extensive experience allows it to offer an unmatched level of service in the most crucial aspects of business for its clients. Headquartered in Amsterdam, the firm has global coverage from its offices in Amsterdam, Brussels, Frankfurt, London, Shanghai and Singapore.

Main Areas of Practice:

- Banking & Finance
- Capital Markets
- Commercial Litigation
- Competition & Regulation
- Construction
- Corporate/M&A
- Corporate Advisory
- Corporate Governance
- Corporate Restructuring & Insolvency
- Dispute Resolution
- Employment & Employee Benefits
- Energy, Infrastructure & Environment
- Financial Markets Regulation
- Healthcare & Life Science
- Insurance
- Intellectual Property
- International Trade
- Investment Management
- Media, Sports & Entertainment
- Mediation
- Pensions
- Privacy & Data Security
- Private Equity
- Real Estate
- Regulatory Enforcement
- Supreme Court Litigation
- Tax

International Work:

De Brauw ensures that its clients receive the best legal advice available, collaborating with expert local counsel throughout the world as needed. This allows De Brauw to be well-equipped to act at the national and international levels; De Brauw is committed to attracting and educating a diverse group of non-Dutch junior associates, whilst also hiring experienced senior associates, all qualified in their jurisdictions of origin.

With this mix of backgrounds, De Brauw is able to best serve its clients in their cross-border matters throughout the world from its headquarters in the Netherlands, and its offices in Brussels, Frankfurt, London, Shanghai and Singapore.

De Brauw is able to guarantee client access to outstanding global legal services based on its long-standing relationships with top-tier law firms in all major jurisdictions. In consultation with its clients, De Brauw is able to choose the right local partner firm, while at the same time retaining oversight of any given matter, providing one team, one solution.

OFFICES

THE NETHERLANDS

AMSTERDAM: Claude Debussylaan 80, 1082 MD
Tel: +31 20 577 1771
Email: amsterdam@debrauw.com

BELGIUM

BRUSSELS: De Meeÿsquare 40, 1000
Tel: +32 2 545 1100
Email: brussels@debrauw.com

GERMANY

FRANKFURT AM MAIN: Bockenheimer Landstraße, 24 60323
Tel: +49 69 17095 0 Fax: +49 69 17095 099

UK

LONDON: 125 Old Broad Street, 17th Floor, EC2N 1AR
Tel: +44 20 7374 0086
Email: london@debrauw.com

INTERNATIONAL OFFICES

CHINA

SHANGHAI: Unit 2, 32nd Floor, Wheelock Square, 1717 Nanjing West Road, Jing'an, 200040
Tel: +86 21 2227 3000
Email: shanghai@debrauw.com

SINGAPORE

SINGAPORE: MBFC Tower 3, 17/F, 12 Marina Boulevard, 018982
Tel: +65 6809 5017
Email: singapore@debrauw.com



DEBREIJ

www.debreij.com tel: +31 20 572 7800 fax: +31 20 572 7801

Managing Partners: Laura Overes, Wytse Huidekoper and Gaston Freijser, Maurice Dudink

Number of partners: 4 Number of lawyers: 22

Languages: *Dutch, English, French, German*

Firm Overview:

DeBreij is a Dutch M&A boutique firm which consists of 22 specialist lawyers. The firm combines a boutique approach (dedication, customised and strategic advice, personalised service and attractive rates) with big firm quality (high level experience, expertise, reliability and execution power). As specialists in corporate law, the firm offers goal-oriented advice.

The firm's transactional lawyers manage:

- Mergers & Acquisitions
- Joint Ventures
- Funding Rounds
- Management Buy-Outs
- 'Debt to Equity' Transactions

Work does not end when a deal is closed. The firm takes up the whole transaction process and advisory before, during and after the deal. The team advises on strategic topics and at the same time knows how to get the deal done. DeBreij is also the trusted advisor for problems involving governance and corporate (re) structuring the negotiations of commercial contracts and other matters that play a role in enterprises.

Investors and entrepreneurs benefit from their pragmatic hands-on advice. Clients can trust deBreij to be clear and impartial. The team recommends the best course of action and assists clients in making well-balanced choices; offering insight into each stage of the legal and practical analysis.

Leading strategic parties, banks, institutional investors, funds, informal investors, founders, corporate finance advisors and management teams opt for deBreij.

Firm Contacts:

- Laura Overes
Email: laura.overes@debreij.com
- Wytse Huidekoper
Email: wytse.huidekoper@debreij.com
- Gaston Freijser
Email: gaston.freijser@debreij.com
- Maurice Dudink
Email: maurice.dudink@debreij.com

PRACTICE AREAS

Corporate / M&A
Private Equity
Commercial agreements
Corporate Advisory
Restructuring

OFFICES

NETHERLANDS

AMSTERDAM: Koningslaan 33, 1075 AB
Tel: +31 20 572 7800 Fax: + 31 20 572 7801
Email: info@debreij.com



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.



DIRKZWAGER LEGAL & TAX

www.dirkzwager.nl tel: +31 88 24 24 100 fax: +31 88 24 24 111

Firm Overview:

Dirkzwager was founded over 125 years ago and has offices in Arnhem and Nijmegen. It is a 36 partner firm supported by approximately 150 legal experts (attorneys-at-law, notaries, candidate notaries and tax consultants) employing a total of 322 employees, which provides legal and tax services that are distinctive for being of high quality as well as being tailored to meet the needs of its clients.

Dirkzwager is ranked the 13th largest law firm in the Netherlands according to advocatie.nl and the 1st firm in terms of quality according to *MT1000 magazine* in 2020.

Dirkzwager very much appreciates sharing its knowledge through its knowledge portal www.dirkzwager.nl and by its own educational institute, the Dirkzwager Academy, organising workshops and internal courses on a regular basis.

Main Areas of Practice:

At Dirkzwager, the firm has created a working culture that enables its people to consistently offer high standards of client service. The firm's offices offer legal, tax as well as notarial services from specialised practice departments. Its approach is commercial, flexible and pragmatic.

The firm works with its clients as business partners and not simply as suppliers of legal and tax services. It commits to excelling not only in its individual areas of practice, but in the way it delivers service to its clients — with enthusiasm, effort and integrity.

The firm serves as its client's legal and tax trusted advisor, helping clients achieve their business objectives while managing their risks, difficulties and expenses.

Furthermore, Dirkzwager takes great pride in not only knowing its client's industries but also understanding their unique business process. The firm offers full legal and tax services in the Netherlands. In addition, it offers legal services in Germany through its own German desk run by both Dutch and German accredited attorneys.

Through the TELFA (Trans European Law Firm Alliance) and USLAW network, it is able to assist its clients in all EU countries as well as all 50 US states. As members for the past 20 years, Dirkzwager has worked closely with most affiliated firms from the network.

International Groupings:

- TELFA
- USLAW

PRACTICE AREAS

Administrative Law
 Advertising Law
 Business Law & Company Law
 Competition Law
 Compliance & Governance
 Construction Law
 Contract Law
 Directors' & Officers' (D&O) Liability
 Distribution
 Energy Law
 Environmental Law
 Estate Planning
 European Law
 Expropriation & Municipalities (Preferential Rights) Act
 Financial Litigation
 Financial Supervision
 Financing & Security
 German Desk
 Health Law
 Incapacity For Work
 Insolvency & Restructuring
 Insurance Law
 Intellectual Property law
 IT Law
 Joint Ventures
 Labour Law
 Liability Law
 Market Regulation
 Mergers & Acquisitions
 Nature Conservation & Environmental Protection
 Network Registrations
 Notarial Real Estate
 Participating Interests
 Pension Law
 Privacy Law
 Private Law & Family Law
 Procurement Law
 Project Development
 Public Service Law
 Tax Advice

OFFICES

NETHERLANDS

ARNHEM: Velperweg 1, 6824 BZ

NIJMEGEN: Van Schaeck Mathonsingel 4, 6512 AN

Dirkzwager
 legal & tax

EKELMANS & MEIJER

www.ekelmansenmeijer.nl tel: +31 70 3746 300

Managing Partners: David de Knijff, Astrid van Noort

Number of partners: 8 Number of lawyers: 31

Languages: Dutch, English, French, German

Firm Overview:

Ekelmans & Meijer is a Dutch based law firm with over 30 lawyers, active throughout the Netherlands and with a strong international focus. Ekelmans & Meijer is located in The Hague, the 'legal capital of the world'.

Ekelmans & Meijer can draw upon a wealth of expertise and knowledge, built up during the servicing of expert clients for well over a century. The firm helps clients in finding creative and practical answers to their high-end, complex questions. It serves mid-sized and large businesses in insurance, professional services, industry, corporate finance and health care.

Ekelmans & Meijer has a focus on Insurance and Corporate. This includes the following areas of expertise:

- Insurance and Liability
- Corporate/M&A;
- Employment law;
- Supreme Court & Expert Litigation

International:

For its reputable insurance practice, Ekelmans & Meijer is a member of Insurance Law Global (ILG), the international network of insurance law firms. With members around the globe ILG offers international insurers access to top level insurance law support for their international activities.

Ekelmans & Meijer is also a member of the international network Legalink. Legalink is a non-exclusive, international legal network of over 60 independent business oriented law firms.

German companies that (want to) do business in the Netherlands in line with Dutch law can turn to the specialised German Desk of Ekelmans & Meijer for sound legal advice and for support with legal procedures.

Main Areas of Practice:

Insurance & Liability:

Ekelmans & Meijer has a firmly established reputation in the insurance industry. The team represents most of the major international and Dutch listed insurance companies (liability, health and life) and represents clients in several of the largest and most remarkable cases in the insurance industry.

The insurance & liability team consists of 15 experienced lawyers exclusively dealing with insurance issues. The lawyers give practical and highly valued advice based on in depth knowledge and experience in professional liability, D&O, technical insurance, personal injury, health insurance, life insurance, fraud and insurer related privacy issues.

The team is headed by super specialised partners. Insurers seek their advice on complex and politically sensitive matters in healthcare insurance, liability, fraud and privacy.

Ekelmans & Meijer is a member of Insurance Law Global (ILG), which gives and provides access to top level insurance law support for international activities.

Contact: Hanco Arnold

Email: Arnold@ekelmansenmeijer.nl

Corporate & M&A:

Ekelmans & Meijer advises in a wide range of corporate law issues. The team is well versed in both mergers & acquisitions and corporate litigation. This enables the firm to adequately assist clients at drafting complex international contracts, at the negotiating table and if necessary in the courtroom as well.

The corporate lawyers of Ekelmans & Meijer have earned their spurs in the area of both domestic and cross-border transactions. They have broad experience in supervising share transfers, controlled auctions, assets/liabilities transactions and corporate joint ventures.

Ekelmans & Meijer represents a range of clients, such as SMEs, multinationals, investment companies and (semi-)government institutions. As a consequence the team has been involved in a wide variety of leading cases such as the restructuring of a share fund, the acquisition of a life insurance company and the development of a new financial product by a big bank.)

Contact: Adriaan de Buck

Email: buck@ekelmansenmeijer.nl

Employment:

Human capital is the critical success factor for many companies and institutions. Employment law is all about people, work and organisations. The lawyers of Ekelmans & Meijer enable organisations to make the best possible use of the options available in this field of law and to minimise any risks entailed by employment law. The employment law team understands their clients and what drives them. The team counsels both listed companies as medium-sized businesses regarding employment law issues such as reorganisations, restructuring, pensions, mergers, takeovers, dismissals, collective labour agreements, appointment or dismissal of directors under the articles of association, disciplinary measures and strikes as well as participation law matters.

Contact: Robert Kütemann

Email: kutemann@ekelmansenmeijer.nl

PRACTICE AREAS

Insurance & Liability
Corporate/M&A
Employment Law
Supreme Court & Expert Litigation

OFFICES

NETHERLANDS

SOUTH HOLLAND: Anna van Saksenlaan 30,
The Hague, 2593 HT
Tel: +31 70 3746 300
Email: info@ekelmansenmeijer.nl
Website: www.ekelmansenmeijer.nl/en

Supreme Court & Expert Litigation:

Ekelmans & Meijer belongs to a select group of firms with a highly regarded supreme court litigation practice. The Supreme Court & expert litigation team conducts proceedings up to and including the Supreme Court on a daily basis. Because of its experience and expertise, the team is also engaged by other lawyers as advisers and in litigation in a broader sense. The lawyers are often asked to assist leading law firms and other professional services firms as dedicated experts in appeal proceedings, because the gravity, importance and complexity of the case call for a strategic overview and new insights.

Contact: David de Knijff

Email: deknijff@ekelmansenmeijer.nl

ENVIR ADVOCATEN

www.envir-advocaten.com tel: +31 20 737 20 66 fax: +31 20 796 92 22

Number of partners: 5 Number of lawyers: 8

Languages: Dutch, English

Firm Overview:

Public law boutique ENVIR Advocaten exclusively focuses on providing its clients with public law advice and support. Based in Amsterdam, ENVIR was founded in 2014 by partners Marieke Kaajan and Fleur Onrust. The firm continues to grow and has added Iris Kieft as a partner in 2018, Derek Sietses in 2019 and Marcel Soppe in 2021. ENVIR Advocaten also opened its Leeuwarden office in 2019. Almelo based public law boutique Soppe Gundelach advocaten, headed by Marcel Soppe, joined ENVIR in 2021 and operates as ENVIR's Almelo office.

ENVIR Advocaten is recognised in the field as the specialist in environmental law, including nature conservation, (sustainable) energy, and zoning and planning. ENVIR also handles general administrative law matters such as administrative enforcement and subsidies and supports corporate law firms with public law questions in M&A, financing and real estate transactions. Its client base mainly consists of companies and government bodies active in the following sectors: industry, energy (including renewables), real estate, aviation, education, health care, and infrastructure.

ENVIR's energy team is well-versed in climate change, electricity generation, transport and infrastructure, renewable energy, district heating and heat/cold storage, and circular economy regulation and development and has expanded its client base in 2020 by adding major energy/circular economy players such as TenneT, Pondera and OPEN Foundation (Organization for Producers Responsibility for E-waste Netherlands).

Main Areas of Practice:

Public Law – Planning & Environment:

- Representation of various developers of onshore wind farms and government bodies in the Netherlands, including successfully defending the development before the Dutch administrative high court

Partners: Marieke Kaajan, Marcel Soppe, Derek Sietses

- Representation various provinces and municipalities in obtaining and defending in court a protected species exemption pursuant to the Dutch Nature Conservation Act and the Birds Directive for taking measures against nuisance of certain bird species

Partner: Fleur Onrust

- Representation of a large industrial site in the Netherlands in obtaining a Nature Conservation Act permit required for industrial activities and advising on the implications of the major overhaul of Dutch environmental law that was recently adopted by the Dutch legislator

Partner: Marieke Kaajan, Iris Kieft

Public Law:

- Representation of the Dutch child daycare association, a transport organisation and more than one hundred individual child daycare institutions in proceedings against the Dutch government in highly politically sensitive proceedings in relation to suspension of a daycare transport solution

Partners: Fleur Onrust and Derek Sietses

- Representation of a real estate development company in several legal proceedings on administrative law enforcement to be able to develop a large industrial estate in the port area that is occupied with squatters

Partner: Fleur Onrust

- Representation of a large Dutch transport hub in administrative law matters and legal proceeding

Partners: Marieke Kaajan, Fleur Onrust

- Representation of a Dutch port in a damages claim against the Dutch government in relation to the designation of part of the port as Natura 2000 protected area

Partner: Iris Kieft

Public Law – Transactional:

- Representation of various industrials and developers on public law aspects of M&A and real estate transactions and financing, most commonly in close cooperation with M&A boutique firms

Partners: Fleur Onrust and Iris Kieft

- Advising on the permits and environmental aspects of the sale of an international transportation company specialised in domestic and international transport of hazardous (ADR) and non-hazardous bulk liquids

Partner: Fleur Onrust

- Representation of an investor in the acquisition of shares in an offshore wind farm

Partner: Iris Kieft

Energy & Natural Resources:

- Representation of consortium in relation to permitting of a large, cross-border electricity transmission project

Partner: Iris Kieft

- Advising on various circular economy and end-of-waste questions from large industrials, recyclers and waste-to-energy parties

Partners: Iris Kieft, Fleur Onrust

- Supporting various corporate boutique firms in energy related matters with advice on permits and SDE+ subsidies for renewable projects (Stimulation of Sustainable Energy Production)

Partners: Fleur Onrust, Iris Kieft, Marieke Kaajan

- Supporting OPEN Foundation in setting up a collective system to enable compliance with the extended producer responsibility of producers of electric and electronic equipment for the collection and recycling of e-waste

Partners: Iris Kieft

Climate Change:

- Representation of large Dutch industrials in relation to the implementation of and preparation for the new phase of the EU Emissions Trading Scheme and the recently introduced CO2 industry tax

Partner: Iris Kieft

- Advising various government bodies and developers of wind, solar and other renewable

PRACTICE AREAS

Planning & Environment
Public Law
Transactional
Energy & Natural Resources
Climate Change
Real Estate
Leisure & Hospitality

SECTORS

Industry
Energy (including Renewables)
Real Estate
Aviation
Education
Health Care
Infrastructure

OFFICES

THE NETHERLANDS

AMSTERDAM: ENVIR Advocaten

Jan van Goyenkade 10 III, 1075 HP

Tel: +31 20 737 20 66 Fax: +31 20 796 92 22

LEEUWARDEN: ENVIR Advocaten

Romkeslaan 59, 8933 AR

Tel: +31 20 236 10 24 Fax: +31 20 796 92 22

ALMELO: ENVIR Advocaten

Twentepoort West 10, 7609 RD

Tel: +31 546 89 82 46 Fax: +31 546 45 79 41

projects on planning, permits and SDE subsidy matters

Partners: Marieke Kaajan, Marcel Soppe, Fleur Onrust, Iris Kieft, Derek Sietses

Real Estate:

- Supporting various real estate developers, construction companies and governments bodies on nitrogen-related questions following the annulment of the Dutch nitrogen action programme (PAS)

Partner: Marieke Kaajan, Marcel Soppe

- Representation of large Dutch and international retailers on establishing distribution centers and stores in the Netherlands

Partner: Iris Kieft

- Advising on the permits and environmental aspects in the largest single-asset transaction in the Netherlands regarding an office building complex in the Amsterdam financial district

Partner: Fleur Onrust

Leisure & Hospitality:

- Representation of hotel developer in negotiations with a Dutch government on the redevelopment of an iconic seaside hotel

Partner: Derek Sietses

- Supporting a major vital sector corporation in ensuring continuation of its safe operations despite the challenges of COVID 19, thereby safeguarding timely provision of essential services to more than 20,000 households

Partner: Fleur Onrust



EVERSHEDS SUTHERLAND (NETHERLANDS) B.V.

www.eversheds-sutherland.com/netherlands **tel:** +31 20 5600600 **fax:** +31 20 5600500

Managing Director: Michael Brown

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.

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.

Global Offices:

UK and Ireland:

Belfast: Tel: +44 28 9091 8604
Birmingham: Tel: +44 20 7919 4500
Cambridge: Tel: +44 20 7919 4500
Cardiff: Tel: +44 20 7919 4500
Dublin: Tel: +353 1 6644200
Edinburgh: Tel: +44 20 7919 4500
Ipswich: Tel: +44 20 7919 4500
Leeds: Tel: +44 20 7919 4500
London: Tel: +44 20 7919 4500
Manchester: Tel: +44 20 7919 4500
Newcastle: Tel: +44 20 7919 4500
Nottingham: Tel: +44 20 7919 4500

Continental Europe:

Amsterdam: Tel: +31 20 5600 600
Berlin: Tel: +49 30 700140 600
Berne: Tel: +41 31 328 75 75
Bratislava: Tel: +421232786411
Brussels: Tel: +32 2 737 9340
Bucharest: Tel: +40 21 311 2561
Budapest: Tel: +36 1 394 3121
Dusseldorf: Tel: +49 211 86467 0
Geneva: Tel: +41 22 818 45 00
Hamburg: Tel: +49 40 808094 0
Hämeenlinna: Tel: +358 10 684 1900
Helsinki: Tel: +358 10 684 1300
Jyväskylä: Tel: +358 10 684 1950
Luxembourg: Tel: +352 28 48 78 1130
Madrid: Tel: +34 914 294 333
Milan: Tel: +39 02 89 28 71
Moscow: Tel: +74956626434
Munich: Tel: +49 89 54565 0
Oulu: Tel: +43586841750
Paris: Tel: +33 1 55 73 40 00
Prague: Tel: +420255706500
Riga: Tel: +371 6 728 0102
Rome: Tel: +39 06 8932701
Rotterdam: Tel: +31 10 2488 000
St. Petersburg: Tel: +7 812 363 3377
Stockholm: Tel: +46 8 545 322 00
Tallinn: Tel: +372 622 9990
Tampere: Tel: +358 10 684 1500
Turku: Tel: +358 10 684 1550
Vienna: Tel: +43 1 516 20
Vilnius: Tel: +370 5 239 2391
Warsaw: Tel: +48 22 50 50 700
Zurich: Tel: +41 44 204 90 90

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

Africa, Asia, Middle East and US:

Abu Dhabi: Tel: +971 2 494 3600
Amman: Tel: +962 6 566 0511
Atlanta: Tel: +1 404 853 8000
Austin: Tel: +1 512 721 2700
Baghdad: Tel: +964 1 780 916 7976
Beijing: Tel: +86 10 6583 7300
Brunei Darussalam: Tel: +67 3223 3838
Doha: Tel: +974 4 496 7396
Dubai: Tel: +971 4389 7000
Durban: Tel: +27 0 31 583 8900
Erbil: Tel: +964 7 503 010 384
Hong Kong: Tel: +852 2186 3200
Houston: Tel: +1 713 470 6100
Johannesburg (Bryanston): Tel: +27 011 575 1328
Johannesburg (Melrose Arch):
 Tel: +27 0 10 500 1122
Mauritius: Tel: +23 0211 0550
New York: Tel: +1 212 389 5000
Riyadh: Tel: +96611 484 4448 ext: 123
Sacramento: Tel: +1 916 241 0500
Shanghai: Tel: +86 21 6137 1088
Singapore: Tel: +65 6572 5555
Tunisia: Tel: +216 71 860 235
Washington DC: Tel: +1 202 383 0100

EVERSHEDS
SUTHERLAND

EVERS SOERJATIN

www.everssoerjatin.com **tel:** +31 20 572 78 72 **fax:** +31 20 572 78 70

Number of partners: 4 Number of lawyers: 15
Languages: *Dutch, English, French, Spanish, German*

Firm Overview:

Evers Soerjatin is an independent law firm dedicated solely to complex corporate and commercial dispute resolution. The firm offers legal support to corporates, their managing and supervisory directors and shareholders, entrepreneurs and investors in (impending) conflicts and high impact crisis situations.

Main Areas of Practice:

The firm specialises in the following key areas:

Corporate Disputes:

- Disrupted relationships within or between the bodies of a company
- Deadlocks in the decision-making process
- Mismanagement
- Directors and officers liability
- Corporate governance
- Withdrawal, expulsion and buy-out of shareholders
- Financial reporting
- Financing and valuation issues
- Restructuring and insolvency
- Hostile takeovers and anti-takeover protection
- Fraud and internal investigations
- Appointments by the Enterprise Chamber of the Amsterdam Court of Appeal

Commercial Disputes:

- Collective (damages) actions, including class actions
- Mass damages settlements, particularly investors' and cartel-related damages
- Disputes about commercial (joint venture) agreements
- Warranty claims and M&A disputes
- Professional liability (including accountants and civil-law notaries)
- General contract law and property law issues

OFFICES

THE NETHERLANDS

AMSTERDAM: Koningslaan 31, 1075 AB,
PO Box 75687, 1070 AR
Tel: +31 20 572 78 72 Fax: +31 20 572 78 70
Email: jessica.derooij@everssoerjatin.com

Firm Contacts:

Marcel Evers, Stein van Thiel, Jessica de Rooij

evers ♦ soerjatin

FINNIUS

www.finnius.com tel: +31 20 767 0180

Number of partners: 4 Number of lawyers: 10

Languages: *Dutch, English, French, German*

Firm Overview:

Finnius is the largest boutique firm in the Netherlands specialising in financial regulatory law.

Within the Dutch market, Finnius is a leader in their field due to a combination of unrivalled excellence in regulatory expertise and a client approach which strongly emphasises a personal connection with clients and a solution-driven approach. Finnius is concise, clear and pragmatic.

The firm is unafraid of taking a firm position in complex matters.

Finnius functions as a trusted advisor for its clients. Its client base consists of both large national and international financial institutions as well as innovative start-ups providing financial services. Clients rely on Finnius to pro-actively anticipate regulatory changes, behavior of supervisory authorities and all other relevant developments in the financial regulatory domain.

On behalf of its clients Finnius also maintains contacts with the Dutch Authority for the Financial Markets (AFM), the Dutch Central Bank (DNB) and the European Central Bank (ECB).

PRACTICE AREAS

Banking & Finance: Regulatory
Investment Funds

OFFICES

THE NETHERLANDS

AMSTERDAM: Huys Azië, Jollemanhof 20A, 1019GW
Tel: +31 20 767 0180 Fax: +31 20 767 0181
Email: info@finnius.com

FINNIUS

FLORENT

www.florent.nl **tel:** +31 20 303 5900 **email:** info@florent.nl

Number of partners: 8 Number of lawyers: 36

Languages: *Dutch, English, French, Spanish, German, Mandarin*

Firm Overview:

Florent is not your average corporate boutique law firm.

Sure, the firm offers top-notch legal advice in a personal setting at competitive rates. But where other boutiques limit themselves to just M&A, just litigation, just finance or just insolvency law, Florent offers all those services. Because the firm believes you should be able to count on your lawyer. To help you win your must-win battles in the next phase of your company's life cycle, whatever that phase may be. And to be your trusted adviser rather than a one-trick pony.

So that's Florent's promise. It will stay on board. From start-up to investment round, from acquisition to litigation and from financial distress to exit. Every step of the way. And on to your next corporate life event.

Partners are leaders in their fields, recognized in e.g. Chambers and Legal500, hailing from top tier Dutch law firms, as do many of the juniors.

Based in Amsterdam, the firm is often involved in international/cross-border matters.

Main Areas of Practice:

- Corporate/M&A
- Insolvency & Restructuring
- Banking & Finance
- Dispute Resolution
- Governance
- Fraud & Asset recovery
- Commercial Real Estate

Networks & Memberships:

Florent is a member of Lexwork; ICC FraudNet (exclusive member for the Netherlands); IBA Litigation Committee (co-chair); Corporate Law Committee of the Dutch Bar; BLRN; INSOL; INSOL Europe; INSOLAD.

PRACTICE AREAS

Corporate/M&A
 Insolvency & Restructuring
 Banking & Finance
 Dispute Resolution
 Governance
 Fraud & Asset Recovery
 Commercial Real Estate

OFFICES

THE NETHERLANDS

AMSTERDAM: NoMA House, Gustav Mahlerlaan
 1236, 1081 LA Amsterdam
 Tel: +31 20 303 5900
 Email: info@florent.nl

florent

HABRAKENRUTTEN

www.habrakenruten.com **tel:** +31 88 374 4900 **fax:** +31 10 412 7941

Number of partners: 5 Number of lawyers: 13 (including 2 paralegals)

Languages: *Dutch, English, German, French*

Firm Overview:

HabrakenRutten is a top-level boutique solely focused on all legal aspects of built and natural assets. The firm's expertise not only encompass traditional fixed buildings and infrastructure but also all linear and portable assets such as trains, ships, offshore rigs and networks. Having advised on nearly every significant project in the Netherlands in the past ten years, the firm has gathered unparalleled knowledge of best market practice in the distribution of risks. Through its wealth of experience in sector specific litigation and arbitration the firm has had the opportunity to establish a unique feedback loop that translates into contracts that work. HabrakenRutten helps clients achieve pragmatic and bankable contracts with a focus on getting the deal done.

Being active in this field for more than a decade the firm recognises the importance of moving with its clients. Today the firm is looking far beyond traditional construction issues and are investing in expertise in the commercial aspects of data and new ownership concepts, such as Product-as-a-Service and predictive maintenance. The firm changes with its clients at the frontier of the sector, always with an eye on their commercial goals.

Highlight Areas:

The firm covers all the disciplines that are necessary for all built and natural asset projects, including procurement, regulatory, contract law, corporate law, finance, securities and insolvency law, as well as litigation and construction-specific arbitration.

Road & Rail:

HabrakenRutten has advised on nearly every significant infrastructure (PPP) project in the Netherlands in the past decade. The list of projects includes national motorways (including aqueducts, tunnels and bridges), rail (including light rail and subway) and large-scale wet infrastructure (bunker terminals, LNG storage facilities, river and sea locks). As the industry is evolving towards preventative management and multidisciplinary integrated range of maintenance, the firm is prepared with expertise in the legal issues that will arise, including the generation and use of data and energy.

Networks & Telecom:

With smart cities, IoT, 5G and other digital transformations, telecom networks face increasing demand of speed and capacity. For energy infrastructure, the transition to sustainable energy sources is an important driver for change as the firm moves from centralised to decentralised energy sources. The firm has knowledge regarding the issues arising in the contracting, execution and maintenance of both complex and first-of-its kind networks, from EV-charging infrastructure and energy neutral buildings to smart high-voltage (mono pylon) grids.

Renewable Energy:

The energy and utilities industries are transforming their traditional procurement models to operating in partner ecosystems to achieve seamlessness between development, production, maintenance, grid and storage. HabrakenRutten has extensive experience of the technical, commercial and legal issues that arise in the energy and utilities industry. The firm has particular experience in advising on alternative energy and renewables, including (offshore) wind farm projects and solar power.

Urban Planning:

This fast-moving sector requires constant innovation and high-level project management as stakeholders shift from monodisciplinary works to overseeing a full supply-chain with no capability gaps. Demand for smart, sustainable, low emission and affordable urban solutions with full circularity have introduced new approaches.

The firm's sector focused approach and extensive industry experience has garnered it with a recognised track record in advising on and litigating around (smart) city centre regeneration projects as well as area developments in sometimes pioneering circumstances.

Industry & Offshore:

Traditional creators of capital assets are increasingly becoming providers of services and cross-sector solutions. Industry classifications are being rewritten as technological change shifts boundaries and industry players are rarely found within one narrow sector anymore.

The firm has experience in providing legal services from early planning and project development phases, through construction, operation and asset retirement. The firm has experience in advising on the realisation of subsea pipelines, platforms and offshore wind parks and have been involved in a number of offshore North Sea wind parks in recent time.

Smart Offices & Retail:

Owners, managers and developers increasingly use data to optimise the value of their assets and 'as-a-Service' is becoming an important part of any business model. New technologies are increasingly used to achieve sustainable, energy neutral and low emission solutions. The firm has attained recognised expertise in working together with renown architects, financiers, owners, developers, contractors and engineering professionals on some of the most cutting-edge office buildings and shopping malls in the Netherlands and beyond. It assists with every stage of the construction, refurbishment, maintenance and life-end circular process.

PRACTICE AREAS

Road & Rail
 Networks & Telecom
 Energy & Utilities
 Industry & Offshore
 Housing & City Planning
 Offices & Retail
 Accommodations & Leisure
 Logistics & Distribution

OFFICES

THE NETHERLANDS

ROTTERDAM: Weena 690 3012 CN
 PO Box 19209, 3001 BE
 Tel: +31 88 374 4900 Fax: +31 10 412 7941

Accommodations & Leisure:

Integral developments of large-scale accommodations with specialised functions requires expertise in sometimes complex niches, such as hospitals, science parks and laboratories with 'clean rooms' or innovative penitentiary institutions using leading-edge technology. The firm has also advised projects with ground-breaking civil and installation technology, such as realising one of Europe's largest animal attraction parks with the biggest indoor climatized hall in the world.

Logistics & Distribution:

Clients face an ever-tightening race to gain a competitive advantage in this sector. The firm's expertise includes advising on sophisticated warehouses and logistic hubs weather connected to road, railway, airport, or seaport. The firm understands the sector specific challenges, including climatization and refrigeration while achieving the highest possible sustainability rating. It also advises clients on realising facilities with the very latest of data collection, high-tech internal transport and order picking systems.

HAMELINK & VAN DEN TOOREN N.V.

www.hamelinktooren.com tel: +31 70 310 50 70

Managing Partner: Jan van den Tooren

Number of partners: 5 Number of lawyers: 17

Languages: *Dutch, English, French, Russian, Spanish*

Firm Overview:

Hamelink & Van den Tooren, founded in 1997, is a tax law firm with the character of a tax boutique. The firm provides high level tax consultancy services, mainly to medium-sized and large companies with cross-border operations. The aim of the firm is to attribute to the client's business by serving them in international taxation matters at the highest level and with a commercial approach. Its background and experience have proven to provide a strong basis to advise companies on large corporate transactions, both within and outside the Netherlands.

Hamelink & Van den Tooren is an independent organisation. Its strength is an extensive informal network of leading law and tax law firms both in the Netherlands and abroad. This informal network enables the firm to choose the right specialist for each project and meet client's specific needs. The firm's informal network also ensures that it is always on top of national and international tax developments.

Main Areas of Practice:

Fund Structuring:

The firm advises on the Dutch tax aspects of structuring Dutch fund vehicles such as (tax transparent) limited partnerships, investment institutions or regular taxable entities. Furthermore, the firm frequently represents foreign funds investing in the Netherlands or via the Netherlands in third countries. The firm assists fund managers with structuring their carried interest.

Innovation & Start-ups:

Hamelink & Van den Tooren serves Dutch innovative enterprises and start-ups operating domestically as well as entrepreneurs expanding abroad. Its clients also include non-Dutch parties establishing activities in the Netherlands. It advises on the application of the innovation box and other research and development related tax facilities the Netherlands offers. Arranging tax rulings with the Dutch tax authorities are part of this. Hamelink & Van den Tooren has ample experience in advising on employee participation plans, in particular in the field of innovative enterprises and start-ups.

International Executives:

Hamelink & Van den Tooren advises on Dutch wage tax, income tax and social security matters, mainly related to the appointment of (non-)Dutch management and supervisory board members by its Dutch corporate clients. Furthermore, Hamelink & Van den Tooren coordinates (the set up of) the payroll administration of Dutch companies and arrange all related matters, such as a wage tax number for the company, personal income tax numbers for the employees of the company and, optionally, a 30% facility decision for the employees (subject to conditions).

Investment Structuring:

Hamelink & Van den Tooren advises clients on how to tax efficiently structure their investments. This frequently includes non-Dutch investors either investing in the Netherlands or using the Netherlands as their hub for further international expansion. Topics typically covered include the application of the participation exemption to avoid double taxation and the application of tax treaties and EU Directives.

M&A Transactions:

The firm represents its clients in both domestic and cross-border M&A transactions. Its M&A services include tax due diligence work and negotiating the tax aspects of the share purchase agreement and other transaction documents. The firm also advises on the position of management and employee participation plans in connection with the transaction. Its M&A services are closely linked to our investment structuring services since, typically, in the course of a transaction structuring aspects such as tax deductibility of transaction costs and interest expenses need to be dealt with. The firm has built an extensive track record in advising insurance companies and underwriters in tax warranty and indemnity policies issued in connection with M&A transactions.

Oil & Gas:

The firm advises clients on all tax aspects relating to energy (including oil and gas) investments in the Netherlands. This includes advice on allowances such as the energy investment allowance and specific tax matters such as the State Profit Share. It also represents clients investing from or via the Netherlands in foreign energy related businesses.

Private Wealth Structuring:

Hamelink & Van den Tooren represents several high net worth individuals, typically through their family office, with tax efficient structuring their investments. In this respect, the firm closely works together with lawyers specialised in asset protection.

Real Estate:

Hamelink & Van den Tooren is involved in domestic and cross-border real estate acquisition and divestment projects. In this respect, we cover all relevant tax aspects, including value added tax and real estate transfer tax. The firm advises clients on day-to-day real estate related matters such as deductibility of real estate related expenses, reinvestment reserve and value added tax.

Tax Accounting:

In the worldwide changing perception of international tax structuring a proper and extensive reflection of the (worldwide) tax position of a company in its financial statements is currently more relevant than it ever was.

PRACTICE AREAS

Tax

OFFICES

THE NETHERLANDS

AMSTERDAM: WTC H-17, Zuidplein 140, 1077 XV
Tel: +31 20 333 92 80

THE HAGUE: Parkhaghe, Parkstraat 20, 2514 JK
Tel: +31 70 310 50 70

The firm has a vast experience in the tax accounting area and as such it can provide tax computations and tax notes. The information provided by the firm will result in a better understanding of the current and future tax position of a company and as such it will result in a better control over (possible) tax accounting issues.

Tax Controversy & Disputes:

Hamelink & Van den Tooren regularly assists clients in audits conducted by the Dutch tax authorities. It also represents clients in disputes with the Dutch tax authorities, during the appeal phase as well as in front of the court.

Tax Compliance:

The tax compliance department takes care of the relevant tax filings in the field of corporate income tax and value added tax. The firm's services are not limited to the filings only, it provides detailed explanatory notes to the relevant tax returns and flag matters that require further consideration if needed.

Tax Due Diligence:

As part of its M&A practice, Hamelink & Van den Tooren offers a full scope tax due diligence. It assists both buyers and sellers in domestic or cross-border transactions. It also represents insurance companies active in the field of warranty and indemnity insurances.

Transfer Pricing:

The firm covers all aspects of transfer pricing, ranging from strategic transfer pricing advice to the implementation of transfer pricing policies. It offers transfer pricing documentation to our clients and can take care of benchmarking studies.

VAT:

The VAT department advises on day-to-day VAT aspects as well as on transactional VAT (and transfer tax) matters. The VAT compliance team can arrange for all relevant VAT related filings, including VAT returns and EU listings.



HÖCKER ADVOCATEN B.V.

www.hocker.nl **tel:** +31 20 577 77 00 **fax:** +31 20 671 97 10

Managing Partners: Jasper van Hulst, Marnix van den Bergh, Joep Meddens

Number of partners: 10 Number of lawyers: 17

Languages: *Dutch, English, French, German, Italian, Spanish*

Firm Overview:

Höcker Advocaten is an independent law firm based in Amsterdam. The firm offers practical solutions with a clear understanding of opportunities, possibilities and obstacles in the field of both litigation and transactions.

Höcker Advocaten acts for domestic and international multinationals and medium-sized companies. For cross-border matters, the firm can call in lawyers from around the globe through its international networks: Interlex Group, IAEL, Transatlantic Law and Adlaw International.

Main Areas of Practice:

Litigation, Mediation & Arbitration:

Höcker Advocaten has extensive experience in all forms of court litigation and dispute resolution, such as Enterprise Court proceedings and class actions. The lawyers of the litigation team also regularly act as mediator in (delicate) business mediations and act as arbitrator in high profile disputes across a wide range of sectors.

Contact: Marc Wolters **Tel:** +3120 577 77 57

Email: wolters@hocker.nl

Corporate & M&A:

Höcker's corporate group advises on all aspects of corporate and commercial law, with a special focus on M&A, buyouts, joint ventures, restructuring and financing. The M&A team has extensive experience in cross border transactions and reorganizations and advises frequently on the relationship between directors, shareholders and other stakeholders of companies.

Contact: Paul Jongen **Tel:** +31 20 577 77 04

Email: jongen@hocker.nl

Employment:

Höcker's employment group deals with all legal issues that could conceivably arise in employer and employee relations, including workplace contracts, collective bargaining, employment disputes, codeterminations, pension schemes and benefits. The team frequently is involved in large (cross border) reorganisations.

Contact: Jasper van Hulst **Tel:** +31 20 577 77 64

Email: vanhulst@hocker.nl

IP, IT, Media & Marketing:

The IP, IT and marketing group provides a full service to a wide range of clients in the entertainment, advertising and ICT industries and is the leading advisor of Dutch music and audio-visual rights collecting societies. Areas of expertise include copyright, trademarks, data privacy, licensing and distribution, IT contracts, advertising, media, libel and internet.

Contact: Jacqueline Seignette **Tel:** +31 20 577 77 56

Email: seignette@hocker.nl

Litigation Tort & Liability, Public Interest:

Within the Höcker litigation team, there is considerable expertise in exploring, securing and enforcing the duties of care that public bodies or private parties owe towards the general public and the common good. This may involve challenging existing market practices, e.g. to create market access for new business models (renewable energy, circular economy, electric cars) or raise the level of care (responsible, transparent financial services).

Contact: Koos van den Berg **Tel:** +31 20 577 77 32

Email: vandenberg@hocker.nl

Key Clients:

Tetrapak, Omnicom, Pluripharm, Joh. Enschedé Amsterdam, Buma Stemra, Stichting de Thuis kopie, Lira, Sony Interactive Entertainment Benelux, City of Amsterdam, Urgenda

PRACTICE AREAS

Arbitration
Banking & Finance
Commercial Contracts
Commercial Litigation
Corporate Governance
Corporate Litigation
Corporate & M&A
Employment
Energy, Environment & Planning
Information Technology
Intellectual Property
Media & Entertainment
Mediation
Public Interest & Class Actions
Privacy

OFFICES

THE NETHERLANDS

AMSTERDAM: Apollolaan 153, 1077 AS

P.O. Box 74654, 1070 BR

Tel: +31 20 5777700 Fax: +31 20 6719710

Email: mail@hocker.nl

Senior Firm Contacts:

- Jasper van Hulst
Email: vanhulst@hocker.nl
- Marnix van den Bergh
Email: vandenberg@hocker.nl
- Joep Meddens
Email: meddens@hocker.nl

Höcker
A D V O C A T E N

HOOGENRAAD & HAAK

www.hoogenraad.nl tel: +31 20 305 30 60 fax: +31 20 305 30 69

Number of partners: 4 Number of lawyers: 7

Languages: Dutch, English, French, German

Firm Overview:

Hoogenraad & Haak is an independent boutique law firm based in Amsterdam. The firm counsels international and domestic corporate clients, mainly operating in the advertising, food, retail, fashion, entertainment and design industries. The firm can boast a high profile broad IP practice, and is widely recognised as the pre-eminent firm for advertising law in the Netherlands. In addition, Hoogenraad & Haak is one of only a few Dutch firms truly specialising in food law.

Main Areas of Practice:

Advertising:

2 partners, 6 fee earners

- Dutch member of the prestigious Global Advertising Lawyers Alliance (GALA). Daniël Haije is Global Vice Chairman of GALA
- Representing L'Oréal in summary proceedings against Beiersdorf on advertising of NIVEA SUN product
Lead: Daniël Haije
- Representing Suitsupply in a landmark case on nudity in outdoor advertising before the Dutch self-regulatory body
Lead: Daniël Haije
- Representing Omega Pharma in litigation brought by Boehringer Ingelheim about advertising of Omega Pharma's product 'Bronchostop'
Lead: Ebba Hoogenraad
- Representing Garmin in multi-jurisdictional proceedings regarding comparative advertising of Garmin's main competitor TomTom
Lead: Daniël Haije
- Representing Heineken (Amstel Radler 0%) in proceedings on permissibility of a tv-commercial for non-alcoholic beer featuring an explicit sports context
Lead: Ebba Hoogenraad
- Representing Royal Ahold Delhaize in several proceedings in relation to the environmental claims
Lead: Ebba Hoogenraad
- Representing an European alliance in relation to misleading 'consists-of' claims
Lead: Ebba Hoogenraad
- Representing workers union FNV in proceedings against the Dutch State regarding political advertising in connection with health policy reforms
Lead: Ebba Hoogenraad
- Representing Lidl in a landmark case about comparative advertising regarding taste of food products
Leads: Daniël Haije and Ebba Hoogenraad
- Representing BenBits in a landmark case about the claim 'natural' for chewing gum against Cloetta
Lead: Ebba Hoogenraad

Key Clients: Ahold Delhaize, Heineken, Lidl, DDB, FCB

Contacts: Ebba Hoogenraad, Daniël Haije

Tel: +31 20 305 30 60

Emails: eh@hoogenraad.nl/dh@hoogenraad.nl

Intellectual Property:

3 partners, 7 fee earners

- Representing a large self-storage company in proceedings against several parties concerning infringing Google Adwords-campaigns
Lead: Maarten Haak
 - Representing several governmental organisations in multi-jurisdictional patent litigation concerning waste processing technique
Lead: Moira Truijens
 - Representing Kraft Foods (Mondelez) in proceedings before the General Court in a trademark case on its TRIDENT mark
Lead: Maarten Haak
 - Representing nationwide liquor retailer Gall & Gall in obtaining an ex parte injunction against a competitor
Lead: Daniël Haije
 - Representing Chevron (TEXACO) in customs enforcement actions
Lead: Moira Truijens
 - Representing an iconic Dutch sports celebrity in a case about portrait rights/publicity rights
Lead: Daniël Haije
 - Representing an international fashion company in a EU wide trademark infringement action against a European retailer
Lead: Maarten Haak
 - Representing a Dutch company in a multi jurisdiction dispute on parallel import against a global trademark owner
Lead: Maarten Haak
 - Representing a well-known Scandinavian designer in several copyright enforcement actions.
Lead: Moira Truijens
 - Representing a national hospital chain in a cross border action on trademark and tradename rights
Lead: Maarten Haak
 - Representing PVH (Tommy Hilfiger) in trademark infringement matters
Lead: Moira Truijens
 - Representing Hyundai in appeal proceedings before the Benelux Court of Justice
Lead: Moira Truijens
 - Representing a well-known dermatologist on IP and advertising related cosmetic claims
Lead: Ebba Hoogenraad and Moira Truijens
- Key Clients:** Ahold Delhaize, Lidl, Samsung
Contacts: Maarten Haak, Daniël Haije, Moira Truijens
Tel: +31 20 305 30 60
Emails: mh@hoogenraad.nl/dh@hoogenraad.nl/mt@hoogenraad.nl

PRACTICE AREAS

Advertising
Intellectual Property
Food Law
Commercial Contracts
Commercial Litigation
Privacy
E-commerce

OFFICES

THE NETHERLANDS

AMSTERDAM: Emerald House,
Jozef Israelskade 48-G, 1072 SB
Tel: +31 20 305 30 60 Fax: +31 20 305 30 69
Email: info@hoogenraad.nl

Food Law:

1 partner, 4 fee earners

- Representing Nprofarm and NPN (branch organisations) in proceedings against the Dutch State regarding the qualification of melatonin as a pharmaceutical
Lead: Ebba Hoogenraad
 - Representing Omega Pharma in proceedings against Proctor & Gamble concerning food and health claims on nutritional supplement products
Lead: Ebba Hoogenraad
 - Representing Royal Ahold Delhaize in several proceedings in relation to nutrition claims on the packaging
Lead: Ebba Hoogenraad
 - Representing a well-known company in proceedings in relation to aroma and flavouring claims on the packaging
Lead: Ebba Hoogenraad
 - Several proceedings against the Netherlands Food and Consumer Product Safety Authority (NVWA) on health claims, labeling, HACCP, mutual recognition
Lead: Ebba Hoogenraad
 - Advising many major food companies on compliance with the Claims Regulation (food and health claims) and the EU Regulation on the provision of food information to consumers (food labelling)
Lead: Ebba Hoogenraad
 - Assisting with recalls issued by the Dutch Authorities (NVWA)
Lead: Ebba Hoogenraad
 - Advising several (international) alcohol companies on food law questions
Lead: Ebba Hoogenraad
 - Representing Solgar (vitamin supplements) against the Dutch authorities in a landmark case about mutual recognition and free movement of goods
Lead: Ebba Hoogenraad
- Key Clients:** Omega Pharma, Solgar, Yakult, Red Bull, Barilla, Royal Ahold Delhaize, Lidl, Go-Tan, Body&Fit (Glanbia)
Contact: Ebba Hoogenraad
Tel: +31 20 305 30 60
Email: eh@hoogenraad.nl

HOUTHOFF

www.houthoff.com **tel:** +31 20 605 6000 **email:** info@houthoff.com

Managing Partners: Albert Knigge, Edward de Bock, Hans Londonck Sluijk
 Number of partners: 50 Number of lawyers: 315
 Languages: *Dutch, Chinese, English, French, German, Italian, Portuguese, Spanish*
 Member: Lex Mundi

Firm Overview:

HOUTHOFF TAKES ACTION TODAY WITH TOMORROW IN MIND.

Houthoff is a leading independent Dutch law firm, with offices in Amsterdam, Rotterdam, Brussels, London and New York, as well as representatives in Houston, Singapore and Tokyo. At Houthoff, over 300 lawyers work collaboratively to ensure they're there for their clients when they need them most.

Houthoff's work is focused on highly complex transactions and dispute resolution, advising international and domestic corporations, financial institutions, private equity firms and governments on their most strategic and business-critical matters. Whether it is helping to assess the strengths of new opportunities or managing risk, the firm always looks beyond today and find the long-term solution.

Main Areas of Practice:

Corporate/M&A:

The firm's corporate / M&A team specialises in complex, high-end M&A, private equity, venture capital and corporate restructuring. It has extensive experience acting as lead counsel or Dutch co-counsel for a broad range of clients, including multinationals and other companies, financial institutions, private equity and venture capital houses, and family offices. Houthoff's specialists have ample experience with outbound and inbound cross-border mergers, often straddling the boundary between company law and tax law. For multiple large transactions, the team has the capacity and resources to react quickly, assembling top-notch, partner-led teams, typically including experts in finance, tax, competition, employment and notary issues.

Banking & Finance:

Houthoff's banking and finance team has a comprehensive knowledge of the financial sector, and the laws and regulations that govern it. The experienced banking and finance team provides services to domestic and foreign banks, investors, other financial institutions, large companies and supervisory authorities. The firm's specialists give advice on a large variety of banking and financial transactions. This can involve high-end acquisition, real estate, asset or project financing, syndicated or bilateral loans, or restructuring, all of this in the context of complex financial regulations and legislation.

Dispute Resolution:

The dispute resolution team at Houthoff specialises in complex, mostly international matters, successfully handling several landmark cases in recent years. The firm is also one of the few Dutch law firms to have a renowned corporate and commercial Supreme Court practice. The dispute resolution team provides creative, result-oriented litigation and arbitration counsel in matters ranging from major commercial disputes to sensitive internal, regulatory or criminal investigations by Dutch and EU regulators. It also advises on preventing liabilities in relation to compliance matters and risk management. The team litigates before Dutch, EU and other international courts, and domestic and foreign arbitration tribunals.

Tax:

Houthoff's multi-disciplinary tax team assists in matters ranging from fiscal assistance in high-end corporate and financial transactions to transfer pricing and litigation in national and international tax disputes. The firm's tax team is one of the few tax teams that litigates before both civil courts and tax courts, and also, if necessary, before the Dutch Supreme Court. The tax team works closely with the other practice and sector teams and has become a market leader in the field of international restructuring, M&A, real estate, finance and investment management.

Climate Change:

Dealing with new or changing climate legislation is a continuing challenge. It is significant for all sorts of businesses. Whether you have questions about liability issues, funding, competition cases or new business models, dealing with the impact of new national and international environmental laws requires extensive knowledge and expertise. Whatever the area of law or sector, Houthoff has the specialists to interpret these laws, reduce risks and explore opportunities.

Sustainability:

Houthoff takes action today with tomorrow in mind, and such the firm have chosen to give everyone in the office the opportunity to participate in sustainability initiatives to reduce Houthoff's environmental footprint. The firm has set up green teams focusing on energy reduction, waste separation and mobility. The main goal of these teams is to make reduction plans and create internal support for these initiatives.

Sponsorship:

Houthoff is head sponsor of Dutch national Opera & Ballet. They create, produce and present both traditional and innovative opera and ballet productions of the highest quality. With the sponsorship Houthoff not only supports one of the largest cultural organisations in the Netherlands, but the firm also commits themselves to the top of the international ballet and opera world.

Social Commitment:

The firm is also involved in several social organisations and projects including:

- Johan Cruyff Foundation, helping children grow and develop through sport and play, keep them fit and healthy, and teach them to hold their own in a complex society
- JINC job trainee programme for economically disadvantaged young people
- The Cookie project which supports iambe, a bakery which acts as a training and activity centre for intellectually disabled young people in Amsterdam

Diversity/Community:

A job where you can be true to yourself, where you feel that you matter, and where you are respected. Houthoff believes that nothing is more important than being true to yourself in your place of work, and it endeavors to create a diverse and inclusive working environment. This is about more than respecting a person's background: Teams that reflect a diverse range of cultures, backgrounds, and preferences foster creativity and innovation – which of course benefits the firm's organisation. Houthoff was the first law firm in the Netherlands to sign the 'Diversity in the legal profession' declaration of the Netherlands Bar Association. They're also one of the founders of the FORWARD foundation, which

PRACTICE AREAS

- Arbitration
- Banking & Finance
- Capital Markets
- Competition
- Competition Litigation
- Construction
- Corporate Crime
- Corporate Litigation
- Corporate/M&A
- Dutch Caribbean
- Employment & Pensions
- Environment & Planning
- EU
- Insurance & Reinsurance
- Intellectual Property
- Investigations & Public Enforcement
- Investment Management
- IT
- Litigation
- Privacy & Data Protection
- Private Equity
- Procurement
- Projects & Project Finance
- Public Law
- Real Estate
- Restructuring & Insolvency
- Supreme Court Litigation
- Tax

SECTORS

- Agrifood
- Automotive
- Energy & Industry
- Financial Services
- Health, Safety & Environment
- Healthcare
- Insurance
- Life Sciences
- Manufacturing
- Pensions
- Real Estate
- Retail & Consumer Products
- Technology, Media & Telecom
- Transport & Logistics

OFFICES

THE NETHERLANDS

AMSTERDAM: Gustav Mahlerplein 50, 1082 MA
 Tel: +31 20 605 60 00

ROTTERDAM: Weena 355, 3013 AL
 Tel: +31 10 217 20 00

UK

LONDON: 125 Old Broad Street (16th Floor), EC2N 1AR
 Tel: +44 20 7422 5050

BELGIUM

BRUSSELS: Bischoffsheimlaan 15, 1000
 Tel: +32 2 507 98 00

USA

NEW YORK: 1 Rockefeller Plaza, 30th floor, NY10020
 Tel: +1 212 403 6701

within the Dutch legal profession.

Pro Bono:

The firm's commitment to social responsibility is demonstrated by the considerable value they place on doing pro bono work for organisations and people that pursue or support the public interest. Houthoff is a co-founder of Pro Bono Connect, a platform that links NGOs with law firms, and allows them to work together on pro bono cases. The firm regularly take on cases through Pro Bono Connect. Houthoff's Lex Mundi membership also means that it is closely connected with the Lex Mundi Pro Bono Foundation (LMPBF). LMPBF gives social entrepreneurs around the world the opportunity to obtain pro bono legal

HVG LAW

www.hvglaw.nl tel: +31 88 407 04 44 fax: +31 88 407 02 70

Chairman: Jan Padberg

Managing Partners: Jan Padberg and Frank Zandee

Number of partners: 19 Number of lawyers: 150

Languages: *Dutch, English, French, German, Italian, Japanese, Spanish, Arabic, Chinese Mandarin*

Firm Overview:

In the Netherlands, HVG Law belongs to the top of the legal and notarial profession. Because of its entrepreneurial, innovative and solution-oriented approach, HVG Law is considered a leader in the market. HVG Law is a perfect example of today's firm: professional, communicative and available to clients 24/7.

HVG Law deals with all matters that keep an organisation in good shape. From reorganisations to acquisitions, from compliance to litigation. You will be doing business with lawyers and civil-law notaries who work together. With you and with each other, at the highest level. HVG Law advises and litigates.

Core Activities

HVG Law does business in the following areas of expertise:

- Corporate M&A
- Commercial Agreements
- Digital, Cyber & Privacy
- Insolvency & Restructuring
- Finance Law
- Competition & Regulated Markets
- Energy & Utilities
- Government & Public
- Health & Life Sciences
- Dispute Resolution
- Labour & Employment
- Financial Services
- Real Estate
- Legal Managed Services
- Civil Law Notaries

The strength of HVG Law

HVG Law can offer you a multidisciplinary approach. The strategic alliance with EY Tax enables HVG Law to approach your issues in a comprehensive way, not just from a legal perspective, but also from a financial and tax perspective.

In addition, the sector focus gives HVG Law access to up-to-date information on and an understanding of a wide range of market sectors. Accordingly, the advisors are not only discussion partners who know what is going on in your market: They also understand what this means for your company

The approach

HVG Law does business at the highest level; quality, speed and client focus are paramount. HVG Law also attaches great importance to open communication and transparency and is prepared to go the extra mile to take you further. Clients include national and international companies, public authorities and non-profit organisations.

In the Netherlands and abroad

With 150 lawyers and (candidate) civil-law notaries, HVG Law is active in all areas of law and all sectors that are relevant to the business community, directors, shareholders and public authorities; the firm knows your business as well as your market. With offices in Amsterdam, Rotterdam, The Hague, Eindhoven, Utrecht, New York, Chicago and San Jose (Donahue & Partners LLP in the US), the firm is able to offer its national and international clients solutions for their legal issues.

International

HVG Law is part of the global EY Law network, comprising over more than 3,500 professionals: 2,400 legal advisors and 1,100 managed services professionals, operating from 84 countries worldwide.

HVG Law Innovation

HVG Law developed the 'Future of Law' programme to embed innovation into daily practice. With this programme HVG Law innovates and invests in the rapidly changing environment and emerging digitalisation

PRACTICE AREAS

Corporate M&A
 Commercial Agreements
 Digital, Cyber & Privacy
 Insolvency & Restructuring
 Finance Law
 Competition & Regulated Markets
 Energy & Utilities
 Government & Public
 Health & Life Sciences
 Dispute Resolution
 Labour & Employment
 Financial Services
 Real Estate
 Legal Managed Services
 Civil Law Notaries

OFFICES

THE NETHERLANDS

AMSTERDAM: Antonio Vivaldistraat 150, 1083 HP, P.O. Box 7925, 1008 AC
 Tel: +31 88 407 04 44 Fax: +31 88 407 04 45
 Email: info@hvglaw.nl

THE HAGUE: Wassenaarseweg 80, 2596 CZ, PO Box 90636, 2509 LP
 Tel: +31 88 407 04 44 Fax: +31 88 407 03 05
 Email: info@hvglaw.nl

EINDHOVEN: Prof. Dr. Dorgelolaan 14, 5613 AM, PO Box 455, 5600 AL
 Tel: +31 88 407 04 44 Fax: +31 88 407 00 05
 Email: info@hvglaw.nl

ROTTERDAM: Boompjes 258, 3011 XZ, PO Box 2295, 3000 CG
 Tel: +31 88 407 04 44 Fax: +31 88 407 02 70
 Email: info@hvglaw.nl

UTRECHT: Euclideslaan 1, 3584 BL, PO Box 3053, 3502 GB
 Tel: +31 88 407 04 44 Fax: +31 88 407 01 05
 Email: info@hvglaw.nl

INTERNATIONAL OFFICES

USA

NEW YORK: 5 Times Square, Ernst & Young Tower 10036-6530
 Tel: +1 212 773 6250 Fax: +1 212 773 8814
 Email: info@dp.ey.com

SAN JOSÉ: 303 S Almaden Blvd #1000, CA 95110
 Tel: + 1 408 947 57 54 Email: info@dp.ey.com

ILLINOIS: 155 North Wacker Drive, Chicago 60606
 Tel: +1 312 879 2824 Email: info@dp.ey.com

HVG Law has a strategic alliance with EY Tax and is part of the international EY Law network within 75 countries.



HVG
LAW

JahaeRaymakers

www.jahae.nl tel: +31 20 435 2525 fax: +31 20 435 2525

Managing Partners: Han Jahae, Dian Brouwer, Jurjan Geertsma, Thom Dieben, Cathalijne van der Plas
 Number of partners: 5 Number of lawyers: 10
 Languages: Dutch, English, French, German

Firm Overview:

JahaeRaymakers is a leading niche firm, specialising in national and international white collar criminal and regulatory enforcement matters and related issues such as (AML, AB&C and Business & Human Rights) compliance, risk and reputation issues, international sanctions and international asset tracing and recovery. JahaeRaymakers' lawyers act as trusted advisors for a wide range of public authorities, (listed) companies and their directors and high-profile private individuals. They have detailed knowledge, a wealth of experience and an excellent international network.

Main Areas of Practice:

- White collar criminal and regulatory enforcement
- Risk & reputation management
- Sanctions, AML, AB&C and Business & Human Rights compliance
- European & International proceedings
- (International) asset tracing & recovery

White Collar Criminal & Regulatory Enforcement:

- JahaeRaymakers assists companies and individuals involved in or risk being involved in administrative, regulatory or criminal investigations as targets, suspects, witnesses, experts or victims
- The firm advises and assist companies and individuals who have fallen victim to criminal and other offenses
- The firm represents clients in often large and complex high-profile cases
- The firm litigates if necessary in which they bring to bear a wealth of experience of litigating before all judicial authorities in the Netherlands and many abroad, in such diverse proceedings as complex criminal and their related civil and administrative proceedings, asset recovery, and preliminary relief proceedings

Contacts: Han Jahae (jahae@jahae.nl); Dian Brouwer (brouwer@jahae.nl)

Risk & Reputation Management:

- JahaeRaymakers are experts in the field of Sanctions, AML, AB&C and Business & Human Rights matters
- JahaeRaymakers supports and assists corporates and professional service providers in drawing up and assessing rules in the fields of integrity and compliance
- The firm supports clients in integrity and reputational matters to avoid and limit reputational damage and risks
- The firm helps clients prepare through interrogation trainings and dawn raid instructions
- The firm represent clients in professional disciplinary proceedings and proceedings before ethical conduct boards

Contact: Jurjan Geertsma (geertsma@jahae.nl)

European & International Proceedings:

- JahaeRaymakers joins in the thought processes of companies and their directors and officers that operate in an international context and are confronted abroad with compliance issues or local enforcement and investigative measures. Through their excellent international network they can set up and liaise with defence teams in the jurisdiction(s) involved
- The firm provides assistance when Dutch enforcement and investigative authorities take measures following foreign requests for legal assistance (e.g. extradition requests, European Arrest Warrants (EAW) or requests to search businesses or homes)
- JahaeRaymakers has a unique expertise and capability in litigating before the European Court of Human Rights (ECHR) and the European Court of Justice to further the interests of their client in domestic cases

Contact: Thom Dieben (dieben@jahae.nl)

(International) Asset Tracing & Recovery:

- JahaeRaymakers assists in recovering losses due to fraud that have been transferred abroad, cutting through the complex legal and corporate schemes used to hide such proceeds of crime
- JahaeRaymakers assists foreign injured parties in international recovery processes on assets located in the Netherlands and coordinates the efforts of Dutch and foreign lawyers involved
- In such recovery procedures, they work and liaises with Dutch and foreign law enforcement agencies
- JahaeRaymakers is instructed by clients and their counsel to provide expert assistance in the field of both international private and international public law, to help navigate the challenges of international enforcement of civil judgements and the international validity of foreign sovereign acts and decisions

Contact: Cathalijne van der Plas (vanderplas@jahae.nl)

PRACTICE AREAS

White Collar Criminal & Regulatory Enforcement
 Risk & Reputation Management
 European & International Proceedings
 (International) Asset Tracing & Recovery

OFFICES

THE NETHERLANDS

AMSTERDAM: Mondriaantoren, Amstelplein 40
 1096 BC
 Tel: +31 20 435 2525
 Email: info@jahae.nl



JB LAW

www.jblaw.nl tel: +31 20 3039 400 fax: +31 20 3039 499

Number of partners: 8 Number of associates: 9
Languages: *Dutch, English*

Firm Overview:

JB Law is an independent boutique law firm. Founded in 2006, over the last decade JB Law became one of the go-to firms for transactional work and related litigation for the larger midmarket deals and governance issues and disputes. The team provides pragmatic solutions, and has a personal approach. What makes the team unique is that they are able to manage large, high profile deals in a boutique firm setting, often facing one or more of the large national or international law firms, to the full satisfaction of their clients.

Clients include private equity funds, family offices, venture capital firms, corporates and family-owned businesses.

Main Areas of Practice:

Corporate/M&A:

7 partners, 7 associates

- Representation of Enrico Glasbest, a portfolio company of Victus Participations, a food and agri growth investment fund, on its acquisition of the European Bertolli branded pasta sauces, pesto and mayonnaise business from Unilever
- Representation of Reggeborgh, a private investment company and long-established family business, on the divestiture of its shareholding in VARO Energy to NASDAQ listed The Carlyle Group. VARO is one of the leading energy transition focused downstream businesses in North West Europe owned by Reggeborgh, The Carlyle Group and Vitol
- Representation of Delta Fiber Nederland, a portfolio company of EQT, on its acquisition of Cogas Kabel Infra B.V., a company active in the development and exploitation of optic fibre networks
- Representation of Mentha Capital on its acquisition of Rapid Circle B.V., a company active in Microsoft cloud solutions
- Representation of the shareholders of Plus 100, a Dutch developer and seller of outdoor furniture, on the sale of the shares in Plus 100 to Value Enhancement Partner, a Dutch mid-market private equity investor
- Representation of the shareholders in B-Lay, a Dutch provider of software asset management advisory and managed services for SAP and Oracle solutions, on the sale of B-Lay to SoftwareONE, a Switzerland-based and stock-listed global provider of end-to-end software and cloud technology solutions
- Representation of the shareholders in Hyperion Technologies, a Dutch manufacturer of components for satellites, on the sale of Hyperion to AAC Clyde Space, a Sweden-based and stock-listed small satellite builder
- Representation of Royal Barenbrug Group on its acquisition in the US of the Jacklin Seed's business from Simplot Partners
- Representation of Energyst B.V. on its divestments of its European businesses to Pon, Finning, Finanzauto and Zeppelin

Contact: Malu Dijkstra Tel: +31 20 3039 419
Email: malu@jblaw.nl

Finance:

2 partners, 3 associates

- Representation of Sunrock, one of the largest developers of rooftop solar systems in the Netherlands market, in the financing EUR 30,000,000 junior financing arrangement with Meewind for the junior financing of Rooftop Solar Projects in the Netherlands
- Representation of RB Family Capital on the EUR 25,000,000 acquisition financing for the acquisition of HBM Machines, a large B2B player in the field of construction tools in the Netherlands
- Representation of Mentha Capital on the EUR 26,000,000 acquisition financing for the acquisition of SERAC and Xperi, creating a large SAP group in the Netherlands
- Representation of Amvest, a large residential real estate development company in the Netherlands on a EUR 180,000,000 Facility Agreement for real estate development projects in the Netherlands
- Representation of Penta Infra on the financing of the acquisition and development of 2 datacenters, one in Düsseldorf, Germany and one in Leipzig, Germany, both facilities provided by NIBC Bank N.V. in the Netherlands

Contact: Oscar Pfeiffer Tel: +31 20 3039 415
Email: oscar@jblaw.nl

PRACTICE AREAS

Corporate/M&A
Banking & Finance
Litigation

OFFICES

THE NETHERLANDS

AMSTERDAM: Vondelstraat 47, 1054 GJ
Tel: +31 20 3039 400 Fax: +31 20 3039 499
Email: contact@jblaw.nl



LEIJNSE ARTZ

www.leijnseartz.com **tel:** +31 10 244 43 44 **fax:** +31 10 244 00 91

Number of partners: 4 Number of lawyers: 9
Languages: *Dutch, English, French, German*

Firm Overview:

The experienced lawyers of the boutique law firm Leijnse Artz provide advice and litigate across a number of disciplines. The firm has a broad practice, covering employment law, company law, healthcare and life sciences, unfair competition and advertising, privacy and data protection, and technology, media and telecommunications (TMT). Founded in 2001, the firm has built up an excellent reputation, with clients ranging from leading multinational and national corporations, trade associations, to non-profit organisations and individuals.

Main Areas of Practice:

Employment:

1 partner, 3 fee earners
Leijnse Artz covers every angle of employment law. The employment law team gives advice on, for instance, harmonisation of employment conditions, company transfers, reorganisations, civil servants law and dismissal matters. They offer guidance on collective bargaining and employee representation issues, and provide assistance with regard to flexible work practices, (international) temporary employment arrangements, unlawful discrimination, employer's liability, work permits, labour conditions and competition clauses. Clients include employers and employees, including managing directors, as well as works councils and guidance committees.
Contact: Maarten Grandjean Perrenod Comtesse
Tel: +31 10 244 43 42
Email: m.grandjean@leijnseartz.com

Company Law:

3 partners, 5 fee earners
Leijnse Artz's company law team assists clients in a wide range of matters, both contentious and non-contentious. The team has particular experience in national and international arbitration procedures, and provides assistance in corporate and commercial litigation matters, including product liability cases. Leijnse Artz also provides advice on other company law matters, such as drawing-up contracts and drafting general terms and conditions.
Contact: Bart Leijnse
Tel: +31 10 244 43 44
Email: b.leijnse@leijnseartz.com

Healthcare & Life Sciences:

3 partners, 7 fee earners
Leijnse Artz's comprehensive industry-focused team of lawyers have been advising clients in the healthcare and life sciences industry sectors for many years on a broad spectrum of matters, both contentious and non-contentious. Its lawyers are closely involved in policy initiatives and have excellent contacts with regulators and competent authorities, self-regulatory bodies

and trade associations. This means that the team is well-placed to provide highly strategic advice on complex matters. The multidisciplinary practice covers civil, regulatory and criminal matters relating to healthcare, pharmaceuticals, medical devices, biotech, food, cosmetics and biocides. The team has a particular focus on EU and Dutch regulatory law (i.a. clinical trials, market authorisations, product certification/ notification, pricing and reimbursement, advertising, borderline products, product safety, manufacturing and distribution), and the team also advises on related matters, including competition law, product and medical liability, privacy, trademarks and parallel import. Furthermore the team provides assistance in regulatory and enforcement investigations by the authorities (IGZ, NVWA, NZa, ACM, AP). Clients span all industry sectors, and range from leading multinational companies and trade associations, to pharmacies, hospitals and individual healthcare professionals.
Contact: Koosje van Lessen Kloeke
Tel: +31 10 244 43 44
Email: k.vanlessenkloeke@leijnseartz.com

Unfair Competition & Advertising:

1 partner, 3 fee earners
Leijnse Artz advises and litigates in matters involving unfair competition, intellectual property and advertising disputes. Leijnse Artz has extensive experience representing clients in legal proceedings before the Dutch courts as well as in procedures before self-regulatory bodies, such as the advertising code committee (RCC) and the Code Committee of the Foundation for the Code for Pharmaceutical Advertising (CGR). The clients of Leijnse Artz in this area are primarily active in the fields of healthcare and life sciences, personal and household care products, and home accessories.
Contact: Ton Artz
Tel: +31 10 244 43 44
Email: a.artz@leijnseartz.com

Privacy & Data Protection:

1 partner, 3 fee earners
Leijnse Artz's privacy and data protection team

PRACTICE AREAS:

Employment
Healthcare & Life Sciences
Unfair Competition & Advertising
Company Law
Privacy & Data Protection
Technology, Media & Telecommunications (TMT)

OFFICES:

THE NETHERLANDS

ROTTERDAM: Westersingel 101, 3015 LD
Rotterdam, The Netherlands
Tel: +31 10 244 43 44 **Fax:** +31 10 244 00 91
Email: info@leijnseartz.com

assists companies and institutions with investigations and enforcement proceedings initiated by supervisory bodies, such as the Dutch Data Protection Authority (AP) and the Netherlands Authority for Consumers and Markets (ACM). The team can also provide advice on areas including the performance of privacy audits, drafting privacy statements, processor agreements, patient information forms, notifications to the AP, international personal data transfers, handling data leaks and other security issues, designing direct marketing actions and requests for data access by legal enforcement authorities. Furthermore, the team has extensive experience with matters relating to requests for access to documents ("Wob-requests") and the protection of confidential information, both contentious and non-contentious.

Contact: Wilfred Steenbruggen

Tel: +31 10 244 43 43

Email: w.steenbruggen@leijnseartz.com

Technology, Media & Telecommunications (TMT):

1 partner, 2 fee earners
Leijnse Artz assists companies operating in the media and telecommunications sector in the areas of regulatory, competition and contractual issues. Examples include registrations, frequencies and numbers, rights of way, fixed and mobile network access, interconnection, market analyses and SMP obligations, net neutrality, and privacy. In the media sector the firm can help with licenses, content distribution across different platforms, advertising and consumer protection. Leijnse Artz has a great deal of experience with supervisory bodies (ACM, AP, CvdM) and can offer assistance with investigations or enforcement proceedings.

Contact: Wilfred Steenbruggen

LEIJNSE ARTZ
ART OF LAW



LEMSTRA VAN DER KORST

www.lvdk.com **tel:** +31 020 2050567 **fax:** +31 020 2050560

Number of partners: 6 Number of lawyers: 16

Languages: *Dutch, English, German, French*

Firm Overview:

Lemstra Van der Korst is a boutique law firm based in Amsterdam, specialising in corporate, financial and commercial litigation. Lemstra Van der Korst focuses on understanding its client's business, allowing it to render no nonsense, state of the art legal advice. If litigation is the best way forward, it can rely on extensive litigation experience. Its lawyers have impressed in advising of boards of international and domestic enterprises both with a view to prevent disputes and to resolve disputes.

This has resulted in a strong reputation for advising clients on corporate governance issues and the role of public supervisory authorities. Its dedicated team of professionals is creative and highly flexible. For over a decade, the firm is a leading firm in the Dutch arena of corporate and commercial litigation, which explains why it is often requested by the traditional law firms to act as co-counsel in complex litigation.

Lemstra Van der Korst knows when and how to settle disputes and is well placed to advise on whether or not to pursue claims in or outside of litigation. The market for class actions and settlements continues to develop in the Netherlands and Lemstra Van der Korst is a key player in it.

Main Areas of Practice:

- Corporate Litigation
- Financial Litigation
- Commercial Litigation
- Class Actions
- Boardroom Counseling
- Corporate Governance
- Works Counsel
- (International) Arbitration

Representative Matters:

- Representing shareholders (through an SPV foundation) in a USD 380 million class settlement with Shell regarding the misrepresentation of its oil and gas reserves
- Representing shareholders (through an SPV foundation) in a USD 60 million global class settlement with Swiss insurance company Converium
- Representing Reuben Brothers in a multimillion-dollar international investment dispute
- Representing a former board member of Fortis Bank in various litigation resulting from the expropriation of Fortis Bank
- Product liability case against pharmaceutical company Bayer

- Representing an SPV foundation in a multibillion-dollar class action against international banks and a broker re the manipulation of LIBOR and EURIBOR linked interest rates
- Lead counsel in securities class action regarding damages caused by corruption and fraud within Brazilian oil giant Petrobras
- Advising and representing the Central Works Council of TATA Steel Netherlands in various matters, including the initially intended mergers with Thyssen Krupp and SSAB, and the intended separation of Tata Steel Netherlands and Tata Steel UK
- Representing Fiat Chrysler Automobiles, CNH Industrial and Iveco in multiple follow-on cartel damages cases
- Proceedings against Braskem and Norsk Hydro regarding environmental disasters in Brazil
- Representing (the clients of) five leading Dutch legal insurance companies regarding the class settlement (WCAM) of claims against DSB Bank relating to breaches of its duty of care
- Representing Digital Landscape Group, Inc. subsidiary in a commercial dispute with Dutch national telecom provider KPN

PRACTICE AREAS

Corporate Litigation
 Financial Litigation
 Commercial Litigation
 Class Actions
 Boardroom Counseling
 Corporate Governance
 Works Counsel
 (International) Arbitration

OFFICES

NETHERLANDS

AMSTERDAM: Lemstra Van der Korst N.V.,
 Prins Hendriklaan 16, 1075 BC
 Tel: +31 20 2050567 Fax: +31 20 2050560
 Email: info@lvdk.com
 Website: www.lvdk.com

- Representing a supplier in a multimillion-dollar dispute against Volkswagen
- Representing claim foundation in a data privacy class action against Facebook
- Representing the managing and supervisory board in a liability case following the bankruptcy of Apple's largest premium reseller in the Netherlands
- Representing SRK (legal aid insurance company) in a corporate dispute with AEGON and Nationale Nederlanden in inquiry proceedings before the Enterprise Chamber, resulting in a settlement

LEMSTRA



VAN DER KORST

LEXENCE

www.lexence.com **tel:** +31 20 5736 736 **fax:** +31 20 5736 737

Management Board: Peter Reinders (managing partner), Wouter Helder, Timo Jansen
 Number of partners: 35 Number of lawyers/civil law notaries: 95+
 Languages: *Dutch, English, French, German, Spanish*

Firm Overview:

Lexence is a leading Dutch law firm specialised in corporate and commercial law and real estate law. The firm provides legal services to both national and international companies who operate in the Dutch market. The firm's professionals, including 95+ lawyers and civil law notaries, work in small teams directed by partners. The lawyers and notaries cooperate seamlessly in their areas of specialisation. Quality, efficiency and service orientation always paramount.

Main Areas of Practice:

Corporate & Commercial:

The Lexence corporate and commercial lawyers and civil law-notaries specialise in legal support regarding mergers and acquisitions, joint ventures, private equity and venture capital transactions, employment and benefits law, commercial and corporate disputes, structuring and restructuring.

Work areas: M&A, private equity, venture capital, financing, commercial contracts, structuring, notarial services, litigations and employment and benefits law.

Contact: Luc Habets

Email: l.habets@lexence.com

Contact: Joost Kolkman

Email: j.kolkman@lexence.com

Real Estate:

Lexence's real estate lawyers and civil law-notaries handle cases related to: environmental law, area development, construction, purchase and sale, commercial hire, and management and financing real estate projects. The real estate projects the lawyers work on involve: large-scale urban development, development of logistic properties, shopping malls, office buildings and residential projects.

Work areas: transactions, development, asset management, leasing, environmental, construction law & tendering, finance.

Contact: Ferry van Schoonhoven

Email: f.van.schoonhoven@lexence.com

International Work:

Lexence is an independent law firm with access to fellow international firms with knowledge and experience unique to a specific jurisdiction. Through its membership of the Meritas worldwide network, a highly-regarded legal network of law firms, Lexence has easy access to those firms.

PRACTICE AREAS

- Corporate & Commercial:
- M&A
- Private Equity
- Venture Capital
- Financing
- Commercial Contracts
- Structuring
- Notarial Services
- Litigation
- Employment & Benefits Law
- Real Estate:
- Transactions
- Development
- Asset Management
- Leasing
- Environmental
- Construction Law & Tendering
- Finance
- Notarial services

OFFICES

THE NETHERLANDS

AMSTERDAM: Amstelveenseweg 500, 1081 KL
 Postal address: PO Box 75999, 1070 AZ
 Tel: +31 20 5736 736 Fax: +31 20 5736 737
 Email: info@lexence.com



LOYENS & LOEFF

www.loyensloeff.com tel: +31 20 578 5785 fax: +31 20 578 5800

Managing Partner: Bram Linnartz

Number of partners: 104 worldwide, 71 in the Netherlands

Number of fee-earners: 947 worldwide, 645 in the Netherlands

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:

- Administrative Law
- Banking & Finance
- Capital Markets
- Commercial Law
- Competition
- Corporate/M&A
- Corporate Criminal Law
- Employment & Benefits
- Family Owned Business & Private Wealth
- Indirect Tax
- Information Technology
- Insurance
- Intellectual Property
- Investment Management/Funds
- Litigation & Risk Management
- Private Equity
- Procurement
- Real Estate
- Regulatory
- Restructuring & Insolvency
- Tax
- VAT & Customs

Sectors:

- Automotive
- Energy
- Fintech
- Food & Beverages
- Healthcare
- Life Sciences
- Real Estate

Topics:

- Base Erosion and Profit Shifting (BEPS)
- Blockchain Technology
- Corporate Governance
- Data Protection & Privacy
- EU General Data Protection Regulation (GDPR)
- 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.

OFFICES

BELGIUM

BRUSSELS:

Tel: +32 2 743 43 43 Fax: +32 2 743 43 10
Contact: marc.vermylen@loyensloeff.com

CHINA

HONG KONG:

Tel: +852 376 393 00 Fax: +852 376 393 01
Contact: thierry.lohest@loyensloeff.com

FRANCE

PARIS:

Tel: +33 1 49 53 91 25 Fax: +33 1 495 394 29
Contact: xavier.clarebout@loyensloeff.com
Contact: imme.kam@loyensloeff.com

JAPAN

TOKYO:

Tel: +81 3 32 16 73 24
Contact: ewout.stumphius@loyensloeff.com

LUXEMBOURG

LUXEMBOURG:

Tel: +352 466 230 Fax: +352 466 234
Contact: marc.meyers@loyensloeff.com

THE NETHERLANDS

AMSTERDAM:

Tel: +31 20 578 51 33 Fax: +31 20 578 51 60
Contact: patrick.van.oppen@loyensloeff.com

ROTTERDAM:

Tel: +31 10 224 66 55 Fax: +31 10 224 64 56
Contact: harmen.zeven@loyensloeff.com

SINGAPORE

SINGAPORE:

Tel: +65 6880 3070 Fax: +65 6880 3071
Contact: barbara.voskamp@loyensloeff.com

SWITZERLAND

ZURICH:

Tel: +41 43 434 6700 Fax: +41 43 266 55 59
Contact: beat.baumgartner@loyensloeff.com
Contact: judith.raijmakers@loyensloeff.com
Contact: marco.toni@loyensloeff.com

UNITED KINGDOM

LONDON:

Tel: +44 20 7826 3070 Fax: +44 20 7826 3080
Contact: willem.jarigsmas@loyensloeff.com (Legal)
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

ATTORNEYS AT LAW • TAX ADVISERS • CIVIL LAW NOTARIES

MAVERICK ADVOCATEN

www.maverick-law.com **tel:** +31 20 238 2000 **fax:** +31 20 238 2091

Managing Partners: Diederik Schrijvershof, Martijn van de Hel

Number of partners: 2 Number of lawyers: 11

Languages: *Dutch, English, German*

Firm Overview:

Maverick Advocaten is the independent and leading competition law firm in the Netherlands. The team has vast experience at the top of the Dutch legal profession. The lawyers provide advice on Dutch and EU competition law, including cartels, abuse of dominance, (second phase) merger control, public procurement and cartel damage claims. They also frequently advise clients on economic regulation, consumer law and EU law (including state aid and unfair competition). The team regularly represents clients in proceedings before the Dutch and EU courts, the Netherlands Authority for Consumers & Markets, the European Commission and the Dutch Healthcare Authority. Maverick Advocaten represents clients in a wide variety of sectors, including healthcare, pharmaceuticals, agri and food, FMCG, energy, transport, retail, fintech, media and communications.

Recent Work :

- Representing FMN in preliminary proceedings against the Dutch State for the proposed awarding of the main rail network concession to the incumbent railroad company NS
- Representing MKB Multifunds before the General Court against the European Commission rejecting a complaint about state aid provided by the Dutch State to investment fund DVI
- Assisting Mediq and Eurocept, two distributors of medical products and of medical home care, in obtaining approval from the ACM for their merger
- Representation of British Airways in a contribution proceeding concerning damages claim relating to the alleged airfreight cartel
- Representation of Omring and Vrijwaard, two elderly care providers, in obtaining second phase merger clearance from the ACM
- Assisting Erasmus MC and IJsselland Ziekenhuis, two hospitals in Rotterdam, with obtaining merger clearance from the ACM
- Assisting real-estate traders with a damages claim against the ACM after annulment of a fine by the highest court for alleged collusion
- Representing Midac in a damages claim against the ACM after annulment of a fine by the court for alleged price-fixing involving forklift truck batteries
- Winning preliminary relief proceedings for the Dutch Mental Healthcare Association and 19 members against five healthcare administration offices for insufficient long-term care rates
- Representing H&S in the appeal procedure of the ACM against the annulment by the court of a fine for alleged collusion in the cold storage markets
- Representing International Bon Ton Toys in preliminary relief proceedings challenging anticompetitive provisions in a licensing agreement of Dromenjager
- Representing a landlord of retail premises in a dispute with insolvent department store Hudson's Bay regarding alleged cartel conduct
- Representation energy company Innova in appeal proceedings before the court against a fine from the ACM for offering energy contracts for business purposes to self-employed workers
- Assisting a legal insurance company with its complaint at the ACM about an alleged infringement of the cartel prohibition by the Dutch Bar
- Assisting transport companies Peter Appel and Simon Loos in obtaining ACM's approval for their merger
- Assisting a large cooperation of agricultural products on EU competition law, CAP-regulations and related distribution matters
- Assisting GroentenFruit Huis with CO-VID-19 compensation scheme for agricultural and horticultural businesses
- Assisting in creating a level playing field for a producer of medical devices by obtained court rulings that eye drops and eye creams are medical devices and eligible for reimbursement under basic health insurance thereby
- Representing several third party public transport companies on competition law aspects of the joint venture of NS, GVB, HTM and RET for a digital mobility as a service platform
- Successfully assisting water authority Hoogheemraadschap De Stichtse Rijnlanden in an innovative tender procedure for a principal river dyke reinforcement in the Netherlands

PRACTICE AREAS

Dutch & EU Competition Law

Regulated Markets:

- Telecommunication
- Post
- Aviation
- Energy
- Transport
- Health & Pharma

Consumer Law

Procurement Law

Competition Litigation:

- Cartel Damage Claims

OFFICES

THE NETHERLANDS

AMSTERDAM: Barbara Strozilaaan 360, 1083 HN

Tel: +31 20 238 2000

Fax: +31 20 238 2091

Website: www.maverick-law.com

Key Clients

ADG, Adyen, Arkin, ChipSoft, Eneco, Erasmus MC, Eurocept, Funda, FMN, Gimv, H&S Group, Infomedics, Innova, Mediq, Midac, MRCE, de Nederlandse GGZ, Parnassia Groep, Van Loon Groep, Waterland, Transdev

Contacts:

- Martijn van de Hel **Tel:** +31 20 238 2002
Email: martijn.vandehel@maverick-law.com
- Diederik Schrijvershof **Tel:** +31 20 238 2003
Email: diderik.schrijvershof@maverick-law.com



MAVERICK

Competition | Regulation | Litigation

NAUTADUTILH

www.nautadutilh.com tel: +31 20 717 10 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-Caribbean 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.

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

OFFICES

BELGIUM

BRUSSELS: Chaussée de La Hulpe 120, B-1000
Tel: +32 2 566 80 00 Fax: +32 2 566 80 01
Email: ndbru@nautadutilh.com

LUXEMBOURG

LUXEMBOURG: 2, rue Jean Bertholet, L-1233 Grand Duchy of Luxembourg
Tel: +352 26 12 29 1 Fax: +352 26 68 43 31
Email: ndlux@nautadutilh.com

NETHERLANDS

AMSTERDAM: Beethovenstraat 400, 1082 PR, PO Box 7113, 1007JC
Tel: +31 20 717 10 00 Fax: +31 20 717 11 11
Email: info@nautadutilh.com

ROTTERDAM: Weena 800, 3014DA, PO Box 1110, 3000 BC
Tel: +31 10 224 00 00 Fax: +31 10 414 84 44
Email: info@nautadutilh.com

UNITED KINGDOM

LONDON: 2 Cophthall Avenue, EC2R 7DA
Tel: +44 207 786 9100 Fax: +44 207 588 6888
Email: ndlondon@nautadutilh.com

UNITED STATES

NEW YORK: One Rockefeller Plaza, 10020
Tel: +1 212 218 2990 Fax: +1 212 218 2999
Email: info@nautadutilh.com

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.

NEWGROUND LAW

www.newgroundlaw.com tel: +31 85 8081300

Managing Partners: Anne-Marie Klijn, Charles van Rijckevorsel, Cynthia de Witt Wijnen, André Gaastra, Erwin Noordover

Number of partners: 5 (3 men, 2 women) Number of lawyers and civil law notaries: 22

Languages: *Dutch, English, German*

Firm Overview:

NEWGROUND is a new formula designed to break with market conventions. Created by the Netherlands' leading real estate legal professionals. Together they are bringing more than one hundred years' experience in representing a wide range of clients.

The firm's purpose is clear: focus on what really matters. And if necessary, the team simply take an entirely different approach. With focus and incisiveness. And with a priority on the human dimension. Just as today's world demands. That means a different DNA. Because the team firmly believes that clients' interests are best served by adopting a deeply rooted 'human-centric' approach. A philosophy that may not necessarily be supported by everyone. But one the firm believes will attract the right people. People who want to be associated with the New world: new clients as well as future colleagues.

NEWGROUND is specialised in providing legal services in the real estate sector and the spatial environment in the broadest sense, including environmental and energy law and sanctions.

The firm focuses on corporate and other large commercial transactions, disputes and legal consultancy. It is specialised in contract law, notarial law, construction law, tenancy law, planning law, nature conservation law and (sustainable) energy and environmental law including sanctions as well as criminal enforcement. In addition, the team keeps abreast of the latest trends and developments in topical issues, such as sustainable construction and Clean Tech, the energy transition and smart cities.

Main Areas of Practice:

Administrative & Sanction Law:

Administrative law governs the relationship between people and government. It regulates the actions of government agencies when making administrative decisions. As each situation is different, the applicable legislation and regulations are often layered and diffuse.

Construction Law & Contracting:

Principals and contractors are advised on their rights and obligations under construction law. The firm also has substantial experience in drawing up building contracts for commercial property and housing complexes. In addition, disputes are handled and litigated at the Arbitration Board for the Building Industry.

Contract & Notarial Law:

Real estate law is inextricably linked to contract law. NEWGROUND assists in laying down in writing arrangements in a lease or sale and purchase agreement or a contract for professional services. In addition a multi-disciplinary team consisting of attorneys and (candidate) civil-law notaries handle large and complex real estate transactions regarding the sale and acquisition of immovable properties and real estate portfolios in various sectors, starting out at the early stage of (commercial) negotiations with advice on the letter of intent. The firm carries out due diligence to identify potential risks for the client, accompanied by proposals for mitigating them. The notarial experts also take care of the legal transfer of the real estate.

Property Law:

NEWGROUND advises on (the creation of) the various rights, such as the right of ownership, leasehold, right of superficies, easements, common ownership and apartment rights. Property law demands clarity in the rights and obligations of the various parties involved, including leaseholders, landowners, neighbors, owners of apartment rights and Owners' Associations. For leaseholds specifically the team advises and litigates on matters related to risk, centring on leasehold conditions, ground rent increase and valuation.

Tenancy Law:

Issues related to letting and leasing are often complex. The firm advises clients on office and commercial premises, the conclusion of leases and regarding lease terminations as well as complex issues in current contracts, sometimes resulting in litigation when the need arises.

Environmental Law:

Environmental law consists of a large number of laws and decisions that are all important for ensuring a healthy environment. The Environmental Management Act is central to environmental law. It serves as a framework act for permit applications in case of (industrial) activities that might result in environmental impacts.

(Sustainable) Energy & Regulatory Law:

Realising the energy transition requires an interdisciplinary approach to law. In the coming decades, the Netherlands awaits a complete change in the field of generation, transport, storage and saving of energy. NEWGROUND helps its clients in this highly regulated market.

Planning Law:

The Netherlands is a densely populated country. That places considerable pressure on the use of physical space. NEWGROUND advises you on all aspects of environmental and planning law, including spatial planning, area development and environmental and nature conservancy legislation. Matters that need to be understood before you embark on the development of new real estate projects, such as transformation of existing buildings, development of sustainable energy and land, including municipal cost recovery.

OFFICES

NETHERLANDS

AMSTERDAM: Gustav Mahlerplein 27,
Symphony Offices, 5th floor
Tel: + 31 85 8081300
Email: info@newgroundlaw.com

PALTHE OBERMAN

www.paltheoberman.nl **tel:** +31 20 344 61 00 **fax:** +31 20 344 61 11

Managing Partners: Mr CC Oberman, Mr MJ Draaisma

Number of partners: 2 Number of lawyers: 12

Languages: *Dutch, English*

Firm Overview:

Palthe Oberman is a leading boutique law firm in the Netherlands focussing exclusively on labour and employment law. Established in 2001, the firm has steadily grown. The partners and associates all have many years of (international) experience and are able to provide high level counsel on all worklaw related matters.

Palthe Oberman is a member and the Dutch representative of L&E GLOBAL – an international integrated alliance of premier labour and employment law boutiques (www.leglobal.org). This membership allows Palthe Oberman to share experiences and knowledge with employment law specialists across borders.

PRACTICE AREAS

Labour & Employment
Public Service
Health
Insurance
Retail
Banking & Finance
Transport
Sports

OFFICES

NETHERLANDS

AMSTERDAM: Prins Hendriklaan 41, 1075 BA
Tel: +31 20 344 6100 Fax: +31 20 344 6111
Email: info@paltheoberman.nl
Website: www.paltheoberman.nl

Main Areas of Practice:

International companies on all aspects of worklaw related matters such as: employment contracts, temporary employment, outsourcing, mergers and acquisitions, transfers of undertaking, restructuring and reorganisations, works councils, trade union negotiations and collective dismissals.

Palthe Oberman also has specific experience advising government organisations on the management of its workforce and is currently working with several public administrations.

Recent Cases:

- Advising large law firms on their human resource management and handling the individual dismissals (also at the management level)
- Restructuring and reorganisation of banks, insurance companies and airline companies
- Assisting on cross border dismissals
- Litigation in a class action claim (through an incorporated association)
- Advising and supporting international HR departments of large companies with regard to the implementation worldwide of specific uniform employment conditions

- Assisting non-governmental organisations
- Representing and assisting government authorities in relation with a massive and extensive fraud investigation regarding its civil servants.

Firm Contact

Contact: Christiaan Oberman

Tel: +31 20 344 61 00

Email: oberman@paltheoberman.nl

PELS RIJCKEN & DROOGLEEVER FORTUIJN NV

www.pelsrijcken.nl **tel:** +31 70 515 3000 **fax:** +31 70 515 3100 **email:** contact@pelsrijcken.nl

Managing Partner: Frank Oranje

Number of partners worldwide: 36 Number of other lawyers worldwide: 133

Languages: *Dutch, English, French, German*

Firm Overview:

Pels Rijcken acts for major corporates, international organisations and government institutions, such as the State of the Netherlands and the Dutch Central Bank. With over 160 lawyers and civil-law notaries, the firm is one of the largest full-service Dutch law firms. It combines its in-depth legal knowledge with a keen understanding of clients' business needs. The firm is responsive to clients' demands and pragmatic in its solutions. It is also sensitive to the interest of clients' stakeholders. The office is located in The Hague.

Main Areas of Practice:

Business & Human Rights:

Pels Rijcken provides advice concerning the requirements which apply or might apply to sustainable procurement. In addition, it draws up contractual terms and conditions related to investments and for loan documents, joint venture agreements, and supply chain contracts. These terms make provision for ensuring human rights due diligence (in accordance with the requirements set out in the UN Guiding Principles) or other business and human rights standards. Finally, it provides advice concerning the procedures which are necessary for ensuring compliance with business and human rights standards within your own organisation as well.

Contact: Martijn Scheltema

Email: martijn.scheltema@pelsrijcken.nl

Construction:

The team remains the largest, most experienced and most specialised in construction and (public) procurement law in the Netherlands. It is involved in all major and most complex infrastructure projects in the Netherlands. The team is experienced in drafting and reviewing (innovative) construction contracts and all tender documentation in practically all major public Dutch projects. It is trend setting in latest developments, including construction contracts tendered on the basis of Best Value Procurement. In public procurement law we are advising on virtually all major PPP/PFI deals in the Netherlands. The firm is leading in the highly specialised field of shipbuilding.

Contact: René Kiers **Email:** rene.kiers@pelsrijcken.nl

Corporate/M&A:

The practice has extensive M&A capabilities, but its expertise also includes joint ventures, restructurings, (private equity) investments, incentive plans and corporate governance matters. The firm advises on transactions in the corporate and public sectors. It focuses on mid market clients, both nationally and internationally. Its leading position in the public domain explains its involvement in most of the privatisations and private/public co-operations.

Contact: Luc Defaix

Email: luc.defaix@pelsrijcken.nl

Employment:

The firm is engaged in the largest and most complex employment projects in the Netherlands on a daily basis. It works closely with the Supreme Court litigation practice group. Consequently, the team is involved in employment law proceedings which are conducted before the highest Dutch court. It represents a unique range of clients with the highest profiles including not only listed (international) companies, but also the State of the Netherlands, all ministries, several provinces and (large) municipalities.

In the area of pension law, the team represents large employers and pension funds.

Contact: Ruben van Arkel

Email: ruben.vanarkel@pelsrijcken.nl

Energy:

The energy team works on the largest and most complex energy projects in the Netherlands. It is not only involved in practically all major wind farm projects onshore and offshore, but also in major — renewable — heat, as well as heat and cold storage and supply projects. It is also regularly retained for climate change matters, such as CO₂ emission rights trading. The firm is leading in regulatory litigation in the energy sector. In addition to its successful regulatory practice, it also has a considerable transactional track record. It is advising energy producers, suppliers and traders and energy project developers. Unlike other law firms, it is retained by the Dutch government to advise on strategic and politically sensitive energy matters.

Contact: Iman Brinkman

Email: iman.brinkman@pelsrijcken.nl

European & Competition:

The team is known for the consistent high quality of its broad practice. The competition law practice covers the full range of antitrust, abuse and merger cases. Clients are public authorities as well as financial institutions and beneficiaries of state aid. The team handles all common forms of state aid. The EU and competition team also has a strong reputation for handling complex EU law matters. Team members all have a profound sectoral knowledge of one or more sector on industry, such as energy, food, transport, media, sports and infrastructural projects.

Contact: Erik Pijnacker Hordijk

Email: erik.pijnackerhordijk@pelsrijcken.nl

Litigation & Arbitration:

Pels Rijcken is the largest and the premier litigation law firm in the Netherlands. Pels Rijcken's arbitration team has ample experience and an excellent track record with handling large scale arbitrations. It also provides strategic legal advice in the context of imminent or pending arbitrations. Its expertise covers all possible stages of an arbitration, from interim measures to setting aside proceedings up to the Supreme Court. It acts for various blue chip companies and banks. Other clients are the State of the Netherlands, provinces and municipalities, regulators and other authorities. Over the last decade it has been expanding the commercial practice significantly, with an increasing range and high profile matters.

Contact: Willem Heemskerck

Email: willem.heemskerck@pelsrijcken.nl

Real Estate:

Pels Rijcken has one of the largest real estate practices in the Netherlands. It provides assistance with numerous

PRACTICE AREAS

Administrative
 Competition & Market Regulation
 Construction
 Corporate/M&A
 Disciplinary
 Employment
 Energy
 European
 Healthcare
 Innovation, Privacy & Technology
 Intellectual Property & Media
 IT
 Law Enforcement & Criminal
 Liability, Damage & Insurance
 Litigation & Arbitration
 Planning & Environmental
 Procurement
 Privacy
 Public Transport
 Real Estate
 State Aid
 Supreme Court Litigation
 Tax

SECTORS

Central Government
 Education & Research
 Energy
 Financial Institutions & Markets
 Healthcare
 International Clients
 Provinces & Municipalities
 Real Estate
 Regulatory Authorities

OFFICES

THE NETHERLANDS

THE HAGUE: New Babylon, Bezuidenhoutseweg 57,
 2594 AC
 Tel: + 31 70 515 3000 Fax: +31 70 515 3100

sales processes, (large-scale) urban projects and area developments. The firm is actively involved from the spatial planning through to realisation and exploitation including lease and rental transactions. It is eminently equipped in the field of public-private partnerships and innovative types of contracts (DBFMO). It also advises on procedures regarding health care real estate, the sale of surplus real estate and transformation. Clients include large (listed) companies, international corporates, project developers, pension and investment funds, housing corporations and other institutions, the State of the Netherlands, provinces and various municipalities.

Contact: Alain de Jonge

Email: alain.dejonge@pelsrijcken.nl

Supreme Court Litigation:

Pels Rijcken is the biggest Supreme Court Litigation department in the Netherlands. Cases handled cover a broad spectrum of legal issues in both the private and public sectors, ranging from banking/finance, corporate, employment and insurance to tax and real estate. The firm has a wide scope of litigation: representing clients before all civil courts in the Netherlands, but also presenting cases before all administrative courts through a reputable administrative litigation team. Most partners and associates also lecture for professional courses with litigation-related subjects.

Contact: Martijn Scheltema

Email: martijn.scheltema@pelsrijcken.nl

Pels Rijcken
 & Droogleever
 Fortuijn *advocaten*
 en *notarissen*

PLOUM

www.ploum.nl tel: +31 10 440 6440 fax: +31 10 436 4400

Managing Partners: Nick Hessels, Rutger Ploum (Chairman)

Number of partners: 25 Number of lawyers and notaries: 82 including partners

Languages: Dutch, English, French, German, Italian

Firm Overview:

Ploum is a full service law firm with 82 fee-earners, active throughout the Netherlands and with a strong international focus. Serving mid-sized and large businesses to listed companies and national governments. Ploum is located in Rotterdam, internationally renowned city of architecture and mainstay of Dutch economy. At Ploum customers experience the advantage of deploying full service capacity and big firm experience while maintaining the character, approachability and attractive pricing of a midsize firm. Its competitive fee arrangements, in addition to a pragmatic way of working, mean that clients find Ploum a perfect alternative to magic circle firms. Ploum is a bold law firm combining swift and appealing results with personal involvement.

Ploum believes that clients want to hear the best solution in clear language. The entrepreneur's solution. The solution that works and gives confidence in the future. Legal knowledge is the basis and business instinct is the forte. This is Ploum. This is what makes Ploum a partner-in-business.

LEGAL MATTERS BUSINESS COUNTS

Main Areas of Practice:

Ploum has all the relevant legal knowledge and experience to be able to advise businesses and other organisations.

Corporate & M&A:

Ploum has an experienced M&A team consisting of seven partners (including notaries) and a pool of 20 experienced associates. The corporate team specialises in mergers and acquisitions, private equity, joint ventures and banking and finance issues, including termination of joint ventures. The team assists buyers and sellers on a daily basis, in deals in a wide variety of sectors, and advises on the whole M&A process. The firm also regularly act for private equity funds and other investors.

Contact: Albert Wiggers

Tel: +31 6 2074 1081

Email: a.wiggers@ploum.nl

Real Estate:

The lawyers and civil-law notaries are specialised in all matters relating to real estate. They advise on any property-related project, and will be able to identify the various legal points of attention. The firm's sole aim in this respect is to find a feasible solution – efficiently and with an eye to the costs.

Contact: Anton van den Heuvel

Tel: +31 6 5118 9793

Email: a.vandenheuvel@ploum.nl

Employment:

The team counsels both listed companies as medium-sized businesses regarding labour law issues such as reorganisations, restructuring, mergers, takeovers, dismissals, collective labour agreements, appointment or dismissal of directors under the articles of association, disciplinary measures and strikes as well as participation law matters. The firm's specialists will advise you on every imaginable aspect of individual and collective employment law matters.

Contact: Rutger Ploum **Tel:** +31 6 2269 3315

Email: r.ploum@ploum.nl

Administrative, Environment & Planning:

At Ploum, the specialists in general administrative law will be happy to advise and assist you in objection and appeal proceedings relating to administrative law and covering a wide variety of matters, including the granting of subsidies, enforcement, public access to government information, government liability and, of course, environmental law.

In addition to the firm's hands-on approach, it is especially aware of the political and administrative context in matters pertaining to administrative law.

Contact: Maayke Maas-Cooymans

Tel: +31 6 5130 5726

Email: m.maas@ploum.nl

Fraud & White-Collar Crime:

Do you require advice and legal assistance for your company, management or staff in criminal and administrative proceedings related to environmental law, or to industrial accidents, fraud, internal investigations and compliance? At Ploum, the team of white collar crime lawyers has in-depth experience in advising and assisting companies in sectors such as construction, the petrochemical industry, industrial manufacture, IT and transport.

Contact: Jouko Barensen **Tel:** +31 6 1098 1063

Email: j.barensen@ploum.nl

Intellectual Property:

At Ploum, the specialists can advise and assist you in protecting your intellectual property rights. For example, the team can file your trademarks and designs with the official authorities worldwide and can also investigate a trademark's national and international availability.

The team has extensive experience in advice and litigation in relation to IT, outsourcing and offshoring, privacy and data protection, social media, e-commerce, licensing, trademarks, copyrights, designs, domain names, advertising and unfair commercial practices. The group also handles trademark and design filing and prosecution and portfolio management.

Contact: Willem Leppink and Sabin Tigu

Tel: +31 6 2021 0504 / +31 6 2269 3321

Email: w.leppink@ploum.nl / s.tigu@ploum.nl

Insurance & Liability:

Ploum has in-depth knowledge of insurance practice and provides advice and assistance on all aspects of insurance: from financial supervision to developing insurance products and from contractual spreading of liability risks to settling claims. The firm's clients in this field include insurance companies, intermediaries, insured companies, government authorities and experts.

Contact: Natalie Vloemans **Tel:** +31 6 3023 0260

Email: n.vloemans@ploum.nl

PRACTICE AREAS

Banking & Finance
Care
Commercial
Competition
Corporate/M&A, including Notarial
Corporate Recovery
Dispute Resolution
Digital Business
Employment & Co-Determination
Energy
Environmental & Administrative
Fraud & White-Collar Crime
Insolvency
Intellectual Property & Marketing
Insurance & Liability
IT & Privacy
Litigation
Real Estate
Customs, Transport & Logistics

OFFICES

NETHERLANDS

ROTTERDAM: Blaak 28, 3011 TA Rotterdam

Tel: +31 10 440 6440 **Fax:** +31 10 436 4400

Email: info@ploum.nl

Restructuring & Insolvency:

If your company or organisation is facing considerable financial problems, either existing or imminent, you — as a director, supervisory director, shareholder or bank — have urgent need of an advisor that focuses on providing some breathing space. At Ploum, the specialists will provide you with fast and effective assistance. The firm will draw up an action plan — in consultation with you — for one or more of the following, depending on the situation your company is facing.

Contact: Vincent Terlouw **Tel:** +31 6 5112 0296

Email: v.terlouw@ploum.nl

Banking & Finance:

At Ploum, the banking and finance specialists advise and assist you with all aspects of a (re)financing transaction, including establishing security rights and issuing legal opinions. The team advises on financial regulatory aspects as well.

Contact: Matthijs Bolkenstein and Lucas Lustermsans

Tel: +31 6 4663 0866 / +31 6 1985 0096

Email: m.bolkenstein@ploum.nl /

l.lustermsans@ploum.nl

Customs Law, Import & Export Formalities:

The customs specialists have the right knowledge of the rules governing classification and origin, the rules for calculating the customs value and, especially, case law in this area. By receiving advice on time, you can save on costs considerably. The firm keeps close track of developments and help you to find the way through customs laws and regulations.

Contact: Jikke Biermasz and Marijn van Tuijl

Tel: +31 6 520 059 16 / +31 6 5179 2238

Email: j.biermasz@ploum.nl / m.vantuijl@ploum.nl

PROJECT MOORE ADVOCATEN

www.projectmoore.com tel: +31 20 5200 870

Number of partners: 5 Number of lawyers: 10
Languages: *Dutch, English*

Firm Overview:

Project Moore is a boutique law firm that specialises in IT law and data protection law. Project Moore is engaged by clients who are widely regarded as market leaders. Its key clients include a large number of multinationals, the Dutch State and other organisations who are in the vanguard of their field.

Within its niche Project Moore has a well established reputation for guiding large and complex projects. By understanding both the client and supplier side the firm has an invaluable overview of the whole market.

Clients appreciate the fact that the firm is very approachable and that their work process focuses on identifying the issue behind the question in order to arrive at a pragmatic solution. The firm is known for its dedication and strong project management skills.

Main Areas of Practice:

Within its niche, Project Moore has broad expertise. The firm's practices focuses on matters relating to IT projects, outsourcing, IT tenders, cloud computing, licensing, data protection, security, e-commerce, artificial intelligence and blockchain.

Project Moore supports its clients with advice, draft and negotiate contracts, and help control and resolve disputes.

Key types of work include IT procurement and outsourcing projects. Such projects include establishing negotiation strategies, contracting drafting, translating business requirements into legal documents and leading negotiations. For public sector clients, the firm provides strategic advice on the procurement process and draft tender documents.

The firm's data protection matters include advising on high-impact data processing operations such as major data breaches, investigations by the DPA, employee monitoring systems, biometric systems, Binding Corporate Rules (BCR) and streamlining online direct marketing operations.

PRACTICE AREAS

IT Law
Data Protection Law

OFFICES

THE NETHERLANDS

AMSTERDAM: Hamerstraat 19, 1021 JT
Tel: +31 20 5200 870
Email: info@projectmoore.com
Website: www.projectmoore.com

PROJECT MOORE

SIX ADVOCATEN

www.sixlegal.nl tel: +31 20 305 74 10 fax: +31 20 305 74 11

Number of partners: 6 Number of other lawyers: 11
Languages: Dutch, English, German

Firm Overview:

Six Advocaten was launched in 2008 by five lawyers, all coming from leading international law firms. Several other real estate experts joined Six Advocaten over the years and its team now consist of 11 lawyers. Through the high level of expertise of its lawyers, spanning all fields of real estate (including all types of regulatory law and procurement law) Six is able to tackle all aspects of a real estate project, from the first acquisition and development to the end user. Six is a low leverage and tightly knit firm that aims to always provide its clients with the most experienced lawyer for the job at hand. Six is down to earth, easily approachable and geared towards providing its clients with solutions rather than legal 'ifs' and 'maybes'.

Main Areas of Practice:

Procurement:

- Assistance of the municipality of Amsterdam in respect of the tender procedure for the land creation project in relation to the creation of a new island (IJburg2) in the Amsterdam IJ river:
Partner: Fabian Horsting
- Assistance of a US/Dutch consortium in their tender with respect of redevelopment of the Amsterdam Bijlmer prison:
Partner: Fabian Horsting
- Assistance of a Dutch province with respect of the tender procedure for infrastructure project concerning a provincial road:
Partner: Fabian Horsting

Inner City Restructuring:

- Representation of the project developer, with respect to the redevelopment of the Market Quarter in Amsterdam in order to create a new integrated Food Market at the North side of the area, freeing up space at the South side for a large new urban area, consisting of 1,500 houses and leisure.
Partners: Wouter Post and Femke Borst
- Representation of the project developer, with respect to the development and realization of shopping centre Nieuw (New) Anklaar in Apeldoorn concerning both the environmental (building) permit, as well as litigation and (contract) negotiations with end users:
Partners: Hanneke Ellerman, Wouter Post, Femke Borst

Construction, Architect Law:

- Litigation on behalf of both the commissioning party and the builder in numerous law suits relating to claims for contract extras, delays, defects, etc.:
Partner: Benno den Teuling
- Contracting and litigation on behalf of various architects:
Partners: Wouter Post

Real Estate Portfolios:

- Assistance of major law firms and leading corporate boutique firms with respect to all real estate issues (title, lease and regulatory) that come up in transactions.
Partners: Leon Burgersdijk, Irma van den Berg, Femke Borst

Infrastructure:

- Representation of a government body as project lawyer in a major infrastructural project, which consists of adapting existing roads/junctions and constructing a new provincial road with connections to existing national roads. In addition to design and construction, the contract includes management and long term maintenance.
Partner: Fabian Horsting
- Representation of a government body with respect to the maintenance of its waterway network (dredging contracts, hydraulic engineering).
Partner: Fabian Horsting

Built to Suit/Lease:

- Representation of a company that produces sports equipment with respect to the development/cooperation agreement and the lease agreement in relation to the design and build of a new large-scale build to suit logistics center and warehouse at Tilburg.
Partners: Leon Burgersdijk and Femke Borst
- Representation of a hotel chain with respect to the development agreement and lease of a hotel in the Hourglass building at the Amsterdam South Axis and with respect to the Rotterdam FIRST building next to Rotterdam central station):
Partners: Leon Burgersdijk and Femke Borst

Student Housing & Hotels:

- Assistance of the developer with respect of the development of both the NHOW Hotel at the De Rotterdam building in Rotterdam and the development and sale of the DoubleTree by Hilton Hotel on the Oosterdokseiland, Amsterdam:
Partner: Wouter Post
- Assistance in terms of zoning and planning with respect to the transformation of an office building into the biggest hostel in Amsterdam (1,500 beds):
Partner: Hanneke Ellerman
- Assistance in terms of zoning and planning with respect to for the transformation of a hotel in the city centre of Amsterdam:
Partner: Irma van den Berg
- Assistance of the developer, with respect to the development and sale of a hotel and convention centre for Postillion Hotels in the office area "Kauwgomballenfabriek" in Amsterdam:
Partner: Wouter Post
- Advising the developer in respect of a DBFOM project of a large student accommodation facility located at the 'Houthaven' (the former wood harbour) in Amsterdam:
Partner: Leon Burgersdijk

PRACTICE AREAS

Real Estate (Construction Law, Project Development, Landlord & Tenant Law)
Procurement Law
Regulatory Law

OFFICES

NETHERLANDS

AMSTERDAM: IJdok 25, 1013 MM
Tel: +31 20 305 74 10 Fax: +31 20 305 74 11
Email: info@sixlegal.nl

Health Care:

- Six counts several health care providers amongst its clients and has assisted them in a variety of matters, ranging from subsidy cases for youth- and health care institutions and procurement issues to drafting a standard form contract for housing and health care, renegotiating long term leases due to the changes in legislation with respect to health care and the acquisition and development of care homes.
Partners: Leon Burgersdijk, Irma van den Berg and Femke Borst

Retail:

- Sole external counsel for owner of an outlet shopping mall in all matters relating to its tenants and the work relating to the expansion of the outlet centre (both planning permissions and constructional law as well as contracting new tenants):
Partners: Femke Borst, Irma van den Berg, Wouter Post.
- Lease negotiations and advise on behalf of several retailers:
Partner: Femke Borst

Key Clients:

Bouwfonds Property Development (BPD), Royal BAM group, AM Real Estate Development, CBRE Global Investors, MN Services, Pensionfund for Metal and Technology Industry, municipality of Amsterdam, Amvest, Ballast Nedam

Contact:

Lawyer: Femke Borst
Tel: +31 20 305 74 10 **Email:** borst@sixlegal.nl

SIX advocaten

STEK

www.stek.com tel: +31 20 530 5200 fax: +31 20 530 5299

Number of partners: 17 Number of lawyers: 50
 Languages: Dutch, English, French, German

Firm Overview:

Stek is an independent Dutch law firm. The firm was launched in 2005, combining expertise from leading international law firms and high profile in-house positions. Stek brings this expertise and professionalism in a leaner, smaller, direct and more approachable package. Stek distinguishes itself through excellent service via a focused, hands-on personal approach. The firm prides itself in having assembled a top team of lawyers with in-depth legal and sector expertise and commercial awareness with a 'can-do' service attitude. The firm's lawyers work in small teams and the firm ensures partner involvement in all assignments.

Main Areas of Practice:

General:

Stek provides legal services in four practice areas: competition and regulated markets, corporate, dispute resolution and finance. For other specialist areas, Stek offers its clients an integrated, transparent solution by augmenting its own resources with its proven network of external specialists who have been carefully selected to operate at the same level of excellence as its own staff.

Competition & Regulated Markets:

Stek assists its clients with the full range of European and Dutch competition and regulatory matters. The firm is a market leader in the energy sector, and has strong expertise in other regulated markets, such as agrifood, health care, aviation and water. Its lawyers represent companies before various competition authorities, regulators, policy makers and in court.

Contacts: Ruben Elkerbout, Jan Erik Janssen, Berend Reuder

Corporate:

Stek assists its clients in all types of corporate matters, such as M&A, joint ventures, restructurings, private equity and corporate governance. Stek's commercial work includes all types of commercial contracts. In addition, Stek has a strong niche in aviation and energy and counsels on Dutch Caribbean law.

Contacts: Claudia Beele, Eelco Bijkerk, Dierik Cras, Maarten van der Graaf, Reijnoud Homveld, Ruben Tros, Jasper Stek, Jeroen Timmermans, Coen Thomas

Dispute Resolution:

Stek represents its clients in administrative and civil courts, in arbitration and in alternative dispute resolution proceedings. Its lawyers have considerable experience in devising effective means of dispute resolution and avoidance of litigation.

Contacts: Dierik Cras, Ruben Elkerbout, Jan Bart van de Hel, Jan Erik Janssen, Gerben Smit, Jasper Stek

Finance:

Stek represents financial institutions and corporate clients with regard to all aspects of domestic and international financial transactions, from syndicated lending to acquisition finance and trade finance transactions, from structuring investments to providing advice on restructuring and insolvency law transactions and regulatory and compliance issues.

Contacts: Maarten van der Graaf, Frans Haak, Sharon Kaufmann, Herman Wamelink

International Work:

The contacts listed have ample experience in co-ordinating cross-border projects. The firm has become a trusted partner for referral work of leading foreign law firms. Stek does not belong to any formal network, alliance or association.

PRACTICE AREAS

Competition & Regulated Markets
 Corporate
 Dispute Resolution
 Finance

OFFICES

NETHERLANDS

AMSTERDAM: Leidseplein 29, 1017 PS
 Tel: +31 20 530 5200 Fax: +31 20 530 5299
 Email: janerik.janssen@stek.com

stek

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

OFFICES

NETHERLANDS

AMSTERDAM: Beethovenplein 10, 1077 WM
Tel: +31 20 546 06 06 Fax: +31 20 546 01 23
Email: amsterdam@stibbe.com

INTERNATIONAL OFFICES

BELGIUM

BRUSSELS: Central Plaza, Loksumstraat 25 Rue de Loxum, 1000
Tel: +32 2 533 52 11 Fax: +32 2 533 52 12
Email: brussels@stibbe.com

LUXEMBOURG

LUXEMBOURG: Rue Jean Monnet 6, 2180
Tel: +352 26 61 81 Fax: +352 26 61 82
Email: luxembourg@stibbe.com

UNITED ARAB EMIRATES

DUBAI: International Financial Centre,
Gate Village 10 Level 3, Unit 12, PO Box 506912
Tel: +971 4 401 92 45 Fax: +971 4 401 99 91
Email: dubai@stibbe.com

UNITED KINGDOM

LONDON: 53 New Broad Street, EC2M 1JJ
Tel: +44 20 74 66 63 00 Fax: +44 20 74 66 63 11
Email: london@stibbe.com

USA

NEW YORK: 575 Lexington Avenue, Floor 23, NY 10022
Tel: +1 212 972 40 00 Fax: +1 212 972 49 29

Stibbe

STRAATMAN KOSTER ADVOCATEN B.V.

www.straatmankoster.nl tel: +31 10 240 0447 fax: +31 10 240 0448 email: info@straatmankoster.nl

Partners: Thijs Straatman, Wilfried Koster, Frederik van Nouhuys, Joost Hoekstra, Olivier Vermeulen, Marinda de Smidt, Maaïke de Wit, Angela Minderhoud, Caroline Lagendijk, Matthijs van Leeuwen, Anne Marie Ferwerda
 Number of lawyers: 24
 Languages: *Dutch, English, French, German, Spanish*

Firm Overview:

Straatman Koster advocaten is an independent niche firm and has a strong track record in the fields of (i) commercial property law and real estate, (ii) construction and engineering, (iii) public procurement and state aid (iv) zoning and environmental law and (v) rental law. Straatman Koster advocaten acts on behalf of (inter alia) property developers, construction companies, architects, engineering firms, investors, governmental and financial institutions.

Main Areas of Practice:

Real Estate:

- Feyenoord City: Drafting several land sale and purchase agreements, the framework and other agreements on behalf of Stadion Feijenoord, Rotterdam and Stichting Gebiedsontwikkeling aan de Maas regarding the €1.2bn project Feyenoord City and a new football stadium, 180,000 m² public program including a sports experience centre and sports fields
- Leading Lawyers:** Wilfried Koster, Maaïke de Wit
- Representation of Rotterdam in the €200m area development "Hart van Zuid", that consists of housing, a shopping mall, a public transport hub and the redevelopment of leisure centre Ahoy (home of the North Sea Jazz festival): handling all legal matters and contracts regarding the specific projects. Also providing advice on several environmental and zoning issues.

Leading Lawyers: Marinda de Smidt, Wilfried Koster

- Project Central Station Area Leiden: representation of the city of Leiden: drafting several landsale agreements on project Rijnsburgerblok Phase 1, 2, 3, 4 and 5, a multimillion project next to Leiden Central Station including approx. 40,000m² office space, approx. 300 apartments, approx. 4,000m² retail units, a large scale cinema and a car and bicycle parkings

Leading Lawyer: Joost Hoekstra

- VOF Phil Havana (BPD Ontwikkeling B.V. and Synchroon (TBI Holding)): advising on/drafting of the tender documents, the heads of terms and the turn key sale and purchase agreement regarding the €220m project "De Sax Rotterdam", designed by MVRDV Architects (known for The Market Hall Rotterdam). The project consists of two towers of 70m and 155m, interconnected at a height of 70m, with in total some 500 apartments, a hotel, commercial spaces and parking lots

Leading Lawyer: Wilfried Koster

- Project De Binckhorst: representation of the city of The Hague, AM and BPD Ontwikkeling: drafting the cooperation agreement between parties for the development of a part of De Binckhorst, a former industrial area that will be transformed into a mixed living-working area

Leading Lawyers: Joost Hoekstra en Wilfried Koster

- Development of large scale sustainable warehouse by the Busan Port Authority (BPA) in the DistriPark on the Tweede Maasvlakte in the Port of Rotterdam (PoR): advising BPA (Busan is the second largest city of South Korea) on their purchase and development agreement with PoR.

Leading Lawyer: Wilfried Koster

- Schiphol Area Development Company: advising on/drafting the (sale) agreements, regarding the

innovative business park Schiphol Trade Park (biobased economy) of approx. 140 hectares

Leading Lawyers: Joost Hoekstra, Marinda de Smidt

- Schiphol Area Development Company: advising on/drafting the (sale) agreements, regarding the logistics of business park Schiphol Logistics Park of approx. 45 hectares

Leading Lawyers: Joost Hoekstra, Marinda de Smidt

- Ontwikkelingsmaatschappij Utrecht N.V.: advising on/drafting loan agreements regarding transformation projects in the Utrecht province

Leading Lawyer: Marinda de Smidt

Key Clients: cities of Rotterdam, Amsterdam and Leiden, BPD, SADC, Ontwikkelingsmaatschappij Utrecht N.V.

Contacts: Wilfried Koster, Thijs Straatman, Joost Hoekstra, Marinda de Smidt

Planning & Zoning/Environmental:

- Klépierre S.A.: advising on/representing Klépierre regarding the expansion and refurbishment of Hoog-Catharijne in Utrecht, the largest shopping mall of the Netherlands. The firm also assisted Klépierre in negotiating/drafting the contracts with the city of Utrecht and other parties involved
- Leading Lawyer:** Maaïke de Wit
- Green Park Gebiedsontwikkeling (Development Company): Advising on various environmental and planning issues – e.g. zoning plan, building and environmental permits, regarding a business park near Amsterdam / Schiphol, Green Park Aalsmeer. Green Park Aalsmeer lies adjacent to the world's largest flower auction.

Leading Lawyer: Joost Hoekstra

- Klépierre S.A.: Refurbishment of Alexandrium Shopping Center Rotterdam of app 47,000 m². Advising and legal proceedings on behalf of owner Klépierre S.A. regarding the new zoning plan and permits. **Leading Lawyer:** Maaïke de Wit

- municipality of Gooise Meren: Advising the municipality on environmental and planning / administrative law aspects of a large scale residential development project "Krijgsman" (approx. 1,300 houses)

Leading Lawyer: Marinda de Smidt

- Egeria Real Estate Development: Advising Egeria Real Estate Development - a real estate investor and developer with a portfolio in Europe and the U.S. - on permitting of redevelopment projects located in The Hague, Rotterdam, Utrecht, Muiden and Amsterdam. The existing office complexes will be turned into housing (approx. 600 apartments)
- Leading Lawyer:** Anne Marie Ferwerda
- Gunvor Petroleum Rotterdam: advising on environmental law and planning issues

Leading Lawyer: Marinda de Smidt

Key Clients: Klépierre S.A., Gunvor Petroleum Rot-

PRACTICE AREAS

- Contract
- Rental
- Procurement
- State Aid
- Construction
- Real Estate
- Land Policy
- Government Liability
- Planning & Zoning
- Company
- Environmental

OFFICES

NETHERLANDS

ROTTERDAM: The Millennium Tower, 24th Floor, Weena 690, PO Box 717, 3000 AS
 Tel: +31 10 240 0447 Fax: +31 10 240 0448

terdam, Schiphol Area Development Company, BPD, cities of Leiden and Gouda, Egeria, BOEi, Batavia Stad, JCDecaux, Euro Tank Amsterdam

Contacts: Joost Hoekstra, Marinda de Smidt

Procurement:

- JCDecaux: advising on/representing in several court cases regarding various tenders throughout The Netherlands, alleged unlawful award of contracts and breach of contract
- Heijmans Wegen B.V. and Philips Nederland B.V.: representation of Heijmans and Philips in a court case regarding the tender "Vision and roadmap urban lighting Eindhoven 2030"
- Dura Vermeer: representation of Dura Vermeer in several court cases regarding public tenders throughout The Netherlands
- UWV: advising UWV on several tender law Matters
- VNG: advising VNG on several tender law matters

Leading Lawyer in all procurement cases: Frederik van Nouhuys

Key Clients: Transdev, UWV, JCDecaux Nederland B.V., Attero B.V., Dura Vermeer, KPN, VNG

Contacts: Frederik van Nouhuys, Caroline Lagendijk, Simon Tichelaar

Construction:

- Projectbureau Westergouwe (city of Gouda, Volker Wessel, Heijmans Vastgoed): advising all parties regarding civil engineering contracts regarding the construction of around 4,000 houses, an ecological zone and a new access road in the Zuidplaspolder south of Gouda

Leading Lawyer: Thijs Straatman

- Naturalis Museum Leiden: advising on various disputes regarding the construction of the new Naturalis museum (38,000m²)

Leading Lawyers: Thijs Straatman, Angela Minderhoud

- SIF Holding N.V. and Pondera Development: advising and contract negotiations on a Turbine Supply and Operation Agreement and a Service and Maintenance Agreement with GE Renewable Energy to install GE's Haliade-X 12 MW, a prototype of the world's largest offshore wind turbine in Rotterdam

Leading Lawyer: Angela Minderhoud

- A-Lanes A15 (Strukton, Strabag, Ballast Nedam, John Laing): advising on (including negotiations and litigation) 'A15 MaVa', the largest infrastructural project in the Netherlands (€1.5 bn), consisting of reconstructing and widening an existing highway, adding new stretches of highway and (re)constructing several bridges. The firm advised A-Lanes A15 with respect to numerous subcontractor issues

VAN BENTHEM & KEULEN

www.vbk.nl/en **tel:** +31 30 259 5959 **fax:** +31 30 259 5500 **email:** info@vbk.nl

Managing Director: Johan Koggink (johankoggink@vbk.nl)

Managing Partners: Anke Mulder (ankemulder@vbk.nl) / Sander Marges (sandermares@vbk.nl)

Number of partners: 20 Number of lawyers: 87 Number of notaries: 7

Languages: Dutch, English, German

Firm Overview:

Van Benthem & Keulen is an independent, ambitious and innovative law and civil-law notaries firm and one of the top 20 largest law firms in the Netherlands. With more than 90 legal professionals, Van Benthem & Keulen focus on large and medium-sized companies and institutions. They have a strong presence in the retail, health-care, financial, educational, energy and government sectors. Van Benthem & Keulen is characterised by their transparency, pragmatism and solution-oriented approach. Van Benthem & Keulen is part of SCG Legal: an international network of more than 115 law firms in over 55 countries. In 2016 and 2018, Van Benthem & Keulen won a Computable Award for best Legal Tech and in 2019 the firm was chosen as the best legal services provider in the Netherlands (MT1000 best service providers in the Netherlands).

Main Areas of Practice:

Banking & Finance:

1 partner (Frank Richel); 8 fee earners

- Advising Emil Frey on its ABL Facility
- Advising Ardagh Group on the financing of its new Dutch incorporated Joint Venture 'Trivium Packing'
- Representing two Dutch top 4 banks in a large number of (interlocutory) proceedings on issues such as credit cancellation/termination, enforcement of security rights, bank fraud, joint and several liability, duty of care and towards borrowers, duty care towards third parties and margin revision clauses

Key Clients: Ardagh Group, Metroprop B.V., DC Vastgoed, Emil Frey Nederland, Energiefonds Utrecht, Scildon, Triodos Bank, ING Bank, Oikocredit, de Volksbank

Contact: Frank Richel

Tel: +31 30 259 5652

Email: frankrichel@vbk.nl

Corporate/M&A/Corporate Litigation:

4 partners (Steven Storm, Sander Marges, Mariel Vrieling, Martijn van Steensel); 17 fee earners

- Advising Saint-Gobain on several transactions
- Advising VebeGo on several acquisitions and divestments
- Advising Ontwikkelingsmaatschappij Oost NL on the divestment of HyGear
- Advising Eurofiber on several acquisitions and divestments

Key Clients: Securitas, Saint-Gobain, VebeGo, Ontwikkelingsmaatschappij Oost NL, Eurofiber

Contact: Steven Storm

Tel: +31 30 25 95 616

Email: stevenstorm@vbk.nl

Information Technology & Privacy:

2 partners (Robert Boekhorst, Band 2 and Jan Brölmann); 4 fee earners

- Advising and negotiating for Transdev with respect to a new payment platform for its Dutch public transport ventures
- Advising and negotiating for LVNL (Air Traffic Control The Netherlands) regarding a multi-jurisdictional development of the next generation software for air traffic control management systems
- Advising and negotiating various SaaS agreements for KLM
- Advising and negotiating for SHV Energy on a outsourcing transaction, regarding a new customer platform and integration services

Key Clients: Booking.com, ING Bank, Transdev, Dutch National Railways, SHV Energy, DXC

Technology, Yokogawa, KLM

Contact: Robert Boekhorst

Tel: +31 30 25 95 578

Email: robertboekhorst@vbk.nl

Insurance & Liability:

1 partner (Petra klein Gunnewiek); 5 fee earners

- Various (legal) proceedings concerning liability for personal injury (medical error, traffic, workplace, sports, schools)
- Proceedings concerning medical liability in which a patient claimed damages caused by an (alleged) defect medical device and claims regarding birth injuries (among which wrongful life and wrongful birth)
- Legal proceedings regarding insurance law (issues facing for example prescription, coverage, duty of disclosure and own fault)

Key Clients: ASR, Zurich, UMCU, VUMC, EMC

Contact: Petra klein Gunnewiek

Tel: +31 30 25 95 726

Email: petrakleingunnewiek@vbk.nl

Commercial Contracts & Dispute Resolution:

2 partners (Marcel Ruygvoorn, Mariska Nijenhof-Wolters); 8 fee earners

- Setting up and implementing the distribution network of Miele Nederland B.V.
- Disputes regarding project completion at one of the largest bio-ethanol factories in Europe
- Conducting cross-border attachment and recovery proceedings related to the Madoff case
- Cross border international arbitration for KraftHeinz and Viessmann

Key Clients: Fujitsu, Miele, KraftHeinz, Viessmann, KLM, Engie

Contact: Marcel Ruygvoorn

Tel: +31 30 25 95 646

Email: marcelruygvoorn@vbk.nl

Commercial Real Estate:

2 partners (Hans van Noort, Mervyn Odink (civil-law notary)); 6 fee earners

- Advising DHL on numerous successful transactions for logistic hubs (sale and leaseback)
- Advising several banks including Rabobank and RNBH on several (high level) refinances
- Drafting and negotiating several right in rem regarding solar panels
- Drafting and negotiating lease contract(s), sale and purchase agreements for all commercial real estate transactions; construction projects as well as existing constructions. The firm also advises on tax related (VAT and RETT) issues

Key Clients: DHL, De Realisatie B.V., Bibitor B.V., RVE Vastgoed B.V., Action B.V., Woonzorg Nederland,

PRACTICE AREAS

Administrative Law
 Banking & Finance
 Cartel Damage & Private Enforcement
 Commercial Contracts & Dispute Resolution
 Commercial Property
 Commercial Tenancy Law
 Competition & EU
 Construction Law
 Corporate/ M&A/Corporate Litigation
 Employment & Pensions
 Family Law
 Healthcare & Social domain
 Information Technology & Privacy
 Inheritance Law
 Liability & Insurance
 Procurement Law
 Restructuring & Insolvency
 Notary Practice (Notarial Company Law, Real Estate)
 Mediation (Corporate Law & Family Law)

SECTORS

Automotive
 Education
 Energy
 Government
 Healthcare
 Retail
 Sport

OFFICES

THE NETHERLANDS

UTRECHT: Archimedeslaan 61, 3584 BA

WORLDWIDE*

Partner of SCG Legal with more than 115 offices in over 55 countries.

Email: alicevanderschee@vbk.nl

Website: www.scglegal.com

Habion, Emil Frey Nederland

Contact: Mervyn Odink

Tel: +31 30 25 95 708

Email: mervynodink@vbk.nl

Employment & Pensions:

3 partners (Pieter Mantel, Arno van Beurden, Anne Haverkort); 9 fee earners

- Successful completion of various restructuring projects
- Advising on employee consultation matters and union negotiations for various key clients
- Advising various clients on TUPE aspects of outsourcing projects
- Advising on employment aspects in mergers
- Practical employment team helping clients with daily employment issues

Key Clients: LeasePlan, equensWorldline, DHL, Jumbo Supermarkten, KraftHeinz, BCD Group

Contact: Pieter Mantel

Tel: +31 30 25 95 539

Email: pietermantel@vbk.nl

Restructuring/Insolvency:

2 partners (Alice van der Schee, Frank Nowee); 12 fee earners

- Court appointed trustee in bankruptcies of: IJsselmeerziekenhuizen, Witteveen Mode, MS Mode, Kooops Furness, Vidra Retail, TCN, Phanos, Golden Tulip, Kroymans, Landis

Contact: Alice van der Schee

Tel: +31 30 25 95 567

Email: alicevanderschee@vbk.nl

VAN BENTHEM & KEULEN
ADVOCATEN | NOTARIAAT

VAN CAMPEN LIEM

www.vancampenliem.com tel: +31 20 760 1600 fax: +31 20 760 1699

Number of partners: 17 Number of lawyers: 70

Languages: Dutch, English, French, German, Italian, Japanese, Luxembourgish, Russian, Spanish, Turkish

Firm Overview:

Van Campen Liem was formed in February 2012, with offices in Amsterdam and Luxembourg. Several of the firm's attorneys and civil law notaries had already worked together for many years at one of the largest and most reputable law firms in the world. Van Campen Liem offers high quality expertise in corporate transactions, international tax structuring and investment funds. The firm's team consists of tax lawyers, corporate lawyers, notaries and funds' lawyers to ensure complete support in all aspects of corporate and transactional work, both domestic and international. Van Campen Liem offers integrated corporate and tax advice, with the firm's strongest focus areas being M&A, private equity, venture capital, investment funds and corporate restructurings. The firm has a unique cross-border track record. The firm has unique experience in the emerging markets arena, in particular having built a solid Turkey and CEE practice over the years with native speaking and experienced Turkey specialists as well as Russia/CIS desk. Van Campen Liem's clients have access to a broad network and long-standing relationships with international law firms and other service providers.

Main Areas of Practice:

Corporate & M&A:

Corporate work is at the heart of the firm's practice and forms the basis of the core practice areas. The firm's main client focus is on cross border, private equity and M&A transactions.

Representative Deals:

- Assisted General Electric Company in connection with the completion of the transfer of ownership of the three joint ventures that were established at closing of the acquisition of Alstom's Power and Grid assets. Value of this deal was approx. USD 3 billion. During 2015, Van Campen Liem also assisted GE in connection with its initial USD 10.6 billion acquisition of Alstom's power and grid businesses, and the establishment of the three joint ventures. Van Campen Liem also assisted General Electric Company in connection with the combination of its oil and gas business with Baker Hughes
- Assisted Frank's International N.V. in connection with its acquisition of Blackhawk Group Holdings, Inc., from Bain Capital Private Equity. The total consideration amounted to approximately USD 294.4 million
- Assisted VINCI Airports with the Dutch legal aspects relating to the acquisition of nine airports and three partial management contracts following the acquisition of the airport portfolio held by Airports Worldwide
- Assisted with the completion of the acquisition by Saffelberg Investments of a strategic stake in Efortel, a globally leading Mobile Virtual Network Enabler
- Assisted TIP Trailer Services Netherlands B.V. with its acquisition of Twan Heetkamp Trailers B.V., a Dutch rental and leasing company, which has a fleet of around 3,000 trailers operating across Europe
- Assisted Netlog Lojistik Hizmetleri, Turkey's largest integrated logistics company with a strong presence in Europe and Asia, in connection with the sale of a minority stake in Netlog Lojistik Hizmetleri to the Abraaj Group, a leading investor operating in growth markets Assisted Fiber-Line, a global leader in customised engineered fibers and composite materials, in connection with the sale and transfer of subsidiaries to PolyOne Corporation and Color Matrix Europe Limited.

Contacts: Edwin Liem (Partner), Tom Mitchell (Partner), Arjen Mulderije (Partner), Cees Kersten (Partner), Sophie de Mandt-Sprockel (Partner),

Astond Goad (Partner) and Bart Wehmeijer (Partner)

Private Equity & Venture Capital:

Van Campen Liem's expertise also includes acting for private equity investors, fund managers and founders of companies who are taking private equity on board. The firm's lawyers advise on the full range of transactions from venture capital investments to larger cross-border PE deals and from the initial setting up of a fund and setting up of the investment structure all the way through to exit.

Representative Deals:

- Acted as Dutch tax and legal counsel to Mobil-eye in respect of its acquisition by Intel. Value of this deal was approximately USD 15 billion
- Assisted Peninsula Investments in the possible acquisition of a majority stake in Aernova in consortium with TowerBrook
- Advised Akina Partners and its shareholders in the acquisition of the Akina Group on behalf of Unigestion SA and the merge of their private equity operations to create a USD 6 billion AUM market leader in global small and mid-market private equity
- Advised Orolia and the leading French PE asset manager Eurazeo on the acquisition of 100% of the shares in NetWave systems

Contacts: Marc van Campen (Partner), Edwin Liem (Partner), Tom Mitchell (Partner), Sophie de Mandt-Sprockel (Partner), Aston Goad (Partner), Arjen Mulderije (Partner) and Marcello Distaso (Partner)

Investment Funds:

The firm's investment funds practice focuses on private equity and venture capital funds, real estate funds and hedge funds as well as renewable energy and impact investments funds. Van Campen Liem advises fund managers in fund structuring and formation projects as well as LPs and institutional investors when negotiating their participations into funds. The firm has a specific expertise in funds secondary and secondary direct deals.

Representative Deals:

- Assisted as a lead counsel on the structuring, formation and interim closings of three Akina advised private equity funds: Euro Choice VI, Euro Choice Direct Fund & Euro Choice Secondary II
- Assisted as lead counsel on the structuring, formation, extensive negotiations and closing of Peninsula Investments II SCA, a mandate fund

PRACTICE AREAS

Corporate
M&A
Private Equity
Venture Capital
Investment Funds
Tax

OFFICES

THE NETHERLANDS

AMSTERDAM: Van Campen Liem J.J. Viottastraat 52, 1071 JT
Tel: + 31 20 760 1600 Fax: + 31 20 760 1699
Email: info@vancampenliem.com

LUXEMBOURG

LUXEMBOURG: Van Campen Liem Luxembourg 2, Rue Dicks, 1417 Luxembourg, Grand Duchy of Luxembourg
Tel: +352 278 60 668 Fax: +352 286 69 396
Email: info@vancampenliem.com

set up for one of the most reputable institutional investors in Abu Dhabi

- Assisted as lead counsel on the structuring, formation and initial closing of CCL SEE Turkey SME Lending Facility (set up jointly by CL Capital)
- Assisted as lead counsel on the structuring and formation of CryptoCrunch Blockchain Fund, a hedge fund focused on investments revolving around crypto currencies, (digital) tokens, shares and other assets that exist on any blockchain
- Assisted as Dutch counsel in relation to purchase by Lexington Partners of private equity fund stakes from Assicurazioni Generali SPA

Contacts: Maurits Tausk (Partner), Marcello Distaso (Partner) and Svetlana Baraban (Partner)

Tax:

The firm's tax expertise focuses on Dutch and international tax planning and complex structuring advice. The tax team advises on a broad range of corporate transaction work and is specialised in the M&A, private equity, venture capital and investment funds marketplace.

Representative Deals:

- Acted as a leading tax and legal counsel to Turkcell and its Dutch subsidiaries in respect of the merger of Lifecell Ventures Cooperatief U.A. and Euroasia Telecommunications Holdings Cooperatief U.A. through
- Acted as Dutch tax counsel for Perrigo in a complex restructuring of the Intra-group financing of the Irish operations
- Advised Aduro Biotech on the tax aspects of its acquisition of BioNovion
- Assisting Turkven and their co-shareholders in Mavi Jeans in the IPO on the Istanbul stock exchange

Contacts: Gesina van de Wetering (Partner), Marc van Campen (Partner), Marcello Distaso (Partner), Piet Boonstra (Partner), Andrew de Vries (Partner) and Paul Kraan (Partner)



VAN CAMPEN / LIEM

VAN DER FELTZ ADVOCATEN

www.feltz.nl tel: +31 70 31 31 050 fax: +31 70 31 31 060

Number of partners: 6 Number of lawyers: 21
Languages: Dutch, English, German

Firm Overview:

Van der Feltz advocaten is an independent boutique law firm based in The Hague, The Netherlands, with a strong focus on the markets of construction and real estate, energy, government, and the industrials sector. The firm's lawyers advise and litigate on both private law and public law matters, often operating at the interface of the two (i.a. public law, including zoning and planning law, energy law, governmental liability, environmental (criminal) law, expropriation, real estate, infrastructure projects, tax law and Supreme Court litigation. They have a deep understanding of how local and central government operates and of the relevant interests of the governmental bodies involved.

Clients range from the public sector (utility, water companies, local and regional authorities, (municipalities, provinces, environment agencies), to businesses active in:

- (sustainable) energy projects;
- construction, real estate (investment), project development, infrastructure projects
- the industrials sector (oil & gas, (petro)chemical, pharmaceutical, food and, heavy industries)

The firm has a strong scientific profile. Jacques Sluysmans, partner, has been a professor of expropriation law at Radboud University Nijmegen since 2013. Almost all of the firm's lawyers teach at universities and commercial institutes and publish articles in academic law journals on a frequent basis.

Main Areas of Practice:

Public Law & Planning & Environment:

- Representing the Province of South Holland and DCMR regarding various ex officio amendments of the permit of Chemours, the revision of this permit and several enforcement matters based on this permit
- Representing a global pharmaceutical company regarding the development of a new site in The Netherlands
- Advising Tata Steel regarding the emissions of dust and graphite, which are released during the handling of iron slags and have regularly spread to neighboring communities (Wijk aan Zee) and caused unrest under its inhabitants ('graphite rain')
- Advising and litigating for a developing corporation, regarding the development of several large residential and commercial projects in the Netherlands

Contact: Jacques Sluysmans

Tel: +31 70 31 31 057

Email: Sluysmans@feltz.nl

Contact: Willem Bosma

Tel: +31 70 31 31 065

Email: bosma@feltz.nl

Energy & Natural Resources:

- Advising companies, municipalities and provinces on the development of heat projects in the light of existing and upcoming heat legislation (tendering, obligation to connect, connection costs, soil energy legislation, state aid)
- Assisting energy companies, industry, and (decentralised) government in determining their strategy and future activities with a view to new energy legislation, such as the implementation of the Energy Transition Legislative Agenda, the Climate Agreement and the Environment Act
- Advising developers of offshore wind energy projects on permits for the construction and operation of offshore wind farms
- Advising on and litigating in onshore and offshore (test) drilling for natural gas for mining companies
- Assisting energy companies, industry, and (decentralised) government in determining their strategy and future activities with a view to new energy legislation, such as the implementation of the Energy Transition Legislative Agenda, the Climate Agreement and the Environment Act
- Advising on and litigating with regard to extraction plans for the extraction of natural gas for mining companies

Contact: Jacques Sluysmans

Tel: +31 70 31 31 057

Email: Sluysmans@feltz.nl

Contact: Michelle de Rijke

Tel: +31 70 31 31 074

Email: derijke@feltz.nl

PRACTICE AREAS

Commercial Lease
 Constitutional & Administrative Law
 Construction Law
 Energy Law
 Environmental (criminal) Law
 Expropriation Law
 Land acquisition & Exploitation
 Liability & Damages
 Procurement Law
 State Aid Public Law, including governmental liability and matters regarding the Freedom of Information Act ('Wet openbaarheid van bestuur', 'Wob')
 Real Estate Law
 Supreme Court Litigation
 Tax Law
 Zoning & Planning Law

OFFICES:

NETHERLANDS

THE HAGUE: Javastraat 22, 2585 AN,

PO Box 85615, 2508 CH

Tel: +31 70 31 31 050 Fax: +31 70 31 31 060

Contact: Jacques Sluysmans

Email: Sluysmans@feltz.nl

Real Estate:

- Advising a specialist investor in European sale & lease back transactions with regard to its acquisition of a global automotive parts manufacturer's European production facility in Oss, The Netherlands, and on a new 20-years triple net lease, with the global automotive parts manufacturer as tenant
- Advising a subsidiary of a drinking water supply and nature conservancy company regarding the legal and governance aspects of heat/cold supply (and sanitation) for the development of a residential area, where various entities are involved (het Rijksvastgoedbedrijf, the municipality of Katwijk, Bouwfonds Property Development and Hoogheemraadschap van Rijnland. (Team of Energy and Real Estate lawyers)
- Representation of the European Patent Office (EPO) on the development of its new main building, EUR250m office building of 80.000 m2 for staff of the EPO (architect: Atelier Jean Nouvel), including related tenders regarding maintenance, consultancy, etc.
- Advising and representing a project developer a new 5* hotel in Amsterdam including 123 rooms and 23 short-stay units, offices etc.
- Counsel to a watercompany, regarding several substantial claims made against Evides as employer by the contractor in relation to the construction of a pumping station for the intake of water, Project Bergsche Maas, i.a. claims in relation to additional work and delays to the completion date due to COVID-19
- Advising and litigating for municipalities in the greater Amsterdam-Rotterdam-Utrecht metropolitan area concerning relevant zoning plans and expropriation needed for the redevelopment of the greenhouse districts and for the development of a residential area of 3,400 homes

Contact: Marc Houweling

Tel: +31 70 31 31 068

Email: Houweling@feltz.nl

Contact: Willem van der Werf

Tel: +31 70 31 31 058

Email: vanderwerf@feltz.nl

VAN DOORNE

www.vandoorne.com **tel:** +31 20 6789 123 **email:** info@vandoorne.com

Managing Partner: Saskia Laseur

Managing Director: Jeanine Helthuis

Management Team: Saskia Laseur together with Jasper Leedekerken and Rob de Win, and managing director Jeanine Helthuis

Number of partners worldwide: 43 Number of other lawyers worldwide: 185

Languages: *Dutch, English, French, German*

Firm Overview:

Van Doorne is a multi-service leading independent Dutch law firm. With approximately 185 lawyers, Van Doorne has been advising clients for almost 90 years in a broad range of legal expertise. The firm's lawyers are internationally recognised as leading experts, both in their area of practice and industries in which they operate. Van Doorne is part of an extensive worldwide network of other leading, independent firms. This enables the firm to provide clients with advice and assistance swiftly across the globe, without being bound to any firm.

Van Doorne's mission is to empower people and organisations and to work on responsible, permanent solutions. This is reflected throughout the firm. From the way in which lawyers work together to the ngo's and non profit organisations that are supported by the firm. Van Doorne 'reaches further and stays close.' That is, first and foremost, the firm's promise to its clients but also to its partners, associates and young talent.

Main Areas of Practice:

Commercial Experts:

- Advisory
- Contracts
- Litigation

Criminal Defense & Investigations:

- Criminal defense
- Internal investigations
- Business conduct
- Professional conduct

Corporate Law:

- Corporate Governance
- Corporate Litigation
- Financial Reporting
- Mergers & Acquisitions
- Private Equity
- Venture Capital

Dispute Resolution:

- Arbitration
- Commercial Litigation
- Competition Litigation
- Corporate Litigation
- Mediation

Employment & Pension:

- Cross-border Employment
- Directors & Governance
- Employee Participation
- Financial Employment Law & Remuneration Policy
- Pension Law

European & Competition Law:

- Antitrust, Concentrations & Dominance
- Competition Litigation
- State Aid

Finance & Restructuring:

- Finance
- Financial Services
- Insolvency & Restructuring
- Loan Funds
- Private Equity Real Estate
- Public Sector Funding

Government & Regulation:

- Education Law
- Healthcare & Life Science
- State Advocate

Information & Communication Technology:

- Information, Communication & Technology (ICT) Law
- Outsourcing

Insurance:

- Policy advise
- Litigation
- Monitoring

Intellectual Property & Media:

- Intellectual Property and Media disputes
- Commercial Intellectual Property and IP Portfolio protection
- Technology and Knowhow protection and transfer
- (Online) Advertising, Sponsoring, Publicity, Gaming, Sports
- Product law

Privacy & Data:

- GDPR
- ePrivacy
- E-commerce
- Enforcement
- Litigation

Public Procurement

Real Estate:

- Acquisitions & Disposals
- Construction Law
- Environmental Law
- General Administrative Law
- Property Financing
- Public-Private Partnership
- Real Estate Development
- Tenancy Law
- VAT & Transfer tax

Tax:

- Corporate tax / M&A / restructurings
- Management Incentive Plans
- Real Estate Investments and Project Development / CIT, VAT and RETT
- Healthcare and Education / VAT and specific CIT exemptions

SPECIALISED INDUSTRIES

Consumer Goods, Retail, Food & Beverages
 Financial Institutions
 Energy, Industry & Renewables
 Government & Education
 Healthcare & Life Sciences
 Real Estate & Construction
 Technology, Media & Telecom

OFFICES

NETHERLANDS

AMSTERDAM: Jachthavenweg 121, 1081 KM, PO Box 75265, 1070 AG
 Tel: +31 20 6789 123 Fax: +31 20 7954 589
 Email: info@vandoorne.com

UNITED KINGDOM

LONDON: 125 Old Broad Street, EC2N 1AR
 Tel +44 20 7073 0465
 Email: london@vandoorne.com

INTERNATIONAL OFFICES

Van Doorne has a long-standing association with VanEps Kunneman VanDoorne with offices in Aruba, Bonaire, Curaçao and Saint Martin.

International Work:

The firm is proud of its Dutch client base, which comprises large and medium-sized companies, banks, insurance companies, semi-public government institutions and Dutch subsidiaries of foreign enterprises. Van Doorne is also well known for its international practice, serving a large number of international clients, particularly from the UK and the US. The majority of transactional work carried out by the banking and corporate teams (including tax) is cross border. The independent status of Van Doorne provides it with a great opportunity to work with the best-equipped law firms in other countries. For that purpose, over the past decades, the firm has maintained close working relationships with leading law firms in all important jurisdictions. Van Doorne strongly believes in the advantage to be able to instruct, and receive instructions from, top firms in other jurisdictions for international transactions.

Clients:

Van Doorne works for prominent Dutch and international companies, business and financial service providers, semi-public organisations and government institutions. Van Doorne aims to maintain long-term relationships with its clients. The firm has been working with most of them for many years, and that is something to be very proud of.

Specialised Industries

- Consumer Goods, Retail, Food & Beverages
- Financial Institutions
- Energy, Industry & Renewables
- Government & Education
- Healthcare & Life Sciences
- Real Estate & Construction
- Technology, Media & Telecom



VAN TRAA ADVOCATEN N.V.

www.vantraa.nl tel: +31 10 413 70 00 fax: +31 10 414 57 19

Managing Partner: Vincent Pool

Number of partners: 11 Number of lawyers: 32

Languages: *Dutch, English, German, Spanish*

Firm Overview:

Founded in 1898, the firm has grown into a law firm with a wide international scope. Even so, the people at Van Traa have both feet firmly on the ground and take the time build a good personal relationship with their clients.

Van Traa is specialised in international trade, transport and logistics and insurance and liability. All these areas of activity often involve complicated legal cases. Van Traa strives to get to the essence of the problem quickly and to create clarity. Its objective being to make matters clear.

There are over 30 lawyers in the firm — a size that allows them to deal with larger cases that require a specialised team. On the other hand it is small enough for everyone to know each other well and to share know-how and specialised knowledge which is passed on from one generation to another.

Main Areas of Practice:

International Trade:

Van Traa assists companies in various areas of international trade. In particular, the trade of soft and hard commodities. Besides dispute settlement (complex litigation and arbitration) and recovery actions, the firm also advises on commercial (sale and purchase) contracts and related financing aspects. Van Traa also assists in matters related to the EU common agricultural policy.

In addition the firm assists institutes like banks, clients in the area of documentary credits and other payment instruments and the issuing of security related to pledges, guarantees, etc.

Contact: Marc van Maanen **Tel:** +31 10 224 5518

Email: maanen@vantraa.nl

Contact: Steven Oude Alink

Transport & Logistics:

As a market leader in this area, Van Traa has the expertise to advise and litigate on all forms of logistic services (sea, inland shipping, road, air and railway). Furthermore it is specialised in admiralty and maritime incidents (collision, salvage, general average) and ship arrests. The firm can also be turned to for all legal queries regarding warehousing and stevedoring, forwarding, customs, yachting and the drafting of general trading conditions.

Contact: Vincent Pool (transport and logistics)

Tel: +31 10 224 5528

Email: pool@vantraa.nl

Contacts: Leendert van Hee (transport and logistics), Jan Willem Bruidegom (transport and logistics), Olivier Böhmer (maritime law, casualties, yachting and shipbuilding, offshore), Jolien Kruit (admiralty and maritime incidents), Richard Latten (rail and maritime law)

Insurance & Liability:

Van Traa advises and litigates on insurance matters involving i.e. general and personal liability, personal injury, construction all risks insurance, professional liability, but also transport, hull, fire, agricultural equipment and technical insurance. In addition they advise on drafting terms and conditions for insurance policies, re-insurance, powers of attorney and supervisory regulation, and they litigate in insurance policy disputes.

Besides a large number of insurers, clients also include contractors, constructors, architects, manufacturers, insurance agents, brokers, lawyers and banks. The lawyers advise and litigate on their behalf regarding all types of liability including professional liability, (company) accidents, product liability, environmental and soil pollution.

Contact: Robert Pessers **Tel:** +31 10 224 5502

Email: pessers@vantraa.nl

Contacts: Robert de Haan, Derk-Jan van der Kolk, Marko Jongkind

PRACTICE AREAS

Transport (Road, Air, Rail, Sea & Inland Shipping)
Wet Shipping
Dry Shipping
Logistics (Warehousing, Contracts, etc.)
Maritime (including General Average)
Maritime Casualties
Shipbuilding
Yachting
Offshore
Arbitration
Documentary Credits
Insurance & Liability Contracts
Customs
Health, Safety, Environmental

OFFICES

NETHERLANDS

ROTTERDAM: Meent 94, 3011 JP, PO Box 21390
3001 AJ

Tel: +31 10 413 7000 **Fax:** +31 10 414 5719

Email: info@vantraa.nl



VESTIUS ADVOCATEN

www.vestius.com tel: +31 20 5210 690 fax: +31 20 5210 699

Managing Director: Bart de Vroe

Number of partners: 6 Number of lawyers: 3

Languages: *Dutch, English, Russian*

Firm Overview:

Vestius Advocaten is a specialist law firm with its office in Amsterdam. Vestius Advocaten focuses entirely on employment law, corporate law and contract law. The lawyers view cases not only from a purely legal point of view. The key features of Vestius Advocaten are a pragmatic approach and an alertness to the clients' needs.

Main Areas of Practice:

Employment:

2 partners; 1 associate; 1 of counsel

■ Sandvik Mining and Construction/Sandvik Benelux

Sandvik Mining and Construction B.V. is the Dutch entity of the Swedish publicly listed company of Sandvik Group, a global engineering Group with more than 47,000 employees, providing services for tooling systems for the mining and construction industries. Sandvik is based in all 5 continents and most of the European countries. A substantial part of the local business in the Amsterdam Headquarters, has been relocated to the respective Sandvik home countries in Sweden and/or Finland. Vestius assisted Sandvik with regard to the employment law related issues of an internal relocation of companies and also guided the employee participation process

■ FedEx

FedEx is the worldwide courier company that provides logistics and courier services by ground, sea and air, including heavy freight, connecting over 220 countries and territories worldwide. FedEx Express Europe's headquarters are located in the Netherlands. Recently it merged with TNT and currently employs almost 50,000 people. Vestius advised with regard to a comprehensive reorganisation at the level of Executive Management

■ Lime

Lime is a well-known mobility company that rents scooters in the world's major cities and capitals. Vestius did the Dutch part of the employment law guidance and advised regarding the reorganisation following Lime's global acquisition of Jump, the shared-kick scooters and -bikes business of Uber

■ Fontys Hogeschool

Fontys Hogeschool is a Dutch institution of higher professional education with its registered office in Eindhoven. Internationally, the name Fontys University of Applied Sciences is used. Vestius has defended Fontys Hogeschool successfully against several employment claims

■ Collins Foods

Collins Foods is a global franchisee of fastfood restaurants operating in Australia, Asia and Europe. It operates a large number of KFC restaurants in the Netherlands. Vestius advises Collins Foods with regard to various employment law issues

Key Clients:

FedEx, Sandvik Mining and Construction, Kentucky Fried Chicken/Yum Restaurants, Collins Foods, Di-versey, Novanta, Five Degrees, Fontys Hogescholen, Greenwheels, AFS, Youvia, Lime, QlikTech

Contacts:

Bart de Vroe

Tel: +31 20 5210 697

Email: b.de.vroe@vestius.com

PRACTICE AREAS

Corporate/M&A
Employment

OFFICES

THE NETHERLANDS

AMSTERDAM: Herengracht 584, 1017 CJ
Tel: +31 20 5210 690 Fax: +31 20 5210 699
Email: info@vestius.com

Corporate/M&A:

4 partners; 3 paralegals

■ Youvia

Youvia offers online marketing services for entrepreneurs. It is owned by European Directories, also known as EDSA, a company that provides local commercial search for consumers and lead generation to advertisers through a variety of products in online, mobile, voice and print.

Vestius assisted Youvia in 2019 with regard to the sale of Suurland Outdoor and recently with regard to the sale of Klantenvertellen

■ V-Ventures (Vereniging Veronica)

V-Ventures (part of Vereniging Veronica) is an investment fund with a clear focus on facilitating free and independent press and news. Together with The Guardian Foundation, The Thomson Reuters Foundation and other European media foundations, Vereniging Veronica founded the European Press Prize to stimulate and reward quality journalism. Vestius advises Vereniging Veronica on a regular basis regarding various acquisitions, turn arounds and sales

■ Meewind

Meewind is an investment fund that invests in sustainable energy. Vestius advises Meewind on a regular basis regarding various investments and sales

■ Greenwheels

Greenwheels offers car sharing for private and business drivers for already 25 years. Vestius advises regularly regarding various contractual matters

Key Clients:

Axivate, 5square, Montae, S&P Netherlands, SGI Aviation, ANP, Vereniging Veronica, AFS, GIGA Storage, Meewind, Youvia, The Rent Company, Objectiv, Greenwheels, Endeit

Contacts:

Helger Kamerman

Tel: +31 20 5210 692

Email: h.kamerman@vestius.com



VISSER SCHAAP & KREIJGER

www.ipmc.nl tel: +31 20 723 8900 fax: +31 20 723 8999

Number of partners: 3 Number of lawyers: 7

Languages: *Dutch, English, German*

Firm Overview:

Visser Schaap & Kreijger is an independent boutique firm in Amsterdam specialised in IP, media and competition. The firm started on March 1st, 2015 and has hit the ground running as one of the leading IP, media and competition boutiques in the Netherlands. The partners' experience spans over 20 years during which they have built a loyal client following. The firm has *Chambers and Partners* tier rankings in IP and media and the partners are all ranked as leading individuals. The firm is known for combining its in-depth knowledge of the law with practical advice and an eye for the business aspects of a legal case, as well as fast service and excellent litigation skills. The firm has published a book on copyright contract law.

Main Areas of Practice:

Copyright, designs, trademarks, media law, freedom of speech, advertising, data protection, competition law and commercial contracts (both especially in IP and media issues).

The firm advises inter alia brand owners, TV and filmproducers, broadcasters, publishers, fashion industry, retailers and collecting societies.

Key Clients:

Brein and MPA, Talpa, Endemol Shine, Heineken, Universal Music Publishing, H&M, Jumbo, DPG Media, Singel Publishers, Videma and Sena.

Members:

- Dirk Visser
- Jacqueline Schaap
- Paul Kreijger
- Patty de Leeuwe
- Jasper Klopper
- Charlotte Borren
- Bram Bogaerts

Contacts:

Contact: Jacqueline Schaap

Tel: +31 20 723 8902

Email: jacqueline.schaap@ipmc.nl

OFFICES

NETHERLANDS

AMSTERDAM: Concertgebouwplein 19,
1071 LM

Tel: +31 20 723 8900 Fax: +31 20 723 8999

Email: info@ipmc.nl

VISSER
SCHAAP &
KREIJGER

VONDST ADVOCATEN N.V.

www.vondst-law.com

Number of partners: 6 Number of associates: 9 Of counsel: 2

Firm Overview:

Vondst is a boutique firm that focuses exclusively on contentious intellectual property, pharmaceuticals and life sciences and transactional and contentious IT.

This clear focus guarantees an in-depth and up-to-date knowledge of the laws and regulations and market practices and developments in the industries in which the firm's clients are active.

Vondst lawyers are experts, accessible and closely involved with their clients and their business. Vondst is recognised nationally and internationally for its IP and IT work.

Main Areas of Practice:

- Patents & Technology
- Trademarks, Designs, Copyrights & Unfair Competition
- Pharmaceuticals & Life Sciences
- Plant Variety Rights
- IT & Sourcing
- Data Protection

OFFICES

NETHERLANDS

AMSTERDAM: Jacob Obrechtstraat 56, 1071 KN
Tel: +31 20 504 20 00 Fax: +31 20 504 20 10
Email: mail@vondst-law.com

vondst
advocaten

VRIMAN M&A LAWYERS

OFFICES**NETHERLANDS**AMSTERDAM: Gustav Mahlerlaan 310-A, 4th floor,
1082 ME**Managing Partners:** Jan Vriesendorp, Bas Mees, Marius Ankum and Menno Verboom

Number of partners: 4 Number of lawyers: 11

Languages: *Dutch, English and German***Firm Overview:**

Vriman (founded in 2015) is a corporate law boutique that offers 'magic circle quality' with full partner commitment.

Vriman provides corporate law advice to corporate clients, financial investors (private equity, venture capital and institutional investors), management and founders/shareholders.

Vriman has closed (cross-border) transactions across the full range of industry sectors. Varying from manufacturing, IT/e-commerce, HR services, transportation, construction, healthcare, (semi-public) infrastructure, financial services, trade and real estate.

Vriman won awards/nominations underline its absolute top position within the Dutch M&A market.

Main Areas of Practice:**Mergers & Acquisitions:**

Vriman acts for buyers, sellers, target or management. Whether structured as a share or asset sale, organised as an auction or bilateral sale process – the firm has the legal experience and pragmatic approach to get the deal done.

Joint Ventures & (Minority) Investments:

Vriman has the experience and knowledge to best protect your deal specific interests as a minority-, majority- or 50/50 shareholder and whether being an investor, a (re)participating manager or otherwise.

Venture Capital:

Vriman advises both investment funds as well as start/scale-ups in early stage and follow-on investments. The firm has successfully completed multiple seed financings as well as Series A, B and C follow-on transactions to the satisfaction of its clients.

Corporate Law:

Vriman advises financial investors, corporate clients and management on all kinds of corporate law matters, including advising on director's duties and liabilities, board structures (one tier, two tier, shareholder committees) and the setting-up of board regulations and board committees. The firm also provides legal opinions with respect to corporate law related matters.

Private Equity:

Vriman has an extensive track-record in advising (international) financial advisors on a wide range of buyout deal types, secondary/add-on transactions, joint ventures/minority investments and management incentive plans. The quality of the firm's practice is best evidenced by the close continuing relationships it has built with its (international) private equity clients.

Commercial Contracting:

Vriman advises on a variety of commercial contracts. Including procurement-, management-, manufacturing-, supply-, (transitional) service level-, maintenance- and support agreements. Also, the firm offers in-house any type of employment law advice in relation to transactions (management agreements, appointments/dismissals and employment agreements).

Restructurings & Carve-Outs:

Vriman advises companies on a wide range of restructuring scenarios and carve-outs. The firm has completed a number of restructurings for companies in financial distress or otherwise, as well as (pre-transaction) carve-outs.

Recent (year 2020) transactions of Vriman include the acquisition by Gimv of AME, the acquisition by Alliander of TReNT, the investment by Three Hills Capital Partners in the Borealis Hotel Group and the acquisition by DFDS of the Huisman Group. For a full overview of deals please see: www.vriman.com.

Key Clients:

Gimv, Rabo Corporate Investments, Rabo Ventures, Rabo Participaties, Three Hills Capital Partners, Anders Invest, EBS Public Transportation, O2 Capital, Foreman Capital, HPE Growth, Nordian Capital, Vitruvian Partners, Talpa Media Investments, Green Park Investments and Value Enhancement Partners.

WIJN & STAEL ADVOCATEN N.V.

www.wijnenstael.nl tel: +31 30 2320 800 fax: +31 30 234 1644

Managing Partners: Willem Jan van Anandel, Noor Zetteler

Number of partners: 10 Number of lawyers: 41

Languages: Dutch, English, French

Firm Overview:

Wijn & Stael is a leading law firm based in Utrecht with a modern and practical approach. Wijn & Stael acts on behalf of large and medium-sized companies, financial institutions, healthcare institutions, government bodies, non-profit organisations and aggrieved civil parties in class actions. It represents clients inside and outside the Netherlands.

Main Areas of Practice:

Restructuring & Insolvency:

Wijn & Stael has wide-ranging expertise and is well-known nationally and internationally as an expert in insolvency issues. Wijn & Stael's experience in this area is also extremely useful when having to deal with corporate restructurings, such as examining the options to prevent insolvency.

Wijn & Stael's lawyers act in complex and large bankruptcy cases such as:

- Landis, a listed company in the area of production and distribution of ICT-equipment
- Econcern, a public company, heading 220 group companies with 1,200 employees in 20 countries, with a mission to 'ensure a sustainable energy supply for everyone'
- Stichting Meavita en Sensivation, a foundation with several subsidiaries in the area of care with a turnover of approximately €500,000,000
- Spyker N.V., a manufacturer of exclusive sport cars
- Eurocommerce, a company with a large portfolio of real estate

Key Clients: Partner Logistics, Kroymans Lease Holding, Pouw Automotive, V&D, Miss Etam, Lievegoed and MS Mode.

Contact: Willem Jan van Anandel **Tel:** +31 30 232 0896 **Email:** vanandel@wijnenstael.nl

Contact: Noor Zetteler **Tel:** +31 30 232 0888 **Email:** zetteler@wijnenstael.nl

Banking & Finance:

Wijn & Stael has specific expertise in the area of financing schemes, leasing and securities. Wijn & Stael advises not only companies with their investments, securities and how to finance them, but also financial institutions.

Key Clients: Rabobank, De Lage Landen and Athlon

Contact: Remco Vermaire **Tel:** +31 30 232 0888 **Email:** vermaire@wijnenstael.nl

Litigation, Arbitration & Class Actions:

Wijn & Stael acts in complex and large corporate and financial litigation proceedings, such as proceedings regarding liability of directors, supervisory directors, financial institutions and inquiry proceedings with the Enterprise Chamber of the Court of Appeal in Amsterdam. Wijn & Stael not only has extensive knowledge and experience of procedural practice required, but also expertise in the area of corporate, civil and securities law, (international) arbitration and class actions.

Wijn & Stael successfully represented/represents:

- In the so called Collective Settlement of Mass Claims proceedings (WCAM) against Ageas (formerly Fortis) on behalf of 6,000 defrauded investors. The financial interest amounts to € 1.3 billion
- 700 defrauded investors of Van den Berg in a class action against ABN Amro Bank
- A large group of defrauded institutional investors, represented by Deminor and the Stichting Belangenbehartiging Gedupeerde Beleggers Imtech, in a multi-million euro (securities) class action against Royal Imtech and a number of its former members of the management board and supervisory board

Contact: Koen Rutten **Tel:** +31 30 232 0829

Email: rutten@wijnenstael.nl

Employment:

Wijn & Stael has extensive expertise in a broad range of employment matters, such as transfer of undertakings, large restructurings/reorganisations under employment law, outsourcing processes, collective redundancies, the position of (non-)executive directors and all matters concerning labour unions and the works council. Wijn & Stael advises large and small businesses in all market segments, in and outside the Netherlands, as well as directors and managers. Wijn & Stael a.o. successfully advised various US based organisations with (starting) enterprises in Europe on all aspects of Dutch employment law.

Contact: Else Loes Pasma **Tel:** +31 30 232 0881

Email: pasma@wijnenstael.nl

Contact: Leendert Kruidenier **Tel:** +31 30 232 0887

Email: kruidenier@wijnenstael.nl

Real Estate:

Wijn & Stael deals with cases on a broad range of property issues, spatial planning, property development, purchase and lease, not only from a civil law perspective, but also from an administrative law perspective.

Wijn & Stael represented successfully amongst others:

- A private investor/real estate developer in proceedings against the provincial authorities regarding the sale of a provincial government building which was contaminated with asbestos
- A housing society in the purchase of over 1400 (existing and new-built) student apartments
- A private investor in the negotiations with the municipal authority; and in the redevelopment of a hospital into single-family and student houses

Contact: Patricia Kleijn **Tel:** +31 30 232 0829

Email: kleijn@wijnenstael.nl

PRACTICE AREAS

- Restructuring & Insolvency
- Banking & Finance
- Litigation, Arbitration & Class Actions
- Employment
- M&A
- Real Estate
- Contracts & Liabilities
- Supreme Court Litigation

OFFICES

NETHERLANDS

UTRECHT: Maliesingel 20 (reception), 3581 BE, PO Box 354, 3500 AJ
Tel: +31 30 2320 800 **Fax:** +31 30 234 1644
Email: info@wijnenstael.nl

Contracts & Liabilities:

Wijn & Stael has ample experience in drawing up and assessing all kinds of contracts. Whether it concerns a sale or purchase contract for immovable or movable property or shares, a complex cooperation agreement, a shareholders' agreement, a lease or tenancy agreement. In addition Wijn & Stael has broad experience in proceedings and (international) arbitrations on all kinds complex liability matters regarding contracts but also based on tort.

Contact: Leendert Kruidenier **Tel:** +31 30 232 0887

Email: kruidenier@wijnenstael.nl

Supreme Court Litigation:

Wijn & Stael is the only law firm in its district that has two lawyers admitted to the Dutch Supreme Court and therefore it also represents its clients in (preliminary-ruling) proceedings before the Supreme Court. The Supreme Court litigation practice of Wijn & Stael focuses on insolvency law, financing, security and leasing, as well as on corporate and financial law.

Contact: Thijs van Zanten **Tel:** +31 30 232 0896

Email: t.vanzanten@wijnenstael.nl

M&A:

Wijn & Stael's M&A lawyers have successfully concluded hundreds of M&A transactions in a national and an international environment. They know their way around the do's and don'ts of a transaction, and so are able to offer added value at every phase in the transaction process.

Contact: Humphrey Lakens **Tel:** +31 30 232 0802

Email: h.lakens@wijnenstael.nl



WINDT LE GRAND LEEUWENBURGH

www.windtlegal.com tel: +31(0)102617500 fax: +31(0)102617509

Managing Partner: Irene Tax

Number of partners: 9 Number of lawyers: 34

Languages: *Dutch, English, German*

Firm Overview:

Based in Rotterdam, the Netherlands, Windt Le Grand Leeuwenburgh is a corporate law firm that specialises in M&A, restructuring, corporate litigation, and employment. In addition it has a specialised team for State Aid, IP and EU Parallel Import, mainly pharmaceuticals.

The firm's main focus lies on assisting multinationals and large corporates in realising their business targets. The firm has extensive experience in solving some of the most complex and escalated situations known in the Netherlands, including but not limited to financial crises, state aid matters, corporate battles, shareholder disputes, large scale personnel reorganisations, commercial trade and IP matters and in establishing (mid-market) M&A transactions. The firm's litigators are involved in complex big ticket multi-jurisdictional litigation such as commercial contracts, corporate structures, sanctions, parallel (EU) import and intellectual property. The aim is to protect the client's interests as a shareholder, buyer, director, trader, producer, supervisor, IP owner, partner; or as a member of an executive or non-executive board, finance party, fund, or government.

Main Areas of Practice:

Restructuring & Insolvency:

Windt Le Grand Leeuwenburgh helps companies and their stakeholders who are undergoing difficulties. The lawyers have both extensive experience and expertise in the fields of Dutch and international bankruptcy law and corporate law. The team assists companies and the various stakeholders involved, such as directors/supervisors, suppliers, banks and insurers who find themselves facing financial issues. The lawyers are regularly appointed by the courts as bankruptcy trustees and administrators in suspension of payment cases. The firm also has extensive experience with the supervision of pre-packs and are available to be appointed as restructuring expert or observer under the Act on Confirmation of Extrajudicial Restructuring Plans (Wet Homologatie Onderhands Akkoord - WHOA), also referred to as the Dutch Scheme).

Corporate / M&A:

Windt Le Grand Leeuwenburgh's corporate / M&A team specialises in national and international M&A transactions, joint ventures and business advice. The team assists private equity funds, investors and corporations in one-on-one transactions, auction processes and strategic matters. The lawyers bring a wealth of experience gained at leading international practices: they are at the top of their game and have in-depth knowledge of the Dutch market. Together with colleagues from the other practice groups such as finance, IP, insolvency and restructuring and competition, the lawyers are able to advise on a hugely diverse spread of transaction-related issues at the highest level. Key objective: finding an efficient solution that meets the client's business goals, in a pragmatic manner and without adding any further complications. Every time.

Banking & Finance- Financial Restructuring:

The team advises clients on how to structure and file financing transactions. This can involve new and re-financing whether within the context of a restructure or not. The lawyers are also highly experienced with national and international transactions, acting on behalf of both financiers and borrowers. The team has extensive experience across the sector including shareholder loans, corporate finance, acquisition finance, real estate finance and project finance. They also regularly apprise and litigate on financing and securities' disputes. The team brings a wealth of knowledge gained at leading international practices and financial institutions and pride themselves on

the accessible and client-oriented approach. Whether securing complicated re-financing or litigating in a case concerning the execution of a pledge, they are really making a difference for their clients.

Employment law & Reorganisation:

Windt Le Grand Leeuwenburgh will successfully guide you through complex employment law processes including: restructuring, staff redeployment, the acquisition or transfer of business activities and related employee participation issues. In conjunction with their clients, the labour law specialists create the new, state-of-the-art solutions that are needed in a modern - digital and cross-border - economy characterised by rapid change and flexibility. The combination of passion, high-quality professional knowledge, expertise and experience is apparent in their handling of highly complex court proceedings. The firm has achieved numerous, successful results for its clients in leading cases involving employee participation (works councils), dismissal (collective and individual), collective agreements and pensions (including operating margin provisions), fraud, directors' remuneration, intimidation and governance.

Corporate Litigation:

The firm's corporate litigation team specialises in the handling and resolution of (complex) disputes both within and concerning a business. This may include shareholder disputes, decision deadlock, takeover disputes, investor conflict, forced share redemption/shareholder removal procedures and liability of directors, supervisory directors and shareholders. The lawyers are highly experienced in appearing before both the Enterprise Chamber of Commerce (the Amsterdam Court of Appeal special chamber for exclusive jurisdiction in corporate proceedings) and the civil courts. Furthermore, they possess extensive knowledge of summary proceedings and seizures, international disputes and IPR (International private law).

Commercial Contracts & Litigation:

Commercial contracts and litigation at Windt Le Grand Leeuwenburgh comprises a team of specialists in the field of international contract law. The firm acts on behalf of medium to large, international companies throughout the duration of a commercial contract. This covers negotiation and contract drafting to completion or termination. In addition to the advisory service, the firm has extensive experience in litigating in contractual disputes, both before the government court and in arbitration proceedings. The firm's lawyers have thorough knowledge of civil

PRACTICE AREAS

Restructuring & Insolvency
Corporate/M&A
Corporate Litigation
Banking & Finance
Employment Law & Reorganization
Commercial Contracts & Litigation
IP & Pharma
EU, State Aid & Competition Law

OFFICES

NETHERLANDS

ROTTERDAM: Coolsingel 104, 3011 AG
Tel: +31102617500
Email: info@windtlegal.com

procedure law and will guide clients through every step.

IP & Pharma:

The IP team of Windt Le Grand Leeuwenburgh specialises in all aspects of trademark and design law, copyright and trade name law. The parallel trade in products protected by trademark and patent law in the light of the free movement of goods under European law is a particular area of expertise. The lawyers of the IP department regularly litigate before the Dutch courts, the BOIP, the EUIPO and the Court of Justice of the European Union. The firm also has extensive experience in (ex parte) seizures of evidence, summary proceedings and proceedings in the field of access to and obtaining of evidence (843a of the Dutch Code of Civil Procedure). Pharmaceutical law (registration, IP aspects and cross-border distribution) is another specific area of their expertise.

EU, State Aid & Competition Law / Competition / European Law:

The firm advises, assists and represents companies, industry associations and governments dealing with competition law issues and proceedings. The lawyers are pragmatic and will advise on various procedural phases; either preventative or for an existing dispute or risk. Issues with which the lawyers are involved on a daily basis include; European and national competition law, problems with cartels, distribution agreements, co-operation agreements, abuse of a dominant position, merger control and state aid. The team will ensure compliance with competition authorities such as the European Commission, the Consumer and Market Authority (ACM) and the Dutch Health Care Authority (NZA). Furthermore, they will represent companies and governments before the national and European courts if legal proceedings arise.