

Chambers

Europe —————

2022

The leading lawyers
and law firms in Europe

Denmark



How lawyers are ranked

Every year we carry out thousands of in-depth interviews with clients in order to assess the reputations and expertise of business lawyers worldwide. The qualities we look for (and which determine rankings) include technical legal ability, professional conduct, client service, commercial awareness/astuteness, diligence, commitment, and other qualities most valued by the client.

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Banking & Finance

Banking & Finance
Leading Firms
Band 1
Gorrissen Federspiel
Kromann Reumert
Plesner
Band 2
Accura Advokatpartnerselskab
Bech-Bruun
Bruun & Hjejle
Band 3
DLA Piper Denmark
Horten
Poul Schmith
Senior Statespeople
Senior Statespeople: distinguished older partners
Jensen Michael Steen <i>Gorrissen Federspiel*</i>
Rasmussen Kim <i>Kromann Reumert*</i>
Leading Individuals
Band 1
Hansen Thomas Maaberg <i>Gorrissen Federspiel*</i>
Linde Tobias <i>Gorrissen Federspiel*</i>
Valerius Søren Thyssen <i>Plesner*</i>
Band 2
Bernhoft Jakob <i>Kromann Reumert*</i>
Bethe Morten Nybom <i>Gorrissen Federspiel*</i>
Kaas Thomas <i>Kromann Reumert*</i>
Krogsgaard Morten <i>Bech-Bruun</i>
Kure Henrik <i>Poul Schmith*</i>
Skjellerup Thomas <i>Bruun & Hjejle*</i>
Toftgaard Kim <i>Accura Advokatpartnerselskab</i>
Band 3
Bennetsen Claus <i>Horten*</i>
Fritsch Mikkel <i>Gorrissen Federspiel*</i>
Kjellerup Dambæk Mads <i>Accura Advokatpartnerselskab</i>
Larsen Susanne Schjølén <i>Kromann Reumert*</i>
Lüneborg Lars <i>Horten*</i>
Moalem David <i>Bech-Bruun</i>
Sevel Jakob Echwald <i>Poul Schmith*</i>
Sevelsted Thomas Thordal <i>Bech-Bruun</i>
Up-and-coming individuals
Ingerslev Anne Cathrine <i>Plesner*</i>
Sahlertz Christian <i>Bruun & Hjejle*</i>
Schiøler Skaaring Peter <i>Kromann Reumert*</i>
<small>* Indicates individual with profile.</small>
<small>Alphabetical order within each band. Band 1 is highest.</small>

Band 1

Gorrissen Federspiel

What the team is known for Gorrissen Federspiel has an exceptional banking and finance practice assisting international and domestic banks, investors and private equity companies with a wide range of complex and high-profile transactions. Lawyers at the firm possess expertise in syndicated loan mandates and are also a strong choice for their debt capital markets capabilities, frequently assisting clients with note issuances and EMTN programmes. The law firm further offers experience in acquisition, real estate and IPO financing deals. The team is also adept at handling investment fund formation mandates.

Strengths Clients praise the team's activity on cross-border mandates: "There are often international elements, and Gorrissen do a great job in coordinating them."

Sources are quick to highlight that "they have a strong banking practice."

Work highlights Represented Den Jyske Sparekasse in its merger with Vestjysk Bank.

Notable practitioners

Michael Steen Jensen (see p.319) has a commendable history of advising financial institutions on a broad range of financing mandates. Sources emphasise that he "is extremely strong and participates in very complex matters." **Thomas Maaberg Hansen** (see p.317) is highly accomplished advising syndicates of financial institutions on complex cross-border financing mandates, as well as assisting corporate clients with bond issuances and revolving credit facilities. "He makes things easily understandable for the client," enthuses one source, going on to add that "he is a strong negotiator and is commercially minded."

Tobias Linde (see p.322) offers clients a high level of expertise in acquisition financing mandates, as well as assisting with both debt and equity capital market files including IPO financing and bond issuances. "His attention to detail is his strength," enthuses one client who stresses that "he is a very skilled finance lawyer." Clients praise **Morten Nybom Bethe** (see p.313) for being "very committed and pragmatic in his approach and trying to find a solution that works for all parties." He assists clients with acquisition financing and syndicated loan mandates. Clients appreciate that **Mikkel Fritsch** (see p.316) "provides good advice and has a fair and realistic approach." He advises corporate clients as borrowers on complex syndicated financing mandates.

Kromann Reumert

What the team is known for Kromann Reumert offers clients market-leading expertise across the full range of banking and finance mandates. The team demonstrates particular prowess in acquisition and corporate finance, acting for domestic and international lenders, as well as corporates and investment funds. Lawyers at the firm are also active in project financing and corporate refinancing mandates. The firm also handles debt capital markets transactions, assisting with bond issues.

Strengths Clients highlight: "The team always deliver top-class work and service."

Others stress that "they have a very good reputation, skilled partners and are very good at getting the work done."

Work highlights Advised the lead arrangers and bookrunners of a syndicate of banks on the USD449 million refinancing of Aktieselskabet Schouw & Co.

Notable practitioners

Kim Rasmussen (see p.326) is lauded for "his very good understanding of both law and business." He has substantial experience assisting clients with acquisition finance and DCM mandates. **Jakob Bernhoft** (see p.313) is praised for being "very knowledgeable and pragmatic. He gets things done with pragmatism and makes things easy understandable for the client." He assists clients with a range of financing mandates, including leveraged financing and bridge loans, as well as advising on real estate development financing. **Thomas Kaas** (see p.319) handles a range of financing mandates, as well as assisting with DCM transactions including bond issuances. He is praised by one respondent for being "very client-focused and pragmatic." **Susanne Schjølén Larsen** (see p.321) is picked out by sources for being "very skilled in derivatives and extremely capable." She is highly renowned for advising clients on securities and derivatives mandates. **Peter Schiøler Skaaring** (see p.327) enters the rankings on the back of positive feedback from his clients, one of whom states: "I very much enjoyed working together with Skaaring, he always delivers top-quality work." He acts for clients on bond issuances and acquisition financing.

Plesner

What the team is known for Danish law firm Plesner has a distinguished practice with a strong track record in acquisition finance, regularly advising on cross-border transactions. Lawyers at the team also offer knowledge on project finance deals and refinancing mandates. The team further advises an

impressive roster of financial institutions and corporations on a broad scope of banking and finance issues, handling loan agreements and DCM transactions, including green bond issuances.

Strengths Clients enthuse: *“They deliver consistently high-quality work and they have good people.”*

Another says the team *“deliver valuable advisory services,”* and laud their *“understanding of the loan market.”*

Work highlights Advised Nordea and Nykredit as senior lenders on a DKK1.525 billion refinancing package for DVSM.

Notable practitioners

Søren Thyssen Valerius (see p.329) is a market-leading practitioner with a strong track record in acquisition and project financing mandates, as well as in debt facilities. *“He is very strong on the regulatory side and the transaction side,”* a source reports. One client describes **Anne Cathrine Ingerslev** (see p.319) as *“a highly skilled legal expert with excellent business understanding skills. I can only give her my highest regard and recommendation.”* She advises clients on debt and acquisition financing mandates, as well as on DCM transactions. Ingerslev is dually qualified to practise in the UK and Denmark.

Band 2

Accura Advokatpartnerselskab

What the team is known for Accura Advokatpartnerselskab's well-reputed practice utilises its strong M&A prowess to facilitate acquisition finance mandates. Lawyers at the firm also offer expertise on infrastructure and construction financing matters. The team acts for domestic and international banks and private equity firms, as well as corporates and pension funds. Accura is also noted for its cross-border capabilities.

Strengths Clients highlight that *“the team is easy to work with and delivers according to deadlines, with good follow-up, and is easy to get in contact with.”*

Another describes the team as *“dynamic”* and *“with good international capacity.”*

Work highlights Assisted EQT with the financing of its acquisition of Chr. Hansen's natural colours business.

Notable practitioners

Kim Toftgaard regularly acts on mergers, as well as acquisition financing. *“He is very knowledgeable, experienced, and his judgements are very valuable,”* clients point out. **Mads Kjellerup Dambæk** handles government-backed guarantee schemes, project financing and mergers, acting for major banks and bank mergers. A respondent points out that *“he understands the banks very well and is very practicable, proactive and solution-oriented.”*

Bech-Bruun

What the team is known for Bech-Bruun offers clients a strong finance team which frequently acts on behalf of domestic and international banks and large corporations on all aspects of acquisition finance. The firm is particularly recognised for its financing expertise in the energy and real estate sectors. Lawyers in the team are also instructed on refinancing mandates and offer further experience on debt capital market transactions, advising on the issuance of notes. The team is additionally well placed to handle loan transactions and sustainable finance matters.

Strengths Clients highlight the team's securities expertise, describing an *“excellent service and very positive impression.”*

Another source is quick to highlight the team's *“extremely good knowledge and precision.”*

Work highlights Assisted Danske Bank with its multicurrency revolving credit facility to Copenhagen Infrastructure Partners.

Notable practitioners

Department head **Morten Krogsgaard** *“has very good technical skills and is a pleasure to work with,”* enthuses one respondent. He handles debt restructuring, refinancing and acquisition financing mandates on behalf of both Danish and international clients. **David Moalem** is particularly recognised for his knowledge of regulatory issues. He has *“extremely good knowledge and precision in his assessment and guidance on this difficult area of law,”* says one satisfied client. **Thomas Thordal Sevelsted** represents clients in lending transactions, sale deals, financing and refinancings. Clients appreciate that he *“is always available and offers quick turnarounds.”*

Bruun & Hjejle

What the team is known for Bruun & Hjejle's impressive practice advises banks, pension funds and other financial institutions on a variety of transactional and regulatory mandates. The firm assists clients with the full range of leveraged, acquisition, corporate, project and real estate financing. Lawyers in the practice are also knowledgeable on refinancing matters. Bruun & Hjejle is a strong choice for cross-border and multi-jurisdictional transactions.

Strengths Interviewees appreciate that *“they are also very skilled and commercially oriented.”*

Work highlights Acted for Goldman Sachs on the DKK1.4 billion financing of RUBIK Properties' acquisition of seven real estate projects.

Notable practitioners

Thomas Skjellerup (see p.328) is active on a broad range of topics, including project financing mandates and loan transactions. One source adds that he *“is very good in acquisition finance matters,”* while another describes him as *“a deal maker,”* adding that he is *“pragmatic and pleasant.”* **Christian Sahlert** (see p.326) acts for prominent Danish clients on acquisition and project financing mandates. Clients praise his *“very good understanding of complex transactions,”* and describe him as *“very flexible and available.”*

Band 3

DLA Piper Denmark

What the team is known for International law firm DLA Piper offers a well-regarded practice assisting financial institutions, pension funds and corporates with finance and refinance mandates. The team handles the full gamut of real estate, project, corporate and acquisition finance. Clients benefit further from the firm's expertise in note and bond issuances, as well as securitisation and regulatory topics.

Strengths One client stresses that *“the team have a pragmatic approach to solving problems and provide valuable inputs to negotiations with counterparts.”*

Another client praises the *“good and quick service.”*

Work highlights Assisted RiverRock with the negotiation of its senior secured facilities agreement to Ageras and its affiliates.

Notable practitioners

Joachim Kundert Jensen and Ulrich Hejle are key contacts for the department.

Horten

What the team is known for Horten represents domestic and international corporations, banks and private equity funds, notably in connection with acquisition and project finance. The firm offers particular expertise in regulatory work in the pension fund sector, including establishing new funds. Lawyers in the team are also well placed to handle refinancing and lending mandates.

Strengths Clients are *“very happy with the service”* offered by the firm, describing the team as *“very dedicated and proactive lawyers.”*

Work highlights Advised PenSam on the establishment of its new formal standalone debt fund.

Notable practitioners

Head of department **Claus Bennetsen** (see p.313) has experience in a variety of matters, including finance and refinance deals as well as regulatory issues relating to investment funds. Clients stress that he is *“extremely skilled and very solution-oriented, and always has a commercial angle in mind.”*

Lars Lüneborg (see p.323) handles refinancing and acquisition financing deals, as well as syndicated loan mandates. One client compliments his *“very deep understanding of commercial matters.”*

Poul Schmith

What the team is known for Poul Schmith is a new entrant to the rankings, acting for banks, pension funds, investment funds and corporations on a variety of financing mandates. The banking and finance team assists with acquisition financing, restructuring, portfolio transfers and other high-profile transaction mandates. The team is also experienced in handling multi-jurisdictional matters.

Strengths One client appreciates the *“good and reliable advice and useful recommendations”* the team offers.

Another client describes them as *“highly qualified, dedicated and very efficient.”*

Work highlights Advised Waterland Private Equity on its DKK300 million financing of Helgstrand Dressage.

Notable practitioners

Henrik Kure (see p.321) handles a wide range of cases, including acquisition finance mandates, bond issuances and regulatory topics. One client is quick to highlight his *“ability to combine a very good legal mind with an ability to communicate really clearly in a commercial context.”* **Jakob Echwald Sevel** (see p.327) advises clients on bond issues, project financing and bridge loans, as well as assisting with regulatory matters. Clients describe him as *“progressive, solutions-driven and trustworthy.”*

Competition/European Law

Competition/European Law
Leading Firms
Band 1
Bruun & Hjejle
Gorrissen Federspiel
Kromann Reumert
Plesner
Band 2
Accura Advokatpartnerselskab
Bech-Bruun
Band 3
DLA Piper Denmark
Horten
Nielsen Nørager Law Firm LLP
Poul Schmith
Leading Individuals
Band 1
Dittmer Martin André <i>Gorrissen Federspiel*</i>
Kofmann Morten <i>Kromann Reumert*</i>
Munk Plum Jens <i>Kromann Reumert*</i>
Band 2
Bertelsen Erik <i>Kromann Reumert*</i>
Bork Frederik André <i>Bruun & Hjejle*</i>
Heiberg-Grevy Christina <i>Poul Schmith*</i>
Hjelmberg Simon Evers <i>Accura Advokatpartnerselskab</i>
Holtso Gitte <i>Plesner*</i>
Jakobsen Peter Stig <i>Bech-Bruun</i>
Kaltoft Jesper <i>Bech-Bruun</i>
Kjær-Hansen Erik <i>Gorrissen Federspiel*</i>
Klöcker Michael <i>DLA Piper Denmark*</i>
Koktvedgaard Olaf <i>Bruun & Hjejle*</i>
Lauridsen Christian Karhula <i>Plesner*</i>
Pinborg Jacob <i>Poul Schmith*</i>
Zinck Søren <i>Bruun & Hjejle*</i>
Band 3
A Creve Bart <i>Kromann Reumert*</i>
Barry Daniel <i>Plesner*</i>
Christensen Andreas <i>Horten*</i>
Holdgaard Rass <i>Poul Schmith</i>
Peytz Henrik <i>Nielsen Nørager Law Firm LLP*</i>
Ryhl Thomas <i>NJORD Law Firm (ORL) ◊</i>
Up-and-coming individuals
Løvbjerg Marie <i>Horten*</i>
<i>* Indicates individual with profile.</i>
<i>◊ (ORL) = Other Ranked Lawyer.</i>
<i>Alphabetical order within each band. Band 1 is highest.</i>

Band 1

Bruun & Hjejle

What the team is known for Bruun & Hjejle is an acclaimed firm acting on all areas of EU and competition law. The legal team has particular experience in dominance issues, state aid and other legal issues faced by publicly owned and regulated companies. The practice also regularly advises on disputes concerning anti-competitive agreements and follow-on damage claims. The law firm's clients include companies from a range of industries, such as broadcasting, financial services, real estate and energy.

Strengths "Bruun & Hjejle are very service-minded and available. They return quickly, are always available and meet agreed deadlines," remarks one client.

Work highlights Represented Nets before the Danish Maritime and Commercial High Court in a competition law case on alleged abuse of a dominant position on the acquiring market.

Notable practitioners

Competition/European Law
Public Procurement
Leading Individuals
Band 1
Christensen Andreas <i>Horten*</i>
Fabricius Jesper <i>Accura Advokatpartnerselskab</i>
Høg Torkil <i>BACH Advokater (ORL) ◊</i>
Hummelshøj Lotte <i>Nielsen Nørager Law Firm LLP*</i>
Band 2
Berg Claus <i>Bech-Bruun</i>
Braad Tina <i>Bech-Bruun</i>
Heiberg-Grevy Christina <i>Poul Schmith*</i>
Holtso Gitte <i>Plesner*</i>
Kaltoft Jesper <i>Bech-Bruun</i>
Nielsen Anders Birkelund <i>Bech-Bruun</i>
Olsen Jeppe Lefevre <i>Kromann Reumert*</i>
Up-and-coming individuals
Dueholm Mikala Berg <i>DLA Piper Denmark*</i>

Frederik André Bork (see p.314) is praised by clients for being "very responsive and easy to communicate with, while having a deep knowledge and a great network within the authorities." He represents clients in abuse of dominance, price fixing and cartel cases, in addition to advising on merger control issues. **Olaf Koktvedgaard** (see p.321) regularly handles competition disputes, especially those concerning abuse of dominance, price fixing and state aid. "Olaf Koktvedgaard has always been an important factor in our work with compliance and competition law. He has a keen sense for finding solutions for complicated situations," attests one impressed client. **Søren Zinck** (see p.330) regularly represents clients in abuse of dominance, dawn raid and follow-on damage claim cases. According to one interviewee, "Søren Zinck provides a unique customer service and manages in a distinguished way to put himself in the customer's place and into the cases he leads on behalf of the customer. He manages to communicate in an understandable and precise way and knows how best to challenge the other party."

Gorrissen Federspiel

What the team is known for Gorrissen Federspiel is an exceptional firm, noted for advising on merger control filings, cartel investigations and state aid cases, as well as advocacy matters before the EU courts and European Commission. The legal team has extensive experience in competition-related litigation and public procurement mandates. The department includes an in-house economic analysis team, handling merger assessments and actions for damages. The law firm's enviable client base features a multitude of high-profile domestic and international organisations from several sectors, including financial services, manufacturing, transportation and media.

Work highlights Advised P27 Nordic Payments on competition law aspects, including merger control filings, of the establishment of a pan-Nordic infrastructure.

Notable practitioners

Managing partner **Martin André Dittmer** (see p.315) is a market-leading practitioner who regularly handles merger control issues and transactional work for clients, in addition to offering them the benefit of his expertise in abuse of dominance cases. "Martin Dittmer delivers advice of a very high level of sophistication – with a distinct understanding of the client's

specific needs in changing circumstances," according to one interviewee. **Erik Kjær-Hansen** (see p.320) is praised by clients for "offering prompt, sound and to-the-point legal advice." He is an established market-presence adept at handling state aid disputes, abuse of dominance and anti-competitive practice cases while also handling public procurement processes.

Kromann Reumert

What the team is known for Kromann Reumert is a renowned firm combining expertise in all areas of competition law, including transactional mandates and criminal proceedings resulting from dominance abuse. The practice's varied caseload encompasses general antitrust and merger control cases, as well as arbitration and litigation, including before the EU courts. The legal team possesses a deep bench of competition law specialists reinforced by economists. The law firm represents Danish and foreign blue-chips as well as companies in the manufacturing, telecoms, energy and financial services sectors.

Work highlights Advised Orifarm on obtaining merger clearance of its acquisition of a portfolio of products from Takeda.

Notable practitioners

Morten Kofmann (see p.320) moves up the rankings as a result of excellent market feedback. He is a well-established practitioner who handles a range of competition disputes, including merger control cases, abuse of dominance matters, internal investigations and follow-on damage claims. According to one client, "Morten Kofmann offers prompt, sound and to-the-point legal advice." **Jens Munk Plum** (see p.324) is a market-leading presence who has significant experience in merger control cases and provides in-depth competition law advice and analysis. "Jens Munk Plum is very dedicated to his work and has deep knowledge within his field," attests one client.

Erik Bertelsen (see p.313) is well regarded for his expertise in a number of competition law matters, including merger control filings as well as Danish Competition and Consumer Authority investigations. **Jeppe Lefevre Olsen** (see p.324) enters the rankings as a result of strong client and peer feedback. He advises on a range of public procurement mandates for clients from the finance and infrastructure industries. One respondent describes him as "experienced and capable, with a pleasant attitude." **Bart Creve** (see p.312) regularly represents clients in merger control proceedings. He possesses additional experience in European Commission investigations and follow-on damages proceedings.

Plesner

What the team is known for Plesner has a renowned competition practice with exceptional expertise in complex cases related to state aid, follow-on damages claims and merger control. The department also handles cartel cases and tender processes. Clients benefit from the law firm's in-house economists, as well as lawyers with previous experience working in the Danish Competition and Consumer Authority. Plesner is frequently engaged by financial institutions and government entities, as well as manufacturing and energy companies.

Work highlights Assisted Volvo Danmark with the merger filing for its acquisition of the assets Titan

Lastvogne.

Notable practitioners

Head of department **Gitte Holtso** (see p.318) is a notable presence who advises on both public procurement and competition law mandates. She possesses significant experience in merger control issues, as well as disputes over anti-competitive agreements and price fixing allegations. Clients praise her *“high commercial understanding which helps to achieve pragmatic and executable solutions.”*

Christian Karhula Lauridsen (see p.322) is a notable competition practitioner who advises clients on complex competition law disputes, including those with criminal aspects. **Daniel Barry** (see p.313) moves up the rankings as a result of strong market feedback. He acts on competition disputes, including those arising from anti-competitive agreements and abuse of dominance claims. Interviewees describe him as *“very responsive, with a good business understanding.”*

Band 2

Accura Advokatpartnerselskab

What the team is known for Accura is a well-established practice that assists with a range of competition law projects such as merger clearance and has considerable experience in public procurement. The legal team also advises on investigations, tender procedures, criminal proceedings and compliance work. The law firm frequently represents clients in proceedings before the Danish authorities.

Strengths One source praises the lawyers for *“acting extremely quickly on complicated matters.”*

Work highlights Advised Semler Gruppen on the competition aspects of its acquisition of Semler Retail Holbæk, including antitrust and merger control issues.

Notable practitioners

Jesper Fabricius is a leading presence who advises on public tender processes, contractual issues and merger clearance matters, as well as contentious mandates. *“Jesper Fabricius actively contributes to our strategic priorities in the public market and is seen as a trusted adviser for our company,”* reports one source.

Simon Evers Hjelmberg is a notable presence who advises clients on public procurement issues, having additional expertise in handling merger notifications and complaints before the European Commission. According to one respondent, *“Simon Evers Hjelmberg is highly qualified in complex areas with quick and comprehensive answers, as well as a value-creating and business-oriented approach.”*

Bech-Bruun

What the team is known for Bech-Bruun is an impressive competition law practice covering complex merger filings, compliance and contentious cases. The law firm has notable experience in a range of industries, including aerospace, manufacturing, construction and waste. The legal team also represents municipalities and government entities in national public procurement cases. The department is highly active in the media and broadcasting sector, advising clients on European Commission investigations and claims for damages before the High Court and Supreme Court.

Work highlights Assisted the City of Copenhagen and Ejendomsfonden Vandkulturhuset Papiroen in relation to a complaint brought before the Public Procurement Complaints Board by NIRAS.

Notable practitioners

Claus Berg is a notable market presence who is particularly active in public procurement mandates on behalf of clients in the construction and infrastructure industries. **Tina Braad** is a well-regarded public procurement practitioner who handles both contentious and non-contentious matters in the construction sector. Head of department **Peter Stig Jakobsen** represents clients in a range of competition matters, including handling tender procedures for projects, as well as European Commission investigations and claims for damages. **Jesper Kaltoft** is active on a broad array of tendering and procurement mandates, offering clients additional support in merger filings and competition investigations. **Anders Birkelund Nielsen** enters the rankings as a result of strong feedback. He is active on a range of public procurement mandates.

Band 3

DLA Piper Denmark

What the team is known for DLA Piper has a recognised practice handling all areas of competition law as well as maintaining a strong reputation in public procurement. The law firm’s clients benefit from its considerable experience handling cases before the Danish Competition and Consumer Authority. The legal team has notable strength in matters concerning abuse of dominance, merger notifications and allegations of infringement of the Danish Competition Act.

Work highlights Advised the City of Copenhagen on the procurement of an IT system managing all parts of employment efforts in Copenhagen.

Notable practitioners

Michael Klöcker (see p.320) is a notable presence handling a range of significant competition law matters, including cartel investigations, merger notifications and abuse of dominance allegations. *“Michael Klöcker is the consummate competition lawyer. He will fight hard for his client. He is commercial and to the point,”* remarks one source. **Mikala Berg Dueholm** (see p.315) enters the rankings as a result of strong client and peer support. She advises on public procurement matters for clients across a range of sectors including infrastructure and IT.

Horten

What the team is known for Horten is frequently noted in the market for its work on competition matters. The law firm also assists with merger control work and is particularly active on matters relating to competition compliance and corporate acquisitions. The practice also acts on competition-related disputes ranging from investigations to damage claims and tender disputes. The legal team receives regular instructions by local municipalities and government entities on state aid issues.

Work highlights Advised Energinet on competition law and the state aid aspects of their projects.

Notable practitioners

Andreas Christensen (see p.314) regularly advises clients on both public procurement and competition law issues, including merger control assessments and follow-on damage claims. **Marie Løvbjerg** (see p.322) is praised for her *“commercial and proactive approach.”* She advises on a range of competition and public procurement issues, including merger control, state aid and follow-on damage claims.

Nielsen Nørager Law Firm LLP

What the team is known for Nielsen Nørager is a corporate team noted for handling EU law litigation before Danish and EU courts. The law firm advises on all areas of public procurement law, as well as Danish and EU competition law. The practice is also familiar with follow-on damage claims and dominance abuse cases, as well as allegations and complaints related to state aid. The legal team is particularly active in the energy, media and transport sectors.

Work highlights Assisted Atea with a number of public procurement cases.

Notable practitioners

Lotte Hummelshøj (see p.318) is a leading practitioner with significant expertise in public procurement matters. She has additional experience in state aid cases and contract management matters. **Henrik** (see p.325) **Peytz** (see p.325) is highlighted by respondents for his *“strong depth of experience that he uses to deliver practical and nuanced advice.”* He advises on contentious matters including damage claims, administrative and other competition law disputes, particularly those before the ECJ.

Poul Schmith

What the team is known for Poul Schmith has a well-regarded practice noted for its expertise in public procurement and extensive knowledge of the public sector, as well as EU and international law. The law firm advises government entities and publicly owned companies on state aid, public procurement and tender procedures. The department has notable prowess in litigation and contentious matters, such as complaints to regulatory authorities. The legal team represents the Danish government before both national and EU courts.

Strengths *“Poul Schmith have always met the promised deadlines and are always quick to respond to e-mails. Larger tasks have always been completed by the team as planned,”* remarks one source.

Another interviewee highlights the *“very strong team with a very deep knowledge on legal matters related to the Danish state.”*

Work highlights Represented the Danish Ministry of Culture in a state aid case before the Eastern High Court of Denmark regarding aid granted to TV2 during 1995-2002.

Notable practitioners

Christina Heiberg-Grevy (see p.317) is a notable practitioner on the market who regularly advises on merger control clearance for significant transactions, further handling compliance topics and criminal proceedings. *“Christina Heiberg-Grevy immediately understands the complex situation to be handled and delivers to perfection,”* attests one respondent. **Jacob Pinborg** (see p.325) represents clients in competition law disputes regarding price fixing, abuse of dominance and other anti-competitive allegations. One source highlights his *“very good understanding of the client’s needs.”* **Rass Holdgaard** handles matters related to state aid, handling both contentious issues and advisory work. *“Rass Holdgaard has vast knowledge on all matters within EU law, especially state aid-related matters. He is able to provide useable advice for complex legal and commercial structures,”* according to one source.

Other Ranked Lawyers

Torkil Høg of BACH is a well-regarded lawyer who frequently advises clients on public procurement

and competition law matters.

Thomas Ryhl of NJORD is praised by sources for his “in-depth and considered knowledge of the local market.” He advises on competition law matters in addition to assisting with public procurement and abuse of dominance cases.

Corporate/M&A

Corporate/M&A
Leading Firms
Band 1
Accura Advokatpartnerselskab
Gorrissen Federspiel
Kromann Reumert
Plesner
Band 2
Bech-Bruun
Bruun & Hjejle
Band 3
DLA Piper Denmark
Horten
Lundgrens
Moalem Weitemeyer
Band 4
Mazanti-Andersen
Poul Schmith
* Indicates individual with profile.
◊ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Accura Advokatpartnerselskab

What the team is known for Accura houses a market-leading M&A practice, offering first-class advice to an impressive roster of clients, including several from the financial and manufacturing sectors. The team assists both domestic and international corporations with cross-border mandates involving acquisitions and divestments. The lawyers have particular experience acting for international private equity investors on the acquisition of Danish companies. Many of the firm's transactions have a strong focus on deals between the Nordic countries.

Strengths Clients praise the team for being able to achieve “the understanding of what to fight for and what to leave,” adding that “they helped us identify what was needed.”

“Whatever is your need they have it: within the team, they have very different skill sets that will fit in your specific needs. They have a complete offering,” a client comments.

Work highlights Acted for Spar Nord Bank on its acquisition of BankNordik's Danish banking business for EUR269 million.

Notable practitioners

Jacob Vinther is a market-leading figure with experience in the full range of corporate transactions. Clients enthuse that he is “one of the most experienced M&A lawyers.” Another client says: “Jacob Vinther always has a positive approach and is focused on getting a deal done and a solution through.” **Thomas Weincke** is a highly regarded practitioner in the market, assisting clients with large-scale domestic and cross-border transactions. “He is incredibly experienced and always on the pragmatic side. He can tell

Corporate/M&A
Senior Statespeople
Senior Statespeople: distinguished older partners
Heering Niels Gorrissen Federspiel
Kjølbye Christian Th Plesner*
Leading Individuals
Band 1
Hjortshøj Jacob Bech-Bruun
Lønberg Henrik Rossing Plesner*
Lundgren Christian Kromann Reumert*
Vinther Jacob Accura Advokatpartnerselskab
Weincke Thomas Accura Advokatpartnerselskab
Band 2
Frandsen Tue Ravnholt Accura Advokatpartnerselskab
Jensen Morten Bruun & Hjejle*
Laursen Thomas Holst Plesner*
Moalem Dan Moalem Weitemeyer*
Nielsen Andreas Bruun & Hjejle*
Petersen Rikke Schiøtt Gorrissen Federspiel*
Stolt Kåre Accura Advokatpartnerselskab
Band 3
Geertsen Christina Bruun Kromann Reumert*
Illum Mads Accura Advokatpartnerselskab
Jensen Steen Bech-Bruun
Ketelsen Peter Kromann Reumert*
Kræmer Thomas Lundgrens*
Larsen Jesper Schultz Bruun & Hjejle*
Band 4
Møgelose Henrik Kromann Reumert*
Philip Marianne Kromann Reumert*
Søgaard Klaus Gorrissen Federspiel*
Band 1
Møller Finn Gorrissen Federspiel*
Pedersen Karsten DLA Piper Denmark*
Vinther Michael DLA Piper Denmark*
Band 4
Aasmul-Olsen Henning Moalem Weitemeyer*
Beckett Thomas Francis Horten*
Buskov Jeppe Kromann Reumert*
Christoffersen Anders Peter G Gorrissen Federspiel*
Hansen Henrik Juul Accura Advokatpartnerselskab
Jensen Anders Ørjan Gorrissen Federspiel*
Kandler Ronnie Poul Schmith*
Lavesen Anders Kromann Reumert*
Madsen Jørgen Kjergaard Kromann Reumert*
Nørgaard Ole Bech-Bruun
Pape Hans Christian Horten*
Rode Steen Bech-Bruun
Up-and-coming individuals
Klausen Kristian Lykkeholm Accura
Rosenmejer Morten Bird & Bird (ORL) ◊
Vang Kristoffersen Carina Poul Schmith*

clients when they have to push and when they have to stay back,” a client says. **Tue Ravnholt Frandsen** climbs up in the rankings as a result of increased visibility and positive market support. He is regularly instructed by clients to advise on carve-outs, divestments and acquisitions. “He always delivers on time and he is very commercial,” a client says. **Kåre Stolt** has a longstanding, solid reputation in the market and is recognised for being involved in key mandates. He regularly handles acquisitions, especially within the technology sector. **Mads Illum** routinely handles acquisitions as well as advising international clients on transactions involving their Danish subsidiaries. Sources comment that he is a “skilled and experienced deal maker,” also praising him as focused and commercially oriented. **Henrik Juul Hansen** handles M&A transactions, takeovers and divestment matters and is popular with Nordic companies. **Kristian Lykkeholm Klausen** is well regarded for his transactional advice, assisting clients with SPA and SHA agreement negotiations as well as business transfers. He advises clients on acquisitions and divestments, especially within the manufacturing industry. He is also active in venture capital deals. “He’s flexible in his problem-solving in order to find solutions to even the most difficult situations,” a client says.

Gorrissen Federspiel

What the team is known for The team is recognised as an impressive department with notable experience,

advising on high-profile public M&A. The team overlaps with the firm's capital markets team to assist clients with ECM transactions. It offers additional experience in handling distressed asset transactions and is well equipped to handle large-scale business disposals and demergers. The firm works with an impressive roster of international and domestic companies hailing from the energy, financial and retail sectors.

Strengths “They have a very good standing in the market. They have many transactions,” a source says.

Work highlights Advised Telia Company on the Danish side of its divestment from Telia Carrier and its sale to Polhem Infra.

Notable practitioners

Senior practitioner **Niels Heering** boasts long-standing experience in the Danish market handling complex M&A transactions and corporate governance matters. Senior practitioner **Klaus Søgaard** (see p.328) has a strong reputation and long-term experience in a wide spectrum of corporate and commercial matters, including acquisitions, mergers and corporate governance issues. **Rikke Schiøtt Petersen** (see p.325) advises public and private clients on demergers, listings and takeovers. Sources highlight her experience in capital markets transactions. A source describes her as “very capable and pleasant.” **Finn Møller** (see p.323) acts for clients on a range of issues, including share transfers, corporate sales and takeovers. Sources praise his understanding of

“the mechanics of M&A” and the pragmatic approach. **Anders Peter Christoffersen** (see p.315) assists clients with large-scale sales transactions and acquisitions that often involve cross-border elements. **Anders Ørjan Jensen** (see p.319) is a recognised practitioner within the M&A market. He assists clients with demergers, acquisitions and divestments that frequently involve multiple parties. “Anders’s best quality is that he is an excellent listener, which enables him to provide very valuable and relevant advice,” a client says.

Kromann Reumert

What the team is known for The firm is an exceptional practice, advising international and domestic clients on multi-jurisdictional and regional deals. Its combined M&A and ECM practice covers large projects as well as mid-sized transactions. It also advises on due diligence processes and SPA agreements. The team represents clients in the financial, manufacturing and life sciences sectors.

Work highlights The team represented Nestlé and other shareholders of Glycom in the company’s sale to Royal DSM for USD872 million.

Notable practitioners

Henrik Møgelmoose (see p.323) is a prominent figure in the Danish M&A market. Commentators enthuse that “he has extensive cross-border M&A experience.”

Marianne Philip (see p.325) is a highly regarded senior practitioner with longstanding experience in the market. She routinely handles large-scale acquisitions for her clients. **Christian** (see p.323)

Lundgren (see p.323) boasts a top-tier practice that covers cross-border divestments, acquisitions and company set-ups. He is also noted for his experience of handling capital market transactions. “He’s a fantastic lawyer and well known in the industry,” a source says.

Christina Bruun Geertsen (see p.316) has notable expertise in ECM transactions. She also handles sales, buyouts and commercial agreements on behalf of international and domestic clients. “She knows her stuff and she is very solid,” a client enthuses.

Peter Ketelsen (see p.320) is regularly instructed by corporate clients to advise on M&A deals. Sources highlight his detail-oriented approach. **Jeppe Buskov** (see p.314) regularly assists corporates with large transactions. Sources describe him as efficient and pragmatic. **Anders Lavesen** (see p.322) has experience in M&A, also assisting his clients with commercial law matters relating to their business activities. “He is good at creating a good atmosphere when in negotiations. I like him,” a source says. **Jørgen Kjergaard Madsen** (see p.323) is experienced in representing clients from a range of sectors in corporate transactions. “He was very pleasant to work with,” a source says, adding: “He is focused on achieving the results.”

Plesner

What the team is known for The team is an excellent firm with an outstanding corporate practice, particularly focusing on transactional cross-border mandates. It handles a high volume of complex deals which often involve major domestic corporations and international investors. The team is well versed in handling public M&A and ECM mandates, acting for issuers and bookrunners on private placements as well as public tenders. It also advises on corporate structures, providing a full-service offering in transaction-related practice areas such as employment, IP and competition law.

Strengths The firm is recommended by clients

thanks to its ability to “seamlessly work across the borders.”

Work highlights Assisted Sydbank with the acquisition of the banking business Alm. Brand for EUR246.21 million.

Notable practitioners

Senior statesman **Christian Kjelbye** (see p.320) is noted for his longstanding experience in the field. He offers strategic advice on cross-border M&A deals. Top-ranked **Henrik Rossing Lønberg’s** (see p.322) practice covers a range of topics including buyouts, demergers and share transfers. Sources praise him for being “very good at being down in the details but going straight to the point.” **Thomas Holst Laursen** (see p.322) is a highly regarded practitioner in the field and is particularly noted for his prowess in equity capital market transactions. His areas of strength also include tender offers, company acquisitions and demergers. Clients enthuse that he is “extremely efficient and very commercial. He understands what is important and what is not, so he goes straight to the point.”

Band 2

Bech-Bruun

What the team is known for The team is well regarded and particularly active in the private equity sphere. It advises on M&A across a range of industries such as energy, manufacturing, financial services, technology and retail. Public M&A is another area of expertise, given its experience in public tender offers. The firm acts for a notable client base on issues that frequently involve international elements.

Strengths “The services went above and beyond the usual legal advisory services and encompassed strategy, cultural elements and negotiation tactics in a very complex project,” one client praises, adding that “they were driven, cost-minded, a real group of hands-on allies.”

Work highlights Represented CVC Capital Partners in its acquisition of STARK Group from Lone Star Funds.

Notable practitioners

Jacob Hjortshøj is a standout M&A practitioner offering a wealth of experience in all aspects of M&A transactions. **Steen Jensen** acts for clients on complex demergers and share transfers and public M&A deals. He is also recognised for his capital markets expertise. **Ole Nørgaard** regularly advises clients on acquisitions and capital raising mandates. Clients enthuse: “He is pragmatic, commercial, and is always good at finding solutions.” **Steen Rode** assists clients operating in the manufacturing sector, financial services and private equity spaces with cross-border transactions. Sources note that he is very commercially minded.

Bruun & Hjejle

What the team is known for The team is a respected corporate team handling mergers and acquisitions. It has notable expertise in assisting private equity firms with transactions. The team also receives instructions from banks and corporates from technological and energy industries on acquisitions and divestments. Offers additional expertise in public M&A matters.

Strengths Clients appreciate the team, saying: “They have been doing a good job, not only with assisting but also from the negotiations point of view.”

Clients also praise the team for delivering commercially viable advice, saying: “They help us come up with a solution.”

Work highlights Acted for Nets on its merger with Italian payments processor Nexi valued at EUR6 billion.

Notable practitioners

Morten Jensen (see p.319) handles a broad spectrum of corporate matters, including public and private M&A deals. “He knows the market standards and is able to negotiate successfully with the lawyers on the buy side. He has good client-handling skills and knows when to get in to close the deal,” a client highlights. **Andreas Nielsen** (see p.324) goes up in the rankings as a result of strong market support. He is experienced in cross-border matters such as public takeovers, as well as share and asset sales for private corporations. “He is accessible and good at understanding the goals,” a client says, while another adds: “He is focused on finding the right solutions. He is pragmatic.” **Jesper Schultz Larsen** (see p.321) advises on sales, acquisitions and corporate investment and restructuring mandates. Clients praise his “pragmatic approach, strong network and focus on the right things,” further describing him as a “safe pair of hands.”

Band 3

DLA Piper Denmark

What the team is known for The firm houses an active corporate team advising domestic and international clients on acquisitions and divestments. It is knowledgeable in small and mid-cap transactions as well as private equity deals. It often acts for corporates from the manufacturing and TMT sectors and works alongside the firm’s competition team on transactional mandates.

Strengths “We had cross-border cases which were handled as efficiently and with the same high quality as national legal issues,” one client enthuses.

Work highlights The team assisted ABN AMRO Energy Transition Fund with its acquisition of 34% of shares in Fiberline Composites.

Notable practitioners

Karsten Pedersen (see p.325) advises clients on cross-border and domestic M&A transactions. “Mr Pedersen facilitated a smooth process, assuring that critical business matters were addressed in a timely manner,” a client says, adding that he “helped us to be confident on what was important and what not to argue about.” **Michael Vinther** (see p.329) handles divestments and acquisitions for his clients, being particularly active in private equity deals. Clients say he is “very good in negotiations and a good networker” and is able to “see the full picture.”

Horten

What the team is known for The practice group is a well-regarded team, particularly experienced in corporate work involving the energy, manufacturing and IT sectors. It advises on a broad range of transactions, representing Danish and international companies, as well as private equity firms. The firm also counts many Danish municipalities among its clients. The firm acts on mergers, acquisitions and asset sales, and has experience advising clients on strategic investments.

Work highlights Assisted Maj Invest with the acquisition of Fern Living from Vendis Capital.

Notable practitioners

Thomas Francis Beckett (see p.313) advises clients on acquisitions and sales, with a particular focus on the manufacturing and energy sector. **Hans Christian Pape** (see p.325) handles acquisitions on behalf of clients with operations in various sectors, including the manufacturing and technology fields. A client enthuses: "He's hands-on and knows how to get the deal done."

Lundgrens

What the team is known for The team has a strong profile in small and mid-market M&A transactions, often with cross-border considerations. Typical clients include both domestic and multinational private and listed companies, venture capital and private equity funds. It is active on deals involving the IT, engineering and energy industries. The firm also advises companies on divestments and investments.

Strengths "The Lundgrens team was very dedicated," a client enthuses, adding that the lawyers have "a good sense to combine legal and commercial perspectives."

Work highlights Advised Vikingbus on the sale of the company to Polaris.

Notable practitioners

Thomas (see p.321) **Kræmer** (see p.321) advises clients on acquisitions and divestments, as well as share repurchase deals. A client reports that "he is extremely commercially driven" as well as "good at creating a deal-oriented atmosphere between the parties involved."

Moalem Weitemeyer

What the team is known for The team is a well-established corporate practice that acts for domestic and international clients hailing from the technology, logistics and life science sectors. It handles sales and acquisitions for Danish and international private equity firms. It is also well placed to handle mergers.

Strengths "They are able to manage deals across

jurisdictions and are adaptable at meeting diverse clients' expectations and work practices," a client says.

Work highlights Assisted Schibsted with the acquisition of eBay Classifieds' online classifieds businesses in Denmark, DBA.dk and Bilbasen.dk.

Notable practitioners

Dan Moalem (see p.323) is particularly adept at handling cross-border M&A mandates on behalf of both sellers and buyers. Clients enthuse that he is "a great deal maker who stays cool in difficult situations," and further describe him as commercially minded. **Henning Aasmul-Olsen** (see p.312) assists clients with business takeovers and share transfers. "He advises succinctly and timely," a client says.

Band 4

Mazanti-Andersen

What the team is known for Mazanti-Andersen is an established team, handling mid-market transactions, investments and acquisitions for its clients. It is experienced at handling fund work, including fund closing. The team represents clients within a variety of sectors including manufacturing, life sciences, IT and retail.

Strengths The team is complimented for the "ability to navigate in a multicultural and multi-law negotiation environment."

Work highlights The team assisted Private Equity Administrators with the sale of the company to SANNE Group.

Notable practitioners

Frederik Hasling, Lars Lüthjohan Jensen, Jakob Mosegaard Larsen and Thomas Weisbjerg are key points of contact.

Poul Schmith

What the team is known for The team is well regarded for its work on acquisitions, divestments

and mergers. It assists clients with all the stages of corporate transactions, from negotiations through to commercial agreements, including investment and transactions. The firm is well placed to handle cross-border mandates and advises both private and public sector clients. The team is active in private equity-driven deals.

Strengths "Interpersonal skills and empathy are instrumental in order to bridge the buyers' and sellers' viewpoints," a client says, commenting that the team is good in this respect.

Another client adds: "Even during tough negotiations they managed to keep spirits high and keep the focus on the ball, making it much easier for me to make the right trade-offs and decisions."

Work highlights Assisted the shareholders and founders of Bizbrains with the sale of the company to the private equity fund Vækstpartner Kapital.

Notable practitioners

Ronnie Kandler (see p.320) advises clients on M&A transactions, including the negotiation of SHA and SPA agreements. "He is very good at explaining alternatives and finding a middle ground when needed," a client says, while another adds: "We got clear advice."

Carina Vang Kristoffersen (see p.329) is well regarded for handling M&A transactions. Clients describe her as "fast-thinking and an effective communicator," as well as highlighting that she "stands her ground in lawyer to lawyer discussions."

Other Ranked Lawyers

Morten Rosenmejer of Bird & Bird assists with a wide range of mandates, including acquisitions and private equity investments. A client praises him for being "a very strong people person; he has also always been extremely quick at solving issues."

Dispute Resolution

Dispute Resolution	
Leading Firms	
Band 1	
Bruun & Hjejle	
Gorriksen Federspiel	
Kromann Reumert	
Plesner	
Band 2	
Bech-Bruun	
Poul Schmith	
Band 3	
DLA Piper Denmark	
Horten	
Lundsgaard & Partnere	
Nielsen Nørgaard Law Firm LLP	
Senior Statespeople	
Senior Statespeople: distinguished older partners	
Andersen Eigil Legø	Nielsen Nørgaard Law Firm LLP *
Bondrop Torben	Plesner *
Lett Georg	DLA Piper Denmark *
Mikkelsen Jes Anker	Bech-Bruun
Rostock-Jensen Jens	Kromann Reumert *
Leading Individuals	
Band 1	
Gernaa Henriette	Gorriksen Federspiel *
Kristoffersen Karsten	Bruun & Hjejle *
Lundsgaard Søren	Lundsgaard & Partnere *
Band 2	
Offersen René	offersen:christoffersen (ORL) ◇
Pedersen Carsten	Bech-Bruun
Schradeck Peter	Plesner *
Spiermann Ole	Bruun & Hjejle *
Band 3	
Bøggild Frank	Kromann Reumert *
Dirksen Jacob Møller	Accura (ORL) ◇
Lentz Jakob	Bruun & Hjejle *
Wiisbye Michael	Nielsen Nørgaard Law Firm LLP *
Band 4	
Bjelke Anne Buhl	Bech-Bruun
Erritzoe Christensen Morten	Kennedys (ORL) ◇
Eskesen Lotte	Gorriksen Federspiel *
Kvist-Kristensen Allan	ARK Advokatpartnerselskab (ORL) ◇
Noer Lotte	KLAR Advokat P/S (ORL) ◇
Samuelsson Morten	Mazanti-Andersen (ORL) ◇
Steen Christina	Horten *
Thomsen Henrik Nedergaard	Poul Schmith *
Up-and-coming individuals	
Hvelplund Pedersen Kenneth	Gorriksen Federspiel *

* Indicates individual with profile.

◇ (ORL) = Other Ranked Lawyer.

Alphabetical order within each band. Band 1 is highest.

Band 1

Bruun & Hjejle

What the team is known for Bruun & Hjejle offers extensive experience across a range of contentious matters, including cross-border disputes. The team is active on complex banking and finance cases, often involving insolvency-related topics. The law firm's other areas of expertise include litigation resulting from transactions and joint ventures, as well as assisting with white-collar crime proceedings and international arbitration.

Strengths Bruun & Hjejle receives praise from clients for having "skills on the highest level" and for being "a top-tier firm in Denmark."

Another client describes the team as "the best in

town."

Work highlights Acted for Ørsted on proceedings against the Danish Energy Board of Appeal relating to natural gas transportation agreements.

Notable practitioners

Karsten Kristoffersen (see p.321) maintains an excellent reputation for his dispute resolution practice. He has experience handling litigation relating to bankruptcy issues, white-collar crime cases and high-level professional liability matters. He also handles arbitration cases. One client highlights that he is "very direct and to the point." **Ole Spiermann** (see p.328) is a renowned practitioner in the field, boasting experience in regulatory and liability disputes, as well as internal criminal investigations. Clients say that his strength lies in his "high legal technical skills and deep commercial insight." **Jakob Lentz** (see p.322) represents clients from the professional services and insurance industries in professional liability claims and also acts on anti-money laundering criminal proceedings. One client highlights that he is "always very responsive and has a very good understanding of our business and the solutions we need."

Gorriksen Federspiel

What the team is known for Gorriksen Federspiel's dispute resolution team handles complex litigation and arbitration at both national and international levels. The superb lawyers at the firm frequently act on professional liability disputes, often involving the banking and financial services industries. The law firm demonstrates an exceptional strength in bankruptcy-related cases and assists with commercial litigation relating to post-transaction disputes.

Strengths One client praises Gorriksen Federspiel, saying that "they have consistently provided clear and pragmatic advice of very high quality."

Another client adds that "their knowledge within the area of international law is sublime."

Work highlights Advised FSN Capital Partners on post-acquisition arbitral proceedings relating to a W&I insurance dispute.

Notable practitioners

Market-leading practitioner **Henriette Gernaa** (see p.316) has an excellent track record in both arbitration and litigation, often acting for clients from the pharmaceutical, financial services and energy sectors. One client enthuses that "she is a really good litigator" who offers "a lot of insight and knowledge about how to handle cases." **Lotte Eskesen** (see p.315) has a track record of representing private and public sector clients in professional liability disputes. **Kenneth Hvelplund Pedersen** (see p.318) assists clients with professional negligence and M&A-related disputes, as well as cases relating to bankruptcy and intellectual property rights. Interviewees stress that he is "a very good and dedicated practitioner."

Kromann Reumert

What the team is known for Kromann Reumert handles a range of contentious matters, including disputes arising from breach of contracts and warranty. The law firm's highly skilled lawyers also represent financial institutions and private companies in a number of complex disputes and demonstrate extensive experience handling criminal proceedings.

Strengths The team is praised by one client for being "very experienced and engaged."

Work highlights Assisted Saxo Bank with a contractual dispute resulting from missed margin payments by a client.

Notable practitioners

A prominent figure in the Danish market, **Jens Rostock-Jensen** (see p.326) receives endorsements for his extensive experience in litigation and arbitration proceedings. Department head **Frank Bøggild** (see p.314) has considerable experience acting for clients on banking and post-M&A disputes, as well as insurance-related litigation and arbitration proceedings.

Plesner

What the team is known for Plesner has a market-leading practice acting on behalf of clients on both arbitration and litigation proceedings related to the banking and finance, insurance, energy and construction sectors. The law firm is also knowledgeable in breach and termination of contracts, as well as in white-collar crime mandates.

Strengths Praising the team's depth, one client notes that "high-quality services are rendered from their lead partners to their most junior associates."

Work highlights Advised IMSKMAN on court proceedings related to the setting aside of an arbitral award.

Notable practitioners

Torben Bondrop (see p.314) is a highly esteemed practitioner with a strong focus on insurance and tort law cases. He regularly acts on professional indemnity and liability disputes. Interviewees praise Bondrop for being "very efficient and a very good litigator." **Peter Schradeck** (see p.327) acts on criminal and commercial litigation, offering additional experience in international arbitration proceedings. He is praised by one client for being "extremely insightful, balanced and smart."

Band 2

Bech-Bruun

What the team is known for Bech-Bruun's disputes practice represents clients in litigation and arbitration proceedings across a variety of industries. The law firm is particularly active in insurance, insolvency and professional liability disputes, often in the banking sector, representing companies as well as former board members. The team also handles cases arising from breach or non-performance of contracts, and offers further expertise in post-M&A disputes.

Strengths According to one client, the team offers "very well-tailored" advice with "a very good level of expertise."

Another client remarks that "they react with speed without compromising the high level of expertise."

Work highlights Represented BETRI in a professional liability matter against the Danish government.

Notable practitioners

Jes Anker Mikkelsen handles a broad range of disputes, including professional indemnity and product liability matters, offering particular experience acting on files for the insurance sector. Clients are "very pleased with his efforts and expertise," and praise him for handling cases with "weight and stability." **Carsten Pedersen** has experience in breach of duty claims and insurance cases, as well as post-M&A disputes, and is well equipped to assist clients with both litigation and arbitration proceedings. An inter-

viewee notes his tactical understanding, adding that Pedersen knows “*how to present and how to attack the case.*” **Anne Buhl Bjelke** represents both public and private clients in litigation cases, often with a focus on insurance-related issues. One impressed client says that she is both “*compelling and well prepared in court.*”

Poul Schmith

What the team is known for Poul Schmith is widely recognised for its litigation and arbitration expertise in the public sector, often handling construction-related cases. Lawyers in the practice are also active in the private sector, notably representing clients from the insurance industry in claims involving the energy sphere. The team also has experience in personal injury disputes.

Strengths According to one client, “*the team is able to get the work done very efficiently and is approachable,*” while also being “*very good at explaining procedural rules.*”

Work highlights Represented Region Hovenstaden in an arbitration concerning claims raised by a contractor involved in the construction of a new wing at the Danish National Hospital.

Notable practitioners

Henrik Nedergaard Thomsen (see p.329) acts for public and private clients on a range of contentious matters, with a particular focus on insurance disputes. One client says: “*He’s very switched-on, with an immensely good knowledge of Danish law.*”

Band 3

DLA Piper Denmark

What the team is known for International firm DLA Piper has an experienced and well-established disputes practice advising private companies and financial institutions on litigation and arbitration proceedings. The team is particularly active in professional liability, insurance and bankruptcy-related disputes. Lawyers at the firm also handle post-M&A issues such as breach of SPAs.

Work highlights Represented Raahus Construction in a bankruptcy case against a former auditor and accounting firm for alleged negligence relating to the company’s annual reports.

Notable practitioners

Georg Lett (see p.322) boasts a strong track record in professional and product liability claims, as well as insurance disputes. He represents clients in both litigation and arbitral proceedings.

Horten

What the team is known for Horten is particularly active in commercial disputes relating to insurance, insolvency, banking and financial services cases. The team’s expertise includes D&O and prospectus liability, and they handle both arbitration and litigation proceedings. The law firm’s client roster consists of state entities as well as Danish and international corporations.

Strengths “*Their approach to our defence was clear, methodical and structured,*” one client reports.

Another client highlights their “*commercial acumen, detailed understanding of client drivers and strategic litigation ability.*”

Work highlights Represented ING Bank in an insurance dispute with Atradius relating to the O.W. Bunker bankruptcy.

Notable practitioners

Christina Steen (see p.328) assists both public and private clients, often handling cases with a particular focus on liability and insurance.

Lundsgaard & Partnere

What the team is known for Lundsgaard & Partnere is a dispute resolution boutique chosen regularly by clients for complex claims due to its specialisation in litigation and arbitration proceedings. The team offers experience in professional liability cases, representing former board members. Lawyers at the firm are also routinely involved in cross-border cases, often involving companies active across the Nordic region.

Strengths One client praises the team, saying they “*always work very diligently on their cases.*”

Another remarks that the lawyers in the practice are “*very efficient and have been giving us advice and suggestions of a high level.*”

Work highlights Advised FSN Capital as buyer on a dispute relating to breaches of representations and warranties of a share purchase agreement.

Notable practitioners

Søren Lundsgaard (see p.323) has experience in a wide array of topics, being particularly noted for his expertise in professional liability claims. One interviewee reports that “*he remains a very strong and convincing litigator,*” while another stresses that he has “*a very good network and is quick to action.*”

Nielsen Nørager Law Firm LLP

What the team is known for Nielsen Nørager Law Firm offers notable experience handling litigation and arbitration proceedings. The team is active in construction and bankruptcy-related proceedings, offering experience in regulatory disputes. The law firm’s client roster includes public entities, insurance

entities and pension funds, as well as former board members.

Strengths Clients are “*very satisfied with the team’s services.*”

Work highlights Represented A/S Bevola in a tax dispute against the Danish Ministry of Taxation.

Notable practitioners

Egil Lego Andersen (see p.312) is held in high regard by the market for his longstanding experience in the sector. He advises clients on commercial and regulatory disputes and is described as “*one of the first-class litigators in Denmark.*” **Michael Wiisbye** (see p.330) focuses on insurance disputes, frequently acting for both Danish and international insurance companies. According to one client, in addition to being “*very skilled,*” he is “*very calm in the way he advises clients and he is very clear in the way he argues the matter.*”

Other Ranked Lawyers

Jacob Møller Dirksen of Accura Advokatpartnerselskab handles litigation and arbitration proceedings pertaining to financing and post-M&A disputes as well as construction liability claims. “*He is bright, he knows how to make an impression in court and he always stays cool and calm,*” one client remarks.

Morten Erritzoe Christensen of Kennedys handles cases relating to damages claims, breach of contract and white-collar crime. According to one client, he is “*responsive, good technically and has a can-do attitude.*”

Allan Kvist-Kristensen of ARK Advokatpartnerselskab regularly represents clients in insurance disputes, including D&O cases and general liability claims. He is well regarded for his particular strength in product liability issues. One client described him as “*client-oriented and very good at advising while still solving the case.*”

Lotte Noer of KLAR Advokater P/S handles post-M&A, investment and white-collar crime cases, advising on both arbitrations and litigation. One client highlights that she provides “*efficient and clear advice.*”

René Offersen of offersen:christoffersen is a well-known practitioner who regularly handles commercial cases that arise from breaches of warranties or professional liability claims. He offers additional experience in international arbitrations.

Morten Samuelsson of Mazanti-Andersen focuses his practice on disputes within the financial sector, regularly handling D&O claims. He is described by one client as “*focused, very straight to the point,*” and as having “*very good discipline.*”

DENMARK: An Introduction to Employment

Contributed by Yvonne Frederiksen and Christian K. Clasen at Norrbom Vinding

Introduction

In the past few years, Denmark has seen a progress of the economy and this has affected the employment market positively. The unemployment rate has decreased to 3.1%, which is the lowest level since 2008. During the COVID-19 crisis, there have been brief increases in the unemployment rate (up to 4.4%) but, even so, it remains relatively low in Denmark compared to most other EU countries.

The Danish economy went briefly into recession in 2020 due to COVID-19, but recovered in 2021 despite COVID-19.

The Danish labour market is characterised by a high number of small and medium-sized companies as well as several large multinational companies. Generally speaking, Danish companies are highly specialised, have a well-educated workforce and have an excellent ability to adapt to market changes.

The Danish model – Flexicurity

The Danish labour market model is known as ‘Flexicurity’, a combination of flexibility and security. On the one hand, the Danish labour market is highly flexible with relatively short notice periods, low levels of severance pay, etc. In addition to this, the Danish courts cannot (with a few exceptions) reinstate employees who have been dismissed. On the other hand, employees benefit from a high degree of social security thanks to the highly developed and extensive welfare system provided by the Danish state.

Compared to other EU countries, it is quite easy for Danish companies to employ, dismiss and re-employ employees. This is believed to make companies more willing to hire new employees, particularly in the aftermath of the economic crisis. The downside of Flexicurity is a heavy tax burden, with particularly high income tax rates in Denmark. In order to attract specialised foreign workers, highly paid foreign workers are offered a tax rebate in their first years in Denmark.

Another feature of the Danish labour market is that a high number of employees are members of trade unions. It is estimated that approximately 65% of Danish employees are unionised, although this number is currently decreasing.

The Danish Trade Union Confederation (FH) is the largest central employee organisation. Its members are trade unions representing blue-collar and white-collar workers in the private and public sectors.

Danish labour and employment law

The principal sources of law and regulation in the Danish labour market are:

- legislation
- collective agreements

Denmark has a long tradition of allowing employment conditions and pay to be decided through collective agreements. This means that there are relatively few acts governing this area of law.

Some acts establish a legal framework for specific groups of employees, such as the Danish Salaried Employees Act which protects and provides certain minimum rights, including notice periods and compensation for unfair dismissal, to salaried employees. Other acts govern individual issues relevant to all employees, such as the Danish Holiday Act.

Collective agreements cover the vast majority of the Danish labour market, regulating key employment issues such as pay and working conditions. The majority of those not covered by collective agreements are salaried employees with formal education working in the private sector, but it varies from sector to sector.

Key considerations for companies setting up in Denmark include deciding whether they should enter into a collective agreement and whether they should join an employer’s organisation. This also applies to companies that are not covered by collective agreements in other countries. It is recommended to obtain legal advice on these issues, as it is particularly difficult for a company to opt out of a collective agreement after becoming a party to a collective agreement, e.g. through membership of an employer’s organisation.

If no collective agreements apply to a company, its employees do not have a statutory entitlement to a certain amount of minimum pay, compensation for overtime, etc. The only limitations in this regard are that the pay must not be unfair or discriminate on the grounds of any of the protected criteria, including gender, age and disability. If a collective agreement applies, the pay must be in accordance with the provisions of the collective agreement.

There are no acts providing for pension schemes, but employers can, and often do, set up tax-privileged pension schemes for their employees. Collective agreements usually contain provisions on mandatory pension schemes. Pension contributions under such schemes are normally approximately 12-15% of the pay, with employees contributing one-third and employers contributing two-thirds.

The Danish legislation on bonus for salaried employees/white-collar workers, but not managing directors, is different and very restrictive compared to many other countries. Companies setting up in Denmark should be aware of such legislation and obtain legal advice when using bonus programmes etc. in Denmark.

Further, the Danish legislation on restrictive covenants is quite unique compared to many other countries and certain requirements must be met in order for a restrictive covenant to be valid under Danish law. This includes a requirement for payment of compensation to the employee in question.

Developments in the past year in Danish employment law have particularly been seen with regard to economic relief packages due to COVID-19 lockdowns and the recession that followed, but for the vast majority of employers economic relief schemes no longer apply.

With effect from 17 December 2021, employers in Denmark with more than 249 employees must have a whistleblowing channel that meets the requirements in the Danish Whistleblowing Act. Furthermore, provisions on special protection of whistleblowers come into force. In 2023, employers with more than 50 employees will be covered by the provisions as well. This area of employment law is expected to develop, and employers should seek advice on this subject to ensure that the statutory requirements are met.

Employment

Employment
Leading Firms
Band 1
Bech-Bruun
Kromann Reumert
Norrbom Vinding
Band 2
Accura Advokatpartnerselskab
Gorrissen Federspiel
Horten
Labora Legal
Plesner
Band 3
Bruun & Hjejle
Sirius Advokater
Band 4
Clemens Advokater
Skau Reipurth & Partnere Advokatpartnerselskab
Eminent Practitioners
Eminent Practitioners
Vinding Jørgen <i>Norrbom Vinding*</i>
Leading Individuals
Band 1
Amsinck Helene <i>Helene Amsinck Advokatfirma (ORL) ◇</i>
Goldschmidt Jacob <i>Sirius Advokater</i>
Langer Morten <i>Accura Advokatpartnerselskab</i>
Reissmann Tina <i>Labora Legal</i>
Sand Jacob <i>Gorrissen Federspiel*</i>
Ulrich Morten <i>Bech-Bruun</i>
Band 2
Breum Peter <i>Sirius Advokater</i>
Clasen Christian K <i>Norrbom Vinding*</i>
Frederiksen Yvonne <i>Norrbom Vinding*</i>
Granhøj Marianne <i>Kromann Reumert</i>
Lage Marianne <i>Poul Schmith (ORL) ◇*</i>
Lauridsen Lise <i>Bech-Bruun</i>
Mosbek Jens Lund <i>Kromann Reumert*</i>
Ross-Hansen Elise <i>Bruun & Hjejle*</i>
Band 3
Abrahamson Anne Marie <i>Lundgrens (ORL) ◇*</i>
Angermair Tommy <i>Clemens Advokater</i>
Backhausen Pernille <i>Sirius Advokater</i>
Brocks Frederik <i>LIND Advokataktieselskab (ORL) ◇</i>
Damkjær Christensen Lene <i>Damkjær Lauritzen (ORL) ◇</i>
Enkegaard Jonas <i>Horten*</i>
Falsner Lise Høy <i>Plesner*</i>
Hesgaard Nicolai <i>Accura Advokatpartnerselskab</i>
Jørgensen Jeppe Høyer <i>Labora Legal</i>
Klingsten Mette <i>Mette Klingsten Law Firm (ORL) ◇</i>
Pedersen Søren Narv <i>Bird & Bird (ORL) ◇</i>
Reitz Anders Etgen <i>IUNO (ORL) ◇</i>
Schwarz Finn <i>Horten*</i>
Søndergaard Byrne Cathrine <i>Labora Legal</i>
Sørensen Tina Brøgger <i>Plesner*</i>
Staugaard Jensen Anja <i>Anja Staugaard (ORL) ◇</i>
Uhrenfeldt Bo Enevold <i>Skau Reipurth & Partnere</i>
Wedsted Nina <i>DLA Piper Denmark (ORL) ◇*</i>
Up-and-coming individuals
Christensen Rasmus Høj <i>Gorrissen Federspiel*</i>
Ratkovic Sandro <i>Bech-Bruun</i>
* Indicates individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Bech-Bruun

What the team is known for Bech-Bruun houses a highly experienced team recognised for its extensive employment law practice. The practice has notable skill in employment dispute resolution, representing clients in litigation proceedings. The team is well versed in handling employment investigations and advising on incentive schemes and collective bargaining, as well as handling employee rights and termination negotiations. Bech-Bruun advises on the employment law aspects of corporate mergers, acquisitions and restructurings.

Strengths A client reports: “We are very pleased with our collaboration with Bech-Bruun.”

Work highlights Bech-Bruun represented the Capital Region of Denmark in an action brought by the Danish Nurses Organisation.

Notable practitioners

Morten Ulrich is a highly respected practitioner with extensive experience in both collective and individual employment mandates. A client remarks: “He has excellent knowledge about the legal process in both the civil law system, and the labour law system.” **Lise Lauridsen** advises clients on breach of employment contract investigations as well as on M&A-related employment questions. She has additional expertise in pension issues, corporate reorganisations and incentive schemes. A client comments: “I am particularly impressed by her down-to-earth, commercial and practical advice on complex matters.” **Sandro Ratkovic** assists with holiday pay issues, collective bargaining agreements and senior executive terminations. Based in Copenhagen, he is also experienced in labour-related investigations.

Kromann Reumert

What the team is known for Kromann Reumert fields an outstanding team composed of experienced employment law practitioners. The law firm advises on a broad range of areas, including the design of employee pension schemes and remuneration plans. The practice offers expertise in handling employment law disputes, including discrimination and unfair dismissal claims, as well as insolvency-related litigation. The department’s clients include Danish and international companies.

Work highlights Kromann Reumert represented Concordia Forsikring in an unfair dismissal claim brought by a former employee.

Notable practitioners

A key figure in the firm’s employment department, **Marianne Granhøj** advises clients on executive service agreements and remuneration topics, and frequently handles both investigations and arbitration proceedings. Clients praise her “deep knowledge of remuneration issues,” with one saying: “She is very skilled in drafting contracts and is excellent at court cases.” **Jens Lund Mosbek** (see p.324) advises clients on contentious and non-contentious labour topics including discrimination lawsuits and collective agreements. “We were glad he was on our side,” explains one client, praising his “long experience in courtrooms” and “professional legal knowledge.”

Norrbom Vinding

What the team is known for Norrbom Vinding remains an employment powerhouse, with practi-

tioners specialised in all areas of labour law. The department notably advises public sector clients, including municipal governments, on discrimination cases and investigations into employee misconduct. The law firm also handles collective redundancies arising from restructuring processes. The team routinely advises employers on the negotiation of collective bargaining agreements with trade unions and contract negotiations. The firm also assists with employment-related disputes.

Strengths One source notes the firm’s “strong litigation presence.”

Another interviewee hails the firm’s commercial awareness as “absolutely one of its strongest abilities.”

Work highlights Norrbom Vinding assisted the Social Democratic Party with handling reports of offensive behaviour from people within the party, including an investigation of multiple sexual harassment claims against the former Lord Mayor of Copenhagen.

Notable practitioners

The “eminent” **Jørgen Vinding** (see p.329) commands respect for his extensive experience in the employment field. His expertise covers a wide array of employment mandates, including harassment claims, dismissals and negotiations with trade unions. **Christian Clasen** (see p.315) advises on collective bargaining agreements, wage compensation schemes and pension-related class action lawsuits. **Yvonne Frederiksen** (see p.316) attracts praise for her particular expertise in workplace discrimination disputes. She is also well placed to advise on health and safety issues, as well as on restructuring processes including related collective redundancies.

Band 2

Accura Advokatpartnerselskab

What the team is known for Accura Advokatpartnerselskab particularly stands out for its handling M&A-related employment issues, including new contracts, benefit schemes and internal restructuring. The law firm’s expertise also extends to severance and collective agreements, as well as a range of complex employment investigations and disputes.

Strengths “Accura is excellent at identifying the core issues and getting the right expertise in the room,” one source declares, adding: “The firm possesses a unique ability to apply a commercial approach to simplify complex matters, even those including several jurisdictions, so you can make truly global solutions in a digital and borderless reality.”

Other sources praise the firm’s “pragmatic and commercial advice tailored to the client’s particular needs.”

Work highlights Accura Advokatpartnerselskab assisted EQT with the employment aspects of its acquisition of Natural Colours, including the transfer of over 600 employees and the implementation of a new benefits programme.

Notable practitioners

Morten Langer handles a wide range of employment-related matters, from employment contracts and incentive schemes to collective redundancy processes and whistleblowing investigations. An impressed client reports: “Morten has a unique ability to see through complex issues and find a win-win situation.” **Nicolai Hesgaard** is recognised by clients as a practitioner with deep sector knowledge. His experi-

ence ranges from discrimination lawsuits to advising on the employment aspects of cross-border transactions. Sources praise his “*excellent commercial awareness*” and “*sound, business-oriented advice*.”

Gorrissen Federspiel

What the team is known for Gorrissen Federspiel’s renowned practice group is recognised for its wide-ranging experience in transactional and disputes matters. The department advises on incentive programmes for top management and on the transfer of employees through corporate transactions. The team is also active in conflicts with unions over collective redundancies, and assists with employment restructuring, severance negotiations and employment contract negotiations.

Strengths One client highlights the firm for its “*high-quality advice*” and “*reliability in other business matters*.”

Work highlights Gorrissen Federspiel acted for Intact Financial Corporation on the employment aspects of its joint acquisition, with Tryg, of RSA’s Danish assets.

Notable practitioners

Jacob Sand (see p.326) has expertise advising on a range of employment matters, including incentive programmes, employee transfers and constructive dismissals. One source notes his “*very strong profile, especially in EU law*,” while another praises his “*great ability to understand our situation*.” **Rasmus Høj Christensen** (see p.315) assists clients with issues such as management incentive programmes and harmonisation processes. He joined Gorrissen Federspiel in December 2021. Sources highlight him as a “*sharp lawyer*” with “*good business acumen*.”

Horten

What the team is known for A widely respected practice, Horten advises on a broad range of employment matters. The law firm provides a comprehensive service in connection with transactions, stock option implementations, immigration issues and employment restructurings. Additionally, the team represents employers in negotiations of collective agreements with trade unions. Regularly advising on cross-border issues across the Nordics region, Horten’s expertise also includes redundancies and employment-related disputes. The group’s clients include a range of corporates in the financial and energy sectors, as well as municipal governments and public sector entities.

Work highlights Horten represented Centrica in bringing claims of theft of confidential information against a group of former employees.

Notable practitioners

Jonas Enkegaard (see p.315) has experience handling post-acquisition integration processes, severance payment disputes as well as handling restrictive covenants in employment contracts. “*Jonas is solution-oriented and has a great understanding of our business*,” enthuses one source. **Finn Schwarz** (see p.327) has experience handling a broad range of contentious employment matters, including arbitration proceedings. He advises on senior executive terminations and unfair dismissal claims.

Labora Legal

What the team is known for Labora Legal is an employment boutique which represents employers headquartered in Denmark and overseas, advising on employment restructurings and dismissals, as well as issues relating to GDPR and the new Danish

Holiday Act. The firm routinely drafts employment contracts and advises on incentive schemes and collective bargaining mandates.

Strengths Clients hail the team’s “*excellent service and flexibility*,” as well as its “*ability to respond with high-quality advice at short notice*.”

Work highlights Labora Legal assisted FORCE Technology with a mass redundancy process following the loss of a large contract.

Notable practitioners

Tina Reissmann assists clients with a variety of matters, including mass redundancies, reorganisations and harmonisation processes. One client commends her “*strong knowledge of employment law*,” adding: “*She also understands the commercial considerations and politics in the business*.” **Jeppe Høyer Jørgensen** advises clients on growth incentive plans and restructuring matters, as well as employee terminations. Clients are impressed with his commercial acumen. One interviewee praises him for being “*excellent at solving complex issues*,” while another says: “*His advice is business-minded and clear*.” **Catrine Søndergaard Byrne** is a well-known figure in the employment market. Her experience spans contract drafting, anti-discrimination policies, data privacy and day-to-day employment advice. Sources note her “*to-the-point and business-focused*” advice.

Plesner

What the team is known for Plesner houses a respected practice group advising on a range of employment matters, including those arising from cross-border transactions. The team’s areas of expertise include the negotiation of collective bargaining agreements and the negotiation of severance pay. The department also holds experience handling collective redundancies as part of restructurings, as well as employment law disputes. Additionally, the law firm advises on employment incentive schemes.

Strengths “*Their knowledge is second to none*,” enthuses one client, while another says: “*They are always ready to answer, which is helpful in this period*.”

Work highlights Plesner assisted Tryg with employment aspects of its joint acquisition, with Intact Financial Corporation, of RSA Insurance Group.

Notable practitioners

Lise Høy Falsner (see p.315) assists clients with discrimination cases, employment disputes, collective bargaining agreements and mass redundancies. Clients praise her “*strong dedication to the customer*.” **Tina Brøgger Sørensen** (see p.328) advises clients on contentious and non-contentious labour topics including discrimination lawsuits and collective agreements. Commentators highlight her strength in data privacy matters. She joined Plesner from Kro-mann Reumert in March 2022.

Band 3

Bruun & Hjejle

What the team is known for Bruun & Hjejle operates a well-reputed practice group consistently engaged with the employment law aspects of important cross-border transactions. The group advises on due diligence, the transfer of employees and the structuring of incentive and management schemes as well as collective bargaining agreements. The department also assists with internal investigations, employment restructuring and employee immigration issues.

Strengths A client commends the service and responsiveness of the firm, saying: “*Lawyers give full*

attention to the different issues, conduct follow-up calls and are proactive.”

One interviewee describes the team as “*extremely well founded on the HR and transaction side*.”

Work highlights Bruun & Hjejle advised a US-listed semiconductor company, Analog Devices, on its acquisition of Comcores’s wireless assets, along with a significant portion of the workforce in Denmark, Poland and Lithuania.

Notable practitioners

Elise Ross-Hansen (see p.326) assists clients with a variety of issues, from transfers of undertakings to collective agreements to internal investigations. She also advises on employee incentive schemes. Clients praise her “*great business understanding*” and “*pragmatic solutions*.”

Sirius Advokater

What the team is known for Sirius Advokater advises on Danish workplace policy and employee rights, and regularly assists with employment restructurings and whistleblowing matters. The firm acts on the employee side of disputes, including those regarding dismissals and workplace discrimination. The group also advises on severance agreements, collective bargaining and mass redundancies.

Strengths A satisfied client reports: “*Sirius Advokater excels at both the minor employment law cases as well as extremely complex cases. The team always has an eye on the client’s interests*.”

Work highlights Sirius Advokater represented trade union HK Danmark in a Supreme Court case regarding a member’s contractual entitlement to a rest break.

Notable practitioners

Jacob Goldschmidt is a highly regarded practitioner, handling employment law litigation for his clients, acting especially on behalf of employees. Sources commend his “*high quality and broad perspective*.”

Peter Breum acts for clients on employment litigation and is a particularly popular choice for employee-side mandates. He is also involved in public sector employee investigations. Clients appreciate his “*deep insight*” and ability to “*balance legal and business interests*.” **Pernille Backhausen** handles a diverse range of employment mandates, including contract negotiations and whistle-blowing investigations, as well as workplace policy and employee rights issues. “*Pernille quickly familiarises herself with the legal and business aspects of the case*,” explains one interviewee, also praising her “*concrete proposals*.”

Band 4

Clemens Advokater

What the team is known for An Aarhus-based team, Clemens Advokater advises international corporations on a variety of labour law matters, including restructuring, market entry and employee data protection. The team also assists with disputes regarding collective bargaining and employee terminations.

Work highlights Clemens Advokater assisted sports coach Jonas Dal Andersen with a claim against his former football club, Esbjerg FB.

Notable practitioners

Tommy Angermair assists clients with employment law and data protection matters, restructuring processes and COVID-19-related employment issues, including furlough schemes. Interviewees describe him as a “*very safe pair of hands*” and praise his “*high level of commercial understanding*.”

Skau Reipurth & Partnere Advokatpartnerselskab

What the team is known for Skau Reipurth & Partnere Advokatpartnerselskab is adept at handling employment contract negotiations and well versed in assisting with disputes regarding collective agreements and wrongful terminations. The team's client roster includes companies in the shipping, healthcare and energy sectors.

Work highlights Skau Reipurth & Partnere Advokatpartnerselskab assisted United International Pictures with the termination of employees.

Notable practitioners

The "very high-quality" **Bo Enevold Uhrenfeldt** assists with employment contracts, collective redundancies and unfair dismissal claims relating to discrimination allegations.

Other Ranked Lawyers

Department head at Lundgrens, **Anne Marie Abrahamson** (see p.312) advises clients on various employment matters, including terminations, collective bargaining agreements and benefit schemes.

Helene Amsinck is a well-regarded practitioner regularly acting for clients on employment law disputes. Sources unanimously label her as "one of the best in the market."

Frederik Brocks advises clients on employment law, contract negotiations and disputes, including those relating to collective agreements. Sources commend his "strong commercial insight."

Lene Damkjær Christensen handles employment investigations, discrimination and labour disputes as well as mass redundancies. Sources note that she is particularly adept at handling employment mandates involving the public sector.

Mette Klingsten handles a range of employment mandates, covering both contentious and non-contentious matters.

Marianne Lage (see p.321) assists clients with a variety of employment matters, including collective

redundancies, union negotiations and senior executive terminations. A client reported: "Marianne is a superb legal adviser and negotiator, and is very solution-oriented."

Søren Narv Pedersen assists clients with COVID-19-related measures, including restructurings and government aid, offering additional advice on mass redundancies and transfers.

Anders Etgen Reitz provides strategic legal advice to clients on a range of employment issues, including market entry, contracts and policy design, with a particular focus on cross-border matters. One client praises his "timely feedback," adding: "He handled our matter brilliantly from start to end."

Anja Staugaard Jensen has experience in corporate restructurings, incentive schemes and employment contract amendments.

Nina Wedsted (see p.330) assists clients with work permits, share incentive schemes and disputes arising from dismissals. A client respondent comments: "Nina is an extremely knowledgeable bet when we are in need of employment law advice with a firm commercial angle."

Energy

Energy
Leading Firms
Band 1
Bech-Bruun
Kromann Reumert
Band 2
Horten
Plesner
Leading Individuals
Band 1
Arndal Anders Stubbe <i>Kromann Reumert</i> *
Hemmer Per <i>Bech-Bruun</i>
Band 2
Christensen Niklas Korsgaard <i>Plesner</i> *
Østervang Jakob <i>Accura Advokatpartnerselskab (ORL)</i> ◇
Svensden Søren Hornbæk <i>Horten</i> *
Band 3
Aagaard Truelsen Pernille <i>Advokatfirmaet Energi (ORL)</i> ◇
Blomgren-Hansen Jens <i>Kromann Reumert</i> *
Gravesen Klavs <i>Horten</i> *
Hvarre Jan <i>Kromann Reumert</i> *
Kleist Nicolaj <i>Kleist Legal (ORL)</i> ◇ *
Meyer Michael <i>Gorrissen Federspiel (ORL)</i> ◇ *
Up-and-coming individuals
Ibsen Christian <i>Kromann Reumert</i> *
Klingberg-Jensen Klint <i>Poul Schmith (ORL)</i> ◇ *
* Indicates individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Bech-Bruun

What the team is known for Bech-Bruun houses an outstanding energy practice with noted capabilities in cross-border matters, assisting clients with high-profile M&A, financing and corporate mandates relating to projects. The firm's broad expertise covers

both offshore and onshore oil and gas activities as well as renewables, with a strong focus on wind energy. The team advises on the regulatory and EU law aspects of energy matters and acts on environmental issues associated with energy projects. The law firm possesses further strength in representing clients in energy-related arbitration proceedings.

Work highlights Bech-Bruun represented Energinet in obtaining a ruling in its favour from the High Court of Western Denmark on the infrastructure to connect the Kriegers Flak offshore wind farm to the Danish power grid.

Notable practitioners

Per Hemmer is a well-regarded figure in the energy market who receives plaudits for his regulatory expertise. He regularly advises on energy and infrastructure projects, also assisting with environmental permits. Clients appreciate his "thorough legal advice."

Kromann Reumert

What the team is known for Kromann Reumert operates a market-leading practice covering high-profile transactions in the Danish energy sector. The law firm is active on project finance deals for international wind parks, including onshore and offshore developments. The team also handles share transfers and contract negotiations for power producers.

Strengths A satisfied client enthuses: "I am extremely impressed with both the depth and breadth of the Kromann Reumert team," adding: "The group has been able to meet our demands with highly skilled staff."

Another source hails the firm as "unparalleled in Denmark."

Work highlights Kromann Reumert assisted GreenGo Energy with its partnership agreement with Encavis AG regarding a portfolio of subsidy-free solar projects in Denmark.

Notable practitioners

Anders Stubbe Arndal (see p.313) is a highly respected energy practitioner, having notable expertise in M&A deals in the sector. He also advises utility and power companies on regulatory disputes, with a particular focus on price-related issues. A client affirms: "Anders is very strong when it comes to regulated energy and infrastructure assets." **Jens Blomgren-Hansen** (see p.314) advises lenders on cross-border financing mandates and sales involving renewable energy projects, including solar and wind power. **Jan Hvarre** (see p.318) is primarily active in the renewable energy sector, acting on mergers, acquisitions and supply contracts. **Christian Ibsen** (see p.318) advises on M&A transactions in the energy sector, acting for a number of large domestic providers. Clients praise his "excellent commercial awareness and understanding of how to balance risk and business opportunities."

Band 2

Horten

What the team is known for Horten's well-regarded team regularly assists clients with a range of commercial activities in the energy sector. The team offers experience in upstream oil and gas matters, as well as transactional and contractual matters related to renewable energy. The law firm is well placed to handle mandates involving the utilities sector. The department has further strength representing clients in energy-related disputes.

Work highlights Horten assisted ten Danish municipalities and their supply utilities with a multitude of projects, totalling DKK1.1 billion, to protect the area surrounding the Harrestrup Aa waterway from future flooding.

Notable practitioners

Søren Hornbæk Svendsen (see p.329) offers broad experience in energy-related matters, frequently advising clients on project acquisitions and disputes. **Klavs Gravesen** (see p.317) represents clients in disputes concerning price fixing in the energy field, with further experience in handling transactional mandates. One client describes him as “*excellent and experienced*,” while another says: “*He is the reason we achieved a win-win situation.*”

Plesner

What the team is known for A prominent team in the energy market, Plesner routinely assists with regulatory matters and project development, as well as M&A mandates. The team works with clients across oil and gas and renewables, including leading Danish oil and power corporations and wind energy investors. The practice also offers experience in contract negotiations and licensing issues.

Work highlights Plesner assisted Equinor with the sale of its Danish refining business to Klesch Group.

Notable practitioners

Niklas Korsgaard Christensen (see p.314) represents clients in energy infrastructure projects in the electricity and oil and gas sectors. He also advises on transaction mandates, with particular strength in offshore wind parks and solar farms. Clients praise his “*in-depth understanding*” and his “*clear communication.*”

Other Ranked Lawyers

Pernille Aagaard Truelsen is well known in the energy market for her experience handling regulatory and public procurement matters. She is particularly active in the utilities field.

Nicolaj Kleist (see p.320) is the face of his boutique

and frequently represents clients in disputes. He also handles sales and mergers, as well as project development issues. Clients highlight his “*excellent skills and knowledge within the energy field.*”

Klint Klingberg-Jensen (see p.320) is particularly active in offshore energy mandates. “*Klint has an outstanding ability to adapt to the situation on all levels,*” reports one client, adding: “*He has an exceptional talent for details.*”

Department head **Michael Meyer** (see p.323) advises on energy M&A, licensing issues and ESA agreements. His client list includes renewable energy and mining companies. Clients commend his “*high-level counselling.*” He is based in Aarhus.

Jakob Østervang is active in the renewable energy market, frequently handling divestments, joint ventures and financing mandates in the sector. He joined Accura in January 2022.

Information Technology

Information Technology
Leading Firms
Band 1
Bird & Bird
Gorrissen Federspiel
Kromann Reumert
Plesner
Band 2
Bech-Bruun
Poul Schmith
Band 3
Accura Advokatpartnerselskab
DAHL Law Firm
DLA Piper Denmark
Leading Individuals
Star individuals
Horsfeldt Ole Gorrissen Federspiel *
Jørgensen Lau Normann Bird & Bird
Band 1
Langemark Jesper Bird & Bird
Skibsted Søren Kromann Reumert *
Band 2
Andersen Niels M Bech-Bruun
Ellegaard Niels Christian Plesner *
Thornfeldt René Accura Advokatpartnerselskab
Band 3
Goldschmieding Tue Gorrissen Federspiel *
Holsøe Tom Poul Schmith *
Madsen Mads Nygaard DAHL Law Firm *
Sørensen Claus F DAHL Law Firm *
Wernblad Anders NJORD Law Firm (ORL) ◇
Winther Plas Marlene DLA Piper Denmark *
* Indicates individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Bird & Bird

What the team is known for The international law firm Bird & Bird houses a stellar IT practice in Denmark, serving as a main port for prestigious domestic and international corporates from the technology

and pharmaceutical sectors as well as NGOs and public entities. The team handles the full spectrum of mandates ranging from large outsourcings and IT agreements to the procurement of core systems including ERP solutions. The firm also enjoys an outstanding reputation in the data protection world, often handling complex GDPR compliance projects and international data transfers and processings. Furthermore, Bird & Bird is well placed to represent clients in complex litigations in front of the nation’s highest courts and administrative proceedings concerning the validity of data retention schemes and damages claims. The firm complements its impressive offering with further strength in telecommunication mandates including cross-border network developments and 5G rollouts.

Work highlights Advised an IT company on the successful tender and negotiations with a Danish union and unemployment insurance provider regarding the replacement of its entire core system.

Notable practitioners

Star practitioner **Lau Normann Jørgensen** regularly advises prestigious clients on complex litigations and arbitrations in the IT world. He also handles the procurement and tendering process of large IT systems. One client lauds: “*Lau Normann is super service-minded, knows our business and always adds value.*” Top practitioner **Jesper Langemark** is held in high esteem for his strength in a broad array of IT mandates. He is well placed to advise on international data transfers and impacts assessments as well as cloud computing strategies and also handles disputes in relation to outsourcings. “*Jesper is very responsive and extremely committed to the client’s case,*” praises a source, further stating: “*He knows how to find creative solutions that serve our interests while maintaining the relationship with the other party.*”

Gorrissen Federspiel

What the team is known for Gorrissen Federspiel is a well-known player in the Danish IT world, often advising prominent financial institutions as well as investment funds and holdings. Its team is highly active in large outsourcing projects with further expertise in the negotiation of IT contracts. The team also handles procurements of apps and IT services as well as disputes. Furthermore, clients benefit from the firm’s strength in data protection mandates ranging from GDPR and data protection compliance reviews to data breaches and investigations by regulators. Another area of expertise is telecommunications, with Gorrissen Federspiel assisting with regulatory mandates as well as network investments. With its excellence in IT and telecommunications-related M&A transactions, the firm complements its holistic service offering.

Strengths One client comments: “*They have a unique approach in understanding our operation, are value drivers and provide insight-driven advice with the offset of the law.*”

One interviewee endorses: “*They are at the top of the market.*”

Work highlights Assisted Danmarks Nationalbank with the outsourcing of IT infrastructure services.

Notable practitioners

As one of Denmark’s leading experts, **Ole Horsfeldt** (see p.318) predominantly advises on large IT outsourcings, and also assists with the procurement of IT services. “*Ole is truly a trusted adviser who has the ability to drive forward negotiations with commercial insight and deep understanding of operational issues,*” enthuses a client. **Tue Goldschmieding** (see p.316) is appreciated for his expertise in various IT mandates across Denmark, assisting with the negotiations of IT service agreements, data protection compliance and IT-related M&A transactions. He also represents clients in disputes. “*Based on his commercial and busi-*

ness understanding, he always provides excellent legal advice of high quality that also works in a business setting," according to a client.

Kromann Reumert

What the team is known for Kromann Reumert houses a renowned IT practice group with further strength in all issues related to telecommunications law. The law firm regularly advises on the tender and procurement of new IT systems as well as the negotiation of complex IT contracts and partnership agreements. Equally, the team often handles large IT projects including SAP transformation and nationwide digitalisation projects. In addition, clients benefit from the firm's strength in leading litigation and arbitration in relation to IT system delivery failure. Furthermore, Kromann Reumert is recognised for its excellent coverage of telecommunications law, often handling nationwide network roll-outs, joint venture set-ups and regulatory mandates. Its expertise in investments and divestments as well as mergers in the IT and telecommunications sector further boosts the firm's offering. Public entities, banks and technology and energy corporates alike belong to Kromann Reumert's client roster.

Work highlights Assisted the Agency for Public Finance and Management with the preparation of an EU tender of a new IT system for administration of public grants.

Notable practitioners

Søren Skibsted (see p.328) is widely appreciated as one of Denmark's leading experts in the IT world, often handling national and EU-wide tenders and procurements of IT systems as well as large digitisation projects. Clients also benefit from his expertise in IT disputes. One client appreciates Søren Skibsted's "very strong support and flexibility at all times. He is always able to handle complex issues also with short deadlines." **Torben Waage** (see p.329) is recognised for his expertise in telecommunication law, often assisting with nationwide and cross-border mandates. He assists with broadcasting regulations, the establishment of new telecommunication networks and operation launches with further prowess in disputes. One client says: "He is interested in understanding your business and has the ability to provide advice within a very short timeframe."

Plesner

What the team is known for The law firm Plesner is widely appreciated as one of the top IT practices in Denmark, catering to a prestigious clientele comprising insurance companies, banks and automotive giants. Its team is very well placed to handle large digitalisation projects and often negotiates master service and strategic partnership agreements as well as IT contracts. A further strength lies in data protection, with the team advising on GDPR, data processing and data compliance. It also assists with product launches and IT procurements. Furthermore, clients benefit from the firm's expertise in litigation pertaining to telecommunications and software licensing disputes.

Strengths Reflecting on the firm's strength in data privacy issues, one interviewee especially highlights: "Plesner has the depth and knowledge."

One client enthuses: "We always experience a high level of legal and commercial insight and advice with Plesner."

Work highlights Assisted Sygeforsikringen "danmark" with the digital transformation from its current mainframe solution to a cloud-based platform.

Notable practitioners

According to clients, **Niels Christian Ellegaard** (see p.315) is a "trusted adviser with impressive ability to quickly understand complex issues and pinpoint the material issues and risks." He is appreciated for his in-depth expertise in large IT digitalisation projects, the negotiation of master service agreements and IT disputes. His further strength lies in telecommunications law, where he assists with 5G roll-outs and regulatory mandates. **Michael Hopp** (see p.318) enters the new data protection ranking due to his longstanding expertise in data privacy mandates across Denmark. He is well placed to advise on GDPR compliance, international data transfers and data processing agreements while also assisting with M&A transactions involving data protection issues. Clients say: "He is able to funnel his knowledge into practical and usable advice that can be implemented."

Band 2

Bech-Bruun

What the team is known for Bech-Bruun is a well-known law firm offering strong expertise in IT mandates across Denmark. Its team is well placed to advise on outsourcings and the negotiation of SAP, master licence and SaaS agreements. In addition, clients benefit from the firm's strength in digitalisation projects, cyber breaches and product launches as well as software procurements. GDPR compliance projects and data protection inspections are also assisted with, while the firm's members also act as data protection officers. Bech-Bruun is further recognised for its telecommunication expertise, assisting with regulatory mandates such as EICC implementation. Its clientele includes prominent international clients from the technology, automotive and energy sectors as well as public entities.

Notable practitioners

Niels Andersen remains a trusted adviser for his strength in a broad array of IT mandates ranging from large outsourcing projects and software procurements to the negotiation of IT contracts and product launches.

Poul Schmith

What the team is known for Poul Schmith remains a go-to law firm for public entities such as ministries and municipalities due to its longstanding experience in the Danish IT world. The team is well versed in handling the tender procedures and procurements of IT systems as well as large IT contract negotiations including licensing agreements. In addition, the firm assists with nationwide digitalisation and transformation projects often involving data protection elements. Furthermore, clients benefit from the firm's experience in the implementation of IT systems and product launches. Handling acquisitions as well as IT and telecommunications-related disputes also fall within the firm's robust offering.

Strengths One client appreciates the "highly skilled lawyers with an understanding of both the technology and the legal areas of IT mandates."

Work highlights Advised the Agency for Governmental IT Services on the set-up of a GovCloud, involving cloud outsourcings and negotiations with Microsoft.

Notable practitioners

According to clients, **Tom Holsøe** (see p.318) is "very capable in understanding and manoeuvring in the field between law and the practical world." He is particu-

larly sought after by public bodies for his expertise in IT outsourcings, system implementations and IT contract negotiations. Clients also mandate Tom Holsøe for his experience in contentious cases.

Band 3

Accura Advokatpartnerselskab

What the team is known for The law firm Accura enters the rankings following growing market recognition in the Danish IT world. Its team is particularly active on large IT outsourcing projects including the negotiation of master service agreements, often advising corporates as well as municipalities. Additionally, Accura assists with the acquisition and implementation of ERP platforms and IT systems, with further expertise in GDPR compliance and data processing. The firm also has expertise in licensing and service agreements and contract terminations as well as disputes and M&A transactions with IT components. Pension funds, manufacturing companies and unions alike belong to Accura's client roster.

Strengths "The team is highly specialised and very dedicated," says a source, further describing the firm as "service-minded above and beyond our expectations and prepared to jump into action when we request it or the situation requires it."

One client considers the team to be a "strong contributor in negotiations."

Work highlights Advised the Fiskars Group on the outsourcing of the majority of its IT services, involving a multi-year, global outsourcing agreement with HCL Technologies Finland.

Notable practitioners

René Thornfeldt is widely appreciated for his strength in complex IT mandates ranging from large outsourcing projects to the acquisition of ERP platforms and GDPR compliance. Clients say: "René never lets anything fall between the chairs. He is sharp and precise in all matters."

DAHL Law Firm

What the team is known for DAHL Law Firm is appreciated for its expertise in a range of IT mandates, acting for clients from the fintech and technology sectors as well as trade unions. The team is highly active on the negotiation and implementation of IT contracts, including framework, SaaS and service agreements. The firm also assists with the implementation of ERP solutions and shows prowess in handling data protection mandates including data processing agreements and GDPR compliance. Furthermore, clients benefit from the firm's strength in M&A transactions, contract terminations and contentious mandates.

Work highlights Advised Acubiz on a project involving the drafting of a new data processing agreement template regarding its EMS solution.

Notable practitioners

Mads Nygaard Madsen (see p.323) is appreciated for his expertise in negotiating IT contracts and data processing agreements. He also assists with complaints pertaining to IT tender procedures. Interviewees describe Mads Nygaard Madsen as a "skilled lawyer." **Claus Sørensen** (see p.328) assists trade associations and unions with the negotiation of IT service agreements and the acquisition and subsequent implementation of IT systems.

DLA Piper Denmark

What the team is known for The internationally active law firm DLA Piper houses a respected IT department in Copenhagen. The team often handles the procurement of IT services as well as whistleblowing systems and is well versed in IT outsourcing. The firm also assists with SaaS agreements. In addition, clients benefit from the firm's strength in data protection mandates, assisting with data processing agreements, GDPR compliance and impact assessments. Its team members also act as data protection officers and represent clients in front of data protection authorities. DLA Piper complements its services with its experience in IT litigations in connection to system failures, among others. Besides advising Danish corporates from various sectors, the

team is active for public entities.

Work highlights Advised the City of Copenhagen on the procurement of an IT system aimed at managing housing of citizens in Copenhagen and suburbs.

Notable practitioners

According to clients, **Marlene Winther Plas** (see p.330) "has extensive knowledge and understands the complexity of IT law, and has the ability to advise in a way to create the best solution." She regularly advises on IT procurements and outsourcings, with further expertise in GDPR compliance projects.

Other Ranked Lawyers

Pia Kirstine Voldmester (see p.329) of Bruun &

Hjejle enters the new data protection rankings due to her expertise in day-to-day GDPR compliance issues, large data compliance projects and data audits. She also acts as a data protection officer, where her clientele comprises insurance, software and technology companies. One client appreciates Pia Kirstine Voldmester for her "understanding of the complexity of GDPR and conveying it to the people around her. She is a highly appreciated sparring partner and is central for our work in data protection."

Anders Wernblad of NJORD Law Firm assists with a range of IT mandates including supply agreements, platform implementation, and litigation pertaining to IT delivery failures and contractual disputes. Clients describe Anders Wernblad as "very competent in digital and IT laws in Denmark."

Intellectual Property

Intellectual Property
Leading Firms
Band 1
Bech-Bruun
Kromann Reumert
Plesner
Band 2
Bugge Valentin
Gorrissen Federspiel
Band 3
Accura Advokatpartnerselskab
AWA Law Advokater ApS
Lassen Ricard
Lundgrens
* Indicates individual with profile.
◊ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Bech-Bruun

What the team is known for Bech-Bruun is a full-service law firm assisting clients with the full gamut of IP strategy, registration, protection and enforcement. The team frequently handles contentious and non-contentious copyright, trade mark and design rights matters. It also acts on patent disputes in the pharmaceutical sector. Bech-Bruun has additional expertise in the commercialisation of IP, including distribution, licensing and franchise agreements. The firm is also experienced in mandates involving international elements.

Strengths A client says: "Bech-Bruun has an excellent ability to manoeuvre between legal and technical matters."

Another client highlights Bech-Bruun's remarkable international capabilities, noting that "the team knows the spirit and values of our company, resulting in excellent and very useful advice."

Work highlights Represented Samsung Bioepis in a patent infringement case relating to a biosimilar medicine.

Notable practitioners

Claus Barrett Christiansen advances in this year's rankings after receiving remarkable client feedback. He acts for clients on trade mark and design infringement disputes and issues of marketing law.

Intellectual Property
Senior Statespeople
Senior Statespeople: distinguished older partners
Damsbo Ole Bugge Valentin
Glæsel Janne Nyborg & Rørdam (ORL) ◊
Lassen Steen Lassen Ricard *
Plesner Peter-Ulrik Plesner *
Leading Individuals
Band 1
Brinck-Jensen Jeppe Plesner *
Christiansen Claus Barrett Bech-Bruun
Lindgreen Nicolai Kromann Reumert *
Madsen Klaus E Bech-Bruun
Band 2
Bøggild Frank Kromann Reumert *
Bugge Jens Jakob Bugge Valentin
Rygaard Sture Plesner *
Valentin Anders Bugge Valentin
Band 3
Foged Terese Lassen Ricard *
Gantzhorn Martin Dræbye Bech-Bruun
Kvistgaard-Aaholm Kenneth Gorrissen Federspiel *
Lambert Peter Lassen Ricard *
Nielsen Jakob Krag Horten (ORL) ◊ *
Ørndrup Jacob Løven Law P/S (ORL) ◊ *
Pedersen Martin Dahl Kromann Reumert *
Ringen Nina Lundgrens *
Schütze Henrik Lassen Ricard *
Skaarup Christensen Lasse Gorrissen Federspiel *
Vittrup Mikkel Plesner *
Band 4
Andersen Lisbet Aumento Lawfirm (ORL) ◊
Bjerg Geary Dan Bech-Bruun
Bruus Morten Accura Advokatpartnerselskab
Jardorf Christina Type Accura Advokatpartnerselskab
Løje Johan LØJE IP Advokatfirma (ORL) ◊
Meedom Tanya Elmann Advokatpartnerselskab (ORL) ◊
Pfeiffer Ann Lassen Ricard *
Rasmussen Anette AWA Law Advokater ApS
Voldmester Pia Kirstine Bruun & Hjejle (ORL) ◊ *
Up-and-coming individuals
Bording Nicolaj Kromann Reumert *

A source enthuses: "He is tough, very knowledgeable and always one step ahead of our opponents when setting the strategy. He has an in-depth knowledge of our business and he is a brilliant communicator." **Klaus**

Madsen advances in the rankings following impressive market recognition. He receives plaudits for his expertise in patent disputes, often representing pharmaceutical companies. Interviewees note his great presence in the courtroom. **Martin Dræbye Gantzhorn** assists pharmaceutical companies with IP issues such as patent infringement, and regulatory matters. He also acts in disputes pertaining to marketing and advertising issues. Clients distinguish him as "an amazing business partner who is deeply engaged with the client's business" and as "an excellent communicator." **Dan Bjerg Geary** advises on the IP aspects of franchise, distribution and licensing agreements, having additional experience in patent and copyright infringements. A client praises him for "his remarkable ability to combine legal insight with great commercial understanding."

Kromann Reumert

What the team is known for Kromann Reumert is a highly regarded team assisting clients with a range of IP work. The law firm has particular strength in contentious proceedings, with noted expertise in patent disputes. It also handles trade mark infringement cases, being popular with domestic and international clients, often from the life sciences and media sectors.

Strengths Interviewees state: "Apart from being quick at getting to grips with technically complicated questions, Kromann Reumert lawyers always have a sound strategic line of thinking and are able to focus on the few points in a case which will truly make a difference to the final outcome."

"The Kromann Reumert team is collaborative, business-focused and solution-oriented," according to a second source.

Work highlights Represented JP/Politikens Hus in injunction proceedings relating to the publishing of a book.

Notable practitioners

Nicolai Lindgreen (see p.322) possesses significant experience representing life science companies in patent disputes. Interviewees praise him for his "ability to devise a tailor-made business-relevant strategy for each individual case." **Frank Bøggild** (see p.314) is admired for his expertise in trade mark and design infringement cases. Clients state that "he has

a deep understanding of the law, which he combines with good business sense and a profound interest in our company." **Martin Dahl Pedersen** (see p.325) is noted for his practice as an IP litigator, with clients confirming: "He is fabulous in court and he is able to see the bigger picture of a case including a possible political context." He has particular experience in matters relating to copyrights and sponsorship agreements especially in the media sector. **Nicolaj Bording** (see p.314) is recognised as an up-and-coming practitioner in the IP sphere, being particularly active on behalf of life sciences entities in patent disputes. Clients recognise that "he has the ability to grasp technically complicated matters extremely quickly and make use of this understanding to devise the best strategy for a case."

Plesner

What the team is known for Plesner has a law firm with a market-leading team offering notable expertise in all areas of IP law. The law firm frequently acts for pharmaceutical companies on patent disputes. It is also highly active in trade mark litigation, often representing notable brands, with additional experience in parallel imports, design rights, trade secrets and copyright issues.

Strengths Clients attest that "the Plesner team has an ever welcoming approach and a very high level of knowledge both of our company and of the IP regulation."

Work highlights Represented GF Forsikring in copyright infringement claims against VOCAST.

Notable practitioners

Peter-Ulrik Plesner (see p.326) has longstanding experience in the market, representing clients in patent disputes predominantly within the life sciences sector. **Jeppe Brinck-Jensen** (see p.314) rises in the rankings this year following impressive feedback and recognition for his work. He is proficient in a broad range of contentious IP mandates, ranging from patent, SPC and utility model disputes to trade mark and trade secret cases. Clients enthuse that "he has a high degree of commercial understanding and the ability to adapt to the client's needs." **Sture Rygaard** (see p.326) handles contentious patent matters for clients within the pharmaceutical sector. He is also noted for his skill in trade mark litigation. An interviewee comments: "He has a lot of experience, and he is enthusiastic about his cases." **Mikkel Vittrup** (see p.329) assists clients from the pharmaceutical sector with patent, SPC and parallel import disputes. Clients recommend him for his extensive expertise in his area, noting that "he always provides thorough and well thought through advice."

Band 2

Bugge Valentin

What the team is known for Bugge Valentin advances on this year's ranking after receiving great market recognition. It is a recently established boutique boasting experienced and well-recognised practitioners. The legal boutique advises on a broad array of contentious and non-contentious IP mandates, being particularly active in design, trade mark and parallel import disputes. It also handles patent and copyright issues, often acting for clients from the life sciences and TMT sectors.

Strengths One interviewee applauds the firm's client service, adding that "Bugge Valentin has an excep-

tional knowledge of and experience dealing with a broad range of complex IP matters."

Work highlights Represented Abacus Medicine in a series of trade mark litigation proceedings relating to medicines.

Notable practitioners

Ole Damsbo is recognised for his longstanding experience in the market. He assists clients with patent and trade mark disputes. **Jens Jakob Bugge** receives numerous plaudits for his expertise in intellectual property matters. He represents domestic and international clients in copyright and trade mark infringement proceedings and design right disputes. **Anders Valentin** frequently handles SPC, trade mark and patent disputes, often acting for life sciences and media companies. Interviewees highlight his expertise in IP legislation and his efficiency in dispute resolution.

Gorrissen Federspiel

What the team is known for Gorrissen Federspiel has a strong practice with substantial expertise in a variety of IP issues, including patents, trade marks and copyright. The team also holds a strong track record in marketing law matters and M&A support advisory. The law firm advises on contentious cases, assisting both Danish and international corporations with domestic and cross-border matters. Gorrissen Federspiel is active in numerous sectors, including energy, retail and manufacturing.

Strengths A satisfied client praises Gorrissen lawyers for their good communication skills, noting that "they listen to the client in order to get to the right solution."

Work highlights Advised Vestas on matters on trade mark portfolio management issues that also included enforcements and infringement cases.

Notable practitioners

Kenneth Kvistgaard-Aaholm (see p.321) is active in a wide variety of IP mandates, often advising on trade mark matters, software copyright issues and M&A-related topics. Kvistgaard-Aaholm receives praise for being "very analytical and clear in his explanations." **Lasse Skaarup Christensen** (see p.327) handles a broad range of contentious and non-contentious IP mandates. He is experienced in copyright and marketing law issues, being particularly popular for clients in the fashion industry.

Band 3

Accura Advokatpartnerselskab

What the team is known for Accura advises companies on the registration, commercialisation, enforcement and infringement of IP, in both contentious and non-contentious matters. The team frequently works alongside its leading M&A practice, assisting with IP due diligence and agreements. It has an extensive expertise in representing clients from the pharmaceutical industry in contentious proceedings relating to patents, trade marks, parallel imports and marketing issues.

Strengths One client says that Accura has "an exceptional capacity in giving business-oriented advice."

"Accura's strengths are its swiftness, precision, great interpersonal skills and great results," another interviewee states.

Work highlights Advised EQT on the IP aspects of its acquisition of Chr. Hansen's Natural Colors Division.

Notable practitioners

Morten Bruus joins this year's rankings after

receiving recognition for his visibility in the market. He has experience in patent, trade mark and marketing disputes, especially for clients in the pharmaceutical industry. One client remarks: "Morten Bruus is skilled, strategic and at the same time very pleasant to work with." **Christina Type Jardorf** handles disputes arising from design, trade mark and copyright issues, with additional experience in M&A-related IP matters. Clients highlight that "she has the ability to explain complicated legal stuff in a way we all understand."

AWA Law Advokater ApS

What the team is known for AWA joins this year's rankings after great visibility in the market and extremely positive feedback. The law firm advises clients on a range of IP issues, such as management of trade mark portfolios and strategy, and copyright and patent matters, including infringement litigation. AWA represents a broad array of domestic and international clients, notably from the pharmaceuticals and fashion sectors.

Strengths One client remarks: "The AWA team has an excellent understanding of our business and a willingness to go an extra mile when needed."

Another client states: "They deliver on time and they are very good at finding solutions that best suit me and my company."

Work highlights Advised Starbucks on trade mark clearance issues.

Notable practitioners

Anette Rasmussen joins this year's rankings after receiving great market feedback. She has experience in trade mark portfolio management and infringement cases. One client comments: "Anette Rasmussen is responsive and provides common-sense, practical advice."

Lassen Ricard

What the team is known for Lassen Ricard has a strong focus on copyright matters within the media industry, including contentious proceedings. The law firm has particular experience representing clients within the broadcasting industry, frequently advising both Nordic and European media companies.

Strengths An enthusiastic client comments: "The Lassen Ricard lawyers have profound expertise and fast responses, and are a pleasure to work with," also highlighting that "their advice is highly appreciated and always leads to good results."

"The Lassen Ricard team is quick to understand our needs, responsive, and gives appropriate and useful advice," other sources say.

Notable practitioners

Steen Lassen (see p.321) is a highly experienced practitioner within the field of IP, focusing on copyright matters in the media sector. A source lauds his strategic thinking, adding that "he is very good at analysing a situation and understanding the complexity in a case." **Terese Foged** (see p.316) offers notable expertise in copyright law, demonstrating particular knowledge in matters involving the media sector. Interviewees highlight her technical expertise in the area of technology. **Peter Lambert** (see p.321) is a well-recognised practitioner who acts for clients on trade mark disputes. Interviewees note his activity in the media sector. **Henrik Schütze** (see p.327) advises clients on copyright law disputes, representing broadcasters against collection societies.

Ann Pfeiffer (see p.325) joins this year's rankings following increased recognition for her activity in the intellectual property field. She has experience

advising clients on issues arising from broadcasting activities.

Lundgrens

What the team is known for Lundgrens handles a wide array of IP matters on a domestic and international level. The law firm frequently assists with the management, protection, enforcement and infringement of trade marks, copyright and marketing rights. It also has experience in patent disputes involving the pharmaceutical industry.

Strengths An enthusiastic client highlights: “Lundgrens lawyers are very knowledgeable when it comes to technical terms, which makes it very easy to communicate with them regarding specific issues.”

“Lundgrens is a no-fuss, to-the-point and genuinely nice firm to work with,” notes a second interviewee, adding that “the lawyers are dedicated and exceptionally sharp.”

Notable practitioners

Nina Ringen (see p.326) frequently represents clients in trade mark and copyright cases. She also assists with filings, strategy and portfolio management, as well as licensing agreements. One client

describes her as “sharp, quick, methodic and incredible to work with,” while a second source adds: “Nina Ringen always spends time to really understand our company’s commercial needs and priorities, providing us with all-around advice.”

Other Ranked Lawyers

Lisbet Andersen of Aumento Lawfirm has experience in trade mark registration and infringement mandates. She has additional knowledge of design rights and copyright matters. Interviewees praise her for her business-oriented approach.

Janne Glæsel of Nyborg & Rørdam is a highly regarded IP practitioner with longstanding experience. She is noted for her expertise in trade mark litigation.

Johan Løje of LØJE IP Advokatfirma represents clients in trade mark and copyright disputes, acting on both cancellation actions and infringement proceedings. He also advises on trade mark filing, strategy and protection mandates.

Tanya Meedom of Elmann receives recognition for

her practice handling the full spectrum of trade mark mandates, from registration and protection to enforcement and infringement proceedings. Clients say that “she is tactical and solution-oriented.”

Jakob Krag Nielsen (see p.324) of Horten represents pharmaceutical and energy companies in patent and SPC litigation. He also advises on trade mark management and disputes, as well as trade secret cases. Clients say: “Fueled by exceptional analytical skills and an appetite for orchestrating efficient litigation teams, Jakob Krag Nielsen always has an eye for the bigger picture without losing the grip of all the details that patent litigation cases consist of.”

Jacob Ørndrup (see p.324) is recognised for his expertise within the life sciences sector, particularly advising on patent infringement disputes. He joined Loeven Law in January 2022.

Pia Kirstine Voldmester (see p.329) of Bruun & Højle advises clients on trade mark matters, marketing law issues and the IP aspects of transactions. One client praises her for being “extremely dedicated,” while another client highlights that “she has a pragmatic approach and she always shows credibility in her counselling.”

DENMARK: An Introduction to Real Estate: Construction

Contributed by Skau Reipurth & Partnere Advokatpartnerselskab

The Danish construction industry at a glance

A snapshot of the Danish construction industry at the beginning of 2022 portrays a thriving industry with remarkably high employment and continued full order books for both large and small stakeholders. Despite the current market situation having been ongoing for several years, the long-term uptrend is not expected to reverse in 2022 as the pipeline for planned projects is tremendous (expected DKK 112.6 billion in 2022), and the overall industry is predicted to continue expanding.

The industry’s momentum is supported by governmental focus on the development of transportation infrastructure and healthcare, but also by the continued focus on expansion of renewable energy. The government aims to make energy generation fossil fuel-free by 2050, generating Denmark’s demand for energy solely from renewable sources. Furthermore, in 2020 the Danish parliament passed the Danish Climate Act, legally binding the government to reduce greenhouse gas emissions by 70% by 2030. This will attract both public and private sector investments in various renewable energy: a process which may be sped up by the current conflict between Russia and Ukraine.

Looking at the drawbacks, the primary clouds in the growth sky are the acute shortage of skilled workers, general instability and potential overheating of the market and the upcoming 1 April 2022 deadline for repayment of COVID-19 VAT loans, which were made available to businesses affected by the lockdowns. The industry’s concern is that the deadline could mark the beginning of a series of bankruptcies throughout the market, as some businesses are still facing liquidity and cash flow issues.

Main trends

Development of transportation infrastructure

In 2021, the Danish government launched a plan to spend DKK 160 billion on infrastructure looking ahead to 2035 called “Denmark Forward”. The aim of the plan is to further improve the national road and railway systems, adding on to previous years’ massive investments in the transport sector. A shortlist of affected projects comprises the Metro M4 (budgeted to DKK 9 billion), expansion of the light rail in various Danish cities, and of course the construction of the Fehmarn Belt fixed link, which is just one of the larger bridges currently under construction in Denmark. These massive national construction projects have contributed to greater attention from international operators who have historically paid Denmark less attention.

Green transition and renewable energy

Green transition permeates the industry, as governmental initiatives reflect climate considerations throughout. This trend is for example showcased in the passing of the Climate Act, the infrastructure plan Denmark Forward’s expressed focus on better roads for electric cars, priority for bikes, massive investments in railways to support public transportation, and ongoing adjustments to Danish legislation to support the transition, e.g., the introduction of a “Sustainable Class” in the Danish Building regulations.

The transition offers opportunities on the construction market for various stakeholders and is naturally reflected in both pipeline and commenced projects. The most notable are the construction of two “energy islands”, one located in the North Sea and one in the Baltic Sea, both intended to serve as hubs for offshore wind farms.

Healthcare and other large projects

The industry is still affected by the ongoing modernization of the Danish healthcare sector, which e.g. entails construction of 16 so-called

super hospitals. Some hospitals are greenfield projects, while others consist of renovations and extensions of existing facilities. Other noteworthy projects are the development of the northern harbour in Copenhagen (Nordhavn), the port of Aarhus, and Lynetteholmen, a new island to be constructed off the shore of Copenhagen in 2035-2070.

Project developments and residential housing

2022 is expected to be impacted by continued construction and renovation of residential housing and project developments. The residential market is also supported by government initiatives introduced to stimulate consumer spending, e.g., on house renovations and extensions, transition from gas to renewables etc.

Other notable industry markers from a legal perspective

Three years of new agreed document

As no specific Danish legislation applies to construction contracts generally, the industry has widely accepted and used a number of general conditions. They are drafted by representatives from the Danish construction associations, making up a set of rules, which parties can agree to apply. Accordingly, contracts are mainly based on the following general conditions:

- AB18 (general conditions for works and supplies)
- ABT18 (general conditions for turnkey contacts)
- ABR18 (general conditions for building and construction works)

The former general conditions AB92, ABT93 and ABR89 were replaced by AB18, ABT18 and ABR18 from 1 January 2019. However, the former conditions are still used.

International stakeholders make for international contracts

Following increased interest from international stakeholders and operators, the industry is experiencing an increasing demand for contracts subject to international conditions. Contracts for projects which generate international interest, e.g. the Fehmarn Belt and offshore constructions, are increasingly based on international standard conditions such as the International Federation of Consulting Engineers' (FIDIC) Red, Yellow or Silver Book.

Dispute resolution

A large majority of disputes are settled by arbitration, however in the updated agreed documents the dispute clause was thoroughly updated and introduced a resolution ladder. Parties are now required to try to settle disputes by negotiation before initiating any other dis-

pute resolution measures. The updated dispute clause is expected to cause more frequent use of mediation and other means of dispute resolution.

The new dispute clause also introduced the new initiative "speedy resolution", which the parties may also request before moving on to arbitration.

Current challenges to be faced

The downside to a thriving construction industry is the risk of overheating and uncertainty. Predictability is key in financial management, and the current instability of the market might be the greatest challenge the industry faces going into 2022.

Increasing material costs

The overall increase in material costs and supply shortages highly affect the industry and cause uncertainty. Suppliers are hesitant to lock in prices, which makes submission of tenders difficult and ultimately causes a rise in contracts based on variable prices and with mechanisms to accommodate unstable conditions.

The fluctuation of prices is expected to continue to cause turmoil in 2022 and will be a factor to take into consideration going forward. Between the rise in material costs and lack of labour supply, the industry might be slowly prompted into a standstill period in terms of growth and expansion.

Repayment of VAT loans

To ensure that businesses would not take loans to pay tax bills and ultimately avoid bankruptcy, the Danish parliament allowed businesses affected by the COVID-19 lockdowns not to pay VAT. The unpaid VAT would then take form of a loan on the business's tax account.

1 April 2022 marks the deadline for repayment, and even though an instalment option will allow businesses to place their loans with the tax authorities and pay in 24-month instalments, the concern is that the repayment deadline will result in bankruptcies and contribute to the general uncertainty and unpredictability of the market.

Acute shortage of labour supply

The non-availability of skilled staff is expected to be one of the major challenges in 2022. Job vacancies have increased and expected to continue increasing throughout 2022, making recruitment of new workers difficult and putting further strains on employers.

Real Estate

Real Estate
Leading Firms
Band 1
Accura Advokatpartnerselskab
Bruun & Højle
Band 2
Bech-Bruun
Gorrissen Federspiel
Kromann Reumert
Lundgrens
Plesner
Band 3
DLA Piper Denmark
Horten
Poul Schmith

Alphabetical order within each band. Band 1 is highest.

The editorial is in alphabetical order by firm name.

Accura Advokatpartnerselskab

What the team is known for The law firm Accura houses a widely appreciated real estate practice group in Copenhagen. The team offers a particular strength in the sales and acquisitions of residential development projects. In addition, Accura assists with the purchase of shopping centres and hotels as well as building land. Furthermore, clients benefit from the firm's strong expertise in divestments and investments in the Danish real estate world, often acting for foreign investment funds while also handling forward commitment transactions and large portfolio sales. Prominent real estate developers, investment vehicles and pension funds belong to the firm's client roster.

Strengths One client enthuses: "Leading partners make themselves very available and also spend time sparring, connecting and socialising with our more junior team members."

Work highlights Advised AP Pension on an office development project and the negotiation of the turnkey contract and sale to KanAm Grund, involving a joint venture agreement.

Notable practitioners

Jon Dyhre Hansen is widely appreciated for his breadth of expertise in real estate transactions in Denmark, assisting with lease agreements as well as the sale of development projects. Interviewees applaud: "He is one of the biggest names in the real estate world." **Anders Friis** rises in the rankings due to his growing presence in the market. He offers excellent advice on large development projects

Real Estate
Senior Statespeople
Senior Statespeople: distinguished older partners
Djurhuus Leif <i>KLAR Advokat P/S (ORL)</i> ◊
Hansen Jon Dyhre <i>Accura Advokatpartnerselskab</i>
Leading Individuals
Band 1
Andersen Flemming Horn <i>Kromann Reumert*</i>
Damgaard Søren <i>Bruun & Hjejle*</i>
Friis Anders <i>Accura Advokatpartnerselskab</i>
Gram-Hanssen Niels <i>Lundgrens*</i>
Madsen Christian Schow <i>Bruun & Hjejle*</i>
Midtgaard Jakob Schou <i>Accura Advokatpartnerselskab</i>
Band 2
Andreasen Søren <i>Kromann Reumert*</i>
Holm-Larsen Steen Puch <i>Bech-Bruun</i>
Vieth Tobias <i>Lundgrens*</i>
Band 3
Avnborg Lentz Jesper <i>Gorriksen Federspiel*</i>
Hoffensetz Andresen Rikke <i>Poul Schmith*</i>
Jørgensen Hans-Peter <i>Gorriksen Federspiel*</i>
Kjær Lars <i>Lundgrens*</i>
Kopp Søren <i>Bruun & Hjejle*</i>
Larsen Merete <i>Sustainable Law Advokatfirma (ORL)</i> ◊
Neumann Michael <i>Horten*</i>
Sjøgreen Peter <i>Gorriksen Federspiel*</i>
Stampe Thomas <i>Lundgrens*</i>
Stjernholm Detlevsen Lasse <i>Plesner*</i>
Up-and-coming individuals
Berg Mads <i>Plesner*</i>
Frode Frølund Sven <i>Bech-Bruun</i>
Møller Emilie <i>DLA Piper Denmark*</i>
Prochownik Philip <i>Poul Schmith*</i>
<i>* Indicates individual with profile.</i>
◊ (ORL) = Other Ranked Lawyer.
<i>Alphabetical order within each band. Band 1 is highest.</i>

including purchase agreements and handles the sale of residential portfolios. Clients also seek his assistance with the purchase of shopping centres. One client endorses: "Anders drives things to succeed, takes ownership," adding that he is "good at making commercial recommendations." **Jakob Schou Midtgaard** remains a top adviser to international real estate investors due to his strength in handling the sale of residential property portfolios, hotel acquisitions and forward commitment transactions. He is especially well versed in cross-border mandates. Sources especially recommend Jakob Schou Midtgaard's "ability to handle complex cases and communicate those to the client."

Bech-Bruun

What the team is known for The law firm Bech-Bruun is home to a distinguished real estate and construction law practice, regularly acting for international investors, pension funds and public entities. One of the firm's key areas constitutes the sale and acquisition of real estate portfolios and assets including residential properties, logistics centres and offices across Denmark. The team also assists with tender procedures for building land and joint venture agreements for development projects. Furthermore, clients benefit from the firm's strength in construction projects including hotels, artificial islands and hospitals with further expertise in large urban development projects. Similarly, the team is sought after for its advice on infrastructure construction projects. In addition, Bech-Bruun shows significant strength in construction arbitration and litigation proceedings pertaining to building defects and price disputes.

Real Estate: Construction
Leading Firms
Band 1
Plesner
Poul Schmith
VILTOFT
Band 2
Bech-Bruun
Bruun & Hjejle
Gorriksen Federspiel
Molt Wengel
Skau Reipurth & Partnere Advokatpartnerselskab
Band 3
DLA Piper Denmark
Horten
Lundgrens
Sirius Advokat
Senior Statespeople
Senior Statespeople: distinguished older partners
Fogh Peter <i>Plesner*</i>
Gjedde-Nielsen Michael <i>VILTOFT*</i>
Leading Individuals
Band 1
Johansen Christian <i>Bruun & Hjejle*</i>
Band 2
Berg Claus <i>Bech-Bruun</i>
Dianati Peter <i>Skau Reipurth & Partnere</i>
Hansen Rasmus Holm <i>Poul Schmith*</i>
Jørgensen Hans-Peter <i>Gorriksen Federspiel*</i>
Molt Wengel Christian <i>Molt Wengel</i>
Mortensen Kasper <i>Poul Schmith*</i>
Schmidt Pedersen Bo <i>Poul Schmith*</i>
Thommesen Peter Fauerholdt <i>VILTOFT*</i>
Band 3
Bardeleben Kurt Helles <i>Sirius Advokat</i>
Brøgger Torben <i>Bech-Bruun</i>
Christensen Niklas Korsgaard <i>Plesner*</i>
Hauge Andersen Henrik <i>VILTOFT*</i>
Hellmann Steen <i>VILTOFT*</i>
Helth Lauersen Liv <i>Sirius Advokat</i>
Hjortskov Jens <i>Bech-Bruun</i>
Kjærgaard Niels Wive <i>Lundgrens*</i>
Klink Larsen Vivi <i>Skau Reipurth & Partnere</i>
Oggesen Niels Jørgen <i>Horten*</i>

Strengths Appreciating the firm's "maximum level of commitment," one client goes on to highlight: "They have a hands-on approach in handling complex issues, remain calm, friendly and approachable and are technically very strong with a view for key commercial aspects."

Endorsing the firm's cross-border capabilities, one client explains: "Bech-Bruun coordinates very well with external advisers."

Work highlights Advised Pareto Securities and Studentbostäder i Sverige on their acquisition of a residential and student housing project in Copenhagen from the Gefion Group, valued at around DKK1.3 billion.

Notable practitioners

Claus Berg rises in the rankings following strong support from market commentators. He is highly active in complex construction disputes, including litigations and arbitrations pertaining to building defects and construction delays. Reflecting on his market standing, interviewees call Claus Berg "very brilliant." Clients endorse **Steen Puch Holm-Larsen** for "really understanding what's important from a commercial perspective." He remains a sought-after adviser due to his strength in handling large-scale acquisitions and divestments of real estate portfo-

lios and assets with further expertise in the set-up of joint ventures for development projects. Clients mandate **Torben Brøgger** due to his expertise in the construction of hospitals and the handling of large urban development projects throughout Denmark. According to clients, **Jens Hjortskov** "delivers services of high standard and quality and has a professional way of solving different issues." He regularly advises on large urban development projects including artificial islands and also represents clients in construction-related disputes. Appreciating their cooperation, one client endorses **Sven Frode Frølund** for his "outstanding legal expertise, commercial awareness and great commitment." He enters the rankings due to his involvement in large real estate portfolio acquisitions, where he often acts for international investors.

Bruun & Hjejle

What the team is known for The excellent real estate practice at the law firm Bruun & Hjejle regularly handles highly sophisticated mandates including large acquisitions and sales of residential property and mixed real estate portfolios and assets. Similarly, the team effectively advises on the acquisition of shopping centres and nationwide supermarket stores. Turnkey contracts also fall within the firm's expertise. Furthermore, Bruun & Hjejle is recognised for its strength in large development projects including urban and office developments with a particular expertise in the setting up of joint venture for development purposes. Cross-border infrastructure construction projects and construction-related arbitration proceedings constitute further strengths of the firm. International investment banks, pension funds and real estate developer belong to the firm's prominent client roster.

Strengths One interviewee applauds Bruun & Hjejle for being "really easy to work with."

Work highlights Advised Goldman Sachs on the acquisition of eight forward building projects from Birch Ejendomme, consisting of 900 residential units, valued at more than DKK1.4 billion.

Notable practitioners

Excellent practitioner **Søren Damgaard** (see p.315) regularly advises international investors and domestic pension funds on large acquisitions and sales of residential and commercial real estate assets. He is also well placed to assist with the set-up of joint ventures for development projects across Denmark. Clients describe Søren Damgaard as a "top-tier player in the world of real estate law who engages in every process with a very high level of virtuosity." As one of Denmark's top construction experts, **Christian Johansen** (see p.319) is in a prime position to advise national and international clients on large infrastructure and urban development projects while also negotiating turnkey contracts. Complex construction-related arbitrations are also handled by him. Interviewees describe Christian Johansen as a "brilliant lawyer." **Christian Schow Madsen** (see p.323) remains a highly appreciated adviser due to his strength in the sale of property portfolios and acquisition of shopping centres. His further area of expertise covers the set-up of joint ventures for urban development purposes. According to clients, Christian Schow Madsen is "easy to work with and his work is of the highest quality." **Søren Kopp** (see p.321) rises in the rankings following his growing market presence. He regularly assists asset managers and pension funds with large real estate asset and portfolio acquisitions as well as urban development

projects. *"He has a good reasoning around what will commercially work for both his client and the counterparty. With Søren there is always a good chance for a deal to be made without compromising the quality of the legal work and advice,"* enthuses a client.

DLA Piper Denmark

What the team is known for The internationally active law firm DLA Piper is home to a respected real estate and construction practice in Denmark. The team often assists with the sale and acquisition of real estate portfolios and properties across the country. It has further expertise in the set-up of joint ventures for urban development projects. Furthermore, the firm is well versed in handling the construction of residential and commercial buildings and also represents clients in arbitrations. Prominent investors and developers as well as public bodies are part of the firm's clientele.

Work highlights Advised an investment fund on the acquisitions of two newly constructed residential properties in Herlev.

Notable practitioners

Emilie Møller (see p.323) enters the rankings due to her rising presence in the market. She assists clients with the acquisition and sale of real estate assets with further expertise in urban development projects. Clients appreciate Emilie Møller for her *"ability to grasp problems and see the commercial potential in solving these problems."*

Gorrissen Federspiel

What the team is known for Gorrissen Federspiel is held in high esteem for its capabilities in the Danish real estate world. The team is highly active on the acquisition and sale of large real estate portfolio and assets including residential properties and shopping centres across the country. Gorrissen Federspiel also convinces with its strength in construction mandates, assisting with the negotiation of construction agreements and often representing clients in complex construction disputes. Urban development projects are equally handled by the firm with a particular expertise in the set-up of joint ventures for development purposes. Contractors, investors and developers belong to the firm's clientele.

Strengths Appreciating the firm's cross-border capabilities, one client explains: *"The entire process went very smoothly."*

Another client describes the firm as *"easy to work with."*

Work highlights Advised Heimstaden Bostad Invest 9 on the acquisition of a large real estate portfolio, valued at DKK12.1 billion.

Notable practitioners

Jesper Avnborg Lentz (see p.313) is particularly present in large real estate portfolio and asset acquisitions with further expertise in the set-up of joint ventures for urban development projects. One client lauds: *"Jesper is likeable, service-minded and skilled."*

Hans-Peter Jørgensen (see p.319) is appreciated for his expertise in both real estate and construction mandates ranging from the sale of property portfolios and the set-up of joint ventures for development projects to construction disputes. Sources enthuse: *"He is service-minded, has a strong commercial focus and is able to provide his clients with comfort that their case is in good hands."* **Peter Sjøgreen** (see p.327) regularly assists with large and nation-wide real estate acquisitions and sales including residential portfolios and building land.

Horten

What the team is known for Horten houses a respected real estate practice, covering contentious and non-contentious mandates. The team is well placed to advise on the sale and purchase as well as lease-back of office and residential properties as well as building land. The negotiation and review of lease agreements is also handled by the firm. Furthermore, Horten is appreciated for its strength in construction mandates ranging from large mixed purpose development projects to the construction of high-rise buildings. A particular expertise lies in construction arbitrations and litigations. With its experience in the negotiation of turnkey contracts and the set-up of joint ventures for development purposes, Horten complements its diverse offering. Technology companies, developers, pension funds and municipalities belong to the firm's clientele.

Work highlights Advised Arhus Property Denmark on the development of a new city area comprising more than 70,000 sq m residential and office space.

Notable practitioners

Michael Neumann (see p.324) regularly assists with the sale and purchase of various real estate properties across Denmark and also assists with lease agreements. One client recommends: *"He is extremely service-minded and knowledgeable and I trust his advice and guidance."* According to a client, **Niels Jørgen Oggesen** (see p.324) is *"very straightforward, understands the commercial side of the business and is eager to put law into a commercial perspective."* He is an experienced construction law expert who assists with the negotiation of turnkey contracts and the construction of high-rise buildings and also represents clients in arbitrations.

Kromann Reumert

What the team is known for Kromann Reumert is well known in the Danish real estate world for its comprehensive service offering. The law firm is particularly active in the sale and acquisition of real estate portfolios and assets, including commercial developments and turnkey residential projects. Similarly, the team assists with the financing of property acquisitions and the negotiations of lease agreements as well as the set-up of joint ventures for development purposes. Furthermore, Kromann Reumert is highly visible in M&A transactions, including the investment and divestment of portfolio companies and share acquisition agreements. Prominent insurance companies, hospitality providers and real estate developers frequently seek the firm's services.

Work highlights Advised Nordic Properties and neighbouring property owners on the sale of a commercial development property in Copenhagen's southern harbour area.

Notable practitioners

Flemming Horn Andersen (see p.312) is well known for his strength in handling real estate-related M&A transactions with a particular focus on share purchase agreements. One client enthuses: *"It is always good to walk out of a negotiation with the feeling that we had the best lawyer in the room."* One client describes **Søren Andreasen** (see p.312) as *"very knowledgeable, solution-oriented and easily accessible."* He is well known for his strength in handling the acquisition and sale of large real estate portfolios and assets while also assisting with acquisition financing and the set-up of joint ventures for development projects.

Lundgrens

What the team is known for Lundgrens offers an experienced practice group, covering the broad array of real estate law and construction-related matters. The team is highly active in the acquisition and sale of large office, residential and commercial real estate portfolio and assets, often acting for foreign investors. Furthermore, clients benefit from the firm's expertise in construction mandates including construction financings and contract negotiations. The team is also experienced in handling litigations pertaining to construction delays. Equally, the firm assists with the full spectrum of urban development projects. Pension funds, investors and prominent technology companies belong to Lundgrens' strong client roster.

Work highlights Advised Aviva Investors on the acquisition of a large office complex centrally located in Copenhagen, valued at DKK920 million.

Notable practitioners

Niels Gram-Hanssen (see p.317) is highly appreciated for his excellent expertise in large acquisitions and divestments of real estate assets, whereby he mostly acts for real estate companies and pension funds. **Tobias Vieth** (see p.329) is often sought after by international investors for his expertise in handling large acquisitions and divestments of real estate assets and portfolios. **Lars Kjær** (see p.320) often advises on large real estate acquisitions and project developments, acting for international investors and real estate groups. Clients especially appreciate Lars Kjær's *"service orientation on all areas and levels."* **Niels Wive Kjærgaard** (see p.320) regularly advises a broad array of clients on construction mandates in Denmark. **Thomas Stampe** (see p.328) is well placed to advise on the acquisition and divestment of real estate portfolios and assets throughout Denmark. One client appreciates: *"He creates a good solution for both parties to get the deal closed to everyone's satisfaction,"* further calling Thomas Stampe *"always solution-oriented, value-creating, friendly and accommodating."*

Molt Wengel

What the team is known for The law firm Molt Wengel is appreciated for its strong expertise in full cycle construction mandates throughout Denmark. Its team regularly advises on large development and construction projects, further assisting with contract negotiations. In addition, the firm is well placed to handle tender and procurement procedures. Furthermore, clients benefit from the team's experience in litigations and arbitrations including ADR proceedings, rendering Molt Wengel a strong candidate for comprehensive representation. Pharmaceutical companies, contractors and public entities belong to the firm's robust client roster.

Strengths One interviewee describes Molt Wengel as *"unique and very specialised in construction law."* One client says: *"Molt Wengel focuses on new-build property law and assistance which is very impressive."*

Notable practitioners

Christian Molt Wengel remains a trusted adviser due to his long-standing experience in contentious and non-contentious construction mandates ranging from tender procedures and contract negotiations to joint venture set-ups and arbitrations.

Plesner

What the team is known for The law firm Plesner boasts an exceptional construction practice with further strong capabilities in real estate mandates.

Its team is regularly involved in large-scale construction projects concerning the energy, infrastructure and transportation sectors. In addition, the firm is renowned for its strength in complex construction arbitrations, making it a good choice for clients seeking comprehensive coverage. Furthermore, Plesner convinces with its offering in real estate, often assisting with the acquisition and sale of a broad variety of real estate assets and portfolios throughout Denmark. Pension funds, international investors and developers as well as public entities belong to Plesner's excellent client roster.

Work highlights Advised TotalEnergies on the redevelopment of the gas platform Tyra, valued at EUR3 billion.

Notable practitioners

Clients praise **Peter Fogh** (see p.316) for being an "experienced, professional and pragmatic lawyer who is also business-oriented." His long-standing expertise encompasses large infrastructure and healthcare construction projects as well as commercial developments and construction disputes. **Niklas Korsgaard Christensen** (see p.314) is held in high esteem for his excellent know-how in complex energy, transportation and infrastructure construction projects across Denmark and beyond. "I have been very pleased with the professional assistance and sparring that I have received from Niklas," lauds a client. **Lasse Stjernholm Detlevsen** (see p.329) enters the rankings following his growing presence in the market. He is particularly active on the acquisition of various real estate assets, whereby he acts for capital and pension funds. One client attests: "He knows all relevant legal aspects and has a strong business understanding." **Mads Berg** (see p.313) assists international real estate funds with the sale and acquisition of real estate portfolios and assets as well as the negotiation of joint venture agreements for development projects. M&A transactions also fall within his expertise. Clients endorse Mads Berg's "very strong ability to combine legal matters with the client's commercial needs."

Poul Schmith

What the team is known for Poul Schmith houses one of the top construction teams in the Danish market, regularly handling highly complex infrastructure construction projects. Similarly, the team advises on the construction of transportation and healthcare projects and handles all aspects of large-scale urban development projects including tendering and cooperation agreements. PPP projects equally fall within the team's expertise. In addition, the firm has a strong track record for advising on dispute resolution, including arbitration proceedings. Furthermore, Poul Schmith enters the real estate rankings due to its growing presence in large acquisitions and divestment of real estate portfolio and assets across Denmark. Its clientele comprises of pension funds, real estate developers and public entities, further illustrating the firm's excellent market standing.

Strengths Appreciating the firm's service attitude, one client goes on to highlight: "Their input is always well formulated after a thorough analysis of the specific topic and they never go into a depth which is not agreed beforehand and, as such, the advice is always given at the correct level."

Work highlights Acted for the Municipality of Ballerup on its cooperation agreement with PensionDanmark regarding the construction of the new urban development Kildedal, valued at DKK5 billion.

Notable practitioners

Rasmus Holm Hansen (see p.317) rises in the rankings due to his handling of the full scale of nationwide construction projects in the healthcare, transport and infrastructure sectors. He also assists with the negotiation of partnership agreements. One client asserts: "He knows what you are looking for as a client and he is very pleasant and service-minded while always delivering on time." Impressed by his capabilities, one interviewee considers **Kasper Mortensen** (see p.324) to be "one of the strongest lawyers in disputes." His expertise lies in the handling of complex construction arbitration proceedings while also advising on large infrastructure construction projects. **Bo Schmidt Pedersen** (see p.327) is highly active on large construction projects, especially hospitals as well as international infrastructure projects. Clients also benefit from his strength in construction arbitrations. One client endorses: "Bo Schmidt Pedersen is a highly skilled lawyer who delivers useful and pragmatic advice." Clients describe **Rikke Hoffensetz Andresen** (see p.318) as a "skilled and structured lawyer with a very valuable and strong awareness and understanding of the industry." She advises real estate developers, municipalities and pension funds on the acquisition and divestment of real estate portfolios and assets and also assists with the negotiation of joint venture and cooperation agreements. "He has proved to be very valuable," reflects a client, further appreciating **Philip Prochownik** (see p.326) for "always being very accessible whenever we need his assistance." He enters the rankings due to his strength in assisting with the sale and acquisition of real estate portfolios and assets as well as joint venture agreements for property investments.

Sirius Advokater

What the team is known for Sirius is a law firm with particular expertise in handling complex construction-related arbitrations pertaining to building defects, delivery delays and remuneration disputes as well as damages claims. In addition, the team also represents clients in expert appraisal proceedings and contract terminations while also assisting with the planning of construction litigation. Furthermore, clients benefit from the firm's expertise in the full cycle of urban development projects, construction tenders and contract negotiations. Engineering companies and public entities belong to Sirius's client roster.

Strengths According to one client, Sirius are "down to earth and absolutely commercial in regards to how they participate in all aspects of a case."

Another client appreciates the "holistic approach and understanding of construction law. They demonstrate great industry insight and business understanding, and the advice is based on a commercial and pragmatic mindset."

Work highlights Represented the Danish Building Defects Fund in various arbitrations regarding the establishment of liability due to the use of unsuited building material.

Notable practitioners

Kurt Helles Bardeleben assists with construction agreements, including turnkey contracts as well as tender procedures. **Liv Helth Lauersen** enters the rankings due to her presence in the Danish construction world. She often represents clients in complex arbitrations pertaining to construction defects and also assists with all issues related to development projects. Clients describe Liv Helth Lauersen as a "skilled and experienced lawyer who takes great pride in a high level of service that meets her clients' needs."

Skau Reipurth & Partnere Advokatpartnerselskab

What the team is known for Skau Reipurth & Partnere is well placed in the Danish construction market, often advising on various large-scale infrastructure construction projects. The team also handles the construction of telecommunications networks and mixed-purpose buildings with expertise in the negotiations of construction and especially turnkey contracts. Furthermore, the firm convinces with its strength in arbitrations and litigations pertaining to complications in large construction projects. Construction companies, real estate developers and international private equity houses frequently seek the firm's excellent services.

Work highlights Represented GVL Entreprise in various arbitrations including a construction related dispute with Rygårdscetret Nursing Home.

Notable practitioners

Peter Dianati is known for his expertise in complex construction mandates ranging from arbitrations to the negotiation of turnkey contracts for the construction of multi-purpose buildings. **Vivi Klink Larsen** enters the rankings following her growing presence in the Danish construction scene. She regularly advises on complex building and infrastructure construction projects with further expertise in arbitrations. Clients describe Vivi Klink Larsen as "knowledgeable, friendly and sensible and she understands the difference between what we might like and what might be practical."

VILTOFT

What the team is known for VILTOFT is a market-leading construction boutique law firm, particularly highlighted for its handling of dispute resolution mandates and its established relationships with architects and engineers. Its team regularly manages all aspects of large-scale construction projects, including procurement processes and tendering and contract negotiations. VILTOFT also enjoys a particularly strong track record in large transport infrastructure projects. Project developers, insurers and construction companies as well as municipalities belong to the firm's excellent client roster, further evidencing VILTOFT's outstanding market position.

Strengths Clients appreciate the firm's excellent "expertise within building, design and construction law."

Work highlights Represented Metroselskabet in an arbitration brought by the Copenhagen Metro Team regarding alleged additional construction works and delays, with a dispute value of approximately EUR1 billion.

Notable practitioners

Clients describe **Michael Gjedde-Nielsen** (see p.316) as an "excellent adviser who is able to explain even very sophisticated and complex issues." He remains widely appreciated for his long-standing expertise in the Danish construction world, assisting with construction tenders and disputes. **Peter Fauerholdt Thommesen** (see p.329) rises in the rankings following his growing presence in the construction world. He is well placed to handle complex construction disputes and tender procedures for infrastructure and energy projects as well as PPP agreements. Interviewees reflect: "He is very good with international clients and pragmatic and also good in arbitrations."

Henrik Hauge Andersen (see p.317) is particularly well versed in handling complex construction arbitrations pertaining to remuneration and contractual claims. He also assists with the construction of com-

mercial properties. Henrik Hauge Andersen is appreciated for his “*excellent client management skills.*” **Steen Hellmann** (see p.317) assists with a plethora of construction mandates ranging from disputes and tender procedures to large construction projects.

Other Ranked Lawyers

Leif Djurhuus of KLAR Advokater P/S enjoys a strong reputation in the Danish real estate market for his long-standing expertise in a variety of mandates including project developments.

Merete Larsen of Sustainable Law Advokatfirma is

recognised for her expertise in real estate mandates ranging from lease agreements to large urban development projects. Clients appreciate that “*she advises you openly, using the best of her knowledge, and with a value-based approach while always delivering as expected or above. She also constantly challenges solutions and explores alternative approaches.*”

Restructuring/Insolvency

Restructuring/Insolvency
Leading Firms
Band 1
Bech-Bruun
Kromann Reumert
Poul Schmith
Band 2
Accura Advokatpartnerselskab
Bruun & Hjejle
DLA Piper Denmark
Gorrissen Federspiel
Horten
Plesner
Band 3
Andersen Partners
Holst, Advokater
Lund Elmer Sandager
Mazanti-Andersen
Skau Reipurth & Partnere Advokatpartnerselskab
* Indicates individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Bech-Bruun

What the team is known for Bech-Bruun is an esteemed and well-resourced practice that regularly assists domestic and international creditors with a range of bankruptcy and insolvency issues, including debt structuring. The law firm assists with the administration of estates, including the sale of businesses as going concerns, or liquidates companies' assets through formal insolvency proceedings. The legal team also acts on out-of-court restructurings. The practice handles bankruptcy matters in a broad range of sectors including manufacturing, construction and retail.

Work highlights Acted as administrator for Libratone on bankruptcy proceedings.

Notable practitioners

Head of department **Anders Hoffmann Kønigsfeldt** is a notable market presence who regularly acts as appointed trustee on bankruptcies spanning a range of industries. **Michael Serring** regularly acts on insolvency litigation advising distressed companies, creditors and other parties in disputes. He also acts as trustee for bankruptcy estates. **Jørgen Hauschildt** advises clients on company wind-ups and estate administration, handling both domestic and cross-border mandates. **Troels Tuxen** is known for his work on restructurings and insolvencies, serving domestic as well as international clients. He also regularly acts as administrator for bankruptcy estates. **Anders Hauge Gløde** advises clients on bankruptcies, restructurings and litigation proceedings.

Restructuring/Insolvency
Senior Statespeople
Senior Statespeople: distinguished older partners
Bigaard Pernille <i>Skau Reipurth & Partnere</i>
Gammeljord Anne Birgitte <i>Rovsing & Gammeljord (ORL) ◇</i>
Leading Individuals
Band 1
Aamann Jensen Søren <i>Accura Advokatpartnerselskab</i>
Frederiksen Boris <i>Poul Schmith *</i>
Jul Madsen Christian <i>Kromann Reumert *</i>
Poulsen Henrik Selchau <i>Bruun & Hjejle *</i>
Band 2
Derno Rune Tandgaard <i>Poul Schmith *</i>
Dyhr Nicolai <i>Horten *</i>
Hoffmann Kønigsfeldt Anders <i>Bech-Bruun</i>
Jensen Henrik Steen <i>Holst, Advokater</i>
Mukherjee Piya <i>Horten *</i>
Mylin Andreas Kærsgaard <i>Holst, Advokater</i>
Serring Michael <i>Bech-Bruun</i>
Sjørlev Henrik <i>DLA Piper Denmark *</i>
Sommer Schmidt John <i>Gorrissen Federspiel *</i>
Band 3
Bech Jan <i>Horten *</i>
Elmer Christian B. <i>Lund Elmer Sandager</i>
Gullitz-Wormslev Teis <i>Kromann Reumert *</i>
Hauschildt Jørgen <i>Bech-Bruun</i>
Holsted-Sandgreen Ulrik <i>Horten *</i>
Jørgensen Jan Bruun <i>Andersen Partners</i>
Lynge Jepsen Finn <i>Elmann Advokatpartnerselskab (ORL) ◇</i>
Roepstorff Michala <i>Plesner *</i>
Sanders Henrik B <i>Mazanti-Andersen</i>
Skangvig Lars <i>Plesner *</i>
Tuxen Troels <i>Bech-Bruun</i>
Band 4
Astrup Madsen Per <i>DLA Piper Denmark *</i>
Jakobsen Morten Hans <i>Gorrissen Federspiel *</i>
Jakobsen Preben <i>Gorrissen Federspiel *</i>
Krupur Peter Wedel Ranch <i>Mazanti-Andersen</i>
Lagrelus Simon <i>Poul Schmith *</i>
Ørskov Melballe Anders <i>Skau Reipurth & Partnere</i>
Up-and-coming individuals
Gløde Anders Hauge <i>Bech-Bruun</i>

Kromann Reumert

What the team is known for Kromann Reumert is an acclaimed practice known for covering a broad range of restructuring and insolvency matters, such as estate administration and related transactional support. The law firm acts for a number of key financial institutions on negotiations with Danish companies for the restructuring of their debt. The legal team is well placed to handle liquidation proceedings and clawback actions. The department is particularly active on insolvencies in the retail and leisure industries.

Strengths “*Kromann Reumert are always available, you can always get hold of them and they are very quick to know the case,*” attests one respondent.

Work highlights Acted for Danske Bank to help sell Kongsbak Lassen and act as liquidator of its estate.

Notable practitioners

Christian Jul Madsen (see p.319) is a market-leading practitioner best known for representing banks as creditors of distressed companies from a range of industries. **Teis Gullitz-Wormslev** (see p.317) acts for organisations as well as banks as creditors in insolvencies from a range of industries including travel and retail.

Poul Schmith

What the team is known for Poul Schmith is a market-leading insolvency team that is particularly recommended for the recovery of tax liabilities from insolvent companies or individuals. The law firm often acts as trustee on high-profile bankruptcies, with experience in the sale of real estate assets and the initiation of claims against former managers. The practice also advises on significant personal bankruptcies. The department acts for key public sector clients and a wide range of financial institutions as creditors. The legal team also handles criminal matters relating to insolvencies, in particular tax fraud.

Strengths “*The legal team has a very high degree of availability, they work efficiently and always deliver high-quality products,*” notes one interviewee.

Work highlights Represented Altor Fund II in bankruptcy litigation before the Danish High Court and the Danish Supreme Court.

Notable practitioners

Head of department **Boris Frederiksen** (see p.316) is a notable presence in the sphere, regularly advising on large bankruptcy matters, often in the financial industry. He is also frequently appointed trustee or liquidator for distressed companies and private individuals. **Rune Tandgaard Derno** (see p.315) is an active practitioner with a broad practice, advising companies on bankruptcy as well as creditors on claims, restructurings and debt collection. **Simon Lagrelus** (see p.321) handles a range of mandates, offering experience in restructuring and refinancing cases and also frequently serving as bankruptcy trustee. Sources praise his strong ability to “*find solutions before the court.*”

Band 2

Accura Advokatpartnerselskab

What the team is known for Accura is a well-regarded team noted for representing both banks and debtors. Also has a strong track record of acting

as trustee in bankruptcy proceedings. The law firm is extremely well versed in matters relating to the real estate industry, including on the sale of real estate assets by distressed companies and assisting with bankruptcies of companies in the real estate industry. Other sector focuses for the department include automotive, travel and construction.

Strengths Sources describe the law firm as “easy to work with.”

Work highlights Advised Situs Nordic Services in bankruptcy proceedings concerning the Nyland Group.

Notable practitioners

Søren Aamann Jensen is a leading name in the market whose expertise covers all aspects of restructuring and insolvency, with a particular focus on court-mandated bankruptcy and liquidation procedures. “We have been particularly impressed by Søren Aamann Jensen’s knowledge of the law and of his ability to understand our strategic objectives and commercial needs while maintaining a strong focus on the complicated legal framework. We feel that he has helped us make difficult commercial decisions by providing us with sound legal advice of very high quality,” reports one impressed client.

Bruun & Hjejle

What the team is known for Bruun & Hjejle is a highly active practice covering a range of complex restructuring and insolvency issues. The law firm is experienced acting as administrator in high-profile bankruptcy cases, across a broad range of sectors. The legal team assists with proceedings against former managers relating to allegations of fraud, alongside regular activity on transactions involving the sale of distressed real estate companies and assets. The department acts for several of the largest Danish banks as creditors on domestic insolvencies as well as abroad.

Strengths One client describes the legal team as “to the point, and good at providing a fast overview and guidance for the situation.”

Another interviewee highlights the law firm’s “very good understanding for the business point of view and ability in finding alternative solutions.”

Work highlights Acted as administrator in the bankruptcy proceedings of Hesaflight.

Notable practitioners

Henrik (see p.326) **Selchau Poulsen** (see p.326) is a market-leading lawyer who handles significant bankruptcies in Denmark, and is often appointed as administrator. He is also frequently involved in related litigation. Clients describe him as “experienced, responsive and good at analysing the situation at hand.”

DLA Piper Denmark

What the team is known for DLA Piper is best known for its work as administrators of bankruptcy estates but also represents creditors and contractual partners of distressed companies in claims. The law firm is active across a range of sectors including agriculture, construction and retail. The legal team draws on its broad international network to offer strength in cross-border matters.

Work highlights Acted for Anker Hansen & Co on bankruptcy proceedings.

Notable practitioners

Henrik Sjørslev (see p.327) is active in handling complex and often international insolvencies and is best known for his work as administrator in high-profile bankruptcies. **Per Astrup Madsen** (see p.313)

is active in insolvency-related litigation. He is often appointed as bankruptcy trustee and administrator.

Gorrissen Federspiel

What the team is known for Gorrissen Federspiel is an in-demand firm that advises on out-of-court restructurings and the protection of creditor interests in formal bankruptcies. The legal team has experience acting as trustee in high-profile bankruptcy proceedings. The practice represents clients from a range of industries including real estate and retail, as well as financial institutions as creditors.

Strengths The law firm is praised for being “pragmatic and commercially minded.”

Work highlights Advised Thomas Cook Airlines Scandinavia on a restructuring through bankruptcy.

Notable practitioners

John Sommer Schmidt (see p.328) regularly acts as a bankruptcy trustee as well as restructuring administrator on some of the firm’s most high-profile cases.

Morten Hans Jakobsen (see p.319) is known for his work as court-appointed trustee in restructurings and bankruptcies. “Morten Jakobsen has a good overview of what matters and is pragmatic,” reports one interviewee. **Preben Jakobsen** (see p.319) assists with a range of insolvency and restructuring cases, being regularly appointed as trustee and administrator.

Horten

What the team is known for Horten is a highly regarded practice with experience in restructuring, liquidation and bankruptcy matters. The legal team frequently acts as administrators for both in-court and out-of-court restructurings. The law firm offers expertise in litigation arising from bankruptcy proceedings. The practice further advises on the sale and acquisition of distressed assets, also handling debt settlements. Horten has a diverse client list that includes several large Danish banks as well as companies from the retail and manufacturing industries.

Work highlights Acted as bankruptcy trustee for Iconic Movers.

Notable practitioners

Nicolai Dyhr (see p.315) regularly works as appointed trustee of bankruptcy estates, having additional experience in the enforcement of securities on behalf of creditors. Head of department **Piya Mukherjee** (see p.324) is a respected practitioner

advising on some of the firm’s most high-profile insolvency work, including cross-border matters. She frequently acts as a bankruptcy trustee and administrator. Clients describe her as “very knowledgeable, quick to respond, very much available when called upon and easy to work with.” **Jan Bech** (see p.313) advises clients on restructuring processes and bankruptcy-related litigation. According to one source, “Jan Bech was able to help us understand the complexities of the matter and to help us understand what decisions needed to be made along the way.” **Ulrik Holsted-Sandgreen** (see p.318) primarily acts as trustee on large-scale bankruptcy cases handled by the firm.

Plesner

What the team is known for Plesner is a notable team that is active predominantly on the debtor side of major insolvency and restructuring proceedings. The lawyers regularly act as trustees on bankruptcies, advising on disputes with creditors and the collection of receivables owed to bankruptcy estates. The practice works with cases including fraud and

mismanagement, using its strength in asset-tracing mandates. The department handles cases relating to companies in a broad variety of sectors, notably finance, pharmaceuticals and energy.

Work highlights Assisted Bravo Tours Nordic with bankruptcy proceedings.

Notable practitioners

Michala (see p.326) **Roepstorff** (see p.326) advises on a range of both local and cross-border insolvency proceedings. Sources praise her as “extremely commercial and knowledgeable.” Head of department **Lars Skanvig** (see p.328) handles complex bankruptcy procedures across a range of industries, most notably the finance sector. He also has experience handling the financial restructuring of distressed companies.

Band 3

Andersen Partners

What the team is known for Andersen Partners is a Kolding-based team very active in the region of southern Denmark. The law firm is appointed as bankruptcy trustee for companies in a number of industries, with particularly notable activity within the agricultural sector. Further industries covered by the legal team include manufacturing and retail.

Notable practitioners

Jan Bruun Jørgensen is regularly appointed as a trustee in bankruptcies across a range of sectors.

Holst, Advokater

What the team is known for Holst is a Jutland-based firm that attracts particular attention for work on insolvency proceedings in the construction and agriculture sectors. The legal team is also regularly appointed as bankruptcy trustee.

Work highlights Acted as trustee of the Dahl bankruptcy estate.

Notable practitioners

Henrik Steen Jensen is a notable lawyer active on bankruptcies involving construction and agricultural companies. One client reports: “I was particularly impressed with Henrik’s willingness to face problems with an honest and direct approach. Even in the most complex situations we were able to twist and turn in a deliberate way to approach the situation and increase the odds of success.” **Andreas Kærsgaard Mylin** assists creditors as well as distressed companies with insolvency matters and is also frequently appointed trustee of bankrupt estates. He is particularly active in the real estate sector.

Lund Elmer Sandager

What the team is known for Lund Elmer Sandager is a respected practice with experience advising creditors on bankruptcy proceedings. The law firm is also frequently appointed as administrators and trustees of bankruptcy estates. Further areas of activity for the team include company restructurings and creditor arrangements.

Strengths “The legal team has a high technical expertise and understanding within the insolvency sphere,” reports one interviewee.

Notable practitioners

Christian Elmer acts for companies as well as financial institutions and is frequently appointed trustee in bankruptcies.

Mazanti-Andersen

What the team is known for Mazanti-Andersen is a longstanding presence in the market, earning praise for its strong caseload of complex mandates. Team members have extensive experience acting as trustees of bankruptcy estates. The law firm also advises on matters where creditors include Danish authorities. The practice is noted for deftly handling insolvency mandates with cross-border elements.

Work highlights Acted as trustee on the bankruptcy of Jet Time.

Notable practitioners

Henrik Sanders acts as appointed liquidator and trustee on a broad range of insolvency cases. Head of department **Peter Wedel Ranch Krarup** frequently acts as bankruptcy trustee and has additional experience assisting creditors with forced insolvency procedures and loan negotiations. “*Peter Krarup has an outstanding ability to obtain positive results from complex and sometimes very challenging situations. He is more concerned about the outcome of a case rather than about the number of hours he can bill. He is always calm and pragmatic, and seems genuine in striving to advise to my benefit,*” attests one impressed client.

Skau Reipurth & Partnere Advokatpartnerselskab

What the team is known for Skau Reipurth & Partnere is best known for its work as bankruptcy trustees, receiving regular appointments by several larger Danish banks. The law firm acts on insolvencies across a range of sectors including construction, food and beverages, and retail. The practice also represents creditors in debt recovery proceedings.

Strengths “*The legal team have the ability of getting the job done even against all odds. Even in complex matters they keep focus on the end goal and achieve positive result,*” remarks one interviewee.

Another source praises the law firm’s “*ability to execute cases in narrow timeframes.*”

Work highlights Acted a trustee in the bankruptcy of OW Bunker.

Notable practitioners

Pernille Bigaard draws extensive praise for her considerable experience handling the most high-profile cases across Denmark, including both in-court bankruptcy proceedings and out-of-court restructurings. According to one client, “*Pernille Bigard is highly competent, knowledgeable and vigorous. She is excellent in navigating complex matters without*

losing focus.” Head of department **Anders Ørskov Melballe** routinely acts as appointed trustee on several of the firm’s assigned insolvencies. According to one source, “*Anders is known for his skills in relation to cooperation and finding flexible and amicable solutions. He is pleasant to work with and has strong morals and high standards.*”

Other Ranked Lawyers

Anne Birgitte Gammeljord of Rovsing & Gammeljord boasts longstanding experience in the area of insolvency law.

Finn Lyngje Jepsen of Elmann is experienced in acting as bankruptcy trustee and liquidator. He regularly handles contentious insolvency mandates, including those with criminal aspects. A source describes him as “*extremely pleasant to work with and very skilled.*”

Shipping

Shipping
Leading Firms
Band 1
Bech-Bruun
Gorrissen Federspiel
Hafnia Law Firm LLP
Band 2
IUNO
Kromann Reumert
NJORD Law Firm
Senior Statespeople
Senior Statespeople: distinguished older partners
Mikkelsen Jes Anker Bech-Bruun
Leading Individuals
Band 1
Appel Peter Gorrissen Federspiel *
Grove Nielsen Johannes Bech-Bruun
Jantzen Henrik Thal Hafnia Law Firm LLP
Band 2
Fabricius Ulla NJORD Law Firm
Friborg Niels J Hafnia Law Firm LLP
Overby Lars Rosenberg IUNO
Poulsen Mads IUNO
Rosing Jakob Kromann Reumert *
Stein Mathias Hafnia Law Firm LLP
Band 3
Bjelke Anne Buhl Bech-Bruun
Kaas Thomas Kromann Reumert *
Up-and-coming individuals
Hudson Camilla Bech-Bruun
* Indicates individual with profile.
Alphabetical order within each band. Band 1 is highest.

Band 1

Bech-Bruun

What the team is known for Bech-Bruun has an outstanding practice covering all aspects of shipping law on a domestic and cross-border level. The

law firm regularly acts on high-profile insolvency proceedings in the shipping sector. The group is also active in maritime insurance cases, including issues in the offshore energy sector. The department demonstrates experience handling collision, capsizing and breakdown disputes, as well as ship arrest cases. Bech-Bruun’s clients include transport companies, shipbuilders and insurance companies.

Strengths “*We trust them with complex matters,*” one source explains, commending the team’s “*considerable depth*” and adding: “*They are also commercially tuned in and are able to blend their legal acumen with commercial practicality.*”

Other sources praise the group’s “*comprehensive and to-the-point legal advice,*” with one individual describing the team as “*top-notch.*”

Work highlights Bech-Bruun acted for a majority of the creditors in the insolvency of Thor Shipping, with lawsuits in Denmark, Japan and Brazil.

Notable practitioners

Jes Anker Mikkelsen is a highly regarded figure in the Danish shipping market. His widely respected practice encompasses maritime litigation, insolvency proceedings and insurance claims. One client says: “*He brings a ton of experience to the table and we trust him completely.*” **Johannes Grove Nielsen** advises clients on a wide range of wet and dry shipping mandates, including insurance claims, insolvency proceedings and vessel arrests. “*He has the ability to distil a difficult situation down to understandable terms and issues,*” explains one interviewee, adding: “*He is also very good at developing creative solutions to a problem.*” **Anne Buhl Bjelke** focuses on insurance matters within the shipping sector. She is based in Copenhagen. Up-and-coming lawyer **Camilla Hudson** impresses for her experience in domestic and cross-border shipping disputes. Acting for a range of vessel owners, insurers and energy companies, her expertise covers issues relating to bunker fuel, insolvency and H&M coverage. “*She is a very tal-*

ented lawyer with excellent knowledge of our field of work,” says one source, adding: “*Her communication skills ensure that everybody understands, even if they don’t have a legal background, and makes people comfortable when dealing with legal matters.*”

Gorrissen Federspiel

What the team is known for Gorrissen Federspiel houses a market-leading practice group and is particularly active in corporate mandates, such as joint ventures and the acquisition and sale of vessels. The team is additionally experienced in sale and lease-back transactions and finance matters, and also assists with contentious shipping issues. The firm acts for domestic and international shipping companies and owners.

Strengths One client reports: “*Gorrissen’s position and broad experience in the maritime legal community makes the decision easy when choosing an external lawyer in Denmark. Their vast experience and knowledge of our business and all maritime topics ensures that we get the service and assistance that we need.*”

Other sources hail the team as “*the best shipping practice in Denmark.*”

Work highlights Gorrissen Federspiel assisted Rohde Nielsen with securing an injunction against a Sri Lankan bank and public partner for terminating a guarantee agreement.

Notable practitioners

Peter Appel (see p.312) is a widely respected practitioner handling a variety of contentious and non-contentious shipping mandates, from financing and corporate transactions to tonnage tax cases. One client says: “*We are very satisfied indeed with the work Peter does for us,*” praising his “*thorough knowledge of our business and commercial understanding.*”

Hafnia Law Firm LLP

What the team is known for Hafnia Law Firm is a boutique firm dealing with all aspects of shipping

law. The firm stands out for its handling of contentious issues, with particular experience in disputes and insurance claims pertaining to collisions, loss of cargo and insolvency issues, including ship arrests. The team is also adept at commercial and operational mandates, including finance and restructuring deals and construction contracts. Clients of the firm include marine insurers, ship owners, shipyards and ports, as well as offshore energy companies.

Strengths Sources describe Hafnia as “one of the leading shipping law firms in Denmark,” with one commending the team’s “precise, commercially sound and to-the-point advice.”

One source recalls the firm’s “first-class assistance,” saying: “They know our company and can therefore quickly get acquainted with a case.”

Work highlights Hafnia advised a group of Danish marine cargo insurers with general average and cargo claims following the grounding of the ‘Ever Given’ in the Suez Canal in March 2021.

Notable practitioners

Henrik Thal Jantzen represents clients from the maritime sector in insurance disputes. **Niels Friberg** is active in contentious shipping mandates, with particular experience in cargo claim disputes. A client commends him, saying: “Niels is a very good lawyer and understands the marine and marine insurance market very well.” **Mathias Steino** acts on a broad spectrum of contentious shipping matters, including hull and machinery insurance cases, as well as insolvency-related litigation and bunker fuel disputes.

Band 2

IUNO

What the team is known for IUNO acts for a broad range of clients in the shipping sector, covering charter companies, insurers and freight forwarders.

With notable experience in contentious matters, the law firm routinely handles damage, collision and capsized vessel claims, coverage disputes and insolvency litigation, including cross-border issues. The team’s maritime expertise also extends to the offshore energy sector.

Strengths Sources praise the team’s “expert handling of cross-border problems.”

Another reports: “They would be first choice in any kind maritime matter,” commending the team’s “depth of knowledge.”

Work highlights IUNO represented J.A. Rederiet – salvors of the ‘Margrethe Fighter’, a dredger capsized in the Swedish port of Trelleborg, in negotiations with the owners’ insurers.

Notable practitioners

Lars Rosenberg Overby acts on contentious shipping and transportation mandates, including cases pertaining to the termination of bareboat charters. Clients appreciate his “outstanding legal skills” and his ability to provide “the best commercial solution.”

Mads Poulsen focuses on marine insurance disputes, with experience in cargo recovery claims and H&M litigation, as well as collision disputes. A client commends his skills, saying: “He is very unique in terms of knowledge, and is capable in both negotiations and court appearances.”

Kromann Reumert

What the team is known for Kromann Reumert is a strong full-service firm covering a range of wet and dry shipping mandates. The practice handles marine insurance matters and cargo recovery claims, and also advises on the sale of vessels and shipbuilding contracts. The law firm’s mandates often involve cross-border and international elements.

Strengths Clients praise the firm’s “high expertise in international shipping and finance,” as well as its “strong international network.”

Another commentator says: “We are very pleased with the knowledge, flexibility and attention which is always provided by Kromann Reumert.”

Work highlights Kromann Reumert defended Karpowership in a dispute over an arrest and payment for services to a Danish yard.

Notable practitioners

Jakob Rosing (see p.326) is highlighted for his experience in insurance disputes in the maritime sector, with particular knowledge in collision cases and cargo recovery claims. A client commends him as “a great shipping lawyer with a hands-on approach.”

Thomas Kaas (see p.319) acts for a broad range of maritime entities, including those in fishing and offshore energy, as well as notable lenders to the sector. His expertise covers shipping finance, vessel acquisitions and shipbuilding contracts. Sources praise his “firm eye on a successful closing” and his “commercial approach.”

NJORD Law Firm

What the team is known for NJORD Law Firm handles contentious shipping mandates pertaining to vessel damage and cargo claims. The legal team is also knowledgeable in regulatory topics. Additionally, the department advises on commercial and operational matters such as the negotiation of charter parties.

Strengths Sources praise the team’s “in-depth knowledge of the industry.”

Notable practitioners

Ulla Fabricius advises clients on a broad spectrum of contentious and non-contentious shipping and transportation law. She has particular experience in cases involving the damage and loss of cargo and vessels. One client describes her as a “highly skilled transport law expert.”

Tax

Tax
Leading Firms
Band 1
Kromann Reumert
Plesner
Band 2
Bech-Bruun
Band 3
Gorrißen Federspiel
Band 4
Accura Advokatpartnerselskab
Bjørnholm Law
DLA Piper Denmark
Horten
<i>Alphabetical order within each band. Band 1 is highest.</i>

Band 1

Kromann Reumert

What the team is known for Kromann Reumert is recommended for its strong experience of tax advice on high-end transactions, particularly high-profile M&A. The law firm has further strength advising on tax aspects of corporate restructuring mandates. It

also assists with issues such as transfer pricing, withholding tax and joint taxation. The team’s lawyers represent clients from a range of sectors, including financial services, healthcare and technology. It offers additional strength in tax litigation, acting on a number of cases before the authorities.

Strengths A client describes the firm as “commercially oriented, providing high-level services and customer focus,” as well as being “strong in national and international tax aspects.”

Another client highlights the firm’s “combination of theoretical technical skills and pragmatic international tax modelling skills.”

Work highlights Kromann Reumert advised Madison Industries on the Danish tax aspects of its acquisition of Heatex.

Notable practitioners

Arne Møllin Ottosen (see p.324) is a distinguished lawyer who represents clients in tax disputes, with areas of expertise including transfer pricing and joint taxation matters. He also advises on withholding tax issues, as well as the tax structuring aspects of transactions. One commentator describes him as “an extremely knowledgeable, steady and reliable partner

with a great strategic mindset.” **Michael Nørremark** (see p.324) is an eminent lawyer who is particularly active advising on the tax aspects of cross-border transactions. He assists clients hailing from the financial services, energy and life sciences sectors. One commentator remarks that he has “a very strong focus on finding solutions and is always informed of potential changes to the law.”

Plesner

What the team is known for Plesner has a highly regarded team that is experienced in direct and indirect tax matters and withholding tax. The law firm is also noted for transfer pricing and cross-border mandates. Its lawyers are renowned in tax litigation and contentious matters, frequently acting on tax cases in both the ECJ and the Danish Supreme Court. The team regularly assists clients with the tax aspects of transactions, including M&A and capital markets matters. The firm’s client base spans those active in the life sciences, insurance and technology fields.

Strengths A client describes the firm as “a trusted partner” and reports: “Plesner is deeply aware of technical details on international tax matters and brings

Tax
Senior Statespeople & Eminent Practitioners
Senior Statespeople: distinguished older partners
Hansen Hans Severin <i>Plesner*</i>
Eminent Practitioners
Kristjánsson Tom Kári <i>Plesner*</i>
Leading Individuals
Band 1
Bjørnholm Nikolaj <i>Bjørnholm Law</i>
Christensen Lasse Esbjerg <i>Plesner*</i>
Ottosen Arne Möllin <i>Kromann Reumert*</i>
Band 2
Frøbert Thomas <i>Bech-Bruun</i>
Hansen Jan Steen <i>Gorriksen Federspiel*</i>
Lehmann Nielsen Søren <i>Plesner*</i>
Nørremark Michael <i>Kromann Reumert*</i>
Band 3
Bastian Kaspar <i>KLAR Advokat P/S (ORL) ◇</i>
Fernandez Mario <i>DLA Piper Denmark*</i>
Pedersen Anders Endicott <i>Plesner*</i>
Schilder-Knudsen Jakob <i>DLA Piper Denmark*</i>
Serup Michael <i>Bech-Bruun</i>
Skaadstrup Andersen Jakob <i>Gorriksen Federspiel*</i>
Tolstrup Bodil <i>Bjørnholm Law</i>
Vistisen Eduardo <i>Vistisen Falk Winther (ORL) ◇</i>
Band 4
Bachmann Christian <i>Bachmann and Partners (ORL) ◇</i>
Becker-Christensen Anne <i>LEAD Rödl & Partner (ORL) ◇</i>
Lytken Poul Erik <i>Accura Advokatpartnerselskab</i>
Stig Lauritsen Henrik <i>Horten*</i>
<i>* Indicates individual with profile.</i>
<i>◇ (ORL) = Other Ranked Lawyer.</i>
<i>Alphabetical order within each band. Band 1 is highest.</i>

to bear experience from a wide range of international clients."

Another client enthuses: "The Plesner folks are always technically good, creative and very responsive."

Work highlights Plesner represented ECCO Sko in a transfer pricing case before the Danish High Court.

Notable practitioners

Hans Severin Hansen (see p.317) is a long-standing lawyer who is lauded by commentators for his expertise within the field. He represents clients in cross-border disputes concerning withholding tax and transfer pricing issues. **Tom Kári Kristjánsson** (see p.321) remains a leading lawyer in the market and is noted for his experience in tax disputes, with a strong focus on VAT cases. A commentator says: "He is definitely a name in the tax market." **Lasse Esbjerg Christensen** (see p.314) is a distinguished lawyer who advises clients on domestic and cross-border disputes, especially those regarding transfer pricing and withholding tax. A client describes him as "an excellent litigator with deep knowledge." **Søren Lehmann Nielsen** (see p.322) is a respected lawyer who represents clients in tax disputes, including transfer pricing cases. A commentator states: "He is superb, with good analytical skills. He is an experienced litigator." **Anders Endicott Pedersen** (see p.325) advises on tax issues related to transactions, as well as withholding tax and transfer pricing disputes. He regularly acts for domestic and international corporate clients and financial institutions. A commentator remarks: "He is solution-oriented and also skilled in the law."

Band 2

Bech-Bruun

What the team is known for Bech-Bruun has a strong practice working on both domestic and cross-border matters, offering expertise in areas across the full scope of tax law. Its areas of focus include VAT, exit tax and transfer pricing. The team is experienced advising on business succession and withholding tax matters. Its lawyers are active on a variety of contentious matters, as well as assisting with the tax aspects of M&A transactions. The firm has also established a reputable practice in mutual agreement proceedings. Its client base includes those active in the retail, financial and technology sectors.

Strengths A client reports: "Bech-Bruun has a very good understanding of our business, so they give advice from a commercial point of view."

Another commentator acknowledges: "The firm is well versed in international transactions and issues that arise in a cross-border context."

Work highlights Bech-Bruun advised the Danish Agriculture & Food Council on the detailing of the principles of future tax assessment of real estate.

Notable practitioners

Thomas Frøbert acts for clients on tax disputes, including VAT, withholding tax and transfer pricing matters. He also assists with the tax aspects of M&A transactions. A client enthuses: "He is excellent, he is amazingly commercial, very clear and a trusted adviser." **Michael Serup** is an esteemed lawyer in the market who focuses his advice on business succession tax and real estate tax assessment.

Band 3

Gorriksen Federspiel

What the team is known for Gorriksen Federspiel is a highly regarded firm for handling tax connected to M&A transactions. The practice also represents clients in tax litigation, including disputes around VAT and withholding tax. Its lawyers regularly act for financial, IT and transportation sector clients.

Strengths A client reports: "The team is technically very strong, extremely responsive and displays an excellent practical mindset when approaching complicated tax matters."

Another individual describes the firm as "very strong," highlighting "M&A, private equity, alternative investments, international tax advice and shipping tax" as areas of particular strength.

Work highlights Gorriksen Federspiel represented Fidelity Funds in a Supreme Court case regarding dividend withholding taxes to foreign collective investment vehicles.

Notable practitioners

Jan Steen Hansen (see p.317) is a highly regarded lawyer who routinely represents clients in disputes, such as those involving VAT and transfer pricing issues. His work also includes tax structuring and due diligence for M&A transactions. A client describes him as "a very good subject matter specialist who can facilitate the process with good commercial knowledge." **Jakob Skaadstrup Andersen** (see p.327) represents clients in withholding tax disputes, with notable experience before the ECJ. He also advises clients on VAT issues and the tax consequences of transactions. A satisfied client enthuses: "Jakob has a profound understanding and ability to meet our needs with pragmatic solutions without ever compromising on legal quality."

Band 4

Accura Advokatpartnerselskab

What the team is known for Accura Advokatpartnerselskab has a well-regarded tax team with a strong focus on M&A-related issues. The firm also handles structuring work, as well as tax issues relating to investments and private equity deals. It frequently does cross-border work in jurisdictions across Nordic countries and the USA. The team works for clients in a variety of industry sectors, including corporate investors and pension funds. Accura regularly advises on custom tax disputes, as well as VAT matters. Its lawyers have additional experience handling exemption issues and tax aspects of employee incentive programmes.

Strengths A client reports: "I am very impressed by Accura. They are able to solve complicated matters in a timely manner."

Another commentator states: "My overall impression of Accura is that they provide extremely high-quality work and are eager to help and solve the issue in the best possible way."

Work highlights Accura Advokatpartnerselskab advised Vestjysk Bank on the process and tax structure of its merger with Den Jyske Sparekasse.

Notable practitioners

Poul Erik Lytken offers significant experience in transaction-related tax advice, including VAT aspects. He offers further experience representing clients in disputes concerning exemption issues. He is described as "excellent" by commentators.

Bjørnholm Law

What the team is known for Bjørnholm Law is a boutique firm with particular strengths in litigation and transfer pricing. The firm's lawyers regularly advise a clientele which includes local and international IT and energy companies. The firm demonstrates especially significant capabilities in cross-border matters.

Strengths A client reports: "The firm has shown good understanding of international elements and a good ability to work with foreign advisers."

Notable practitioners

Nikolaj Bjørnholm is an acclaimed lawyer who covers a range of issues, including transfer pricing and withholding tax matters. He is also praised for his strong litigation skills. A commentator reports: "Nikolaj is a very technically strong lawyer, especially within the field of transfer pricing." **Bodil Tolstrup** acts for domestic and international clients on the tax aspects of business restructurings and employee share schemes, with further experience in transfer pricing and withholding tax matters. She is also well placed to handle tax disputes. A commentator asserts: "She is very strong in processing difficult tax cases."

DLA Piper Denmark

What the team is known for DLA Piper offers a seasoned tax department with strengths in both direct and indirect tax. The firm works on VAT, both for group actions and company transactions, and also advises on the tax aspects of contracts. Its lawyers have demonstrated expertise acting for clients in media, finance and transport, among other sectors.

Work highlights DLA Piper represented Foreningen Kræv Licensmoms Tilbage in a group action against Danish tax authorities regarding VAT levied on licences paid to the Danish Broadcasting Corporation.

Notable practitioners

Mario Fernandez (see p.316) demonstrates particular strength handling VAT issues on behalf of insurance, technology and hospitality sectors' clients. He also advises on the tax aspects of M&A transactions. A commentator highlights: "Mario's work is brilliant. He is quick, technically very good and gives practical advice and assessment." **Jakob Schilder-Knudsen** (see p.327) represents clients in withholding tax disputes, with notable experience before the ECJ. He also advises clients on VAT issues as well as the tax consequences of transactions. A commentator reports: "He is outstanding and has a broad but deep understanding of taxes relating to transactions."

Horten

What the team is known for Horten has an established tax practice with extensive experience advising on the tax aspects of corporate transactions. The team acts on a wide range of tax matters in areas such as business restructuring and employee incentive schemes. Its lawyers also advise on the

applicability of expatriate tax regimes and provide tax law advice to Danish clients on investment matters. Horten also assists with the tax aspects of real estate issues.

Strengths A client reports: "The firm is very capable in advising clients on multinational transactions."

Another client describes the advice they received as "very accurate, with very good availability from kind people with very good commercial thinking."

Work highlights Horten advised Telco Electronics on the tax aspects of an international restructuring.

Notable practitioners

Henrik Stig Lauritsen (see p.328) is an increasingly prominent lawyer who provides tax advice on corporate and M&A matters, with additional strengths in real estate and banking and finance. He is notably experienced in cross-border transactions. A client who received "excellent service" describes him as "diligent and experienced. He is a thoughtful and tactical adviser who is easy to partner with."

Other Ranked Lawyers

Christian Bachmann is the founder of Bachmann and Partners and has long-standing experience advising clients on tax matters. His expertise includes work in the energy, automotive, finance and broadcasting sectors. A client describes him as "super effective and strong in communication."

Kaspar Bastian boasts particular strength in tax disputes, representing clients before Danish and European courts in cases involving VAT issues. He has further experience handling transfer pricing mandates.

Anne Becker-Christensen focuses her practice on employee-related tax work, including advising on tax aspects of employee incentive and share programmes. She is also seasoned in expatriate tax regimes.

Eduardo Vistisen focuses on tax litigation and represents clients before Danish courts. He additionally offers advice on EU taxation issues.

Leaders' Profiles in Denmark

A CREVE, Bart

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Featured in Competition/European Law (Denmark)

Practice Areas: Bart represents Danish and foreign clients in a wide array of economic sectors, including energy, telecoms, aviation, shipping, pharmaceuticals, motion pictures, gambling, consumer electronics and foodstuffs. He has provided valuable assistance to clients in proceedings before the European Commission and the European Courts as well as national authorities and/or courts in Denmark, Belgium, The Netherlands, Switzerland, Korea and the US. Bart has extensive experience in distribution, pricing and cooperation strategies at both national and international level.

Career: After training as a Belgian attorney-at-law with Linklaters in Brussels, Bart worked in the ECN/Cartel division of the European Commission, Directorate-General for Competition. Bart became a partner in 2015.

AASMUL-OLSEN, Henning

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Featured in Corporate/M&A (Denmark)

Practice Areas: Henning Aasmul-Olsen heads the Capital Markets and Corporate Finance practices and is a member of the Firm's board of directors. Henning Aasmul-Olsen engages in M&A, capital markets and corporate finance. His clients include some of the largest Danish and global companies and financial sponsors within and outside the Nordic region.

Career: 2018 Moalem Weitemeyer 2007 Executive Director, Co-Head, Danske Bank Corporate Finance Denmark, coverage for Large Cap, Capital Funds and Shipping 1991 Master of Laws (LLM), University of

Michigan Ann Arbor 1988 Admission to the Danish bar

Professional Memberships: In addition to being a member of the Firm's board of directors, Henning Aasmul-Olsen is chairman of the boards in Karen and Poul F. Hansen's Family Fund, Julius Koch International and Julius Koch. Henning Aasmul-Olsen is a member of the International Bar Association.

Publications: Sustainable Finance 2020: Green Bonds and Beyond, Article in Accounting and Auditing October 2020 Chapter on Capital Markets in "Corporate Crimes", Karnov Group 2015

ABRAHAMSON, Anne Marie

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Featured in Employment (Denmark)

Practice Areas: Anne Marie Abrahamson is a partner at Lundgrens specialising in Danish employment law. With more than 26 years of experience, Anne Marie has significant knowledge in assisting Danish as well as international clients on all aspects of Danish employment law. In her daily dealings with clients, Anne Marie focuses on effective process management and optimization and has a particular focus on the challenges involved in international employment and transactions. In addition, Anne Marie has conducted several complex legal analyses and compliance processes relating to both employment law and data protection regulations. Among the many aspects of advice on Danish employment law that Anne Marie provides on a regular basis are inter alia employments; terminations; dismissals; restrictive covenants; compliance-related projects; benchmarking for and handling of collective agreements; training; handling of TUPE questions; employment aspects of setting up a new retail interest in Denmark, etc. In addition, Anne Marie

has vast experience in handling both civil court cases and arbitration proceedings.

Publications: Anne Marie is co-author of "Independent contractors and employees" (Karnov 2014 - Anne Marie Abrahamson and Jan S. Hove, Deloitte) and author of "Commentary on The Act on Temporary Agency Workers" (Karnov 2014).

ANDERSEN, Eigil Lego

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Featured in Dispute Resolution (Denmark)

Practice Areas: Commercial Litigation and Arbitration.

Career: University of Copenhagen 1975; qualified as advocate and High Court audience 1978; Supreme Court audience 1983; Doctor of Law, University of Copenhagen, 1988; Adjunct Professor Copenhagen Business School 2009-2014 and University of Copenhagen 2014-;

Professional Memberships: Member of the Board of the Supreme Court Bar Association 2003-; Chairman 2015-. Member of the Board of the Financial Supervisory Authority 2016-2020.

Publications: Thesis for the doctorate 'The Concept of Gift' (1988), and six other books on business acquisitions, company law and class actions; several articles on contract law, tax law, civil procedure and other areas.

ANDERSEN, Flemming Horn

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Featured in Real Estate (Denmark)

Practice Areas: Flemming advises on all aspects of property and construction, focusing primarily on commercial properties, project development, commercial leases, property investment and finance. He has particular experience with international actors and international construction law.

Professional Memberships: Member of the board of the Professional Group for Commercial Property and Construction 1998-2002. Representing the General Council of the Danish Bar and Law Society in a committee under the Danish Ministry of Housing and Building which in 2000 prepared a "Report on the Revision of Building Case Administration". Member of the International Bar Association (Committee T - International Construction Projects).

ANDREASEN, Søren

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Featured in Real Estate (Denmark)

Practice Areas: Søren specialises in real estate and project finance, project development, sale and purchase of investment property and real estate companies.

Career: Søren studied at New York University in 1997 and obtained his law degree from the University of Copenhagen in 2000. Søren became a partner in 2009.

APPEL, Peter

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Featured in Shipping (Denmark)

Practice Areas: Peter Appel heads up Gorrissen Federspiel's Shipping/Offshore/Transportation practice group. Peter has an extensive international network, among other things, from his time as chairman of IBA's Maritime and Transport Law Committee. He provides assistance with infrastructure projects and has extensive knowledge about ferry service and train and harbour projects. Peter assists a number of Danish and international NGOs in the transport sector.

Career: Partner, Gorrissen Federspiel since 1994

Professional Memberships: International Bar Association (IBA) (Former chairman) IBA Maritime and Transport

Law Committee Member of the Danish Maritime Law Committee set up by the then minister of trade and industry

ARNDAL, Anders Stubbe
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Featured in Energy & Natural Resources (Denmark)

Practice Areas: Anders Stubbe Arndal specialises in the regulation of energy companies, mergers and acquisitions, company law, and litigation and arbitration – primarily energy law disputes. Anders has advised energy businesses since 1993. Over the last 20 years, businesses in the power and natural gas supply industries in particular have experienced dramatic changes to their governing conditions. Anders has taken a central role in the resulting development that these businesses have undergone, both in terms of ownership and corporate structure, and in terms of operations. Anders has been involved in practically every major transaction over the past ten years in the Danish energy sector, as well as many of the high-profile and noteworthy legal actions brought before the competent public authorities. He has also been involved in a number of central legislative initiatives – most recently in connection with the implementation of the third liberalisation directive and the introduction of the wholesale model in the Danish Electricity Supply Act.

Career: Anders became a partner in 1999 and heads Kromann Reumert's Energy Law group. Anders is Kromann Reumert's Managing Partner.

ASTRUP MADSEN, Per
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Featured in Restructuring/Insolvency (Denmark)

Career: Per Astrup Madsen is a certified insolvency lawyer and specialises in advice within the field of insolvency, which requires comprehensive knowledge of Danish as well as international insolvency rules and the affairs of the business sector in general. Per has extensive experience within all aspects of insolvency law, including restructuring and bankruptcy proceedings and special situations arising in this regard, including advice on dealing with any personal secondary effects of the crisis. Per also advises and negotiates with creditors on composition, merger, sale, etc.

AVNBORG LENTZ, Jesper
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Featured in Real Estate (Denmark)

Practice Areas: Jesper Avnborg Lentz specialises in real estate transactions and project development. Furthermore, Jesper has extensive experience with commercial lease law, construction law, real estate taxation issues as well as legal proceedings and arbitration cases concerning real estate.

Career: Partner, Gorrissen Federspiel since 2014

Publications: The International Comparative Legal Guide to: Real Estate. Chapter 11 Denmark 2011–2013 The World Bank: Doing Business 2013 and 2014. Chapter on

Construction Permits. Denmark Global Legal Insights – Corporate Real Estate 2014

BARRY, Daniel
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Featured in Competition/European Law (Denmark)

Practice Areas: Daniel Barry is a specialist in EU and competition law. Daniel has extensive experience within all areas of Danish and EU competition law, including cartels, horizontal cooperation agreements, distribution agreements, abuse of dominance, merger control, state aid and competition law compliance, and continuously acts on some of the most complex and high-profile competition law cases. Daniel focuses primarily on complex competition law litigations, including Danish and EU cartel cases and abuse cases and Danish and multi-jurisdictional follow-on damages cases. His experience includes participation in the European Commission's leniency programme and settlement procedure; coordination of criminal/administrative procedures in various foreign jurisdictions, including the US; and management and coordination of follow-on damages actions in various jurisdictions, including Denmark, Germany, the UK, the US, Canada and Israel. Daniel has been involved in the filing of a number of negative declaratory actions ("torpedoes"), which had not previously been used in Denmark in competition related damages actions. Daniel is Chairman of the Competition Law Committee for the Association of Danish Law Firms and a member of the Board of the Danish Competition Law Society.

BECH, Jan
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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Jan Bech is an expert within insolvency law and restructuring of enterprises, arrangements with creditors and bankruptcy proceedings. He also advises on all aspects relating to commercial law, including sale, acquisitions and restructuring of insolvent enterprises. As the attorney of the Danish Dairy Board and a number of dairies, he has also obtained wide experience within this industry, and he has a number of clients within the car industry for which he has conducted a number of leading cases on vehicle registration fee. Jan is an experienced litigator with a right to appear before the Supreme Court, and he has extensive lecturing experience, including as a lecturer at the master's degree programme in law and the Elite Module at the University of Aarhus.

Career: Partner, Horten, 2019 Attorney, Lett (later to be DLA Piper), 2000–2019 Attorney, A. Bøgh Andersen & Henriksen (later to be Lett), 1995–2000 Assistant judge, the Ministry of Justice, 1991–1995

Professional Memberships: The Association of Danish Insolvency Lawyers

BECKETT, Thomas Francis
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Featured in Corporate/M&A (Denmark)

Practice Areas: Thomas Francis Beckett's practice area is M&A transactions and private equity related investments. He advises on formation and structuring of private equity funds, venture capital and infrastructure related funds. Thomas is a seasoned, commercial deal-maker and has led a large number of transactions of all types and sizes, Danish and cross-border, involving private equity- and corporate clients. He advises a broad range of Danish and international clients, investment banks, private equity funds and financial institutions.

Career: Partner, Horten, 2015 Associate Partner, Accura, 2010 Lawyer, M.Sc., Accura, 2005 Ph.D. stipendiate, Copenhagen Business School, 2004 Director of Legal Affairs & Finance, AMW/SheetMusicNow.com, 2000

BENNETSEN, Claus
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Featured in Banking & Finance (Denmark)

Practice Areas: Claus Bennetsen is specialised within banking and finance law. He has more than 20 years of experience advising banks, financial institutions and their customers about financing and reorganisation, including acquisition finance, financing of real estate portfolios and other major assets like windmills, and preparation of standard documentation.

Career: Right of audience before High Court, 1992 LLM, University of London, 1988.

Professional Memberships: The International Bar Association The Danish Association for Banking and Finance Law The Danish Society of Finance Analysts Nordic Capital Markets Forum The Danish Association of Corporate Law FOCOFI-MA Advisory Board, The University of Copenhagen

BERG, Mads
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Featured in Real Estate (Denmark)

Practice Areas: Mads Berg is a partner, attorney-at-law and MSc in Business Administration and Commercial Law in Plesner's Commercial Real Estate team. Mads is highly experienced in M&A transactions within real estate, property development projects, lease of real property, legal due diligence along with structuring of property funds and private equity funds. Mads has been a lead attorney for major portfolio transactions and large single asset transactions. Mads advises a wide range of customers, including Danish and international property funds and private equity funds, pension funds and developers. In addition, Mads is engaged in company law issues, including in particular Danish limited partnerships (kommanditselskaber). Mads has been posted with the Nordic asset manager and private equity fund NREP A/S (December 2013 – March 2014), where he worked with the transaction team of NREP A/S. And he has also been posted with the pan-European private equity fund and asset manager M7 Real Estate Ltd. in London (September 2014 – August 2015), where Mads was a part of the Investment Management Team of M7, and he participated in a number

of property transactions, takeover and delisting of a listed property fund, setup of several new fund structures as well as acquisition financing and refinancing.

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Featured in Banking & Finance (Denmark)

Practice Areas: Jakob specialises in banking and finance law and restructurings. Jakob advises Danish and international lenders and borrowers on debt capital financing, including in particular acquisition financing, mezzanine financing, bond issues, securitisation, PPP financing, as well as ship and aircraft financing. He also advises on financial restructurings and have advised both lenders and borrowers on restructurings within a number of sectors (financial institutions, real property, shipping and car leasing). He has extensive international experience and in-depth knowledge of debt capital markets and he also advises on mergers and acquisitions, venture capital, company and commercial law. Jakob heads Kromann Reumert's banking and finance group.

Career: From 2002 to 2005, Jakob managed Kromann Reumert's London office and he became a partner in 2007.

BERTELSEN, Erik
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Featured in Competition/European Law (Denmark)

Practice Areas: Erik specialises in competition law. His main work area is EU and Danish competition law and his expertise include merger control and advice on price and discount issues in relation to dominant companies and legal proceedings within competition and procurement law. Erik is specialized in competition litigation both before the Danish courts and the EU courts in Luxembourg. His special expertise includes appeal cases concerning decisions made by the competition authorities, and actions in damages for competition law violations. Erik has conducted several landmark cases before the Danish Competition Council and the Danish Competition Appeals Tribunal, and he has also handled criminal competition cases.

Career: Erik became a partner in 2000.

Professional Memberships: Member of the board of the Danish Association for Competition Law and member of Studienvereinigung Kartellrecht. Member of European Forum on Competition Litigation. Member of IBA working group on competition litigation.

BETHE, Morten Nybom
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Featured in Banking & Finance (Denmark)

Practice Areas: Morten Nybom Bethe heads the firm's Banking & Finance practice and advises banks and financial institutions on all aspects of financial law, securities, structured products, securitisations, project financing and regulatory matters including netting, collateral and clearing. He has extensive experience in

establishing, buying and selling financial institutions.

Career: Partner, Gorrissen Federspiel since 2008

BLOMGREN-HANSEN, Jens

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Featured in Energy & Natural Resources (Denmark)

Practice Areas: Jens primarily advises on project and structured financing, ECM, energy law and M&A, often related to buying, selling, structuring and financing of energy and infrastructure projects. Jens also advises on legal/construction project risk management and investment, and the setting up of businesses in a number of Asian markets. With projects in more than 70 different jurisdictions, Jens has been involved in a large number of projects globally. Highly specialized in his core areas, Jens is recognized for his ability to understand the needs and interests of each individual client. Jens has helped structure several ground-breaking investment products, many of which have also been based on renewable energy projects. He has also been strongly involved in a number of internationally acclaimed project financing cases.

Career: Jens became a partner in 2008.

BØGGILD, Frank

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Featured in Intellectual Property (Denmark), Dispute Resolution (Denmark)

Practice Areas: Frank has conducted approx. 250 litigation and arbitration cases, including more than 25 Supreme Court cases, and he normally wins more than 75% of his cases. Frank is a member of the Danish ICC Committee on International Arbitration and ADR, as well as the Danish Supreme Court Bar Association. He regularly acts as arbitrator and he has special expertise in complex disputes involving corporate law, M&A and capital market matters, the financial sector, professional liability, management liability, tort law, contract law, IT-, IP- and marketing law.

Career: Frank became a partner in 2002.

Professional Memberships: Member of the Danish Supreme Court Bar Association, the Danish ICC Committee on International Arbitration and ADR and the Danish Arbitration Association.

Publications: Contributing author to *Procedures (Trial Advocacy)*, 4th edition 2019, and co-author to *Markedsføring-sloven (the annotated Marketing Practices Act)* and EU trademark law (in Danish and English).

BONDROP, Torben

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Featured in Dispute Resolution (Denmark)

Practice Areas: Torben Bondrop is one of Denmark's foremost litigators. His track record as a litigator is outstanding, and he has won 11 consecutive cases before the Danish Supreme Court. Torben has had a right to appear before the Danish Supreme Court for more than 20 years, and he is also a qualified arbitrator. His high success rate and extensive litigation experience mean that he is in constant

demand among Danish and international businesses. Torben specialises in insurance and pension law, but, in addition to traditional insurance law, he has been engaged in advisors' professional liability, D&O liability, product liability, general commercial liability and reinsurance, and he has handled a large number of litigation and arbitration proceedings in all of these areas. In addition, Torben holds positions of trust in the areas of procedural and general insurance law; he is a member of the board of the Danish Supreme Court Bar Association, secretary of the Danish Association of Insurance Law, a member of the board of FEF (a Danish association for tort and insurance law), a member of the presidential council of the International Association for Insurance Law (AIDA) and a member of the board of AIDA Europe.

BORDING, Nicolaj

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Featured in Intellectual Property (Denmark)

Practice Areas: Nicolaj specializes in intellectual property disputes, mainly patent litigation and complex trade secrets cases. His expertise also includes licence agreements, technology transfer, licensing, R&D and similar agreements. Nicolaj represents Danish and international clients within all industries, with particular focus on life science and healthcare.

Career: Nicolaj became a partner in 2017. LL.M. from Stanford Law School (Law, Science and Technology) 2012 University of Paris - Paris V 2006 Master of Laws (cand. jur.) from University of Copenhagen 2006

Professional Memberships: Board member of the Danish Association for the Protection of Intellectual Property Rights and of the Danish AIPPI group. Member of AIPPI's Standing Committee on Trade Secrets. Member of the European Patent Lawyers Association (EPLAW), the Licensing Executives Society (LES), the International Trademark Association (INTA), among others Member of the American Bar Association (ABA) Member of the New York State Bar Association (NYSBA)

Publications: Nicolaj co-authored the "The Unitary Patent Court" (2015), and "Patent Protection for Second Medical Uses" (2016)

BORK, Frederik André

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Featured in Competition/European Law (Denmark)

Practice Areas: Frederik André Bork is specialised in EU competition law and Danish competition law. Frederik works with all types of competition law matters, but focuses in particular on merger control and M&A processes (transactions), cartels, damages claim cases, and antitrust.

Career: 2019-: Partner, Bruun & Hjejle 2016-2019: Associate Partner, Bruun & Hjejle 2010-2016: Associate Partner, Lett Law Firm 2007-2010: Head of Division at the Danish Competition Authority

Professional Memberships: The Danish Association for Competition Law.

Publications: Co-author of The Danish Competition Act with annotations, the

Danish Association of Lawyers and Economists, 2009.

BRINCK-JENSEN, Jeppe

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Featured in Intellectual Property (Denmark)

Practice Areas: Jeppe Brinck-Jensen primarily advises on disputes involving patents, trademarks (parallel import) and trade secrets. He also has special expertise in drafting licence agreements, technology transfer agreements and research and development agreements. Jeppe has been involved in litigation before the Danish Maritime and Commercial High Court, the Danish High Courts and the Danish Supreme Court and has conducted arbitration proceedings. He is a member of the Danish Supreme Court Bar Association. Jeppe has particular experience in advising research-based companies, including the pharmaceutical, cleantech and food industries.

BUSKOV, Jeppe

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Featured in Corporate/M&A (Denmark)

Practice Areas: Jeppe specialises in mergers and acquisitions (M&A), capital markets law, and financial regulation (asset management). Jeppe advises Danish and foreign clients on the purchase and sale of businesses, including private equity funds, and has special knowledge of the financial and healthcare sectors. He also advises on public listings and capital raising on stock exchanges, and on the investment in or acquisition of listed companies. In recent years, Jeppe has advised financial businesses and private equity funds on important strategic initiatives within asset management. Jeppe also assists clients with restructurings, group reorganisations, recapitalisation, mergers and demergers, as well as articles of association, and capital and shareholder matters. Jeppe has extensive experience in complex international transactions in highly regulated industries, and is able to combine his deep legal expertise with a practical approach and sound process management. He has been involved in many of Denmark's largest and most complex transactions in recent years.

Career: Jeppe became a partner in 2010.

CHRISTENSEN, Andreas

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Featured in Competition/European Law (Denmark)

Practice Areas: Andreas Christensen is specialised in competition law, EU law, public procurement law and state aid. He has considerable experience advising private and public and semi-public enterprises and has conducted a large number of litigation and arbitration cases within his areas of expertise. He has been involved in competition cases both as prosecuting attorney and defence attorney and is one of the lawyers having conducted most cases before the Complaints Board for Public Procurement. He has significant expertise within PPP and ESCO (Energy Service Company). Andreas has lectured at the University of Southern Denmark and has

been external lecturer at the Universities of Copenhagen and Aarhus as well as lectured at a number of universities abroad. He is also "Correspondent Editor for Denmark" for the recognised publication *Bellamy & Child: European Community Law of Competition*.

Career: Certified project manager (PRINCE2 Practitioner), 2012 Right of audience before the Supreme Court, 2011 Right of audience before the High Court, 2005.

Professional Memberships: The Danish Association for Public Procurement Law The Danish Association for Competition Law The Danish Association for European Law The Danish Society for Construction and Consulting Law The procurement law working committee of the Association of Danish Law Firms

CHRISTENSEN, Lasse Esbjerg

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Featured in Tax (Denmark)

Practice Areas: Lasse Esbjerg Christensen is Co-Head of Plesner's Tax Law team. Lasse advises Danish and foreign businesses and, along with the other partners in the team, he conducts a large number of cases before the courts, including the European Court of Justice, the Danish National Tax Tribunal and other administrative authorities. In addition, he assists a range of the largest family-owned businesses in Denmark in estate planning. Lasse's teaching experience includes lecturing at the University of Copenhagen and on the mandatory training programme under the auspices of the General Council of the Danish Bar and Law Society. In 2002, he completed his Fulbright Scholar Master of Laws (LL.M.) in international tax from New York University. All material rating publications recognise Lasse as a leading individual. Lasse is currently engaged in a series of large cases, including, in particular, transfer pricing cases and the so-called beneficial owner cases on withholding tax on dividends and interest.

CHRISTENSEN, Niklas Korsgaard

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Featured in Energy & Natural Resources (Denmark), Real Estate (Denmark)

Practice Areas: Niklas Korsgaard Christensen is the Managing Partner of Plesner and advises on the implementation of large complex projects, transfers and dispute resolution in the practice areas energy, infrastructure and construction. Niklas has special expertise in the practice areas energy, infrastructure and construction and advises on the implementation of large projects, the transfer of such projects and dispute resolution. Niklas is a certified arbitrator and holds an MBA from the University of Cambridge. He has considerable teaching experience and has been an external lecturer at the University of Copenhagen. Niklas is the Managing Partner of Plesner (since March 2021) and a member of Plesner's Board of Director (since 2018).

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Featured in Employment (Denmark)

Practice Areas: Rasmus Høj Christensen has many years of experience in advising on employment law. His primary focus is on advising on employee relations in connection with M&A transactions, outsourcing and restructuring, as well as informing and consulting employees in this regard. In addition, Rasmus has extensive experience in both cash and share-based incentive programmes, including transaction-based incentive agreements. Rasmus has advised on the handling of employee relations in a number of the most significant transactions in Denmark in the last 10 years, including Tryg's and Intact's bid for RSA, the separation of Codan Sweden and Norway from Codan Denmark and Macquarie's bid for TDC A/S.

CHRISTOFFERSEN, Anders Peter G
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Featured in Corporate/M&A (Denmark)

Practice Areas: Anders Peter Christoffersen co-heads the firm's Corporate/M&A practice group and assists Danish and foreign companies and private equity companies, advising on contracts, company law, foundations law, M&A transactions, venture capital, shareholders' agreements and incentive schemes.

Career: Partner, Gorrissen Federspiel since 2008

CLASEN, Christian K
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Featured in Employment (Denmark)

Practice Areas: Christian advises on all aspects of labour and employment law, including industrial relations, HR aspects of business transfers and company restructures, sports law, CSR (with a particular focus on the requirements under international labour law) and equal treatment. Christian is an experienced litigator, regularly representing employers in the Danish courts, including the Supreme Court and the Labour Court. He is the main adviser of a wide range of major companies/employer's organisations on collective bargaining issues and their strategic partner to handle complicated negotiations.

Professional Memberships: Christian is a member of EELA and the national correspondent for Denmark for the publication "European Employment Law Cases" (EELC).

DAMGAARD, Søren
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Featured in Real Estate (Denmark)

Practice Areas: Søren Damgaard's main practice area is real estate transactions, real estate financing, development, lease law matters etc.

Career: 2014-2017: Managing Partner, Bruun & Hjejle 2006-: Partner, Bruun & Hjejle 2005: Admitted to the Danish High Court 2001-2006: Attorney, Hjejle Gersted Mogensen (now Bruun & Hjejle) 1999-2001: Assistant Attorney, Bech Bruun

Professional Memberships: Member of the board of directors in the Capricorn Forest Fund K/S and chairman of the board in IWC Naturfond.

Publications: Regular contributor of articles in the real estate section of the newspaper Berlingske Business.

DERNO, Rune Tandgaard
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Practice Areas: Rune has 13 years' experience representing public and private clients in all matters relating to insolvency law. He is known for his depth of experience in debtor restructuring and in major financial sector bankruptcies, alongside notable expertise uncovering fraudulent business schemes and attendant matters, including attachment proceedings, bankruptcy administration and litigation.

Career: 2016-: Certified insolvency lawyer 2013-2015: Certified insolvency lawyer 2012: Partner, Poul Schmith 2011: Right of audience before the Danish Supreme Court 2010: Junior Partner, Poul Schmith 2006: Admitted to practice law in 2006 2003-Poul Schmith 2003: Master of law, University of Copenhagen

Professional Memberships: Rune is a member of the Association of Danish Insolvency Lawyers.

Publications: Co-author of the chapter on Denmark in The Asset Tracing and Recovery Review, 2nd Edition.

DITTMER, Martin André
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Featured in Competition/European Law (Denmark)

Practice Areas: Martin André Dittmer is the Managing Partner at Gorrissen Federspiel and heads the firm's EU & Competition practice group and advises our clients on all competition law issues. Martin's practice has particular focus on merger control in M&A transactions, and he has been involved in some of the most complex Danish mergers dealt with by the European Commission and the Danish competition authorities over the past years. Martin also works with regulatory matters and advises on competition law issues specific to the media industry, including telecommunications companies.

Career: Partner, Gorrissen Federspiel since 2007

Professional Memberships: The Danish Association of Competition Law The Danish Association of European Law The Danish Energy Law Association The Danish Law Association Association Européenne d' Etudes Juridiques et Fiscales (AEEJF) Association Internationale des Jeunes Avocats (AIJA)

DUEHOLM, Mikala Berg
DLA Piper Denmark, København
Featured in Competition/European Law (Denmark)

Career: Mikala Berg Dueholm advises on all aspects of public procurement, public contracts and complaints. She provides advice on EU and national procurement rules to municipalities, regions, utilities and other bodies applying public procurement. Her advising spans the choice of tendering procedure, completion of the tender proceedings, contract drafting, pro-

fessional feedback concerning incentive mechanisms, the possibility of subsequent amendments of contracts awarded in a tendering procedure, access to documents, dispute resolution and complaints relating to tendering processes. Mikala has extensive experience in procurement processes relating to complex services, including strategic partnerships within the areas of construction, IT contracts and assortment tenders as well as complex tendering procedures such as negotiated procedures, competitive dialogues and design competitions. She has particular experience in advising on procurement projects within the areas of transport, building and construction, IT as well as soil contamination and raw materials. Furthermore, Mikala represents tenderers in connection with the submission of tenders or subsequently in connection with complaints and access to documents. She has conducted a number of cases concerning the procurement rules before the Danish Complaints Board for Public Procurement and the courts. Mikala understands the political machinery and is skilled at operating in politically driven organisations.

DYHR, Nicolai
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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Nicolai Dyhr advises on restructuring, insolvency and general credit issues. He has in-depth experience safeguarding creditor interests in distressed undertakings and as a restructuring administrator and trustee. Nicolai Dyhr is among the lawyers in Denmark having conducted most restructuring proceedings according to the new rules of the Bankruptcy Act. Nicolai also advises on all aspects relating to commercial law, including rationalisation, financial reorganisation, acquisitions and restructuring of insolvent enterprises. He is an experienced litigator and has substantial lecturing experience from courses as well as the University of Copenhagen and the Copenhagen Business School.

Career: Association of Danish Insolvency Lawyers (certified insolvency lawyer), 2013 Right of audience before the Supreme Court, 2009 Right of audience before the High Courts, 2004

Professional Memberships: The Association of Danish Insolvency Lawyers

ELLEGAARD, Niels Christian
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Featured in Information Technology (Denmark), Telecommunications (Denmark)

Practice Areas: Niels Chr. Ellegaard is responsible for the IT, Telecom and Outsourcing team. He is known for his ability to analyse and manage complex problems and projects. During his career, Niels has been engaged in a wide array of practice areas and is, in addition to IT, Telecom and Outsourcing, involved in board work and corporate law cases. Niels uses his extensive experience to prepare and negotiate contracts as well as to provide advice if disputes arise. He also serves as an arbitrator in IT disputes. Niels is a certified IT attorney and has been chairman of the Board of Directors of the Association of

Danish IT Attorneys. Niels is author of the book "Robots Entering the Legal Profession" published in March 2019.

ENKEGAARD, Jonas
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Featured in Employment (Denmark)

Practice Areas: Jonas Enkegaard advises Danish and international enterprises, public authorities and organisations on all aspects of employment and labour law, both the relationship between the company and the individual employee and issues relating to collective agreements. He is specialised in employee relations in connection with corporate acquisitions, executive service agreements and in drafting agreements concerning employees' employment conditions—including bonus schemes, employment contracts and severance agreements, etc. Jonas also deals with issues relating to public employment and collective agreements, including the employment conditions of civil servants. He also advises on employment matters in connection with delegation of employees, including delegation contracts, choice of law rules, rules concerning social security and applications for work permits.

Career: Right of audience before the High Court, 2011

Professional Memberships: Danish Association of Labour Law Employment Lawyers European Employment Lawyers Association

Publications: Scandinavian Employment Law

ESKESEN, Lotte
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Featured in Dispute Resolution (Denmark)

Practice Areas: Lotte Eskesen heads up Gorrissen Federspiel's Banking & Finance and Dispute Resolution (litigation and arbitration cases) practice groups in the firm's Aarhus office. She has been admitted to the Danish Bar and is also a German "Rechtsanwältin". The fact that Lotte has been admitted to both the Danish and the German Bar means that she has extensive experience with handling cross-border dispute resolution and financing cases with a particular focus on Danish-German issues.

Career: Partner, Gorrissen Federspiel since 2002

Professional Memberships: The Danish Association of Arbitration Law Danish Lawyers' Professional Group on Environmental Law Deutsch-Nordische Juristenvereinigung

FALSNER, Lise Høj
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Featured in Employment (Denmark)

Practice Areas: Lise Høj Falsner is a partner in Plesner's Employment and Labour Law team. Lise has extensive experience with regard to employment and labour law and advises private, public, and semi-public businesses, including advice on restructurings, redundancies, collective agreement interpretation, working time regulations, EU law regulations, anti-discrimination rules, etc. Her vast experience with regard to litigation

and arbitration proceedings makes Lise a much sought-after attorney to conduct cases involving employment and labour law cases before the Danish High Courts, the Danish Supreme Court, the Labour Court, the Civil Servants' Court, and before industrial arbitration tribunals. Lise also gives advice with regard to public servants, including civil servants and civil service-type employees, conducts legal investigations regarding employee relations, and serves as arbitrator within employment and labour law. Moreover, Lise has widespread teaching experience and is a popular lecturer with respect to courses and conferences on employment law. In the period 1997-2017 Lise was involved in several cases of general public importance before the Danish Supreme Court and the Danish High Court as well as industrial arbitration proceedings concerning the legal status of public-sector employees on behalf of public authorities.

FERNANDEZ, Mario

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Featured in Tax (Denmark)

Career: Mario Fernandez is an experienced VAT specialist, who has for more than 20 years dealt with international VAT and VAT on transactions (M&A) acting as an advisor to Danish and international companies, Danish pension funds and financial institutions, equity funds, and venture funds. Mario is widely experienced in managing and driving major transactions, including mergers and acquisitions, major due-diligence processes, restructurings, real-estate transactions, as well as handling aspects of Danish and international VAT planning, including VAT in a financial model. Mario is also widely experienced in advising enterprises on partial VAT deduction, including treatment of VAT, payroll tax, procedures for VAT-group registration, and cross-border transactions. In addition, Mario provides advice on regulatory, technical and VAT-related issues within betting and gambling, including online games.

FOGED, Terese

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Featured in Intellectual Property (Denmark)

Practice Areas: Terese has many years' experience in media and copyright law and intellectual property law in general, with particular focus on digital copyright and the challenges posed by new technology and business models. This involves advice to numerous Danish and foreign TV stations, media companies and others on various uses of audiovisual material; for example: -Negotiation, drafting and advising regarding agreements with TV distributors on cable retransmission of TV and radio channels, including via IPTV and web-TV (internet/OTT), and wireless retransmission by satellite and via the digital terrestrial television network (DTT). -Plus regarding agreements on other forms of exploitation, such as Start Over and catch-up services, N-PVR, portability, offline use and various on-demand offers by third parties of TV stations' broadcast plus streaming services -Advice on acquisition by TV stations of rights to both linear and non-linear use; third-party exploitation of rights; relevant EU legislation; the Nordic

extended collective licence system; and contribution to the 2014 - plus the present 2021 - amendment of the Danish Copyright Act in that area. -Advice on rights in the areas of linking, apps, use on the social media, etc. and rights clearance in the cross field between primary and third-party use.

FOGH, Peter

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Featured in Real Estate (Denmark)

Practice Areas: Peter Fogh is a partner in Plesner's Dispute Resolution team. He conducts litigation and arbitration proceedings before all Danish courts as well as Danish and foreign arbitration tribunals. He provides advice on construction law disputes and general contract law disputes. Peter is particularly experienced in matters with international law aspects. Peter advises Danish and foreign clients and has been involved in cases related to some of the biggest building and construction projects in Denmark in the last 20 years, including the bridge between the two Danish islands Zealand and Funen (Storebæltsbroen), the Øresund link and the Copenhagen Metro project. Peter is also experienced in advising Danish and foreign clients on ship financing and other types of project financing. Peter is a qualified mediator and an arbitrator. He is regularly appointed as an arbitrator in both Danish and foreign arbitration proceedings. In 2015 Peter was elected as chairman of the Danish Bar and Law Society for a four-year term and reelected for a two-year term in 2019.

FREDERIKSEN, Boris

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Practice Areas: Boris is a recognised specialist in the area with 28 years' experience representing public and private clients in some of the most high-profile bankruptcies in the market. His practice includes expertise in all matters relating to insolvency law and protection of creditor interests, including contract administration, negotiating reorganisations, assessment of potential liabilities and managerial responsibility and establishment and management of guarantees and guarantee schemes, and he frequently acts as a trustee.

Career: 2017: Partner-in-charge of Finance and Insolvency, Poul Schmith. 2013: Certified insolvency lawyer. 2013: Chairman of the Executive Committee of Poul Schmith. 2009 - 2017: Head of the firm's group for Insolvency, Poul Schmith. 1999: Partner, Poul Schmith. 1995: Poul Schmith. 1990 - 1995: Advokatfirmaet König, Homann & Christoffersen (later Advokatfirmaet Sandager). 1988 - 1990: Assistant judge.

Professional Memberships: Boris is a board member of the Association of Danish Insolvency Lawyers. He is also a member of the International Bar Association.

Personal: 2013: Certified insolvency lawyer. 2001: Right of audience before the Danish Supreme Court. 1991: admitted to practise law. 1988: Master of law, University of Copenhagen.

FREDERIKSEN, Yvonne

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Featured in Employment (Denmark)

Practice Areas: Yvonne advises on all aspects of labour and employment law, including discrimination, bonus and incentives, industrial relations (including collective bargaining and dispute resolution) and health and safety. Yvonne has extensive experience in litigation, particularly discrimination litigation, and has represented a great number of employers in the Danish courts, including the Supreme Court, and the European Court of Justice.

Professional Memberships: Yvonne is Officer in the IBA's Diversity and Equality Law Committee, Chair of the Ius Laboris Expert Group Discrimination and a member of the committee on procedural law under the Council of the Danish Bar and Law Society.

FRICTSCH, Mikkel

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Featured in Banking & Finance (Denmark)

Practice Areas: Mikkel Fritsch advises Danish and international clients on all aspects of finance law, including in particular acquisition financing, project financing and general loan financing as well as securitisation and bonds issue. In addition, Mikkel's expertise encompasses the regulatory issues of financial institutions and verification of capital issues by especially banks as well as corporate law matters and M&A transactions.

Career: Partner, Gorrissen Federspiel since 2017

Professional Memberships: International Bar Association (IBA) Danish Association for Banking and Finance Law Nordic Capital Market Forum (NCMF)

GEERTSEN, Christina Bruun

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Featured in Corporate/M&A (Denmark)

Practice Areas: Christina Bruun Geertsen works primarily with mergers and acquisitions and investments (M&A), stock and capital markets law, commercial and company law, and Greenlandic law. Christina advises Danish and foreign private equity and venture funds as well as industrial businesses and owners on mergers and acquisitions, investments and succession planning - including in relation to structuring, negotiation and conclusion of shareholders' agreements, investment agreements, share purchase agreements, and due diligence reviews. Christina has advised on numerous IPOs and share issues and has extensive experience in drafting prospectuses and handling verification processes. She is also advisor to a number of Greenlandic businesses and has in-depth knowledge of Greenlandic law. Christina heads Kromann Reumert's M&A and Greenlandic law groups. Christina is currently a member of the firm's Board of Directors.

Career: Christina became a partner in 2007.

GERNA, Henriette

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Featured in Dispute Resolution (Denmark)

Practice Areas: Henriette Gernaa is head of the firm's Dispute Resolution practice and Insurance sector group. She is also a member of the firm's off-shore and professional services cross-practice groups. Henriette has wide experience in international arbitration as counsel and arbitrator as well as in commercial litigation.

Career: Partner, Gorrissen Federspiel since 2005

Professional Memberships: International Bar Association (IBA) Young Arbitrators Stockholm (YAS) The Danish Association of Arbitration Law LCIA Young International Arbitration Group

GJEDDE-NIELSEN, Michael

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Featured in Real Estate (Denmark)

Practice Areas: Real Estate / Construction Public Procurement Dispute Resolution

Career: Attorney, VILTOFT, 2020-Appointed mediator and conciliator in construction disputes by the Danish Building and Construction Arbitration Board, 2019-Completed mediator training programme, 2006 Admitted to the Supreme Court, 1987 Partner, VILTOFT, 1982-2019 Admitted to the High Court, 1982 Admitted to the Danish Bar, 1980 Assistant attorney and attorney, VILTOFT, 1976-1982 Master of Laws (LL.M.), University of Copenhagen, 1976

Professional Memberships: Member of the Forum for the Future of the Council of the Danish Bar and Law Society, 2003-2005. Member of the working group of the Council of the Danish Bar and Law Society regarding public/private partnerships (PPP), 2005-2007. Member of the Danish Society for Construction and Consulting Law, the Danish Association for Procurement Law, the Danish Arbitration Association, the Danish Society of Insurance Law Danish Mediating Lawyers and the International Bar Association (IBA).
Publications: Co-author of "ABR 18: General Conditions for Consulting Services", Karnov Group, 1st edition, 2021 Co-author (with Hans Lykke Hansen) of "ABR 89: General Conditions for Consulting Services", Karnov Group, 3rd edition, 2013. Co-author (with Claus Berg) of "Company Formation in the Field of Waste Management" ("Selskabsdannelse på affaldsområdet"), KL's Forlag, 1990.

GOLDSCHMIEDING, Tue

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Featured in Information Technology (Denmark)

Practice Areas: Tue Goldschmieding provides advice to Danish and international clients on outsourcing, IT contracts and the protection of information privacy. Tue has extensive experience in complex outsourcing and IT transactions as well as the handling of legislative and security-related issues concerning protection of information privacy.

Career: Partner, Gorrissen Federspiel since 2015

GRAM-HANSEN, Niels

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Featured in Real Estate (Denmark)

Practice Areas: Niels Gram-Hansen is a partner with Lundgrens, and for more than 30 years he has advised on all aspects of real estate law. He has a particular focus on the structuring of sales processes, the completion of real estate transactions as well as general and commercial lease law. Niels has acted as a legal and commercial advisor to Danish and international players from both the public and private sectors, and he has been involved in many real estate transactions, including some of the largest in Denmark. He has managed controlled sales processes involving large property portfolios and acted as a trustee appointed by the Danish Competition and Consumer Authority in connection with commitment agreements on the sale of production plants in the heavy goods industry. Niels has recently advised on Freja Ejendomme A/S' divestment of the University-portfolio in Copenhagen; on Wihlborgs A/S' purchase of portfolios comprising more than 30 properties; Jyske Bank on the divestment of a portfolio of 5 residential properties; PKA on the financing of and purchase of part of Grønttorvet in Valby; PensionDanmark on purchase and development of youth housing projects in Lundtofte and Ballerup. Niels is a board member of several Danish property companies.

GRAVESEN, Klavs

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Featured in Energy & Natural Resources (Denmark)

Practice Areas: Klavs Gravesen is specialised in energy law, supply law and municipal company law and has many years' experience advising on issues relating to the interaction between the energy sector and the municipal sector. He advises municipalities and municipal communities and has since 2000 dealt especially with issues relating to privatisation of municipal companies and transactions in the supply area. Klavs was previously employed with the Ministry of Justice, the Law Department, including as Secretary to the Minister, and with the Legal Secretariat of the Danish Parliament. He therefore has in-depth knowledge of the legislative process. Klavs has been a partner in the Horten's public law team since 1998. He has been a teacher for many years at the University of Copenhagen in contract law, the law of obligations and consumer law.
Career: Right of audience before the High Court, 1991
Professional Memberships: The Danish Energy Association. The expert committee on energy and supply law of the Association of Danish Law Firms. The Danish Bar and Law Society's panel of experts concerning administrative law, planning law, environmental law and energy law.

GULLITZ-WORMSLEV, Teis

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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Teis heads up Kromann Reumert's insolvency & restructuring team in Copenhagen and advises his clients on all aspects of insolvency and restructuring matters and acts as trustee and restructuring administrator. Teis is also an experienced finance lawyer, advising on all types of acquisition and asset finance transactions. In addition, Teis regularly assist in the sale and purchase of businesses in financial distress, as well as in acquisitions and transfer of portfolios of distressed debts (NPLs). Finally, Teis advises his clients on general commercial law matters, such as contracts, negotiation and disputes.
Career: Partner since 2011. Between 2005-2008, Teis headed up Kromann Reumert's London office. Teis is head of Kromann Reumert's International Committee overseeing and coordinating the firm's international business and relationships and currently a member of the firm's Board of Directors.
Professional Memberships: Teis is an officer with the IBA, Insolvency Section.
Publications: Various.

HANSEN, Hans Severin

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Featured in Tax (Denmark)

Practice Areas: Hans Severin Hansen is Co-Head of Plesner's Tax Law team and he is recognised as the leading tax attorney in Denmark. He is the only Danish tax attorney rated a "Star Individual" by Chambers and has been selected for The Legal 500 Hall of Fame. Hans advises Danish and foreign business enterprises and he conducts the biggest and most complex tax cases. Hans's track record is unique. A lot of his cases are test cases which subsequently result in the reopening of similar cases and statutory amendments or changes in administrative practice. Hans is the chairman of the Danish branch of the International Fiscal Association (IFA) and was a member of its Executive Committee in the period 2009-2015. At the moment Hans is working on a number of big cases, specifically including transfer pricing cases, the so-called beneficial owner cases about withholding dividend tax and tax on interest as well as cases about the right to deduct losses suffered by foreign subsidiaries.

HANSEN, Jan Steen

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Featured in Tax (Denmark)

Practice Areas: For more than 20 years, Jan Steen Hansen has worked intensively with direct and indirect taxes. He advises Danish and foreign companies, pension funds, foundations, associations, public institutions and private individuals on matters relating to direct and indirect taxes.

HANSEN, Rasmus Holm

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Practice Areas: Rasmus is head of the firm's construction department. Rasmus has 14 years' experience offering legal advice on tendering, contracts and procurement-related issues as well as complex litigation matters within the construction sphere. Rasmus represents both private and public owners, lenders, contractors and technical consultants and provides advice in English, Danish, Swedish and Norwegian.

Career: 2017-: Head of our Construction and IT group. 2016: Partner, Poul Schmith 2014: Junior Partner, Poul Schmith 2012-2013: High Potential Programme, Poul Schmith 2006: Poul Schmith 2006: Master of Law, Aarhus University 2004-2005: LL.M., King's College London

Professional Memberships: The Danish Society for Construction and Consulting Law. The Danish Association for Procurement Law.

Publications: 2017: Construction and projects in Denmark: overview in Thomson Reuters Practical Law. 2016: Udbud med forhandling og konkurrencepræget dialog, chapter 8, Udbudsloven, Ex Tuto Publishing. Livscyklusomkostninger og totalomkostninger i en udbudsretlig kontekst, Chapter 9, Aktuel Udbudsret II, Djøf 2016. De udbudsretlige rammer for offentlige kontraktors varighed, Chapter 2, Aktuel Udbudsret II, Djøf 2016. "Udbud med forhandling - fra en praktisk synsvinkel" published at Udbudsportalen, 2013. "Forsvars-og sikkerhedsdirektivet - bliver det brugt (nok)?" published at Udbudsportalen, 2012. U.2009B.side 407ff: De udbudsretlige overvejelser og udfordringer ved skræddersyede lejemål og skræddersyede byggeier.

HANSEN, Thomas Maaberg

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Featured in Banking & Finance (Denmark)

Practice Areas: Thomas Maaberg Hansen has extensive experience in complex finance transactions and provides advice that focuses on the clients' commercial interests. Thomas advises Danish and international businesses, private equity funds and banks on financing and capital market transactions, including acquisition finance, project and asset finance and financial reconstruction. Thomas is recognised for his strong negotiating skills and commercial approach.

HAUGE ANDERSEN, Henrik

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Featured in Real Estate (Denmark)

Practice Areas: Real Estate / Construction Public Procurement Dispute Resolution

Career: Partner, VILTOFT, 2009- Attorney, VILTOFT, 2000-2009 Admitted to the Supreme Court, 2000 Attorney, Philip & Partnere, 1997-1999 Admitted to the High Court, 1995 Admitted to the Danish Bar, 1995 Assistant attorney and attorney, Kammeradvokaten, 1992-1996 Master of Laws (LL.M.), University of Copenhagen, 1992

Professional Memberships: Member of the board of directors of the Danish Society for Construction and Consulting Law (since 2019) Member of the Danish Association for Procurement Law

Publications: Co-author (with Michael Gjedde-Nielsen et al.) of "ABR 18: General Conditions for Consulting Services", Karnov Group, 1st edition, 2021 Author of article about procurement rules and the selection of construction client in social housing (Udbudsreglerne og valg af bygherre til alment nybyggeri) in Tidsskrift for Bolig og Byggeret 2004, page 287.

HEIBERG-GREYV, Christina

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Featured in Competition/European Law (Denmark)

Practice Areas: Christina Heiberg-Greyv advises Danish and international companies on matters related to competition and procurement law with particular focus on transaction-related work. Christina Heiberg-Greyv has more than 20 years of practical experience in competition law from both the Danish competition authorities and the legal profession. She has specific experience in transaction-related matters, including obtaining competition approvals in and outside Denmark. She also advises Danish and international companies on anti-competitive agreements, dominant undertakings, and the design of distribution systems. Christina is an experienced advisor in the field of procurement law and provides assistance to both private tenderers and public authorities. She is a member of the board of directors of the Danish Procurement Law Association (Dansk Forening for Udbudsret). Christina is also an experienced litigator and has conducted a number of leading cases before various complaints boards and the Danish courts of law.

Career: 2022-: Poul Schmith/Kammeradvokaten 2010-2021: Partner, Accura 2006-2010: Associate Partner, Rønne & Lundgren 1999-2006: Senior Consultant, The Danish Competition Authority 1996-1999: Legal Officer, The National Consumer Agency 1994-1996: Assistant Attorney, Kahlke Vandborg

HELLMANN, Steen

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Featured in Real Estate (Denmark)

Practice Areas: Real Estate / Construction Public Procurement Dispute Resolution Employment

Career: Admitted to the Supreme Court, 2019 Partner, VILTOFT, 2009- Admitted to the High Court, 2005 Admitted to the Danish Bar, 2003 Assistant attorney and attorney, VILTOFT, 2000-2009 Master of Laws (LL.M.), University of Copenhagen, 2000 Studies at New York University School of Law, USA, 1999

Professional Memberships: Board member, Lundgaard & Tranberg Architects (2020-) Chairman, Thomann A/S (2019-) Vice Chairman, Wissenberg A/S (2018-) Chairman, A/S Botica Entreprise (2009-) Chairman, Kildegård Privatskole (2013-2020), now board member Member of the Danish Society for Construction and Consulting Law, the Danish Association for

Procurement Law, the Danish Association of Litigators, the Danish Labour Law Society, Danish Employment Law Lawyers and the Danish Company Law Society.

Publications: Co-author (with Michael Gedde-Nielsen et al.) of "ABR 18: General Conditions for Consulting Services", Karnov Group, 1st edition, 2021 *Justitia*, no. 4/1998, Complaints about actual defects

HOFFENSETZ ANDRESEN, Rikke
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Practice Areas: Rikke Hoffensetz Andersen is head of the firm's M&A Real Estate team and one of two women ranked by Chambers within Real Estate. Rikke provides advice to pension funds, national and international property investors, developers and other business clients in matters relating to real estate, particularly in connection with property transactions, real estate development and the financing of real estate. She provides advice to a number of municipalities in development of new urban areas in the greater Copenhagen area. Rikke is highly experienced in conducting complex property transactions and has assisted clients in connection with significant real estate transactions in Denmark. Rikke's focus is always on fulfilling each client's specific needs and targets in the matter at hand and on completing complex transactions in a manner as simple, adaptable and efficient as possible. Rikke has a strong reputation for her extremely commercial understanding, which leads her to be able to find simple solutions to complex problems. Furthermore Rikke is well-known for her high degree of attentiveness towards her clients.

Career: 2019-now: Member of the Executive Committee of Poul Schmith 2017-now: Partner, Poul Schmith 2012-2017: Bech-Bruun 2012: NCC Property Development 2006-2012: Bech-Bruun 2006: Master of Law, University of Aarhus

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Practice Areas: Tom Holsøe is partner-in-charge of our Public Procurement and Contract Law department and heads the IT and Digitisation practice as well. Tom advises authorities with special requirements in relation to IT projects, including dispute resolution, and his experience in this field includes advice and dispute resolution in the largest public IT projects in Denmark. He engages primarily in advising public authorities with respect to the organisation and completion of procurement under the EU public procurement directives. Tom also has extensive experience in the drafting of contracts within a range of fields, including especially IT contracts. For several years, Tom has given lectures within public procurement and contract law. Tom has broad experience conducting complaints cases before the Complaints Board for Public Procurement and litigating issues before the High Courts and the Supreme Court. He has also assisted in the handling of several cases before the European Court of Justice. In addition, Tom has conducted several cases before national and inter-

national arbitration tribunals. Tom is a qualified arbitrator having completed the Danish Bar and Law Society's Arbitrator Training.

Career: 2013: Certified legal expert in IT Disputes 2010: Certified IT lawyer 1995-now: Poul Schmith 1995: Master of Law, University of Copenhagen

HOLSTED-SANDGREEN, Ulrik
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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Ulrik Holsted-Sandgreen provides legal and strategic advice to Danish and international companies. Furthermore, Ulrik is a member of the board of directors of several Danish companies, including listed companies. He has wide expertise in advising on financial restructuring and turnaround, and he advises companies and banks on bankruptcy and restructuring proceedings and non-performing loans. Ulrik has been appointed trustee and restructuring administrator of many companies. Ulrik also advises on the purchase of assets and activities from distressed companies (distressed M&A).

Career: Association of Danish Insolvency Lawyers (certified insolvency lawyer), 2013 Right of audience before the Supreme Court, 2004 Right of audience before the High Court, 1999

Professional Memberships: The Danish Bar and Law Society The Association of Danish Insolvency Lawyers INSOL Europe

HOLTSØ, Gitte
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Featured in Competition/European Law (Denmark)

Practice Areas: Gitte Holtsø is a specialist in EU competition law and public procurement law. Gitte heads Plesner's EU and Competition Law team. Gitte began her career at the Danish Ministry of Justice. She holds an L.L.M. from the University of Cambridge and she qualified as an English solicitor at BPP Law School in London in 2000 whilst working at Charles Russell's Solicitors, London, in their corporate and competition law division. Gitte has been involved in a large number of high-profile anti-trust cases in Denmark and the EU, such as the Danish State's sale of shares in Ørsted to Goldman Sachs, ATP and PFA, and EY's acquisition of KPMG's Danish activities. She has vast experience specifically in M&A matters including representing clients in European and multi-jurisdictional merger notifications. Another area of Gitte's expertise is EU and Danish public procurement. She has assisted contracting authorities such as Sund & Bælt Holding in relation to the construction of the Femern Belt Fixed Link, as well as suppliers, in particular within the pharmaceutical sector. Gitte has been an expert judge for the Danish Complaints Board for Public Procurement and she is a member of the Danish Lawyers' Association's expert committee on Public Procurement law.

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Featured in Data Protection (Denmark)

Practice Areas: Michael Hopp is a partner and head of Plesner's Data Protection Law team. Michael is a leading specialist in data protection law, and he has built up a unique market-leading personal data team at Plesner. Michael advises some of the most important Danish and multinational companies across industries on all aspects of data protection law, for instance data security, international data transfers, risk assessments, whistleblower hotlines and security breaches. He also has thorough experience of crisis management. Michael has an extensive network, nationally as well as internationally. Based on his long-standing experience with respect to personal data law and data protection, Michael has been involved in launching several innovative initiatives in the industry. Michael is in charge of Plesner's GDPR Master Class and Plesner's 4-day course "Plesner Certificate in Data Protection". In addition, Michael was involved in launching the popular compliance soft-ware RISMAgdpr and Plesner's GDPR e-learning programme and he recently initiated Plesner's digital knowledge platform "Plesner LegalHub". Michael has in-depth knowledge of data-driven marketing and particularly the commercial gains to be made from using data-driven marketing. Michael is a value-adding adviser, particularly with respect to the dynamic interpretation of legislation relating to the diffusion of new technologies.

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Featured in Information Technology (Denmark)

Practice Areas: Ole Horsfeldt started out as a general commercial lawyer, but over the past 20 years he has become what you would call an outsourcing lawyer as an attorney who specialises in companies' outsourcing or sourcing of business processes, IT services or integrated facility services.

Career: Partner, Gorrissen Federspiel since 2007

Professional Memberships: International Technology Law Association (Itechlaw) The Association of Danish IT Attorneys International Association of Outsourcing (IAOP)

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Featured in Competition/European Law (Denmark)

Practice Areas: Lotte Hummelshøj (1963) is a partner with Nielsen Nørager and she has more than 25 years of experience in Danish and EU competition law and public procurement. Her and her team advise on all elements in tender procedures, and acts for both contracting authorities and bidders including in negotiating procedures and complex infrastructure projects. Lotte is highly experienced in litigating cases before the Danish

Complaints Board for Public Procurement as well as before the Danish courts. Within competition law she advises on all aspects of competition law, including on pricing policies of dominant undertakings, merger control, distribution agreements, cartel cases as well as state aid cases.

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Featured in Energy & Natural Resources (Denmark)

Practice Areas: Jan specialises in technology and energy, and the interface between the two. Jan works intensively with the wind turbine industry, including agreements on supply and servicing of wind turbines, development or acquisition of wind turbines or wind turbine projects, and regulatory matters relating to the wind turbine industry. Based on his extensive industry knowledge, combined with an understanding of advanced technology and related contracts, Jan has assisted clients in Danish and international negotiations for sale, purchase and establishment of wind turbines with total capacities of more than 10,000 MW – both onshore and offshore.

Career: Jan became a partner in 2008.

HVELPLUND PEDERSEN, Kenneth
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Featured in Dispute Resolution (Denmark)

Practice Areas: Kenneth Hvelplund Pedersen assists Danish and foreign companies with threatening and pending litigation and arbitration proceedings. Kenneth has worked on a large number of cases before courts and arbitration tribunals. He has also negotiated and advised on many settlements that have spared the client lengthy legal proceedings. Kenneth has previously worked in our Corporate/M&A practice group where he gained insight into the business of many of our clients. In Corporate/M&A he advised on several significant IPOs and corporate acquisitions, among other matters. Kenneth uses this knowledge actively in his role as a litigator. Knowledge about the clients' businesses is a major strength in the effort to prioritise the issues of a case and obtain a good result in an environment where the battle lines have been drawn by disagreeing parties.

Career: Partner, Gorrissen Federspiel since 2018 Foreign Associate, Holland & Knight, New York, 2014 Gorrissen Federspiel 2006-

Professional Memberships: The Danish Arbitration Association; Young Arbitrators Copenhagen (YAC); Young Arbitrators Stockholm (YAS); LCIA Young International Arbitration Group (YIAG); ICC Young Arbitrators Forum (YAF)

IBSEN, Christian
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Featured in Energy & Natural Resources (Denmark)

Practice Areas: Christian specialises in M&A, company law and complex contracts, especially within the energy and health sectors, as well as general business law. He provides general business law advice to all types of Danish and foreign

businesses, including in particular in connection with M&A processes, restructurings and company law issues. In addition, Christian has worked with the energy and health sectors for many years, gaining a unique insight into and understanding of the special challenges that face these sectors. He has played a leading role in all of the high-profile mergers that have taken place in the Danish energy sector in recent years (including the Norlys merger between Eniig and SE) and has been a key adviser in connection with the consolidation of the market for private healthcare services. Having worked with M&A for several years, Christian has gained extensive process and project management experience, including team management and coordination of advice from foreign law firms in international transactions. Christian is known for his solution-oriented approach, which – together with his professional attitude and strong business understanding – always add value to the client's business.

Career: Partner, Kromann Reumert, 2016-Right of audience before the Danish High Court, 2011

INGERSLEV, Anne Cathrine
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Featured in Banking & Finance (Denmark)

Practice Areas: Anne Cathrine (AC) Ingerslev advises Danish and international clients in relation to debt financing and has unique experience advising on complex cross-border transactions. AC's advice focuses on finding practical solutions tailored to the business and commercial goals of each individual client. When structuring, negotiating and documenting transactions, AC draws upon a solid academic background within law, finance and economics as well as unique international expertise obtained from years of practicing as an English finance lawyer in London with Davis Polk & Wardwell. AC has extensive experience advising both borrowers, sponsors and lenders on loan financing, bond issues and financial restructuring. Within loan financing, AC advises on, among others, certain funds acquisition financing (both public and private), bridge facilities, other corporate financing and refinancing, direct lending, unitranche financing and real estate financing. AC also advises on combined loans and bond issues in various capital structures. AC has extensive international experience advising on complex cross-border finance transactions, including intercreditor arrangements. AC holds a Master of Laws from the University of Copenhagen and an MSc in Law & Finance (with Distinction) from the University of Oxford. AC is a dual-qualified lawyer in Denmark and England and Wales. AC is nominated as Acritas Star.

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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Morten Hans Jakobsen's practice concentrates on the handling of distressed companies and on advising the transport sector with special focus

on aviation, aircraft financing and ship financing but also financing in general. Morten's insolvency practice is particularly centered around restructuring but also includes all other aspects of bankruptcy and insolvency law. As regards transport, Morten renders advice to airline companies and the large shipping companies, but his practice also extends to rendering assistance and advice in relation to leasing, purchase/sale, regulatory issues, passenger rights, accidents, maintenance, registration, arrest, repossession and insurance matters.

Career: Partner, Gorrissen Federspiel since 2007

Professional Memberships: European Air Law Association (EALA) The Danish Association of Banking and Finance Law Comité Maritime Internationale (CMI) European Aviation Club (ECA) International Society of Transport Aircraft Trading (ISTAT)

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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Preben Jakobsen specialises in national as well as international advice on reorganisation, reconstruction and bankruptcy. Among others, he advises lenders, financial creditors and companies on issues relating to security, avoidance, M&A, financing and management liability. Preben has been seconded with Holland & Knight LLP, New York working in the firm's restructuring and insolvency group adding further depths to his international/cross-border experience on complex matters. Preben advises on business law issues with particular focus on construction law, including in relation to the drafting of contracts, negotiation, handling of defects and related issues. He also conducts legal proceedings on business law issues, particularly insolvency and construction law issues

Career: Partner, Gorrissen Federspiel since 2021

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Featured in Corporate/M&A (Denmark)

Practice Areas: Anders Ørjan Jensen is co-head of the firm's Corporate M&A and Capital Markets group and advises international and domestic clients on securities and corporate law matters, focusing primarily on capital market transactions, mergers & acquisitions and securities law advice. Anders also advises on corporate governance matters, management incentive programs and corporate reorganizations.

Career: Partner, Gorrissen Federspiel since 2011

Professional Memberships: The Mergers & Acquisitions Review, Danish Chapter 2008, 2009, 2010, 2011, and 2012, Law Business Research "Ejerftaler efter selskabslovens § 82", in Nordisk Tidsskrift for selskabsret 2009, no. 4 p. 79-90 "The European Mergers & Acquisitions Review", Danish Chapter 2007, Law Business Research

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Featured in Banking & Finance (Denmark)

Practice Areas: Michael Steen Jensen is a member of our Banking & Finance practice group and advises banks and financial institutions on all aspects of finance law, securities, securitisation, bond issues, project finance and the regulatory matters of financial institutions. He also advises on netting, financial collateral and clearing. Michael has extensive hands-on experience with establishing, acquiring, merging, selling and winding up financial institutions, and he is a director in the Danish Association of Banking and Finance Law.

Career: Partner, Gorrissen Federspiel since 1992

Professional Memberships: The Danish Association of Banking and Finance Law International Bar Association (IBA), Co-Chair of Banking Law Committee

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Featured in Corporate/M&A (Denmark)

Practice Areas: Morten Jensen's main practice areas are capital markets, M&A and private equity.

Career: 2016-: Partner, Bruun & Hjejle 2010-2016: Partner, Accura Advokatpartnerselskab 2005-2010: Partner, Rønne & Lundgren 2000-2005: Attorney, Kromann Reumert

Professional Memberships: Danske Advokaters kapitalmarkedsudvalg.

JOHANSEN, Christian
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Featured in Real Estate (Denmark)

Practice Areas: Christian Johansen is specialised in construction law, litigation and arbitration.

Career: 2012: FCIarb, Chartered Institute of Arbitrators, London 2012-: Partner, Bruun & Hjejle 2009-2012: Partner, Horten 2011: Admitted to the Danish Supreme Court 2007: Certified arbitrator, the Association of Danish Law Firms 2000-2009: Attorney and (since 2003) partner at Søby & Partners

Professional Memberships: The Danish Bar and Law Society, Danish Arbitration, Fellow of the Chartered Institute of Arbitrators, London (FCI Arb)

Publications: Bygherrens Ændringsret (1999) [Variations in Construction Contracts] AB92 § 46 og 400 sager om sagkyndig beslutning (2004) [AB92 § 46 and 400 cases on adjudication] T:BB 2001.6, Afregning af entreprenørens ændringsarbejder – om enhedspriser og AB92 § 14 [Quantification of Variations – on Unit Rates and AB92 § 14] Festskrift til DSFB (1999), Sagkyndige beslutninger, jf. AB92 § 46 – problemstillinger etc. [Adjudication, cf. AB92 § 46 – Specific Issues etc.] T:BB 2012.144, Rådgiverens ansvar for kvaliteten af bygherrens udbudsmateriale (with Tanja Nielsen) [The Responsibility of the Engineer related to Tender Documents] ICLR 2013.266, The Emergency Arbitrator in Construction T:BB 2013.687, Ole Hansen: Entrepriseretlige mellemformer

(review) [Modern Construction Contracts] Entreprisegarantier, sagkyndige beslutninger og hurtige afgørelser (2019) [On bonds, adjudication and fast track arbitration]

JØRGENSEN, Hans-Peter
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Featured in Real Estate (Denmark)

Practice Areas: Hans-Peter Jørgensen advises Gorrissen Federspiel's Danish and foreign clients on all aspects of conveyancing and lease of real property, construction and consultancy law, project development and procurement law. Hans-Peter renders assistance on a current basis in significant transactions as well as in relation to building and construction projects. Moreover, Hans-Peter is a frequent lecturer at the University of Copenhagen, Aarhus University, the Association of Danish Law Firms as well as the Building and Construction Arbitration Board, and he has issued a number of legal publications. In 1992, Hans-Peter was on secondment to Pinsent Masons in London.

Career: Partner, Gorrissen Federspiel since 2007

JUL MADSEN, Christian
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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Christian specialises in insolvency and restructuring law, general business law and mergers and acquisitions. Christian is restructuring administrator or trustee in a considerable number of restructuring or bankruptcy proceedings. Christian is also engaged in a large number of out-of-court restructuring proceedings and advises financial creditors. Many cases have international dimensions, where Christian has considerable experience in cross-border restructuring and other insolvency proceedings.

Career: Christian became a partner in 2009. Christian is currently a member of the firm's Board of Directors.

Professional Memberships: Member of the Danish Bar Association and the Association of Danish Insolvency Lawyers.

Publications: Author of books and articles on insolvency, reconstruction, and lectures frequently on insolvency law at Aarhus University.

KAAS, Thomas
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Featured in Shipping (Denmark), Banking & Finance (Denmark)

Practice Areas: Thomas specialises in banking and finance law, general contract law and shipping transactions. Thomas represents Danish and international banks and corporates in connection with finance and other banking matters as well as restructurings, including, in particular, investment grade lending, leverage finance, structured finance, finance tenders and ship finance. Thomas also advises Danish and international companies on general contract law and shipping transactions.

Career: From 1999 to 2002, Thomas managed Kromann Reumert's London office

and is a member of Kromann Reumert's international committee with particular focus on London and New York.

KANDLER, Ronnie

Poul Schmith, Copenhagen V
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Practice Areas: Ronnie Kandler has a strong track record in relation to public and private M&A transactions and has significant cross-border experience. He advises domestic and international companies, private equity funds and financial institutions on all aspects of M&A, renewable energy transactions, corporate governance, capital markets and company law. Ronnie is known as a very capable commercial lawyer with great people skills. Ronnie heads the firm's M&A team. **Career:** 2017-now: Partner, Poul Schmith 2013-2014: Mannheimer Swartling (Shanghai) 2012-2013: King & Wood Mallesons (Beijing) 2005-2016: Kromann Reumert 2005: Master of Law, University of Copenhagen

Professional Memberships: Ronnie is member of the Legal Committee of the Danish Venture Capital and Private Equity Association (DVCA).

KETELSEN, Peter

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Featured in Corporate/M&A (Denmark)

Practice Areas: Peter Ketelsen specialises in mergers and acquisitions (M&A), transaction-related stock exchange law, company law, fund regulation, and general commercial law. Peter advises Danish and international industrial and financial businesses as well as private equity funds on the sale and purchase of businesses, including by auction and through minority investments. He also advises on business combinations and joint ventures. His company law-related work includes articles of association, and capital and shareholder matters. Peter has advised on privatisation processes and succession, as well as the regulation of commercial foundations, and general commercial law matters such as cooperation agreements.

Career: Peter became a partner in 1997.

Professional Memberships: Member of International Bar Association (IBA), the Company Law Committee of the Association of Danish Law Firms, the Danish Corporate Law Association etc.

KJÆR, Lars

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Featured in Real Estate (Denmark)

Practice Areas: Lars Kjær has 20 years of experience rendering advice on all aspects of real estate investments, M&A real estate, and related financing. Over the years, Lars has advised Danish and international investors on many of the most significant real estate transactions in the Danish real estate market. Additionally, Lars is easily recognized as one of the market leaders within real estate financing and he consistently advises on LMA-based financing, loan agreements, credit mortgage financing, property bonds as well as stamp duty optimization. Beyond this, Lars also advises on acquisition financing, all types of asset financing,

corporate security structures, and inter bank-related matters.

KJÆR-HANSEN, Erik

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Featured in Competition/European Law (Denmark)

Practice Areas: Erik Kjær-Hansen is a competition law expert and the head of the Gorrissen Federspiel's EU & Competition Law practice group. For more than 20 years, Erik has assisted Danish and international entities in relation to competition law, procurement law and state aid law. He has comprehensive litigation experience and has conducted cases before the Supreme Court. In respect of competition law, Erik focuses on litigation (including actions for damages), issues relating to dominant undertakings and cartel probes. In relation to procurement law, he assists authorities and undertakings in carrying through tender procedures, submitting bids and conducting complaints proceedings. Erik also assists undertakings and authorities with other regulatory issues and has significant experience with external legal investigations. He also acts as arbitrator.

Career: Partner, Gorrissen Federspiel from 2015

Professional Memberships: International Bar Association The Danish Association of Competition Law The Danish Supreme Court Bar Association The Danish Association of Arbitration Law

KJÆRGAARD, Niels Wive

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Featured in Real Estate (Denmark)

Practice Areas: Niels Wive Kjærgaard is a Partner of the Real Estate and Construction practice area at Lundgrens. He has more than 36 years of comprehensive experience in all parts of the real estate area and especially within the construction area. Niels provides legal advice to domestic and foreign contractors, developers, technical advisors, and advises on all matters concerning purchase and sale, construction, operations, financing, and disposal of real property. Further, Niels assists in solving disputes between private clients and private clients and public authorities.

Career: Niels has solid experience with cases before the arbitral tribunal and has the right of audience before the Danish Supreme Court. Niels is recognized as one of Denmark's leading experts within construction law, and he provides advice to the two largest construction groups in Denmark and to several of the largest consultancy companies within building activities.

KJØLBYE, Christian Th

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Featured in Corporate/M&A (Denmark)

Practice Areas: Christian Th. Kjølbye is a partner in Plesner's Corporate Finance team. Christian's focus areas are: •M&As •Structured sales processes •Listed companies –take-over bids •Foundation law –commercial and non-commercial foundations •Arbitration proceedings

–Danish and international arbitration, especially in M&As and transaction-related cases Christian's track record includes some of the largest M&As in Denmark. Christian also has in-depth sector specialisation, eg in telecommunications, IT/consultancy businesses, logistics businesses and the food/beverage segment. He advises clients on take-over bids and management and governance. Christian is one of Denmark's leading foundation law advisors. He advises a range of the largest commercial foundations in Denmark on strategic issues related to the foundation's businesses and objects. Moreover, he is chairman and a member of various boards of trustees. Christian is also highly experienced in arbitration proceedings. Christian has conducted a series of important international arbitration proceedings relating to M&A guarantee requirements, loyal duty of disclosure and other transaction-related disputes with a high degree of complexity, expert witnesses etc. Christian has also served as arbitrator and umpire in a range of Danish and international arbitration proceedings. Christian has an LL.M from New York University.

KLEIST, Nicolaj

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Practice Areas: Nicolaj Kleist has extensive experience in advising on regulatory matters and public law issues and regularly assists in disputes before public authorities, complaints boards and the courts. His main areas of expertise include the energy and infrastructure sectors, where he advises energy and supply utilities within oil, gas, electricity, renewables and heating, as well as the life sciences sectors. Nicolaj Kleist has a strong track record in assisting on complex regulatory disputes and projects.

Career: 2020 - Founder and owner, KLEIST Legal 2013 - 2020: Partner, Bruun & Hjejle

Professional Memberships: Danish Bar Association; Specialist Committee on Energy and Supply Law of the Association of Danish Law Firms.

Personal: Born 1977; New York University School of Law 2001; University of Copenhagen 2003.

KLINGBERG-JENSEN, Klint

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Practice Areas: Klint Klingberg-Jensen leads Poul Schmith's offshore energy practice and advises on a range of aspects within the offshore industry, particularly on contracts, project execution and dispute resolution within the renewable energy sector. Klint has a background as in-house counsel with both DONG Energy A/S (now Ørsted) and INEOS, in both positions working with strategic sourcing for large capex projects and dispute resolution. Klint has extensive hands-on experience in management of commercial and legal issues in large and technically complicated international projects, within both the oil & gas and renewable energy industries. Klint is known for his ability to combine legal advice with practical implementation and always mindfully considering the commercial drivers of the

processes involved in. Klint represents national and international clients before the ordinary Danish courts, the Danish Building and Construction Arbitration Board and international arbitration tribunals. Klint and his team has in recent years been involved in contracting for several offshore wind projects in Europe, APAC and the US.

Career: 2021: Right of audience before the Danish Supreme Court 2018-now: Partner, Poul Schmith 2017-2018: Head of Functional Excellence, INEOS OIL & Gas A/S 2012-2017: DONG Energy A/S (now Ørsted) 2006-2012: Plesner 2006: Master of Law, University of Copenhagen

KLÖCKER, Michael

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Featured in Competition/European Law (Denmark)

Career: Michael Klöcker has vast experience in EU and Danish competition law and advises particularly on dominant enterprises, anti-competitive agreements, merger control, state aid, dawn raids and compliance as well as training. Moreover, Michael provides advice within a number of regulated markets, including especially within telecoms. Finally, he advises on issues of administrative law. Michael has profound industry-specific knowledge of and experience in the telecom, TV and media markets, including issues of marketing law, consumer law and telecom regulation and the development of new services within the telecom and media industries as well as relating legal issues. In addition, Michael Klöcker has been involved in several transactions and projects in the telecom and IT industries, including acquisitions and the set-up of cooperative joint ventures. Michael Klöcker has acted for clients such as Telia, KMD, Divisionsforeningen (the Association of Danish elite football clubs), Nets and Post Danmark. Furthermore, Michael provides advice on all aspects of administrative law, including case processing and authority issues as well as administrative review. He has extensive experience in conducting proceedings before public authorities, including complaints boards and dispute resolution boards. He is a part-time lecturer in administrative law at the University of Copenhagen.

KOFMANN, Morten

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Featured in Competition/European Law (Denmark)

Practice Areas: Morten provides specialist advice on all aspects of EU and Danish competition law, including multi-jurisdictional merger procedures, international cartel investigations, unilateral conduct matters, distribution networks, civil damages actions, compliance programmes and state aid issues. He has considerable experience handling extended Phase I and Phase II merger reviews. In recent years, Morten has spent much of his time on international cartel cases such as the Air Freight Investigation and the Commission's Power Cables Investigation. Morten has also taken an active role in the public debate on the introduction of imprisonment in Danish Competition Law.

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Featured in Competition/European Law (Denmark)

Practice Areas: Olaf Koktvedgaard is co-head of the Competition Law practice group at Bruun & Hjejle and advises on issues under EU and competition law, merger control and state aid with a focus on disputes. He also regularly acts as defense counsel in criminal competition law matters and other white-collar matters.

Career: 2002: Partner. 1992-2001: associate, Jonas Bruun. 1996-99: Referendaire at the ECJ. 1991-92: LL.M., Harvard Law School 1989-91: Head of Section, Danish Ministry of Justice. 1989: JD, University of Copenhagen. 2012: Admitted Danish Supreme Court Bar.

Professional Memberships: IBA, Danish Bar Association.

KOPP, Søren

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Featured in Real Estate (Denmark)

Practice Areas: Søren Kopp heads Bruun & Hjejle's Real estate department and specializes in M&A-real estate and project development.

Career: 2016-: Partner, Bruun & Hjejle 2015: Admitted to the Danish High Court 2009: Admitted to the Danish Bar

Professional Memberships: The Danish Bar and Law Society, International Bar Association.

Publications: Regular contributor of articles in the real estate section of the newspaper Berlingske Business.

KRÆMER, Thomas

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Featured in Corporate/M&A (Denmark)

Practice Areas: Thomas has more than 15 years of experience within mergers and acquisitions as a legal advisor on +100 transactions ranging from small companies to large blue-chip corporations. Moreover, Thomas has extensive experience in cross-border transactions. He advises several Danish and international companies and P/E-houses within all aspects of M&A transactions and on corporate and commercial matters in the day-to-day operation. Further, Thomas is specialized in sports law and he advises professional football players and other professional athletes in connection with their transfers between clubs, remuneration packages, and the use and commercialization of their commercial rights. In addition, Thomas works as an external lecturer for legal professionals in the course "Mergers and Acquisitions". Thomas is recognized and ranked in leading independent legal directories.

KRISTJÁNSSON, Tom Kári

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Featured in Tax (Denmark)

Practice Areas: Tom Kári Kristjánsson is the number one Danish attorney litigating cases relating to taxes and duties, including VAT, customs duties and excise duties. His track record at the European Court of

Justice is unique. No other Danish attorney has conducted and won so many EU cases. A large number of these cases have been leading cases and have been conducted as test cases. The outcomes of the cases have resulted in Danish businesses, particularly in the financial sector, receiving amounts running into billions of Danish kroner. In addition, Tom has extensive experience in conducting legal proceedings regarding consultants' professional liability and D&O liability related to taxes and duties, and he also litigates a large number of criminal cases relating to taxes and duties. At the moment Tom is involved in various cases for the financial sector on payroll tax, the duty to pay VAT on payment transactions and calculation of the deductible VAT percentage. He is also currently engaged in cases on a sector order in terms of VAT law, excise duties, registration tax on vehicles and taxes and duties related to transfer pricing. Tom was Managing Partner 2014-2021 and has previously been a member of Plesner's Board of Directors.

KRISTOFFERSEN, Karsten

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Featured in Dispute Resolution (Denmark)

Practice Areas: Karsten Kristoffersen specialises in complex disputes and investigations involving both legal and financial issues.

Career: 2017-2021: Managing Partner, Bruun & Hjejle 2013: Admitted to the Danish Supreme Court 2006-: Partner, Bruun & Hjejle 2003: Admitted to the Danish High Court 1999-2005: Attorney, Bruun & Hjejle

Professional Memberships: Danish Arbitration Association and the London Court of International Arbitration. Board member of a large Danish real estate investment company and a major Danish private equity fund.

KURE, Henrik

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Practice Areas: Henrik has broad experience in complex multijurisdictional corporate finance transactions. Henrik represents financial institutions, private equity sponsors and corporate borrowers in a wide range of leveraged and corporate finance transactions with a particular focus on financing of corporates, leveraged buyouts and asset-based lending transactions. Henrik also has deep experience in assisting lenders and borrowers in all stages of work-outs and debt restructurings.

Career: 2016-now: Poul Schmith 2010-2016: Gorrissen Federspiel 2009-2010: LL.M., Banking Law and Financial Regulation, London School of Economics and Political Science 2007-2010: Nielsen Nørager 2007: Kromann Reumert

KVISTGAARD-AAHOLM, Kenneth

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Featured in Intellectual Property (Denmark)

Practice Areas: Kenneth Kvistgaard-Aaholm specialises in IP law and assists Danish and foreign companies within several IP law disciplines. He focuses on legal

proceedings, transactions and advises on IP strategies. Kenneth heads up our team that handles and manages our clients' portfolios of trademarks and design rights all over the world. He has assisted a number of our clients in enforcing their trademarks in cases before the Danish courts. Kenneth has assisted clients with legal proceedings in Denmark as well as abroad. He has coordinated a number of foreign legal proceedings where Danish clients have either been sued or have sued others in one or more countries. Particularly, Kenneth has assisted in a large number of cases in the USA and Germany.

Career: Partner, Gorrissen Federspiel since 2012

Professional Memberships: EPLAW, The European Patent Lawyers Association Licensing Executive Society (LES) International Trademark Association (INTA) Foreningen Industriel Retsbeskyttelse (FIR) International Association for the Protection of Intellectual Property (AIPPI) IPR Nord

LAGE, Marianne

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Practice Areas: Marianne is specialised in advising on collective labour law, negotiation on drafting and renewal of collective agreements. Marianne is also very experienced in representing employers in litigation and before industrial arbitration tribunals and boards in these areas. This has also given her comprehensive experience negotiating with employee representatives on all issues relating to employment law. Marianne advises employers regarding all aspect regarding avoiding sexual harassment and assists a large number of private and public clients with general employment law advice, for example on reorganisations, disciplinary matters, discrimination, health and safety and working hours, etc.

Career: Right of audience before the High Court, 2000

Professional Memberships: The Danish Association for Labour Law The Association of Labour and Employment Lawyers, board member

LAGRELIUS, Simon

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Practice Areas: Simon Lagrelius is a restructuring, M&A and insolvency specialist with more than 10 years of experience. He specializes in the restructuring of insolvent companies, debt restructuring and refinancing.

Career: 2018-now: Poul Schmith 2015: Cambridge Judge Business School 2009-2018: Bech-Bruun Law Firm 2009: Master of Law, University of Copenhagen

LAMBERT, Peter

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Featured in Intellectual Property (Denmark)

Practice Areas: Attorney, partner, admitted to the Supreme Court. Peter Lambert advises Danish and international companies on media law, intellectual property law, marketing law, company and contracting law, and he is a board director of various companies. Peter Lambert has

extensive experience in litigation and arbitration proceedings, and Legal500 and Which Lawyer? have recommended him in the areas of media, entertainment and intellectual property law. Co-author of the book Personlighedsret (Personality Rights).

Career: Admitted to the bar 1991, admitted to the Supreme Court 1998; certified arbitrator 2007. Appointed partner at Lassen Ricard 1992; tutor in property law at the University of Copenhagen 1991-1996.

LARSEN, Jesper Schultz

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Featured in Corporate/M&A (Denmark)

Practice Areas: Jesper Schultz Larsen's main practice areas are M&A, Capital Markets and Private Equity.

Career: 2016-: Partner, Bruun & Hjejle 2010-2016: Partner, Accura Advokatpartnerselskab 2005-2010: Partner, Rønne & Lundgren 1999-2005: Attorney, Kromann Reumert

LARSEN, Susanne Schjolin

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Featured in Banking & Finance (Denmark)

Practice Areas: Susanne specialises in banking and finance law and financial regulation, focusing on derivatives transactions and related regulation within the financial and energy sectors. Susanne co-heads Kromann Reumert's Financial Regulation and Asset Management group. Susanne advises financial and non-financial entities and institutions on derivatives and collateral arrangements, including standard master agreements such as the ISDA Master Agreement, the TBMA/ISMA Global Master Repurchase Agreement (repo agreements) and the EFET General Agreement, structured derivatives, derivatives clearing and other obligations under EMIR, SFTR and MiFID II/MiFIR. Furthermore, Susanne assists clients with acquisition and general corporate loan agreements.

Career: Susanne became a partner in 2006.

LASSEN, Steen

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Featured in Intellectual Property (Denmark)

Practice Areas: Attorney, partner, admitted to the Supreme Court. Highly experienced, international corporate lawyer and arbitrator, both as chairman of arbitral tribunals and as arbitrator appointed by a party. Appointed by the Minister for Economic and Business affairs as member of a group of financial experts, where Steen Lassen investigated whether the Danish Financial Supervisory Authority complied with applicable legislation during the period 1999-2005. In that connection Steen Lassen inspected the ten largest financial institutions in Denmark. Appointed by the Minister for Culture as member of the committee that prepared legislation on the preservation of evidence in connection with the infringement of intellectual property rights (1999-2000). Legal advisor to the Danish prime minister before the tax allowance investigation commission, legal advisor to the speaker

of the Danish Parliament in relation to the Farum investigation commission, and legal advisor to the Permanent Secretary of State in relation to the Stateless Commission investigation.

Professional Memberships: Steen Lassen holds a number of chairmanships, among others of the Sportgoods Foundation and the Holck-Larsen Foundation, and has taken the initiative for a number of socially relevant projects, including India Today/Copenhagen Tomorrow.

LAURIDSEN, Christian Karhula
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Featured in Competition/European Law (Denmark)

Practice Areas: Christian Karhula Lauridsen is a specialist in EU Competition law. His experience includes the largest ever abuse case in Denmark, the largest ever competition law damages case in Denmark and some of the largest ever EU cartel cases involving Danish companies. In addition, he coordinates and is highly involved in complex, multi-jurisdictional claims for clients. Christian is part of a team which functions through a conscious notion of genuine team work. The team includes three economists and the former President of the General Court of the European Union, Bo Vesterdorf, who has unique and extensive experience in international and EU cases. Christian has a combined Master of Laws (LL.M.) from the University of Copenhagen and Katholieke Universiteit Leuven as well as a Master of Laws (LL.M.) in competition law, EU law and IP law from the University of Cambridge (Jesus College). He was seconded to work at the group secretariat of Carlsberg and has been an associated professor at Copenhagen Business School. Christian is the chairman of the Danish Competition Law Society, and he is a member of the Association of Danish Lawyers' expert panel for Competition Law.

LAURSEN, Thomas Holst
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Featured in Corporate/M&A (Denmark)

Practice Areas: Thomas Holst Laursen is a partner in Plesner's Corporate Finance team and has extensive experience in handling large complex transactions within private and public M&A, capital markets transactions (IPOs, etc) as well as transactions involving financing through other convertible securities, bonds, and securitisation. Thomas has been active in all areas of transactions within a range of sectors. Clients include private equity funds and venture funds, investment banks and listed companies as well as international clients operating in Denmark. In addition to transactional work, Thomas also provides advice to boards of directors on board duties, including in relation to disclosure obligations and corporate governance. Thomas has been involved in cross-border/international transactions globally. Over recent years Thomas has primarily been active in the pharmaceutical industry and in the energy and finance sector.

LAVESEN, Anders
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Featured in Corporate/M&A (Denmark)

Practice Areas: Anders works primarily with mergers and acquisitions (M&A), company and commercial law, as well as capital markets regulation. Anders is charged with managing the firm's engagement with a broad variety of clients—ranging from the largest financial businesses, listed groups, fund-owned media groups, private equity funds, partnership-owned consultancy companies and international IT businesses through to business angels. Anders has advised on transactions for all types of businesses and large property portfolios, and helped financial investors make alternative investments and set up alternative structures. As a legal advisor he combines considerable depth and breadth of expertise with a clear understanding of the commercial and strategic challenges involved in a case.

Career: Anders became a partner in 1994. He has previously served as Kromann Reumert's Managing Partner and as Chairman of the firm's Board of Directors.

Professional Memberships: Member of the Disciplinary Board of the Danish Bar and Law Society, Member of the Danish Company Law Association and the International Bar Association, Member of the board of directors for Denmark's Association for the Development of Board Work.

Publications: Contributing author to *Aktieafløsning (Share-Based Payments)*, Thomson A/S, 2nd edition, 2005

LEHMANN NIELSEN, Søren
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Featured in Tax (Denmark)

Practice Areas: Søren Lehman Nielsen is a partner in Plesner's Tax Law team. Søren advises enterprises, authorities, foundations, associations, pension funds and private individuals on tax matters. Søren conducted his first case before the Danish Supreme Court almost 20 years ago and has represented clients at all instances of the Danish courts since then. He is held in high regard in all areas of litigation concerning tax, VAT and duties. Presently, he is conducting several large transfer pricing cases. Søren is recognised as a leading tax specialist in Chambers, Legal 500 and World Tax. As a member of the board of Danmarks Skatteadvokater (the Association of Tax Lawyers in Denmark) and of the special committee on tax law under the auspices of Danske Advokater (the Association of Danish Law Firms), Søren comments draft legislation and draft guidances from the tax authorities. Søren is also the vice-chairman of Københavns Advokatforening (the Copenhagen Bar Association) and a member of the supervisory board of the Danish branch of the International Fiscal Association.

LENTZ, Jakob
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Featured in Dispute Resolution (Denmark)

Practice Areas: Jakob Lentz is a member of Bruun & Hjejle's dispute resolution practice, and specialises in litigation, arbitration and investigations.

Career: 2013: Admitted to the Danish Supreme Court 2012-: Partner, Bruun & Hjejle 2003-2012: Attorney, Bruun & Hjejle (Hjejle Gersted Mogensen)

LETT, Georg
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Featured in Dispute Resolution (Denmark)

Career: Georg Lett deals especially with litigation and arbitration as well as liability, insurance law and EU law. A key focus area is Georg's extensive assistance to the insurance and finance industries and, in addition to litigation before the Danish courts, he also appears before arbitration tribunals as well as the European Court of Justice. Moreover, he provides advice on all aspects of corporate and regulatory investigations. He acted for clients in cases such as the Faroe Bank case, the Feta case, cases relating to asset stripping and the high-profile Thorsen case on fraud and forgery. Furthermore, cases before the Danish Financial Council and against the Danish Consumer Ombudsman on disputes relating to the basis for pension schemes. He has defended cases concerning product liability for pharmaceutical injury, airplane crashes and D&O liability. Georg is involved in the wave of lawsuits and disputes on coverage seen in the wake of the financial crisis. Most recently, he was involved in MCT-case and Roskilde Bank case where he successfully defended EY. Georg Lett was the Danish member of the ICC International Court of Arbitration (2006-2016) and also acts as an arbitrator.

LINDE, Tobias
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Featured in Banking & Finance (Denmark)

Practice Areas: Tobias Linde assists Danish and foreign companies in banking and financing transactions. He has assisted in the drafting and negotiation of general loan and security documents, bond issues and more specialised products such as securitisation, financial instruments and derivatives. Tobias also advises on netting, clearing and regulatory matters and has extensive hands-on experience with stock exchange and securities issues, M&A and company law.

Career: Partner, Gorrissen Federspiel since 2008

LINDGREEN, Nicolai
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Featured in Intellectual Property (Denmark)

Practice Areas: Nicolai's primary field of expertise is patent, trademark and other IP litigation. He also advises on technology transfer, licensing, R&D and similar agreements. Nicolai represents Danish and international clients within all industries, with particular focus on life science and healthcare. He has conducted a large number of high-profile patent and trademark cases before Denmark's highest courts as well as Danish and international arbitration tribunals.

Career: Nicolai became a partner in 2000.

Professional Memberships: President of the Danish Association for the Protection of Intellectual Property Rights and President of the Danish AIPPI Group. Member EPLAW, LES, AIPLA, INTA etc.

Publications: Nicolai co-authored the "Annotated Danish Patents Act" (2012, 2nd ed. 2018), "Concise European Trade Mark Law" (2018), "The Unitary Patent Court" (2015), and "Patent Protection for Second Medical Uses" (2016).

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Featured in Corporate/M&A (Denmark)

Practice Areas: Henrik Rossing Lønberg is a partner in Plesner's Corporate Finance team and has extensive experience in M&A, securities law, capital markets law, financial institutions and corporate governance. Henrik has specialised in corporate finance since 2001 and has provided advisory services in more than 190 M&A transactions. He has advised listed and privately owned companies in Denmark and internationally, private equity funds, hedge funds, venture capital companies, public institutions, institutional investors and high net worth individuals. Over the past fifteen years, Henrik has been one of the most active (top 3) legal advisors in Denmark in the field of mergers and acquisitions (source: mergermarket.com, measured by number of transactions), and simultaneously he has been one of the most active lawyers in the Nordic region. Through his LL.M. degree from Harvard Law School (2001), his licence to practise law in New York and his subsequent employment at White & Case (New York) for more than four years, Henrik has acquired in-depth knowledge of and extensive experience in cross-border transactions. Henrik has continued to nurture his vast experience and network since his return to Denmark. A considerable part of Henrik's client portfolio is international. Henrik is chairman of Plesner's Committee for International Relations.

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Featured in Competition/European Law (Denmark)

Practice Areas: Marie Løvbjerg advises on competition law, merger control and state aid. She advises on all aspects of competition law and state aid and handles legal procedures before the Danish competition authorities, the European Commission and the courts. Marie has special expertise within competition law in relation to trade organisations, industry, retail and FMCG. Her advice covers infringement cases, compliance procedures, damage actions, training and general legal assessments. Marie also advises on distribution contracts and online sale. She also has wide experience in handling cases concerning mergers before the Danish competition authorities and the European Commission. Within state aid, Marie has wide experience in advising both municipalities and public and private businesses. Marie assists with ensuring that the aid is

legal, including how to treat state aid and when to obtain an exemption, e.g. under the vertical block exemption regulation. She also has experience advising on state aid within sports and culture, aviation and research and innovation.

Career: Attorney, Horten, 2015 Assistant Attorney, Horten, 2013 Head of Section, The Danish Competition and Consumer Authority, 2010-2013 Trainee, Lett Law Firm, 2008-2010

Professional Memberships: The Danish Competition Law Society Danish State Aid Law Association The Danish Association for European Law The Danish Association for Procurement Law

LUNDGREN, Christian

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Featured in Corporate/M&A (Denmark)

Practice Areas: Christian specialises in international mergers and acquisitions (M&A), capital markets, company law, and regulatory matters, i.a. FDI regulation and international trade. Christian heads Kromann Reumert's Capital Markets and Foreign Direct Investments practice groups. Christian has advised clients on several landmark capital markets- and M&A transactions in Denmark. He frequently advises Danish businesses on international acquisitions/transactions within e.g. telecommunications, IT, life science, and other industries. In recent years, Christian has advised on a number of cases which have decisively influenced corporate and capital markets regulation in Denmark.

Career: Christian became a partner in 2002.

Professional Memberships: The ABA Section of International Law, IBA, AIJA and Honorary President of AIJA (President 2006-2007).

Publications: Co-author of a number of articles and books, including *Køb og Salg af Virksomheder* (Purchase and Sale of Businesses), 6th edition released in early 2019.

LUNDGAARD, Søren

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Featured in Dispute Resolution (Denmark)

Practice Areas: The founder of Lundsgaard & Partnere, Søren Lundsgaard is one of the most sought-after litigators in Denmark. Søren Lundsgaard has extensive experience conducting trials involving matters of high complexity within a variety of different practice areas e.g. post M&A disputes, W&I insurance, D&O liability, the professional liability of professionals, such as attorneys, auditors, etc. Søren Lundsgaard is often appointed as an arbitrator.

LÜNEBORG, Lars

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Featured in Banking & Finance (Denmark)

Practice Areas: Lars Lüneborg is specialised within banking and finance law and has substantial international experience from working several years in the City of London. He has acted for both lenders and borrowers/sponsors and he has gained commercial insight from a secondment to a major investment

bank in London. Lars advises on a wide range of areas within banking and finance – primarily on national and international transactions involving syndicated loans, leveraged finance, financial restructuring and general corporate finance. Lars has substantial experience in drafting and negotiating loan agreements, intercreditor agreements and security documents and in complex project management across jurisdictions.

Professional Memberships: The Danish Association for Banking and Finance Law The Danish Association for Corporate Law Member of the Board of Directors, MBL A/S

MADSEN, Christian Schow

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Featured in Real Estate (Denmark)

Practice Areas: Christian Schow Madsen's main practice area is real estate.

Career: 2015-2019: Member of Bruun & Hjejle's board of directors 2009-2014: Managing partner, Bruun & Hjejle 1994: Partner, Bruun & Hjejle 1994: Admitted to the Danish Supreme Court 1989: Admitted to the Danish Bar 1986-1994: Attorney, Hjejle, Gersted & Mogensens (now Bruun & Hjejle)

Professional Memberships: The Danish Bar and Law Society, International Bar Association, Danish Supreme Court Bar Association.

MADSEN, Jørgen Kjergaard

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Featured in Corporate/M&A (Denmark)

Practice Areas: Jørgen Kjergaard Madsen specialises in mergers and acquisitions (M&A), stock exchange and capital markets regulation, company law, and general commercial law. Jørgen advises a variety of Danish and international industrial and financial businesses on issues such as M&A and private equity transactions, joint ventures, public offerings, shareholder relations, corporate governance, and insider and takeover matters.

Professional Memberships: Member of the board of directors for Danish businesses, funds and foundations, including subsidiaries of foreign businesses. Chairman of the Board of Representatives for the Association of Danish Law Firms. Long-standing involvement in the International Bar Association.

MADSEN, Mads Nygaard

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Featured in Information Technology (Denmark)

Practice Areas: Mads Nygaard Madsen is specialized in IT law and he is one of Denmark's leading attorneys in this area. He is a certified IT attorney. From 2017 to 2020 he was chairman of the association of Danish IT Attorneys. His legal expertise covers all areas of IT law, including outsourcing, software licensing matters and personal data law. Among other things, Mads has solid experience in the preparation and negotiation of IT contracts as well as handling disputes regarding IT services. He advises a wide range of Danish and

international clients – both suppliers of IT products and services and customers who purchase IT. In addition to his law degree, Mads has completed an education in computer science and economics. He is thus particularly competent in handling matters that require insight into complicated technical and commercial matters.

Career: 2021 – present: Attorney/Partner, DAHL Law Firm 2013: Certified Legal Expert in IT Disputes 2010: Certified IT Attorney 2006-2021: Attorney/Partner, Horten 2002-2005: Attorney, Horten 1999-2002: Assistant Attorney

MEYER, Michael

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Featured in Energy & Natural Resources (Denmark)

Practice Areas: Michael Meyer provides advice concerning the acquisition and sale of undertakings in Denmark and abroad. He assists in relation to share issues, capital increases and other securities law issues and provides legal advice on regulatory as well as company and contract law issues. Michael has extensive experience in Danish and EU competition law.

Career: Partner, Gorrissen Federspiel since 1991

MOALEM, Dan

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Featured in Corporate/M&A (Denmark)

Practice Areas: Dan Moalem heads the Corporate M&A practice. Dan engages in public and private M&A, private equity and venture capital, capital markets transactions and transactions with real estate.

Career: 2008 Moalem Weitemeyer, founder 2002 Admission to the Danish bar

Professional Memberships: Dan Moalem is chairman of the Firm. He also serves as independent director in very limited number of family owned businesses. Dan Moalem was one of the initiators in establishing the Danish Venture Capital and Private Equity Association (DVCA) in March 2000. He serves as advisory board member of the Copenhagen Centre for Commercial Law (CCL), University of Copenhagen. Dan Moalem has been attached to the University of Copenhagen as an external lecturer in the subject Capital Markets law.

Publications: Dan Moalem has written and co-written numerous book contributions and articles, including but not limited to: *Mosaic Theory in the Market Abuse Regulation – When Assessments and Analyses become Inside Information* Nordisk Tidsskrift for Selskabsret (in Danish), Moalem, D., Thomsen, H. H., Rasmussen, K. J., Ring, P. (2021) *The Danish Financial Act, chapter on Bank Bailout Packages* Djøf Forlag (in Danish), Moalem, D. (2020) *Takeover Bids, the Board and Compulsory Redemption* Nordisk Tidsskrift for Selskabsret, Moalem, D., Thomsen, H. H., Rasmussen, K. J. (2020)

MØGELMOSE, Henrik

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Featured in Corporate/M&A (Denmark)

Practice Areas: Henrik Møgelmoose specialises in mergers and acquisitions

(M&A), capital markets and company law, and also handles general commercial law matters. Henrik represents both Danish and foreign industrial and financial businesses, and private equity funds on disposals and acquisitions, mergers, initial public offerings and share issues. Henrik is highly experienced in major M&A and capital markets transactions, including M&A transactions abroad and privatisations. He has advised on numerous transactions and mergers within the banking sector. Henrik also advises a long list of clients on general company law and stock exchange regulation matters.

Career: Henrik became a partner in 1993.

Professional Memberships: The Board of Directors of Danish companies, including subsidiaries of foreign businesses.

MØLLER, Emilie

DLA Piper Denmark, København

Featured in Real Estate (Denmark)

Career: Emilie Møller is engaged in the sale and purchase of real estate and has several years' experience of completing major real-estate transactions for both Danish and international clients. Emilie has particular experience of portfolio transactions of commercial and residential rental properties and transactions of development properties in all phases, including forward-purchase and forward-funding models. Her advice and assistance span all aspects of a transaction, including structuring, contractual negotiations, management of the due diligence process as well as financing. In addition to Emilie's solid expertise, she is particularly recognised for her competencies in managing and driving comprehensive transactions and processes, and, over the last few years, she has provided advice in a number of the most significant transactions in Denmark to leading Danish and international investors.

MØLLER, Finn

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Featured in Corporate/M&A (Denmark)

Practice Areas: Finn Møller is a member of the firm's Corporate / M&A group and co-heads the firm's Auditing & Consultancy Firms practice. Finn advises primarily on mergers and acquisitions, capital markets and matters relating to the organisation and management of businesses. His areas of expertise include company law, trust and foundation law, securities law and the legal regulation of financial reporting and auditing. His advice on acquisitions and capital markets comprises all types of mergers and acquisitions, including structured sales processes, public takeover bids for listed companies, mergers and demergers, stock exchange listings and funding. Advice on organisation and management of businesses comprises group structures and company organisation, risk management, compliance and legal matters relating to financial reporting and auditing. Finn is entitled to appear before the Supreme Court and is also engaged in conflict resolution in connection with the above fields.

Career: Partner, Gorrissen Federspiel since 1985

Professional Memberships: International Bar Association (IBA)

MORTENSEN, Kasper

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Practice Areas: Kasper heads the firm's construction and real property litigation department, and is a recognised disputes specialist with a wealth of expertise advising on disputes relating to the construction industry. He is also known for his experience in IT, infrastructure and energy litigation, for his track record handling complex procurements disputes and for his skill as an arbitrator.

Career: 2016-2017: Head of the firm team for Project Litigation 2009-2011: Head of the former firm team "Environment and infrastructure" 2003: Partner, Poul Schmith 2001: Right of audience before the Danish Supreme Court 1993: Poul Schmith

Professional Memberships: Member of the Board, Danish Society for Construction and Consulting Law; Member, Danish Mediator Attorneys; Member, Danish Arbitration Association.

Publications: • Kasper Mortensen and Henrik Nedergaard Thomsen: Litigation and Dispute Resolution in Denmark: overview in ICLG. • Danish contribution for the "Practical Law's Construction & Projects Guide 2017", Thomson Reuters, 2017. • Konflikthåndtering af sager om byggeri (Mediation as an option - Managing conflicts in matters regarding real estate and construction) [ed. Pia Deleuran]. • Parallelle forsinkelse, når tid ikke er penge (Concurrent Delays, when time is not money) published in Tidsskrift for Bolig-og Byggeret (Housing and Construction Law Magazine), 2016 p.696.

MOSBEK, Jens Lund

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Featured in Employment (Denmark)

Practice Areas: Jens specialises in employment and labour law, public law and litigation. Jens has advised both public and private employers on all aspects of labour and employment law and he has represented employers in multiple court and arbitration proceedings. Jens also has considerable experience in pension and share-based remuneration. During the years when the Danish Commission of Inquiry into the Wars in Iraq and Afghanistan was active, Jens worked as interrogator appointed by the Danish Ministry of Justice, and he has also extensive experience in conducting legal investigations for both public and private sector clients.

Career: Jens became a partner in 2009.

Publications: Co-author of "Share-based Payment - experience, law, accounts, value and tax" and "The Executive Service Agreement".

MUKHERJEE, Piya

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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Piya Mukherjee is head of Horten's insolvency and restructuring group. She is specialised in insolvency law and has more than 25 years' experience in restructuring and winding up of ailing commercial enterprises. Piya advises Danish and foreign creditors with impaired

exposures and provides legal advice to corporate management in connection with analysing financial difficulties experienced by commercial enterprises, drafting proposals for restructuring or winding up, carrying through restructuring and advising on directors' liability. Piya has many years' experience in formal insolvency proceedings and often acts as trustee in connection with administration of insolvent estates and as liquidator in connection with compulsory dissolution of companies. She is official trustee with the Bankruptcy Division of the Danish Maritime and Commercial Court.

Career: Certified insolvency attorney by the Association of Danish Insolvency Attorneys, 2013 Right of audience before the High Court, 1990

Professional Memberships: Immediate Past President, INSOL Europe International Insolvency Institute The Danish Trustees and Liquidation Association Association of Danish Insolvency Attorneys

MUNK PLUM, Jens

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Featured in Competition/European Law (Denmark)

Practice Areas: Jens Munk Plum is a Partner and Coordinator of the firm's Competition Group. Jens' work area is competition law focusing on merger related work, including screening and structuring of transactions and multiple filings, and dominance issues with great experience in pricing and discounts. Furthermore, Jens advises on procurement law issues.

Career: Jens graduated from University of Copenhagen and Free University of Brussels. He worked at Kromann Reumerts Brussels office in 1997-98 and became a partner in 2000.

Publications: He is the country reporter of ECLR and GCLR, and author and co-author on a number of books on competition law issues.

NEUMANN, Michael

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Featured in Real Estate (Denmark)

Practice Areas: Michael Neumann specialises in real estate and construction law. He has many years of experience advising Danish and international companies as well as public companies and authorities within the fields of purchase/sale of real estate, development projects, construction, rent law, business leases and property financing. He is an experienced litigator and has conducted many important cases within his field of expertise. Other areas of expertise include environmental law, company law, contracts, M&A. Michael is also an experienced lecturer and teacher.

Career: Rights of audience before the Supreme Court, 2006, Rights of audience before the High Court, 2001

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Featured in Corporate/M&A (Denmark)

Practice Areas: Andreas Nielsen's main practice areas are M&A, capital markets and corporate law.

Career: 2022-: Managing Partner, Bruun & Hjejle 2013-: Partner, Bruun & Hjejle 2007-2013: Attorney, Bruun & Hjejle 2006-2008: Lecturer in law of property and secure transactions, University of Copenhagen 2004-2005: Associate at White & Case LLP, New York, USA

Professional Memberships: Danish and New York Bar.

NIELSEN, Jakob Krag

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Featured in Intellectual Property (Denmark)

Practice Areas: Jakob Krag Nielsen has special expertise and experience within litigation and advice on patents, trademarks, business secrets and other IP rights and in cases concerning the complex regulatory matters within especially Life Science. Jakob represents Danish and international clients in all industries and has a large network of international lawyers, which is of specific value in the IP/Life Science area. In addition to litigation, Jakob has wide experience assisting everything from startups to major listed companies with commercialisation of IP rights and defining and implementing IP strategies. In addition, Jakob assists with handling IP in connection with transactions.

Career: Right of audience before the Supreme Court, 2017 Partner, Lundgrens, 2013-2020 Attorney, Plesner, 2008-2013 Attorney, Kromann Reumert, 1999-2008 Officer of the reserve, 1991-2001

Professional Memberships: Jakob has been appointed as the Danish Bar and Law Society's representative to the Danish government's and CCBE's expert group on the European patent package.

NØRREMARK, Michael

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Featured in Tax (Denmark)

Practice Areas: Michael specialises in corporate tax, particularly the tax aspects of mergers and acquisitions, restructurings, reorganisations, structuring, incentive programmes, and the tax aspects of financial transactions and financial products. Michael has advised on a string of precedent-setting Danish and foreign M&A transactions, capital markets transactions and restructurings.

Publications: Co-author of a book about M&A transactions and several articles about tax and company law matters.

OGGESEN, Niels Jørgen

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Featured in Real Estate (Denmark)

Practice Areas: Niels Jørgen Oggesen is specialised within construction law and has more than 10 years' experience advising Danish and international parties in relation to construction projects. Niels Jørgen therefore has expertise within all aspects of construction law. Niels Jørgen often represents parties in disputes before the Building and Construction Arbitration Board and before the ordinary courts. He also has expertise within guarantee calls. Finally, Niels Jørgen has considerable experience in negotiating major international FIDIC based contracts.

Career: Right of audience before the High Court, 2015

Professional Memberships: The Danish Society for Construction and Consulting Law

Publications: Niels Jørgen has published the article 'Fit for Purpose - A part of Danish law?' in the Danish magazine 'Tidsskrift for bolig-og byggeret' in 2014 and participates in the research project 'Digital Construction Law' at the University of Copenhagen.

OLSEN, Jeppe Lefevre

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Featured in Competition/European Law (Denmark)

Practice Areas: Jeppe is a public law specialist, advising on two main areas: procurement law and other public regulatory matters, including municipal legal issues, subsidy schemes, environmental law, and utilities. As knowledge ambassador, Jeppe is responsible for Kromann Reumert's procurement and public law specialist group. He advises on all procurement law aspects, assisting in particular contracting authorities calling for tenders. From the initial strategic considerations and market dialogues, the drafting of the tender documents and the completion of the tender process to the final contract and commencement of the cooperation. Jeppe also assists clients in identifying business opportunities in a tender, submitting tenders and filing complaints as well as in any legal issue arising during the cooperation.

Career: Career Partner, Kromann Reumert, 2015-Kromann Reumert, 2003-Education Master in Environmental and Energy Law (MEEL), 2010 Admitted to practice law 2007 Master of Laws (cand. jur.), Aarhus University 2004

ØRNRUP, Jacob

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Featured in Intellectual Property (Denmark)

Practice Areas: Jacob Ørnrup heads up our Life Sciences cross-practice group that specialises in cases for clients in relation to pharmaceutical products, medical devices, biotechnology, food and chemical products. He is widely recognised as an expert within pharmaceutical and food law. Jacob also has extensive experience with legal proceedings within IP law, including patent cases and cases concerning unlawful use of trade secrets.

Career: Partner, Gorrissen Federspiel since 2003

Professional Memberships: International Bar Association (IBA) Licensing Executives Society (LES) International Trademark Association (INTA) European Communities Trade Mark Association (ECTA) Board, Danish Life Science Law Association, vice chairman

OTTOSEN, Arne Møllin

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Featured in Tax (Denmark)

Practice Areas: Arne specialises in corporate taxation, tax litigation, and company and commercial law matters. He heads Kromann Reumert's Tax Law group, which advises a multitude of Danish and

international businesses on Danish and international corporate taxation. He is a member of the Danish Supreme Court Bar and has conducted a large number of high-profile tax law cases.

Career: Banker (-1988). Kromann & Münter (1993-). Terma A/S (-1998). Resident lawyer, Kromann & Münter - London (-2000). Partner, Kromann Reumert (2001-). Arne is currently Chairman of the firm's Board of Directors.

Professional Memberships: The Danish Bar Association, The Danish Tax Lawyers Association, International Fiscal Association, International Bar Association, Deutsch-Nordische Juristenvereinigung.

Publications: Danish and international articles on tax and company law. Member of the editorial board of the Danish International Tax Review ("Skat Udland"). Danish correspondent for the International Tax Journal (USA). Danish chapter author of the IBFD Transfer Pricing Database. Danish member of the BNAI Transfer Pricing Forum.

PAPE, Hans Christian
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Featured in Corporate/M&A (Denmark)

Practice Areas: Hans Christian Pape advises domestic and international clients including public sector clients and PE funds on all matters relating to mergers and acquisitions, company law and equity capital markets. His involvement comprises all types of mergers and acquisitions, including leveraged acquisitions, mergers and demergers, joint ventures and other strategic alliances both domestically and cross-border. In addition to his legal career he has several years of professional experience as executive director in international sector leading companies within Branded Goods/FMCG.

Career: Right of audience before the High Courts, 1996

Professional Memberships: In addition to his legal career he has several years of professional experience as executive director in international sector leading companies within Branded Goods/FMCG.

PEDERSEN, Anders Endicott
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Featured in Tax (Denmark)

Practice Areas: Anders Endicott Pedersen is a partner in Plesner's Tax Law team, specialising in direct taxes. Anders has extensive experience of advising clients on cross-border taxation, including a number of foreign groups with companies in Denmark. Moreover, Anders works closely together with Hans Severin Hansen, another partner at Plesner, when preparing large-scale and complex lawsuits involving taxation of businesses. Anders is also a popular advisor among our other teams, who often involve him in large-scale cases and where he provides tax advisory services to clients in connection with restructuring of businesses, large property transactions and M&As. Before coming to Plesner, Anders accumulated broad tax law experience through his employment with the Danish National Tax Tribunal and KPMG. At present, Anders is involved in a series of major group actions, including in

particular the transfer pricing cases, the so-called beneficial owner cases involving withholding of dividend and interest tax and cases involving the right to deduct foreign losses.

PEDERSEN, Karsten
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Featured in Corporate/M&A (Denmark)

Career: Karsten Pedersen is primarily engaged with M&A and advises a large number of Danish and foreign private equity funds and industrial enterprises in connection with Danish and international business transactions and investments, including with respect to structuring of transactions, strategic considerations, due diligence exercise, mergers and demergers, establishment of joint ventures, drafting and negotiation of transaction documentation, etc. In addition to his activities within M&A, Karsten advises a large number of corporate clients on general issues of commercial and company law, including shareholder relations, drafting of commercial contracts as well as handling of commercial relations and financing, etc. On the public side Karsten advises within capital market law, including in relation to acquisition and delisting of listed enterprises, raising of capital, initial public offerings (IPOs) and private placements. Karsten is an active member of DLA Piper's global Hospitality & Leisure sector team. Through this team, DLA Piper provides advice to a wide variety of clients within the sector, including leading global, regional and national hotel and holiday resort operators, sports and leisure providers, online gambling operators, music venues, hotels and restaurants, etc. Since 2010, Karsten has ranked high on the top 10 list of most active M&A lawyers in Denmark.

PEDERSEN, Martin Dahl
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Featured in Intellectual Property (Denmark)

Practice Areas: Martin specialises in intellectual property law, litigation and arbitration within a commercial law context. He has many years' experience in advising clients in the media and entertainment industries, particularly the newspaper, publishing and sports sectors, including the e-sport industry. In addition to providing advice and negotiating agreements, Martin has also conducted cases before Danish and international courts, arbitration tribunals and commissions, including the European Court of Justice, the international Court of Arbitration for Sport (CAS), and national and international complaints boards for domain names. Martin has conducted media and copyright cases of general public importance in which significant principles have been determined, such as the use of digital technology in connection with copyright material and the limits of artistic freedom of expression in relation to the right to privacy. Martin heads Kromann Reumert's Sports, Media and Entertainment group.

Career: Martin became a partner in 2002. **Professional Memberships:** Board member of the Danish Magazine and Newspaper Publishers' Security Fund,

the Danish Copyright Society, the Danish Association for Entertainment and Media Law, the Danish Sports Law Association.

Publications: Books on copyright, domain names and the right of publicity and privacy.

PETERSEN, Rikke Schiøtt
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Featured in Corporate/M&A (Denmark)

Practice Areas: Rikke Schiøtt Petersen is a partner and co-head of the Corporate M&A and Capital Markets practice group of Gorrissen Federspiel and is recognised as a leading capital markets lawyer in Denmark. Being exceptionally experienced and highly skilled in public M&A and ECM deals, including major Danish IPOs, Rikke focuses on capital markets transactions, public and private M&A and corporate restructurings as well as advisory work on securities law and corporate law aspects, corporate governance and executive remuneration. Her clients include corporates, private equity funds, investment banks and institutional investors.

Career: Partner, Gorrissen Federspiel since 2006 Cravath, Swaine & Moore, New York 2001-2002 Gorrissen Federspiel 1996 -

Professional Memberships: Member of the Danish Committee on Corporate Governance and the Danish Commerce and Companies Appeals Board, both established by the Danish Ministry of Commerce and Growth. Legal expert appointed to the Board of Directors of the Danish Financial Supervisory Authority. Secretary, Securities Law Committee, International Bar Association.

PEYTZ, Henrik
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Featured in Competition/European Law (Denmark)

Practice Areas: Henrik Peytz (1959) is a partner with Nielsen Nørager and has more than 30 years of experience in Danish and EU competition law and general EU matters. He and his team assist Danish and international clients in all kinds of competition matters (such as merger control, cartel investigations, abuse of dominance, and state aid) and are involved in some of the largest Danish court cases in this area. The team further advises on matters involving public regulation (such as public procurement, regulation of the media, telecommunications, taxes and duties). Henrik Peytz holds an MBA with distinction from INSEAD (1991). He has extensive experience with cases before the Court of Justice of the European Union and has represented the European Commission at several occasions before the Court. He is chairman of the Tax Committee of the Danish Chamber of Commerce.

PFEIFFER, Ann
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Featured in Intellectual Property (Denmark)

Practice Areas: Ann has many years' experience primarily within the field of copyright law and media and entertainment law. Further, Ann is engaged in

intellectual property law in general and marketing law, IT law and EU law. Ann has through many years held a central position in the handling of the lawyer and secretariat function for UBO, through which she has attained specific expertise in the field of negotiating and entering agreements regarding use of broadcasters' rights in the Nordic and Baltic countries. Ann is characterized by her calm commercial overview, great negotiation skills, special understanding of strategic and complicated economic matters and, not least, legal precision.

Career: Ann Grew Pfeiffer graduated at law from University of Copenhagen (2004). Ann joined Lassen Ricard in 1998, was admitted to the bar in 2007 and appointed partner in 2013.

Professional Memberships: Ann is member of the board of the Danish Association of Entertainment and Media law and member of the Danish Copyright Society.

PHILIP, Marianne
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Featured in Corporate/M&A (Denmark)

Practice Areas: Marianne specialises in mergers and acquisitions (M&A), capital markets, restructuring and company law, and also handles general commercial law matters. Marianne advises a wide range of Danish and international industrial and financial clients in connection with M&A, IPOs and public issues, verification processes, restructuring, and corporate governance. Marianne has advised clients on several landmark and trend-setting capital markets and M&A transactions in Denmark.

Career: Marianne became a partner in 1987.

Professional Memberships: Adjunct Professor at CBS. Chairman of the Committee of Good Governance of Commercial Foundations. Chairman or member of the board of directors of a number of Danish Companies and Funds. Member of the Board of Duke University Law School.

PINBORG, Jacob
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Practice Areas: Jacob Pinborg leads the firm's competition work, with 25 years' experience in this space. He advises public and private clients on matters involving competition law, State aid law, procurement law, telecommunications law and EU law, and conducts cases on these issues before the Supreme Court, the High Courts, the Maritime and Commercial Court in Denmark as well as the General Court and Court of Justice of the European Union. He is appointed as NGA to the ICN on behalf of the Danish Competition Authority.

Career: 2011: Partner, Poul Schmith 2007: Associate partner, Poul Schmith 1996:

Poul Schmith 1994-1996: Assistant judge 1994: Master of law, University of Copenhagen. 1994: LL.M., University of Exeter.

Professional Memberships: Member of the Danish Bar and Law Society's Training Committee. Member of the board of the Danish Competition Law Society (2010-2020).

Publications: 2019: Author of parts of EU Karnov since 2001. Most recent: Capital and payments and competition law in EU Karnov 2017. 2012: Publication to commemorate Jens Fejø – “Papirskibenes kamp mod vindmøller” (in translation: The paper ships’ tilt at windmills), DJØF. 2011: Chapter 4 “Udbud og konkurrence – Udvalgte sammenhænge mellem udbuds-, konkurrence- og statsstøtteregele set fra offentlige ordregiveres side” of “Aktuel udbudsret”, DJØF.

PLESNER, Peter-Ulrik

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Featured in Intellectual Property (Denmark)

Practice Areas: Peter-Ulrik Plesner focuses on IP law, including patents, trademarks, counterfeited products, Life Science and litigation. Peter-Ulrik is an absolute leader in his field and is ranked a “star individual” by the recognised international rating publication, Chambers. In particular, he represents a large number of national and international clients in patent disputes as well as trademark and marketing cases. He has extensive litigation and arbitration experience. Peter-Ulrik has a right to appear before the Danish Supreme Court and frequently conducts cases there as well as before the Danish High Court and the Danish Maritime and Commercial High Court. Finally, Peter-Ulrik serves as an arbitrator and he has completed the General Council of the Danish Bar and Law Society’s training programme for arbitrators.

POULSEN, Henrik Selchau

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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Henrik Selchau Poulsen is a leading partner within restructuring and insolvency.

Career: 2014-: Partner, Bruun & Hjejle 2007-2014: Attorney, Bruun & Hjejle 2011: Admitted to the Danish High Court 2007: Admitted to the Danish Bar

Professional Memberships: INSOL Europe

PROCHOWNIK, Philip

Poul Schmith, Copenhagen V

Featured in Real Estate (Denmark)

Practice Areas: Philip Prochownik is engaged in a number of business related issues, primarily focusing on real estate and insolvency law. He is very experienced in the purchase and sale of property and loan portfolios, property development and providing advice to creditors in connection with non-performing property investments and cooperative associations in distress. Philip is also very experienced in administering large bankruptcy estates, restructuring in court and out of court as well as litigation in the area of insolvency law. Since 2014, he has been a certified insolvency lawyer.

Career: 2017 – NOW Poul Schmith/Kammeradvokaten 2014 Certified insolvency lawyer 2011–2017 Attorney, Plesner Law Firm 2009–2011 Assistant Attorney, Bang + Regnarsen 2009 Master of Law, University of Copenhagen

RASMUSSEN, Kim

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Featured in Banking & Finance (Denmark)

Practice Areas: Kim specialises in banking and finance law. Kim represents Danish and international banks as well as large corporates in connection with corporate finance and banking matters and restructurings including, in particular, syndicated loans, acquisition finance, structured finance, bond issuances including EMTN-programmes, derivatives and banking restructurings.

Professional Memberships: Member of the Danish Bar Association. Member of the New York Bar Association.

RINGEN, Nina

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Featured in Intellectual Property (Denmark)

Practice Areas: Nina Ringen is Partner and Head of the IP practice group at Lundgrens. With more than 15 years of experience, Nina is a specialist in IP (both contentious and non-contentious) providing advice on a variety of matters relating to trademarks, copyrights, designs, domain names, marketing law, consumer law, and other related areas. She also assists clients with IP portfolio management in particular relative to trademarks and designs and frequently advises on transactional matters pertaining to IP. Nina advises many foreign and domestic clients on the commercialization and enforcement of IP rights. Major international clients include global brand owners within clothing, toys, furniture, lightning, sportswear, software, and pharmaceuticals (B2B and B2C). Selected and recent work highlights include advising and representing Interflora Denmark in trademark litigation before the Eastern High Court, firmly establishing the renowned brand’s SAY IT WITH FLOWERS trademark (in Danish) as reputable. Nina is chair of the board of the Danish Anti-Counterfeiting Group (DACG) which is part of the board in the Global Anti-Counterfeiting Group (GACG). Nina is a permanent reporter to the World Trademark Review (WTR).

Professional Memberships: Nina is a member of INTA and AIPPI, serving on the INTA Anti-Counterfeiting Committee.

ROEPSTORFF, Michala

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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Michala Roepstorff is a partner in Plesner’s Insolvency Law and Restructuring team. Michala has been involved in some of the largest and most complex bankruptcies and restructurings in Denmark and is currently appointed as trustee of one of the most significant bankruptcies in Denmark in recent years – the estate of OW Bunker, which has involved conduct of complicated insolvency-related litigation. Michala is highly specialised in administration of estates in bankruptcy, including uncovering of voidable transactions, continuation of operations as well as transfers of bankrupt businesses. She also advises on restructuring of distressed enterprises,

including arrangements with creditors, employees in estates in bankruptcy, just as she advises banks and other financial institutions on insolvency matters. Michala is a member of the board of the Association of Danish Insolvency Lawyers and chairman of SWIC, the Scandinavian network of International Women’s Insolvency & Restructuring Confederation. In 2019, she was elected “Councillor of Denmark” in INSOL Europe. Michala has been a key figure in our market-leading insolvency team’s focus on process optimization by introduction of new digital solutions and additional strengthening of the close cross-disciplinary collaboration with Plesner’s other specialist teams in order to create as much value as possible for clients.

ROSING, Jakob

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Featured in Shipping (Denmark)

Practice Areas: Jakob specialises in a broad range of marine, transport and insurance related matters with particular focus on dispute resolution before the ordinary courts and in arbitration proceedings, including in relation to other commercial law matters. Jakob also works with arrest and enforcement proceedings. He also practices non-contentious work such as the drafting of logistic contracts. Jakob appears regularly before the Maritime & Commercial High Court in Copenhagen and the Danish High Courts and he has right of audience before the Danish Supreme Court before which he has argued several cases. Many of Jakob’s cases involve international aspects, such as issues about conflict of laws.

Professional Memberships: Member of Comité Maritime Internationale (CMI) and Højesteretsskranken.

Publications: Author of a reference book on Danish transport law and contributor to “Multimodal Transport Including Cross-Border Road Haulage – Will the CMR Apply?” published in the European Journal of Commercial Contract Law.

ROSS-HANSEN, Elise

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Featured in Employment (Denmark)

Practice Areas: Elise Ross-Hansen is specialised in employment and labour law.

Career: 2008: Mediator 2007-: Partner, Bruun & Hjejle 2006: Admitted to High Court 1998-2006: Assistant attorney and attorney, Bruun & Hjejle

Professional Memberships: Danish and European Employment Lawyers’ Associations.

Publications: Publication by Danish Bar Association on employment policies, 2007.

ROSTOCK-JENSEN, Jens

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Featured in Dispute Resolution (Denmark)

Practice Areas: Jens Rostock-Jensen specialises in litigation and arbitration within a broad commercial law context. Jens is a member of the Danish Government Standing Committee on Procedural Law. He also advises on insurance and tort law, particularly product liability, pro-

fessional liability, and coverage matters. Jens has conducted a series of pivotal and landmark cases for banks, mortgage credit institutions, and insurance companies. He was involved in the first class actions in Denmark. Jens also advises on aviation law, including liability, insurance, and concessions. Jens regularly has acted as counsel and arbitrator in numerous domestic and international proceedings under the rule of The Danish Arbitration Institute, the International Chamber of Commerce (ICC) and the Stockholm Chamber of Commerce (SCC).

Career: Jens became a partner in 1993.

Professional Memberships: The Government’s Standing Committee for Procedural Law, the General Council of the Danish Bar and Law Society, the Judicial Appointment Council for international judges, the Danish Bar and Law Society’s expert committee of civil procedure, arbitration and mediation, the Danish Arbitration Association and the Danish Supreme Court Bar Association.

RYGAARD, Sture

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Featured in Intellectual Property (Denmark)

Practice Areas: Sture Rygaard advises clients on Danish and European IP law. His primary practice areas are patents, trademarks and counterfeited products (design/copyright/marketing law), and he is an experienced litigator in all these areas. Sture also provides advice on IP strategy and due diligence. In the field of Life Science, Sture advises pharmaceutical and biotech clients, and he has obtained injunctions concerning pharmaceutical products and biotech inventions. Sture assists clients in enforcing trademark and design rights. A considerable part of this work consists of lawsuits and preservation of evidence cases, and Sture also has experience in obtaining injunctions with EU-wide effect based on EU trademarks. Sture is Member of the Board of EPLAW (2017-), Chairman of the AIPPI Standing Committee on Trade Secrets (2017-) and Vice-Chair of the Association for the Protection of Industrial Rights (FIR/local AIPPI Group). Sture has contributed to a wide range of IP and Life Science books including a comprehensive book on the Rules of the UPC and regularly lectures at seminars and conferences.

SAHLERTZ, Christian

Bruun & Hjejle, Copenhagen

Featured in Banking & Finance (Denmark)

Practice Areas: Christian Sahlertz’ main practice area is banking & finance and debt capital markets.

Career: 2021: Partner, Bruun & Hjejle 2019: Associate Partner, Bruun & Hjejle 2016-2019: Attorney, Bruun & Hjejle 2010-2016: Attorney, Accura

Professional Memberships: The Danish Bar and Law Society.

SAND, Jacob

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Featured in Employment (Denmark)

Practice Areas: Jacob Sand is head of the firm’s Labour & Employment practice group. Jacob specialises in a broad range of employment law issues. Having worked

for more than 3½ years as a Legal Secretary at the European Court of Justice and having acted as an active advocate before the EU Court, Jacob has state-of-the-art knowledge and understanding of all aspects of EU employment law. Jacob Sand combines this knowledge with profound insight into collective labour law. This means that he is one of the most widely used litigators in Labour Court cases.

Career: Partner, Gorrissen Federspiel since 2008

Professional Memberships: The American Bar Association (ABA) European Employment Lawyers Association (EELA) Danish Association of Experienced Supreme Court Litigators The Danish Labour & Employment Association

SCHILDNER-KNUDSEN, Jakob

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Featured in Tax (Denmark)

Career: Jakob Schildner-Knudsen heads DLA Piper Denmark's Tax practice group, which advises a multitude of Danish and international businesses on Danish and international taxation. Jakob is an experienced tax attorney with more than 20 years' experience as a tax advisor in the audit and legal services sectors. In particular, he advises on international taxation and structuring and provides assistance in all aspects of real estate investments and M&A transactions as well as corporate taxation and all tax aspects of alternative investments. Jakob is thus widely experienced in managing and driving major M&A and real-estate transactions, including business transfers and major due-diligence processes. Jakob is also one of Denmark's leading advisors on all types of investments in Denmark and on the specific rules and regulations of the Danish tax regime, including dividend tax, refunds, incentive programmes, etc.

SCHIØLER SKAARING, Peter

Kromann Reumert, Copenhagen

Featured in Banking & Finance (Denmark)

Practice Areas: Peter Schiøler Skaaring specialises in banking and finance law. Peter assists both lenders and borrowers on all finance law matters, from acquisition funding to general operating finance and restructurings. In 2014-2015, he was seconded to the international law firm of Shearman & Sterling, where he also gained specialist knowledge of i.a. bond issues. Peter further has a strong track record within other types of funding, including unitranche and mezzanine debt financing, preference shares, and venture capital funding.

Career: Partner, Kromann Reumert, 2022-Director, Kromann Reumert, 2018-2021 Kromann Reumert, 2013-Poul Schmith/Kammeradvokaten, 2011-2013

SCHMIDT PEDERSEN, Bo

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Practice Areas: Bo is a specialist in the field of construction law with over 25 years of experience, today primarily focused on advising public and private clients on large-scale construction projects (tendering, procurement, disputes and litigation). However, Bo also has experience as counsel to contractors and technical consultants and thereby has invaluable

insight into construction matters seen from all sides.

Career: 2018-Partner, Poul Schmith 2015: MSc in Construction Law and Dispute Resolution, 2010: Associate Partner, Poul Schmith 2005: Poul Schmith 2000-2005: Plesner 1997-2000: Bang Regnarsen 1995-1997: Carl-Johan Howitz 1995: Master of Law, the University of Copenhagen
Professional Memberships: Member, Danish Society for Construction and Consulting Law; Member, Danish Procurement Law Association; Member, framework condition committee under the auspices of the Danish Association of Construction Clients.

Publications: Danish contribution in "Practical Law's Construction & Projects Guide 2017", Thomson Reuters, 2017. Projektkonkurrencer, chapter 8, Aktuelt udbudret II, DJØF 2016. Tidsstyring i Byggerier, published in Tidsskrift for Bolig-og Byggeret, 2011 p. 555, and in AB og nye aftaleformer i byggerier, Karnov Group, 2014. Afregning af enhedsprissatte arbejder under AB92, published in Tidsskrift for Bolig-og Byggeret, 2010, p. 422. Entreprenørens ansvar for udførelsesfejl i dansk og tysk byggeret, published in Justitia no. 4, 1996.

SCHRADIECK, Peter

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Featured in Dispute Resolution (Denmark)

Practice Areas: Peter Schradieck is head of Plesner's Dispute Resolution team. His practice is exclusively centred on preparing and negotiating major litigation and arbitration proceedings in the areas of management responsibility, banking and finance, post M&A disputes, IP and marketing law. He also prepares and conducts major legal inquiries. Peter has broad experience from conducting more than 150 litigation and arbitration proceedings and has been involved in negotiating some of the biggest litigation and arbitration cases in Denmark. Peter conducts litigation before the ordinary courts of law, including injunction proceedings before the enforcement courts, as well as arbitration proceedings before the Danish Institute of Arbitration (DIA), the Danish Arbitration Board for Building and Construction and before international arbitration institutions such as the ICC, the LCIA and the SCC. Peter is also a certified arbitrator and is regularly appointed an arbitrator. Peter previously worked for six years in the practice areas IP law and Life Science. Peter also holds a Master's degree in strategy, finance and corporate governance from the Copenhagen Business School (CBS), and he is co-author of the annotated Danish Act on Measures to Prevent Money Laundering and Financing of Terrorism (The Anti-Money Laundering Act) (2020).

SCHÜTZE, Henrik

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Featured in Intellectual Property (Denmark)

Practice Areas: Henrik is managing partner since 2019. Henrik's speciality is primarily commercial law, and he advises and represents Danish and international companies and organisations within multi-

ple areas. Henrik advises on such subjects as strategies for protection or exploitation of rights under the Copyright, Trademark, Patent and Marketing Acts; publishing agreements; music company agreements; all aspects of contracting within the construction law area; agreements on the performance of geothermal drilling projects; agreements on gas sales in and transportation of gas from the Danish fields in the North Sea; agreements on the development of IT solutions for both the private and public sectors; the provisions of the Danish Act on Processing of Personal Data and the Executive Order on Security; purchase and sale of companies and company law in general; procurement law; and contracting law in general. Henrik is a highly experienced litigator, and in recent years he has spent most of his time on court and arbitration cases, including international arbitration cases regarding offshore projects, where the court language is English. He is also a certified arbitrator and takes an interest in mediation, having recently qualified as a building and construction mediator.

SCHWARZ, Finn

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Featured in Employment (Denmark)

Practice Areas: Finn Schwarz is specialised in employment law, general commercial law and tort and insurance law and has many years' experience as advisor to Danish and international enterprises within a wide range of business sectors. He is an experienced litigator and has conducted numerous cases before the High Courts and the Supreme Court. He is a licensed administrator with the Probate Court of Frederiksberg and often acts as arbitrator and mediator. Finn has published a large number of books and teaches employment law, the law of tort and other subjects in connection with courses arranged by DJØF (the Association of Danish Lawyers and Economists) and other course providers. He also writes regularly for Karnov's newsletter Arbejdsmiljø ABF.

Career: Managing Partner, Horten, 2018 Right of audience before the Supreme Court, 1994 Right of audience before the High Courts, 1989

SEVEL, Jakob Echwald

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Practice Areas: Jakob Echwald Sevel is a banking and finance specialist.

Jakob advises lenders and borrowers on acquisition finance, project-based and asset-based financing arrangements and at all stages of workouts and debt restructurings. Jakob also advises on derivatives and capital markets transactions. Furthermore, he advises financial institutions as well as asset managers and investment funds on M&A, structuring, regulatory and compliance issues. Jakob also advises pension funds and other institutional investors on alternative investments, including infrastructure assets.

Career: 2020-Partner, Poul Schmith 2003-2019 Bruun & Hjejle (partner since 2013) 2009 Executive MBA, Copenhagen Business School 2005-2006 Lecturer in

law of obligations, University of Copenhagen 2006 Admitted to the Danish Bar 2003 Master of Laws, University of Copenhagen 2002 Studies at Duke University School of Law, US

Professional Memberships: IBA, Danish Bar Association.

SJØGREEN, Peter

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Featured in Real Estate (Denmark)

Practice Areas: Peter Sjøgreen has more than 30 years of experience acting as legal counsel on real estate matters and he has advised on several of the most significant and high profile real estate transactions over the years.

Career: Partner, Gorrissen Federspiel since 1991

SJØRSLEV, Henrik

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Featured in Restructuring/Insolvency (Denmark)

Career: Henrik Sjørsløv specialises in insolvency law and restructuring. Henrik has long-standing hands-on experience and in-depth expertise within insolvency law, including bankruptcy and restructuring proceedings, advice relating to out-of-court turnaround processes, advice on the sale and purchase of distressed enterprises (distressed M&A) and advice to creditors with exposure to insolvent enterprises. Moreover, Henrik deals with issues of general commercial law, including litigation and arbitration. Henrik has handled restructurings within all major sectors and has been involved in a vast number of matters with international aspects. In addition, Henrik is on the list of trustees regularly appointed by the Danish Maritime and Commercial High Court and has been appointed to the panel of insolvency attorneys set up by the Danish Debt Collection Agency within the judicial district of the Maritime and Commercial High Court.

SKAADSTRUP ANDERSEN, Jakob

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Featured in Tax (Denmark)

Practice Areas: Jakob Skaadstrup Andersen is Head of Tax at Gorrissen Federspiel. He has significant experience handling a broad variety of tax matters and disputes.

Career: Partner, Gorrissen Federspiel since 2003

Professional Memberships: International Fiscal Association International Bar Association

SKAARUP CHRISTENSEN, Lasse

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Featured in Intellectual Property (Denmark)

Practice Areas: Lasse Skaarup Christensen heads up our IP & Digital Business practice group. He assists large Danish and foreign companies with IP law, technology-driven or generally very complex or challenging cases. Lasse has advised on IP law issues, distribution issues in many countries, market law, licences, large sets of rights and on IP strategies in many

different industries. He also has extensive experience with advising franchises, retail companies and other retail chains.

Career: Partner, Gorrissen Federspiel since 2002

Professional Memberships: International Association for the Protection of Intellectual Property (AIPPLI) International Trademark Association (INTA) American Bar Association (ABA) American Intellectual Property Law Association (AIPLA) Licensing Executive Society (LES) IBA International Franchising Committee The Editorial Board of European Copyright and Design Reports

SKANVIG, Lars

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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: Lars Skanvig is a partner and head of Plesner's Insolvency Law and Restructuring team. Lars has more than 30 years of experience with insolvency law and restructuring proceedings and is one of Denmark's leading and most widely used trustees. He also represents banks and other financial institutions with respect to bankruptcies, restructuring proceedings and other insolvency matters. Lars has had a central role in many of the largest and most complex bankruptcies and restructuring proceedings in Denmark. Lars has built up significant and in-depth knowledge of all types of insolvency proceedings – from compulsory dissolution, notified suspensions of payments and subsequently notified restructuring proceedings, compulsory compositions, voluntary arrangements and proper bankruptcy proceedings with or without business transfers. Lars is appointed as a permanent trustee at the Maritime and Commercial High Court in Copenhagen, including in debt restructuring proceedings. He is also a member of the panel of lawyers appointed by the Danish Debt Collection Agency. Lars has been a key figure in our market-leading insolvency team's focus on process optimization by introduction of new digital solutions and additional strengthening of the close cross-disciplinary collaboration with Plesner's other specialist teams in order to create as much value as possible for clients.

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Featured in Information Technology (Denmark)

Practice Areas: Søren heads Kromann Reumert's Outsourcing Group and specialises in outsourcing, telecoms and commercial contracts. Søren advises a broad range of Danish and foreign businesses on IT and technology transactions, including joint ventures, outsourcing and IT system projects, in Denmark, the UK and other parts of the world. Søren has advised on many of the largest technology projects and disputes in the Danish market.

Professional Memberships: Former President of the board of the Association of Danish IT and Telecom Lawyers, Co-chair of the IBA Technology Committee as well as member of the International Association of Outsourcing Professionals.

SKJELLERUP, Thomas

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Featured in Banking & Finance (Denmark)

Practice Areas: Thomas Skjellerup's main practice area is Banking and Finance.

Career: 2016-: Partner, Bruun & Hjejle 2010-2016: Partner, Accura 2005-2010: Partner, Lundgrens 1999-2005: Attorney, Kromann Reumert

SØGAARD, Klaus

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Featured in Corporate/M&A (Denmark)

Practice Areas: In recent years, Klaus Søgaard has concentrated his legal work on listed companies, specialising in the work as a chairman and as an adviser on securities law issues. Klaus presides at the general meetings in a number of the biggest Danish companies, including Novo Nordisk, Vestas, Danske Bank, FLS, Tryg and GN Store Nord A/S. Over the years, he has handled general meetings with substantial conflicts. He also advises the listed companies about the disclosure requirements applicable to them.

Career: Partner, Gorrissen Federspiel since 1986

Professional Memberships: Danish Society for Company Law

SOMMER SCHMIDT, John

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Featured in Restructuring/Insolvency (Denmark)

Practice Areas: John Sommer Schmidt heads up our Restructuring & Insolvency practice group. John specialises in distressed companies, focussing on both reconstruction, including voluntary arrangements, and winding up financially distressed companies and advice to creditors. John has extensive knowledge of and hands-on experience with all aspects of Danish bankruptcy and reconstruction law and also acts as a liquidator, reconstruction administrator and trustee.

Career: Partner, Gorrissen Federspiel since 2011

Professional Memberships: Association of Danish Insolvency Attorneys INSOL Europe International Bar Association

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Featured in Information Technology (Denmark)

Practice Areas: For more than 25 years partner Claus F. Sørensen has specialised within the area of tech law and IPR. Claus has considerable knowledge and experience within business and implementation models in the tech area as well as technical matters. Consequently, he offers 360-degree advice. He is often involved in M&A transactions in the tech industry. Claus is a trained mediator and arbitrator, and he often assists clients with the handling of disputes. However, he prefers to prevent any dispute via appropriate, clear, and practical contracts. Other areas of expertise include advice to suppliers and customers on contract management and administration as well as the establish-

ment and securing IP rights in licenses and cooperation agreements. In addition, he conducts matters on plagiarism and infringement of trademarks, designs and copyright. He is, together with his team at DAHL Law Firm, selected by the IT Industry in Denmark as a preferred partner in areas such as IPR and IT law, and have represented the IT Industry in Denmark in the negotiation and design of the most used standard contracts in Denmark. Certified IT attorney and IT specialist Head of DAHL's group on Tech, IPR & data

Career: 2002-: Partner, DAHL Law Firm

SØRENSEN, Tina Brøgger

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Featured in Employment (Denmark)

Practice Areas: Tina Brøgger Sørensen is a partner in our Employment and Labour Law team and specialises in employment and labour law and data protection law. Tina has extensive experience in advising employers on employment law, including in cases involving discrimination, business transfers, IPOs, incentive programmes, redundancies in connection with restructuring, efficiency improvements and business closures, as well as senior management issues. She also has experience with regard to employment and personal data law aspects in connection with investigations. She represents business clients before the Danish Board of Equal Treatment and has been an adviser in several cases of general public importance, one of which was referred to the Court of Justice of the European Union. In addition, Tina has extensive experience in advising on personal data law. Tina provides advice on personal data issues in general, including drafting and implementation of data protection documents, assessment of obligations under the GDPR, for instance in relation to impact assessments, documents in relation to the transfer of personal data to third countries, etc. advice on personal data breaches and assistance in all communication with the Danish Data Protection Agency and on disputes. Tina is a Certified Information Privacy Professional (CIPP/E).

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Featured in Dispute Resolution (Denmark)

Practice Areas: Ole Spiermann's main practice areas are dispute resolution, investigations and public and international law.

Career: 2013: Admitted to the Danish Supreme Court 2009-: Partner, Bruun & Hjejle 2005-2008: Professor in international law, Copenhagen

Professional Memberships: Member of the Scrutiny commission appointed to investigate the mink case (2021-). International Council for Commercial Arbitration, Executive Council of the International Law Association, OSCE Court of Conciliation and Arbitration, The Danish Bar and Law Society. Member of the Inquiry Commission on Tibet I and II (2016-2017 and 2018-).

Publications: International Legal Argument in the Permanent Court of International Justice (CUP, 2005), three other books and numerous articles in Arbitration

International, European and American Journals of International Law, etc.

STAMPE, Thomas

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Featured in Real Estate (Denmark)

Practice Areas: Thomas advises Danish and international pension funds, businesses, and private equity funds on commercial real estate transactions, property development projects, and transactions. In addition, he has extensive expertise with hotels, the letting, and leasing of real estate as well as PPP-projects.

STEEN, Christina

Horten, Copenhagen

Featured in Dispute Resolution (Denmark)

Practice Areas: Christina is head of Horten's insurance team. Christina has in-depth knowledge of damages and insurance in commercial disputes and arbitration. Christina advises – among others – on disputes within Financial Lines (professional liability, liability of executives and board members and crime and cyber insurance), product liability. By virtue of her work with professional liability, Christina has dealt with a number of legal areas as the representation of lawyers, auditors and technical advisors touches on numerous areas. Christina is known as a strategic, eloquent, and very experienced litigator; skills which Christina takes advantage of before the Danish courts, inclusive the Supreme Court. Additionally, Christina advises in regulatory matters related to insurance, and with a background in the insurance industry she has wide experience drafting and interpreting insurance and policy conditions within a wide range of insurance products.

Career: Partner, Horten, 2018 Attorney, Horten, 2014 Attorney, AIG, 2013 Right of audience before the Supreme Court, 2012 Attorney, Advokatfirmaet Erritzøe, 2006-2013 Mediator, the mediator education of the Danish Bar and Law Society, 2009 Right of audience before the High Court, 2007 Admitted to the Danish bar, 2005 Assistant Attorney and Attorney, Codan Forsikring, 2001-2006, including secondment to the Law Firm Fisch-Thomsen & Partnere, 2004-2005

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Featured in Tax (Denmark)

Practice Areas: Henrik Stig Lauritsen is head of Horten's Taxes and Duties team. He advises on general taxes and duties and is specialised within company formation/acquisition, incentive programmes, taxation of principal shareholders, reorganisation and ownership transfers, litigation concerning taxes and duties, restructuring, relocation of employees and general corporate tax. Henrik is also an expert within taxation and structuring of investment funds and foundations. Henrik has wide experience advising national and international enterprises and groups on tax matters. Henrik has authored or co-authored a number of articles on tax in e.g. Revision og Regnskabsvæsen and Ugeskrift for Skatteret.

Career: Partner, PwC, 2016-2018 Director, PwC, 2015-2016 Senior Manager, PwC,

2014-2015 Attorney, Kromann Reumert, 2008-2014 Admitted to the Danish bar, 2008 Assistant Attorney, Kromann Reumert, 2007-2008 Assistant Attorney, Lind Cadovius, 2005-2007

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Featured in Real Estate (Denmark)

Practice Areas: Lasse Stjernholm Detlevsen is a partner in Plesner's Commercial Real Estate team and has advised Danish pension funds and Danish and international property investors for a number of years on matters relating to the acquisition of properties, property portfolios, property companies and development projects. Lasse has worked on several projects involving forward funding of property projects, including related security structures. Lasse also advises on business leases and property financing.

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Featured in Energy & Natural Resources (Denmark)

Practice Areas: Søren Hornbæk Svendsen has more than 15 years' experience working as an adviser to companies in the Energy Sector. Søren has special expertise assisting on the sale and purchase of companies, wind farms, oil and gas licences and other assets in the energy sector. Søren also has extensive experience negotiating and drafting energy sector contracts and handling regulatory matters in the energy sector. Søren has experience from and understands the challenges of both sides of the table – from his more than 15 years with law firms and almost 10 years as General Counsel of DONG Energy and as Corporate Counsel with the industrial conglomerate FLSmidth.

Career: Partner (Horten, 2005), Head of legal (Ørsted, 2001-2005), Corporate legal counsel (FL Smidth, 1996-2001).

Professional Memberships: The Oil Gas Denmark Legal Committee The Board of the Danish Energy Law Association The Advisory Council to the Department of Energy Law at Oslo University The Committee for Energy and Climate Policy to the Organisation of Danish Industries The Advisory Board to the Centre for Enterprise Liability at Copenhagen University Danish Energy Law Association Danish Gas Association Deutsch-Nordische Juristenvereinigung

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Featured in Real Estate (Denmark)

Practice Areas: Dispute Resolution Real Estate / Construction Public Procurement
Career: Certified mediator, The Association of Danish Law Firms, 2020 Partner, VILTOFT, 2014- Temporary Judge, the High Court of Eastern Denmark, 2013 Certified arbitrator, the Association of Danish Law Firms, 2013 Admitted to the High Court, 2012 Attorney, VILTOFT, 2010-2013 Foreign intern, Essex Court Chambers (Toby Landau QC), London, 2008 Stagiaire, ICC International Court of Arbitration, Paris, 2008 LL.M., University of Cambridge,

England, 2008 Admitted to the Danish Bar, 2007 Assistant attorney/attorney, Bruun & Hjejle, 2004-2010 Master of Laws (LL.M.), University of Copenhagen, 2004 Studies at New York University School of Law, USA, 2002

Professional Memberships: Member, ICC Commission on Arbitration and ADR (since 2017) Board member and co-founder of Young Arbitrators Copenhagen (YAC) (2013-2020, chairman 2017-2019). Member of the working group of the Danish Institute of Arbitration concerning dispute boards in construction and other long-running contracts (2013). Member of the Danish Society for Construction and Consulting Law, the Danish Association for Procurement Law, the Danish Arbitration Association

Publications: Co-author (with Michael Gjedde-Nielsen et al.) of "ABR 18: General Conditions for Consulting Services", Karnov Group, 1st edition, 2021 Co-author of Danish Arbitration ("Voldgiftsret"), Karnov Group, 1st ed. 2003, 2nd ed. 2008 and 3rd ed. 2017.

THOMSEN, Henrik Nedergaard
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Practice Areas: Henrik Nedergaard Thomsen is specialising in commercial dispute resolution. Trusted by household name clients in the insurance industry, corporate market and the Danish Government, Henrik has a wide range of experience in the Danish courts, including 150+ Supreme Court cases, Danish and international arbitration under the auspices of different ad hoc and institutional rules, including as a certified arbitrator, and mediation. Instructions and cases include a coverage dispute concerning fire in a research building; a recourse claim concerning damages to railway infrastructure following a train-derailment; a general liability claim following recall of food products; a product liability recourse dispute following recall of vehicles; a product liability recourse dispute related to a fire in a DIY centre; a successful resolution of an international arbitration concerning a professional liability claim related to the energy sector; a successful defence against a coverage claim regarding an offshore installation; a successful resolution of an arbitration regarding a recourse claim for damages to a railway bridge; a Supreme Court litigation concerning alleged violation of the human rights convention regarding blood transfusion.

Career: 2009: Certified Arbitrator 2008: Head of Poul Schmith's insurance team 1995: Poul Schmith / Kammeradvokaten 1990: Nielsen Nørager Law Firm LLP 1989: Insurance Complaints Board

VALERIUS, Søren Thyssen
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Featured in Banking & Finance (Denmark)

Practice Areas: Søren Thyssen Valerius draws on his experience and connections within the financial sector to complete complex transactions at high speed and without unnecessary fuss. Søren focuses on lending and capital market transactions, including acquisition financing, corporate lending, project and asset

finance and financial restructuring. In recent years, Søren has also dealt with regulatory issues for financial institutions, including consolidation transactions in the financial sector. In particular, Søren advises financial institutions, P/E funds and corporates, and his clients appreciate his hands-on involvement and pragmatic approach.

VANG KRISTOFFERSEN, Carina
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Practice Areas: Carina has extensive experience in all aspects of national and cross-border M&A deals and investments, including in relation to deal structuring, due diligence, drafting and negotiation of transactional documentation. Furthermore, she advises clients on joint ventures, general shareholder regulation, and matters relating to conflicts between shareholders. Carina advises a broad range of Danish and foreign private enterprises, pension funds, private equity funds, as well as public authorities, and has over the recent years advised on a number of highly complex Danish and international transactions, including business critical carve-out transactions, infrastructure investments, and out-bound transactions.

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Featured in Real Estate (Denmark)

Practice Areas: Tobias Vieth is a partner in Lundgrens' real estate practice area and Chairman of the Board. He has over 20 years of experience in both the legal and asset management industries. Tobias primarily handles domestic and cross-border transactions for institutional investors, family offices, and HNWI's. Tobias started his career in the asset management industry and thus has a very deep understanding of the operations of real estate and puts this practical knowledge to good use when handling transactions. Selected work highlights include advising on the sale of the ILLUM and Magasin portfolio; Aberdeen Standard Investments on the sale of the Project Square and Danske Fragtmænd logistics portfolio; Savills IM and CBRE GI on high-street acquisitions; Hines on the purchase of residential portfolios and greenfield development; Marylebone Properties on the sale of a residential portfolio to Capman; Aviva on Copenhagen center core assets, Blackstone on the purchase of several residential portfolios; Highbrook on the purchase of the A-House and JT Ross on the acquisition of supermarket and logistics portfolios from NREP. Tobias is recognized in leading independent legal directories.

Professional Memberships: Tobias is a delegate member of the Danish Property Confederation and a board member of several Danish property companies.

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Featured in Employment (Denmark)

Practice Areas: Jørgen is Managing Partner at Norrbom Vinding. He advises on all aspects of labour and employment

law, including employment issues of public authorities/privatised companies, legal investigations/inquiries for public and private-sector employers, acting as an arbitrator in disputes, advising the media and pharmaceutical sectors and assisting foreign organisations with the labour and employment law aspects involved in setting up and doing business in Denmark. Jørgen is a highly experienced litigator and one of the lawyers in Denmark who has conducted the greatest number of labour and employment law cases for employers in the Supreme Court and the Labour Court.

Professional Memberships: Jørgen is a board member of the Danish Society for Labour Law.

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Featured in Corporate/M&A (Denmark)

Career: Michael Vinther focuses on M&A and Corporate & Commercial. Michael has more than 25 years' experience in M&A and, during his career, he has been legal advisor in a vast number of transactions.

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Featured in Intellectual Property (Denmark)

Practice Areas: Mikkel Vittrup is a partner in Plesner's IP and Life Science team and provides advice on intellectual property law, focusing in particular on the enforcement of intellectual property rights (patents, trademarks and design rights etc) through legal proceedings, including preliminary injunctions and preservation of evidence. Mikkel is head of Plesner's regulatory Life Science group and he provides advice to a large number of clients on all regulatory issues regarding medicinal products, medical equipment, foodstuffs, dietary supplements etc and conducts legal proceedings against public authorities. Mikkel also advises on IP and Life Science agreements such as license agreements, research and development agreements, clinical trial agreements, material transfer agreements etc.

VOLDMESTER, Pia Kirstine
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Featured in Intellectual Property (Denmark), Data Protection (Denmark)

Practice Areas: Pia Kirstine Voldmester is head of Bruun & Hjejle's department of Intellectual Property & Data Protection.
Career: 2018: Appointed by the Minister of Justice to the Danish Data Protection Board (chief administrative body of the Danish Data Protection Agency, as the only lawyer) 2015-: Partner, Bruun & Hjejle 2014: Admitted to the Danish Supreme Court 2008-2015: Partner, Kromann Reumert 1998-2007: Attorney, Kromann Reumert

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Featured in Telecommunications (Denmark)

Practice Areas: Torben advises private equity funds, industrial and other clients on business and technology transfers, pri-

marily in the information technology and telecom sector, and works with regulatory issues in respect of telecommunication, including competition law aspects, and with telecommunication and information technology agreements such as licence and outsourcing agreements and their competition law impact. He is experienced in dispute resolution and international joint ventures and is a certified IT mediator.

Career: Torben became a partner in 2001.

Publications: Author of a number of articles on telecommunications and information technology.

WEDSTED, Nina

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Featured in Employment (Denmark)

Career: Nina provides advice as well as dispute resolution services within employment and labour law. She has extensive experience in dealing with incentive schemes, share option agreements, dismissals and non-competition and non-solicitation clauses and in advising the managements of businesses. Nina provides advice on all aspects of employment and labour law to Danish as well as non-Danish clients within various sectors, including the financial sector, the maritime and transport sectors, the wind power industry, the IT industry and consultancy

firms and pharmaceutical companies. Nina has a right of audience before the Danish High Courts and the Danish Supreme Court and has long-standing experience in conducting proceedings before the general courts as well as before special courts, including arbitral tribunals and the Danish Labour Court. Nina has also acted as an arbitrator. Moreover, Nina is a member of Fagudvalget for ansættelses- og arbejdsret (committee on employment and labour law) under the Association of Danish Law Firms, where she devised a master programme aimed at lawyers dealing with this area. For a number of years now, Nina has been lecturing on HR law for the Association of Danish Law Firms, the Association of Danish Lawyers and Economists (DJØF), the Danish Technological Institute, etc.

WIISBYE, Michael

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Featured in Dispute Resolution (Denmark)

Practice Areas: Michael Wiisbye has 25 years of experience in insurance and tort law. He advises a number of Danish and foreign insurance companies and has conducted a large number of cases before the courts and arbitration tribunals, many of which have concerned the key principles of insurance and tort law. Among other

main areas of practice is construction law, which is a field in which Michael Wiisbye conducts many court and arbitration cases for professional advisers. Furthermore, he works as an arbitrator, and Michael Wiisbye is also the author of a number of books and numerous articles.

Career: 1985-1994 The Danish Insurance Complaints Board, head of office. 1994-Nielsen Nørager Law Firm LLP.

Professional Memberships: Member of the committee on the tort and insurance law of the Danish Bar and Law Society (FEF), Member of the committee of the Danish Association for Insurance Law (AIDA), member of the Supreme Court bar association.

Publications: Commentary on the Law on liability for damages, co-author 5th ed., 1999, 6th ed., 2002, and 7th ed, 2020. International Personal Injury Compensation, co-author, Sweet & Maxwell, 1996. Legal Costs Insurance, Forsikringshøjsskolen Forlag, 1994. Insurance Complaints Tribunals in Europe, Nordisk försäkrings-tidskrift, 1988. Numerous articles on insurance and tort law.

WINTHER PLAS, Marlene

DLA Piper Denmark, København

Featured in Information Technology (Denmark)

Career: Marlene Winther Plas as more than 20 years' experience in technol-

ogy-related law. Marlene has in-depth knowledge of all major aspects of business law, including the legal and commercial challenges facing Danish and foreign enterprises. She is a qualified mediator and arbitrator and assists Danish as well as non-Danish enterprises and public authorities in the resolution of IT and commercial disputes. For further information see <https://denmark.dlapiper.com/en/people/marlene-winter-plas>.

ZINCK, Søren

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Featured in Competition/European Law (Denmark)

Practice Areas: Søren Zinck's main practice area is EU and Danish competition law and state aid.

Career: 2016-: Partner, Bruun & Hjejle 2012-2015: Partner, Lett 2012: Admitted to the Danish Supreme Court 2003-2012: Partner, Lind Cadovius 2000: Secondment to the Danish Competition Authority, Legal/International Division

Professional Memberships: Danish Competition Law Society, Danish Association for European Law, member of the expert committee on competition law set up under the association of Danish Law Firms.

Publications: Several articles on competition law.