

Chambers

Europe —————

2020

Europe's Leading Lawyers for Business

Netherlands



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BANKING & FINANCE

Banking & Finance	
Leading Firms	
Band 1	
Allen & Overy LLP	
Clifford Chance LLP *	
Band 2	
DLA Piper Nederland *	
Loyens & Loeff *	
NautaDutilh *	
Band 3	
De Brauw Blackstone Westbroek *	
Houthoff *	
Stek *	
Band 4	
Freshfields Bruckhaus Deringer LLP	
Hogan Lovells International LLP	
Linklaters	
Stibbe *	
Van Doorne *	
* Indicates firm / individual with profile.	
◇ (ORL) = Other Ranked Lawyer.	
Alphabetical order within each band. Band 1 is highest.	

The editorial is in alphabetical order by firm name.

Allen & Overy LLP

What the team is known for Outstanding full-service firm with exemplary skills in complex international transactions. Formidable expertise on project finance mandates, assisting lenders with large PPP projects, including both renewable energy and infrastructure projects. Highly experienced in leveraged finance, acting for both banks and sponsors on syndicated refinancing and acquisition financing, as well as advising borrowers on credit facilities. Regulatory team acts for financial institutions on fund requirements and Brexit-related queries, including the establishment of regulated businesses in the Netherlands.

Strengths Clients describe being “very happy with the support,” noting particularly that the team acts “very practically, pragmatically and with a lot of knowledge.”

One client opines that “for sheer intellectual rigour and market knowledge, you can’t beat Allen & Overy.”

Work highlights Assisted the European Investment Bank with the EUR1 billion financing of the A24 Blankenburg Tunnel infrastructure project.

Notable practitioners

According to clients, **Victor de Serière** is “a thought leader and a go-to person” for questions on financial law. He advises leading financial institutions on regulatory matters, including the Capital Requirements

Banking & Finance
Senior Statespeople & Eminent Practitioners
Senior Statespeople: distinguished older partners
de Serière Victor <i>Allen & Overy LLP</i>
Eminent Practitioners
Visser Bas Boris <i>Clifford Chance LLP *</i>
Leading Individuals
Band 1
Bierman Femke <i>Allen & Overy LLP</i>
Hofland Jelle <i>Clifford Chance LLP *</i>
Band 2
De Vries Titus <i>Clifford Chance LLP *</i>
Haak Frans <i>Stek *</i>
Huddlestone Mark <i>Clifford Chance LLP *</i>
McEwan Angela <i>Clifford Chance LLP *</i>
Viëtor David <i>NautaDutilh</i>
Wamelink Herman <i>Stek *</i>
Band 3
de Ru Niels <i>Allen & Overy LLP</i>
Fox Ben <i>Jones Day (ORL) ◇ *</i>
Jongen Wouter <i>Hogan Lovells International LLP *</i>
Kreuze Gianluca <i>Loyens & Loeff *</i>
Mayer Max <i>DLA Piper Nederland *</i>
Oosterling Lex <i>DLA Piper Nederland *</i>
Stoffer Menno <i>De Brauw Blackstone Westbroek *</i>
Thomas Andrew <i>Allen & Overy LLP</i>
Venrooy Loet <i>Houthoff *</i>
Band 4
Bofkenstein Matthijs <i>Ploum (ORL) ◇ *</i>
Flokstra Thijs <i>Freshfields Bruckhaus Deringer LLP</i>
Kneppers Gerard <i>DLA Piper Nederland *</i>
Kuitenbrouwer Aroen <i>Allen & Overy LLP</i>
Roelofs Mees <i>Linklaters</i>
van Rossum Stefan <i>Van Doorne *</i>
Vriesendorp Diederik <i>NautaDutilh</i>
Up-and-coming individuals
de Vries Folko <i>Clifford Chance LLP *</i>
Kaufmann Sharon <i>Stek *</i>
van Helden Rein <i>Stibbe *</i>

Regulation and Brexit preparations. **Femke Bierman** is particularly popular with lenders for advice on syndicated financing and refinancing matters. Bierman also assists borrowers with revolving credit facilities. Clients “really appreciate her approachable, smart and efficient” manner. **Werner Runge** is “extremely knowledgeable,” says one client, who adds that “he really radiates trust and ability, and is really an authority” on project finance mandates. He maintains a leading position in Dutch project finance with particular strength in renewable energy matters. Entering the rankings, **Zeeger de Jongh** is described by clients as someone who is “really smart, knows all the ins and outs and can think strategically” on

Banking & Finance: Regulatory
Leading Firms
Band 1
De Brauw Blackstone Westbroek *
Loyens & Loeff *
NautaDutilh *
Band 2
Finnius *
Simmons & Simmons LLP
Stibbe *
Band 3
Allen & Overy LLP
Clifford Chance LLP *
Senior Statespeople
Senior Statespeople: distinguished older partners
Rank Willem (Pim) <i>NautaDutilh</i>
Leading Individuals
Band 1
Lieverse Kitty <i>Loyens & Loeff *</i>
Silverentand Larissa <i>NautaDutilh</i>
Band 2
Raas Rogier <i>Stibbe</i>
Stegeman Rezah <i>Simmons & Simmons LLP</i>
Band 3
Gonzalez Alex <i>Orange Clover (ORL) ◇</i>
Nagelkerke Floortje <i>Norton Rose Fulbright</i>
Riekerk Casper <i>Finnius</i>
van Loopik Mariken <i>De Brauw Blackstone Westbroek *</i>
Up-and-coming individuals
Bierman Bart <i>Finnius</i>

matters. He plays a leading role advising financiers and corporates on infrastructure finance mandates, including PPP deals. **Niels de Ru** is “pragmatic and very pleasant to work with,” according to one pleased client. He advises both lenders and borrowers on corporate and acquisition finance matters. **Andrew Thomas** acts for substantial financial institutions as lenders on acquisition finance and on financing for communications improvements. Clients pick him out as a “very knowledgeable” lawyer. **Aroen Kuitenbrouwer** acts for both borrowers and lenders on financing matters. His expertise includes facilities agreements.

Clifford Chance LLP

See profile on p.68

What the team is known for Market-leading international law firm noted as a top choice for lenders and borrowers. Acts on all aspects of banking, including acquisition finance, refinancing, real estate finance and restructuring. Benefits from a strong bench of English-qualified lawyers to act for interna-

Banking & Finance: Project Finance	
Leading Firms	
Band 1	
Allen & Overy LLP	
Clifford Chance LLP *	
Norton Rose Fulbright	
Band 2	
Stibbe *	
Leading Individuals	
Band 1	
Hertzberger Wouter	Norton Rose Fulbright
Runge Werner	Allen & Overy LLP
Tonnaer Hein	Clifford Chance LLP *
Band 2	
de Jongh Zeeger	Allen & Overy LLP
McEwan Angela	Clifford Chance LLP *
* Indicates firm / individual with profile.	
Alphabetical order within each band. Band 1 is highest.	

tional financial institutions on syndicated club deals and complex revolving credit facilities. Regulatory team works with a broad client base and provides comprehensive advice on compliance and banking licensing matters. Additionally provides stellar expertise on project finance matters with strength acting for lenders, sponsors and institutional investors in the energy sector.

Strengths One client sees the team as “a go-to for refinancing and acquisition financing” matters, adding that “the firm has a very strong banking team.”

Another client lauds the team for being proactive and adds that “the lawyers have an intimate knowledge of applicable regulation.”

Clients also report that it is a “very strong and entrepreneurial team” that is “very easy to work with.”

Work highlights Represented Kiwa in its EUR400 million refinancing through a syndicated covenant-lite facility.

Notable practitioners

Bas Boris Visser (see p.1405) acts for prominent corporate clients in the technology sector. He advises on corporate lending, as well as regulatory matters, including banking licence applications. **Jelle Hofland** (see p.1388) is praised by one client for being “really experienced and knowledgeable” in financing mandates. He advises corporate clients and institutional investors on syndicated financing, financial restructuring and real estate financing. **Hein Tonnaer** (see p.1400) is an “excellent lawyer,” who is “creative and pragmatic,” according to one enthusiastic client. He has a market-leading presence in the renewable energy market, representing lenders and sponsors in financings for both onshore and offshore wind projects and solar farms. **Titus De Vries** (see p.1385) represents lenders in corporate and acquisition finance mandates. The “very smooth, practical and proactive” **Mark Huddleston** (see p.1389) advises on cross-border syndicated lending, including revolving credit facilities and asset financing. He acts for an enviable list of leading international financial institutions and is admitted as a solicitor in England and Wales. One enthusiastic client notes that **Angela McEwan** (see p.1394) “really gets into the nitty-gritty of deals,” and adds that she is “pleasant, knowledgeable” and “helpful in getting the best results.” She has particular experience in cross-border project finance work in the renewable energy sector. **Folko de Vries** (see p.1385) is “very good and efficient,” according to sources. He acts on a host of matters for institutional investors and Dutch-based borrowers, including refinancing and acquisition financing.

De Brauw Blackstone Westbroek

See profile on p.1416

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

Strengths Clients laud the “very good expertise” on offer, adding that “the lawyers are very good communicators.”

Another notes that the lawyers are “excellent advisers,” with “up-to-date knowledge and good experience, and are constantly available.”

Work highlights Assisted AkzoNobel with a EUR3.1 billion credit facility.

Notable practitioners

Menno Stoffer (see p.1399) assists clients with a host of corporate finance matters, including acquisition and project finance in the energy sector. Stoffer has additional expertise in ‘green’ hybrid bonds, acting on cross-border bond offerings and financing matters. Sources pick out **Mariken van Loopik** (see p.1404) as “a really good” finance regulatory lawyer. She acts for clients on transactions in regulated financial markets, such as insurance, and also advises large domestic banks on corporate restructurings and obtaining regulatory approval.

DLA Piper Nederland

See profile on p.76

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

Strengths One client picks the firm out as being “very good; the lawyers are very well equipped and knowledgeable about the Dutch market.”

Others praise the firm for its “seamless co-operation,” adding that “the lawyers communicate clearly, are timely and think ahead.”

Work highlights Advised Riwal on its EUR300 million corporate revolving credit facility provided by a syndicate of lenders.

Notable practitioners

Clients laud **Max Mayer** (see p.1394) for being “very responsive,” adding that “he really gets into the detail” and is “really good at taking a balanced approach that works for both sponsors and lenders.” He advises clients, including private equity houses and international companies, on a range of financing matters. Another client particularly stresses that “he is really on top of where the market is as it changes.”

Lex Oosterling (see p.1395) receives praise from one happy client for being a “very proactive and pragmatic lawyer” who is “approachable and commercially aware.” He assists domestic and international banks with matters connected to real estate financing, corporate financing and acquisition financing. **Gerard Kneppers** (see p.1391) acts for an impressive array of financial institutions on financing mandates, particularly within the renewable energy sector. Clients

describe him as a “straightforward and constructive thinker” who is “trying to find solutions and is open minded.”

Finnius

See profile on p.1423

What the team is known for Impressive financial regulatory boutique known for acting for international fintech clients. Demonstrates expertise representing established multinational financial services clients in a range of contentious and non-contentious regulatory matters. Regularly advises on banking licence applications, MiFID II implementation and PSD2 projects, as well as assisting with investment fund and insurance regulatory matters. Also represents clients in litigation proceedings against Dutch and Dutch Caribbean supervisory authorities.

Strengths One client reports that the firm is “a very knowledgeable group and you can rely on the information they give you.”

A second client notes that “the lawyers are flexible and know everything concerning the new rules and financial regulations.”

Work highlights Assisted Hypocasso with its application for a credit intermediary licence.

Notable practitioners

Casper Riekerk is praised by one client for being “very good at controlling situations” and “seeing the big picture.” He acts for investment managers and financial institutions on communications with regulators, and advises on both contentious and non-contentious regulatory questions. **Bart Bierman** represents an enviable range of international financial services clients in regulatory matters including licensing matters, payment services and anti-money laundering regulations. He is noted as “a very practical lawyer,” with a “good knowledge of banks’ best practices.”

Freshfields Bruckhaus Deringer LLP

What the team is known for Well-regarded outfit for general banking and finance matters, acting for domestic and international banks, as well as corporations, investors and private equity houses. Advises on a range of transactions, including corporate lending, real estate finance and acquisition finance, particularly within the hospitality sector. Also assists with the repricing of leveraged finance deals.

Strengths One client highlights the team’s “excellent work ethic, superior expertise, modern tech-driven approach and outstanding client care.”

Another client is “impressed,” with the team, noting transactions go “very smoothly, and that’s a credit to the lawyers.”

Work highlights Assisted Goldman Sachs with the restatement and repricing of the financing facilities regarding the buyout of Continental Bakeries.

Notable practitioners

Thijs Flokstra is praised by one client for being “very available and hands-on.” He acts for international investors and Dutch companies on cross-border financing transactions. He is experienced in real estate and acquisition financing.

Hogan Lovells International LLP

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

Strengths One client lauds the “experienced lawyers and high-end quality” work, adding that the team is

“accurate and available.”

Work highlights Assisted Ares Management with the refinancing of TransIP.

Notable practitioners

Wouter Jongen (see p.1390) receives particular praise from the market for his work on alternative lending matters. He acts for international investors on a range of financing and refinancing matters. One client particularly stresses that he is a *“very commercial”* lawyer.

Houthoff

See profile on p.1429

What the team is known for Strong finance group with significant expertise in acquisition and real estate financing. Acts for both banks and corporate clients on syndicated corporate lending facilities and asset-based loans. Offers additional experience with commodities finance, acting for clients on multi-jurisdictional mandates.

Strengths One enthusiastic client particularly notes the team is *“very pragmatic”* and *“comes up with solutions for the client.”*

Another opines that the *“close connection with the team and the personal involvement of partners”* sets the firm apart.

Work highlights Assisted Amvest Residential Core Fund with a EUR1 billion credit facility from a consortium of banks.

Notable practitioners

Loet Venrooy (see p.1405) acts for clients on a range of domestic and cross-border matters, including acquisition and corporate financing. He represents corporate clients, as well as financial institutions and syndicates.

Linklaters

What the team is known for Solid financing team with a strong presence acting for domestic and international financial institutions and private equity sponsors. Handles corporate refinancing, real estate financing and acquisition financing. Also advises on a range of regulatory matters for leading clearing houses and financial institutions, including capital requirements, payment services regulations and licence applications.

Work highlights Assisted Hertz Europe with an amendment to a securitisation agreement.

Notable practitioners

Mees Roelofs acts on a range of financing matters, including acquisition finance, real estate finance and corporate finance. His clients include leading international financial institutions, as well as domestic banks and investors.

Loyens & Loeff

See profile on p.1435

What the team is known for Well-equipped team with considerable expertise in real estate finance, asset finance and shipping finance. Prominent financial regulatory team offering an integrated tax and legal approach, typically advising on regulatory supervision and loan documentation, in addition to the establishment of new lending platforms. Formidable experience acting for banks, investors, pension funds and private equity houses.

Strengths One happy client lauds the firm as a *“top dog”* in the Netherlands.

Another describes the team as *“excellent, highly experienced and responsive.”*

Work highlights Advised M7 Real Estate on refinancing a number of real estate portfolios.

Notable practitioners

Kitty Lieveise (see p.1393) regularly advises clients on regulatory mandates. She acts for financial institutions and investors on matters relating to insurance and financial regulations. **Gianluca Kreuze** (see p.1391) has a prominent practice advising investors and financial institutions on cross-border corporate and acquisition financing files. He demonstrates particular strength in mandates relating to real estate and ship financing.

NautaDutilh

See profile on p.1437

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

Strengths One pleased client notes that *“the team is very good for all fiscal issues and provides a very good service.”*

Another describes the team as *“very impressive, both for its availability and its expediency.”*

Work highlights Advised Rabobank and ABN AMRO on the EUR205 million refinancing of Strukton Groep.

Notable practitioners

Willem (Pim) Rank is picked out as a *“leading regulatory lawyer in the Netherlands”* by one enthusiastic client. He has substantial experience advising on regulatory matters in the payment services space. **Larissa Silverentand** is *“fantastic for financial services work”* according to one client, who also enthuses that *“her wealth of specialist knowledge, combined with her strategic industry knowledge and contacts is second to none.”* She offers market-leading regulatory expertise to banks and insurance companies. According to clients, **David Viëtor** is *“very experienced”* acting for lenders on acquisition finance matters. He also represents institutional investors and corporate clients in both domestic and multi-jurisdictional syndicated lending matters. **Diederik Vriesendorp** frequently assists international financial institutions with cross-border real estate financing.

Norton Rose Fulbright

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

Strengths One client praises the *“very strong and dedicated team”* on offer at the firm.

Work highlights Advised Windpark Krammer as sponsor on a EUR200 million onshore wind project.

Notable practitioners

Wouter Hertzberger is lauded by one client as *“a great guy who is smart and willing to go the extra mile.”* He has extensive experience of project finance matters, advising sponsors and lenders. He particularly assists with financing renewable energy and

infrastructure projects. Clients particularly highlight **Floortje Nagelkerke** for being *“great at adapting her style to suit clients.”* She advises multinational asset managers and technology companies on regulatory matters connected with payment services and novel investment platforms. Nagelkerke also assists international financial institutions with EU regulations.

Simmons & Simmons LLP

What the team is known for Skilled team advising on financial services and regulatory law. Frequently assists clients with Brexit-related regulatory matters, including licence applications and the Capital Requirements Regulation. Additionally advises on real estate finance mandates, and offers project finance experience, advising clients on renewable energy projects, as well as major infrastructure mandates.

Strengths Clients report that *“the team is very good and very pleasant to work with.”*

Another client praises the firm’s advice as *“very useful and tailored to what we need to know.”*

Work highlights Advised Aegon on the acquisition of Robidus, including assisting with obtaining regulatory approval.

Notable practitioners

Rezah Stegeman is *“knowledgeable and really knows his stuff”*, according to one client. He assists clients with questions relating to capital requirements and licence applications, as well as being a leader in the derivatives field.

Stek

See profile on p.1444

What the team is known for Broad finance practice with a prominent name in the domestic mid-market. Frequently advises both lenders and borrowers, acting for a number of major banks and private equity houses on syndicated lending and debt financing. A popular choice among foreign law firms and financial institutions for local counsel work on multi-jurisdictional financing transactions.

Strengths One client lauds the firm for being *“very quick in its assessments and advice,”* adding that *“the work is always of a very high quality and is delivered on time.”*

Another client reports that the team is *“really good at brainstorming and getting new ways of looking at things.”*

Work highlights Assisted Boels Rental with a financing package from a syndicate of lenders.

Notable practitioners

Frans Haak (see p.1387) advises borrowers and lenders on a range of corporate and acquisition financing matters, including syndicated green loans and asset-backed financing. His clients include leading domestic financial institutions and companies. According to clients, the *“excellent”* **Herman Wamelink** (see p.1406) has a *“very wide-ranging knowledge.”* Clients also praise his availability. Wamelink regularly acts for lenders on both domestic and cross-border financing mandates, including real estate financing and acquisition financing, as well as assisting with infrastructure project financing matters.

Sharon Kaufmann (see p.1390) receives praise from one enthusiastic client for being *“smart, fast and pragmatic.”* She has a range of experience representing both lenders and borrowers in domestic financing transactions.

Stibbe

See profile on p.1445

What the team is known for Broad-reaching finance practice with expertise covering a full range of financing, regulatory and project finance transactions. Principal areas of expertise include cross-border acquisition finance, international commodities trading and real estate finance. Frequently advises international financial institutions on both contentious and non-contentious regulatory matters including those relating to insurance, regulatory enforcement and PSD2. Additional experience in project finance, with a notable focus on infrastructure finance and PPP projects.

Strengths One client lauds the team for being “very efficient and also very pleasant,” and adds that “the lawyers are very approachable, deliver extremely high-quality work,” and are “always proactive.”

Another client reports that the firm offers “a backbone of experienced lawyers to call upon when needed.”

Work highlights Assisted Advent International with the financing of its USD3.25 billion acquisition of General Electric’s Distributed Power business.

Notable practitioners

Rogier Raas is praised by one client as a “very approachable and composed” lawyer. He advises cli-

ents on a range of regulatory mandates including interest rate derivatives, payment services regulation and MiFID II. **Rein van Helden** (see p.1403) represents Dutch corporations and international financial institutions. He acts on a range of domestic and cross-border financing transactions, including real estate financing, acquisition financing and facilities agreements.

Van Doorne

See profile on p.1451

What the team is known for Well-regarded team with a strong focus on real estate finance. Acts for lenders, including Dutch and German banks, on acquisition, leasing and project finance matters. Offers particular experience on corporate refinancing mandates, as well as providing regulatory advice to both start-ups and international companies.

Strengths Sources especially praise the firm’s “particular strength” in healthcare finance matters.

Work highlights Assisted CEVA Logistics with the refinancing of its credit facility and notes.

Notable practitioners

Stefan van Rossum (see p.1404) advises a range of financial institutions and companies on real estate

and corporate financing matters. He additionally acts for clients on financing matters involving the hospitality, technology and automotive industries.

Other Ranked Lawyers

Matthijs Bolkenstein (see p.1381) recently joined Ploum, where he acts for clients on a range of transactional finance matters. He has experience advising on acquisition and corporate finance files.

Ben Fox (see p.1387) “has huge experience” in corporate finance matters, according to one client. He is admitted to practice in England and Wales and splits his time between Jones Day’s offices in London and Amsterdam. He is particularly active on cross-border financing matters.

Alex Gonzalez of Orange Clover has a wide range of expertise in financial regulatory matters including MiFID II, benchmarking regulations and financial sector licence applications. He is admired by clients for being “fantastic,” with commentators describing him as “very understanding of requirements and very responsive.”

CAPITAL MARKETS

Capital Markets: Derivatives	Capital Markets: Debt	Capital Markets: Equity
Leading Individuals	Leading Firms	Leading Firms
Schot Corinne <i>Baker McKenzie</i> *	Band 1	Band 1
Stegeman Rezah <i>Simmons & Simmons LLP</i>	Allen & Overy LLP	Allen & Overy LLP
* Indicates firm / individual with profile.	Clifford Chance LLP *	De Brauw Blackstone Westbroek *
Alphabetical order within each band. Band 1 is highest.	Linklaters	Linklaters
	Band 2	Stibbe *
	NautaDutilh *	Band 2
	Simmons & Simmons LLP	Clifford Chance LLP *
	Band 3	NautaDutilh *
	De Brauw Blackstone Westbroek *	Band 3
	Leading Individuals	Houthoff *
	Band 1	Eminent Practitioners
	Horsten Pim <i>Linklaters</i>	Eminent Practitioners
	van der Meer Jurgen <i>Clifford Chance LLP</i> *	Lenstra Derk <i>Stibbe</i> *
	Band 2	Zijp Petra <i>NautaDutilh</i>
	Heeringa Jonathan <i>Allen & Overy LLP</i>	Leading Individuals
	Kothe Tineke <i>Clifford Chance LLP</i> *	Band 1
	Voorhees Peter <i>Simmons & Simmons LLP</i>	Harmse Alexander <i>Linklaters</i>
	Band 3	Hoeyers Jan Willem <i>De Brauw Blackstone Westbroek</i> *
	Schoonewille Martijn <i>Loyens & Loeff</i> *	Schütte Pieter <i>Stibbe</i> *
	Associates to watch	Stevens Tim <i>Allen & Overy LLP</i>
	Baks Menno <i>Linklaters</i>	Band 2
	Van der Molen Hugo <i>Clifford Chance LLP</i> *	Beerlage Hans <i>Clifford Chance LLP</i> *
		Tukker Jetty <i>Houthoff</i> *
		Up-and-coming individuals
		Netiv Antonia <i>NautaDutilh</i>
		Teerink Han <i>Clifford Chance LLP</i> *
		Associates to watch
		Baks Menno <i>Linklaters</i>

The editorial is in alphabetical order by firm name.

Allen & Overy LLP

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

Strengths One client lauds the “intellectual fire power” on offer, particularly for “big, complex deals.” Another client notes that the team is “very good on bigger deals.”

Work highlights Assisted Aegon with its EUR989 million residential mortgage-backed security programme.

Notable practitioners

Gerard Kastelein is admired by one client as “a good all-round lawyer” who “has very good judgement” and is “very knowledgeable.” He is a leading figure for international financial institutions on RMBS and covered bond transactions, as well as assisting institutional investors with the establishment of new funding platforms. **Tim Stevens** offers substantial expertise representing issuers, including leading Dutch corporates and financial institutions, in IPOs. Stevens also acts for underwriters on share offerings. One client enthuses that he offers “really in-depth expertise and a healthy, pragmatic approach” to trans-

actions, going on to describe him as “outstanding.” **Jonathan Heeringa** is extolled by clients for being “very responsive” and for “understanding issues” without the clients giving a detailed explanation. He acts for a range of domestic and international clients as both issuer and manager on bond offerings, including convertible bonds.

Baker McKenzie

See profile on p.64

What the team is known for Notable structured finance practice with a strong focus on collateralised loan obligations. Acts for multinational investment banks and Dutch financial institutions on cross-border refinancing mandates. Enjoys a prominent role in international securitisation mandates,

working alongside the firm’s global network. Regularly assists international clients with derivatives transactions, including streamlining procedures, hedging agreements and compliance with new Dutch derivatives regulations.

Strengths The team receives praise from one client for being “always very detailed,” with a “very good view of what the market is doing.”

Work highlights Advised Argenta Spaarbank on

Capital Markets: Securitisation

Leading Firms

Band 1

Allen & Overy LLP

Loyens & Loeff *

NautaDutilh *

Band 2

Clifford Chance LLP *

Freshfields Bruckhaus Deringer LLP

Band 3

Baker McKenzie *

Hogan Lovells International LLP

Simmons & Simmons LLP

Leading Individuals

Band 1

Kastelein Gerard *Allen & Overy LLP*

Scheltema Arjan *NautaDutilh*

Ulrici Michaëla *NautaDutilh*

van 't Westeinde Mariëtte *Loyens & Loeff **

van Welzen Pieter *Clifford Chance LLP **

Band 2

Bos Jeroen *Simmons & Simmons LLP*

Lotay Mandeep *Freshfields Bruckhaus Deringer LLP*

Masman Robert *Hogan Lovells International LLP **

Steffens Philippe *Baker McKenzie **

Star associates

Gerritsen Liza *NautaDutilh*

* Indicates firm / individual with profile.

Alphabetical order within each band. Band 1 is highest.

issuing a residential mortgage-backed securitisation.

Notable practitioners

Clients highlight **Philippe Steffens** (see p.1399) for his work in securitisation transactions, with one reporting that he is “*really involved with the market and knows his stuff.*” He represents financial institutions and insurers as issuer and trustee counsel in RMBS and loan transactions. Clients opine that **Corinne Schot** (see p.1397) is “*really good in both the regulatory and transactional side of derivatives work,*” and “*one of the top players*” in the market. She represents international clients in the streamlining of derivatives portfolios, as well as assisting with hedging agreements and ISDA matters.

Clifford Chance LLP

See profile on p.68

What the team is known for Esteemed debt offering, regularly advising multinational corporate issuers on a range of debt products. A strong choice for highly complex and innovative regulatory issues, including hybrid bonds. Also assists with IPOs and accelerated book building transactions. Boasts a strong securities practice, advising on both residential and commercial mortgage-backed securities, as well as derivatives matters. Clients include leading international and domestic banks acting as underwriters’ and issuers’ counsel.

Strengths One client stresses in particular that the team is “*very good on bond issuances and DCM transactions,*” describing the lawyers as “*seasoned and very familiar with the business and they know exactly what they’re talking about.*”

Another opines that the team’s “*quality level is very high,*” adding that “*the lawyers are very bright people who are close to the market with a high standard of work.*”

Work highlights Assisted Deutsche Telekom with several notes issuances.

Notable practitioners

The “*stellar*” **Jurgen van der Meer** (see p.1402) is

revered by clients for his leading expertise on debt capital markets work. He advises a host of corporate clients on the placement of senior notes and hybrid bonds, as well as acting for financial institutions as arrangers’ counsel. **Pieter van Welzen** (see p.1404) advises financial institutions as arrangers’ counsel on the issuance of a range of mortgage-backed securities products. One client praises his “*very good feel for the commercial aspects of transactions,*” adding that he is “*very responsive and very pleasant.*” **Hans Beerlage** (see p.1380) offers expertise assisting leading Dutch-based businesses with equity matters in connection with IPOs and share capital transactions. He is recognised in the market as a key figure with a substantial corporate client base. **Tineke Kothe** (see p.1391) advises clients on debt issuances, including both fixed and floating rate senior notes. She acts for corporate clients as issuers’ counsel and for financial institutions as arrangers and underwriters. **Han Teerink** (see p.1399) is admired by the market for his role assisting clients with matters relating to IPOs and share capital transactions. His clients include substantial domestic companies and international private equity houses. **Hugo Van der Molen** (see p.1402) is “*really approachable*” and “*always responds quickly,*” according to one happy client. He advises a host of clients, including both domestic and international financial institutions on the issuance of bonds and other debt products. He also assists multinational companies as issuers.

De Brauw Blackstone Westbroek

See profile on p.1416

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

Strengths One source particularly picks out the team for being “*very strong on the issuer side for a Dutch listing,*” and adds that working with the team is “*a very good experience.*”

Work highlights Assisted Elastic with its USD252 million IPO on the New York Stock Exchange.

Notable practitioners

Jan Willem Hoevers (see p.1388) is lauded by clients as “*a fantastic and razor-sharp*” lawyer on ECM transactions. He advises an enviable range of Dutch businesses on share transactions and IPOs, in addition to convertible bond offerings.

Freshfields Bruckhaus Deringer LLP

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

Strengths The “*really excellent*” team receives praise from clients for being “*highly responsive*” and “*really specialised lawyers.*”

Another client adds that “*the lawyers respond quickly*

and are very proactive.”

Work highlights Assisted J.P. Morgan as arranger with a EUR1.3 billion RMBS transaction for Obvion.

Notable practitioners

Mandeep Lotay is praised by clients for being “*very commercial,*” in addition to being “*responsive, efficient and knowledgeable.*” He advises on a range of securitisation transactions, including RMBS and trade receivables financing. Lotay is admitted to practice in England and Wales, and is particularly valued for his experience in English law transactions.

Hogan Lovells International LLP

What the team is known for Solid structured finance and asset-based lending team. Advises a number of Dutch banks on covered bond programmes, as well as securitisation transactions linked to autolease loans, and real estate and residential loans. Acts principally for underwriters, though also offers expertise for issuers of fixed rate bonds.

Strengths One client enthuses that the practice is “*very well organised and on the ball, and the lawyers know these transactions well and what to look out for, so it’s very pleasant to work with them.*”

Work highlights Assisted ING with the issuance of EUR45 billion in covered bonds.

Notable practitioners

Clients laud **Robert Masman** (see p.1394) as “*very accurate, very calm in discussions and very pragmatic.*” He acts for domestic and international financial institutions on covered bonds and RMBS transactions.

Houthoff

See profile on p.1429

What the team is known for Commendable ECM practice with experience representing selling shareholders and underwriters in IPOs. Active on both domestic and foreign listings for clients, including international investment banks and private equity shareholders, as well as Dutch corporations and public sector bodies. Also advises clients on secondary listings and mandatory public share offers.

Strengths One client describes the lawyers as “*innovative, smart and focused*” and is particularly impressed by “*the speed distributions are made and the handling of the complexities.*”

Another praises them for being “*commercial, reasonable and very creative.*”

Work highlights Advised Renewi on its proposed secondary listing on Euronext Amsterdam.

Notable practitioners

Jetty Tukker (see p.1400) has “*a very strong breadth of expertise,*” according to one enthusiastic client, who adds that “*she is also incredibly responsive.*” She has wide-reaching experience of equity capital market transactions, advising shareholders and underwriters on IPO-related issues.

Linklaters

What the team is known for Boasts a thriving cross-border practice in conjunction with its international network, receiving particular praise for advising international financial institutions as underwriters’ counsel on secured note offerings. Offers additional expertise acting for issuers of both fixed and floating rate bond programmes. Represents major listed entities in multi-jurisdictional corporate restructuring matters. Also a strong choice for ECM mandates, acting as underwriters’ counsel on IPOs, as well as assisting businesses with equity capital raising.

Strengths One client highlights that the team man-

ages it resources well and adds that the lawyers “do a really good job.”

Work highlights Represented ING as issuer in its offering of USD1.25 billion convertible capital securities.

Notable practitioners

Alexander Harmse is praised by sources as “a really good ECM lawyer.” He has enviable experience acting for underwriters on public equity offerings. He has additional expertise representing financial sector clients in mandates connected with convertible bonds. According to clients, **Pim Horsten** is a “top choice for banks.” He acts for an array of domestic and international financial institutions as underwriters and issuers on bond issuances, including assisting with green bonds. Sources describe **Menno Baks** as “a rising star” in the capital markets practice. He assists a wide range of clients, including international financial institutions and businesses, with debt offers, as well as acting on IPOs and equity capital raisings.

Loyens & Loeff

See profile on p.1435

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

Strengths One pleased client enthuses that the team “performed well on a number of assignments” and endeavoured to “understand the project and deliver the best outcome.”

Work highlights Assisted BNP Paribas with restructuring and combining two previous RMBS portfolios into one transaction.

Notable practitioners

According to clients, **Mariëtte van ’t Westeinde** (see p.1400) “stands out” for her expertise on securitisation transactions. She offers considerable expertise in RMBS transactions, as well as lease securitisation mandates. **Martijn Schoonewille** (see p.1397) advises clients on substantial debt capital transactions, including both fixed and floating rate note issuances, and assists with private share placements. He acts for domestic companies and international private equity investors.

NautaDutilh

See profile on p.1437

What the team is known for Outstanding securitisation practice, backed up by strong equity and debt capital markets teams. Acts for a number of

major issuers on covered bonds programmes, as well as asset-backed securitisation transactions. Well-regarded equity team frequently representing international consortiums of banks as underwriters and bookrunners in IPOs, rights issues and related compliance matters. Advises international clients on convertible and high-yield bond issuances.

Strengths One client opines that “the lawyers are practical, pragmatic, responsive, commercial and analytical” in their work.

Another picks the firm out as “the most experienced firm in mortgage capital markets work,” noting that the lawyers “are very good in this field.”

Work highlights Advised Venn Partners on a EUR204 million Cartesian residential mortgage-backed securities issue.

Notable practitioners

Managing partner **Petra Zijp** receives praise from market sources for being “very actively involved in deal work.” She has vast experience advising underwriters on IPO matters, as well as assisting with rights issues and rump offerings. One client says that **Arjan Scheltema** is a “go-to lawyer” in corporate bond matters. He advises an enviable array of multinational financial institutions on mortgage-backed securitisations and covered bond transactions. Scheltema receives additional praise for being “very knowledgeable and realistic.” **Michaëla Ulrici** is lauded by a client, who enthuses that when “you have very detailed negotiations, she’s an extremely important person to have with you at the table.” She advises new market entrants on establishing mortgage loan platforms, as well as acting for investment companies on RMBS transactions. Clients endorse **Antonia Netiv**’s ability in equity capital market transactions. She represents a host of international and domestic banks as underwriters’ counsel in IPOs, as well as assisting with bond issuances and debt-to-equity swaps. Associate **Liza Gerritsen** is recognised as a “star” in the capital markets practice. She advises financial sector clients on transactions relating to the establishment of mortgage loan platforms.

Simmons & Simmons LLP

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

Strengths One client says that “the lawyers are very knowledgeable and very responsive.”

Another praises “the team’s accessibility and ability to explain things in pragmatic terms.”

Work highlights Advised Rabobank on updating and restructuring its EUR35 billion Euro-Commercial Paper and Certificate of Deposit Programme.

Notable practitioners

Clients praise **Jeroen Bos** for having “exceptional technical knowledge, coupled with brilliant client coverage and relationship management.” He advises domestic and multinational financial institutions as arrangers and managers on RMBS transactions.

Peter Voorhees advises Dutch banks and public bodies on debt transactions, including green bond issuances and the restructuring of existing note programmes. He is admitted to the New York Bar and often assists Dutch clients with matters involving US components. According to one client, **Rezah Stegeman** is “very experienced and deeply knowledgeable about all legal issues relating to derivatives,” in addition to being “very practical and pragmatic.” He offers leading expertise on derivatives, clearing and capital regulatory matters.

Stibbe

See profile on p.1445

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

Strengths One client says that “the culture there is great, the lawyers are always accessible and always approach things practically.”

Another client stresses that “the team is very much on top of things and very service-driven,” adding that “the lawyers are focusing on getting the best result for their client.”

Work highlights Represented Morgan Stanley and J.P. Morgan as joint global co-ordinators and joint bookrunners in the IPO of Adyen.

Notable practitioners

Managing partner **Derk Lemstra** (see p.1393) maintains a solid reputation for work in the equity capital markets space. Clients enthuse that **Pieter Schütte** (see p.1398) is “very collaborative, very good and very responsive.” He frequently acts for issuers and bookrunners on IPOs and share offerings, as well as advising on debt-to-equity swaps.

COMPETITION/EUROPEAN LAW

Competition/European Law
Leading Firms
Band 1
Allen & Overy LLP
De Brauw Blackstone Westbroek *
Freshfields Bruckhaus Deringer LLP
Stibbe *
Band 2
Houthoff *
Pels Rijcken & Droogleeve Fortuijn N.V. *
Band 3
Brinkhof *
Loyens & Loeff *
Maverick Advocaten *
NautaDutilh *
Stek *
Van Doorne *
Band 4
BarentsKrans *
Bird & Bird *
Dentons *
Kennedy Van der Laan
Nysingh advocaten-notarissen
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Allen & Overy LLP

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

Strengths Satisfied clients praise the firm’s “in-depth market knowledge” and enthuse that the lawyers are “very hands-on and give very pragmatic advice.”

Another client says: “The team will deliver. The lawyers provide top-quality work and the mixture within the team is very complementary, as you have very commercial lawyers mixed in with more academically minded lawyers.”

Work highlights Advised Sanoma on the merger clearance procedure for its EUR277 million acquisition of Iddink.

Notable practitioners

Kees Schillemans offers in-depth experience across the spectrum of competition matters, including particular expertise in cartel proceedings, abuse of dominance cases and price maintenance litigation. One highly satisfied client describes him as “one of our excellent go-to resources in the corporate anti-trust space.” Schillemans is also particularly strong on merger control matters. **Yvo de Vries** advises clients on cartel investigations and the state aid aspects of privatisations. He wins praise from clients who describe him as “very knowledgeable, highly responsive and able to explain complex issues.” He also assists with EU regulatory law matters. **Emma Besselink** offers experience in merger control proceedings before the Dutch Competition Authority and the European Commission. She also assists with cartel and state aid mandates.

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

De Brauw Blackstone Westbroek

See profile on p.1416

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

Strengths One interviewee enthuses: “De Brauw is a brilliant firm. It is truly international and extremely high-quality, yet still approachable, pragmatic and well organised.”

Another commentator reports that the team “works very closely with the client to manage a difficult process in a way that works best for the client.”

Work highlights Represented Philips in an appeal to the European Court of Justice regarding the European Commission’s decision on the alleged smart card chips cartel.

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

Notable practitioners

Jolling de Pree (see p.1384) is described by sources as possessing “market-leading EU competition law knowledge and perspective, combined with an innovative way of managing large-scale, very complex litigation.” He is particularly known for his expertise in international cartel investigations and follow-on damages litigation, often acting for the defendants. Appreciated by clients as “very responsive,” **Bart de Rijke** (see p.1385) offers particular expertise in merger filings, acting for clients from the energy and financial services industry. **Maikel van Wissen** (see p.1405) joined the firm’s Brussels office in October 2019. He represents clients in antitrust investigations and merger clearance matters before both the Dutch and European authorities.

Freshfields Bruckhaus Deringer LLP

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

Strengths Satisfied clients enthuse that the group “has an excellent knowledge of competition law and is practical in its approach.”

Several clients underline the “high quality” and “high-standard service” that the team provides.

Work highlights Represented AB InBev in an European Commission investigation launched into alleged abuse of dominance relating to parallel trade in the European beer market.

Notable practitioners

Onno Brouwer splits his time between the firm’s offices in Brussels and Amsterdam. He represents clients before the authorities in the Netherlands and the European Commission in cartel follow-on damages claims and abuse of dominance investigations. Clients praise him as “always sharp and on point,” adding that “his work is very accurate.” **Winfred Knibbeler** is well regarded by clients for his “strong industry knowledge,” and for his position as a “long-term specialist.” He frequently represents financial sector clients in merger clearance mandates, as well as having experience defending clients in follow-on damages claims. Knibbeler also acts for clients from the telecoms industry. **Alvaro Pliego Selie** frequently acts for clients from the telecoms sector. His practice includes assisting with state aid cases, as well as abuse of dominance proceedings. Interviewees particularly highlight his “very in-depth knowledge.”

Stibbe**See profile on p.1445**

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

Strengths One satisfied client enthuses: *“The team is first class, it brings exceptional quality, expertise and responsiveness on complex antitrust matters and the client service is best in class.”*

Work highlights Represented Credit Suisse in an investigation by the European Commission into alleged cartels in the foreign exchange markets.

Notable practitioners

Christof Swaak (see p.1399) offers extensive expertise representing clients in European Commission cartel investigations, as well as acting for defendants on antitrust damages litigation. Clients appreciate that *“he is very precise and really takes time to go over all the details.”* He divides his time between the firm’s offices in New York and Amsterdam. Highly regarded in this market, **Rein Wesseling** (see p.1406) is adept at handling a broad range of complex competition mandates, including those related to abuse of dominance and cartel investigations, as well as merger control applications. **Floris ten Have** (see p.1399) is praised by sources for being *“very pragmatic, very knowledgeable and sharp.”* He is particularly adept at advising clients on all merger control aspects of transactions, particularly in the hospitality industry. **Marieke Bredenoord-Spoek** (see p.1382) is recognised by commentators for her role in cartel follow-on damages litigation. She also assists with abuse of dominance mandates, regularly acting for defendants on contentious matters. Sources regard her as a *“very talented lawyer.”*

Band 2**Houthoff****See profile on p.1429**

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

Strengths One satisfied client reports: *“The lawyers have knowledge of the market and will be able to give you the pragmatic advice needed.”*

Another client describes the team as *“accurate, fast delivering and proactive.”*

Work highlights Represented VBO Makelaar as claimants in an abuse of dominance case against Funda before the court of Amsterdam.

Notable practitioners

Weyer VerLoren van Themaat (see p.1405) focuses his practice on cartel defence litigation and merger control matters. He is well regarded by commentators who describe him as a *“top competition lawyer in the Netherlands.”* His clients include significant players in the healthcare sector. **Gerrit Oosterhuis** (see p.1395) is described by interviewees as *“very business-oriented, with strong economic and market analysis skills and*

an impressive clientele.” Based in Brussels, he regularly assists with the merger control aspects of large-scale cross-border transactions. Brussels-based **Greetje van Heezik** (see p.1403) is recognised for her strong expertise in state aid work. She enters the rankings following praise from clients, who enthuse: *“She has the ability to bring back complicated legal matters to the heart of the matter.”* Clients also appreciate that she *“showed a great drive to find as many convincing arguments for the client as possible.”*

Pels Rijcken & Droogleever Fortuijn N.V.**See profile on p.1439**

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

Strengths One interviewee reports: *“I feel in very good hands with them,”* and particularly underlines that the lawyers are *“very experienced and you see that. They come in with their own ideas proactively and explain their strategies.”*

The team wins great praise for providing *“very broad, in-depth knowledge and thorough advice.”*

Work highlights Represented Scandinavian Airlines in actions for cartel damages.

Notable practitioners

Erik Pijnacker Hordijk is highly reputed for representing government entities in complex competition matters. His practice also includes advising private clients on the full spectrum of competition mandates, such as cartel damages litigation before the Dutch and EU courts. Clients appreciate his *“strong personality and very broad knowledge of the law, and European law in particular.”*

Band 3**Brinkhoff****See profile on p.1412**

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

Strengths One client is impressed by the *“to-the-point and solution-orientated”* approach of the team.

Another client appreciates the *“very personal service”* provided, adding: *“The lawyers seem dedicated to the client’s cause.”*

Work highlights Assisted Nuon with an appeal against an ACM decision on excessive pricing in the energy markets.

Notable practitioners

Pepijn van Ginneken (see p.1403) is praised by clients, who consider him to be *“very easy to communicate with and a pleasure to work with.”* He is adept at representing clients in litigation, especially in abuse of dominance claims. His clients span a range of industries, particularly emanating from the telecoms and technology sectors.

Loyens & Loeff**See profile on p.1435**

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

Strengths Clients value the team’s approach, reporting that the lawyers are *“to the point and provide practical and pragmatic right-first-time advice. They also have great availability, response times and they meet deadlines.”*

Work highlights Advised Onex on the merger control aspects of acquiring KidsFoundation.

Notable practitioners

Marc Custers (see p.1383) is best known for representing clients in cartel cases. He also regularly advises clients on all aspects of merger control in the energy and healthcare sectors. **Marc Wiggers** (see p.1406) advises clients on merger control and ACM investigations. His client roster particularly features clients in the healthcare sector, including providers and insurers.

Maverick Advocaten**See profile on p.1436**

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

Strengths One satisfied client reports: *“I consider the firm to be a true strategic partner and value-driver for our company.”*

Clients also appreciate the team’s attention to detail: *“Maverick is precise, very sharp, involves you well in the case and does very good research into small things that can ultimately be of great importance.”*

Work highlights Represented Midac Batteries in appeal proceedings against an ACM fine imposed in relation to alleged participation in a cartel.

Notable practitioners

Martijn Van de Hel (see p.1401) is experienced at handling appeal proceedings for clients accused of cartel participation by the ACM. He also assists clients with claims for damages against the authority. Clients report that his *“positivity and drive are some of his most important strengths,”* and also underline his *“respectful method”* in court. **Diederik Schrijvershof** (see p.1397) is praised by clients as *“a quick thinker and good tactician who plays to win.”* He regularly assists clients with all aspects of merger control, as well as the competition elements of setting up joint ventures.

NautaDutilh**See profile on p.1437**

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

Work highlights Defended Lufthansa, Lufthansa

Cargo and Swiss Air Lines in follow-on cartel damages proceedings before the Dutch courts.

Notable practitioners

Mauricette Schaufeli joined NautaDutilh in early 2019 and assists clients with the full range of competition mandates, including follow-on cartel damages proceedings and state aid cases. Her client roster particularly includes key names in the transport sector. One satisfied client praises her “*extensive knowledge about competition law*,” and adds: “*She is very service-oriented*.”

Stek

See profile on p.1444

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

Strengths One satisfied client values the team’s “*committed, know-your-client mentality*.”

Work highlights Advised Simpel as a third party on the clearance proceedings for a merger between Tele2 and T-Mobile.

Notable practitioners

Ruben Elkerbout (see p.1387) advances in the rankings after receiving extensive recognition from market commentators. His broad practice includes advising on merger control, cartel follow-on proceedings and abuse of dominance. Clients praise his “*high availability, rapid and clear responses and speed in understanding the issues at hand*.” **Berend Reuder** (see p.1396) assists clients with all aspects of merger control, and also advises on distribution matters and leniency proceedings. His clients include prominent players in the consumer goods and healthcare sectors.

Van Doorne

See profile on p.1451

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

Strengths Clients enthuse: “*The team is pleasant to work with and customer-oriented*.”

Work highlights Assisted Schadegarant with an ACM market inquiry into the role of insurers in the market for car repairs.

Notable practitioners

Sarah Beeston (see p.1380) is well regarded by market commentators for her expertise advising healthcare clients on all aspects of competition law. One client describes her as “*knowledgeable, pleasant to work with and service-minded*.” She regularly assists clients with ACM investigations, merger control and strategic advice.

Band 4

BarentsKrans

See profile on p.1410

What the team is known for Frequently acts for

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

Strengths Market sources particularly highlight the firm’s experience in private damages litigation.

Work highlights Represented Macedonian Thrace Brewery as a claimant in follow-on damages litigation regarding abuse of dominance on the Greek beer market.

Notable practitioners

Joost Fanoy is commended by clients who report that he “*always goes the extra step for us, is very hands on and is somebody who can explain complicated issues*.” Fanoy offers particular expertise for claimants in follow-on damages litigation, relating to both abuse of dominance and cartels.

Bird & Bird

See profile on p.65

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

Strengths Clients appreciate the group’s attentiveness, with one stating: “*It is a very knowledgeable, pragmatic and flexible team that is always willing to help*.”

Work highlights Advised T-Mobile Netherlands as an interested third party on the clearance application for the merger between Liberty Global and Ziggo.

Notable practitioners

Pauline Kuipers frequently represents clients before the Dutch competition authority in cartel cases. Her client roster includes high-profile clients in the telecoms sector. Kuipers also advises on merger clearance mandates. She attracts praise from clients who report that “*her main strengths are that she is approachable, pragmatic and is able to apply the law to specific cases*.” **Janneke Kohlen** is praised by clients for being “*very committed and involved*” and for having “*deep knowledge*” in the field. Kohlen advises clients on distribution questions and abuse of dominance mandates.

Dentons

See profile on p.75

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

Strengths One satisfied client appreciates that “*it is a well-run firm with an eye for the individual*.”

Work highlights Advised Fairtrade Netherlands on the competition law aspects of requiring importers to pay a ‘Fairtrade premium’, particularly the risk of potential cartel infringements.

Notable practitioners

Marc Kuijper (see p.1392) is best known for his skills in antitrust litigation, representing claimants in follow-on damages proceedings. Clients appreciate that

he is “*good with the commercial perspective*.” Kuijper also assists with merger filings.

Kennedy Van der Laan

What the team is known for Assists financial sector clients with competition matters, including obtaining approval for joint ventures. Also represents transport sector clients in cartel damages claims. Acts for retail sector clients on contentious distribution matters. Additionally has clients from the healthcare sector.

Strengths Clients underline the firm’s knowledge in this area.

Work highlights Assisted Rabobank, ING and ABN AMRO with the competition law aspects of pooling their ATM business and transferring it to a joint venture, Geldmaat.

Notable practitioners

Annemieke van der Beek particularly assists clients from the banking industry. Her practice includes experience of follow-on cartel litigation, as well as handling complex abuse of dominance proceedings before the ACM. **Martine De Koning** enters the rankings on the back of positive assessments from clients, who describe her as “*very well connected*” and “*very strategic*.” She is particularly active for clients from the retail and fashion industries, advising on vertical restraints, as well as franchise and distribution agreements.

Nysingh advocaten-notarissen

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

Strengths One client highlights the team’s “*excellent knowledge of the field and ability to provide quick responses and no-nonsense, to-the-point advice*.”

Another client enjoyed “*a pleasant co-operation*” with the firm and describes the work as “*reliable and high-quality*.”

Work highlights Advised the Municipality of Emmen on state aid law in relation to the restructuring and refinancing of a zoo.

Notable practitioners

Cees Dekker is appreciated by clients, who note his “*excellent knowledge, clear explanations and confidence*.” He is best known for his work on state aid cases, particularly for public sector clients and clients from the healthcare sector.

Other Ranked Lawyers

Bas Braeken is well regarded by clients for his expertise in regulatory and antitrust cases. He also frequently assists with litigation mandates and matters concerning merger control. Clients recommend him as “*very skilled*.”

Claudia Bruins frequently assists clients with complex cartel and state aid matters.

Joost Houdijk (see p.1389) is best known for representing clients in appeals against ACM enforcement decisions. He attracts praise from clients for being “*fast, to the point and co-operative*.”

Léon Korsten (see p.1391) frequently advises international clients on all competition aspects of complex transactions. He also offers expertise in rep-

representing clients in ACM investigations, as well as in matters concerning state aid.

Paul Kreijger focuses his practice on media sector clients. He is known for his work handling the competition aspects of IP law.

Misha Iutje Beerenbroek accrues praise from clients who report that he is “*always eager to help and gives practical and quick responses.*” He is best known for his expertise in cartel defence work, as well as merger approval proceedings before the ACM.

Frans Muller (see p.1394) is best known for assisting clients with ACM market investigations. He is also experienced handling matters concerning state aid.

Christiaan van der Meer (see p.1402) is valued by clients who highlight his “*knowledge, expertise, accuracy, helicopter view and communication skills.*” He frequently represents significant clients in ACM investigations, as well as assisting clients with merger control proceedings.

Foreign Experts (Based Abroad)

Robert Bosman (see p.1381) is based in the firm’s Brussels office. He regularly represents clients in cartel proceedings and in matters related to state aid.

Edmon Oude Elferink (see p.1395) divides his time between the firm’s offices in Amsterdam and Brus-

sels. He is best known for his involvement in ACM and European Commission investigations. One interviewee praises his pragmatic approach and his “*understanding of how the politics and dynamics of the competition authority work.*”

Steven Verschuur leads the firm’s EU practice in Brussels, and is admitted in Belgium and the Netherlands. He assists clients with state aid and merger control mandates. He represents clients in proceedings and investigations before the European Commission and the Belgian and Dutch national competition authorities.

CORPORATE/M&A

Corporate/M&A: High-end Capability	Corporate/M&A: Mid-Market	Corporate/M&A: Mid-Market
Leading Firms	Leading Firms	Leading Individuals
Band 1	Band 1	Band 1
Allen & Overy LLP	DLA Piper Nederland *	Boerstra Onno Van Doorne *
De Brauw Blackstone Westbroek *	Lexence *	De Breij Dennis deBreij *
Band 2	Loyens & Loeff *	Verhoeff Leo Simmons & Simmons LLP
Clifford Chance LLP *	Band 2	Band 2
Freshfields Bruckhaus Deringer LLP	AKD *	Habets Luc P L Lexence *
NautaDutilh *	Baker McKenzie *	Holtrop Harmen Loyens & Loeff *
Stibbe *	deBreij *	Kaemingk Herman Loyens & Loeff *
Band 3	Jones Day	Schutte Ton Jones Day *
Houthoff *	Simmons & Simmons LLP	van Hussen Barbara JanssenBroekhuysen *
Linklaters	Stek *	van Uchelen Pieter Florent (ORL) ◇ *
Leading Individuals	Van Doorne *	van Woerkom Nathalie AKD *
Star individuals	Band 3	Band 3
Grimme Arne De Brauw Blackstone Westbroek *	JanssenBroekhuysen *	Banz Casper Baker McKenzie *
Band 1	Norton Rose Fulbright	Bens Daphne DLA Piper Nederland *
Groothuis Leo NautaDutilh	Van Campen Liem *	Hoekstra Jeroen O Eversheds Sutherland (ORL) ◇
Kodde Karine Allen & Overy LLP	Band 4	Martin Michiel BarentsKrans *
Band 2	BarentsKrans *	Pita Cao Carlos AKD *
Alexander Thijs Clifford Chance LLP *	CMS *	Smits Heimon Norton Rose Fulbright
der Kinderen Shawn Freshfields Bruckhaus Deringer LLP	CORP	van der Graaf Maarten Stek *
Honée Charles Allen & Overy LLP	Orange Clover	van Leeuwe Jean-Pierre Simmons & Simmons LLP
Kersten Heleen Stibbe *	Osborne Clarke NV	van Schooten Michiel Lexence *
Pannekoek Michiel Houthoff *	Vriman M&A Lawyers	Vletter Bas Greenberg Traurig, LLP (ORL) ◇ *
Roelvink Bernard W De Brauw Blackstone Westbroek	* Indicates firm / individual with profile.	Band 4
Stevens Tim Allen & Overy LLP	◇ (ORL) = Other Ranked Lawyer.	Almarini Mohammed Baker McKenzie *
van der Klip Björn Stibbe *	Alphabetical order within each band. Band 1 is highest.	Bleeker Jeroen JanssenBroekhuysen *
van der Staay Jan Willem Freshfields Bruckhaus Deringer LLP	Band 1 Corporate/M&A: High-end Capability	Bouchez Louis Fieldfisher (ORL) ◇
Band 3	Allen & Overy LLP	Brinkman Cristine Osborne Clarke NV
Crookes Gregory Clifford Chance LLP *	What the team is known for Market-leading corporate practice advising on multinational deals in the technology, manufacturing and financial industries. Frequently acts for Dutch and international clients, as well as assisting leading private equity houses with cross-border and domestic transactions. Offers extensive experience advising on both the buy and sell sides of public M&A, and also assisting with strategic partnerships.	Brons Matthijs Florent (ORL) ◇
de Boer Jan Willem Linklaters	Strengths One client enthuses that the firm is “ <i>without doubt the market leader for corporate M&A in the Netherlands.</i> ” Clients also highlight the firm’s international network, reporting that the team is “ <i>capable of striking the right balance of international and domestic expertise.</i> ”	Josephus Jitta Paul A. Buren N.V. (ORL) ◇
de Brauw Christiaan Allen & Overy LLP	Work highlights Assisted TomTom with the EUR910 million sale of its telematics business to Bridgestone.	Liem Edwin Van Campen Liem
de Vries Klaas De Brauw Blackstone Westbroek *	Notable practitioners Clients describe the “ <i>outstanding</i> ” Karine Kodde as “ <i>very hard-working, dedicated and technically very strong,</i> ” adding that she is “ <i>always informed about any aspect of a deal and very calm approaching negotiations.</i> ” Kodde excels at representing private equity houses in acquisition mandates, as well as assisting companies with divestments. She receives further praise as “ <i>one of the best private equity lawyers in the Netherlands,</i> ” because “ <i>she is creative and goes beyond the usual solutions.</i> ” Clients say that Charles Honée’s “ <i>knowledge and experience in corporate law</i> ” is “ <i>invaluable, and he is the person to go to when I need advice.</i> ” He represents clients in a range of corporate work including multi-jurisdictional joint venture agreements and advises domestic clients on disposals. Tim Stevens represents international and domestic clients in matters relating to strategic partnerships, collaboration agreements and cross-border	Pierik Floris Jones Day *
Den Engelsman Joost NautaDutilh		Reumkens Hugo Van Doorne *
Steer Justin Allen & Overy LLP		Sijnja Henk Arnold DLA Piper Nederland *
van der Pauw Annelies Allen & Overy LLP		Stek Jasper Stek *
Band 4		van den Brink Pieter Florent (ORL) ◇
Beerlage Hans Clifford Chance LLP *		
Cronheim Paul De Brauw Blackstone Westbroek *		
de Nijs Bik Willem Houthoff *		
Doorman Alexander Freshfields Bruckhaus Deringer LLP		
Metzelaar Allard Stibbe *		
Band 5		
Caudri Bram Houthoff *		
de Boer Duco Stibbe *		
Kaars Alexander Houthoff *		
Rierner Pieter Linklaters		
Thijssen Jeroen Clifford Chance LLP *		
Van der Velden Lieke NautaDutilh		
Vroom Egbert Stibbe *		
Up-and-coming individuals		
Schouten Michael De Brauw Blackstone Westbroek *		

Private Equity
Leading Individuals
Star individuals
Kodde Karine <i>Allen & Overy LLP</i>
Band 1
Alexander Thijs <i>Clifford Chance LLP*</i>
Grimme Arne <i>De Brauw Blackstone Westbroek*</i>
Kaemingk Herman <i>Loyens & Loeff*</i>
Band 2
Beerlage Hans <i>Clifford Chance LLP*</i>
der Kinderen Shawn <i>Freshfields Bruckhaus Deringer LLP</i>
Holtrop Harmen <i>Loyens & Loeff*</i>
van der Pauw Annelies <i>Allen & Overy LLP</i>
Band 3
Habets Luc P L <i>Lexence*</i>
Pannekoek Michiel <i>Houthoff*</i>
Preller Jeroen <i>NautaDutilh</i>
van Campen Marc <i>Van Campen Liem</i>
van der Klip Björn <i>Stibbe*</i>
van Woerkom Nathalie <i>AKD*</i>
Band 4
Bijkerk Eelco <i>Stek*</i>
de Best Eric <i>CORP</i>
De Breij Dennis <i>deBreij*</i>
Ingen-Housz Matthijs <i>INGEN HOUSZ (ORL) ◊</i>
Keijzer Lennard <i>De Brauw Blackstone Westbroek*</i>
Verhoeff Leo <i>Simmons & Simmons LLP</i>
* Indicates individual with profile.
◊ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

transactions. He is particularly experienced assisting international investors with inbound investments and partnerships. **Christiaan de Brauw** is praised by one client for *"his creativity and pragmatism in crunch time."* He advises financial institutions and technology sector clients on public acquisitions and divestments. One client picks **Justin Steer** as a *"go-to for complex, international deals,"* noting: *"He is really brilliant."* Steer advises multinational clients on disposals and joint ventures in the Netherlands. He is qualified to practise in South Africa. **Annelies van der Pauw** acts for clients on multinational transactions, including throughout Europe and the USA. She assists with both sell-side and buy-side transactions, representing private equity houses and international clients.

De Brauw Blackstone Westbroek

See profile on p.1416

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

Strengths Clients describe the practice as *"responsive and pragmatic,"* making particular note of the *"level of trust"* engendered by the team.

Others state that the team *"stands out from the crowd"* on M&A deals, noting that it is a *"first choice."*

Work highlights Represented Intergamma in the EUR510 million acquisition of its largest franchisee.

Notable practitioners

Arne Grimme (see p.1387) is *"razor-sharp,"* according to one client, who adds that he is *"a good sparring partner who understands what his clients need."* He represents renowned Dutch private equity houses and companies in both sales and acquisi-

tions. Other clients describe him as *"an excellent lawyer,"* particularly appreciating that *"he has a good understanding of numbers, so he can really get to grips with the financial side"* of deals. **Bernard Roelvink** is particularly active representing public institutions in matters relating to privatisation and public transactions. **Klaas de Vries** (see p.1385) is a *"very good"* lawyer, according to clients, who highlight that he does not *"just look at the law, but looks at every aspect of"* files. He represents leading financial institutions and Dutch companies in cross-border investments. **Paul Cronheim** (see p.1383) represents significant multinational clients in cross-border transactions. His clients include those from the oil and gas and technology industries. **Lennard Keijzer** (see p.1390) represents leading international and Benelux private equity houses in deals on both the sell and buy side. He is described by sources as *"incredibly talented"* with a *"very entrepreneurial"* approach. **Michael Schouten** (see p.1397) is described by commentators as having *"a lot of talent"* in corporate law. He advises financial institutions and institutional investors on asset divestment and auctions.

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

Clifford Chance LLP

See profile on p.68

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

Strengths Clients appreciate that the team is *"pragmatic, which is always helpful in transactions,"* and *"knows how to solve things."*

Others particularly stress the *"very strong Dutch private equity practice"* at the team.

Work highlights Assisted Royal Ten Cate with the EUR930 million sale of several divisions to Toray Industries.

Notable practitioners

Clients stress that **Thijs Alexander** (see p.1380) is *"extremely strong technically"* and *"a very pragmatic lawyer."* He frequently acts for leading international private equity houses and financial institutions on the buy and sell sides of corporate transactions. Clients laud **Gregory Crookes** (see p.1383) for being *"great at pushing deals forward,"* and add that he *"really takes your interests to heart."* He acts for clients on a range of transactions in the telecommunications, life sciences and manufacturing industries.

Hans Beerlage (see p.1380) *"knows all the ins and outs"* of deals, according to appreciative clients. He is held in high regard for his practice representing corporate and private equity clients in cross-border transactions and joint venture agreements. **Jeroen Thijssen** (see p.1399) assists clients with multinational acquisitions and complex corporate deals. He is active in the chemical and manufacturing industries.

Freshfields Bruckhaus Deringer LLP

What the team is known for Firmly established magic circle firm with an enviable client base among

Dutch companies. Regularly acts for both inbound investors and Dutch private equity houses on international transactions and complex joint venture mandates. Boasts a particularly strong profile advising clients from the energy, automotive and media industries.

Strengths Clients stress that the team is *"commercially smart, knowing what is important and what isn't,"* and add that the lawyers *"think along with you on commercial agreements."*

Others describe the lawyers as *"super-proactive"* and *"super-responsive and always available."*

Work highlights Advised CVC Capital Partners on the EUR1.75 billion acquisition of TMF Group by one of its funds.

Notable practitioners

Shawn der Kinderen receives praise from clients for being *"proactive and quick"* and for *"adding value in negotiations."* He represents international companies and key players in the private equity market in cross-border M&A and joint ventures. Additionally, der Kinderen is qualified in South Africa and co-ordinates the department's activities in Africa. Sources praise the *"truly high-profile transactions"* **Jan Willem van der Staay** handles. He represents substantial Dutch companies in international M&A transactions, in addition to advising international investors on the acquisition of Dutch companies. Clients appreciate that **Alexander Doorman** is very experienced in domestic M&A transactions and acts as *"a very good first point of contact"* at the firm. He additionally advises international investors on cross-border sales and acquisitions.

NautaDutilh

See profile on p.1437

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

Strengths Pleased clients state that *"the level of service is outstanding,"* adding: *"The lawyers are really dedicated to us and the deals, are available 24/7 and are very in tune with what we need."*

Work highlights Assisted BinckBank with the EUR424 million public takeover offer by Saxo Bank.

Notable practitioners

Leo Groothuis is recognised as a leader by market commentators for his corporate practice advising on transactions for both buyers and target companies. He frequently represents financial institutions and multinational companies. Clients pick **Joost Den Engelsman** out as being *"excellent at negotiating,"* adding that he does *"a great job of walking clients through market practices."* He advises multinational clients on cross-border acquisitions. Clients praise **Jeroen Preller** for being a *"very knowledgeable corporate lawyer, who is very hands-on, always available and very pleasant to work with."* He represents clients in domestic and cross-border private equity transactions in the energy and manufacturing sectors. **Lieke Van der Velden** advises clients on cross-border M&A, with particular expertise on transactions in the Benelux region. She assists clients from the financial services and retail industries.

Stibbe**See profile on p.1445**

What the team is known for Independent Benelux team handling high-end corporate transactions, often with cross-border elements. Highly experienced acting for domestic and international buyers on public M&A and cross-border joint venture agreements. Assists international clients with the disposal of Dutch assets. Regularly advises international private equity houses, listed companies and multinationals. Particularly active in the technology and energy sectors.

Strengths Clients stress that the team is “invaluable,” noting that the lawyers are “always accessible and always approach things practically.”

Work highlights Advised Delivery Hero on the EUR930 million sale of its German businesses.

Notable practitioners

Heleen Kersten (see p.1390) is regarded by the market as one of the “most prominent M&A lawyers.” She represents international clients from the reinsurance and media sectors in cross-border public M&A transactions. **Björn van der Klip** (see p.1401) is highly active representing international and Benelux private equity houses in cross-border acquisitions. He also acts for clients on transactions and joint ventures in the insurance and hotel industries. Clients stress **Allard Metzelaar** (see p.1394)’s “pragmatism and the depth of his knowledge,” adding that “he is a fount of incredibly useful information.” He advises manufacturing and oil and gas companies on cross-border acquisitions. **Duco de Boer** (see p.1383) advises publicly listed companies and private equity houses on transactions in the technology and software industries. One client highlights that he is “really familiar with transactions and with what both sides want.” **Egbert Vroom** (see p.1406) represents financial sector clients in multinational investments in the oil and gas and healthcare sectors.

Band 3 Corporate/M&A: High-end Capability**Houthoff****See profile on p.1429**

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

Strengths One interviewee appreciates that the team “has been there before, so is able to talk us through complex and unusual sets of circumstances.” Others note that “the lawyers have knowledge of the market and are able to give you the pragmatic advice needed.”

Work highlights Assisted H2 Equity Partners with the EUR460 million sale of Reparenco.

Notable practitioners

Michiel Pannekoek (see p.1395) is admired by one interviewee for being a “pragmatic, hands-on lawyer who really builds trust with clients.” He represents international companies in sales and acquisitions in the Dutch food and telecoms markets. Pannekoek additionally advises multinational private equity houses on strategic divestments. **Willem de Nijs Bik** (see p.1384) has a strong practice representing Dutch

companies in their strategic growth through acquisitions and joint ventures. He is active in the waste and financial services sectors. Clients stress that **Bram Caudri** (see p.1382) is “very knowledgeable,” in addition to being “a really collaborative, pragmatic team member.” He represents international and domestic companies in cross-border M&A transactions in the technology and telecoms sectors. He receives additional praise from clients for being “tremendously responsive.” The “excellent” **Alexander Kaarls** (see p.1390) is lauded by a client for being “incredibly smart and analytical,” and for handling “highly complex matters.” He represents companies and shareholders in multinational acquisitions and receives additional praise regarding his corporate governance capabilities.

Linklaters

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

Strengths One client reports: “The lawyers are very knowledgeable, and for bigger international transactions they are my go-to.”

One client describes the team as “very good, pleasant to work with and easy to connect with.”

Work highlights Represented ENGIE in the acquisition of Biogas Plus Holding.

Notable practitioners

Jan Willem de Boer represents international financial institutions and corporates in big-ticket divestments. He also acts for institutional investors on inbound investments. Clients are happy that **Pieter Riemer** “gets straight to the point and clearly expresses his views so it’s easy for clients to understand.” He acts for clients on multinational transactions in the agricultural, software and energy sectors.

Band 1 Corporate/M&A: Mid-Market**DLA Piper Nederland****See profile on p.76**

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

Strengths The team is described as a “reliable partner” for clients who praise the “very high-quality” advice on offer and add that “the turnaround is always very quick.”

Work highlights Represented The Carlyle Group in its sale of Expereo Holding to Apax Partners through an auction.

Notable practitioners

Daphne Bens (see p.1380) represents international and domestic clients in transactions in the media and technology sectors. She acts on both the buy and sell sides of transactions. Recent arrival **Henk Arnold Sijnja** (see p.1398) represents clients in cross-border M&A transactions. He is described by sources as “a very friendly guy” who also offers additional capital

markets expertise.

Lexence**See profile on p.1434**

What the team is known for Strong team with an impressive track record advising multinational private equity houses. Clients also include a number of key mid-market players such as companies in the media and technology sectors. Advises on cross-border transactions, as well as shareholder and governance issues.

Strengths Clients opine that there is a “mentality that they understand business” at the firm, and note that they “solve things rather than create problems.”

Others stress that working with them is “very pleasant,” adding that “it is helpful to have a law firm with experience” of transactional work.

Work highlights Advised TopMondzorg on its sale to Nordic Capital.

Notable practitioners

Luc Habets (see p.1388) is praised by private equity clients for his “fact-based, open and smooth way of getting what he wants.” He assists buyers, sellers and shareholders with transactions and restructurings.

Michiel van Schooten (see p.1404) represents financial institutions and investment companies in transactions in the digital sector. Clients praise him for being “down to earth” and “not making things bigger than they are,” adding that he is “very knowledgeable, with a lot of experience.”

Loyens & Loeff**See profile on p.1435**

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

Strengths Clients trust the team “to do a great job within the requested timeline,” adding that they are “incredibly knowledgeable and responsive.”

Work highlights Assisted Gilde Buy Out Partners with the EUR118 million sale of Synbra Holding.

Notable practitioners

Harmen Holtrop (see p.1388) advises private equity clients on the sell and buy sides of transactions, as well as assisting with corporate mergers. He is described by clients as being “always reliable in terms of making things happen,” as well as being “extremely nice and clever.” **Herman Kaemingk** (see p.1390) represents clients in transactions involving both private equity houses and shareholders. He is active in the consumer goods and IT sectors.

Band 2 Corporate/M&A: Mid-Market**AKD****See profile on p.1408**

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

Strengths Clients are happy that the lawyers “really

work well together as a team."

Others are particularly pleased with the level of support offered at the firm, noting that *"the lawyers are hands-on,"* and feel like *"owners of the deal."*

Work highlights Assisted IOI Corp with the USD946 million divestment of a controlling stake in IOI Loders Croklaan to Bunge.

Notable practitioners

The *"very strong"* **Nathalie van Woerkom** (see p.1405) is highly active representing Dutch investment companies in private equity and venture capital transactions. She also assists companies and shareholders with corporate matters and transactions. **Carlos Pita Cao** (see p.1396) represents Dutch companies and shareholders in corporate matters including acquisitions, divestments and joint ventures. He is respected by clients for being *"very accessible"* and *"a very good negotiator."*

Baker McKenzie

See profile on p.64

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

Strengths The *"very happy"* clients describe the team as *"very useful and very supportive."*

Others laud the fact that *"the lawyers are able to respond quickly to changes"* in deals, adding that they are *"very flexible in coming up with new structures."*

Work highlights Assisted Beryllium with the acquisition of 95% of the shares in HeadFirst Source Group.

Notable practitioners

Clients appreciate that **Casper Banz** (see p.1380) is *"very good in negotiations and very pragmatic."* He assists leading private equity houses and multinational companies with acquisitions and investments, and has significant experience in the media sector. **Mohammed Almarini** (see p.1380) offers clients *"fantastic co-operation"* which is always *"service-oriented and high-quality."* He acts on the buy side of multinational transactions for both domestic and international clients.

deBreij

See profile on p.1417

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

Strengths Clients particularly appreciate the *"very efficient and very flexible"* way the team works.

Others stress that the team is *"working hard and dedicated to cases,"* and additionally *"appreciate the lawyers' availability."*

Work highlights Assisted Bolster Investment Partners with the sale of AIO II to Bencis Capital Partners.

Notable practitioners

Sources praise **Dennis De Breij** (see p.1383)'s presence in the Dutch M&A market. He acts for private

equity clients and international companies on prominent domestic transactions.

Jones Day

What the team is known for Experienced corporate team with a strong practice advising on joint ventures, corporate restructuring operations and share transfers. Sector expertise includes work in the technology, life sciences and manufacturing industries, in addition to food manufacturing. Additionally represents key clients in the private equity and venture capital field.

Strengths Clients praise the firm's teamwork, saying: *"The lawyers work very well together,"* adding that *"the specialists the firm has are all at a very high level."*

Others stress that they are *"very pragmatic,"* and praise the lawyers for their *"excellent language skills and good business savvy."*

Work highlights Assisted the Timken Company with the auction sale of Groeneveld to Vehco.

Notable practitioners

The *"always reactive"* **Ton Schutte** (see p.1398) is praised by clients because *"his suggestions are always good."* He represents international companies from the technology and food industries in strategic acquisitions. Clients praise **Floris Pierik** (see p.1396) for having *"really good business sense"* and *"understanding what is important to his clients."* He represents domestic and international clients in cross-border deals in the life sciences and food industries.

Simmons & Simmons LLP

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

Strengths Clients enthuse that they *"experienced an extraordinarily good level of support"* from the team on cross-border transactions.

Others particularly appreciate that partners are *"very commercial,"* and *"understand that they are there to solve problems."*

Work highlights Represented Bridgestone in the EUR910 million acquisition of TomTom's telematics business.

Notable practitioners

The *"brilliant"* **Leo Verhoeff** is *"great in negotiations and very good with people,"* according to clients, for whom he is a *"number-one"* choice. He represents well-known multinational clients in large acquisitions, as well as acting for private equity houses on investments and acquisitions in the healthcare, food and professional services industries. **Jean-Pierre van Leeuwe** represents multinational clients in significant divestments. He also has experience advising on investments, acquisitions and mergers.

Stek

See profile on p.1444

What the team is known for Strong domestic outfit with a solid profile in M&A and mid-market private equity. Advises clients from the healthcare, fashion and energy sectors on cross-border transactions. Acts for both management and shareholders of companies on sales. Popular choice for local counsel work on international deals.

Strengths Clients laud the attention they receive from the firm, saying that the team *"is always available and the advice is really thorough, the lawyers really make you feel that the transaction you're doing is their only one."*

Others simply describe a *"fantastic team"* with *"excellent service."*

Work highlights Advised Stedin on the auction sale of its subsidiary Joulz Energy Solutions.

Notable practitioners

Maarten van der Graaf (see p.1401) is noted by clients for his international capabilities, as well as for being *"smart and practical."* He represents domestic and international clients from the sporting, mining and energy sectors in acquisitions, restructurings and investments. **Eelco Bijkerk** (see p.1381)'s practice focuses on domestic mid-market private equity transactions and investments. He represents a host of Dutch and European investors. According to clients, **Jasper Stek** (see p.1399) *"really has the right mix of pragmatism"* and gets *"personally involved in deals."* He advises substantial international clients in the IT and healthcare sectors on cross-border acquisitions.

Van Doorne

See profile on p.1451

What the team is known for Broad-ranging corporate practice covering M&A, private equity transactions and joint ventures. Demonstrates particular expertise representing senior management boards of target companies in private equity buyouts. Key sectors include chemicals and retail, in addition to acting for the professional services sector. Experienced in cross-border transactional work for Dutch and international large to mid-cap businesses.

Strengths Clients praise the firm's *"excellent knowledge."*

Work highlights Assisted the management of Royal Sanders with the management buyout of the company by the 3i Group.

Notable practitioners

Onno Boerstra (see p.1381) is picked out by clients for being *"very good at advising directors"* in M&A transactions. He advises senior management of target companies on their role within transactions and private equity buyouts. Clients describe **Hugo Reumkens** (see p.1396) as *"a very pragmatic lawyer."* He represents multinational companies in sales and acquisitions within the logistics and insurance sectors.

Band 3 Corporate/M&A: Mid-Market

JanssenBroekhuysen

See profile on p.1432

What the team is known for Growing boutique firm with a strong track record in domestic and multinational corporate transactions. Strong presence representing shareholders of target companies in corporate transactions. Acts for Dutch and international clients from the food and packaging industries.

Strengths Clients describe the team as *"very efficient,"* and *"clever in how they solve problems."*

Others note that *"the partner dedication that you receive is something that makes them really outstanding."*

Work highlights Represented ArchiMed in its investment into Soest Medical Group.

Notable practitioners

The *"brilliant"* **Barbara van Hussen** (see p.1403)

represents domestic companies and entrepreneurs in corporate transactions. Van Hussen additionally assists international clients with inbound investments. **Jeroen Bleeker** (see p.1381) frequently represents the shareholders of Dutch companies in cross-border transactions. Clients praise him for being “a very good adviser,” particularly noting that “he knows his stuff extremely well” and “can make deals fly.”

Norton Rose Fulbright

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

Strengths Clients laud the team for being “very pragmatic, very responsive and very solution-oriented.”

Work highlights Assisted Kerry Group with the acquisition of a majority stake in Ojah.

Notable practitioners

Clients describe **Heimon Smits** as “excellent,” and add that “he can always find a practical solution that satisfies both sides of a transaction” and is “very flexible and extremely smart.” He assists clients with multinational corporate transactions and joint venture agreements.

Van Campen Liem

See profile on p.1449

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

Strengths Clients highlight the team’s strong track record in mid-market deals, adding that “the firm is able to cover various legal fields” and the lawyers are “very available.”

Others describe the team as “knowledgeable, responsive and hard-working.”

Work highlights Acted as Dutch counsel for VINCI Airports on the multi-jurisdictional acquisition of nine airports.

Notable practitioners

Marc van Campen is “very entrepreneurial, very practical in his approach and creative,” according to one client. He represents private equity and venture capital clients in transactions in the Netherlands, often advising on sales or market exits. **Edwin Liem** assists multinational corporations with corporate transactions and restructuring. He is particularly active representing clients in the energy sector.

Band 4 Corporate/M&A: Mid-Market

BarentsKrans

See profile on p.1410

What the team is known for Notable mid-market outfit with a healthy portfolio of Dutch private clients. Advises companies in the technology, leisure and waste sectors on sales, acquisitions and mergers. Also acts for private equity clients on investments into Dutch companies.

Strengths Clients appreciate the “high level of partner involvement.”

Work highlights Assisted Jansen en Jansen with the sale of Vekoma Rides to Sansei Technologies.

Notable practitioners

Michiel Martin (see p.1394) has a strong presence in the Dutch market representing domestic clients in cross-border transactions. He is active on transactions in the packaging, logistics and fitness sectors.

CMS

See profile on p.1415

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

Strengths Clients appreciate that the lawyers are “quick and aligned with our interests.”

Other clients describe the firm as “knowledgeable, pleasant and responsive.”

Work highlights Advised FD Mediagroep on the acquisition of all of the shares in Sizo Solutions.

Notable practitioners

Roman Tarlavski heads the department and remains a key contact for clients.

CORP

What the team is known for Private equity-focused transactional boutique with dedicated expertise in domestic mid-market M&A. Frequently represents shareholders in divestments. Clients principally include private equity and venture capital funds. Offers experience acting on divestments in the fashion, healthcare and heavy industry sectors.

Work highlights Assisted NPM Capital with the sale of Dagelijks Leven to Orpea.

Notable practitioners

Eric de Best “is a very practical, smart lawyer who always knows how to create the right tone” in negotiations. He represents private equity clients in domestic transactions, often acting on the sell side.

Orange Clover

What the team is known for Prominent corporate boutique with a strong client base among international private equity houses. Advises on cross-border transactions and restructurings in the heavy industry, travel and telecoms sectors. Also assists clients with mandates related to shareholder rights, acquisition financing and corporate governance.

Strengths Clients stress that they are “good people and strong lawyers.”

Others particularly note that it is “an outstanding firm on regulatory work.”

Work highlights Advised Triton Partners on the acquisition of the Sunweb Group.

Notable practitioners

Pien van Veersen and Machiel Galjaart lead the department and are key contacts for clients.

Osborne Clarke NV

What the team is known for Internationally connected team with a broad focus, offering expertise in cross-border mergers and acquisitions, as well as domestic and international private equity transactions. Additionally represents multinational venture capital funds in transactions in the healthcare, media and consumer goods industries. Particularly experi-

enced acting for joint ventures and conglomerates on transactions.

Strengths Clients appreciate that the team is “able to work well together on long days, under tremendous pressure and remain nice people to work with, which makes things easier.”

Other clients appreciate that the team “quickly understands the various requirements of a cross-border” transaction.

Work highlights Represented S4 Capital in its acquisition of MightyHive.

Notable practitioners

Clients are happy that **Cristine Brinkman** is “very knowledgeable,” and note that she “gives a lot of security, confidence and comfort.” She represents clients in strategic investments and divestments, as well as joint ventures.

Vriman M&A Lawyers

What the team is known for M&A boutique with an established presence in the Dutch mid-market corporate landscape. Advises institutional investors on domestic real estate and infrastructure transactions. Also able to assist with cross-border sales and funding rounds. Clients include prominent Dutch and foreign private equity houses, as well as private companies.

Strengths The team is lauded by one client as “a very strong team with an outstanding reputation on the Dutch market.”

Others are particularly pleased that “the lawyers really understand the total environment in which legal advice is needed.”

Work highlights Acted for Three Hills Capital Partners on its investment in ACT Commodities.

Notable practitioners

Jan Vriesendorp is a key contact for corporate and private equity clients.

Other Ranked Lawyers

Louis Bouchez is praised by clients for being “very user-friendly, practical and candid.” He acts for multinational clients from the media and automotive sectors on cross-border transactions and joint ventures.

Matthijs Brons is particularly noted by clients because “he always seeks for solutions to solve the issue as efficiently as possible.” He represents prominent Benelux companies in strategic corporate transactions, in addition to assisting with joint venture agreements.

Jeroen Hoekstra moved to Eversheds Sutherland in the spring of 2019. He handles a range of corporate work, including corporate restructuring, joint ventures and cross-border M&A.

Matthijs Ingen-Housz is particularly active on venture capital mandates, as well as assisting with domestic private equity transactions.

Paul Josephus Jitta is admired by clients for being “very pragmatic” and because he “always communicates verbally and in writing very easily.” He advises on venture capital and mid-market domestic corporate transactions.

Clients describe **Pieter van den Brink** as “very structured and experienced and always available to provide very prompt and thorough feedback,” adding that they are “always confident in his responses.” He assists clients in the media, fashion and food industries, as well as private equity houses, with a range of corporate transactions.

Pieter van Uchelen (see p.1404) joined Florent in

October 2019. Clients appreciate that he “is not a partner who delegates everything,” stressing that they enjoy “his personal involvement.” He has experience handling cross-border transactions for clients in the

insurance, infrastructure and leisure sectors. **Bas Vletter** (see p.1406) joined Greenberg Traurig in the summer of 2019. Vletter has experience advising international corporates and private equity houses

on the acquisition of Dutch companies. He also assists Dutch clients with mergers.

DISPUTE RESOLUTION

Dispute Resolution	
Leading Firms	
Band 1	
Allen & Overy LLP	
De Brauw Blackstone Westbroek *	
Houthoff *	
NautaDutilh *	
Pels Rijcken & Droogleever Fortuijn N.V. *	
Stibbe *	
Band 2	
BarentsKrans *	
Clifford Chance LLP *	
Lemstra Van der Korst *	
Loyens & Loeff *	
Band 3	
Baker McKenzie *	
DLA Piper Nederland *	
Evers Soerjatin *	
Van Doorne *	
Band 4	
AKD *	
Florent *	
Freshfields Bruckhaus Deringer LLP	
Jones Day	
Lexence *	
Linklaters	
Simmons & Simmons LLP	
Stek *	
Wijn & Stael *	
* Indicates firm / individual with profile.	
◇ (ORL) = Other Ranked Lawyer.	
Alphabetical order within each band. Band 1 is highest.	

Band 1

Allen & Overy LLP

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

Strengths Clients praise the firm’s strength, stressing: “The firm has a wide range of in-depth resources, the lawyers are very flexible and they provide high quality.” Others laud the firm’s teamwork, describing “a well-led, cohesive unit and top-class legal team” and adding that the team was “extremely diligent and the best litigation team that I have encountered.”

Work highlights Represented South Stream Transport in a EUR1.5 billion construction arbitration concerning a cancelled pipeline.

Notable practitioners

Lauded as “a standout” and “major statesman in major litigation,” **Arnold Croiset van Uchelen** is a leading figure in corporate and commercial disputes in the Netherlands. Praised by clients as “a very impressive lawyer with a great personal touch,” he advises financial sector clients on disputes involving professional liability. He is also highly renowned for acting on shareholder and corporate disputes. Clients praise

Dispute Resolution
Senior Statespeople
Senior Statespeople: distinguished older partners
Meijer Rob Houthoff *
Leading Individuals
Star individuals
Croiset van Uchelen Arnold Allen & Overy LLP
Band 1
de Kluiver Harm-Jan De Brauw Blackstone Westbroek *
Heemskerk Willem Pels Rijcken & Droogleever Fortuijn N.V.
Kortmann Jeroen Stibbe *
Leijten Fons Stibbe *
Leijten Marnix De Brauw Blackstone Westbroek *
Olden Paul NautaDutilh
Band 2
Borrius Yvette Florent
Knigge Albert Houthoff *
Lemstra Jurjen Lemstra Van der Korst
Lunsinghe Scheurleer Daan NautaDutilh
Ouwehand Jeroen Clifford Chance LLP *
Strik Daniella Linklaters
van Agteren Robert J Baker McKenzie *
van der Korst Pieter Lemstra Van der Korst
van der Velden Brechje Allen & Overy LLP
Band 3
de Bie Leuveling Tjeenk Jan De Brauw Blackstone *
de Greve Tim Stibbe *
De Haan Richard Allen & Overy LLP
Duynstee Dirk-Jan Clifford Chance LLP *
Evers Marcel Evers Soerjatin *
Kroes Frank Baker McKenzie *
Meerding Eelco De Brauw Blackstone Westbroek *
Schonewille William BarentsKrans
Sinninghe Damsté Mijke Loyens & Loeff *
Smit Gerben Stek *
Soerjatin Ellen Evers Soerjatin *
van den Brande Jeroen Brande & Verheij (ORL) ◇
van Hees Toni Stibbe *
van Maanen Martijn BarentsKrans *
Band 4
Berendsen Sidney Loyens & Loeff *
Bieleveld Lisette Van Doorne *
Boekraad Gertjan Stibbe *
Cornegoor Jacob Hoff Advocaten (ORL) ◇ *
Craemer Bram Thomas Lexence *
de Groot Jan Willem Houthoff *
de Korte Jurjen Van Oosten Advocaten (ORL) ◇
Drop Maarten Cleber N.V. (ORL) ◇
Haas Patrick AKD *
Hendriksen Walter Van Doorne *
Hoff Jerry Hoff Advocaten (ORL) ◇ *
Hopman Paul DLA Piper Nederland *
Jansen Timo Lexence *
Leedeckerken Jasper Van Doorne *
Lennartz Yke M J Norton Rose Fulbright (ORL) ◇
Netten Ewald DLA Piper Nederland *
Oosterhoff Itse Baker McKenzie *
Peters Frank bureau Brandeis (ORL) ◇
Tjon-En-Fa Evelyn Bird & Bird (ORL) ◇
Van Hezewijk Jeroen Freshfields Bruckhaus Deringer LLP
Wassenaar Ingmar Lemstra Van der Korst
Winters Berto De Brauw Blackstone Westbroek *
Up-and-coming individuals
de Clerck Wouter DLA Piper Nederland *
Kamerbeek Sjoerd Van Doorne *
Rutten Koen Wijn & Stael
van de Hel Jan Bart Stek *
van Thiel Stein Evers Soerjatin *
Associates to watch
Brouwer Paul Osborne Clarke LLP (ORL) ◇

Marieke van Hooijdonk’s communication skills, noting that she “understands the complexities and makes them relatively simple for businesses to understand.” Her practice focuses on international arbitration, where she represents clients in a range of construction and contractual disputes. Clients also describe her as a “very knowledgeable and client-focused lawyer” who is “a joy to work with.” **Brechje van der Velden** represents a wide range of blue-chip finance clients in securities and bankruptcy litigation. She additionally acts for defendants in class action litigation. **Richard De Haan** is held in high regard for his corporate and commercial litigation practice, as well as advising on professional liability and securities litigation. He acts for a number of multinational corporations, in addition to state bodies. **Hilde van der Baan** is “excellent at drafting writs and pleadings,” according to clients, who also praise her commercial understanding. Focusing on arbitration, she represents clients in a range of ICC proceedings, including construction and contractual disputes.

De Brauw Blackstone Westbroek

See profile on p.1416

What the team is known for Leading practice covering the full breadth of dispute resolution options. Unrivalled international arbitration offering and significant expertise in M&A and contractual disputes, cartel follow-on damages claims and Supreme Court litigation. Frequently acts on substantial class action claims involving securities litigation. Highly sought after for disputes in the energy and financial services sectors, as well as representing clients from the automotive sector.

Strengths Clients praise the firm’s work ethic, saying: “Every team member is very committed to the cause,” and add that the firm is very strong at “understanding the commercial impact of various outcomes and the commercial reality underlying disputes.”

Other clients stress the firm’s international work, stating that “the lawyers are able to interact with several jurisdictions” and also highlighting that the lawyers “understand the client’s needs and are very quick.”

Work highlights Represented Yukos Oil in bankruptcy litigation.

Notable practitioners

Clients stress that **Harm-Jan de Kluiver** (see

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

p.1384)'s strategic thinking is "absolutely top." He regularly acts for an impressive list of Dutch clients on both corporate and finance-related litigation. **Marnix Leijten** (see p.1392) is "as good as you could wish for," according to one client, who adds that he is "very creative and compelling in his arguments." Leijten is well known for representing clients in international corporate arbitration, as well as acting on commercial litigation. **Bommel van der Bend** (see p.1401) represents clients in highly complex international arbitration. He often acts for both private and governmental clients in construction and investment arbitration. **Jan de Bie Leuveling Tjeenk** (see p.1383) is revered by sources as "one of the best" Supreme Court lawyers in the Netherlands. He acts on a broad array of cases including litigation relating to bankruptcy, financial services and contentious M&A. The "incredibly bright and sharp-minded" **Eelco Meerdink** (see p.1394) is admired for being "very approachable." He represents clients from the energy and luxury goods sectors in both cross-border litigation and arbitration. **Berto Winters** (see p.1406) is a highly regarded Supreme Court litigator who also represents clients in complex commercial litigation and follow-on damages claims. **Albert Marsman** (see p.1393) advises on cross-border arbitration mandates in a range of sectors, including energy and financial services. He acts for both governmental and private clients in investment treaty arbitration.

Houthoff

See profile on p.1429

What the team is known for Highly regarded team offering a full breadth of disputes coverage and featuring several high-profile Supreme Court lawyers. Active on disputes related to insolvency and securities, as well as hostile takeovers and class actions. Regularly assists with international arbitration cases, particularly the enforcement of arbitral awards. Also advises clients on criminal law cases.

Strengths Clients highlight the team's international capabilities, noting that they are "very good at dealing with cross-border work" and have "very good knowledge of international financing and documentation, and are very good at adapting to different litigation systems."

Others praise the firm for being "very proactive and creative" and "always very well prepared in supporting us."

Work highlights Represented Vestia in a damages recovery case relating to the mismanagement of a derivatives portfolio.

Notable practitioners

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

Rob Meijer (see p.1394) represents clients in highly complex international cases involving bankruptcy and arbitral awards. He is regarded by interviewees as a "solid and knowledgeable" disputes lawyer. **Bart van der Wiel** (see p.1403) represents a range of clients in Supreme Court disputes, with particular strength advising foreign investors. His expertise includes acting for clients on cross-border post-M&A and joint venture disputes. Clients praise **Albert Knigge** (see p.1391)'s "very calming presence" in litigation, adding that he "does a really good job negotiating with other parties." He represents blue-chip clients in securities and financial litigation, as well as in class actions and cartel follow-on litigation. The "very skilled and client-oriented" **Dirk Knottenbelt** (see p.1391) frequently represents clients in ICC arbitration. Knottenbelt leads the firm's arbitration team and acts in complex international mandates relating to shareholder and contractual disputes, as well as arbitral award matters. **Marielle Koppenol-Laforce** (see p.1391) is well known for handling commercial arbitration and financial disputes. Clients include private corporations from the energy sector and sovereign governments. **Jan Willem de Groot** (see p.1384) concentrates his practice on corporate and commercial litigation, representing clients in post-M&A and joint venture disputes. Clients describe De Groot as "smart, down to earth, pragmatic and committed."

NautaDutilh

See profile on p.1437

What the team is known for Well-reputed team assisting clients from a broad array of industries, with particular strength in the insurance sector. Acts for clients at all levels of the Dutch court system, offering a highly regarded Supreme Court practice, in addition to representing clients in arbitration cases. Advises clients on files relating to cross-border financial, post-M&A and white-collar crime litigation, as well as cartel damages cases and class actions.

Strengths One interviewee praises the team's client handling, noting that "they are extremely responsive, very thoughtful and a great calming presence." Other clients add that "the lawyers are very high-quality and impressive."

Work highlights Represented Urgenda Foundation in Supreme Court litigation against the Kingdom of the Netherlands relating to an order to reduce carbon emissions.

Notable practitioners

Clients enthuse that **Paul Olden** offers "business sense, technical knowledge, commercial awareness and effective, good judgement." He primarily advises clients on post-M&A disputes. **Freerk Vermeulen** con-

tinues to enjoy a strong reputation at the Supreme Court. He represents clients in a range of novel public law cases at the Supreme Court, as well as in financial and post-M&A litigation. **Daan Lunsingh Scheurleer** is particularly active representing clients in finance-related disputes, in addition to advising on professional liability proceedings. Interviewees pick him out as "an expert in the area of commercial litigation and class actions."

Pels Rijcken & Droogleever Fortuijn N.V.

See profile on p.1439

What the team is known for Enviably Supreme Court expertise supported by an increasingly strong commercial disputes practice. Represents multinational corporations in cross-border litigation relating to cartel damages, financial instruments and criminal cases. Sought after by local authorities and government bodies. Frequently advises clients on infrastructure litigation and post-M&A disputes.

Strengths One client describes a "very experienced team, quick and reliable" and adds that "the work is always of a high level and the team members are easily accessible."

Another lauds the team's strength, saying: "They are very experienced and you see that. They proactively come with their own ideas."

Work highlights Represented Daimler as defendant in cartel follow-on damages claims.

Notable practitioners

According to clients, **Willem Heemskerk** is "a valuable sparring partner who is able to translate complex issues into practical and workable solutions." He advises defendants on cartel damages, class actions and Libor disputes. Other sources add that Heemskerk has "a flexible mind and is always able to think outside the box and come up with a solution." One client stresses that **Hans van Wijk** is "well known as one of the best Supreme Court lawyers in The Hague" and "delivers everything we need." His expertise covers advising private and public sector clients on disputes pertaining to tax and corporate transactions. **Karlijn Teuben** acts for the Dutch state and public institutions on a range of human rights, financial and class action disputes. Clients report that she has "a very sharp legal mind."

Stibbe

See profile on p.1445

What the team is known for Highly skilled corporate and commercial litigation team with particular expertise acting for clients on competition damages claims. Also advises on arbitration and white-collar crime proceedings. Represents multinational corporates from a range of sectors including oil and gas and financial institutions. Further expertise covers banking and securities litigation, professional liability proceedings and contractual disputes.

Strengths One client lauds the "hands-on attitude, in-depth analysis and convincing argumentation with an eye for strategy" that the team offers.

Work highlights Acted for Heineken and Athenian Brewery as defendants on a EUR100 million abuse of dominance case.

Notable practitioners

The "fantastic" **Jeroen Kortmann** (see p.1391) focuses his practice on competition disputes, such as abuse of dominance and cartel damages claims, as well as securities litigation. He acts for clients from sectors including professional services, telecommunications and media. Further sources add that Kortmann is "absolutely brilliant." **Fons Leijten** (see

p.1392) is picked out by sources as “a very good litigator” who “enjoys a good reputation” in this area. He assists clients with disputes relating to securities and commercial litigation, as well as representing them in criminal disputes. **Tim de Greve** (see p.1384) represents clients in commercial litigation relating to contractual disputes and corporate liability. He frequently advises clients on multinational disputes. Clients praise **Toni van Hees** (see p.1403) for having “the gift to explain and argue complex issues in plain language, with good structure and humour.” He represents multinational and domestic clients in proceedings relating to professional liability, as well as financial and securities litigation. **Gertjan Boekraad** (see p.1381) primarily focuses on bankruptcy and professional liability disputes. Interviewees praise him for being “calm” in court and being “able to bring relevant arguments together in a very persuasive manner.”

Band 2

BarentsKrans

See profile on p.1410

What the team is known for Impressive litigation team with particular strength representing clients in the Supreme Court. Advises claimants and defendants on cartel follow-on litigation, contractual disputes and bankruptcy cases. Experienced assisting with disputes pertaining to financial products, shareholder disagreements and class actions. Also acts for clients on white-collar crime matters.

Strengths Clients are “very enthusiastic about their approach,” being particularly impressed by “how pragmatic they are – they really speed the processes up.”

Work highlights Represented Fox Networks in a commercial dispute concerning the distribution of Premier League football.

Notable practitioners

Rieme-Jan Tjittes (see p.1399) is a highly regarded Supreme Court litigator, acting for private corporations as well as state bodies. Clients highlight that it is “very easy talking to him, even for people who aren’t lawyers,” adding that he is “very pragmatic and practical.” Clients praise **William Schonewille** for being “a very able and well-organised litigator with considerable experience in financial and consumer cases.” His practice focuses on financial disputes, frequently representing clients in class actions. **Martijn van Maanen** (see p.1404) regularly acts for claimants on class actions, including cartel damages claims. Appreciative clients describe him as “smart and pragmatic,” adding that he has “good insight into what it takes for a claimant’s case to succeed.” Van Maanen also advises on bankruptcy cases.

Clifford Chance LLP

See profile on p.68

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

Strengths One client lauds the team’s “outstanding knowledge and expertise in combination with great availability of resources.”

Another praises the “pragmatic, thorough and efficient team,” noting that the lawyers “managed both the content and the process in a pleasant and effective way.”

Work highlights Represented an international oil company in post-M&A litigation arising from an alleged breach of the SPA.

Notable practitioners

According to clients, **Juliette Luycks** (see p.1393) “has an impressive depth of knowledge” and is “capable of understanding situations quickly.” She is experienced in cross-border arbitration, as well as commercial disputes, including follow-on damages claims. The “very capable” **Jeroen Ouwehand** (see p.1395) represents financial institutions and asset managers in financial litigation. Ouwehand also advises clients on corporate disputes. The “super experienced” **Dirk-Jan Duynstee** (see p.1386) “stays calm and fully in control, goes the extra mile” and is “really a safe pair of hands,” according to clients. He acts for clients on financial disputes and bankruptcies. His clients include governmental bodies and financial institutions.

Lemstra Van der Korst

See profile on p.1433

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

Strengths One source reports that the team is “an excellent plaintiff firm.”

According to other interviewees, it is a “boutique litigation firm that is well known” and the team is made up of “really smart guys.”

Work highlights Represented Stichting Petrobras Compensation Foundation as plaintiff in a class action damages claim resulting from allegations of corruption and fraud.

Notable practitioners

One interviewee highlights **Jurjen Lemstra** for his “very good, experienced advice” and adds that he “does an excellent job.” He regularly acts for claimants on class action disputes and has a number of clients from the automotive industry. **Pieter van der Korst** primarily focuses on corporate and commercial disputes. His clients include works councils and shareholders for multinational organisations. **Ingmar Wassenaar** is well regarded for his practice covering corporate and commercial disputes, including joint venture litigation. Wassenaar also represents clients in directors’ liability claims.

Loyens & Loeff

See profile on p.1435

What the team is known for Well-regarded team known for handling a range of domestic and multi-jurisdictional disputes. Skilled at representing clients in commercial and corporate litigation, as well as acting on international arbitrations, both for and against states. Additionally handles financial disputes relating to Labor and bankruptcy disputes. Represents clients in white-collar crime allegations, such as money laundering.

Strengths Interviewees report that “it was really nice working with Loyens.”

Work highlights Represented Niacet as defendant in an abuse of dominance litigation.

Notable practitioners

According to sources, **Tom Claassens** (see p.1382) is “first rate, intelligent and diligent.” He acts for clients on arbitration proceedings following corporate transactions, joint ventures and arbitral

award annulment procedures. His clients include multinational corporations and state governments. **Mijke Sinnighe Damsté** (see p.1398) has a broad practice, encompassing disputes related to cartel claims, restructuring litigation and trustee disputes. Her clients include multinational organisations and investors. **Sidney Berendsen** (see p.1380) represents clients in litigation relating to corporate structuring and transactional disputes, as well as class actions and real estate litigation. Interviewees particularly highlight his strength before the court.

Band 3

Baker McKenzie

See profile on p.64

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

Strengths One client praises the firm for being “very responsive and client-focused.”

Another client is pleased that “the partners are very approachable and available” and adds that “the lawyers never lose sight of the commercial aspects.”

Work highlights Acted for Manroland on commercial disputes related to contractual warranty claims.

Notable practitioners

Robert van Agteren (see p.1400) focuses on trade compliance and commercial disputes. Clients appreciate that he “takes his time to think through how to approach cases” and add that “he works for us to make sure we come out in the best possible way.” He also represents clients in contractual disputes. A client says that **Frank Kroes** (see p.1391) is “able to help me unpick all of the options in very complicated cases.” He acts for clients on liability, competition follow-on damages and corporate litigation. Others stress that “he is very sharp and incredibly reliable,” with a “great sense of humour.” **Itse Oosterhoff** (see p.1395) has a “good hands-on mentality, good commercial awareness and good expectation management,” says one satisfied client. He advises clients on matters including insolvency and transactional disputes and is further noted by clients for offering “precise instructions and fast feedback.” Oosterhoff also represents clients in criminal allegations.

DLA Piper Nederland

See profile on p.76

What the team is known for Advises international clients on a wide range of disputes including those related to construction projects, bankruptcies and securities. Particularly popular with domestic and multinational financial institutions. Additional expertise assisting with contractual and restructuring disputes, as well as intellectual property litigation relating to counterfeiting.

Strengths A satisfied client stresses that the team is “always available and accessible,” adding that they “really felt the team was on my side.”

Others praise the “availability of expertise” and add that the lawyers are “up to date and pragmatic.”

Work highlights Acted for the former board members of SNS Reaal on disputes relating to shareholder

rights and securities.

Notable practitioners

Paul Hopman (see p.1389) offers particular expertise representing financial institutions in disputes relating to financial products and bankruptcy litigation. He additionally advises on anti-money laundering cases and disputed arbitral awards. According to clients, **Ewald Netten** (see p.1395) *“has a perfect feel”* for the client’s priorities in litigation and *“listens carefully to what is important.”* He has a strong practice advising financial institutions on asset recovery and contractual disputes. Clients also add that Netten is *“highly responsive and very knowledgeable,”* and that working with him is *“just a great experience.”* Clients report that **Wouter de Clerck** (see p.1383) is *“pragmatic, knowledgeable and commercially aware.”* He advises clients on contractual disputes, as well as construction litigation.

Evers Soerjatin

See profile on p.1422

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

Strengths One client highlights that the *“quality of their written advice is good”* and adds that the lawyers have been *“extremely responsive and available whenever we need them.”*

Other clients describe the team as *“deeply knowledgeable, forward-thinking and client-oriented.”*

Work highlights Represented Burford Capital in a damages claim following the announcement of accounting irregularities at Steinhoff.

Notable practitioners

Marcel Evers (see p.1387) represents clients in complex shareholder disputes and commercial litigation. He also assists with class actions and cartel follow-on litigation. Clients praise Evers for his *“strong industry knowledge”* and *“clear, pragmatic and accurate advice and understanding of the client’s needs.”* **Ellen Soerjatin** (see p.1398) acts for a range of international clients including technology companies, as well as shareholders and bondholders. She advises on post-M&A disputes and financial law litigation.

Stein van Thiel (see p.1404) is praised by clients for *“being accessible, practical and solution-oriented.”* He represents clients in shareholder disputes and restructuring litigation, as well as advising on cartel damages claims.

Van Doorne

See profile on p.1451

What the team is known for Offers a broad practice encompassing class actions, corporate litigation, arbitration and white-collar crime proceedings. Acts for clients on bankruptcy and contractual disputes. Represents domestic and international companies, as well as state bodies and investment funds. Additionally advises on liability, post-M&A and construction arbitration. Recently grew the team with the hire of prominent arbitration counsel Rogier Schellaars.

Strengths One client praises the *“strong, robust legal advice”* offered, as well as the *“commercial savvy and depth of resources.”*

Clients also highlight that the team provides *“quick responses and a transparent way of working, and is committed to getting the best results for its clients.”*

Work highlights Acted for Waarborgfonds Sociale

Woningbouw on a dispute with the Dutch state concerning a request to restructure a subsidy.

Notable practitioners

Rogier Schellaars (see p.1397) is highly respected for his handling of commercial arbitration, regularly acting on joint venture disputes. He also advises on investment arbitration and the enforcement of arbitral awards. Schellaars joined Van Doorne in June 2019. According to one client, **Lisette Bieleveld** (see p.1381) is an *“excellent and go-to counsel.”* She advises on matters relating to contractual and corporate litigation, as well as state funding. **Walter Hendriksen** (see p.1388) assists clients with disputes relating to professional liability and complex class actions. **Jasper Leedekerken** (see p.1392) provides *“very practical, honest advice,”* and clients describe him as *“extremely sharp”* in court proceedings. He represents defendants and claimants in class action damages cases. Clients praise **Sjoerd Kamerbeek** (see p.1390) for being *“very responsive and extremely quick.”* He represents clients in post-M&A disputes, class action claims and criminal litigation.

Band 4

AKD

See profile on p.1408

What the team is known for Established litigation practice with significant expertise in bankruptcy disputes. Acts for clients on matters such as shareholder disputes, cartel damages claims and professional liability litigation. Additional expertise includes class actions and post-M&A disputes

Strengths One client highlights the team’s speed and adds that *“you really have someone standing by your side when you involve them.”*

Work highlights Advised one of the directors of Invernostra as a defendant on liability claims following an investment.

Notable practitioners

Clients report that **Patrick Haas** (see p.1387) is *“very responsive, very fast and has a sharp eye for what’s practical and what isn’t.”* His practice focuses on corporate and commercial disputes, as well as shareholder litigation and cartel follow-on damages claims. Sources also describe Haas as *“a pleasure to work with.”*

Florent

See profile on p.1424

What the team is known for Growing litigation team with an impressive expertise in acting for management on disputes relating to professional liability. Advises both defendants and claimant foundations on class actions. Represents clients in financial litigation and contractual disputes. Also assists with criminal litigation.

Strengths Clients highlight that the lawyers *“listen and engage in a very profound and solution-oriented way.”*

Other clients particularly stress that *“the team is very well experienced on the topic of directors’ liability.”*

Work highlights Represented Rabobank in a dispute relating to bank guarantees.

Notable practitioners

According to clients, **Yvette Borrius** is a *“no-nonsense lawyer, an excellent writer and drafter, goal-oriented and has a hands-on mentality.”* She receives particular praise for her practice representing directors in liability claims and has experience acting on real estate investment and development disputes.

Freshfields Bruckhaus Deringer LLP

What the team is known for Regularly acts for defendants on product and directors’ liability disputes, cartel damages and class action claims. Assists with bankruptcy litigation. Also advises on licensing and contractual disputes. Clients include major financial institutions and companies from the TMT sector.

Strengths Clients praise the team’s *“ability to bridge the gap between the legal and business positions.”*

Work highlights Represented Essent in litigation relating to a terminated collaboration agreement.

Notable practitioners

Clients praise **Jeroen Van Hezewijk** for having *“consistently offered precise and pragmatic advice and guidance.”* He advises clients on cartel damages claims, product liability and commercial disputes. He also assists defendants with class action cases.

Jones Day

What the team is known for Advises on corporate governance and bankruptcy litigation for a number of domestic and international companies. Acts on shareholder disputes and securities disputes. Frequently represents defendants in tort law cases. Works closely with the firm’s well-regarded corporate investigations practice on sanctions and fraud cases.

Strengths Clients stress that the lawyers are *“easy to communicate with, very knowledgeable and fun to work with.”*

Work highlights Represented Parman International in a banking regulatory and bankruptcy dispute.

Notable practitioners

Gerjanne te Winkel is a key contact for commercial disputes.

Lexence

See profile on p.1434

What the team is known for Particularly active on a range of corporate, commercial and governance cases, including joint venture litigation, as well as contractual and shareholder disputes. Advises clients on professional liability cases. Represents both companies and board members, with a number of clients from the telecommunications, media and financial services sectors.

Strengths Clients praise the team for being *“extremely solution-minded and to the point.”*

Work highlights Represented Inreda Diabetic in a shareholder dispute.

Notable practitioners

Clients report that **Bram Thomas Craemer** (see p.1383) is *“always looking for a good solution”* and able to *“get the best out of negotiations.”* His practice focuses on commercial disputes, representing clients in shareholder disputes, joint venture litigation and directors’ liability claims. **Timo Jansen** (see p.1389) advises both Dutch and international companies. He represents clients in financial litigation, professional liability claims and corporate disputes. Clients describe Jansen as *“experienced and thoughtful.”*

Linklaters

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

June 2019 as head of the arbitration practice.

Work highlights Represented LG Electronics in cartel damages claims.

Notable practitioners

Gerard Meijer is admired by clients who are “*struck by how much he knows, how well he knows it and how good he is as an advocate.*” Another client enthuses: “*If I have an issue in the Netherlands, I would be calling him.*” Meijer acts for clients in international arbitration and the enforcement of arbitral awards. He joined Linklaters on 1 June 2019. One source reports that **Daniella Strik** is “*very nice to work with.*” Her practice includes representing defendants in class action claims relating to cartel cases, bankruptcy and liability. She also advises clients on shareholder disputes.

Simmons & Simmons LLP

What the team is known for Notable practice assisting with international arbitration, competition and construction litigation, and post-M&A disputes. Advises clients on the enforcement of arbitral awards. Additional expertise includes representing clients in criminal law cases, including the breach of international treaties.

Strengths Clients appreciate that the team is “*always there when you need them with timely responses,*” adding that the “*quality is very good with in-depth research.*”

Work highlights Represented EAM Solar in a multi-jurisdictional dispute related to the acquisition of solar power plants.

Notable practitioners

Dispute resolution practice head Luc Cohen is a key contact for clients.

Stek

See profile on p.1444

What the team is known for Acts for an impressive array of clients including international financial institutions and airlines. Expertise includes assisting with contractual and project development litigation, as well as cases relating to corporate fraud and mismanagement. Particularly active on cartel follow-on disputes.

Strengths One satisfied client describes the team as “*sharp, pragmatic and down to earth.*”

Work highlights Represented Nuon Energy in litigation concerning the development of an onshore wind farm.

Notable practitioners

Clients report that **Gerben Smit** (see p.1398) has the “*right combination of legal, strategic and commercial skills.*” His practice focuses on commercial and contractual litigation, in addition to representing clients in cartel follow-on damages claims. **Jan Bart van de Hel** (see p.1401) has an impressive litigation practice representing clients in bankruptcy, competition and professional liability disputes. One client praises him for being “*a quick thinker, friendly and razor sharp.*” He additionally acts for clients on corporate disputes.

Wijn & Stael

See profile on p.1456

What the team is known for Strong practice assisting Dutch clients with shareholder disputes and bankruptcy litigation. Also advises claimants on class actions relating to securities and mismanagement claims. Clients include substantial financial institutions and institutional investors. Additionally offers expertise representing clients in cassation proceedings at the Supreme Court.

Strengths Clients describe the team as “*a dedicated boutique firm for group actions*” and add that the lawyers “*really work with the clients and pay attention to their needs.*”

Work highlights Represented Deminor in a damages claim following the losses suffered by Fortis shareholders.

Notable practitioners

One client describes **Koen Rutten** as “*a real pleasure to work with,*” highlighting his experience and “*very good strategic insight.*” He frequently represents claimants in complex class action litigation concerning shareholder losses. **Thijs van Zanten’s** practice focuses on Supreme Court litigation, representing clients in files relating to insolvency proceedings. Interviewees describe him as “*very well known and well reputed*” and highlight his “*good niche for Supreme Court insolvency proceedings.*”

Other Ranked Lawyers

Paul Brouwer is “*always available and flexible,*” according to one client, while another adds that he is “*very good in his communications.*” He acts on commercial, construction and employment disputes relating to the manufacturing, investment and hotel industries.

Jacob Cornegoor (see p.1382) is “*very sharp and doesn’t mind taking on challenging work,*” according to clients, who note that “*it really puts a smile on your face when you read his work.*” He acts for clients on securities litigation and class actions, as well as advising on arbitral awards.

Jurjen de Korte is “*very hard-working, efficient, responsive and gives good advice,*” praises one client. He represents clients in financial litigation, as well as advising on contractual and construction disputes.

Clients praise **Maarten Drop** for offering “*vision and experience.*” He advises on white-collar crime allegations and directors’ liability. Drop represents individuals, financial institutions and sovereign states.

Jerry Hoff (see p.1388) is “*reactive, approachable*” and “*a good advocate,*” according to one client, who adds that he “*finds his way through things really quickly.*” He represents clients in shareholder, joint venture and contractual disputes.

Yke Lennartz represents a number of clients from the energy sector in corporate and commercial disputes. Clients report that he is “*excellent in keeping perspective and defining high-level litigation strategy.*”

Frank Peters is regarded as “*a great lawyer*” by sources. He predominantly advises on shareholder disputes and securities litigation. Peters also represents clients in class actions.

Evelyn Tjon-En-Fa represents clients, including technology and telecommunications companies and financial institutions, in commercial and advertising disputes. She also assists with product liability cases. Clients describe her as “*dedicated, flexible, responsive, knowledgeable and easily able to grasp the specifics of businesses.*”

Jeroen van den Brande co-founded Brande & Verheij in May 2019. He represents clients in commercial disputes and liability litigation.

EMPLOYMENT

Band 1

De Brauw Blackstone Westbroek

See profile on p.1416

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

Strengths One client underlines that “*De Brauw is my absolute number one choice. All the lawyers there*

are very responsive and very knowledgeable, but pragmatic at the same time.”

Another source describes the team as “*very knowledgeable, effective and energetic.*”

Work highlights Assisted Takeaway.com with the negotiations with the works council during the acquisition of Delivery Hero.

Notable practitioners

Clients praise **Stefan Sagel** (see p.1397) for his “*responsiveness, willingness to brainstorm and personal touch,*” while other sources enthuse: “*The depth of his practice is unbelievable.*” Sagel is highly regarded for his experience in Supreme Court employment litigation, including large-scale mass dismissal claims and proceedings related to industrial action. **Barbara Kloppert** (see p.1391) frequently assists with the labour law aspects of corporate transactions, as well as contentious matters and dismissal proceedings. Clients recognise Kloppert as a practitioner who is “*always pragmatic in conflicts, finding the best*

way out of situations.”

Stibbe

See profile on p.1445

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

Strengths Clients say that the group possesses the “*optimal combination of expertise and responsiveness.*”

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

Stibbe's employment team is a great business partner." Another client describes the department as "practical, engaged and proactive."

Work highlights Advised Mars on a major adjustment to its pension plan.

Notable practitioners

According to clients, **Jaap van Slooten** (see p.1404) "brings a valuable combination of expertise, experience and enthusiasm for employment law." Another client highlights his "combination of an astute legal mind and hands-on mentality." He often represents international banks, insurance companies and large retailers in disputes and disciplinary proceedings. **Astrid Helstone** (see p.1388) is lauded by clients for being "very approachable and responsive," also noting that "she provides quick and diligent advice." Another client points out that Helstone is "very practical," as well as "good at advising and understanding what you need." Her wide range of experience includes redundancy mandates and remuneration issues. **Paul Vestering** (see p.1405) receives acclaim from market commentators for being "a very strong lawyer who is well known and has high-level cases." His practice includes contentious cases, such as dismissal proceedings, as well as mandates related to pensions.

Band 2

Allen & Overy LLP

What the team is known for Solid practice with comprehensive coverage across transactional and

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

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

litigious employment topics. Adept at assisting with complex regulatory and compliance issues, as well as restructurings. Active on mandates concerning dismissals or the hiring of top executives, especially for major financial sector clients. Has a notable pensions offering, advising a number of high-profile clients on the implementation of pension schemes and on the transfer of pensions liabilities through M&A transactions.

Strengths One satisfied client reports: "Allen & Overy stands out for its high-quality advice and service-mindedness."

Work highlights Advised the works council of Air Products Nederland on a court case regarding the works council's right of consent in relation to pension scheme change for employees who are not governed by the company's collective labour agreement.

Notable practitioners

Frank Doornik advises on the employment perspectives of corporate transactions and has special expertise in matters related to pensions. He also deals with contentious labour law matters. Doornik's clients hail from the industrial gas, chemical, logistics and retail industries. The broad experience of **Suzanne Sikkink** includes employment matters related to corporate restructurings, transactions and court proceedings. "She is very quick on her feet," one client points out, also adding that Sikkink is "knowledgeable and always reachable." Other clients state that she is "a strong partner with the capability to be very flexible." Clients recognise **Arnold Keizer's** "knowledge of both the law and the facts of cases he works on," also adding that his "nice personality makes it a pleasure to work with him." Another client praises his client service: "He is extremely proactive, very speedy and extremely efficient." Keizer's specialist expertise covers the dismissal of executives and other employees. **Sander Schouten** offers ongoing employment advice for financial and insurance companies. He is also adept at the implementation of remuneration arrangements. Schouten is "responsive, very quick and knowledgeable" according to clients.

Houthoff

See profile on p.1429

What the team is known for Highly regarded team offering a wide range of expertise. Acts for corporate clients on employment and co-determination issues arising from high-profile M&A or joint venture agreements. Assists with the amendment of employ-

ment conditions and collective dismissals as part of global restructurings. Also adept at handling complex dismissals of senior individuals, representing both corporate entities and high-ranking employees in contentious and voluntary dismissal proceedings. Also active on litigation involving works council elections.

Strengths Clients appreciate the attentiveness of the team, with one describing the lawyers as “*very smart people who are very dedicated and flexible, reachable any time and are very reactive.*”

Another commentator applauds the lawyers for “*proving every time that they have the knowledge; it’s straight there when we need to talk to them, they don’t need to check and can advise immediately in the moment.*”

Work highlights Represented Royal IHC in a dispute with the works council concerning works council elections and its constitution.

Notable practitioners

Edward de Bock (see p.1383) frequently acts on high-profile dismissals and contentious matters related to pensions. He is additionally adept at the labour law aspects of corporate restructurings and transactions. A client reports that “*the quality of his work is excellent,*” and adds that “*I am very pleased to work with him.*” Clients point out that **Rixt De Vries** (see p.1385) is a “*very smart lawyer who also acts with a business mind.*” According to another client, she is “*extremely knowledgeable and her advice is really spot on and accurate.*” She demonstrates expertise in the employment elements of company restructurings with complex contentious aspects, as well as the implementation of corporate governance structures. **Jet Stolk** (see p.1399) enters the rankings due to her excellent market reputation, with one source deeming her to be “*very devoted and good at what she does,*” and also noting that “*she gives very clear and useful advice.*” She assists clients from the food, construction and publishing industries with collective and high-level dismissals.

Loyens & Loeff

See profile on p.1435

What the team is known for Experienced in the full spectrum of employment and pensions law. Particularly strong on the tax aspects of employment and benefits mandates. A popular choice for M&A transactions, with experience advising private equity buyers or corporate sellers on the transfer of employees and on negotiations with works councils. Advises on restructuring processes and collective agreements. Offers noteworthy expertise in dismissal matters concerning high-ranking executives.

Strengths The team wins great praise for its tailored approach: “*It possesses a good and quick understanding of the situation at hand, the culture of the client’s organisation and the influence of this on decisions made.*”

Another satisfied client reports: “*The exploration of the facts and the situation is always done very accurately and quickly, so that time is more spent on sourcing a solution and talking through the implications of the proposals to resolve cases.*”

Work highlights Assisted Signify with implementing an international mobility structure in a matter involving 72 countries, advising on structuring and permitting matters.

Notable practitioners

The “*well-established practitioner*” **Hermine Voûte** (see p.1406) is proficient in executive-level dismissals and high-value pension litigation. Voûte’s clients hail

from the insurance, industrial gases, energy and fashion industries. **Klaas Wiersma** (see p.1406) boasts extensive experience acting for large corporates on cross-border labour law matters, including mobility structures and flexible working structures. Wiersma is acclaimed by clients as a “*great lawyer who is responsive and gives good advice.*” Another interviewee states that he is “*very pleasant to work with, very knowledgeable, down-to-earth and a hands-on problem solver.*”

NautaDutilh

See profile on p.1437

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

Strengths Clients are impressed by the department’s “*good lateral thinking*” and “*very practical*” approach. Another client underlines that “*the team is understanding and proactive in supporting the client.*”

Work highlights Advised the municipality of Amsterdam on injunction proceedings against a proposed strike by civic guards.

Notable practitioners

One client regards **Homme ten Have** as a “*very creative and very calm lawyer,*” while another observes that he is “*a very experienced lawyer with specialist knowledge.*” Clients also describe him as “*a very capable, convincing and confidence-inspiring lawyer,*” who has “*very strong negotiations skills,*” also highlighting that he is “*particularly strong in defining a clear strategy.*” His wide range of experience includes both contentious and advisory mandates. According to interviewees, **Gijs Van Nes** is a practitioner with an “*agile mindset.*” His clients hail from the financial services, technology, media, professional services and aviation sectors. He advises on the employment aspects of M&A transactions and terminations.

Band 3

AKD

See profile on p.1408

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

Strengths Clients value that the team “*looks for solutions that extend beyond the obvious.*”

Another client highlights the team’s responsiveness, saying: “*The availability of the team was superb.*”

Work highlights Advised DuPont on the employment aspects of its merger with Dow Chemical, assisting with employee transition matters, such as changes of terms of employment and co-determination issues.

Notable practitioners

François Defaix (see p.1386) advises on flexible working issues, master agreements and employee rights. Defaix also provides day-to-day labour law advice to companies from the energy, consultancy and transportation industries. **Henrike van de Laar** (see p.1401) “*is an absolute dream to work with*” according to interviewees, who also add that “*she is very good at looking after clients.*” She demonstrates expertise in employment litigation, outsourcing and negotiations with trade unions. She frequently advises clients from the gaming, recruitment and energy industries.

Baker McKenzie

See profile on p.64

What the team is known for Strong international firm advising multinational and domestic clients on cross-border transactional employment law matters. Handles collective dismissals carried out as part of international restructurings, with proven experience in cases that are heavily contested by trade unions and works councils. Also handles individual dismissals, including those involving harassment claims and instances of serious misconduct.

Strengths One client reports that the lawyers are “*very knowledgeable and very service-orientated.*”

Another client says: “*What sets Baker McKenzie apart is that it provides the right balance between pragmatic, commercial advice and the mitigation of risks.*”

Work highlights Represented ENGIE in a dispute concerning the redundancy of an employee following restructuring.

Notable practitioners

Mirjam de Blécourt (see p.1383) demonstrates specialist experience in collective and individual dismissal proceedings. She also deals with cases related to employee conduct and global mobility issues. Market commentators deem her to be a “*technically very good lawyer,*” while clients emphasise her “*strong communication, creativity and time management*” skills.

BarentsKrans

See profile on p.1410

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

Strengths One satisfied client highlights the team as “*being hyper-intelligent, down to earth and practical yet capable of in-depth analysis where needed.*”

Another source summarises the department as “*client-focused, knowledgeable and pragmatic in its approach.*”

Work highlights Assisted Ryanair with numerous termination proceedings following several strikes and the subsequent closing of Ryanair’s Dutch base.

Notable practitioners

Max Keulaerds (see p.1390) is especially adept at contentious employment matters, including litigation in the banking, electronics and transportation industries. He advises on matters related to industrial actions and dismissals. Keulaerds is an “*extremely smart and down-to-earth lawyer, who stands out for*

his passion for his work and his energy,” according to one happy client. Clients consider **Laurens de Graaf** (see p.1383) to be a “highly knowledgeable, very proactive, responsive and client-focused practitioner who has a pragmatic approach.” Clients also praise him for providing “very clear and practical advice.” He often deals with termination proceedings following industrial action, as well as the employment aspects of M&A transactions.

Boontje Advocaten

See profile on p.1411

What the team is known for Well-regarded employment law practice advising state entities, as well as private sector clients from diverse sectors. Assists clients looking to establish a presence in the Netherlands with employment law matters. Represents clients in disputes around collective and individual dismissals, as well as employee misconduct cases. Acts on temporary employment matters, including the use of temporary employees during industrial action.

Strengths One client lauds the support offered by the team, adding: “The quality of the advice never disappoints.”

Clients appreciate that “the lawyers are hands on and don’t feel the need to overcomplicate situations, which is really important in complex situations where emotions are involved.”

Work highlights Advised Transdev on the regulations concerning the use of temporary workers to minimise disruption during strikes in the transport sector.

Notable practitioners

Paul Witteveen (see p.1407) has a broad range of experience in corporate labour law matters, including disputes, governance and employee participation mandates. He is also able to assist with the employment aspects of the GDPR and other internal privacy matters. **Pauline Sick** (see p.1398) advises clients on the transfer of employees, dismissal cases and employee misconduct matters. She is “very good in court,” according to sources, with one client stating that she is “very service-minded and provides a high level of quality.” **Yvette Dissel** (see p.1386) advises clients on various aspects of collective industrial actions, including co-determination matters. She also offers comprehensive, ongoing employment advice to electronics companies and public organisations, including on dismissal cases. Clients appreciate working with her “because she really understands our business,” and she has “the right knowledge and is always up to date.”

Clifford Chance LLP

See profile on p.68

What the team is known for Notable firm advising a number of financial institutions on executive remuneration policies and contentious matters with high-level employees. Assists with the relocation of employees as part of international restructuring processes. Has further notable experience in pensions planning and litigation. Clients are drawn from sectors including real estate, technology, telecoms and shipping.

Strengths Clients enthuse about lawyers at the firm: “They are immediately up to speed with any mandate, they understand the commercial considerations and intensity, while being highly knowledgeable and remarkably pragmatic.”

Sources highlight the practical insight the lawyers offer: “They understand our business really well and

are good at balancing risks whilst still providing clear and practical advice. They are not afraid to make a choice in terms of advising which direction we should take, which is highly appreciated.”

Work highlights Advised MarketAxess on the establishment of a Dutch office, assisting with the transfer of employees and Dutch remuneration law.

Notable practitioners

Wijnanda Rutten (see p.1397) is recognised for her specialised knowledge in matters related to pensions, including harmonisation and disputes about the closure of pension plans. Market commentators emphasise her “very strong reputation and very broad practice in pensions law,” also observing that “she is very thorough.” Clients endorse **Floris Van de Bult** (see p.1401) for being an “outstanding counsel who understands his clients and delivers exceptional service and quality.” Other clients point out that he is “highly responsive, sharp and he always provides practical and high-quality advice with a focus on finding solutions.” He has a broad employment law advisory practice, including assisting with the transfer of employees and remuneration matters.

DingemansVanderKind

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

Notable practitioners

Charlotte Dingemans is involved in a wide array of employment law matters, especially in reorganisation and employee participation. Dingemans also acts on contentious matters, such as assisting employees and employers with dismissal cases. **Olav van der Kind** is recognised on the market as a “very good lawyer.” He offers a wide employment practice and boasts particular skill in individual dismissal proceedings.

DLA Piper Nederland

See profile on p.76

What the team is known for Large and versatile team offering expertise on pensions. A strong option for multi-jurisdictional mandates, assisting with complex, cross-border M&A transactions. Additionally advises on contentious cases with work councils and acting on co-determination rights. Strong employment litigation expertise, with a notable focus on the aviation, fashion, media and entertainment sectors.

Strengths Clients appreciate the “combination of solid theoretical background, thorough understanding of current legal practices and pragmatic approach” offered by the team.

“It is an excellent firm with highly skilled lawyers who are hard-working, practical and strategic,” another client reports.

Work highlights Advised VEON on the large-scale restructuring of its global operation, including assisting with works council negotiations and collective dismissals.

Notable practitioners

Market commentators regard **Erik Lutjens** (see p.1393) as an “absolute expert who knows a lot about pension law.” Lutjens has considerable experience representing large pension funds in litigation.

Marnix Holtzer (see p.1389) is “very knowledgeable and experienced in works council matters,” one inter-

viewee observes, with a client also noting that “he is critical in helping us define our strategy and he assists us ably in court.” Holtzer deals with complex restructuring mandates and contentious matters involving works councils. **Johan Zwemmer** (see p.1407) demonstrates deep expertise in matters related to flexible and temporary working schemes, as well as labour law litigation. Zwemmer’s clients highlight that he is “fun to work with,” while another source underlines his ability to “think outside the box,” and adds that he is “much valued for his creative mindset.” According to interviewees, **Bas Degelink** (see p.1386) is a “really sharp thinker.” He demonstrates particular expertise in disputes related to pension funds, as well as assisting with the employment law aspects of M&A transactions.

Eversheds Sutherland

See profile on p.1421

What the team is known for Amsterdam and Rotterdam-based practice that stands out for its experience in cross-border restructuring matters. Advises on collective redundancies and represents employers in litigation arising from individual terminations. Clients often hail from the security, retail and aviation sectors. Offers a dedicated pensions law team to assist clients with pensions advisory matters.

Strengths Clients endorse the team for its “proactiveness and forward thinking.”

Another client highlights that the department consists of “pragmatic lawyers who try to find solutions for clients,” also noting that “they are strategic partners.”

Work highlights Assisted DFS with individual dismissals cases.

Notable practitioners

Wijnand Blom regularly handles the labour law aspects of M&A transactions, as well as contentious matters, such as terminations. Blom’s clients praise that “his mind is laser sharp, which really helps to define solutions.” Clients also observe that he “thinks outside the box.” His client roster includes companies from the packaging and chemicals industries. **Ingrid Van Berkel** provides day-to-day employment advice to clients from the security, energy, technology and retail sectors. She is experienced in employment structuring mandates, terminations and dismissal cases. Clients praise her comprehensive client service: “She is a very dedicated partner with a strong strategic view, combined with a refined, pragmatic approach.” **Marieke Koster** often assists with commercial contracts, restructuring, collective and individual dismissal cases, as well as works council negotiations. She works for clients active in the packaging, water and IT sectors.

Kennedy Van der Laan

What the team is known for Distinguished employment team with a strong footprint in sectors including chemicals, beverages, technology and financial services. Has a distinguished reputation for representing both employers and works councils in the area of employee participation. Advises on ongoing employment law issues arising for major global clients. Assists with individual and collective dismissals, as well as privacy matters.

Strengths One client endorses the firm’s outstanding client service: “The lawyers are really interested in our company.”

Clients emphasise that “the team’s turnaround is really quick and the availability of lawyers is fantastic.”

Work highlights Defended Rabobank in litigation

tion initiated by employees, concerning changes to employee benefits.

Notable practitioners

Eva Knipschild frequently assists employees and employers with numerous employment matters. She is adept at representing high-level executives in court, as well as preparing companies for legislative changes. One client reports that **Chris Nekeman** “understands our business and is practical,” also adding that he is “friendly, likeable, flexible and easily accessible.” Nekeman primarily acts for employers on various contentious cases, including assisting with alternative dispute resolution, such as mediation procedures.

Lexence

See profile on p.1434

What the team is known for Robust national offering active on large reorganisation and contentious procedures. Advises on collective bargaining agreements, establishing works councils, transfer of undertakings and redundancies. Handles advisory mandates relating to employee privacy and compliance with GDPR. Significant experience advising on employee misconduct matters, including subsequent dismissals.

Strengths Clients consider the lawyers to be “extremely knowledgeable and pragmatic.”

“The firm is highly dependable,” another client reports, also observing that the team provides “fast advice, which is always tailor-made.”

Work highlights Represented I-SEC in negotiations with unions, in industrial action matters and in large-scale dismissals.

Notable practitioners

Judith Schulp (see p.1398) represents clients in negotiations with unions and work councils, as well as large-scale dismissals. She also assists employees with high-value remuneration proceedings. According to market commentators, Schulp is “really good and she knows negotiations.”

Palthe Oberman

See profile on p.1438

What the team is known for Boutique employment practice that attracts considerable praise for acting for employers on individual dismissal cases. Has experience in court proceedings and in alternative dispute resolution methods. Offers broader capabilities spanning the full range of employment matters, including all issues arising from outsourcing and restructuring processes. Handles works council and union consultation mandates. Also advises on the drafting of international employment contracts for top executives. Has a number of clients from the fashion industry.

Strengths “The firm offers practical solutions for seemingly complex problems,” one client states.

Clients recognise the lawyers for their “flexibility, in-depth knowledge and availability.”

Notable practitioners

Clients appreciate the “confident and swift approach” of **Christiaan Oberman**, with another client also emphasising that he is “calm, thoughtful, experienced and he provides sound, common-sense advice with confidence.” Oberman handles reorganisations and high-level dismissal cases on behalf of retailers and international banks. **Gieneke Van Wulfften-Palthe** advises clients from the construction, media, retail and banking sectors. She has experience representing employees as well as employers in various disputes, including redundancy cases.

Rutgers & Posch

See profile on p.1442

What the team is known for Esteemed firm receiving praise from clients and market commentators for handling diverse employment law matters. Advises on co-determination rights, changes to employment conditions and the employment aspects of M&A transactions or joint venture agreements. Also assists with privacy policies, large-scale workforce reorganisations and dismissals. Frequently works with clients from the media, telecoms and banking sectors.

Strengths “The strategic vision and spot-on judgement of Rutgers & Posch is something we really admire,” one client enthuses, also stating that the firm “has a very good eye for talent as every lawyer has great, hands-on knowledge.”

Other clients points out that the firm “has a very high standard of quality.”

Work highlights Advised FD Mediagroep on the termination of individual employment agreements.

Notable practitioners

According to clients, **Inge De Laet** is a “knowledgeable lawyer,” who is an “excellent listener and is good at strategy.” She assists with contentious employment matters, including dismissal cases. She also advises on internal policies and pensions issues.

Van Doorne

See profile on p.1451

What the team is known for Well-regarded national practice with expertise in transactional employment mandates, acting on matters arising from acquisitions and restructurings. Noted for experience on establishing works councils, negotiations with works councils and unions and individual dismissals related to employee misconduct. Boasts a superb pensions law practice that acts for an impressive client list consisting of industry-wide pension funds, employees’ associations and employers. Notable strength in the automotive, TMT and insurance sectors.

Strengths According to one client, lawyers at the firm are “reactive, efficient, smart and clever,” also adding that “I really appreciate the feeling of having partners fully dedicated to my issue.”

Other clients proclaim that “practitioners understand the situation quickly and they have a pragmatic approach.”

Work highlights Advised TransIP on the establishment of the works council and the employment aspects of corporate acquisitions.

Notable practitioners

Albert van Marwijk Kooy (see p.1404) is recognised by interviewees as “very strong lawyer” in pensions mandates. He frequently assists employers with pensions disputes and transactions related to pensions funds. **Els de Wind** (see p.1386) assists clients with the employment law aspects of corporate transactions and dismissals cases related to misconduct. Clients describe her as “a really impressive lawyer who is able to go into complex details and draw a winning strategy.” Another interviewee considers de Wind to be a “very knowledgeable, very smart, business-orientated practitioner who addresses scenarios from all angles and works towards real solutions.”

Clients emphasise that **Marjolijn Lips** (see p.1393) is “really to-the-point, very clear in her advice and easy to reach.” Her clients hail from the manufacturing, insurance and e-commerce industries. She frequently assists both employees and employers with contentious matters.

Band 4

Bronsgeest Deur Advocaten

See profile on p.1413

What the team is known for Compact employment-focused boutique that represents both Dutch and international clients. Has notable expertise in reorganisation and restructuring processes, including redundancies and negotiations with works council and trade unions. Offers additional advice on co-determination and transfer of undertakings matters. Clients are drawn from sectors including software, industrial gases and food and drinks.

Strengths Clients are impressed by the team’s “down-to-earth approach and problem-solving attitude.”

“The main strengths of the team are the proactivity and client support,” another client states, also adding that “the lawyers act and solve problems really fast.”

Notable practitioners

According to one satisfied client, **Erik Deur** is “always very responsive and he gives practical advice,” with the same client also stating that “he finds creative solutions for problems within legal frameworks.” Deur acts for domestic and international clients on employment mandates related to M&A transactions and restructurings.

HDK Advocaten

What the team is known for Dedicated employment boutique highly experienced in a wide range of employment law matters. Has experience on the employer side of litigation cases. Also advises on a wider range of topics relating to M&A transactions, dismissals, redundancies and alternative dispute resolution. Clients include established Dutch and multinational companies spanning a variety of sectors, such as food and drinks, retail and shipping.

Strengths Clients appreciate the “good and sound assessment of risks and probable outcomes” provided by the department, as well as its capacity for “great co-operation and teamwork.”

“The team is responsive and it delivers results,” according to other clients.

Work highlights Assisted Suitsupply with various employment matters, including restructuring, labour law disputes and terminations.

Notable practitioners

Juliette Huyzer often advises on employment matters related to corporate transactions, as well as contentious matters following acquisitions. She also has experience in co-determination matters and reorganisations. Clients endorse Huyzer for being “very knowledgeable, smart and extremely fast.”

Norton Rose Fulbright

What the team is known for Well-regarded employment team with notable expertise in internal restructurings, individual dismissals and whistle-blower matters. Also active on remuneration-related mandates and compliance issues related to employment. Regularly handles contentious and non-contentious matters regarding pensions. Clients are drawn from a broad range of sectors, spanning oil and gas, insurance and transportation.

Strengths Clients highlight the team’s ability to “make informed recommendations on risks and trade-offs.”

Work highlights Represented OpenText in a claim brought by an employee for unpaid bonuses.

Notable practitioners

Clients emphasise that **Maartje Govaert** “is very hands-on and has a lot of knowledge on English law,

which is really good to have." Govaert's clients hail from the consumer goods and TMT industries. She is recognised by market commentators as an expert in whistle-blowing and discrimination cases.

Pels Rijcken & Droogleever Fortuijn N.V.

See profile on p.1439

What the team is known for Attracts significant attention for its activity for state institutions. Advises public sector clients on issues regarding workplace discrimination, employment contracts and remuneration packages. Also assists a number of corporate clients with employment law matters spanning the dismissal of top executives, the hiring of new staff, including foreign employees, and the employment law aspects of acquisitions.

Strengths "The lawyers have a hands-on and 'getting the job done' mentality," one client reports, also adding that the team "puts our interests first."

Other clients praise the commercial approach of the department: "The firm is very knowledgeable and proactive and the lawyers work in a business-wise manner."

Work highlights Advised Écart Invest on the labour law aspects of its acquisitions, including drafting agreements, assisting with dismissal cases and employment benefit questions.

Notable practitioners

Ruben Van Arkel is regarded as "an outstanding lawyer who is able to develop new and creative perspectives in difficult cases," with the same client noting that "he keeps his eye on the goal and he knows how to get there strategically." Van Arkel's expertise includes matters related to pensions, as well as contentious matters such as disciplinary proceedings and dismissals based on misconduct. **Annette de Jong** "is a very approachable lawyer, who knows our company and business very well," one client enthuses, also adding that she is "sharp and clear in her analyses and she seeks practical solutions." Other interviewees point out her "up-to-speed, well-informed and accurate" approach. She frequently deals with clients from the food, oil and gas, telecommunications and security sectors.

Simmons & Simmons LLP

What the team is known for Regularly advises on strategic remunerations and complex works council negotiations. Handles collective dismissals, especially in redundancy situations. Frequently provides day-to-day labour law advice for various key clients, including banks and investment funds. Also boasts considerable experience across the TMT sector, acting for major telecoms operators, software companies and film studios.

Strengths Clients highlight the "high quality, experience and quick responses" provided by the team.

Clients report that the firm provides a seamless service regardless of jurisdiction: "The team cares about the customer and thinks with us in a very effective manner no matter the country we use its advice in."

Work highlights Assisted Shiloh Industries with a collective dismissal and reorganisation related to its Dutch production facility.

Notable practitioners

Joris Oster advises clients from the beverages, biotechnology and manufacturing industries. Oster "sees the big picture and has a strong strategic and tactical grasp of situations" according to clients, who also observe that he is "pragmatic and fun to work with." He advises clients on harassment claims, high-level dismissals and reorganisations.

Vestius Advocaten

See profile on p.1453

What the team is known for Practice consists of both employment and corporate law specialists handling a variety of workplace issues for employers and senior employees. Regularly acts for domestic and international clients on significant, high-level dismissals. Assists with court proceedings relating to the enforceability of non-compete clauses. Often acts for clients in the fashion, financial, technology and life sciences sectors.

Strengths According to clients, the team offers a "high standard of knowledge and clear communication," as well as providing "clear, high-quality advice." Other clients consider the lawyers to be "skilled, punctual and client-orientated."

Work highlights Advised Sandvik Mining on a collective dismissal and employee relocation process due to downsizing.

Notable practitioners

Bart De Vroe (see p.1385) "thinks like a negotiator with the outcome in mind," according to clients. Another interviewee describes him as "a dedicated lawyer with a quick understanding of the situation" and someone "who immediately sees the root of the problem and acts on it." He represents employers and employees in contentious matters, concerning the termination of employment agreements and redundancies.

Band 5

Bird & Bird

See profile on p.65

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

Strengths Clients regard lawyers in the department as "very skilled people with a friendly approach."

"The lawyers are quick to respond and have a wealth of expertise," another client states, also reporting that "the team has a good insight into our risks and business."

Work highlights Represented Philip Morris against former employees and the trade union in multiple claims for additional severance pay.

Notable practitioners

Philip Hartman "is an expert at analysing complex issues" according to a client, who also says that "his advice is clear and his drafting meticulous." He assists with restructuring mandates, the labour law aspects of transactions and contentious matters.

Dentons

See profile on p.75

What the team is known for Respected employment practice offering expertise in the employment aspects of cross-border M&A transactions, handling negotiations with works councils and transfer of employees. Advises on outsourcing, collective bargaining agreements and pensions matters. Also assists with terminations, dismissals related to employee misconduct and disciplinary proceedings, including in cases of sexual harassment.

Strengths Clients confirm that the team demon-

strates "deep market understanding," also stating that it "advises with a commercial and pragmatic approach."

Clients appreciate that the "information is always provided very quickly," and further note: "The information is absolutely comprehensive and the recommendations are always focused on what's important."

Work highlights Advised Rio Tinto on the labour law aspects of the proposed sale of multiple assets worth USD345 million.

Notable practitioners

Eugenie Nunes (see p.1395) frequently acts on transactional mandates with multi-jurisdictional aspects in various European countries. Nunes has experience working with private equity firms, engineering consultancies and investment companies. According to clients, she is "client-focused, smart and has a problem-solving approach." **Epke Spijkerman** (see p.1399) advises on relationships between clients and trade unions and works councils. He is also well equipped to handle contentious matters, including redundancies and misdemeanour proceedings. Spijkerman is described by clients as "a clear communicator, who is flexible and provides pragmatic advice."

Liber Dock BV

What the team is known for Recognised team with proven expertise in remuneration issues and high-level dismissals for pharmaceutical companies and companies in the financial sector. Other clients hail from the technology, energy and professional services industries. Also well-versed in corporate reorganisation mandates and contractual matters. Additionally advises on co-determination issues and pension matters.

Strengths Clients value that the team "always provides sound advice in a way that is easy to understand," also stating that lawyers at the firm are "innovative, extremely helpful, service-oriented, very responsive and creative."

Another client was impressed by the department's "customer care, which is at a very high level and its swift response to questions."

Work highlights Advised Kyowa Kirin on the dismissal of a member of the management, including representing the client in court.

Notable practitioners

One happy client appreciates **Marian van Eck** for being "very hands-on, pragmatic, responsive and very experienced," while another client points out that "she is always available and very dependable." Other clients consider her to be "driven, accessible, meticulous and friendly." She is highly experienced in dismissal cases and corporate reorganisation mandates.

Shearwaters

What the team is known for Noteworthy firm with proven expertise in the employment aspects of M&A transactions and individual dismissal matters. Also assists employers with strategic hires and transfers of undertakings. Additionally experienced in advising high-level executives on contentious claims against employers. Sector-specific expertise includes IT, banking and private equity.

Strengths "The lawyers have a deep understanding of labour law and are able to communicate difficult topics in an understandable way," one client reports.

Other clients regard the team as "business-oriented" and "knowledgeable on key topics."

Work highlights Assisted McAfee with individual dismissal proceedings and the international restructuring of its operations.

Notable practitioners

Martijn van Broeckhuijsen “is experienced, quick and really responsive,” according to clients. Another client was impressed by his comprehensive client service: “He brings relevant experience and deep knowledge on the topics at hand,” also stating that he “proactively drives towards a good outcome.” He demonstrates experience in employee mobility and individual dismissals.

Other Ranked Lawyers

Onno Blom has a “very strong reputation” among market commentators. Other sources consider Blom to be “very experienced,” highlighting that “he has been doing pensions all his life.” His wide range of expertise encompasses all kinds of pensions issues, including contentious matters representing various funds.

Anita de Jong (see p.1384) is “very strong in individual terminations” according to an interviewee, who also states that “she can drive a case and drive it to a conclusion.” She also demonstrates expertise in collective dismissals and outsourcing projects. Another source reveals that she “consistently offers good analyses and thoughtful, practical advice.”

Market commentators point out that **Zef Even** “is extremely good and knowledgeable,” also stating that he “knows about developments and he is very smart.”

Even demonstrates specialist expertise in collective dismissals, labour agreements and reorganisations. **Mark Heemskerk** enters the rankings due to widespread market recognition for his academic knowledge of pensions matters.

Market commentators report that **Teun Huijg** is “doing great work and he is very talented.” He often receives mandates from pension funds, well-known technology companies and retailers. Huijg’s specialist expertise is contentious matters related to pensions, including dealing with proceedings against supervisory authorities.

Brechje Nollen frequently advises on the employment law aspects of corporate sales and acquisitions, as well as bankruptcy proceedings. She has experience working with clients from the mining, packaging and private equity industries. She is regarded by one client as “easy to approach and direct in her advice,” with another client highlighting that she “knows the law very well and is able to be very solution-oriented in a practical manner.”

Simon Tan (see p.1399) is “a very experienced lawyer,” according to interviewees. He deals with global restructurings and contentious matters, including dismissals and redundancies, on behalf of companies from the food processing and aerospace industries. Tan also has experience advising on co-determination and works council negotiations.

Jasper van Hulst demonstrates expertise in the employment aspects of corporate transactional mat-

ters and contentious proceedings related to employee misconduct. He is also well-versed in restructuring mandates. Clients report that he is “very strong and knowledgeable in his field.” One satisfied client highlights that “he is a strategic thinker, aiming for the best feasible result.”

Dennis Veldhuizen is recognised for his involvement in mandates involving redundancy and the transfer of employees. He also acts in court on behalf of employers on dismissal cases and contract issues. Clients appreciate his work principles: “He has a hard work ethic and a willingness to work through details himself.”

Clients applaud **Irene Vermeeren-Keijzers** (see p.1405) for being “very good to work with and knowledgeable,” as well as for “taking the time to understand the needs and objectives of clients.” She often deals with pension plan redesign and harmonisation projects as well as contentious matters on behalf of pension funds.

Roel Veugelers has experience handling contentious pensions matters, including alternative dispute resolution, such as mediation. He acts for financial institutions and various pension funds.

Tim Zuiderman is recognised by interviewees for being “experienced in pensions and practical.” He is skilled at disputes related to pensions law and he also provides clients with strategic advice.

ENERGY & NATURAL RESOURCES

Energy & Natural Resources: Regulatory	Energy & Natural Resources: Regulatory	Energy & Natural Resources: Transactional
Leading Firms	Senior Statespeople	Leading Firms
Band 1	Senior Statespeople: distinguished older partners	Band 1
De Brauw Blackstone Westbroek *	Oosterhuis Max Loyens & Loeff *	Allen & Overy LLP
Loyens & Loeff *	Leading Individuals	De Brauw Blackstone Westbroek *
Stek *	Band 1	Stibbe *
Band 2	Brinkman Iman Pels Rijcken & Droogleeve Fortuijn N.V.	Band 2
Allen & Overy LLP	Janssen Jan Erik Stek *	Clifford Chance LLP *
Pels Rijcken & Droogleeve Fortuijn N.V. *	Band 2	Loyens & Loeff *
Band 3	de Rijke Michelle Van der Feltz advocaten (ORL) ◇ *	NautaDutilh *
Bird & Bird *	Winters Marinus Allen & Overy LLP	Band 3
Freshfields Bruckhaus Deringer LLP	Band 3	Freshfields Bruckhaus Deringer LLP
Houthoff *	de Vlam Roland Loyens & Loeff *	Houthoff *
Stibbe *	het Lam Martin Het Lam Advocaten (ORL) ◇	Stek *
* Indicates firm / individual with profile.	Knibbeler Winfred Freshfields Bruckhaus Deringer LLP	Band 4
◇ (ORL) = Other Ranked Lawyer.	Leijten Marnix De Brauw Blackstone Westbroek *	Baker McKenzie *
Alphabetical order within each band. Band 1 is highest.	van Beuge Marc Houthoff *	CMS *
	Band 4	Norton Rose Fulbright
	In de Braekt Martin Stibbe *	Ploum *
	van den Biggelaar Nicolien De Brauw Blackstone *	
	Up-and-coming individuals	
	Dieperink Marjolein AKD (ORL) ◇ *	
	Kleinhoult Arjan De Brauw Blackstone Westbroek *	

The editorial is in alphabetical order by firm name.

Allen & Overy LLP

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

Strengths One interviewee appreciates that the firm is “highly efficient and highly effective,” adding: “They are efficient in delivering pragmatic solutions and effective in ensuring that those solutions are mainly in our interests.”

Work highlights Advised Uniper on the forced shutdown of its coal-fired power plant in the Massvlakte.

Notable practitioners

Marinus Winters is recognised for his knowledge of the oil and gas sector, though he also has considerable experience advising on the regulatory aspects

of solar and wind projects. He is noted for handling power purchase agreements, tolling agreements and competition matters, such as investigations by the Dutch energy regulator and state aid. One interviewee finds that “his insights are refreshing and inspiring.” **Werner Runge** “specialises in both energy and project finance,” according to a client, who adds: “Runge is a well-connected partner. He’s the kind of guy that the firm aspires to have.” He is particularly noted for his work in wind and solar projects.

Baker McKenzie

See profile on p.64

What the team is known for Strongly focused on the renewable energy sector, especially acting on

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

* Indicates individual with profile.

◇ (ORL) = Other Ranked Lawyer.

Alphabetical order within each band. Band 1 is highest.

wind energy projects. Regularly handles project financing and development, as well as acquisitions and divestments. Notable experience in investments, restructurings and subscription or purchase agreements. Well versed in solar energy and gas, assisting leading domestic and international energy companies and financial institutions. Draws on the firm's wider range of departments to provide a full-service offering, including expertise in real estate, corporate and tax matters.

Work highlights Advised Petrobras on the implementation of its strategic alliance with Statoil in the Netherlands.

Notable practitioners

John Paans and Juliana Cangussu Dantas are key contacts for clients.

Bird & Bird**See profile on p.65**

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

Strengths One interviewee considers that the lawyers are "very experienced in the energy sector," adding: "They have a very good track record and that makes them stand out from the usual suspects."

Work highlights Advised Eurus Energy on its acquisition of a large wind portfolio in the Netherlands and Finland, including the EPC, O&M and PPAs. The matter is valued at EUR250 million.

Notable practitioners

Sophie Dingenen advises on complex joint ventures, project development, contractual matters and investment structures. She is described by one interviewee as "extremely knowledgeable in the energy sector." Another finds that she "gets a really good balance between the legal and commercial considerations."

Clifford Chance LLP**See profile on p.68**

What the team is known for Respected transactional practice with a strong focus on project finance in the renewable energy sector, particularly offshore and onshore wind farms. Also active on projects in the solar power space. Regularly handles M&A

and financing transactions, advising energy companies and financial institutions. Able to capitalise on its international strength to advise on large cross-border projects and transactions.

Strengths One client finds it to be a "good firm, very knowledgeable," and with a "good infrastructure, such as support staff."

Work highlights Represented Encavis in the acquisition and financing of a solar park in Zierikzee.

Notable practitioners

Hein Tonnaer (see p.1400) acts for lenders and renewable energy companies on acquisition and financing mandates. He is described by one client as "friendly and looking for a win-win situation but without forgetting our interests."

CMS**See profile on p.1415**

What the team is known for Advises leading domestic and international companies on an array of energy-related M&A and financings. Well versed in the renewable energy sector, including wind and solar energy, as well as non-renewable power. Specialises in issues around heat supply. Also combines with various other departments in energy matters, including in relation to competition and litigation. Additionally leverages the expertise of the international CMS network to assist with matters in the Dutch market.

Strengths One client believes that the group "delivers what is needed on time and in a manner that always brings the deal forward, and not in a deadlock."

Work highlights Represented Vattenfall in its acquisition of Delta Energie from private equity firm EQT.

Notable practitioners

Cecilia van der Weijden (see p.1402) is recognised for her experience handling M&A and investments into energy projects, particularly the renewable sector. One client appreciates that "she addresses client concerns immediately and stays informed on all topics," adding: "She knows how to see deals through and doesn't waste time."

De Brauw Blackstone Westbroek**See profile on p.1416**

What the team is known for Outstanding energy practice with an exceptionally broad scope of expertise covering M&A, finance transactions and major disputes. Strength across a range of regulatory matters, including competition, environmental and planning issues. Especially active in the renewable energy market, including onshore and offshore wind projects, as well as LNG and gas storage mandates. Regularly advises large Dutch and international companies on high-profile matters. Also well placed to advise on matters relating to nuclear energy.

Strengths One client finds that "the team's performance is consistently excellent," and adds: "They have a deep understanding of contract interpretation, economics and the relevant legal framework."

Clients also praise the firm's ability to handle litigation, with one observing: "Their preparation was very good and we were well prepared before the hearing, all thanks to De Brauw doing an excellent job. Not only on the legal aspects but helping us to understand what we can expect."

Work highlights Defended Royal Dutch Shell in claims brought by the Dutch Friends of the Earth, Milieudefensie, over Shell's alleged legal responsibility regarding climate change.

Notable practitioners

Anja Mutsaers (see p.1394) is well regarded by peers,

with one describing her as a "really high-quality" M&A lawyer. She is noted for her solid track record advising electricity and gas transmission operators, consortiums, and infrastructure, gas and distribution companies on a range of energy transactions, including investments, joint ventures and acquisitions. **Marnix Leijten** (see p.1392) is a highly-regarded litigator with a strong focus on international arbitration. He acts for a number of market-leading companies in the oil and gas industry on disputes over pricing, sales, supply and distribution agreements. One client comments: "He has unrivalled commitment, dedication, business and common sense as well as strategic insights." **Nicolien van den Biggelaar** (see p.1401) often acts for public and state-owned companies on zoning and planning issues relating to energy infrastructure and transition projects. Her areas of expertise also cover environmental law and public law. **Arjan Kleinhout** (see p.1390) is well regarded in the market for administrative and regulatory aspects of major energy transactions and projects. He is also acknowledged for handling disputes and state aid matters. One interviewee comments: "You will not see Kleinhout overlook any argument that is important to the case. His materials are always thorough."

Freshfields Bruckhaus Deringer LLP

What the team is known for Broad energy practice with strength across the full spectrum of regulatory and transactional matters, covering such areas as dispute resolution, competition and restructuring. Well known for acting on coal tax litigation, as well as transactions in the oil, gas, electricity and renewables sectors. Regularly mandated by key domestic and international clients, including energy companies and funds. Able to leverage the firm's other practice area departments, including corporate M&A, financing and tax.

Work highlights Represented Essent in various matters, including an investigation by the ACM into retail tariff practices of energy suppliers.

Notable practitioners

Winfred Knibbeler is a highly-regarded competition lawyer who often acts for market-leading energy companies on cartel and abuse of dominance cases, as well as investigations into tariff practices. He also has a strong track record handling litigation before the Supreme Court.

Houthoff**See profile on p.1429**

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

Strengths One client greatly appreciates the team's "pragmatic and business-oriented approach, in combination with thorough experience."

Another observes: "They always have the capacity to help us. It's never a problem to get assistance within a day or two, and the quality is always very good."

Work highlights Advised Heineken on the imple-

mentation of its 'Drop the C' programme by means of drafting template agreements for solar PPAs and steam supply agreements, to be used for future solar and biomass projects.

Notable practitioners

Kirsten Berger (see p.1380) is highly recommended by sources for her extensive experience across energy projects and transactions. She is particularly noted for her knowledge of commercial contracts, including PPAs, EPCs, transport contracts, supply agreements, and sale and purchase agreements. One client observes: *"She really owns the matter and shapes the approach in a practical way. She's very smart and great fun to work with."* **Marc van Beuge** (see p.1400) handles the regulatory aspects of large projects in the renewables and recycling space. He is also acknowledged for his handling of disputes regarding contractual agreements. Clients highlight his practicality and ability to understand commercial concerns, with one stating: *"He knows how to connect, quickly grasps the essence of the most critical issues and he understands business."*

Loyens & Loeff

See profile on p.1435

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

Strengths One client appreciates that *"they proactively think along with the customer and ask questions that we had not yet thought up ourselves,"* adding: *"It's very pleasant, since this makes an even greater contribution to the balanced decision-making."*

Another highlights the team's *"exceptional knowledge of energy law."*

Work highlights Advised the Ministry of Economic Affairs and Climate Policy of the Netherlands on its negotiation with Shell and ExxonMobil on the unwinding of the public-private partnership for the development of the Groningen gas field.

Notable practitioners

Max Oosterhuis (see p.1395) continues to have a strong reputation in the market for advising a range of industry players, including distribution system operators and production and supply companies, as well as power companies. He is adept at handling regulatory issues around energy transportation and distribution systems. One interviewee describes him as *"the professor who knows everything and is able to explain it very simply to you."* **Roland de Vlam** (see p.1385) is well regarded for advising on regulatory issues around transactions in the gas and electricity space as well as offshore wind and solar projects. One interviewee comments: *"He's creative and always looking for how to protect the interest of the client."*

Jan-Willem Van Rooij (see p.1404) is regarded by an interviewee as *"very sharp, good in negotiations and to the point,"* whilst another interviewee singles out his communication skills: *"He's always friendly and honest, has good judgement and goes the extra mile as required."* He handles a range of commercial matters, including joint ventures, investments and share transactions.

NautaDutilh

See profile on p.1437

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

Work highlights Acted for SHV on the merger of its group company Dyas with Oranje-Nassau Energie to create a combined entity called ONE-Dyas.

Notable practitioners

Jaap Jan Trommel is noted for advising a number of high-profile energy companies in the midstream and upstream sectors on a range of transactional mandates. He is particularly renowned for his oil and gas expertise, though he also has experience in tank storage and wind farm projects.

Norton Rose Fulbright

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

Strengths One client states: *"The firm is an absolute specialist in the field of energy storage. They know who to contact and what financiers are focusing on."*

Work highlights Represented NuStar in the sale of its European terminals and related assets to Inter Terminals through an auction process that involved multiple bidders.

Notable practitioners

Wouter Hertzberger heads the practice.

Pels Rijcken & Droogleever Fortuijn N.V.

See profile on p.1439

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

Strengths One interviewee appreciates that *"they are really focused on the legal contents,"* adding: *"They are more about the quality and the knowledge."*

Work highlights Represented the Ministry of Economic Affairs in a number of cases concerning the civil liability of the state for damages caused by earthquakes following the extraction from the Groningen gas field.

Notable practitioners

Iman Brinkman is highlighted by one client for his *"in-depth knowledge of the Dutch regulatory system governing electricity production and distribution."* He is renowned for handling complex regulatory matters and high-profile litigation cases.

Ploum

See profile on p.1440

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

Strengths One interviewee is impressed by the direct access to partners at the firm, noting: *"They really look at providing services from a client point of view and adding value."*

Work highlights Represented Dyas and SHV in the sale of Dyas B.V. to RockRose Energy.

Notable practitioners

Stephan Sluijters (see p.1398) is highlighted by referees for his experience in the sector, advising across a range of transactions, including divestments, share acquisitions and tenders. One interviewee states: *"He really is on top of it. Always there and he provides an excellent service."*

Stek

See profile on p.1444

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

Strengths One interviewee comments: *"They listen to the problem and try to think of a wide range of solutions. They see both the legal and business perspective, and try to place the best solution. They're really creative, and just nice people to work with."*

Another describes the team members as *"very good in energy law,"* adding: *"They are creative and think well."*

Work highlights Advised EBN on its geothermal projects and other initiatives such as CO2 transport and storage. This included advice on public procurement and state aid issues.

Notable practitioners

Jan Erik Janssen (see p.1389) is highly regarded in the market for his extensive experience advising on a wide spectrum of contentious and non-contentious energy matters. He is adroit at handling procurement, competition and disputes concerning issues such as transport capacity, tariffs and large-scale outages. One interviewee says: *"He's really supportive and a good listener. He thinks outside the box and suggests solutions, and not just within the legal context."*

Reijnoud Homveld (see p.1389) handles a range of commercial and transactional matters, including public procurement, auction sales and restructuring. One interviewee notes: *"He really works hard to understand what you do and what your need is, so he can adjust his legal advice to your commercial interests."*

Stibbe

See profile on p.1445

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

Strengths Clients highlight the firm's depth of experience, with one stating: "They don't only understand legal matters but also very much understand the business itself and the different industry players. This can really help in negotiations, as they understand both sides of the table."

Work highlights Advised Eurus on the acquisition of various onshore windfarms.

Notable practitioners

Martin In de Braekt (see p.1389) is praised by one client for his "enormous wealth of knowledge and experience, really good contacts list and a good feel for politics and policy in this sector." He is particularly renowned for wind energy projects and has an impressive track record advising on high-profile transactions.

Other Ranked Lawyers

Michelle de Rijke (see p.1385) of Van der Feltz advocaten acts for a number of prominent players in the electricity and gas sector, including grid operators and public bodies. She has a strong track record advising on the energy transition process and is adroit at dealing with tariff regulation and concessions, as well as contractual matters, such as supply

agreements.

Marjolein Dieperink (see p.1386) of AKD is praised by one interviewee for her "good knowledge of the energy market and she really knows what is happening at the government level." Another adds: "She is able to proactively think about solutions and what would add value." She is particularly active in the renewable sector advising on wind, solar and heat projects.

Martin het Lam of Het Lam Advocaten is respected in the market. He often acts for consumers against energy companies.

Based in Rotterdam, **Miriam Van Ee** of Eversheds Sutherland is "super efficient in getting deals done." She handles a wide range of corporate issues, including financing, restructuring and contracts, particularly within the renewables and heat sector. One client finds her to be "very pleasant to work with," while another singles her out for her "competence and commitment."

HEALTHCARE

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

Band 1**AKD**

See profile on p.1408

What the team is known for Progresses in the rankings due to its standout practice, covering the full range of regulatory, contentious and transactional matters for major Dutch hospitals. Demonstrates particular strength handling tariff disputes. Additionally assists with healthcare insurance mandates, representing both leading healthcare providers and insurers.

Strengths Clients praise the firm's "very good knowledge, good preparation and good advice."

Another client also underlines the team's "in-depth knowledge of specific legislation" in the field of healthcare.

Work highlights Represented Zuyderland in litigation following the acquisition of Mitralis.

Notable practitioners

Klaas Meersma (see p.1394) is appreciated by clients for his "years of experience," as well as his ability to "quickly focus on the issues that need to be addressed." He demonstrates significant experience advising healthcare institutions on a variety of mandates, including mergers and compliance matters. Meersma is also well-versed in advising insurers on contentious cases. Clients value that **Joris Rijken** (see p.1396) "is always looking at possibilities and opportunities to find a solution." Market commentators also highlight that he has a "fine mind and is a pleasure to work with." Rijken advises healthcare clients on setting up their business in the Netherlands and on governance mandates. He additionally represents insurers in litigation proceedings.

Loyens & Loeff

See profile on p.1435

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

Strengths Clients appreciate that the team is "very approachable and gives good, to-the-point advice."

Clients also highlight the firm's proactive approach, reporting: "The lawyers pick stuff up which is outside the direct scope of our collaboration."

Work highlights Represented Zilveren Kruis in litigation concerning impediment criteria.

Notable practitioners

Commentators declare that **Tom van Helmond** (see p.1403) has a "strong reputation as the lawyer of healthcare insurers." He represents Dutch healthcare

insurers in contentious matters. Van Helmond additionally advises medical devices companies on contractual matters and procurement disputes.

Van Doorne

See profile on p.1451

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

Strengths Clients enthuse that the lawyers are "creative thinkers who are hands on and offer notable expertise and knowledge of the healthcare sector."

Clients also highlight the team's "excellent combination of knowledge and experience," and underline that the lawyers "take care of deadlines and provide clear communication."

Work highlights Advised Ksyos on its acquisition of KPN's healthcare business.

Notable practitioners

Willemien Bischof (see p.1381) advises healthcare institutions and providers on a range of corporate mandates, including mergers. She also assists with regulatory matters. One market observer lauds her as "very respected and prominent."

Band 2**Nysingh advocaten-notarissen**

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

Strengths Clients praise the team's "in-depth knowledge of all aspects of the healthcare sector."

Clients also pinpoint the team's "endless energy" and "excellent knowledge of complex sector-related issues."

Notable practitioners

Jaap Sijmons evokes praise for being "very accessible for clients of all standings: from directors to staff and personnel." Additionally, interviewees appreciate his "tremendous depth of knowledge of all things healthcare." Sijmons has considerable experience advising healthcare providers on a range of disputes with the Dutch state and healthcare insurers. **Tessa van den Ende** enters the rankings this year as a result of increased visibility acting for hospitals as well as positive feedback from interviewees. Clients observe that she displays "a broad knowledge of private, governance and healthcare law." Additionally, market commentators note that she has "a very strong position in many hospitals in Netherlands" and highlight her "commercial qualities."

Band 3

Houthoff

See profile on p.1429

What the team is known for Represents a number of hospitals and academic medical centres on a range of corporate and regulatory mandates. Tackles contentious matters. Additionally assists healthcare and medical technology providers with competition law activities. Also represents healthcare insurers.

Strengths Clients appreciate the team's "excellent ability to explain legal matters to non-legal management."

Work highlights Advised Flevoziekenhuis on the acquisition of a specialist ward of MC IJsselmeer-ziekenhuizen.

Notable practitioners

Weyer VerLoren van Themaat (see p.1405) advises healthcare clients on a range of competition mandates, including merger control and distribution agreements. Sources highlight that he "has a firm footing in healthcare with a focus on competition law."

Kennedy Van der Laan

What the team is known for Experienced team advising on a range of corporate matters, including joint ventures, acquisitions and governance issues. Additionally assists with contracting matters. Further experience acting for start-ups on the establishment of their businesses. Predominantly represents healthcare providers.

Strengths Clients observe that the team is "very knowledgeable and practical."

Additionally clients highlight that the group is "result and client-oriented."

Work highlights Advised Arts en Zorg on creating a joint venture with Medsen and on tendering litigation.

Notable practitioners

Fenna van Dijk frequently acts for healthcare providers on a range of corporate matters, including acquisitions, joint ventures and governance structures. Additionally assists clients with market entries, contractual and compliance matters.

Pels Rijcken & Droogleever Fortuijn N.V.

See profile on p.1439

What the team is known for Respected practice that frequently acts for the Dutch state, representing ministries and regulatory bodies on regulatory issues and contentious cases. Regularly acts on mandates relating to the pricing of medicine and reimbursement of healthcare costs. Additionally advises on financing of healthcare institutions. Increasingly

active on contentious matters for insurers.

Strengths Clients single out that the firm is "is specialised in working for the Dutch government and governmental organisations and is well-versed in healthcare law."

Clients also compliment the team for being "very precise and very thorough."

Work highlights Represented CZ in a dispute regarding the reimbursement of healthcare costs and patients' free choice of medical practitioner.

Notable practitioners

Elisabeth Pietermaat is a key contact for this practice area.

Other Ranked Lawyers

Wouter Koelewijn enters the rankings due to increased market recognition. Clients appreciate his "great analytical skills and great turnaround." Sources also highlight that Koelewijn is "commercially strong." He acts on a range of mandates, including governance issues and disputes with health insurers. He also advises healthcare clients on sensitive data protection matters.

Clients report that **Diederik Schrijvershof** (see p.1397) "always gives you a heads-up on relevant developments in the market." Additionally, clients point out that he is "very pragmatic." Schrijvershof represents clients in disputes with healthcare insurers. He also advises on healthcare sector transactions, including merger clearance issues.

Melita van der Mersch is noted for her work on the regulatory side of the Dutch healthcare scene. She often acts for healthcare providers on contentious matters, as well as assisting medical device suppliers. She also advises on issues with healthcare insurers.

INSURANCE

Insurance
Leading Firms
Band 1
Houthoff *
NautaDutilh *
Van Doorne *
Band 2
De Brauw Blackstone Westbroek *
Kennedy Van der Laan
Band 3
Dirkzwager legal & tax *
Loyens & Loeff *
Stadermann Luiten Advocaten
VanNiekerkCieremans
Van Traa Advocaten *
Band 4
Allen & Overy LLP
CMS *
Cox Ten Bruggencate Advocaten
Ekelmans & Meijer *
Nysingh advocaten-notarissen
Ploum *
Wij Advocaten
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Insurance
Senior Statespeople and Eminent Practitioners
Senior Statespeople: distinguished older partners
Drion Peter Van Traa Advocaten
Eminent Practitioners
Hendriksen Walter Van Doorne *
Leading Individuals
Star individuals
Franken Stijn NautaDutilh
Band 1
Londonck Sluijk Hans Houthoff *
Meijer Sjoerd NautaDutilh
van Wijk Berry Houthoff *
Band 2
Cieremans Tjitske VanNiekerkCieremans
Hendrikse Annemieke Van Doorne *
Horeman Dennis De Brauw Blackstone Westbroek *
ter Meer Jan Cox Ten Bruggencate Advocaten
Van der Woude Frits Kennedy Van der Laan
van Niekerk Eric VanNiekerkCieremans
Vloemans Natalie Ploum *
Band 3
Baks Bas CMS *
de Haan Robert Van Traa Advocaten
Band 4
Dorhout Mees Tjalling Nysingh advocaten-notarissen
Kruitwagen Harry Dirkzwager legal & tax
Lieverse Kitty Loyens & Loeff *
Rupert Wence Stadermann Luiten Advocaten
Van de Meent Jacco Cox Ten Bruggencate Advocaten
Van Dijk Chris Kennedy Van der Laan
van Orsouw Erik Kennedy Van der Laan
Band 4
Baas Daan Dirkzwager legal & tax
Duyvensz Jan Norton Rose Fulbright (ORL) ◇
Endedijk Gerard Rutgers & Posch (ORL) ◇
Lebbing Huib Houthoff *
van den Broek Peter Kennedy Van der Laan
van der Velden Brechje Allen & Overy LLP
van der Vorst Patrick VanNiekerkCieremans
Associates to watch
van Asch Merel Loyens & Loeff *

Band 1

Houthoff

See profile on p.1429

What the team is known for Top-tier insurance offering regularly entrusted with high-value insur-

ance cases, including D&O, professional indemnity and reinsurance matters. Often mandated on coverage claims, including product liability and construction cases. Particularly noted for its expertise in health and safety liability matters, acting for both the insured and insurer. Clients include insurance companies and banks, who seek the team out for advice

on regulatory matters. Additionally handles corporate matters in the insurance sector, such as market entry and M&A.

Strengths Clients praise the high level of service, with one stating: “They have great availability and commercial thinking, and their legal advice is to the point.”

Another client remarks: “They are a good sparring partner, always honest, and their advice is very valuable to us.”

Work highlights Defended Nationale Nederlanden in class actions regarding the alleged mis-selling of millions of unit-linked insurance products.

Notable practitioners

Hans Londonck Sluijk (see p.1393) is highly regarded for his litigation skills and extensive knowledge. He often acts for international insurers on a wide range of claims including D&O, E&O and product liability. One client comments: “He knows the insurance industry, the stakeholders and its practices and traditions like no one else.” **Berry van Wijk** (see p.1405) acts for high-profile clients on regulatory and corporate issues such as entering the Dutch market, development of a new product and transactional matters. Clients praise her extensive knowledge and network, with one saying: “We also like her personality. She is a good listener, always honest, straightforward and really helps us with problems we face.” **Huib Lebbing** (see p.1392) represents insurers in claims for damages and is noted for handling class actions. He has particular expertise in healthcare, focusing on personal injury and product recalls. One client endorses that “he truly can answer all questions related to liability matters,” later adding: “He is the lawyer that sets the right tone needed in a multiparty dispute to get a resolution. Lebbing is easy-going and very approachable.”

NautaDutilh

See profile on p.1437

What the team is known for Well-established team at the top end of the market. Advises multinational insurers on large-scale liability issues, professional indemnity matters and fraud cases. Also noted for advising prominent life sciences companies on product liability claims. Houses an extremely strong litigation practice, particularly in relation to unit-linked life insurance products. Counts leading domestic and international insurers among its clients.

Strengths One interviewee highlights “the knowledge and expertise, which is really extensive,” adding: “They are up to date and very practical. They’re an authority in the Dutch market.”

Another appreciates that “they are very well focused on the utility of their advice.”

Work highlights Represented ASR Schadeverzekering in appellate proceedings against Jagersma on whether the way ASR provides its customers with its policy conditions is in compliance with Dutch law.

Notable practitioners

Stijn Franken is highly praised by market commentators for his “absolutely excellent, Rolls-Royce service.” He acts for multinational life science companies on product liability, as well as advising major insurers on damage claims and large businesses on D&O coverage claims. He is noted for handling complex and high-profile insurance and reinsurance matters. An interviewee adds: “He’s a wonderful insurance lawyer, just top-notch.” **Sjoerd Meijer** is highly regarded for his litigation and regulatory expertise. He handles a wide range of issues, including advice on GDPR and

unit-linked life insurance. One interviewee comments: “His expertise is really impressive and very extensive. I see him as an authority.” Interviewees also appreciate that he can “provide advice which we can really do something with. It’s really a solution.”

Van Doorne

See profile on p.1451

What the team is known for Market-leading firm which handles a broad range of insurance cases for multinational insurers, including D&O, W&I, cyber and professional indemnity claims, policy advice and fraud coverage, insurance litigation and arbitration. Also increasingly active on criminal and internal investigations, particularly in the context of D&O claims. Possesses expertise on insurance matters across numerous sectors, including healthcare, housing and financial services. Able to provide cross-border expertise to clients in connection with its London office. Additionally handles the insurance aspects of bankruptcy mandates.

Strengths One client comments: “Van Doorne is a well-experienced liability and insurance firm, which stands out for its expertise and hands-on mentality.”

Another adds: “The people are likeable, communicative and fun to work with.”

Work highlights Acted for the liability insurers on an EUR11.5 million settlement with the bankrupt trustees of Econcern.

Notable practitioners

Walter Hendriksen (see p.1388) acts for professionals, such as tax consultants and accountants, on D&O and professional liability matters. He chairs the firm’s litigation and insurance practice group. **Anne-mieke Hendrikse** (see p.1388) is well regarded for liability disputes, particularly for D&O and professional liability. One client describes her as “smart, experienced, very approachable and kind,” adding: “She understands our business and is a thorough, strategic thinker.”

Band 2

De Brauw Blackstone Westbroek

See profile on p.1416

What the team is known for Strong contentious and regulatory insurance practice which maintains an impressive track record in insurance cases. Especially known for acting for insured companies on complex contentious matters, often relating to D&O and other liability issues. Instructed by leading domestic and international insurers and banks. Capable of drawing on strong corporate and banking departments to provide a holistic service. Often advises on insurance-related M&A, restructuring and investment management mandates.

Strengths One interviewee greatly appreciates that “the senior partners are the centre point of contact for clients,” adding: “They are well organised in servicing clients.”

Another interviewee adds: “They have a very hands-on practice. You can just approach them with a call and get high-quality advice.”

Work highlights Represented Ageas in complex multi-jurisdictional litigation concerning multiple securities litigation claims due to the bail-out of its banking activities in 2007–2008.

Notable practitioners

Dennis Horeman (see p.1389) is well regarded for handling complex insurance claims and large-scale disputes. In addition to litigation around product

and professional liability and D&O, he also advises on contractual and coverage issues. One source highlights his “in-depth knowledge of the insurance business,” adding: “He has that experience, and can be flexible in his approach. He has a lot of approaches that the client can consider.”

Kennedy Van der Laan

What the team is known for Established name in the insurance market with particular strength in relation to claims matters. Covers the full scope of insurance services, with expertise in D&O and professional indemnity cases, product recall, and personal injury claims. Actively involved in W&I insurance, including policy drafting and often handles construction-related matters. Houses a dedicated insurance regulatory practice, including advice on compliance, the application of regulations for new insurance products and licensing requirements. Frequently instructed by prominent Dutch and international insurers, as well as other multinational companies.

Strengths Clients appreciate the team’s pragmatic approach, with one stating: “The advice is practical and they provide solutions with a firm legal basis.”

The team is also singled out for the lawyers’ approachability, with one interviewee noting: “They are very down to earth, straightforward and casual. They are just very easy to communicate with and, at the same time, very high-quality.”

Notable practitioners

Frits Van der Woude is well reputed for acting on professional liability and D&O matters and is particularly noted for his extensive experience within the industry. **Chris Van Dijk** is renowned for handling complex and high-profile personal injury and professional liability matters. One market commentator describes him as “well known and excellent,” while another states: “What is very good is that he is capable of looking at things from both sides. He is capable of going off the path and bringing people together.” **Erik van Orsouw** advises international insurers on coverage and liability issues. One interviewee describes him as “down to earth, straightforward and pragmatic.” Another adds: “He’s very good at thinking outside the box and coming up with practical solutions.” **Peter van den Broek** handles coverage disputes and drafting policies on behalf of prominent insurers. He is also noted for advising on technical damage claims regarding property or construction. One interviewee says that “he is not only doing what you are asking but is also an adviser,” adding: “He will persuade me not to do something; he is very open about things because he knows the business and what is relevant.”

Band 3

Dirkzwager legal & tax

See profile on p.1418

What the team is known for Respected department, with teams based in Arnhem and Nijmegen, advising on a range of professional liability, product liability, construction and D&O claims. Particularly strong acting as defence counsel for prominent Dutch and global insurers on coverage claims. Also assists clients with medical, road traffic and damage loss matters.

Strengths One source describes the team as “pragmatic, well known and knowing what to do.”

Another comments: “They have an in-depth and hands-on mentality. If you want a result, they will try

to get it as fast as possible, not be theoretical.”

Work highlights Acted for the insured party of AIG on a professional liability matter concerning damages that were allegedly caused by incorrect tax advice.

Notable practitioners

Harry Kruitwagen is “very prominent in the market” for insurance defence matters, with a focus on corporate liability, including technical losses and professional and employer liability. **Daan Baas** acts for insurers and insured parties on liability disputes concerning D&O, professional and product liability. One source says: “He has really in-depth knowledge of insurance and general liability cases. He is very practical and very result orientated.”

Loyens & Loeff

See profile on p.1435

What the team is known for Regularly assists clients with tax, regulatory and corporate issues in the insurance sector. Strong finance expertise, assisting clients with financial markets investigations. Handles an array of coverage and liability disputes including professional liability, D&O and construction matters. Handles both insurance and reinsurance matters for leading insurers, financial institutions and corporates.

Strengths One interviewee states: “You can always be assured that your case is taken care of in the insurance and liability context.”

Another says: “They are lawyers I would recommend for their liability, expertise and knowledge of insurance, corporate and arbitration law. I find their approach to be diligent, swift and smart.”

Work highlights Advised Zilveren Kruis on several issues around the bankruptcy of two hospitals, including its duty of care to guarantee the availability of healthcare to its policy holders, as well as negotiations with the professional liability insurer and the trustee in the bankruptcy over requested guarantee for the deductible and run-off coverage.

Notable practitioners

Kitty Lieveise (see p.1393) is able to combine her renowned knowledge of financial market regulations and insurance to advise prominent financial institutions on issues around coverage, professional indemnity and corporate matters. One interviewee comments: “She is an excellent lawyer and well experienced in dispute resolution, as well as insurance law in the Netherlands.” **Merel van Asch** (see p.1400) is “very knowledgeable in insurance and liability,” according to interviewees, who add: “She has in-depth knowledge about the issues and development of the law and knows her files inside out.” She is also acknowledged for her litigation and regulatory expertise and often helps advise on large coverage claims.

Stadermann Luiten Advocaten

What the team is known for Prominent in liability and insurance law, as well as litigation. Assists clients with professional liability and D&O claims, coverage litigation and arbitration cases, particularly those arising from breach of contract disputes. Counts several prominent domestic and multinational insurance sector players among its clients.

Notable practitioners

Wence Rupert is widely recognised as an “excellent lawyer,” who is noted for his dexterity in handling a wide range of matters, including general liability, as well as product and professional liability issues.

VanNiekerkCieremans

What the team is known for Boutique insurance firm with a solid reputation in the market, especially regarding contentious matters, including professional liability and recourse cases. Also frequently advises on construction all-risks (CAR) insurance and machinery breakdown matters. Advises industry entities and insurers on reviewing insurance policies. Assists prominent global and domestic insurers and reinsurers, as well as corporates and brokers.

Strengths One interviewee highlights the team’s “broad experience in insurance and liability,” adding: “There’s not much they can’t do for you.”

Another client observes: “The lawyers are approachable, kind, specialised and able to communicate clearly.”

Work highlights Defended Enexis in a liability claim by former shareholders of a contracting company, alleging damages caused by Enexis’ withdrawal of a contract.

Notable practitioners

Tjitske Cieremans handles an array of matters, including contractual claims, regulatory issues and various liability matters, such as product, professional and directors’ liability issues. One interviewee observes: “She has a no-nonsense approach, and is to the point, analytical and accurate.” **Eric van Niekerk** focuses on issues around technical damage including CAR, property damage and business interruption. He has a strong track record advising on policies and liability claims involving infrastructure and construction. Clients highlight the depth of his knowledge, with one stating: “He has a high level of expertise, is well respected and service-oriented, and has a pragmatic approach.” **Patrick van der Vorst** often handles complex policy claim disputes, with a focus on technical damage, product liability and professional liability. One client notes his “good analytical skills,” saying: “He can go rapidly to the heart of the issue and provides excellent legal advice.”

Van Traa Advocaten

See profile on p.1452

What the team is known for Boutique firm with particular specialisation in insurance matters relating to transport, notably maritime insurance law, as well as personal injury and bodily harm in construction. Also handles the insurance aspects of high-profile aviation and rail incidents. Adept in handling liability claims related to accidents and disasters, and professional indemnity. Regularly assists leading domestic and international insurers and brokers.

Strengths One client emphasises the team’s “ability to deal with delicate relations with the opposite party.” Other clients highlight the depth and breadth of expertise, with one noting: “They have a very pragmatic approach. There is a lot of knowledge in their firm. Everyone has their specialism.”

Work highlights Acted for Malaysia Airlines and its insurers on Flight MH17 and the settlement negotiations with the Dutch passengers’ next of kin.

Notable practitioners

Peter Drion has an impressive track record advising on complex liability and reinsurance matters. **Robert de Haan** is well regarded for his extensive track record advising on insurance matters within the transport industry, including cargo, logistic liability and construction all-risks. One interviewee observes: “It’s nice to work with him because he thinks of solutions and is not afraid to advise you whilst others sit on the fence. He will tell me when something is not in my interest.”

Band 4

Allen & Overy LLP

What the team is known for Advises on various corporate matters and transactions involving the insurance sector, as well as disputes. Active for insurers on consumer actions relating to unit-linked insurance products, with expertise in the life insurance space and on policy coverage mandates. Draws on its strength in litigation, regulatory, capital markets and corporate. Clientele includes leading domestic and international insurers, as well as financial institutions.

Notable practitioners

Brechje van der Velden is a reputed litigator and is noted for her rich knowledge of unit-linked insurance matters as well as corporate issues such as M&A.

CMS

See profile on p.1415

What the team is known for Earns recognition for its broad offering, which includes professional indemnity, D&O claims and product liability, particularly in the life sciences sector. Also houses significant expertise in the construction space and regularly acts for global insurers, as well as corporates from a range of sectors. Able to draw on the expertise of its offices across the CMS international network.

Strengths One client singles out the team’s “pragmatic approach, knowledge and international network.”

Work highlights Represented Koninklijke BAM Groep, a construction company, in a negotiation between the involved parties and insurers over the collapse of a multi-storey car park at Eindhoven Airport.

Notable practitioners

Bas Baks (see p.1380) is noted for his impressive cross-border practice, especially with London. He handles coverage claims, particularly concerning D&O and professional indemnity policies. One client comments: “He is a very good lawyer and has the ability to liaise very well between parties and countries.”

Cox Ten Bruggencate Advocaten

What the team is known for Established insurance group particularly known for its handling of marine and property damage claims. Routinely represents insurance companies and brokers, as well as insured parties, in cargo liability, product liability and professional liability claims, as well as handling policy wording mandates. Also advises on D&O, representing clients in litigation, arbitration and mediation.

Strengths One interviewee describes the group as a “good name in the Dutch market and a respected party,” adding: “They do problem solving with a personal touch.”

Another adds: “Cox is a well-performing, lean and mean law firm, with straightforward communication.”

Notable practitioners

Jan ter Meer is recognised for his extensive experience handling disputes over liability, including D&O, product liability, general and technical damage. One source observes: “He brings wisdom to cases.” **Jacco Van de Meent** is acknowledged for litigation over liability, particularly in the areas of property and transport, as well as advice on insurance fraud. One client describes him as “a practical and all-round smart and hands-on lawyer who I very much like for his ability to

solve disputes,” further noting: “He has the strength to oversee a complicated playing field with different parties and interests in a conflict situation. He can create the right atmosphere to not let things escalate.”

Ekelmans & Meijer

See profile on p.1419

What the team is known for Renowned for its litigation expertise and has a long track record advising on high-profile cases before the Supreme Court. Has a broad liability practice, covering professional, D&O and general liability concerning construction, property damage and marine. Particularly well known for its expertise regarding healthcare insurance matters. **Strengths** Clients value the team’s depth of knowledge and quality of advice, with one stating: “They always do their very best and are a pleasure to work with. Most firms have the required knowledge but this firm knows how to use it to our advantage.”

Another adds: “We enjoyed the personal approach. We felt like we knew what was going on, which gave us enough comfort during the process.”

Work highlights Represented Zorg & Zekerheid in several cases concerning how much time head practitioners should spend in the treatment of complex psychiatric diseases for it to qualify under the healthcare insurance policy.

Notable practitioners

Jan Ekelmans is a key contact for the practice.

Nysingh advocaten-notarissen

What the team is known for Notable construction insurance practice assisting with constructors’ and building insurance. Advises a broad roster of clients,

including insurers, brokers and public bodies on professional liability and product liability matters. Well versed in recourse claims and reinsurance mandates.

Notable practitioners

Tjalling Dorhout Mees is reputed for his knowledge of construction and liability law. Sources say he is “an outstanding expert in construction all-risks insurance and related disputes.”

Ploum

See profile on p.1440

What the team is known for Houses a solid litigation team and advises on issues ranging from coverage disputes to regulatory insurance matters. Excels at health and safety-related insurance matters, as well as environmental claims. Well-versed in dealing with D&O and professional liability claims, as well as construction all-risks insurance. Assists insurers, insured parties, brokers and municipalities.

Strengths One client singles out the team’s “broad specialism,” adding: “They know their way around. It’s nice that they can reach out to colleagues.”

Work highlights Represented SAAone in a dispute with its all-risks insurers after coverage was denied because of a late notification of an incident in one of its building pits.

Notable practitioners

Natalie Vloemans (see p.1406) handles coverage litigation within the construction, logistics and industrial sectors, advising on technical damage insurance, as well as property damage, product recall and D&O liability. One client observes: “Her strength is quickly understanding the root of insurance disputes and having an excellent strategy to tackle that.”

Wij Advocaten

What the team is known for Niche insurance and liability practice with particular expertise on professional indemnity cases, including on claims involving real estate agents and civil notaries. Also handles property damage, CAR, directors’ liability, employers’ liability and personal injury cases. Its clientele includes insurers, corporates and government entities.

Strengths One interviewee remarks on the team’s “energetic, proactive and open approach,” adding: “The lawyers run the process smoothly, and during the process they create time and opportunities to change the strategy or review the way forward.”

Notable practitioners

Suzanne Bordewijk is a key contact for clients.

Other Ranked Lawyers

Jan Duyvensz of Norton Rose Fulbright acts for insurers on a wide range of policy coverage and claims work, including personal indemnity, D&O and professional liability, as well as W&I and product liability. One client observes: “He is pragmatic and very realistic. If he doesn’t see any gain, then he will tell you.”

Gerard Endedijk of Rutgers & Posch possesses over two decades of experience advising on third-party liability issues across a broad range of sectors including financial services, healthcare and property. In addition to his insurance litigation practice, he is also familiar with insurance regulatory matters.

INTELLECTUAL PROPERTY

Intellectual Property: Patent
Leading Firms
Band 1
Brinkhof*
HOYNG ROKH MONEGIER*
Band 2
De Brauw Blackstone Westbroek*
Freshfields Bruckhaus Deringer LLP
Hogan Lovells International LLP
Simmons & Simmons LLP
Vondst Advocaten N V*
Band 3
BarentsKrans*
Bird & Bird*
Taylor Wessing
* Indicates firm with profile.
Alphabetical order within each band. Band 1 is highest.

The editorial is in alphabetical order by firm name.

AKD

See profile on p.1408

What the team is known for Broad practice representing clients from the retail, technology and fashion industries. Expertise includes advising on copyright and design right enforcement matters and trade mark infringement disputes. Also assists with anti-counterfeiting and IP licensing mandates.

Strengths One source commends the team for looking “to resolve disputes effectively,” and adds that “the lawyers are very practical and results-oriented.”

Other interviewees praise the firm for being “reliable,

working to time,” and providing “good advice.”

Work highlights Acted for Bär Software on copyright litigation in the Supreme Court.

Notable practitioners

Peter Claassen (see p.1382) “is very inventive in his strategies and responses and has impressive negotiation skills,” according to one client. He represents clients before domestic and European courts in anti-counterfeiting and trade mark cases. **Roderick Chalmers Hoyneck van Papendrecht** (see p.1382) receives praise from clients for being “very efficient in his advice” and “very co-operative, easy to contact and very responsive.” He assists clients from the fashion and manufacturing sectors with cases relating to trade mark and copyright infringement.

BarentsKrans

See profile on p.1410

What the team is known for Respected team acting for both multinational and domestic clients from the telecommunications, food and life sciences industries, with particular expertise representing generic pharmaceutical clients. Experienced in copyright, trade mark, licensing and advertising matters. Frequently acts on litigation before both domestic courts and the Benelux Court of Justice. Active on patent defence cases.

Strengths Clients appreciate that the team “always stays calm and offers good solutions,” adding that “the lawyers really dive into what we’re doing and understanding our business.”

Work highlights Advised Insud Pharma on the launch of generic pharmaceutical products.

Notable practitioners

Clients regard **Jaap Bremer** (see p.1382) as a “down-to-earth straight-shooter” who is “very solid and personable.” He acts on cases relating to both trade mark and patent disputes. **Marleen Van den Horst** (see p.1401) is praised by clients for maintaining a “really good oversight” of cases. Her practice centres on contentious patent cases, where she frequently represents multinational pharmaceutical clients.

Bird & Bird

See profile on p.65

What the team is known for Impressive IP team with expertise in copyright and trade mark disputes, as well as design and trade mark filings and opposition. Additionally provides expertise in patent law, representing major clients in the pharmaceutical and telecommunications industries. Formidable name in IT and also acts for clients in the retail and food and beverage sectors.

Strengths Clients “only have good words” for the team, enthusing that the lawyers “have always been great,” and adding that they “really appreciate working with the team.”

Work highlights Represented Asolo in a trade mark dispute against Red Bull before the EU General Court.

Notable practitioners

Armand Killan is highlighted by clients for his experience and diligence. He regularly represents clients from the telecommunications industry in patent litigation. Killan additionally acts for clients in the life sciences and beverage sectors. **Marc van**

Intellectual Property: Patent
Senior Statespeople
Senior Statespeople: distinguished older partners
Hoyng Willem <i>HOYNG ROKH MONEGIER</i>
Leading Individuals
Band 1
Ebbink Richard <i>Brinkhof*</i>
van den Broek Bart <i>HOYNG ROKH MONEGIER</i>
Van Gardingen Mark <i>Brinkhof*</i>
Band 2
Berghuis van Woortman Bas <i>Simmons & Simmons LLP</i>
Bisschop Klaas <i>Hogan Lovells International LLP*</i>
Dack Simon <i>HOYNG ROKH MONEGIER</i>
Killan Armand <i>Bird & Bird</i>
Kleemans Rutger <i>Freshfields Bruckhaus Deringer LLP</i>
Kuipers Gertjan <i>De Brauw Blackstone Westbroek*</i>
Oosting Bert <i>Hogan Lovells International LLP*</i>
Band 3
Blomme Theo <i>HOYNG ROKH MONEGIER</i>
Bremer Jaap <i>BarentsKrans*</i>
De Lange Daan <i>Brinkhof*</i>
Reeskamp Paul <i>DLA Piper Nederland*</i>
Swens Otto <i>Vondst Advocaten N V</i>
Van den Horst Marleen <i>BarentsKrans*</i>
van Wijngaarden Marc <i>Bird & Bird</i>
Band 4
Dijkstra Ricardo <i>Vondst Advocaten N V</i>
van der Velden Ruud <i>Hogan Lovells International LLP*</i>
Up-and-coming individuals
de Koning Mattie <i>Simmons & Simmons LLP</i>
Douma Tjibbe <i>Dentons (ORL) ♦*</i>
Drok Jelle <i>Freshfields Bruckhaus Deringer LLP</i>
Lamme Oscar <i>De Brauw Blackstone Westbroek*</i>

* Indicates firm / individual with profile.

♦ (ORL) = Other Ranked Lawyer.

Alphabetical order within each band. Band 1 is highest.

Wijngaarden is an experienced litigator in patent infringement cases, representing claimants and defendants from a broad spectrum of industries. Clients appreciate that “he is clear in communications, is interested in understanding what’s going on in his cases and is proactive.” **Manon Rieger-Jansen** offers expertise advising clients on trade mark and copyright matters, representing clients in infringement litigation, trade mark filings and licensing agreements. Clients laud her for being “great; very thorough, very detailed, very quick in responding, always available and business-minded.”

Brinkhof

See profile on p.1412

What the team is known for Market-leading litigation expertise, with a particular focus on patent infringements in the pharmaceutical, biochemical, electronics and beverage sectors. Highly esteemed for handling a range of copyright, trade mark and design right matters. Advises an impressive array of multinational clients on trade secret cases. Further acts for clients on cases relating to anti-piracy litigation.

Strengths Interviewees stress that the firm “does a really great job in understanding the technology” involved in complicated patent cases. Clients describe the team as “very clever, accurate and polite.”

Work highlights Represented Sandoz as defendants in several disputes relating to generic and biosimilar pharmaceutical products.

Notable practitioners

According to clients, **Richard Ebbink** (see p.1386)

Intellectual Property
General – Mostly Trade Mark/Copyright
Leading Firms
Band 1
Brinkhof*
De Brauw Blackstone Westbroek*
HOYNG ROKH MONEGIER*
Band 2
Bird & Bird*
Hofhuis Alkema Groen
NautaDutilh*
Band 3
Höcker Advocaten*
Hoogenraad & Haak, Advertising + IP Advocaten*
Visser Schaap & Kreijger*
Band 4
AKD*
BarentsKrans*
DLA Piper Nederland*
Kennedy Van der Laan
Leeway
Simmons & Simmons LLP
Van Doorne*
Vondst Advocaten N V*
Senior Statespeople
Senior Statespeople: distinguished older partners
Gielen Charles <i>NautaDutilh</i>
Hoyng Willem <i>HOYNG ROKH MONEGIER</i>
Leading Individuals
Band 1
Cohen Jehoram Tobias <i>De Brauw Blackstone Westbroek*</i>
Visser Dirk <i>Visser Schaap & Kreijger</i>
Band 2
Groen Arnout <i>Hofhuis Alkema Groen</i>
Van Manen Joris <i>HOYNG ROKH MONEGIER</i>
Vos Gregor <i>Brinkhof*</i>
Band 3
Bremer Jaap <i>BarentsKrans*</i>
Claassen Peter <i>AKD*</i>
Hofhuis Jesse <i>Hofhuis Alkema Groen</i>
Kingma Sikke <i>Pels Rijcken & Droogleeveer Fortuijn N.V. (ORL) ♦</i>
Klos Sven <i>KLOS c.s. (ORL) ♦</i>
Le Poole Bas <i>Le Poole Bekema (ORL) ♦</i>
Leppink Willem <i>Ploum (ORL) ♦*</i>
Mulder Niels <i>DLA Piper Nederland*</i>
Schaap Jacqueline <i>Visser Schaap & Kreijger</i>
Seignette Jacqueline <i>Höcker Advocaten</i>
Stöpetie Kurt <i>Brinkhof*</i>
van Leeuwen Remco <i>Leeway</i>
Verschuur Anne Marie <i>NautaDutilh</i>
Band 4
Alberdingk Thijm Christiaan A <i>bureau Brandeis (ORL) ♦</i>
Alkema Adonna <i>Hofhuis Alkema Groen</i>
Haak Maarten <i>Hoogenraad & Haak, Advertising + IP Advocaten</i>
Koenraad Hidde <i>Boekx Advocaten (ORL) ♦</i>
Odink Michiel <i>Leeway</i>
Overdijk Tjeerd <i>Vondst Advocaten N V</i>
Rieger-Jansen Manon <i>Bird & Bird</i>
Schut Maarten <i>Kennedy Van der Laan</i>
Verwoert Marga <i>Leeway</i>
Up-and-coming individuals
Chalmers Hoync van Papendrecht Roderick <i>AKD*</i>
Fresco Laura <i>HOYNG ROKH MONEGIER</i>
Kingma Marijn <i>Höcker Advocaten</i>
Roerdink Herwin <i>Vondst Advocaten N V</i>
Tijam Paul <i>Simmons & Simmons LLP</i>
Trijens Moira <i>Hoogenraad & Haak, Advertising + IP*</i>
van Aerde Thijs <i>Houthoff (ORL) ♦*</i>

is “a very sharp lawyer who spots things that others don’t.” His clients include technology and pharmaceutical companies, as well as those in the chemical industry. Ebbink advises clients on litigation in relation to patents and trade secret disputes. **Mark Van Gardingen** (see p.1403) is “absolutely a great litigator,” according to sources. He acts on a range of patent disputes for high-profile, multinational companies in the food and life sciences industries. His additional expertise includes representing clients in the electronics sector. **Gregor Vos** (see p.1406) represents clients in trade mark and design right cases, acting for household names in the fashion and food industries. Clients highlight him as “somebody who is reliable and can handle complicated cases,” further noting he is “very knowledgeable, very fast and responsive.” The “really promising” **Daan De Lange** (see p.1384) is admired for having “really strong technical knowledge,” and being “excellent in pleadings.” He acts for clients from the pharmaceutical and consumer goods industries, representing them in multi-jurisdictional patent litigation. **Kurt Stöpetie** (see p.1399) represents a considerable list of multinational clients in trade mark proceedings and design right protection. He has clients from a wide range of sectors, including technology and fashion.

De Brauw Blackstone Westbroek

See profile on p.1416

What the team is known for Impressive experience acting for clients on trade mark enforcement proceedings and litigation. Additionally represents clients in copyright litigation and protection, as well as in trade secret matters. Clients include domestic and multinational companies from the technology, telecommunications and pharmaceutical sectors. Further expertise includes patent litigation, as well as strength in licensing and transactional-related IP. **Strengths** Clients appreciate that the team “is really good at driving down very complicated matters into very simple explanations.”

Another client enthuses: “We feel that De Brauw is absolutely one of the top firms in the Netherlands in respect of IP”

Work highlights Represented Ferring Pharmaceuticals in patent objection and trade secret proceedings.

Notable practitioners

Tobias Cohen Jehoram (see p.1382) is held in high regard for his contentious copyright and trade mark practice, with vast experience acting before the Dutch Supreme Court and the ECJ. Clients laud him for being “great, one of the best,” adding that he is “very knowledgeable and very quick in his responses.” Clients include an array of multinational corporations and leading domestic companies. According to clients, **Gertjan Kuipers** (see p.1392) is a “top player in the field” who is particularly highlighted for his strategic thinking. He acts for a range of multinational clients in life sciences and technology-related patent litigation. Additional expertise includes the telecommunications industry. **Oscar Lamme** (see p.1392) acts across a broad range of patent cases, representing high-profile domestic and multinational clients in litigation and IP-related transactions. Clients praise him for being “really on the ball and working well under pressure.”

DLA Piper Nederland

See profile on p.76

What the team is known for Integrated practice with strong cross-border capabilities for trade mark enforcement and anti-counterfeiting matters. Also

advises on plant breeder rights. Represents a wide range of multinational clients from sectors including the technology, food and beverage and life sciences industries. Experience includes acting for clients before both domestic and European courts.

Strengths Clients note that they *“really get the feeling that everyone at the firm knows who we are, so we never have to start from scratch again.”*

Work highlights Represented Moët & Hennessy in matters relating to parallel import and trade mark infringement.

Notable practitioners

Niels Mulder (see p.1394) is picked out by sources as a particular expert in cases regarding parallel import. Additional expertise includes representing media companies in trade mark prosecution cases and advising clients from the luxury goods sector on anti-counterfeiting matters. **Paul Reeskamp** (see p.1396) is praised by clients for his *“good knowledge and experience”* of patent disputes. He represents a number of clients from the life sciences and technology industries in contentious cases relating to patent infringement and opposition proceedings.

Freshfields Bruckhaus Deringer LLP

What the team is known for International practice with significant cross-border litigation experience in the technology industry. Additional industry knowledge includes the pharmaceutical and media sectors. Boasts significant expertise in patent infringement and validity litigation, and additionally advises on standard essential patents and patent ownership.

Strengths One client praises the *“very dynamic and very impressive”* lawyers, particularly stressing their *“good commercial awareness.”*

Work highlights Acted for Bristol-Myers Squibb on a dispute concerning patent ownership.

Notable practitioners

Clients say that **Rutger Kleemans** *“immediately understands and sees through a case,”* and is *“always able to come up with a new angle.”* He frequently advises multinational technology and life sciences clients on patent litigation. Another source praises Kleemans for being *“very good at seeing all the options and risks for clients.”* **Jelle Drok** rises in the rankings on the back of positive feedback, with sources reporting that *“in terms of really going into technical details and being able to answer judges, he is brilliant.”* He has notable experience representing clients from the life sciences industry in patent validity disputes. He receives further praise for having *“very thorough legal knowledge of the issues,”* and for being *“a joy to work with.”*

Höcker Advocaten

See profile on p.1427

What the team is known for Impressive IP team with particular expertise representing collecting societies and artist associations in anti-piracy proceedings, licensing issues and copyright levy matters. Frequently acts for media and fashion distributors on counterfeiting cases. Also advises on files relating to digital rights of artists and content creators.

Strengths Clients appreciate that *“there is always a personal touch to their work,”* adding that the lawyers *“give very good advice and support and think hard about your problems.”*

Other clients particularly emphasise that *“the lawyers are extremely involved in the matters and have been very supportive in negotiations and litigation.”*

Work highlights Advised Buma/Stemra on litigation against a radio station regarding unpaid licence fees.

Notable practitioners

Jacqueline Seignette represents collective management organisations and industry watchdogs in contentious mandates relating to anti-piracy, copyright infringement and licensing and distribution. She receives praise for her *“strategic overview”* of cases. Clients describe **Marijn Kingma** as *“a very strong, young up-and-coming lawyer”* who is *“unbelievably good and very clever.”* She represents clients in both contentious and non-contentious intellectual property mandates, including advising on advertising and licensing. She receives additional praise from clients because *“if she is working on your case, you can be sure things are being taken care of and looked at from all angles.”*

Hofhuis Alkema Groen

What the team is known for Strong IP boutique offering experience in high-profile copyright and trade mark cases. Sectors of focus include consumer goods and technology. Also advises clients on protection of origin matters, as well as unfair competition and advertising disputes. Additional expertise in the media sector.

Strengths Sources commend the team for being *“a very good niche firm”* in IP matters.

Notable practitioners

Arnout Groen is recognised as a prominent figure in copyright matters, representing a number of blue-chip clients from the technology and media sectors. He also advises on protection of origin claims. **Jesse Hofhuis** advises clients on trade mark portfolio protection and offers particular expertise as a litigator. He also advises on counterfeit and unfair competition matters. Clients remark that **Adonna Alkema** is *“simply very good and precise”* in copyright-related matters. She offers additional expertise on contentious cases regarding advertising and trade marks. Alkema acts for clients from the health sector.

Hogan Lovells International LLP

What the team is known for Highly skilled patent team with particular strength acting for clients on high-profile litigation in the life sciences, technology and chemicals industries. Often works alongside the firm's patent teams across the globe to provide exceptional cross-border coverage. Additionally assists clients with trade secret-related disputes.

Strengths Clients particularly highlight the team's *“efforts to understand and evaluate the client's needs.”* Others simply say that *“they are an excellent firm.”*

Work highlights Represented AbbVie in the defence and enforcement of patents relating to its product Humira.

Notable practitioners

Klaas Bisschop (see p.1381) is picked out by clients as *“a really experienced litigator specialised in patent disputes.”* He represents a range of high-profile clients with a particular focus on life sciences. He receives additional praise for being a *“very convincing communicator”* who *“knows the power of arguments.”*

Bert Oosting (see p.1395) represents international pharmaceutical and technology companies in patent litigation. Clients appreciate that he *“makes a good connection between the regulatory and IP”* sides of matters. **Ruud van der Velden** (see p.1402) is *“very nice to work with and very thorough,”* with a *“good eye for detail,”* according to one pleased client. He represents clients in patent and trade secret cases in the chemical and technology sectors.

Hoogenraad & Haak, Advertising + IP Advocaten

See profile on p.1428

What the team is known for Renowned advertising practice acting for an enviable client base on both advisory and litigious matters. Particular expertise in trade mark matters in the fashion, automotive and food sectors. Also advises clients on domain name and licensing mandates.

Strengths Clients appreciate that the firm offers *“very to-the-point, precise descriptions of what is happening and what can and cannot be done.”*

Others note that the firm has the client's *“best interests in mind and will always pursue them,”* adding that *“they are really good at making legal information and possibilities clear.”*

Work highlights Represented Lidl as defendants in litigation relating to its new trade mark KORDAAT.

Notable practitioners

Clients particularly appreciate that **Maarten Haak** *“makes sure that he is aware of all the ins and outs”* of cases. He acts for clients on cases before both domestic and European courts relating to trade mark infringement and cancellation disputes. Clients laud **Moira Truijens** (see p.1400), noting that it is *“clear that she has a great knowledge base,”* and add that *“she is easy to access and clear in her communications.”* She frequently represents clients before the Benelux Court of Justice, as well as domestic courts, in cases relating to similarity of goods and copyright infringement.

HOYNG ROKH MONEGIER

See profile on p.833

What the team is known for Dominant boutique with a wide-ranging IP expertise. Market leader in cutting-edge patent litigation in the technology, telecommunications and pharmaceutical sectors, frequently acting for originators. Experience also includes trade mark protection and ownership, counterfeiting and copyright infringement. Further expertise includes acting before the Dutch Supreme Court on patent litigation and validity proceedings.

Strengths Clients laud the *“terrific job”* the firm does, commending the team's strength in strategic matters. One client believes that it is *“the best IP law firm in the country”* and particularly stresses: *“There is no legal problem in IP that they cannot resolve.”*

Work highlights Represented AstraZeneca before the Supreme Court and the High Court in defence of its patents for blockbuster drugs.

Notable practitioners

Willem Hoyng is *“a strong fighter, pragmatic, open and direct,”* as well as *“strategically very good,”* according to one happy client. Highly renowned for his experience representing clients at the Dutch Supreme Court, he acts on patent cases in the technology sector, as well as assisting clients with trade mark litigation. According to clients, **Bart van den Broek** *“stands out as he is very quick, very on the ball and very convincing in court.”* He offers extensive experience in the technology sector, representing household-name clients. Van den Broek acts on high-profile patent litigation and licensing cases. **Simon Dack** is a leading patent litigator for life sciences clients, representing them in invalidity, second medical use and counterfeiting cases. He is regarded by sources as a *“very knowledgeable and very thorough”* lawyer. **Joris Van Manen** represents clients before domestic and European courts in copyright and trade mark disputes. He is active for clients from a range of sectors, including food and

drink, media and pharmaceuticals. Clients stress that **Theo Blomme** has a “*deep grasp of the law and technological details*” of cases, adding that “*he also has the ability to take a bird’s-eye view of cases, including their international complexities.*” He advises clients on a range of patent matters in the technology, life sciences and consumer goods industries. Working with **Laura Fresco** is “*brilliant,*” according to one client, who adds that “*she is very strong, knows her case law*” and “*has a very logical mind.*” She offers significant expertise in trade mark cases in a wide range of industries including technology and fashion. She additionally acts for clients on copyright litigation.

Kennedy Van der Laan

What the team is known for Notable anti-counterfeiting practice offering vast experience in the fashion sector. Represents digital and collective rights bodies in copyright disputes and related royalty claims. Also acts for a range of TMT clients on piracy and trade mark disputes. Assists clients with the IP aspects of transactions and contracts.

Strengths One client enthuses that the team “*is working very proactively and giving the right advice on exactly the right things,*” adding that “*the lawyers are very organised and have a good understanding of what a company needs.*”

Other clients are pleased that the team is “*extremely positive, responsive and flexible.*”

Work highlights Represented Lacoste as plaintiff in a trade mark infringement dispute.

Notable practitioners

Clients appreciate that **Maarten Schut** “*has a genuine interest in getting people to understand risks and has a very good way of putting legal things into plain language for a varied audience.*” He advises clients on matters relating to trade mark and anti-counterfeit proceedings.

Leeway

What the team is known for Prominent IP team representing clients in trade mark, licensing and anti-counterfeiting disputes. Particularly strong in the retail and consumer goods sector, including fashion and cosmetics, acting for leading domestic and international clients. Also advises media and entertainment companies on domain name issues and ongoing IP advisory matters.

Strengths Clients say that the team “*is really pleasant to work with, and the lawyers are open, quick and personable,*” and add that “*they’re really fast with their answers and also to the point.*”

Others note that the firm offers “*a good mix of excellence for complex questions and sound legal advice.*”

Work highlights Represented HEMA in litigation against Lacoste in relation to alleged trade mark infringement.

Notable practitioners

Remco van Leeuwen represents a large number of multinational fashion designers and retailers in trade mark licensing and infringement mandates. He is held in high regard by clients for being “*open, quick and personable.*” Clients appreciate that **Michiel Odink** is “*involved and passionate about all IP matters.*” He represents clients from the technology, retail and media industries in trade mark and copyright matters. **Marga Verwoert** acts for clients on advertising and copyright matters in the cosmetics, fashion and art sectors. Clients “*value her impeccable judgement when it comes to negotiating the best possible deal*” and add that she is “*highly knowledgeable and commercially minded.*”

NautaDutilh

See profile on p.1437

What the team is known for Strong contentious IP practice, representing clients in copyright infringement, trade mark opposition and trade secret cases. Acts for multinational clients from the food and beverage, technology and chemical industries. Also active on issues in the consumer goods and fashion sectors.

Strengths Clients stress that the firm has “*an impressive grip*” on industry specifics as well as acting “*in a very cool and considered way.*”

Work highlights Represented Daimler in litigation against BSUR Agency following allegations of copyright infringement.

Notable practitioners

Charles Gielen has impressive experience in Dutch trade mark law. He advises clients on matters relating to parallel imports and trade mark disputes. **Anne Marie Verschuur** is an “*excellent lawyer,*” according to sources who pick her out as impressive in IP mandates. She acts for clients on contentious matters relating to trade marks, copyright and unfair commercial practices.

Simmons & Simmons LLP

What the team is known for Established patent team embedded in a strong global practice. Increasing soft IP focus with notable experience acting on trade mark and design infringement proceedings. Patent expertise encompasses pharmaceuticals, electronics and biotechnology, as well as manufacturing and construction. Highly experienced representing clients before both domestic and European courts.

Strengths One client stresses that “*they are definitely a go-to in the Netherlands,*” because the lawyers “*are very reactive,*” and “*are well aware of the case flow and give good advice.*”

Others appreciate that the team “*keeps arguments streamlined*” when working on cross-border matters and that the lawyers have “*the ability to understand*” the technical details of cases in order to “*provide useful insights.*”

Work highlights Represented Serenity Pharmaceuticals in patent disputes concerning ownership, validity and infringement.

Notable practitioners

Bas Berghuis van Woortman frequently represents multinational corporations from the technology, manufacturing and life sciences sectors. Sources commend his ability as a litigator, advising clients on patent enforcement matters, as well as design rights and market entry cases. **Mattie de Koning** is “*smart and a fast thinker with excellent technical skills,*” in addition to being “*a very effective and very approachable lawyer,*” according to one happy client. His expertise focuses on patent invalidity disputes, representing household names in the technology and life sciences sectors. **Paul Tjiam** is a “*rising star,*” according to sources, for his work on cases relating to trade mark and design litigation. Sources laud him for showing “*incredible eagerness to provide a tailored service,*” noting that he is “*on top of his game.*”

Taylor Wessing

What the team is known for Represents an impressive range of multinational clients, and able to work with the firm’s offices in other jurisdictions on cross-border cases. Highly active on patent infringement litigation across a number of sectors, including telecommunications, manufacturing and pharmaceuticals. Also assists clients with patent nullity, invalidity

and ownership actions.

Work highlights Assisted Pfizer with nullity and non-infringement proceedings in relation to patent applications made by Genentech.

Notable practitioners

Wim Maas and Judith Krens are key contacts within the team.

Van Doorne

See profile on p.1451

What the team is known for Acts on a broad range of IP matters, including trade mark protection, domain name disputes, design rights and copyright infringement. Clients include household names in the technology and media industries, as well as domestic retail and healthcare clients. Offers strength in contentious and non-contentious mandates, advising clients on post-M&A IP issues.

Strengths Interviewees particularly praise the team’s responsiveness.

Work highlights Assisted Avast Software with trade mark and domain name conflicts with a former distributor.

Notable practitioners

Kriek Wille remains a key contact for clients.

Visser Schaap & Kreijger

See profile on p.1454

What the team is known for Media and IP boutique with a strong reputation in copyright matters. Clients include collective industry bodies, designers and producers. Also advises on trade mark and remuneration disputes, as well as neighbouring rights cases. Assists with designation of origin matters and anti-piracy cases.

Strengths One client praises the “*good overall knowledge of different dossiers, with each team member having their own specialism.*”

Work highlights Represented Fatboy in infringement litigation against copiers of its LAMZAC product.

Notable practitioners

Clients praise **Dirk Visser**’s “*very good technical knowledge of IP law.*” His practice focuses on representing media clients and associations in matters relating to copyright and neighbouring rights. **Jacqueline Schaap** advises clients on trade mark and copyright infringement matters. Clients praise her “*very good knowledge*” of the law, adding that she is “*responsive and thorough.*” She represents claimants and defendants in name rights and logo disputes.

Vondst Advocaten N V

See profile on p.1455

What the team is known for Dedicated intellectual property boutique with a focus on acting for clients from the life sciences and technology sectors. Notable soft IP offering, acting for clients on domain name, copyright and trade mark disputes. Additionally offers expertise representing significant clients in patent litigation relating to secondary use, infringement and licensing.

Strengths One client describes the team as “*very thorough, excellent communicators*” and adds that “*the lawyers think outside the box.*”

Other sources praise them for being a “*very good, pragmatic, excellent niche IP office in both patents and trade marks.*”

Work highlights Assisted Silence Therapeutics with an injunction proceeding against Alnylam concerning a patent.

Notable practitioners

Otto Swens is held in high regard by clients because “he has very good focus and very good attention to detail.” His practice focuses on patent litigation, representing multinational clients from the life sciences industry. **Ricardo Dijkstra** frequently represents blue-chip clients in patent litigation with a focus on the life sciences sector. He is picked out by clients as “very good at keeping to the main line of argument” and his ability to focus on the key elements in patent disputes. **Tjeerd Overdijk** is recognised as a particular expert in plant variety law. He has additional expertise in trade mark infringement disputes, as well as advising on the intellectual property aspects of licensing and collaboration agreements. **Herwin Roerdink** represents a range of clients including multinational manufacturers and educational institutions in design infringement and trade mark registrations. Clients say that he is “very hands-on, pragmatic, business-oriented and very clever.”

Other Ranked Lawyers

Christiaan Alberdingk Thijm advises financial institutions, scientific publishers and technology companies on matters relating to digital trade mark and copyright matters. He is picked out by clients for being “very sharp” and “understanding the businesses” of clients.

Clients praise **Tjibbe Douma** (see p.1386) for his “comprehensive knowledge of cases” and for “always looking for creative ways of approaching a matter.” He is particularly active representing pharmaceutical and biotechnology companies in patent litigation, as well as portfolio and licensing matters. He joined Dentons in February 2019.

Sikke Kingma is highly renowned for his practice representing multinational companies, as well as public institutions, before the Dutch Supreme Court in IP disputes. Interviewees describe him as “a very sharp lawyer,” adding that “his way of writing is excellent and his oral pleading is very convincing.”

Sven Klos is picked out by sources as “a very good trade mark litigator.” In addition to his trade mark litigation practice, Klos has experience acting for clients on copyright protection litigation.

Hidde Koenraad acts for a range of clients from the automotive, advertising and entertainment industries on disputes relating to trade mark infringement and domain name disputes. He is also recognised as a key player in plant variety law.

Bas Le Poole has experience representing media and broadcasting clients in files relating to licensing fees, trade mark disputes and copyright matters. He is picked out by clients for his “trusted voice and ability to explain complicated legal queries.”

Commentators praise **Willem Leppink** (see p.1393) for offering “solid, substantive insight into the principles of trade mark law” and add that he is “a constructive legal communicator driven to achieve common-sense results.” He represents clients in IP disputes relating to anti-counterfeiting and parallel trade, as well as trade mark and copyright litigation. Sources pick **Thijs van Aerde** (see p.1400) out as “a rising star” in Supreme Court IP litigation, adding that he is “quick to pick up relevant issues and a pleasure to work with.” He represents clients in patent litigation before the Dutch Supreme Court, as well as assisting with trade mark disputes before the lower courts.

INVESTMENT FUNDS

Investment Funds
Leading Firms
Band 1
De Brauw Blackstone Westbroek *
Houthoff *
Loyens & Loeff *
Band 2
Allen & Overy LLP
Van Campen Liem *
Band 3
Clifford Chance LLP *
Jones Day
NautaDutilh *
Leading Individuals
Band 1
de Lignie Marco Loyens & Loeff *
Groffen Kees De Brauw Blackstone Westbroek *
van Angeren Oscar Houthoff *
van Ulzinga Veenstra Ate Jones Day *
Band 2
Cramer-de Jong Ellen Allen & Overy LLP
Eenhorst Quirine Jones Day *
Silverentand Larissa NautaDutilh
Tausk Maurits Van Campen Liem
van Dam Mark Loyens & Loeff *
Band 3
Distaso Marcello Van Campen Liem
Horsthuis Daan Houthoff *
Labeur Rosemarijn Finnius (ORL) ◇
Scheele Marian Clifford Chance LLP *
Up-and-coming individuals
Plas Harm-Paul Houthoff *
Associates to watch
Wielens Harmen Jones Day *
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

De Brauw Blackstone Westbroek

See profile on p.1416

What the team is known for Market-leading department acting for a broad range of domestic and international asset managers, including private equity firms, real estate investors and pension providers. Demonstrates a broad range of expertise, encompassing fund formation, fund structuring and related tax matters. Assists with transactions through which asset management companies acquire Dutch competitors. Has a strong regulatory team with expertise relating to AIFMD and MiFID II.

Strengths One client highlights the “top-level legal advice” and “very high level of expertise and experience” on offer.

Another stresses that “the lawyers are kind, helpful, available and very accurate.”

Work highlights Assisted European Assets Trust with its re-domiciliation from the Netherlands to the UK.

Notable practitioners

Clients say that **Kees Groffen** (see p.1387) is “very pragmatic and solution-driven,” adding: “He is never stressed, and he thinks outside the box.” He is a central figure in the firm’s funds practice and has experience in fund formation, the acquisition or restructuring of asset management companies and the migration of ETFs from the Netherlands to the UK.

Houthoff

See profile on p.1429

What the team is known for Pre-eminent team with a superb reputation for investor-side work, especially on behalf of pension funds. Advises on the negotiation of fiduciary asset management agreements and other commercial contracts through which Dutch pension schemes outsource their investment operations. Also acts for substantial hedge fund managers and real estate investors on fund formation or the restructuring of existing funds. Particularly sought after for both Dutch and European regulatory mat-

ters, such as fund registration and licensing. Advises a number of clients from the insurance and banking sectors.

Strengths “The lawyers have a good understanding of our business and what is important for us,” reports one client, while another notes: “The partner is involved in providing the content rather than delegating everything to the team.”

One interviewee praises the lawyers’ ability to “bring a more commercial understanding to their clients,” going on to explain: “They are really strong advocates and are helpful in steering clients through the decision-making process.”

Work highlights Advised Man Group on the restructuring of Dutch fund Man AHL Diversified Markets EU and on compliance with the AIFMD in respect of its investment management activities.

Notable practitioners

Clients say that **Oscar van Angeren** (see p.1400) is an “excellent partner” who “is very knowledgeable and always quick to respond.” He has a wide-ranging practice that includes fund formation and regulatory matters relating to the registration and distribution of funds in the Netherlands. He also often advises pension funds on the negotiation of asset management or custody agreements with fund service providers. “He has a brilliant memory and handles things in a very clear way,” says one interviewee. Clients appreciate that **Daan Horsthuis** (see p.1389) “shows a keen understanding of the industry and routinely provides valuable advice.” He assists pension funds and asset managers with a range of fund structuring and transactional mandates. **Harm-Paul Plas** (see p.1396) acts for many of the firm’s key pension funds clients. He also advises real estate-focused fund managers on fund formation mandates and the drafting of related commercial agreements. He is praised for being “a very knowledgeable industry expert who is very accessible.”

Loyens & Loeff

See profile on p.1435

What the team is known for Fully integrated funds

practice with a leading reputation in private equity fund formation and funds-related tax matters. Has experience in the establishment of venture capital, infrastructure or private debt funds. Assists with fundraisings that attract investments from qualified investors across the world.

Strengths Clients note that the lawyers are “*very up to date*” in their understanding of the Dutch financial services regulator, saying: “*They have set up or advised many Dutch funds, so have very good overview of what are acceptable conditions for the national authorities.*”

“*The lawyers are very experienced and hands-on,*” states another interviewee.

Work highlights Assisted Peak Capital with the structuring of Peak Capital IV, which targeted EUR60 million in investor commitments.

Notable practitioners

The “*extremely experienced*” **Marco de Lignie** (see p.1384) is revered by clients as a “*highly pragmatic and intelligent lawyer*” who “*gets to simple solutions in complex situations.*” He advises on the tax aspects of fund formation and fundraising mandates. **Mark van Dam** (see p.1400) “*has a lot of experience in advising on regulatory affairs,*” say clients, adding that he is “*very precise and proactive.*” He acts for financial institutions and their management teams on the structuring of new funds.

Band 2

Allen & Overy LLP

What the team is known for Solid funds team acting for a wide range of asset management clients. Acts on the limited partner side of transactions or fund review processes. Assists with the structuring of venture capital, private debt or private equity funds. Also advises fund service providers or asset managers on issues relating to the performance of fund custodial or administration services.

Strengths “*I like that we are always in touch with the partner,*” says one interviewee.

Clients further highlight the lawyers’ availability and pragmatic approach.

Work highlights Advised BNP Paribas on its investment in venture capital fund SET Fund III investment.

Notable practitioners

Ellen Cramer-de Jong acts for institutional investors on both the limited partner and general partner side of funds transactions. She also advises on fund formation and related regulatory questions.

Van Campen Liem

See profile on p.1449

What the team is known for Well-resourced team with a strong reputation for private equity and venture capital fund formation. Acts for a wide variety of domestic and international fund managers on fund structuring matters or the acquisition of competing investment management platforms. Has experience

on both sides of investments into funds. Also handles standalone regulatory mandates.

Strengths One client says that the firm “*delivers top-quality services*” and is “*pragmatic and creative.*”

Work highlights Advised Trilantic Europe on the formation of new private equity fund Trilantic Europe VI SCSp.

Notable practitioners

Maurits Tausk represents a number of prominent international investors in transactions and fund formation mandates. Clients highlight his considerable technical understanding of funds matters, saying that “*his expertise stands out.*” **Marcello Distaso** is praised by clients for his ability “*to provide creative and pragmatic solutions in complex fund matters.*” His highlight mandates include advice on the acquisition of investment management companies and on secondary transactions through which private equity clients sell stakes in investment funds.

Band 3

Clifford Chance LLP

See profile on p.68

What the team is known for Advises on diverse issues pertaining to the formation or ongoing management of funds in the Netherlands. Advises on AIFMD licence applications and MiFID II compliance. Assists with the tax issues arising in relation to the payment of carried interest to fund managers.

Strengths One happy client notes that the firm provides “*excellent advice that is also very practical.*”

Work highlights Advised Rabobank on the structuring of AGR13 Fund, which aims to promote sustainable agriculture.

Notable practitioners

Clients laud **Marian Scheele** (see p.1397) for offering “*top-notch legal advice that takes into account the practical side of our matter.*” She assists clients with a range of transactional and regulatory matters relating to fund structuring and formation.

Jones Day

What the team is known for Has demonstrable expertise in the structuring of a diverse range of funds, including venture capital, infrastructure and private debt funds. Assists with tax and regulatory issues relating to the establishment of Dutch UCITS.

Advises on the acquisition of existing funds by real estate-focused asset management companies. Also advises pension providers on various topics relating to agreements with pension funds or the review of investments.

Strengths One client remarks that the firm offers “*superb quality and thorough expertise,*” adding: “*The lawyers can meet strict timetables by providing us with only the relevant feedback and suggestions.*”

Another interviewee highlights the lawyers’ “*knowledge of our specialist market*” and says that “*they are very pragmatic.*”

Work highlights Assisted Climate Fund Managers

with the structuring and closing of its Climate Investor One Fund, which targets renewable energy projects in developing nations.

Notable practitioners

Ate van IJlzinga Veenstra (see p.1403) has a formidable reputation acting for international investors and fund managers on acquisitions and fund formation. Clients highlight his strong communication skills and say that “*he is very much able to think outside the box.*” “*He also has a great knowledge of tax matters, which makes it very easy to work with him,*” notes another source. Market commentators highlight **Quirine Eenhorst** (see p.1387)’s key role in the firm’s funds practice. She acts for asset managers on the creation of real estate or other private equity fund structures. She also assists investors with fund reviews. **Harmen Wielens** (see p.1406) earns praise from clients for his “*excellent knowledge, short response times and practicality.*” He assists with a wide range of fund-related work.

NautaDutilh

See profile on p.1437

What the team is known for Well-versed in matters relating to the regulatory requirements for funds and fund managers. Assists with applications for the authorisation of AIFMs or UCITS management companies. Advises on the negotiation of investment management agreements. Stands out for particular experience in the structuring of mortgage funds.

Strengths Clients appreciate that the lawyers offer the “*highest level of know-how and are very customer-oriented.*”

Another interviewee highlights the lawyers’ ability to give “*very readable memos that are useful and client-friendly.*”

Work highlights Advised a.s.r asset management on the establishment of ASR Hypotheekfonds and on ongoing topics relating to the admittance of new investors.

Notable practitioners

Larissa Silverentand is praised by one client for being “*pragmatic and very clear in communicating.*” She offers considerable regulatory know-how and assists clients with fund formation and structuring.

Other Ranked Lawyers

Rosemarijn Labeur of Finnius earns significant praise from clients for her experience in dealing with the Dutch funds regulator. She advises on UCITS management or AIFM licence applications and handles ongoing compliance mandates. “*She is very knowledgeable in her field of expertise and is solution-oriented,*” states one interviewee. “*She knows very well what the regulator is looking for,*” notes another source, adding: “*She is able to give really quick answers, which is great when we have to get back to the regulator as soon as possible.*”

LIFE SCIENCES

Life Sciences
Leading Firms
Band 1
Hogan Lovells International LLP
HOYNG ROKH MONEGIER *
Band 2
Axon Lawyers
Leijnse Artz
Leading Individuals
Band 1
Schoonderbeek Carla HOYNG ROKH MONEGIER
van Lessen Kloeke Koosje Leijnse Artz
Band 2
van den Bos Hein Hogan Lovells International LLP *
van den Brink Carine Axon Lawyers
Vollebregt Erik Axon Lawyers
Band 1

Hogan Lovells International LLP

What the team is known for Standout life sciences practice advising on a range of Dutch and EU regulatory issues, including market authorisations and contractual matters. Offers additional support on contentious and non-contentious advertising mandates. Particularly strong in cross-border cases due to its global network. Able to work alongside the firm's intellectual property and data protection teams to offer pharmaceutical companies a full service.

Strengths Clients praise the team for its "strong depth of experience on pharmaceutical regulations and its global footprint."

Clients also appreciate the firm's "enthusiastic and dedicated teams, that work together really well both on a domestic and international level."

Notable practitioners

Hein van den Bos (see p.1401) moves up in the rankings on the back of excellent feedback, with clients impressed by his "experience, knowledge and practical approach." Additionally clients highlight van den Bos's ability "to get to the core of what you need."

He frequently advises on regulatory aspects of the life sciences sector, including clinical trials. Van den Bos also assists pharmaceutical companies with various compliance issues, such as advertising rulings.

HOYNG ROKH MONEGIER

See profile on p.833

What the team is known for Market-leading team for life sciences in the Netherlands. Boasts an impressive track record advising on a broad range of regulatory matters, including market authorisations, data protection and pricing issues. Additionally assists with reimbursement matters. Represents leading global pharmaceutical and biotechnology companies. Also benefits from a close collaboration with the firm's highly reputed patent practice.

Strengths Sources report that the team is "very well known in patents and regulatory work."

Work highlights Acted for UCB on patent invalidity proceedings against Accord concerning the blockbuster drug Vimpat.

Notable practitioners

Market observers praise **Carla Schoonderbeek** as "one of the trailblazers in life sciences." She is also acclaimed for her "knowledge of the Dutch and European systems." Schoonderbeek has considerable experience assisting global pharmaceutical giants with regulatory aspects of blockbuster drugs, including data protection and pricing issues. She additionally advises on market authorisations.

Band 2**Axon Lawyers**

What the team is known for Widely respected life sciences boutique renowned for its work on regulatory aspects of medical devices, including market access and compliance. Also assists with contractual and transactional matters in the life sciences sector. Further experience advising on disputes relating to

non-invasive genetic testing.

Strengths Clients laud the firm as the "best for knowledge about medical technology in the Netherlands."

Interviewees additionally emphasise the team's "good combination of regulatory and transactional work."

Notable practitioners

Carine van den Brink frequently represents clients in transactions in the life sciences industry, with further experience advising on licensing issues. Clients highlight van den Brink's expertise on licensing agreements, declaring her "very knowledgeable in the field," and adding that "she knows exactly what kind of conditions are common at this moment." Interviewees enthuse that **Erik Vollebregt** is the "most knowledgeable medical devices lawyer in the Netherlands." He provides regulatory and compliance advice on medical devices, clinical trials and data protection programmes.

Leijnse Artz

What the team is known for Boutique firm with a particular focus on European and Dutch pharmaceutical regulatory law. Advises on a range of issues, including data protection and product liability disputes. Also acts on various contentious matters including investigations into market launches of drugs and product advertising.

Strengths Sources highlight that the team is "great at litigation."

Observers also highlight the team's strength in product and promotional claims.

Notable practitioners

Commentators hail **Koosje van Lessen Kloeke** as "the best regulatory life sciences lawyer with the best knowledge in the Netherlands." She advises clients on a broad range of regulatory mandates relating to the life sciences sector, including market access and data protection issues. She also represents clients in contentious matters.

PUBLIC LAW

Public Law
Leading Firms
Band 1
AKD *
Pels Rijcken & Droogleever Fortuijn N.V. *
Stibbe *
Band 2
De Brauw Blackstone Westbroek *
NautaDutilh *
Band 3
Allen & Overy LLP
Houthoff *
Van der Feltz advocaten *
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Public Law
Leading Individuals
Band 1
Barkhuysen Tom Stibbe *
van Angeren Jan Reinier Stibbe *
Band 2
Van der Grinten Jan Kennedy Van der Laan (ORL) ◇
van der Veen Gerrit AKD *
Band 3
Boorsma Arnoud Pels Rijcken & Droogleever Fortuijn N.V.
Bootsma Jannetje Pels Rijcken & Droogleever Fortuijn N.V.
de Gaay Fortman Marry Houthoff *
Eijsvooegel Peter Allen & Overy LLP
Heemskerk Petra CMS (ORL) ◇ *
van Heukelom-Verhage Sandra Pels Rijcken & Droogleever

Public Law: Planning and Environment
Leading Firms
Band 1
AKD *
Pels Rijcken & Droogleever Fortuijn N.V. *
Stibbe *
Band 2
De Brauw Blackstone Westbroek *
NautaDutilh *
Van der Feltz advocaten *
Band 3
Allen & Overy LLP
Dentons *
ENVIR Advocaten *
Houthoff *
Norton Rose Fulbright
Stijl Advocaten *

Public Law: Planning and Environment
Leading Individuals
Band 1
Besselink Hans <i>Pels Rijcken & Droogelever Fortuijn N.V.</i>
Klijn Anne-Marie <i>NewGround Law (ORL) ◇</i>
Schippers Liesbeth <i>Pels Rijcken & Droogelever Fortuijn N.V.</i>
van den Biggelaar Nicolien <i>De Brauw Blackstone *</i>
Band 2
Kaajan Marieke <i>ENVIR Advocaten</i>
Kortmann Tijn <i>Stibbe *</i>
Spaans Jochem <i>NautaDutilh</i>
van der Velden Jos <i>AKD *</i>
Band 3
Bosma Willem <i>Van der Feltz advocaten *</i>
Brans Marloes <i>Houthoff *</i>
Breeman Henk <i>AKD *</i>
Broerse Daphne <i>Norton Rose Fulbright</i>
de Groot Jan Frans <i>Houthoff *</i>
Maas-Cooymans Maayke <i>Ploum (ORL) ◇ *</i>
Onrust Fleur <i>ENVIR Advocaten</i>
Peelen Jan Jakob <i>Dentons *</i>
Sillevis-Smitt Eveline <i>AKD *</i>
van der Veen Gerrit <i>AKD *</i>
van Driel Michiel <i>Stijl Advocaten</i>
Visser Christine <i>Ten Holter Noordam (ORL) ◇</i>
Up-and-coming individuals
Collignon Anna <i>Stibbe *</i>
Kleinhoult Arjan <i>De Brauw Blackstone Westbroek *</i>
Roelands-Fransen Daniëlle <i>Pels Rijcken & Droogelever</i>
<i>* Indicates individual with profile.</i>
<i>◇ (ORL) = Other Ranked Lawyer.</i>
<i>Alphabetical order within each band. Band 1 is highest.</i>

The editorial is in alphabetical order by firm name.

AKD

See profile on p.1408

What the team is known for Highly regarded public law practice with wide-ranging environmental expertise, encompassing waste regulations, water, noise and nature protection. Noted for its work on issues relating to administrative and expropriation law and government liability. Active on large-scale infrastructure projects, such as the expansion of railways and airports. Benefits from an extensive clientele comprising municipalities, infrastructure companies and public institutions. Particularly popular with clients from the food sector for advice on disputes against public bodies.

Strengths Sources perceive the department as “a very high-profile law firm for public law.”

One interviewee comments on the team’s “strong and good reputation in working for municipalities.”

Work highlights Advised Schadeschap Luchthaven Schiphol on a large-scale infrastructure project related to the extension of the Schiphol airport, representing the public authority in damage compensation mandates.

Notable practitioners

Gerrit van der Veen (see p.1402) represents a range of political bodies and international companies in a series of public law mandates. His expertise includes zoning plans, recovery and subvention matters. Sources report that “when he works on a case he is always on top of it,” and add that he is “a very smart thinker and analytical.” Sources appreciate that **Jos van der Velden** (see p.1402) “is very experienced in planning and environment matters.” He regularly acts on major infrastructure projects within the transportation and energy sectors. Additionally, he defends municipalities in appeals against zoning plans. **Henk**

Breeman (see p.1382)’s client roster includes investment groups and municipalities. He is an expert in redevelopment projects and zoning plans. According to clients, **Eveline Sillevis-Smitt** (see p.1398) is “very engaged, helpful and bright.” She has a strong focus on environmental law and planning mandates. She works with well known real estate and transport companies.

Allen & Overy LLP

What the team is known for Offers broad expertise in public law mandates and in planning and environmental matters. Advises on litigation and infrastructure developments, including both multi-jurisdictional and domestic projects. Often acts for private sector clients, with a diverse roster which includes key financial institutions, energy companies and technology clients. Able to leverage the firm’s offices in other jurisdictions and other departments within the firm to provide a broad service.

Strengths Clients highlight that the lawyers “think along the client’s lines and serve our interests,” as well as praising their ability to “come to pragmatic solutions that are acceptable to the other side of the table.”

Work highlights Assisted Uniper Benelux with environmental law and permit procedures concerning the shut-down of a coal-fired power plant.

Notable practitioners

Peter Eijssvoogel is well known for his experience assisting telecoms sector clients with public law matters.

De Brauw Blackstone Westbroek

See profile on p.1416

What the team is known for Strong choice for environmental and planning matters, with particular expertise in energy infrastructure projects, as well as zoning and nature conservation issues. Offers good cross-practice coverage, with litigation, corporate, finance and data protection capabilities. Notable experience in public law and environmental matters relating to the transport sector. Offers extensive experience in the energy and chemicals sectors. Acts for municipalities as shareholders on privatisation matters.

Strengths One client reports that the lawyers “have a very deep understanding of the law, their legal reasoning is excellent and it is high-quality advice that you get from them.”

Clients appreciate that the lawyers “have extensive knowledge of the work we do and their communication is friendly, so the team is easy to work with.”

Work highlights Acted for TenneT on the planning, environmental and public law aspects of several energy sector projects.

Notable practitioners

Nicolien van den Biggelaar (see p.1401) is a market-leading expert on environmental law, frequently advising clients from the energy sector. “She is a really good lawyer of high quality and a very friendly and helpful person,” enthuses one source. One client lauds her as “one of the few lawyers in the Netherlands who has a real understanding of complex environmental law matters.” **Arjan Kleinhoult** (see p.1390) assists energy and transport sector clients with planning and environmental law matters. “His understanding of administrative law is very good,” reports a client, who also adds that “you will not see him overlook any argument that is important to the case.”

Dentons

See profile on p.75

What the team is known for Respected international firm with strength in planning and environmental law. Advises clients from the financial, academic, energy and materials sectors on project developments and redevelopments, waste matters, zoning and permitting. Works closely with the firm’s well-regarded real estate team to advise on building permits and exploitation in development projects.

Work highlights Advised HKS Metals on waste regulations and environmental permitting matters.

Notable practitioners

Jan Jakob Peelen (see p.1395) assists clients with planning and environmental law matters, often advising on permitting mandates. Clients describe him as “very straightforward and pragmatic, he knows his stuff and is good on his feet.” Peelen has a number of clients from the energy sector.

ENVIR Advocaten

See profile on p.1420

What the team is known for Broad industry knowledge representing private sector clients from the energy field, as well as public sector clients such as municipalities and provinces. Noted for its extensive expertise of nature protection and conservation matters. Also represents clients in sensitive disputes concerning permits and developments. Has expanded the team with several new hires during 2019.

Strengths One client appreciates the team’s “good tactical approach,” further adding: “The lawyers were very pragmatic and helped us find solutions.”

Work highlights Advised Le Garage on permitting matters for its redevelopment.

Notable practitioners

Marieke Kaajan represents clients in compensation disputes arising from construction projects, and also advises on environmental and pollution matters. Interviewees also report: “She is very well respected when it comes to nature conservation law.” **Fleur Onrust** is skilled at handling administrative law issues and environmental matters. Additionally she represents clients in sensitive litigation and advises on nature conservation.

Houthoff

See profile on p.1429

What the team is known for Broad service with expertise in public contracts, including environmental permits and nature conservation agreements. Advises governmental bodies and local authorities on liability disputes, tendering and state aid matters. Also acts on planning and zoning mandates, with a focus on urban development. Experienced in litigation proceedings before the Dutch Supreme Court. Also represents public sector clients from the education and healthcare sectors, as well as private companies from the real estate and financial services industries.

Strengths Clients enthuse that the lawyers are “quick to respond and understand our business,” adding that they have “great knowledge of current legal matters.” Another client states “I find the culture very client-driven and friendly.”

Work highlights Assisted Gemeente Bergen with zoning and administrative law issues.

Notable practitioners

Marloes Brans (see p.1382) is a rising market player who specialises in planning and environmental law, particularly assisting with permitting and development mandates. “She can explain complex matters

in understandable language,” reports an impressed client who adds that she is also “very accessible and reachable.” **Marry de Gaay Fortman** (see p.1383) is an experienced practitioner in public law agreements, tendering disputes and governance matters. **Jan Frans de Groot** (see p.1384) works on planning and zoning matters. “He is a very experienced expropriation lawyer,” observes one impressed source, while a client praises his “analytical ability and ability to write sharply.”

NautaDutilh

See profile on p.1437

What the team is known for Full-service offering with significant expertise in public law, planning and environmental issues. Particularly focused on the finance and real estate sectors, acting on liability and permit issues, as well as administrative law proceedings. Also represents clients in criminal and regulatory proceedings and advises on consumer goods sampling and safety legislation. Assists universities, municipalities, insurers and banks with a variety of public law mandates.

Strengths According to interviewees, the lawyers are “responsive and quick.”

Clients are satisfied with the team’s performance and comment: “When I have a problem the lawyers work with me to solve it as soon as possible.”

Work highlights Assisted the Municipality of Amsterdam with an extensive development project, advising on the environmental and planning issues.

Notable practitioners

Jochem Spaans joined the firm in December 2019. He specialises in environmental permitting and zoning matters, mainly for private clients. He also has experience of energy sector projects. “He delivers high-quality work,” according to one impressed source.

Norton Rose Fulbright

What the team is known for Specialised focus on environmental matters relating to the energy industry, particularly renewables such as wind and solar energy. Also acts for clients from the financial services sector, working alongside the firm’s well-regarded banking team. Assists with the planning and regulatory aspects of developments and transactions. Also noted for work on infrastructure projects. Environmental practice advises on matters relating to soil contaminations, hazardous substances and environmental licensing.

Work highlights Assisted ING with the permitting and environmental aspects of several energy development projects financed by the bank.

Notable practitioners

Daphne Broerse assists clients with environmental regulations and development projects. Clients report that “she is very down to earth and not too theoretical” and add: “She is very pragmatic and practical.”

Pels Rijcken & Droogleever Fortuijn N.V.

See profile on p.1439

What the team is known for Market-leading public law practice with unrivalled experience as adviser to the Dutch state on a comprehensive range of matters. Assists with administrative, environmental, zoning and planning issues, including matters relating to subsidies, regulations and constitutional issues. Acts for public sector clients on the implications of the bankruptcy of private companies. Extensive practice advising on public law matters in a variety of sectors, including technology, healthcare, hospitality,

education and infrastructure. Enviably list of clients includes central governmental departments, municipalities, independent public agencies and regulatory bodies.

Strengths Clients describe the lawyers as “experienced, precise and sensitive to their clients’ needs.”

Clients further enthuse that the lawyers are “highly knowledgeable, reliable and experts on administrative law.”

Work highlights Advised the Kingdom of the Netherlands on subsidy applications from companies at risk of bankruptcy.

Notable practitioners

Sources enjoy working with **Hans Besselink** and enthuse that he “has just the right atmosphere around him to deal with things, so it is comfortable working with him.” He works mainly with public authorities on damages claims, environmental and infrastructure matters. **Liesbeth Schippers** is described by sources as “a real expert,” and someone who “is always on top of the case and works really hard.” Her client roster includes municipalities and other public authorities. Schippers works on sensitive cases involving nature protection, zoning plans and infrastructure reinforcement measures. One client describes **Arnoud Boorsma** as “highly knowledgeable,” and adds: “He is concerned about and interested in his clients.” He advises insurers, financial and public authorities on various public law cases, including investigations by supervisory bodies and compensation claims.

Jannetje Bootsma is an expert in housing laws with an interviewee confirming: “She knows it very well.” Interviewees also praise her “capability of providing deep advice and ability to write it in a language that everyone understands.” She advises municipalities and public authorities on matters related to the hospitality and education sectors. **Sandra van Heukelom-Verhage** represents municipalities and other public institutions in a variety of public law mandates. She acts on compensation claims and provides policy advice on tourism-related cases. **Daniëlle Roelands-Fransen** is a rising figure in the market, specialising in municipal zoning and planning law. “She is co-operative,” says one pleased client, adding that she “comes up with practical solutions and with really strong positions.”

Stibbe

See profile on p.1445

What the team is known for Offers impressive public law expertise, advising on administrative and legislative issues, with a strong environmental practice acting on infrastructure, wind and nuclear energy development projects. Regularly represents clients in litigation before the Dutch administrative and district courts. Also advises on zoning and permitting issues. Boasts additional cross-border expertise, advising multinational companies on Dutch planning and environment regulations.

Strengths One client appreciates that the lawyers are “very approachable and deliver extremely high-quality work” and adds: “Work is always timely and the lawyers are always proactive.”

Clients effuse: “We hire Stibbe for important issues that require high quality,” and add: “When we need it to be thorough, we use Stibbe.”

Work highlights Assisted PALLAS with the licensing, zoning and planning aspects of establishing a new nuclear reactor.

Notable practitioners

An interviewee lauds **Tom Barkhuysen** (see p.1380) as the “best known administrative lawyer in the

nation.” He is particularly well known for advising international companies and financial sector clients on disputes with supervisory authorities. Additionally, he assists municipalities with zoning and planning matters. Described by interviewees as “high quality,” **Jan Reinier van Angeren** (see p.1400)’s practice covers a wide range of sectors, including transportation, housing, media and environment. He demonstrates outstanding knowledge of zoning and planning aspects, public law regulations and administrative matters. **Tijn Kortmann** (see p.1391) is well known for his specialisation in environmental law and nuclear law, advising on licensing, zoning and planning matters. Interviewees appreciate that his “advice is always really complete and thoughtful.” Clients report that “he is really the expert when it comes to more practical activities.” **Anna Collignon** (see p.1382) demonstrates solid knowledge of complex environmental matters and permit procedures. Interviewees attest: “Her specialism is environmental permits.”

Stijl Advocaten

See profile on p.1446

What the team is known for Focused expertise in planning, zoning and environmental issues in the real estate and energy sectors. Routinely advises investors, developers, municipal authorities and constructors on property and area development projects. Assists international clients with investments in energy sector projects in the Netherlands. Additionally, represents clients in public law disputes.

Strengths A client notes: “The lawyers there are very to-the-point, co-operative and have a lot of knowledge.”

Work highlights Advised real estate developer Edwin Oostmeijer Projektontwikkeling on zoning law matters that would affect several housing development projects in Amsterdam.

Notable practitioners

Michiel van Driel is described by one impressed interviewee as “very dedicated and kind.” He acts for construction and development companies on zoning plans and permitting matters. He is particularly active on residential developments.

Van der Feltz advocaten

See profile on p.1450

What the team is known for Boutique firm specialising in a wide range of public law mandates, with a particular strength in planning and environmental issues, including soil contamination matters and issues connected to energy projects and hazardous substances. Also has expertise in expropriation and contentious development mandates. Acts for a number of municipalities, environmental organisations and private companies, often from the energy sector. Additionally assists clients with splitting up permits.

Strengths Clients praise the team’s ability to provide “feasible advice,” and highlight that the lawyers “can understand our way of work.”

Work highlights Assisted the Municipality of Voorschoten with a complex redevelopment project, advising on zoning and expropriation matters, as well as representing the municipality in litigation.

Notable practitioners

Willem Bosma (see p.1381) is a newly ranked environmental law specialist, with notable experience of emissions matters. One impressed client remarks that he is a “very trusted adviser for us in environmental law and administrative law issues.”

Other Ranked Lawyers

Petra Heemskerck (see p.1388) enters the rankings this year after winning praise for her work on public procurement law, acting for both public and private sector clients. One interviewee describes her as a “strong character,” while also praising her “excellent knowledge and understanding.”

Anne-Marie Klijn founded NewGround Law in 2019. She is widely recognised as an expert on plan-

ning and environmental law in development projects. “She is very experienced and a very good lawyer,” says one impressed market commentator.

Maayke Maas-Cooymans (see p.1393) focuses on environmental law matters, acting for both government entities and private companies. She advises on development projects and emissions.

Jan Van der Grinten is known for working on administrative law cases for public sector clients. Interviewees report that “he is a good lawyer and

does a lot of government information act cases and also public safety cases.”

Christine Visser advises on zoning and planning law matters, as well as development projects. She also acts on environmental law, such as nitrogen emissions mandates. One client compliments her for “her sharp mind, her knowledge and her good communication skills.”

REAL ESTATE

Real Estate	Real Estate: Leading Notaries	Real Estate: Construction
Leading Firms	Senior Statespeople	Leading Firms
Band 1	Senior Statespeople: distinguished older partners	Band 1
Houthoff *	Kerckhoffs Paul Loyens & Loeff *	HabrakenRutten *
Loyens & Loeff *	Leading Individuals	Houthoff *
Band 2	Star individuals	Stibbe *
Allen & Overy LLP	Kuiken Jan Cees Houthoff *	Band 2
Dentons *	Band 1	AKD *
NautaDutilh *	Groen Wilfred Loyens & Loeff *	Rozemond Advocaten
Band 3	Hoppenbrouwers Leon Allen & Overy LLP	Straatman Koster Advocaten *
AKD *	Laenen Monique DLA Piper Nederland *	Band 3
CMS *	Lohman Herman Houthoff *	CMS *
DLA Piper Nederland *	Band 2	Severijn Hulshof Advocaten
Stibbe *	Ploumen Annerie Van Doorne *	Six Advocaten *
Van Doorne *	Van der Stok Jurriaan Loyens & Loeff *	Stijl Advocaten *
Band 4	Van Rhee Arief NautaDutilh	Leading Individuals
Clifford Chance LLP *	Band 3	Band 1
Lexence *	de Lange Taco AKD *	Habraken Peter HabrakenRutten *
Straatman Koster Advocaten *	de Witt Wijnen Cynthia NewGround Law (ORL) ◇	Orobio de Castro David Stibbe
Band 5	Goedvolk Paul Eversheds Sutherland (ORL) ◇	Rutten Sjoerd HabrakenRutten *
BarentsKrans *	Koenecke Jeffrey BarentsKrans	Band 2
Pels Rijcken & Droogleeve Fortuijn N.V. *	Louwerier Lucas Houthoff *	Klijn Michel Houthoff *
Stijl Advocaten *	Meijeren David Quist Geuze Meijeren (ORL) ◇	Van Ee David NautaDutilh
Eminent Practitioners	Associates to watch	Wintgens Marc AKD *
Eminent Practitioners	van Hovell Alexander Allen & Overy LLP	Band 3
Linnartz Bram Loyens & Loeff *	<i>The editorial is in alphabetical order by firm name.</i>	Bleeker Rob Rozemond Advocaten
Leading Individuals	AKD	de Groot Ingmar Stibbe *
Band 1	See profile on p.1408	Post Wouter Six Advocaten
van Dijk David NautaDutilh	What the team is known for Expanding team advising clients on real estate transactions, projects and disputes. Often picked out as a strong construction practice with proven experience acting for construction companies, investment funds and corporate landowners on major residential or commercial real estate developments. Expertise encompasses M&A, financing, planning and environmental issues. Offers additional notarial capabilities and experience in leasing matters. Impressive client base includes various hospitals and medical centres. Also offers experience in the developing field of smart real estate.	van den Berg Leendert Severijn Hulshof Advocaten
Band 2	Strengths Clients enthuse: “They are smart lawyers who are always able to address the vital issue in a case. They almost intuitively choose the right approach to solve the problem.”	van Schouwenburg Bas Dentons *
Raas Wendela Dentons *	Interviewees highly rate the team’s “knowledge, client focus, network and service provision.”	
van der Meer Hein CMS *	Work highlights Acted for VORM on the construction, development and sale of residential houses.	
Wanders Paul Dentons *	Notable practitioners	
Band 3	Taco de Lange (see p.1384) comes highly recommended by clients who appreciate that he is “very strategic in his thinking and therefore aware of the risks we face.” Sources also describe him as “exceptionally	
Huisman Frenk AKD *		
Orobio de Castro David Stibbe		
Rooseboom Lonne Loyens & Loeff *		
Steenmetser Tomas Lexence *		
Band 4		
Beenen Bas Osborne Clarke NV (ORL) ◇		
Borst Femke Six Advocaten		
Buiter Liesbeth Clifford Chance LLP *		
den Uyl-Slagter Truke Stijl Advocaten		
Hovius Taco Stijl Advocaten		
Koster Wilfried Straatman Koster Advocaten		
Lucas Steven Loyens & Loeff *		
Oranje Rutger DLA Piper Nederland *		
Scholten Arnout CMS *		
Straatman Thijs Straatman Koster Advocaten		
Versmissen Julian AKD *		
Wintgens Marc AKD *		
* Indicates firm / individual with profile.		
◇ (ORL) = Other Ranked Lawyer.		
Alphabetical order within each band. Band 1 is highest.		

firms, housing corporations and banks. Of late added a number of investment institutions to its client roster, showcasing experience in the acquisition of real estate asset portfolios or commercial mortgage-backed securities. Also noted for its expertise in property development matters or the negotiation of long-term leases on behalf of international corporate clients.

Strengths Clients say: *"They are technically solid and responsive. They are good at having their own mind but not being too prescriptive."*

One source describes the team as *"efficient, pragmatic, always willing to go the extra mile and pleasant to work with,"* adding: *"They are deal makers and know how to get things done."*

Work highlights Acted for ING on the refurbishment of the Financial Plaza building in Amsterdam Zuidooost.

Notable practitioners

Leon Hoppenbrouwers is a leading practitioner with expertise in real estate transactions, controlled auctions, sale and leaseback agreements and the real estate aspects of project financing. Clients enthuse that he offers *"great knowledge of deals and makes a very good impression in the way he talks."* **Alexander van Hovell** focuses on real estate acquisitions, disposals and developments. Market commentators describe him as a *"very diligent lawyer who really knows what he's talking about."* He is a deputy civil law notary.

BarentsKrans

See profile on p.1410

What the team is known for Notable team known for advising public and private sector clients on real estate transactions. Also assists with contentious issues arising within the context of commercial lease agreements. Regularly handles land purchase, construction contract and project finance matters.

Work highlights Acted for Zürich Lebensversicherungs-Gesellschaft on the EUR66.5 million sale and transfer of Zürich Tower in The Hague to the Central Government Real Estate Agency.

Notable practitioners

Jeffrey Koenecke is well regarded by peers and has significant experience in this field, frequently acting for clients on the acquisition of residential properties.

Clifford Chance LLP

See profile on p.68

What the team is known for Full-service offering with notable real estate-related corporate, tax and financing expertise. Acts for real estate investors on single asset deals and on residential or commercial portfolio transactions. Assists asset management companies and corporate clients with M&A transactions that entail the transfer of real estate assets either locally or on a pan-European scale. Has further experience in the financing of real estate developments or hotel companies.

Strengths Sources comment: *"They generally have a very strong real estate practice across Europe."*

Work highlights Acted for ASR Vastgoed Vermogensbeheer and TU Delft on a new investment fund for the financing of a building on the Delft University campus.

Notable practitioners

Liesbeth Buiters (see p.1382)'s practice focuses on property acquisition and acquisition financing. Interviewees describe her as being *"extremely responsive, constructive and a very nice person."*

CMS

See profile on p.1415

What the team is known for Advises a broad client base that includes owners, occupiers, construction companies and investors on a wide range of issues. Experience spans the negotiation of construction contracts, the disposal of interests in ongoing projects and the management of disputes between construction contractors and subcontractors. Advises on the tax structuring of real estate transactions. Acts on issues relating to infrastructure, retail and office assets on behalf of international as well as local clients.

Strengths Clients appreciate that the team *"provides a fast response."*

Work highlights Advised Hana Alternative Asset Management on the EUR250 million acquisition of the office building Amsterdam West at Basisweg from Edge Technologies.

Notable practitioners

Market sources observe that **Hein van der Meer** (see p.1402) is *"very commercial and knows how to find a solution and close a deal."* He is notably active on transactions of turnkey developments, advising investors, developers and corporates. **Arnout Scholten** (see p.1397) has considerable experience of handling property transactions, financing and development matters. One client enthuses: *"I do feel extremely well advised in terms of his knowledge about the matter. What I like most is that he is thinking ahead before I tell him what to look into and he is solution driven."*

Dentons

See profile on p.75

What the team is known for Particularly active on the commercial tenancy law side, with notable experience in the transfer of leases as part of real estate transactions or the negotiation of new long-term leases of logistics sites. Handles all aspects of asset sales and acquisitions, including related environmental and notarial issues. Advises a broad client base that includes investors, financiers and government institutions. Also able to assist with contentious matters, including disputes with contractors.

Strengths Clients say that *"the advice is very clear and they have a good knowledge of the market so can assist us very well."*

Work highlights Advised Union Investment Real Estate on the EUR142 million acquisition of the 5 Keizers office property in central Amsterdam from a fund affiliated with MCAP Global Finance UK.

Notable practitioners

Wendela Raas (see p.1396)'s practice covers real estate transactions and disputes. Clients appreciate her ability to *"always come up with legally sound solutions,"* adding that *"she is available day and night."*

Paul Wanders (see p.1406) offers considerable expertise in real estate transactions and regularly advises on commercial, logistics and recreational property. Clients say: *"He is sharp, practical and efficient. A good sparring partner and pleasant to have on your side of the table."* **Bas van Schouwenburg** (see p.1404)'s practice covers advising international and domestic developers, contractors and investors on construction and development projects, notably those in the power sector. One source comments: *"He is somebody who can listen perfectly to my technical point of view and translate it into formal contract language. I like working with him because he is very good at framing what we do in contracts."*

DLA Piper Nederland

See profile on p.76

What the team is known for Boasting a capacity to handle diverse real estate transactions, the team advises on acquisitions and disposals of single assets, significant real estate portfolios or land plots ready for development. Assists with ongoing asset management issues and the financing of transactions. Recognised for its activity in the hotels sector and active on the development and sale of logistics properties.

Strengths One client enthuses: *"They are very pragmatic and easy to deal with. They are always reachable, quick and concise in responses and their documents are to-the-point."*

Another source comments: *"They are accurate, on time and make no mistakes. The work produced is of a high quality."*

Work highlights Advised RJB Group of Companies on the acquisition of two office buildings in Amsterdam.

Notable practitioners

Monique Laenen (see p.1392) comes highly recommended by clients, who note her ability to draw on her strong track record in transactions. One client comments: *"She is very accurate and understands the business."* **Rutger Oranje** (see p.1395) is well regarded by sources for his work on real estate transactions, with one interviewee saying: *"He is a good lawyer and wants to close the deal."* Clients appreciate that he is *"smooth in his communication and flexible."*

HabrakenRutten

See profile on p.1425

What the team is known for Well-regarded boutique advising on project development and construction mandates. Acts for construction consortia on tender bids, refinancing topics and procurement issues arising within the context of infrastructure PPPs. Represents project owners or contractors in international arbitration and litigation relating to construction projects. Increasingly active on the divestment of sizeable real estate development portfolios.

Strengths Clients find the team to be *"very proactive and engaged,"* as well as *"well placed for analysing legal risks."*

Interviewees also praise the team's *"ability to translate requirements from lenders into the construction contract."*

Work highlights Assisted Hommerson Casino's with the construction of a new parking garage in the Hague.

Notable practitioners

Peter Habraken (see p.1388) has significant expertise in the areas of project development and construction. His clients include contractors, developers, investors and housing corporations. Market commentators describe **Sjoerd Rutten** (see p.1397) as an *"excellent lawyer and litigator."* He is well known in the construction field for his experience and deep knowledge. One client notes: *"He is a senior lawyer and a pleasure to work with."*

Houthoff

See profile on p.1429

What the team is known for Highly regarded for transactional expertise, advising both Dutch and international clients on large-scale asset deals. Advises on the formation of real estate-focused joint ventures and on subsequent acquisitions of office or industrial assets. Experience covers tax, corporate, public, environmental and planning issues. Also

noted for financing capabilities. Clients include banks, real estate investment companies and major developers. Frequently advises on matters relating to residential and commercial property.

Strengths One client enthuses: *“The team stands out for its no-nonsense mentality combined with the required eye for detail where it counts, which is a rare combination for law firms.”*

Another source finds the team *“determined, flexible and accurate.”*

Work highlights Advised Delta Lloyd on the EUR1.5 billion sale of its entire residential portfolio to Vesteda.

Notable practitioners

Jan Cees Kuiken (see p.1392) brings unparalleled experience to high-value real estate transactions. He is widely acclaimed as a deal maker, with one market commentator explaining: *“He is best known for his capacity to bring parties together. He is not only a top lawyer but a person who can change a situation with his diplomacy; he can change a non-agreement into an agreement.”* **Herman Lohman** (see p.1393) frequently advises international real estate investors on their acquisitions and disposals in the country. Clients appreciate that he produces *“very precise and accurate work”* and note his ability to *“drive the deal and bring big points together during transactions.”*

Michel Klijn (see p.1390) is *“sharp in his analysis and always available”* according to clients, while market sources comment he *“is a strong lawyer with a bright mind.”* He concentrates on construction, development and PPPs. **Lucas Louwerier** (see p.1393) represents clients in corporate real estate transactions and developments. He is appreciated by clients for his *“overall experience and high-quality advice.”*

Lexence

See profile on p.1434

What the team is known for Well-regarded real estate team with a strong reputation for its handling of commercial leasing topics. Advises on sale and leaseback transactions and the acquisitions of logistics, office or retail buildings with a view to the signing of long-term leases. Also provides advice on project development, financing and construction matters. Clients include real estate investors and construction companies.

Strengths Clients appreciate the team is *“very co-operative and quick in their responses.”*

Work highlights Advised Triodos Vastgoed Fonds on the EUR100 million disposal of its portfolio of 16 office buildings in the Netherlands.

Notable practitioners

Tomas Steenmetser (see p.1399) is widely acknowledged in the market for his knowledge of tenancy and leasing law. Clients find him *“very personal, pragmatic and good at keeping us up to date with legislative developments.”*

Loyens & Loeff

See profile on p.1435

What the team is known for Market-leading commercial real estate practice with a superb track record in residential, office and logistics transactions. Regularly acts for asset management companies on acquisitions or sales of high-value real estate portfolios. Provides advice on controlled auction processes relating to real estate sales. Earns considerable praise for its real estate-related tax expertise and is further recognised for its in-house notarial offering. Also offers expertise on redevelopments and turnkey developments.

Strengths Clients say: *“The team has excellent commercial awareness and consistently delivers excellent service.”*

Another interviewee reports: *“They make a reliable team to work with and are a very important source of information for us.”*

Work highlights Acted for Round Hill Capital on its EUR1.4 billion disposal of its residential property portfolio to Heimstaden.

Notable practitioners

Paul Kerckhoffs (see p.1390) is a *“highly-respected”* practitioner, according to market sources, and is known for handling development projects and portfolio acquisitions. One client, referring to his assistance with a transaction, enthuses: *“He manages to navigate difficult deals thanks to an atypical approach.”* **Bram Linnartz** (see p.1393) is a prominent real estate practitioner with expertise in a range of commercial real estate matters. He acts for international funds as well as domestic players. **Wilfred Groen** (see p.1387) is noted for representing domestic and international investors on their property transactions. One client reports: *“He drafts exceedingly well and really understands the laws of the country, as well as what we need.”* **Jurriaan Van der Stok** (see p.1402)'s practice covers property transactions, project development, joint venture formation and other corporate matters with a significant real estate component. One market source describes him as an *“excellent notary.”* **Lonne Rooseboom** (see p.1397) is *“technically a very good lawyer,”* according to market commentators. He advises investors on transactions consisting of logistics, offices, residential and light industrial units. **Steven Lucas** (see p.1393) is a *“very commercially oriented lawyer”* according to market sources. He assists international and domestic investors with property transactions in a number of sectors.

NautaDutilh

See profile on p.1437

What the team is known for Often identified as a strong choice for foreign investors looking either to acquire or to dispose of Dutch commercial and residential real estate assets. Assists with hotel investments, including those that are structured as share deals. Advises on the buy side of sale and leaseback transactions. Experienced handling notarial aspects of real estate transactions. Key partners are also well regarded for handling of real estate financing mandates or issues arising under public-private partnerships for infrastructure projects.

Strengths One client comments: *“They are commercial and don't get hung up on small details that are not important in the grand scheme. Equally, I find them very hard-working and reliable, which is important when you're under time pressure.”*

Sources say: *“They are extremely personable and easy to deal with.”*

Work highlights Assisted AMP with the EUR30 million sale of former ING Bank headquarters in Amsterdam.

Notable practitioners

David van Dijk is an established practitioner in the market who is lauded by clients as *“excellent, very knowledgeable in the area of real estate and able to step into the commercial side of transactions well.”* His expertise covers all aspects of property transactions.

David Van Ee acts for contractors and lenders on development and procurement matters. He advised the lenders on the maintenance and redevelopment of Afsluitdijk and its surrounding area. **Arief Van**

Rhee is a highly experienced real estate and corporate law practitioner who regularly advises domestic and international developers and investors.

Pels Rijcken & Droogleever Fortuijn N.V.

See profile on p.1439

What the team is known for Benefits from a strong reputation for advice to Dutch public bodies on real estate transactions or developments. Advises private companies on sale and leaseback transactions, the negotiation of long-term leases and the disposal of real estate investments. Also handles contentious planning law matters.

Strengths Market commentators approvingly note the firm has a *“high-quality team.”*

Work highlights Assisted Stichting Florence with the EUR3 million sale of 32 apartments in The Hague.

Notable practitioners

Key partners in the real estate team include Alain de Jonge, René Spit, Maryse Mesu-Abbeker and Daniëlle Roelands-Fransen.

Rozemond Advocaten

What the team is known for Renowned boutique with a focus on construction-related litigation. Advises on procurement disputes and other contentious matters relating to private sector involvement in public infrastructure projects.

Strengths Market sources say: *“For construction, they would be one of the first I would recommend. They have experienced lawyers who are highly reliable and good litigators.”*

Notable practitioners

Rob Bleeker comes highly recommended by market sources for his construction litigation practice. Interviewees laud him as *“a leading individual in the field of litigation.”*

Severijn Hulshof Advocaten

What the team is known for Compact construction boutique which is highly rated for its specialist advice on procurement and tenancy law, as well as liability matters. Assists clients with construction litigation, arbitration and contract drafting.

Strengths Clients note: *“The firm has a very good knowledge of our business and understands the risks.”* One interviewee comments that the team's *“understanding of our problems was perfect.”*

Notable practitioners

Described by market commentators as an *“experienced litigator,”* **Leendert van den Berg** regularly handles litigation and arbitration relating to construction.

Six Advocaten

See profile on p.1443

What the team is known for Assists developers and prospective tenants with the negotiation of development and long-term lease agreements for new hotels, logistics buildings or shopping centres. Advises on ongoing landlord and tenant issues for key clients. Handles the due diligence aspects of real estate portfolio acquisitions, often in co-operation with other law firms, as well as the planning and environment aspects of projects. Also acts on construction and engineering disputes.

Strengths Clients say: *“It is a good niche firm specialising in construction. They have specialised knowledge of all real estate matters and are good for construction litigation.”*

Work highlights Advised Ballast Nedam on the

EUR300 million redevelopment of Amsterdam's Market Quarter by a joint venture between Ballast Nedam and Volker Wessels.

Notable practitioners

Wouter Post is well regarded in the market for his construction litigation specialism and also offers clients experience in project development matters.

Femke Borst acts for investors, retail and hospitality companies on tenancy law. Market sources describe her as *"very dedicated and technically good on lease matters."*

Stibbe

See profile on p.1445

What the team is known for Well reputed for advising on the financing and negotiation of development contracts in support of construction projects, including important Dutch PPP infrastructure developments. Handles residential, hospital and hotel acquisitions and sales on behalf of real estate investors. Offers notable experience advising on real estate finance matters. Assists clients from the retail and gaming sectors with their entry into the Dutch market, either through the negotiation of lease agreements or through the development of new sites.

Strengths One client comments that the team is *"very attentive, solution driven and knows what goes on in the market and has a no-nonsense approach."*

Another interviewee adds: *"They're able to respond on time, which is very important during negotiations."*

Work highlights Advised FedEx on its acquisitions, lease and development projects in Netherlands. This included the development and leasing of its new European headquarters.

Notable practitioners

Ingmar de Groot (see p.1384) is a recognised individual in the market with expertise in building contracts, area development and PPP contracts. **David Orobio de Castro** is a highly renowned practitioner who market sources describe as *"a very experienced litigator and negotiator."* His areas of specialism include procurement, development and project finance.

Stijl Advocaten

See profile on p.1446

What the team is known for Boutique real estate firm which regularly advises on development agreements, leasing arrangements and sector-related disputes. Also noted for advising foreign clients on real estate sales and acquisitions in the Netherlands. Clients include domestic industrial companies, construction firms, developers and public authorities. Experienced handling transactions involving international investors.

Strengths Sources highly commend the team: *"Stijl Advocaten always quickly understand what kind of advice or help we need and come up with viable, sound*

solutions. They are thought leaders and they provide advice that is state of the art."

A client notes: *"Their lawyers are very to the point, co-operative and have a lot of knowledge."*

Work highlights Acted for Dura Vermeer on the Radarstraat housing project, assisting with litigation related to zoning plan issues and building permits.

Notable practitioners

Truke den Uyl-Slagter is a *"sharp real estate lawyer,"* according to interviewees, and is skilled in procurement and construction law. One client describes her as a *"very good lawyer in the area development and project development space"* and remarks that she is *"always up-to-date and straightforward."*

Taco Hovius advises on development projects, procurement and other issues for developers, investors and energy companies. One interviewee notes: *"He is experienced, commercial and understands the client's needs. He is both a litigator and a deal maker."*

Straatman Koster Advocaten

See profile on p.1447

What the team is known for Particularly active on non-contentious construction mandates, with notable experience advising both public sector clients and private companies on the negotiation of contracts for urban redevelopment projects. Assists with land sales and the drafting of turnkey agreements. Benefits from strong capabilities in planning, public procurement and corporate law. Also advises asset management companies on the negotiation of lease agreements with tenants and handles disputes involving contractors.

Strengths One client notes: *"The firm gives superb backing on legal negotiations. They are very good at understanding risk and managing those risks in negotiations."*

Clients say: *"The firm provides excellent access to the partners, who are very responsive. I value their profound legal knowledge, as well as their understanding of my business and their negotiating skills."*

Work highlights Acted for the municipality of Rotterdam on the redevelopment of Rotterdam Zuid which included the construction of a new congress centre, theatre and housing and commercial real estate.

Notable practitioners

Wilfried Koster's practice includes property transactions and development projects. Clients appreciate his knowledge of their business and add: *"He also brings humour to the table, which can be very helpful in tough negotiations."* **Thijs Straatman** is noted for his project development specialism. Clients say he is *"very approachable, fast, customer-friendly and very pleasant to deal with."* Sources in the market report that he has *"very broad knowledge in a highly technical area."*

Van Doorne

See profile on p.1451

What the team is known for Benefits from a growing profile among market commentators owing to its consistent presence in real estate finance and asset transactions. Acts for key foreign lenders on the financing or refinancing of Dutch office and hotel assets. Advises local real estate developers and foreign private equity investors on acquisitions of development sites. Also has experience on the sell side of sale and leaseback transactions. Frequently involved in office, hotel and retail property portfolio transactions.

Strengths Clients note: *"They are extremely good at what they do, very solution-focused and quick to cut through any clutter."*

Another source notes the team's *"excellent performance."*

Work highlights Advised Aareal Bank on the EUR151 million refinancing of Marriott Hotel, Amsterdam.

Notable practitioners

Interviewees confirm that **Annerie Ploumen** (see p.1396) has *"an excellent reputation in the market."* She is frequently involved in real estate development projects and transactions.

Other Ranked Lawyers

Market commentators praise **Bas Beenen** of Osborne Clarke LLP for his *"wealth of experience,"* adding that he is *"good at what he does and has a very broad base."* He is active on development and redevelopment projects and real estate portfolio acquisitions. Clients comment: *"He is commercial, practical and can navigate complex situations really well."*

Cynthia de Witt Wijnen of NewGround Law predominantly advises investors on their acquisition of real estate portfolios. She handles matters involving logistics and hospitality properties and is a candidate civil law notary.

Paul Goedvolk of Eversheds Sutherland frequently advises clients on real estate transactions and developments, including assisting with leasing, planning and permitting aspects. One source notes that *"he is very capable of dealing with day-to-day practical solutions."*

David Meijeren of Quist Geuze Meijeren offers strength in property sale, transfer and development. Clients say: *"He is very commercial, gets things turned around quickly and understands how we think and our approach."*

RESTRUCTURING/INSOLVENCY

Restructuring/Insolvency
Leading Firms
Band 1
Allen & Overy LLP
Clifford Chance LLP *
Houthoff *
NautaDutilh *
Band 2
De Brauw Blackstone Westbroek *
Freshfields Bruckhaus Deringer LLP
RESOR NV
Band 3
DLA Piper Nederland *
Florent *
Linklaters
Loyens & Loeff *
Stibbe *
Wijn & Stael *
Leading Individuals
Band 1
Gispén Gerhard Houthoff *
Hofland Jelle Clifford Chance LLP *
Jansen Sigrid Allen & Overy LLP
Van Galen Robert NautaDutilh
Verhoeven Frédéric Houthoff *
Band 2
Broeders Michael Freshfields Bruckhaus Deringer LLP
Tollenaar Nicolaes RESOR NV
Van Andel Willem Jan Wijn & Stael
van Hees Jako RESOR NV
van Hees Toni Stibbe *
Zijdeveld Christiaan Houthoff *
Band 3
Kortmann Lucas RESOR NV
Kuipers Paul Linklaters
Molhuysen Marc DLA Piper Nederland *
Rumora-Scheltema Barbara NautaDutilh
Struycken Teun NautaDutilh
van Gasteren Ilse Clifford Chance LLP *
Band 4
Harmsen Karen Rutgers & Posch (ORL) ◇
Spinath Ilan RESOR NV
van Gangelen Barbara Houthoff *
van Hooff Job Stibbe *
van Rossum Stefan Van Doorne (ORL) ◇ *
Vermaire Remco Wijn & Stael
Vriesendorp Reinout De Brauw Blackstone Westbroek *
Vroom Vincent Loyens & Loeff *
Zetteler Noor Wijn & Stael
Up-and-coming individuals
Hoogenboezem Krijn Dentons *
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

The editorial is in alphabetical order by firm name.

AKD

See profile on p.1408

What the team is known for Solid Dutch firm, recognised for its strength in insolvency administration throughout the Netherlands. Regularly appointed by the Dutch courts in insolvency cases, with team members having in-depth experience acting as bankruptcy trustees. Advises clients from a diverse range of sectors including shipping, financial services and IT. Acts on litigious matters relating to liability fol-

Restructuring/Insolvency: Administration
Leading Firms
Band 1
Houthoff *
Band 2
CMS *
Florent *
Jones Day
Stibbe *
Wijn & Stael *
Band 3
AKD *
Dentons *
Leading Individuals
Band 1
Van Andel Willem Jan Wijn & Stael
Verhoeven Frédéric Houthoff *
Band 2
Berkenbosch Jasper Jones Day *
Groenewegen Marcel CMS *
van Hees Toni Stibbe *
van Zanten Marc CMS *
Band 3
De Coninck-Smolders Hanneke Florent
de Roy van Zuidewijn Barend AKD *
Jongepier Wouter Dentons *
Van de Meent Kees Florent *
Windt Marcel Windt Le Grand Leeuwenburgh (ORL) ◇
Band 4
Peters Paul AKD *
van der Schee Alice Van Benthem & Keulen (ORL) ◇
Zetteler Noor Wijn & Stael
Up-and-coming individuals
de Groot Marlous CMS *

lowing insolvency investigations.

Strengths “We always know what is going on, thanks to AKD being so communicative,” appreciates one client, adding: “Everything has gone very smoothly and I never lost trust that it was going to be handled well.”

Work highlights Appointed as bankruptcy trustees for Royal Imtech and its subsidiaries.

Notable practitioners

Barend de Roy van Zuidewijn (see p.1385) is a “seasoned lawyer,” who has “a very good business approach to dealing with commercial issues,” according to one source. He is experienced on a range of insolvency proceedings and is often appointed as bankruptcy trustee. **Paul Peters** (see p.1396) acts out of AKD’s Rotterdam office and represents clients in a range of insolvency proceedings. He frequently receives court appointments to acts as bankruptcy trustee. An interviewee describes his style as “very practical, with a focus on the business.”

Allen & Overy LLP

What the team is known for Top-tier practice with a strong client base among major lenders, as well as high-profile debtor clients. Offers significant experience across a diverse range of industries, assisting clients from the retail, shipping and healthcare sectors, as well as acting for public sector clients. Advises clients across the full spectrum of restructuring matters, including representing clients in contentious matters. Frequently services cross-border transactions through its extensive international network.

Strengths The team receives praise for being “pleasant to work with, knowledgeable and proactive

in leading the process.”

Another emphasises that the practice acts “very pragmatically and practically,” adding: “They have also been supportive in discussions and negotiations.”

Work highlights Assisted Blokker with its financial restructuring.

Notable practitioners

Sigrid Jansen represents clients in a broad range of restructuring work, covering distressed transactions, cross-border restructuring and contentious mandates. A prominent name in the space, she acts on behalf of leading domestic companies, as well as multinational corporations and state entities.

Clifford Chance LLP

See profile on p.68

What the team is known for Standout department predominantly advising lenders on restructuring procedures. Extensive experience in the real estate sector, advising clients on the restructuring of development and construction projects, as well as considerable real estate portfolios. Also represents clients in litigation relating to bankruptcy or insolvency. Admired for its role in advising Dutch and international banks and distinguished by its ability to handle complex cross-border cases in conjunction with the firm’s international offices.

Strengths One client emphasises that the team does “a fantastic job,” and is “always available, able to deploy good-quality resources” and offers “pragmatic advice.”

Another enthuses that the practice is a “great team, pragmatic and result driven.”

Work highlights Advised Hemisphere International on the restructuring of EUR500 million in debt.

Notable practitioners

Jelle Hofland (see p.1388) is singled out by one interviewee as “one of the biggest names when it comes to financial restructuring.” He primarily acts for financial institutions as lenders. “Hofland is very experienced in dealing with the different interests of the banks.” **Ilse van Gasteren** (see p.1403) offers clients a broad range of expertise in financial restructuring and contentious mandates. She often acts on cross-border mandates for multinational financial institutions.

CMS

See profile on p.1415

What the team is known for Multidisciplinary practice with particular expertise in administration work, frequently appointed by the courts as trustees in bankruptcies and liquidations. Offers strong experience of pre-pack transactions, as well as assisting with divestments and shareholder issues. Benefits from a substantial network to facilitate cross-border mandates. Additionally represents clients in contentious cases relating to insolvency proceedings.

Strengths One client appreciates the team’s “delicate and sensitive way of dealing with tension,” adding: “They take a firm stand on their position and I was really impressed with the calm manner in which they act.”

Work highlights Acted as court-appointed trustee on the bankruptcy of Portugal Telecom International Finance.

Notable practitioners

Marcel Groenewegen (see p.1387) acts on a number of substantial bankruptcy proceedings and is fre-

quently appointed by the courts as a bankruptcy trustee. He has experience of handling cases in the telecoms, IT and asset management industries. One market commentator singles him out for his experience and “*keen mind*.” **Marc van Zanten** (see p.1405) is praised by one client for being “*pleasant to work with*” on insolvency matters. He is frequently appointed by the courts as trustee in bankruptcy and liquidation proceedings and offers particular experience in pre-pack arrangements. **Marlous de Groot** (see p.1384) is “*experienced and very diligent*,” according to interviewees. She offers expertise as a court-appointed trustee in the Dutch healthcare, TMT and retail sectors, as well as assisting with international bankruptcy proceedings.

De Brauw Blackstone Westbroek

See profile on p.1416

What the team is known for Highly-regarded corporate restructuring practice routinely acting for Dutch and multinational debtors. Also advises creditors on restructuring mandates relating to distressed situations. Offers strong litigation capabilities, representing clients in cross-border contentious insolvency cases relating to shareholders’ rights and distressed loan portfolios.

Strengths One client appreciates that the team are “*precise and make it easy to understand complex legislation*,” adding that they “*provide quick answers to complex matters*.”

Another describes the lawyers as “*hands-on people who know what they’re doing*,” and adds: “*Not only the partner is experienced; every person has the knowledge, and that’s a big strength which you don’t see with other firms*.”

Work highlights Assisted Credit Suisse Brazil with litigation relating to the bankruptcy of the OSX Leasing Group.

Notable practitioners

Reinout Vriesendorp (see p.1406) is well recognised by sources for his expertise in restructuring mandates. He acts for multinational clients on cross-border restructuring matters, offering expertise in the financial services, TMT, electronics and real estate industries.

Dentons

See profile on p.75

What the team is known for Established team with notable strength in receiving administrator and trustee appointments from the courts. Draws on the firm’s global resources to assist clients with multinational restructuring mandates in the financial services, real estate and retail sectors. Additionally advises on debt restructuring mandates in situations of financial distress.

Strengths The team is praised for its ability to co-ordinate cross-border mandates with colleagues in other European jurisdictions.

Work highlights Advised Gibson Brands on bankruptcy and refinancing proceedings.

Notable practitioners

Wouter Jongepier (see p.1390) is regarded by one interviewee as “*a very experienced trustee with a lot of knowledge*” and “*a very good standing*” in the market. He receives frequent court appointments to act as bankruptcy trustee and also advises on complex restructurings. **Krijn Hoogenboezem** (see p.1389) is “*incredibly valuable*,” according to one client who praise him for being “*composed, practical and convincing, in a very modest and humble way*.” He receives frequent instructions from clients requiring

assistance with complex restructuring matters.

DLA Piper Nederland

See profile on p.76

What the team is known for Respected team offering expertise on corporate and financial restructuring matters. Benefits from an impressive international footprint to assist clients with complex cross-border files. Advises shareholders on bankruptcy and insolvency situations. Also receives court appointments to act as administrator.

Strengths Clients praise the department as a “*very efficient team doing reliable work*.”

Work highlights Acted as court-appointed administrator for Zeneco.

Notable practitioners

Marc Molhuysen (see p.1394) is admired by interviewees as a “*very knowledgeable practitioner*” who is “*to the point, asks efficient questions and gets the job done*.” He acts as court-appointed administrator, as well as advising clients on complex international restructurings.

Florent

See profile on p.1424

What the team is known for Strong insolvency team with particular expertise in administration work. Frequently acts as court-appointed trustee in bankruptcy proceedings for multinational companies from the retail, real estate and hospitality industries. Also advises distressed companies on restructuring options, as well as assisting creditors with their rights. Assists clients with various other bankruptcy-related actions, such as insolvency litigation, international asset recovery and financial fraud investigations.

Strengths Clients are full of praise for the lawyers, noting that “*as a team, they offer a high level of agility and versatility*.”

A second source is “*very impressed by them*” for their insolvency work.

Work highlights Acted as trustee on the bankruptcy of La Place.

Notable practitioners

Clients praise **Hanneke De Coninck-Smolters** for being an “*intelligent, knowledgeable, experienced and skilled lawyer*,” who “*understands the individual needs and limitations*” of clients. She frequently acts as a court-appointed trustee and offers experience in a wide range of sectors. **Kees Van de Meent** (see p.1401) receives praise for being “*commercially minded*” and is “*held in high esteem*” by sources. He assists a range of clients from the retail, technology and healthcare sectors with restructuring matters, frequently being appointed by the court as bankruptcy trustee.

Freshfields Bruckhaus Deringer LLP

What the team is known for International law firm known for acting on complex financing aspects of corporate restructurings and refinancings, as well as formal insolvency proceedings. Frequently represents clients in litigious files relating to directors’ liability and contentious liquidation mandates. Particularly adept at handling cross-border matters and international cases.

Strengths “*I was impressed by way they took charge of things*,” notes one source.

Another interviewee describes the lawyers as “*responsive, practical and solution-oriented*.”

Work highlights Assisted Nyrstar with refinancing its capital structure.

Notable practitioners

Clients are full of praise for **Michael Broeders**’ “*understanding of how international companies work*.” He acts for a number of clients from the asset management, mining, finance and TMT sectors.

Houthoff

See profile on p.1429

What the team is known for Market-leading practice with capabilities across the full spectrum of restructuring and insolvency work, as well as bankruptcy administration work. Acts on large, complex insolvency cases, handling both local and international issues. Offers significant litigation expertise, representing clients from the retail and financial services industries in disputes before each level of the Dutch court system. Acts for clients including insurance companies, banks and retailers.

Strengths “*They are first class*,” lauds one client, adding that “*they’re innovative, smart and a cut above the rest*.”

Sources also report that the lawyers “*are pragmatic and they get to the point quickly*.”

Work highlights Assisted Agrokor with a EUR5.8 billion debt-for-equity restructuring.

Notable practitioners

Gerhard Gispen (see p.1387) is admired by one client for being “*really good at getting at the essence of cases*.” He offers expertise acting for domestic and international clients as both creditors and distressed entities. Another source describes him as a “*go-to*” name in the field and cites his long-standing experience and “*keen intellect*” as key strengths. **Frédéric Verhoeven** (see p.1405) represents a range of clients from the financial services, engineering and automotive sectors in bankruptcy and restructuring matters. Sources say that he has an “*excellent reputation*” and report him to be “*a very impressive insolvency lawyer with a very thoughtful and intelligent way of dealing with things*.” Clients praise **Christiaan Zijderveld** (see p.1407) for being “*very good at taking charge in a proactive way*.” He assists clients with both contentious and non-contentious cases arising in the real estate, financial services and charities sectors. “*He is very experienced in handling the technical parts of insolvency proceedings*,” reports another impressed source. **Barbara van Gangelen** (see p.1403) acts for both international and domestic clients and liquidators on litigious cases, as well as advising on group restructuring procedures.

Jones Day

What the team is known for Attracts regular court appointments as trustee or administrator in insolvency cases. Additionally acts for creditors on cross-border debt restructuring mandates. Offers significant experience in contentious proceedings relating to international bankruptcy proceedings. Clients benefit from an impressive global network of offices.

Strengths One interviewee describes the practice as “*impressive*.”

Another source reports that the lawyers are “*well equipped to handle international restructurings, due to their network*.”

Work highlights Acted as court-appointed trustee on the bankruptcy proceedings of Intertoy.

Notable practitioners

Jasper Berkenbosch (see p.1381) is described by sources as “*the firm’s leading insolvency lawyer*,” and singled out for his “*internationally oriented profile*.” He has a wide-ranging practice, representing clients in contentious and non-contentious insolvency

files. He is also frequently appointed by the courts as bankruptcy administrator.

Linklaters

What the team is known for Well-respected firm known predominantly for acting on behalf of financial institutions on restructurings and financing issues. Utilises its strong international network to assist with cross-border distressed corporate reorganisations and insolvency proceedings. Works closely with the firm's banking and finance practice to provide clients with a full-service offering.

Notable practitioners

Paul Kuipers is singled out by sources as "a very helpful lawyer" and praised for his role in complex international restructuring mandates. He is predominantly active on behalf of creditors but also provides advice to corporates in distressed situations.

Loyens & Loeff

See profile on p.1435

What the team is known for Focuses on international restructurings and frequently handles insolvency cases involving complex tax issues. Operates from a number of European offices to provide expertise on multi-jurisdictional mandates. Acts on behalf of a range of clients, advising sponsors and creditors on negotiations during insolvency proceedings, as well as assisting distressed companies during the restructuring process. Additionally works alongside the firm's corporate practice to act on distressed transactions. Acts for noteholders on asset recovery litigation.

Strengths "The firm has a well-resourced team," reports one impressed interviewee, who adds that the lawyers are "very responsive to client needs."

Work highlights Acted as Dutch counsel for a group of noteholders on claims worth EUR1 billion against the Nyrstar Group during the latter's financial restructuring.

Notable practitioners

Vincent Vroom (see p.1406) enters the rankings owing to praise for his strong restructuring practice and experience acting on behalf of both creditors and debtors. "Vroom is a very cool, calm, and collected individual," reports an impressed client, who adds: "He's very measured and reassuring when giving advice."

NautaDutilh

See profile on p.1437

What the team is known for Top-tier team acting for major lenders as well as high-profile debtor clients. Advises clients across the full spectrum of restructuring matters, including pre-pack arrangements and divestments. Represents a host of multinational clients in international files in the manufacturing, financial services and energy industries. Utilises its Benelux offices to advise on cross-border matters in the region, as well as collaborating with international firms to handle cases further afield.

Strengths One client describes the practice as "first class," going on to report: "The team's handling of the matter was outstanding and ended up achieving the optimal possible outcome."

"I like that they have the creativity to develop strategic options and a large enough team to handle bigger cases," adds another impressed client.

Work highlights Represented BNP Paribas in litigation against the bankruptcy trustee of Fortis Bank.

Notable practitioners

Robert Van Galen is described by sources as "a

brilliant lawyer," who is "very well known" for his restructuring and insolvency practice. He acts for a number of multinational clients on substantial international restructuring projects and is held in high esteem by market commentators for his insolvency expertise. **Barbara Rumora-Scheltema** is praised for her "combination of detailed understanding of Dutch insolvency law and very clear communication skills," as well as her "very good negotiating skills." She represents clients in litigious bankruptcy files, as well as acting for distressed clients in divestments. "She is experienced, open and direct; she challenges us when necessary and encourages us to see different scenarios," reports another source. **Teun Struycken** represents clients in multinational restructuring matters relating to financial distress and public takeovers. Recent work highlights include acting for clients in the agricultural and manufacturing industries.

RESOR NV

What the team is known for Niche boutique, widely praised for its highly specialised team, which acts on many complex restructuring and insolvency mandates in the Dutch market and also offers a strong international focus. Represents clients in insolvency litigation, including before the Dutch Supreme Court and courts at a European level. Predominantly acts for creditors, as well as representing bankruptcy trustees.

Strengths Clients describe an "excellent performance; very sharp, educated, pragmatic and client-focused."

Another source appreciates the lawyer's pragmatism, adding: "They bring bright minds from the legal side, but are also very helpful in developing a strategy."

Work highlights Assisted Elavon with litigation before the Netherlands Commercial Court relating to the foreclosure of shares.

Notable practitioners

Clients praise **Nicolaas Tollenaar** for being "an excellent lawyer with very good understanding of different businesses and insolvency situations." He assists international clients with both contentious and non-contentious bankruptcy matters. "I was very impressed with his work; he's fast and very pragmatic," reports another source. **Jako van Hees** is held in high regard for his expertise in insolvency cases. He is highly experienced in pre-pack arrangements and liability disputes. **Lucas Kortmann** acts on behalf of creditors and debtors as part of his wide-ranging restructuring and insolvency practice. Recent experience includes advising on bankruptcy matters in the shipping and financial services sectors and multinational restructuring mandates. **Ilan Spinath** is described by clients as "extremely good: knowledgeable, practical and fabulous in court." He represents clients in litigious cases, as well as advising on non-contentious restructuring and recovery matters.

Stibbe

See profile on p.1445

What the team is known for Established practice with capabilities in both bankruptcy and insolvency administration. Advises on cross-border proceedings, including representing clients in court in relation to restructuring proceedings. Acts for both debtors and lenders in relation to financial distress and shareholder matters. Team includes members who are experienced acting as bankruptcy trustees.

Strengths One market commentator singles out the practice as "a very respected firm in the Netherlands, known for their highly specialised service and good insolvency practice."

Work highlights Acted as court-appointed trustee on the bankruptcy of USG and its Dutch subsidiaries by the Amsterdam District Court.

Notable practitioners

Toni van Hees (see p.1403) acts for multinational clients on cross-border restructuring mandates. He is active across a range of sectors and is also frequently appointed by courts as a bankruptcy trustee. Sources report that he is a "brilliant expert" who is "very focused and results-driven," adding: "He keeps his eyes on the ball." Rising in the rankings, **Job van Hooft** (see p.1403) is described by interviewees as a "formidable" but "co-operative" lawyer who does a "good job and has established himself" in the restructuring and insolvency market. He handles restructuring mandates as well as acting as court-appointed trustee.

Wijn & Stael

See profile on p.1456

What the team is known for Renowned for its strong experience and capabilities in bankruptcy law, regularly acting as administrators or trustees on major insolvency cases. Also recognised for its work on restructuring matters and its niche experience of cases in the retail sector. Additionally active representing multinational clients in the healthcare, financial services and energy industries. Assists lenders and debtors with financing and liability issues.

Strengths A client praises the team for being "incredibly dedicated," "swift and to the point" and providing "good advice on how to approach" issues.

Another source offers similar praise, adding: "What I like most about them is that they are very experienced and dedicated to each case."

Work highlights Acted for Psytec as bankruptcy trustee.

Notable practitioners

Willem Jan Van Aniel is highly renowned for his insolvency practice and also acts on a wide range of restructuring matters. "He gets into the business very quickly, he understands the character of businesses and can guide you through decision making," appreciates an impressed client. He is a highly experienced bankruptcy trustee and a popular choice for complex proceedings. Clients appreciate that **Remco Vermaire** is "always well prepared and very well spoken in court." He represents clients in a range of insolvency and bankruptcy proceedings. **Noor Zetteler** acts for banks, shareholders and trustees on bankruptcy proceedings. She is also frequently appointed as a trustee in insolvency files.

Other Ranked Lawyers

Karen Harmsen of Rutgers & Posch acts on a wide range of restructuring and insolvency mandates and brings practical experience of handling workout situations. "She is a bright mind," reports one approving source.

Alice van der Schee of Van Benthem & Keulen enters the rankings this year after winning strong endorsements for her bankruptcy trustee practice. Recent work includes acting on cases involving companies from the healthcare, retail, automotive and real estate sectors.

Stefan van Rossum (see p.1404) of Van Doorne is adept at handling corporate matters with a distressed financial aspect as part of his wider restructuring practice. One interviewee reports that he provides a "good analysis of the problems," adding: "We were very happy with the results."

Marcel Windt of Windt Le Grand Leeuwenburgh is the founding partner of the firm and a well-respected figure in the restructuring and insolvency market. One impressed market source notes that he is “very knowledgeable regarding distressed M&A and bankruptcy.”

TAX

Tax
Leading Firms
Band 1
Loyens & Loeff *
Band 2
Allen & Overy LLP
Baker McKenzie *
Clifford Chance LLP *
De Brauw Blackstone Westbroek *
Freshfields Bruckhaus Deringer LLP
Houthoff *
Stibbe *
Band 3
Atlas Tax Lawyers *
DLA Piper Nederland *
Hamelink & Van den Tooren *
NautaDutilh *
Van Campen Liem *
Band 4
Buren N.V. *
Jones Day
Linklaters
Van Doorne *

* Indicates firm / individual with profile.

◇ (ORL) = Other Ranked Lawyer.

Alphabetical order within each band. Band 1 is highest.

Band 1

Loyens & Loeff

See profile on p.1435

What the team is known for Highly experienced firm with a broad coverage of expertise across the Benelux region. Leading team on a range of contentious and advisory tax matters, including transfer pricing and withholding tax. Also boasts notable experience on the tax aspects of transactions, assisting clients with M&A-related tax matters and cross-border restructurings. Represents clients from a broad range of sectors, including a number of high-profile financial sector companies.

Strengths Clients enthuse that the lawyers are “really excellent, providing very good advice, which they tailor to my risk profile.”

Another clients underlines that it is “a very strong technical firm, which is easily approachable.”

Work highlights Advised Oranje-Nassau Energie on the tax aspects of its merger with SHV's Oil and Gas subsidiary, Dyas.

Notable practitioners

Paul Simonis (see p.1398) has considerable experience in the field of tax and is highlighted by sources for his work on tax litigation. Simonis also has experience of transactional tax matters, including the tax aspects of restructurings. **Guido Derckx** (see p.1386) is a leading figure in tax law, assisting energy sector clients with the tax aspects of mergers and acquisitions. He also has considerable experience acting for financial sector clients. **Roderik Beckers** advises financial sector clients on the tax aspects of acquisitions. He also assists with the tax elements of reorganisations. **Marco de Lignie** (see p.1384) frequently acts for Dutch banks on the tax aspects of divestments and other corporate transactions. Clients

Tax
Senior Statespeople
Senior Statespeople: distinguished older partners
Simonis Paul Loyens & Loeff *
Leading Individuals
Band 1
Derckx Guido Loyens & Loeff *
Hofland Dick Linklaters
Molenaars Michael Stibbe *
Sleuwerk Paul De Brauw Blackstone Westbroek *
van der Stok Eelco Freshfields Bruckhaus Deringer LLP
Band 2
Kinnegim Godfried Allen & Overy LLP
Merks Paulus Houthoff *
Sunderman Michiel Clifford Chance LLP *
van der Weijden Maarten De Brauw Blackstone Westbroek *
Band 3
Berger Lodewijk Jones Day *
Blom Nico NautaDutilh
de Bruin Maarten Stibbe *
Dikmans Sylvia Houthoff *
Russo Antonio Baker McKenzie *
van Asbeck Ewout Van Doorne *
van IJzinga Veenstra Ate Jones Day *
Warner Chris NautaDutilh
Band 4
Beckers Roderik Loyens & Loeff
Bongaerts Willem Bird & Bird (ORL) ◇
de Boer Reinout Stibbe *
de Lignie Marco Loyens & Loeff *
Dijkstra Wiebe De Brauw Blackstone Westbroek *
Distaso Marcello Van Campen Liem
Greeven Cees-Frans Buren N.V.
Havenga Rob Houthoff *
Kin Jochem VANLOMAN (ORL) ◇
Louwinger Anton CMS (ORL) ◇ *
Scheer Erik Baker McKenzie *
Smits Jeroen Stibbe *
Snel Jan L N Baker McKenzie *
van de Wetering Gesina Van Campen Liem
van den Tooren Jan Hamelink & Van den Tooren
van der Paardt René AKD (ORL) ◇ *
Vosse Wouter Hamelink & Van den Tooren
Zoetmulder Bartjan Loyens & Loeff *
Up-and-coming individuals
Arends Daan DLA Piper LLP *

highlight his experience and expertise in the field of tax law. A client states **Bartjan Zoetmulder** (see p.1407) is a “pragmatic person who does not linger on every little detail,” further adding he has “very sound commercial knowledge.” Zoetmulder advises private equity firms on the tax aspects of refinancing and M&A transactions.

Band 2

Allen & Overy LLP

What the team is known for Prominent tax team working alongside other departments in the firm to advise on the tax structuring of M&A and real estate transactions, as well as other investments and financing projects. Clients also benefit from the

firm's international network on cross-border mandates. Particularly popular with banks and private equity houses.

Strengths Sources praise the department, with one enthusing: “It stands out in the field.”

Clients appreciate that the lawyers are “very easy to access and deliver what they promise.”

Work highlights Advised TomTom on the tax aspects of the divestment of its telematics business to Bridgestone Europe.

Notable practitioners

Godfried Kinnegim advises on the tax elements of corporate transactions and financing matters. One client reports that he is “very sharp and intellectual,” while another enthuses: “He knows all relevant aspects in the jurisdictions involved, ties things together and makes it work. He is an outstanding communicator who truly adds value.”

Baker McKenzie

See profile on p.64

What the team is known for Well regarded for transactional tax matters, collaborating with team members from other departments. Represents multinational clients in tax audits, as well as assisting technology sector clients with transfer pricing and advance pricing agreements. Also has a number of clients from the tourism and hospitality sectors. Advises on VAT planning. Boasts an impressive international network to act on global mandates.

Strengths Clients particularly appreciate the firm's international network, enthusing that “the quality of advice from local offices or liaised offices has never disappointed.”

Another client reports that the team is “very client-oriented and offers a good service delivery.”

Work highlights Assisted Adyen with the tax implications of its IPO listing.

Notable practitioners

Antonio Russo (see p.1397) has a particular focus on transfer pricing matters, advising clients from the technology, manufacturing and hospitality sectors. Clients highlight that he offers “a very good balance of technical skills and business acumen.” Clients also appreciate his ability to offer tailor-made services. **Erik Scheer** (see p.1397) advises clients on indirect tax and VAT matters. Clients report that he is “hands-on and very practical.” **Jan Snel** (see p.1398) assists international clients with tax audits and indirect tax matters. Interviewees highlight his “excellent technical VAT ability” and also appreciate that Snel is “a friendly person to work with.”

Clifford Chance LLP

See profile on p.68

What the team is known for Established tax practice working alongside the firm's highly regarded corporate team to advise domestic and international clients on the tax structuring of transactions. Frequently assists banks with the tax law aspects of financing mandates. Also sought after by private equity firms, as well as media and pharmaceutical companies.

Work highlights Assisted Royal Ten Cate with the tax aspects of its disposal of two divisions to Toray

Industries.

Notable practitioners

Michiel Sunderman (see p.1399) has a strong focus on the tax aspects of corporate transactions, including IPO listings, acquisitions and sales. Clients state: *"He is technically very good, he is creative and practical,"* and also appreciate that *"he works on solutions rather than problems."*

De Brauw Blackstone Westbroek

See profile on p.1416

What the team is known for Boasts a broad tax practice, advising clients on contentious matters, such as withholding tax, transfer pricing and state aid cases, before the Dutch and EU authorities. Also advises clients on VAT matters. Particularly active on the tax aspects of acquisitions and corporate restructurings, alongside the firm's market-leading corporate team. Assists clients from a range of sectors, including banking, insurance, technology and telecommunications.

Strengths Clients appreciate the firm's full-service approach, reporting that *"the value we derive is having a one-stop shop for all our legal needs."*

Work highlights Advised Unilever on the Dutch tax aspects of combining its Dutch and UK entities.

Notable practitioners

Paul Sleurink (see p.1398) is described by clients as a *"very seasoned tax partner,"* who is *"very experienced."* Sleurink assists clients with the tax aspects of corporate restructurings and joint venture transactions. **Maarten van der Weijden** (see p.1403) is involved in cross-border corporate tax matters. His work is often focused on the tax elements of large, international M&A transactions. **Wiebe Dijkstra** (see p.1386) advises clients on contentious tax matters and transactional tax mandates, including stock exchange listings and cross-border structuring. He represents clients from a variety of industries, including the technology, banking and retail sectors.

Freshfields Bruckhaus Deringer LLP

What the team is known for Well known for advising on both contentious and transactional tax matters. Represents international clients from the technology sector before the EU authorities in tax disputes. Also acts before the Dutch authorities on tax litigation. Frequently collaborates with the firm's strong corporate team to assist with the tax structuring of cross-border acquisitions and sales. Has a number of clients from the financial services sector.

Strengths Clients report that the team is *"very responsive and manages the deal documents well."*

Work highlights Advised Alteri Partners on the tax aspects of its acquisition of toy retailer Intertoys from Blokker Holding.

Notable practitioners

According to clients, **Eelco van der Stok** is *"very pragmatic and clear"* and is *"at the top of his game."* He is particularly active on transactional tax matters and also advises clients on contentious tax matters before the EU and domestic authorities.

Houthoff

See profile on p.1429

What the team is known for Esteemed practice, representing clients in disputes concerning tax levies and dividend taxes. Also assists financial sector clients with the tax treatment of derivatives and tax-related professional liability matters. Acts on the Dutch tax aspects of cross-border corporate transactions and restructuring mandates. Additionally has

experience of personal income tax matters and the taxation of trusts.

Strengths Interviewees appreciate the responsiveness of the lawyers, reporting that *"they are very reactive, and when you give them a deadline, they meet the deadline."*

Another commentator enthuses that *"the team is excellent and the lawyers work very smoothly,"* and also adds that the lawyers are *"great in communication and knowledgeable."*

Work highlights Advised Disney on multi-jurisdictional tax structuring issues.

Notable practitioners

Paulus Merks (see p.1394) represents clients in the tax aspects of cross-border mergers and acquisitions, as well as tax structuring mandates. Clients report that he is *"incredibly fast, intelligent, on the ball and he gets things done in a short time."* Another interviewee highlights his *"charming manner"* and adds: *"He is altogether a pleasure to work with."* **Sylvia Dikmans** (see p.1386) rises in the rankings thanks to impressive client feedback, with interviewees reporting that she is *"incredibly good, with a very strong knowledge of tax matters, coupled with a rare understanding of business aspects of the deals."* Clients also appreciate that she *"could always find a solution for tax issues which was also practical."* Dikmans has a strong focus on the tax treatment of transactions, as well as advising on personal income tax matters and the Dutch tax aspects of opening new offices. **Rob Havenga** (see p.1388) specialises in cross-border transactional tax matters for multinational clients. Interviewees report that he is *"very adaptable to all sorts of tax areas"* and *"very responsive and business-oriented."*

Stibbe

See profile on p.1445

What the team is known for Notable strength on the tax aspects of corporate and capital markets transactions, collaborating with other departments within the firm to offer clients a full service. Particularly active for clients in the financial sector, representing banks, private equity houses and pension funds.

Strengths Clients report that the team is *"punctual, to the point and reliable."*

Another client adds that the lawyers are *"responsive, technically very strong and hands-on."*

Work highlights Acted for Delivery Hero on the Dutch tax aspects of the sale of its delivery businesses to Takeaway.com.

Notable practitioners

Michael Molenaars (see p.1394) is described by interviewees as a *"brilliant tax lawyer,"* who is *"experienced and commercially focused."* Molenaars advises private equity houses on the tax aspects of corporate transactions. Clients report that he is *"very good at client management and relationships,"* particularly highlighting that Molenaars *"tries to understand our plans and to be proactive."* **Maarten de Bruin** (see p.1383) advises clients from the hospitality, banking and engineering industries on the tax treatment of transactions. Interviewees state that he is *"always responsive and very easy to get in touch with,"* adding: *"He is good at translating the law an at co-ordinating the team."* **Reinout de Boer** (see p.1383) advises clients on the tax aspects of corporate and capital markets transactions. Clients appreciate that he *"combines theoretical intellect with practical solutions."* **Jeroen Smits** (see p.1398) assists financial and pharmaceutical sector clients with the taxation of mergers and issuances. Clients appreciate that he

has *"a great knowledge of our business, is responsive, technically very strong and hands-on."*

Band 3

Atlas Tax Lawyers

See profile on p.1409

What the team is known for Specialist tax boutique advising on direct and indirect tax. Represents clients in excise duty and VAT exemption mandates, as well as transfer pricing, withholding tax and double tax treaties. Acts on the tax aspects of cross-border corporate transactions and restructurings. Also has experience of private tax mandates. Works with partner firms to advise on regional tax questions.

Strengths Clients describe the team as *"a very reliable and pleasant partner"* and appreciate that the lawyers *"provide high-quality advice."*

Another client enthuses: *"The team is dedicated, knowledgeable, proactive and also able to think along with business needs."*

Work highlights Represented Syntrus Achmea in a dispute concerning VAT exemption for collective investment funds.

Notable practitioners

Roelof Gerritsen, Bas Leensma and Matthijs Wierenga are key points of contact within the firm.

DLA Piper Nederland

See profile on p.76

What the team is known for Advises clients on tax structuring and restructuring, particularly in connection with relocations. Also assists international clients with VAT, transfer pricing and tax avoidance mandates. Frequently acts on the tax structuring of transactions and corporate restructurings. Clients benefit from the firm's international network for advice on cross-border tax matters.

Strengths Clients appreciate the team's *"thoughtfulness, responsiveness and expertise."*

International clients also highlight the firm's network, reporting: *"The firm's cross-border capabilities are unmatched, and DLA has shown that it can handle all of the legal complexities that come with building a global business."*

Work highlights Acted for The Carlyle Group on the tax aspects of the auction sale of Expereo Holding to Apax Partners.

Notable practitioners

Daan Arends (see p.1380) represents clients in M&A-related tax work, transfer pricing and VAT. One client describes him as *"responsive, transparent and reachable."* Clients also appreciate his *"technical knowledge, knowledge of the business and client service-oriented approach."*

Hamelink & Van den Tooren

See profile on p.1426

What the team is known for Boutique tax firm boasting wide-ranging expertise, principally in income tax, withholding tax, fund structuring and advance pricing agreements. Also advises on transfer pricing, capital gains tax and dividends tax, as well as contentious and advisory VAT matters. Assists international clients with the Dutch tax aspects of establishing new companies in the Netherlands.

Strengths Clients appreciate that the lawyers *"are very knowledgeable in the domain, have broad expertise and listen very well."*

Clients also highlight that the team has a *"constructive and flexible approach."*

Work highlights Advised DTEK on the tax treatment of dividends, the taxation of reimbursements and the tax aspects of social security payments.

Notable practitioners

Jan van den Tooren advises clients on transfer pricing and advance pricing agreement matters, as well as VAT mandates. He also handles the tax structuring of corporate transactions. He acts for clients from the logistics and energy sectors. **Wouter Vosse** advises clients on a range of tax-related issues, including restructurings, joint venture agreements and business migration. Clients report that Vosse is “*knowledgeable and is very much on top of topics.*”

NautaDutilh

See profile on p.1437

What the team is known for Well-regarded team providing broad tax advice to pharmaceutical companies and financial institutions. Represents clients in tax audits and tax investigations, including criminal proceedings. Often acts for clients on the tax aspects of M&A transactions, capital markets mandates and financing transactions.

Strengths Clients highlight the firm’s experience in the area, reporting that the team has “*the ability to answer questions based on previous experience.*”

Work highlights Represented Toray Industries in the tax structuring of the acquisition of Ten Cate Advanced Composites.

Notable practitioners

Nico Blom is described by one client as an “*excellent partner who makes a complicated tax matter easily digestible and commercial.*” He is often involved on the tax aspects of M&A transactions, as well as on the tax treatment of securitisation and bonds. Clients praise **Chris Warner** as “*practical, super smart and there’s almost nothing he hasn’t seen.*” Warner advises clients from the banking, real estate and technology industries on the tax considerations of large M&A deals and reorganisations.

Van Campen Liem

See profile on p.1449

What the team is known for Tax and transaction boutique with well-regarded expertise on the tax structuring of corporate transactions. Well known for its focus on the private equity sector, as well as areas such as the media, healthcare, energy and investment fund management industries. Regularly advises on cross-border issues, for jurisdictions including Turkey and Greece, and across the CEE region.

Strengths Interviewees report that the team’s approach is “*very pragmatic and the lawyers understand the key drivers of a deal.*”

A client describes the team as “*very reliable.*”

Work highlights Advised Peninsula Investment Group on the tax aspects of a cross-border investment.

Notable practitioners

Commentators report that **Marcello Distaso** is “*very quick and proactive,*” with another interviewee adding: “*He is able to think out of the box in complex deals.*” Distaso often advises on the tax aspects of investment projects, reorganisations and divestments. Clients highlight that **Gesina van de Wetering** is “*down to earth and very available.*” Interviewees particularly note her expertise advising Turkish clients. She assists with the tax aspects of initial public offerings.

Band 4

Buren N.V.

See profile on p.1414

What the team is known for Established tax practice advising on a broad range of mandates. Acts on corporate and real estate tax matters, as well as fund structuring. Also assists with withholding tax issues and anti-avoidance legislation. Provides clients with cross-border capabilities, including offices in Luxembourg and China.

Strengths Interviewees highlight the team’s “*ability to provide practical and creative advice, combined with an uncompromising service commitment to clients.*”

Another client remarks that “*the main quality of the firm is the experience and knowledge shown by each member of the team in relation to the different markets they serve, as well as their tax expertise in an international and local context.*”

Work highlights Advised Latitude20 Capital Partners on the tax considerations of its partnership with Corrum Capital Management.

Notable practitioners

Cees-Frans Greeven regularly assists funds with the tax implications of large M&A projects, as well as advising on the tax considerations of restructuring matters and fund formation. One client praises his “*high commercial awareness, effective communication and high-quality client service.*”

Jones Day

What the team is known for Combines tax expertise with impressive international strength in M&A, regularly advising US multinational corporations and private equity firms on Dutch and European tax issues. Also acts on the tax elements of fund structuring.

Strengths The team is described by one market commentator as “*highly recommended.*”

Notable practitioners

Lodewijk Berger (see p.1380) regularly advises multinational companies on tax-related M&A matters. Berger is lauded by one market commentator who states “*absolutely without question I recommend him.*” Described as a “*practical lawyer*” who is “*very active,*” **Ate van IJlzinga Veenstra** (see p.1403) is noted for his expertise on the tax implications of setting up private equity funds.

Linklaters

What the team is known for International team with particular expertise advising international private equity houses and Dutch companies on the tax elements of M&A and financing transactions. Also advises on investment transactions, such as the structuring of investment vehicles, and capital markets transactions, including securitisation advice and hybrid issuances. Acts alongside its international network of offices to provide clients with a range of cross-border advice.

Strengths One client reports that “*the team is exceptionally smart about the law and incredibly practical.*”

Work highlights Advised BC Partners on the Dutch tax considerations of the acquisition of Adams Manufacturing by one of BC Partners’ subsidiaries.

Notable practitioners

Clients report that **Dick Hofland** “*gets it, he is technically very good and can translate that into reality.*” Hofland is active on the tax aspects of acquisition financing, asset sales and capital markets mandates.

Van Doorne

See profile on p.1451

What the team is known for Respected team advising on the tax aspects of a broad range of transactional matters. Highly active in the real estate sector, handling the tax implications of investments and acquisitions of property across numerous industries. Also assists with private equity transactions. Acts on the tax elements of financial restructuring mandates.

Work highlights Acted for Stella Fietsen on the tax treatment of the sale of a minority share in the company to DM Equity Partners.

Notable practitioners

Described as “*well known and knowledgeable,*” **Ewout van Asbeck** (see p.1400) is recognised for advising clients on the tax considerations of M&A transactions.

Other Ranked Lawyers

Clients report that **Willem Bongaerts** of Bird & Bird offers “*terrific knowledge of the law, with prompt turnaround and responsiveness.*” Another client describes him as “*knowledgeable, down to earth and practical.*” Bongaerts advises clients on advance tax rulings for the creation of Dutch investment platforms. He also assists clients with the tax aspects of corporate and financial transactions.

Described as a “*very skilful and solution-minded guy*” by one market source, **Jochem Kin** of VANLOMAN advises clients on the tax aspects of restructurings, M&A transactions and finance mandates.

Anton Louwinger (see p.1393) covers a range of general tax matters, including multi-jurisdictional tax planning, real estate tax and the tax aspects of finance transactions.

René van der Paardt (see p.1402) of AKD is recognised for advising investment fund companies on the tax aspects of fund structuring.

TMT

TMT: Telecommunications
Leading Firms
Band 1
Allen & Overy LLP
Bird & Bird *
Band 2
Brinkhof *
Pels Rijcken & Droogleeveer Fortuijn N.V. *
Band 3
Freshfields Bruckhaus Deringer LLP
Leading Individuals
Band 1
Eijsvoogel Peter <i>Allen & Overy LLP</i>
Geus Marjolein <i>Bird & Bird</i>
Band 2
Kroes Quinten <i>Brinkhof *</i>
Waszink Paul <i>Bird & Bird</i>
Band 3
Boorsma Arnoud <i>Pels Rijcken & Droogleeveer Fortuijn N.V.</i>
Bootsma Jannetje <i>Pels Rijcken & Droogleeveer Fortuijn N.V.</i>
Braeken Bas <i>bureau Brandeis</i>
Knibbeler Winfred <i>Freshfields Bruckhaus Deringer LLP</i>
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

The editorial is in alphabetical order by firm name.

Allen & Overy LLP

What the team is known for Distinguished practice maintaining its eminence in the telecommunications sector, frequently advising key Dutch telecoms operators on corporate transactions and on contentious competition law or regulatory matters. Combines strong IT and outsourcing capabilities with data protection expertise. Advises international IT corporates on high-value M&A transactions aimed at reinforcing their digital portfolio. Also handles data protection compliance matters and data-sharing contracts for both public and private entities.

Strengths One client considers the team “extremely results-oriented and focuses on results within the available time,” adding: “The lawyers have a deal-maker attitude, rather than a risk-averse attitude.”

Interviewees appreciate the quality of the services provided by the team, affirming it is “the best team you can get.”

Work highlights Assisted TomTom with the EUR910 million sale of its telematics business to Bridgestone Europe.

Notable practitioners

Clients say **Peter Eijsvoogel** “has deep knowledge of telecoms law and knows how to present that in front of the court.” He advises leading Dutch telecoms companies on ground-breaking projects in the sector and assists with complex regulatory matters.

Bird & Bird

See profile on p.65

What the team is known for Strong coverage of all areas of TMT, with particular strength in telecommunications matters. Often represents telecoms operators in appeal proceedings against ACM decisions on the regulation of access to the market. Benefits from a robust media offering, frequently dealing with sensitive cases involving unlawful publications and regulatory broadcasting proceedings. Also deals with cross-border IT projects involving roll-outs of

TMT: Media
Leading Firms
Band 1
Brinkhof *
Kennedy Van der Laan
Band 2
Bird & Bird *
Hoogenraad & Haak, Advertising + IP Advocaten *
Le Poole Bekema
Visser Schaap & Kreijger *
Band 3
Boekx Advocaten
bureau Brandeis
Van Kaam Advocaten
Senior Statespeople
Senior Statespeople: distinguished older partners
Keyzer Eric <i>Keyzer Media (ORL) ◇</i>
Leading Individuals
Band 1
Chavannes Remy <i>Brinkhof *</i>
Hoogenraad Ebba <i>Hoogenraad & Haak, Advertising + IP *</i>
Le Poole Bas <i>Le Poole Bekema</i>
Schaap Jacqueline <i>Visser Schaap & Kreijger</i>
van den Brink Jens <i>Kennedy Van der Laan</i>
Band 2
Alberdingk Thijm Christiaan A <i>bureau Brandeis</i>
Kaaks Matthijs <i>Boekx Advocaten</i>
van Kaam Bertil <i>Van Kaam Advocaten</i>
Wildeman Christien <i>Kennedy Van der Laan</i>
Band 3
Haije Daniel <i>Hoogenraad & Haak, Advertising + IP Advocaten *</i>
Robichon Machteld <i>bureau Brandeis</i>
Trojan Olaf <i>Bird & Bird</i>
Up-and-coming individuals
Bekema Anne <i>Le Poole Bekema</i>

online platforms, regulatory matters and the negotiation of outsourcing contracts.

Strengths Clients say: “The lawyers are pragmatic, easily contactable and willing to go the extra mile.”

“The firm provides good-quality service and a high level of advice,” confirms another client, adding: “The lawyers seem to co-operate very well with each other and also across the offices around Europe, which really helps.”

Work highlights Represented Kaspersky Lab in injunctive relief proceedings against De Telegraaf relating to the publication of an article containing inaccurate claims.

Notable practitioners

Clients praise **Marjolein Geus**, reporting that she “understands complex matters and is able to make them understandable to us.” She draws from a deep well of knowledge to advise local companies and international authorities on complex multi-jurisdictional regulatory assessments and disputes before the Dutch administrative courts. **Paul Waszink** maintains a noteworthy practice in the telecoms sector representing leading local and international players in complex regulatory proceedings before Dutch courts of various levels. **Olaf Trojan** assists local newspapers and multinational companies with injunctive relief proceedings and handles market-changing media regulatory matters. Clients confirm he is a “great communicator, a very strong pleader in court and a very hard worker, who is always available for advice.” One client reports that **Roelien Van Neck** “is a hard-working person,” adding: “If you ask

TMT: IT & IT Outsourcing
Leading Firms
Band 1
Brinkhof *
Kennedy Van der Laan
Van Doorne *
Band 2
Allen & Overy LLP
Project Moore *
Stibbe *
Vondst Advocaten N V *
Band 3
Bird & Bird *
DLA Piper Nederland *
Houthoff *
Van Benthem & Keulen *
Eminent Practitioners
Eminent Practitioners
Linnemann Joost <i>Kennedy Van der Laan</i>
Leading Individuals
Band 1
Jongen Herald <i>Greenberg Traurig, LLP (ORL) ◇ *</i>
Krikke Judica <i>Stibbe *</i>
van Reeken Bart <i>Van Doorne *</i>
Band 2
Boekhorst Robert <i>Van Benthem & Keulen</i>
De Vilder Eliane <i>Brinkhof *</i>
de Weerd Thomas <i>Houthoff *</i>
Van Angeren Wieke <i>Brinkhof *</i>
Van der Putt Polo <i>Vondst Advocaten N V</i>
van Seeters Christian <i>Project Moore *</i>
Wit Patrick <i>Kennedy Van der Laan</i>
Band 3
Jonker Louis <i>Van Doorne *</i>
Koëter Jeroen <i>Project Moore *</i>
Rinzema Reinout <i>Ventoux Advocaten bv (ORL) ◇</i>
van Kerkvoorden Wanda <i>SOLV Advocaten (ORL) ◇</i>
Van Neck Roelien <i>Bird & Bird</i>
Viergever Lieneke <i>Project Moore *</i>
Visser Eva <i>Project Moore</i>
Westerdijk Reinoud <i>Kennedy Van der Laan</i>
Willems Joris <i>DLA Piper Nederland *</i>
Up-and-coming individuals
Feenstra Irene <i>Project Moore *</i>
Associates to watch
Naves Jeroen <i>Pels Rijcken & Droogleeveer Fortuijn N.V.</i>

her to do something, she will do that very quickly and well.” She regularly advises clients on international roll-out processes of online platforms, data privacy-sensitive outsourcing agreements and technology regulatory matters.

Boekx Advocaten

What the team is known for Boutique firm with expertise in highly publicised media disputes, including defamation, image rights and advertising income claims. Represents international and local companies, as well as private individuals, in various contentious issues involving advertising matters and cases related to the right to be forgotten. Also advises freelance journalists on litigation proceedings against publishers regarding standard remuneration. **Strengths** One client appreciates the team’s ability to maintain a high standard of service and, at the same time, an informal approach with the client, saying: “The accessibility and service orientation is optimal.”

Work highlights Represented Follow The Money

TMT: Data Protection	
Leading Firms	
Band 1	
Brinkhof *	
Van Doorne *	
Band 2	
Kennedy Van der Laan	
Project Moore *	
Band 3	
Allen & Overy LLP	
Leading Individuals	
Band 1	
De Vries Hester	Kennedy Van der Laan
Kroes Quinten	Brinkhof *
Thole Elisabeth	Van Doorne *
Zwenne Gerrit-Jan	Pels Rijcken & Droogleeve Fortuijn N.V.
Band 2	
Koëter Jeroen	Project Moore *
Viergever Lieneke	Project Moore *
Band 3	
Van der Jagt Friederike	Hunter Legal (ORL) ◇
Up-and-coming individuals	
Bodewits Joke	Hogan Lovells International LLP (ORL) ◇
Associates to watch	
Arnbak Axel	De Brauw Blackstone Westbroek (ORL) ◇ *
* Indicates firm / individual with profile.	
◇ (ORL) = Other Ranked Lawyer.	
Alphabetical order within each band. Band 1 is highest.	

in injunctive proceedings for alleged defamation initiated by the General Dutch Association for the Elderly.

Notable practitioners

Matthijs Kaaks is recognised for his expertise in the media sector with a particularly strong track record in defamation litigation. He continues to advise leading Dutch players involved in landmark defamation and advertising-related proceedings.

Brinkhof

See profile on p.1412

What the team is known for Combined and fully integrated TMT practice that serves a large client base consisting of multinational technology companies, a wide range of media outlets and important telecoms operators. Has notable experience in media sector litigation, including defamation claims and regulatory disputes. Known for taking on mandates that blur the distinction between areas of media, IT and data protection, such as right to be forgotten suits. Advises on IT outsourcing agreements and both contentious and non-contentious data privacy issues. Additionally able to assist leading telecoms service providers with competition proceedings and regulatory litigation related to the telecommunication sector.

Strengths “The lawyers have deep knowledge and experience in the ICT field, which makes working with them very efficient,” say clients, who also highlight the firm’s “one-stop shop” approach.

Clients also describe the team as “very clever, accurate and polite.”

Work highlights Assisted Intertrust with its strategic collaboration with Viteos, aimed at supporting Intertrust’s technological development.

Notable practitioners

Impressed clients report that **Remy Chavannes** (see p.1382) “strength lies in his analytical work, full knowledge of decisions of the European and national courts, capability to understand the needs of the business, clear language and good interaction with the

client.” He provides expert advice for media sector clients on administrative litigation, defamation and other proceedings involving data privacy aspects. The “impressive” **Eliane De Vilder** (see p.1385) is frequently retained by Dutch and multinational companies from a variety of industries, such as mechanical, IT and financial. Clients benefit from her expert advice on IT contracts, regulatory concerns and outsourcing agreements. **Quinten Kroes** (see p.1391) is “fast and has excellent writing and communication skills,” one client enthuses. He draws upon a lengthy track record advising on data exchanges, regulatory compliance and contentious proceedings for a roster of leading players in the telecoms, financial and pharmaceutical industries. Clients think **Wieke Van Angeren** (see p.1400) is an “experienced and creative lawyer,” who “gets in the details of the contracts, is very skilled at negotiating and a pleasure to work with.” She often handles complex IT contract negotiations and outsourcing projects for global administrative and financial services providers.

bureau Brandeis

What the team is known for Active media practice advising an array of local and international clients, including well-known publishers, producers and streaming platforms. Handles both advisory and contentious matters, with particular focus on media regulatory litigation, unlawful publication matters and disputes related to intellectual property rights. Also handles advertising-related proceedings.

Strengths Clients appreciate the team for being “strategic and able to separate what is irrelevant from what matters.”

Another client reports that the team is “always willing to think along and not afraid to suggest solutions.”

Work highlights Represented Music Creations Publishing in a litigation regarding the extrajudicial dissolution of music publishing contracts.

Notable practitioners

One interviewee lauds **Christiaan Alberdingk Thijm’s** “outstanding track record in complex litigation,” as well as highlighting his “thorough understanding of the business needs of his clients and unique ability to communicate and explain legal matters not only to his clients, but also to the courts.” He is well regarded for his long-standing experience handling media litigation, including regulatory and unlawful publication disputes. Interviewees affirm that **Bas Braeken** is a “very capable and thorough lawyer, combining competition skills with insights in regulatory work.” He has a solid practice in the telecoms sector, often advising operators and corporates on the regulatory and contentious aspects of market analysis by the Dutch Authority for Consumers and Markets. **Machteld Robichon** frequently assists clients from the media sector with advertising, broadcasting and media regulatory matters. Clients appreciate Robichon’s tenacity and think “she is very good in court.”

DLA Piper Nederland

See profile on p.76

What the team is known for Noted for its strong international network, the team covers all areas of TMT, though is regularly seen in mandates relating to the outsourcing of IT functions. Clientele consists of banks, media companies and international IT services providers. Handles both contentious and non-contentious matters relating to IT service contracts. Also adept at advising on the development of online platforms.

Work highlights Advised De Nederlandsche Bank

on the drafting and negotiating of technology outsourcing contracts with Centric.

Notable practitioners

Clients confirm that **Joris Willems** (see p.1406) “has a good industry knowledge in tech-related matters.” He is well versed in both contentious and advisory IT matters, including drafting IT and outsourcing contracts, setting up online platforms and contractual disputes.

Freshfields Bruckhaus Deringer LLP

What the team is known for Significant expertise in telecoms, with a strong caseload of contentious matters that often relate to competition law or patent disputes. Also seen in transactional matters, with recent experience serving as local counsel alongside the broader Freshfields network on cross-border M&A transactions for telecoms companies.

Notable practitioners

Winfred Knibbeler is recognised for his experience handling competition mandates for multinational companies active in the telecommunications sector. He also advises on telecoms regulatory matters.

Hoogenraad & Haak, Advertising + IP Advocaten

See profile on p.1428

What the team is known for Esteemed advertising law boutique specialising in advertising and media disputes, encompassing hearings before the Advertising Code Committee and civil litigation. Boasts capabilities in an array of advertising matters, involving compliance, labelling, privacy requirements and food law issues. Client roster spans from local to multinational players active in the food and beverages, energy and financial sectors.

Strengths Clients say the team is “a perfect mix of experienced and talented lawyers,” who “are specialised, quick and care for their clients.”

“The lawyers know the company and are able to analyse sharply the underlying issues we face,” reports one client, adding: “They give very good legal advice, but are also creative and practical in finding the right solution.”

Work highlights Advised Lidl on allegations of unlawful comparative advertising.

Notable practitioners

Ebba Hoogenraad (see p.1389) is highly recognised for her expertise handling landmark advertising disputes, often involving labelling and food regulation. Clients appreciate that she is “personally involved, committed, creative and easily approachable.” Interviewees affirm that **Daniel Haije** (see p.1388) “is very knowledgeable on advertising law” and add that he is “very approachable and comes with easy to implement solutions.” He assists clients from a range of sectors, including energy and financial services, with both contentious and non-contentious advertising matters.

Houthoff

See profile on p.1429

What the team is known for Reputed IT and outsourcing practice, active across a range of contentious and non-contentious mandates such as negotiations of outsourcing and IT contracts, M&A transactions for tech companies and disputes arising from failed IT contracts implementation. Acts for a diverse client list that includes multinational technology, financial services or automotive sector companies. Also advises global companies on the IT regulatory and data protection aspects of entries in

the Dutch market.

Strengths Clients approve of the quality of the services provided and appreciate the team's "client-focused and commercial" attitude.

Work highlights Advised Jaarbeurs on the negotiation of an IT licence and implementation agreement with Ungerboeck.

Notable practitioners

Clients hail **Thomas de Weerd** (see p.1385) for being a "very strong commercial lawyer who always tries to think like the business and provides business-focused advice." He draws upon his wide experience in the IT sector to advise leading technology companies, banks and public authorities on IT contracts and regulatory matters, including data protection aspects.

Kennedy Van der Laan

What the team is known for Outstanding practice covering all aspects of IT, outsourcing, media and data protection. Remains highly sought after for its expertise in IT contracts and cloud services agreement negotiations, including IT-related disputes often involving multiple jurisdictions. The media practice benefits from a varied clientele of publishers, newspapers, broadcasters and digital media companies to attract roles on a range of often highly-publicised disputes. Advises on a variety of data protection mandates, spanning from compliance mandates to investigation proceedings involving sensitive personal data.

Strengths Clients report the team is "excellent, provides top-notch performance, is efficient and is interested in being productive for the client."

Interviewees also laud the team for being "client-driven and innovative."

Work highlights Assisted Amsterdam UMC with the development of a sourcing project in collaboration with the software provider SAS Institute, including regulatory advice and contract negotiations.

Notable practitioners

The "very experienced" **Joost Linnemann** is recognised for his long-standing expertise in IT matters, including complex issues related to cryptocurrency and blockchain. **Hester De Vries** is a distinguished practitioner with extensive experience in data protection matters, spanning from compliance and regulatory aspects of intra-group data exchanges, to investigations related to access to sensitive personal data. Clients describe **Jens van den Brink** as a "keen litigator and adviser." He maintains a broad media practice encompassing prominent regulatory litigation, documentary production and unlawful publication cases. **Christien Wildeman** has extensive experience assisting Dutch publishers and newspapers with headline-grabbing unlawful publication disputes. She also handles misleading advertising disputes and media regulatory matters for leading players in the media and telecoms sector. Clients are impressed by **Patrick Wit's** "fast delivery, IT knowledge and quality of work." He advises leading international companies on the regulatory and contractual aspects of digital transformation processes, including on the termination of outsourcing contracts and negotiation of settlements. One client reports that **Reinoud Westerdijk** is "responsive and engaged throughout the negotiation, offering strong tactical advice, as well as substantive legal support." He is well versed in assisting clients from the financial sector with outsourcing matters and the negotiation of agreements for cloud services. Westerdijk also handles the IT and e-commerce aspects of the development of digital platforms.

Le Poole Bekema

What the team is known for Specialist media firm with an offering centred around defamation cases, litigation over broadcasting rights and freedom of information proceedings. Handles unlawful publication cases and advertising matters for a range of clients including local companies and foreign state agencies. Acts for an impressive list of Dutch broadcasters and TV or film industry associations. Also adept in assisting with documentary production matters.

Strengths "We like the approach of the firm," one client affirms, adding: "The lawyers are knowledgeable, quick, accessible and provide good, personal contact, giving immediate feedback."

Another client reports that all the team members "really comprehend our needs in cases, are fast and intelligent."

Work highlights Assisted Terumo with a defamation damages claim, following allegations made by AVROTROS in certain broadcasts and publications.

Notable practitioners

Bas Le Poole "is a strong and very experienced litigator," affirms one client, who particularly appreciates his "strong analytic and strategic skills." He maintains his strong reputation in the media sector, regularly advising prominent Dutch broadcasters and newspapers, as well as television and film producers. He is well versed in media disputes. Up-and-coming **Anne Bekema** is well regarded by sources for her advertisement and media law practice. She advises clients on an array of media matters, including fake news and unlawful publications, privacy infringements and inaccurate journalism, as well as injunction proceedings.

Pels Rijcken & Droogleever Fortuijn N.V.

See profile on p.1439

What the team is known for Well-reputed telecommunications specialist acting for a wide range of clients from the public and private sectors, including Dutch telecoms and insurance companies, hospitals, state bodies and regulators. Noted for its regulatory and public law expertise in the telecoms field, with experience in important disputes before administrative and civil courts of various levels. Also handles landmark competition disputes involving the main players in the telecoms market.

Strengths One client appreciates the team's "good knowledge of public law and European law as well as experience in both civil and administrative court procedures," also adding: "The lawyers deliver in time and with good quality."

Another client notes the team's "keen eye for the peculiarities and sensitivities" of the cases and the lawyers' "ability to model their style in accordance with circumstance and role."

Notable practitioners

One client regards **Gerrit-Jan Zwenne** as a "good adviser and negotiator" and lauds his "depth and breadth of knowledge." He routinely handles unlawful intrusions of privacy cases for transportation companies and data protection complaints for healthcare insurers. **Arnoud Boorsma** is well regarded for his experience advising Dutch authorities on complex telecommunications cases, often involving broadcasting regulatory and contentious matters. "He knows the market and has the expertise," reports one client. **Jannetje Bootsma** "has excellent knowledge of EU and Dutch telecommunications law and is a ferocious defender of the client's interests before the Dutch courts," affirms one client, also adding: "Her

particular strength is working with a team of experts and uniting them to obtain the best result possible." She continues to advise local authorities on complex regulatory appeals and competition-related proceedings. Associate to watch **Jeroen Naves** routinely advises clients on IT matters, including drafting contracts, sizeable technology procurement matters, blockchain technology implementation and disputes over the termination of agreements. Naves is adept at assisting both public bodies and private companies.

Project Moore

See profile on p.1441

What the team is known for Boutique firm with a formidable offering in both IT and data protection matters. Maintains a comprehensive practice built around software licensing agreements, IT litigation and procurement procedures. Frequently retained by multinationals from the automotive, clothing and technology sectors, in addition to various Dutch government bodies. Has proven capacity to handle data privacy compliance mandates for corporate entities.

Strengths A client reports that the team is "modern, young and specialised," while another client describes the lawyers as "easily accessible and always available to provide support."

Another interviewee appreciates the team's "quick and understandable advice," that gives clients "the opportunity to keep pace with the commercial needs of the business."

Work highlights Advised UWV on the public procurement procedure for the selection of a new provider of hosting services and technical application management.

Notable practitioners

Clients say **Christian van Seeters** (see p.1404) "is very knowledgeable, substantively strong, astute, friendly, always willing to go the extra mile and able to easily explain difficult legal matters." Another interviewee "was impressed by his flexibility during the execution of the assignment," adding: "He was able to adapt to last minute changing time-lines and requests." He particularly advises on IT procurement matters. Clients appreciate **Jeroen Koëter** (see p.1391)'s knowledge of both IT and data protection regulations and point out that he is "very specialised and pragmatic" and "a good business partner." He is widely recognised for his data protection and IT expertise and is often instructed on data processing contracts, data breaches and IT disputes. **Lieneke Viergever** (see p.1405) "is very specialised, accurate, flexible, precise, pragmatic and listens to the wishes of the customer," affirms one client, while another describes her as "straightforward and able to think outside the box, without forgetting the interests of the company." She routinely furnishes data privacy and IT advice for both Dutch and international corporates. Clients report that **Eva Visser** "is very strong in strategic legal advice, social skills and legal knowledge." She is well versed on a range of IT matters involving the negotiation of contracts and software licence agreements, as well as data privacy matters. **Irene Feenstra** (see p.1387) enters the ranking this year thanks to the support from clients, who describe her as "a strong lawyer, focusing on procurement law within the field of IT," and adding that she is "also a very kind and approachable person who thinks along with her clients." She frequently assists clients with the drafting of IT contracts and tender documentation.

Stibbe**See profile on p.1445**

What the team is known for Active across the full spectrum of IT matters, from M&A transactions and outsourcing to litigation mandates. Well versed in cross-border, high-value strategic acquisitions carried out by clients in the technology sector. Advises both public and private sector clients on the procurement of cloud services. Increasingly represents clients from the medical, insurance and hi-tech sectors.

Strengths "It is always a pleasure to work with the firm as you receive detailed advice," one client points out.

Another impressed client highlights the firm's commercial understanding: "The lawyers understand our company, our position in our sector and our vision towards the future."

Work highlights Assisted Covestro and its Dutch subsidiary Asellion with the setting-up of an online B2B trading platform for the sale and purchase of chemical products.

Notable practitioners

Judica Krikke (see p.1391) is "always prepared and informed," confirms one client, adding: "She understands the risk for both parties" and she always "has a helicopter overview of the whole negotiation and contract." She continues to handle an array of complex IT mandates, such as M&A transactions and IT procurement matters, including IT licensing disputes.

Van Benthem & Keulen**See profile on p.1448**

What the team is known for Handles a range of IT mandates, including outsourcing, licensing transactions, litigation and regulatory advice. Also manages worldwide roll-out of digital platforms and multi-jurisdictional transactions aimed at fighting cybersecurity threats. Client portfolio comprises multinational software corporates, financial services providers and Dutch trading companies.

Strengths One client reports that the team is "very good and efficient" and provides "high-quality standards of work," also adding: "All the people you need to speak with are easily accessible."

Another client says that the team "provides top-notch legal advice."

Work highlights Represented SAP in litigation with another service provider in relation to the joint supply of cloud solutions to a customer.

Notable practitioners

Clients think **Robert Boekhorst** "is very responsive, on the ball, has a real can-do attitude, provides crisp legal advice and is able to explain complex legal matters," and praise "his attitude towards the other parties and his negotiation skills." He regularly handles complex IT and outsourcing transactions, including multi-jurisdictional negotiations and regulatory issues.

Van Doorne**See profile on p.1451**

What the team is known for Dedicated data protection and IT offering, with significant experience in procurement procedures, outsourcing and litigious matters. Advises Dutch companies on the negotiation of IT agreements with international suppliers. Expertise is enhanced by its impressive data protection offering extended across both advisory and contentious matters, including attempted hacking and investigations by the Data Protection Authority. Also advises on the duty to notify regulators of data breaches.

Strengths One client appreciates the team's "know-

edge and way of negotiating the points that were most important for us," also adding: "The lawyers provide very good documentation."

Clients also appreciate the team's dedication: "The lawyers went deeper than just what I asked for and you can contact anyone in the firm and everyone is available."

Work highlights Advised the Central Works Council of TNT on the post-merger restructuring of its IT infrastructure and related privacy and GDPR aspects.

Notable practitioners

Elisabeth Thole (see p.1399) is "extremely intelligent" and "an expert on GDPR and privacy law," clients say. She acts for local and multinational clients on data protection compliance, investigations and data privacy matters related to insurance and employment. One client reports that **Bart van Reeken** (see p.1404) "excels in persuasive and tactful argumentation" and "his advice, responsiveness and service are top-notch."

He regularly assists clients with the setting up of online platforms, the establishment of cross-border IT strategies and with court proceedings, often arising from the termination of outsourcing agreements. Clients also appreciate "his calm approach to questions during a call, which gives him time to think and respond correctly." Clients note that **Louis Jonker** (see p.1390) is an "expert on the IT and technical side." He continues to advise foreign companies on the negotiation of long-term IT contracts, tech sector market entries and the IT aspects of M&A transactions.

Van Kaam Advocaten

What the team is known for Media boutique with a strong track record in media litigation. Acts both on the defendant and claimant side of defamation cases. Handles unlawful publication cases for a wide range of clients, including companies active in the retail, education and real estate sector. Additionally adept at representing clients in cases involving the right to be forgotten.

Strengths "The firm has extensive media litigation experience," affirms one client, who also describes the lawyers as "strategic thinkers and profound, with a very hands-on approach."

Another client observes that all the team members "have done a great job in analysing the issue" and maintained "frequent contact to make sure the work was clear and precise."

Work highlights Represented RTL and Simpel Media in defamation proceedings brought by one of the participants in the TV programme 'Op de vlucht'.

Notable practitioners

One client regards **Bertil van Kaam** as "a very knowledgeable lawyer, highly experienced in media law and litigation," who is "a strong litigator, a very good negotiator, a strategic partner, an analytical thinker and a responsive and empathic person." He continues to assist Dutch and multinational radio and television broadcasters, as well as corporates and private individuals, with defamation and unlawful publication cases.

Visser Schaap & Kreijger**See profile on p.1454**

What the team is known for Significant media department with a solid offering in unlawful publication and advertising disputes, in addition to media advisory and regulatory matters. Particularly skilled at assisting publishers, media producers and broadcasting associations, as well as private individuals.

Offers expertise in copyright law and advertising regulations. Also advises media companies on the negotiation of broadcasting contracts.

Strengths One client reports: "All the lawyers at the law firm are always prompt and available when we need to discuss legal matters by phone or email."

Another interviewee praises the team's "good knowledge of the actuality and of all media-related matters."

Work highlights Represented a media entrepreneur and TV producer in misleading advertisement litigation against Facebook.

Notable practitioners

Jacqueline Schaap "is an absolute giant in the field of unlawful media publications" and "knows exactly how to operate in media cases," one client reports. She has a broad expertise in the media sector, handling complex unlawful publication matters, involving human rights and privacy aspects, as well as advertising disputes.

Vondst Advocaten N V**See profile on p.1455**

What the team is known for Recognised for its solid offering across a range of IT matters. Routinely assists Dutch and multinational IT companies with the outsourcing of their products and with disputes with customers. Also handles IT and procurement contracts, software licence compliance, enforcement actions and e-commerce matters for clients from the energy, media and healthcare sector.

Strengths "The lawyers are very thorough in their approach, very accessible, have a great sense of humour and keep things as simple as possible," affirms one happy client, adding: "We were very pleased that they could always be reached when necessary."

Interviewees also point out that all the team members have "a very keen eye for detail and are service-oriented."

Work highlights Assisted PGB with the outsourcing of its IT infrastructure to CGI.

Notable practitioners

Polo Van der Putt "has impressed me with his knowledge of IT law but also with his understanding of and interest in our business and business needs," observes one client. He has extensive experience handling outsourcing projects, IT contract negotiations and disputes arising from breach of agreements.

Other Ranked Lawyers

Axel Arnbak (see p.1380) enters the ranking as an associate to watch thanks to the support from clients, who believe he has "a lot of knowledge when it comes to privacy and is also very friendly." He is recognised for his data protection expertise and regularly assists clients with data protection investigations and compliance matters, as well as sensitive matters related to data processing and access.

Up-and-coming **Joke Bodewits** "is very knowledgeable, hands on and suggests practical approaches," say clients. She is noted for her data protection expertise and handles an array of matters involving cybersecurity and data processing.

Herald Jongen (see p.1390) "is able to lead the negotiations in a very constructive manner and is always focused on getting the result we agreed," one client reports. He advises leading players in the local and international market on complex IT projects, including the use of technology in financial and HR platforms.

Eric Keyzer is acclaimed for his outstanding career

as a media and entertainment lawyer, acting for music and film publishers. He is frequently involved in complex multi-party disputes in the media sector, often regarding intellectual property rights.

Reinout Rinzema is the main contact for IT matters at Ventoux Advocaten. He is recognised for his

impressive career in the industry and often represents clients from the healthcare sector in IT contractual disputes.

Friederike Van der Jagt is recognised by market commentators as “one of the rising stars in privacy.” She continues to advise clients on data protection

matters.

Wanda van Kerkvoorden has a long-standing career in the IT and outsourcing sector. She continues to advise clients on various IT matters, including contractual IT disputes.

TRANSPORTATION

Transportation: Aviation	Transportation: Shipping	Transportation: Shipping: Finance
Leading Firms	Leading Firms	Leading Firms
Band 1	Band 1	Loyens & Loeff*
Norton Rose Fulbright	AKD*	NautaDutilh*
Stek*	Van Traa Advocaten*	Leading Individuals
Band 2	Band 2	Geerling Erik H NautaDutilh
Clifford Chance LLP*	Boonk van Leeuwen	Kreuze Gianluca Loyens & Loeff*
Van Traa Advocaten*	Cox Ten Bruggencate Advocaten	Vos Aram Wiersma Menonides
Leading Individuals	Smallegange	
Band 1	Wiersma Menonides	
Crans Berend J H Norton Rose Fulbright	Band 3	
Timmermans Jeroen Stek*	Dock Legal Experts	
Band 2	Van Dam & Kruidenier	
de Vos Guido AKD*	Van Steenderen Mainport Lawyers BV	
Pessers Robert Van Traa Advocaten	ZWARTBOL ADVOCATEN	
Tonnaer Hein Clifford Chance LLP*	Leading Individuals	
Star associates	Band 1	
Kunst Laetitia Stek*	van der Houven van Oordt Haco AKD*	
* Indicates firm / individual with profile.	Band 2	
Alphabetical order within each band. Band 1 is highest.	Cox Joeri Cox Ten Bruggencate Advocaten	
	de Haan Robert Van Traa Advocaten	
	den Haan Pieter AKD*	
	Ten Bruggencate Carlijn Cox Ten Bruggencate Advocaten	
	van der Stelt Jan Smallegange	
	van Leeuwen Michiel Boonk van Leeuwen	
	Van Maanen Marc Van Traa Advocaten	
	Band 3	
	Böhmer Olivier Van Traa Advocaten	
	Kromhout Jan AKD*	
	Kruit Jolien Van Traa Advocaten	
	Ort Bas ZWARTBOL ADVOCATEN	
	Pool Vincent Van Traa Advocaten	
	Roos Tim Van Dam & Kruidenier	
	Van Campen Reinier Wiersma Menonides	
	van der Meché Jos AKD*	
	van der Valk Taco AKD*	
	van Steenderen Arnold J Van Steenderen Mainport Lawyers	
	Wiersma Taco Wiersma Menonides	

The editorial is in alphabetical order by firm name.

AKD

See profile on p.1408

What the team is known for Dominant domestic and cross-border transportation team. Regularly acts for shipowners, shipyards and insurers on ship arrests, collisions and charter party arbitration. Well regarded for maritime shipping in particular. Offers additional experience in ship finance and building. Offers further onshore expertise, acting for clients in the rail and road infrastructure sectors.

Strengths One client says the firm “sets the bar” in the area, adding that they are “a strong team you can trust.”

Another describes them as “extremely responsive,” offering “good, calm, sensible advice.”

Notable practitioners

Haco van der Houven van Oordt (see p.1401) “was born to be an advocate,” according to one client, who goes on to praise his “inventive approach to the most difficult cases.” He continues to be renowned as a leading figure in the shipping litigation market and represents both insurers and shipowners. Other clients say that “he is able to figure out situations and the best steps to undertake work at a high level.” Market commentators note that **Guido de Vos** (see p.1385) is an “aviation specialist.” He regularly represents clients in disputes relating to passenger rights claims. **Pieter den Haan** (see p.1386) acts on both wet and dry shipping matters, with particular expertise in disputes relating to collisions and salvage. His advice is sought after by a variety of clients, including underwriters and P&I clubs. **Jan Kromhout** (see p.1392) “knows what a company really needs,” according to impressed clients. He has a reputable practice in corporate shipping and international contracts, with particular expertise in super yachts. **Jos van der Meché** (see p.1402) is a well-respected

litigator focusing on disputes relating to cargo claims and arrests. He frequently acts on cross-border cases, representing logistics companies, freight forwarders and insurers. **Taco van der Valk** (see p.1402) has extensive experience in the transport field and offers wide-ranging expertise in non-contentious and litigious shipping matters. He represents clients in shipowners’ liability claims, as well as advising on charter parties and cargo claims.

Boonk van Leeuwen

What the team is known for Focused maritime litigation firm regularly acting for shipowners and P&I clubs on wet shipping and seagoing disputes. Offers additional Supreme Court dispute resolution capacity. Also highly reputed for its dry shipping practice, as well as ship construction and insolvency issues.

Strengths The firm receives praise from interviewees for having a “very good reputation” in both wet and dry shipping.

Notable practitioners

Michiel van Leeuwen is a “top litigator,” according to interviewees. He is held in high regard for his representation of clients in shipping disputes.

Clifford Chance LLP

See profile on p.68

What the team is known for Solid asset finance team with significant strength in aviation matters, advising on fleet financing by way of facility agreements. Regularly mandated on the acquisition, sale and leasing of aircraft, acting for both financial institutions and leasing companies. Additionally adept at assisting airline companies with joint venture agreements. Able to collaborate with the firm’s offices in other European jurisdictions.

Strengths One client remarks that “they are clearly very knowledgeable in the area,” and “have answers to hand and were a pleasure to work with.”

Another notes that the firm “has a very strong team with respect to aviation law,” noting in particular the international strength of the firm and adding: “We know we have a relationship regardless of where they are.”

Work highlights Advised Goshawk Aviation and Dionysus Aviation on establishing a USD500 million loan facility for the purpose of acquiring aircraft.

Notable practitioners

Hein Tonnaer (see p.1400) has a substantial practice representing both lenders and airlines in financing deals. He advises client on sales, purchases and leasing agreements.

Cox Ten Bruggencate Advocaten

What the team is known for Specialised marine insurance practice, regularly assisting insurers, underwriters and cargo owners. Adept at handling logistics matters relating to warehousing and terminal operations. Additionally advises on freight forwarding, as well as liability disputes.

Strengths One client appreciates the firm’s “no-nonsense, personal approach,” noting that “they deliver quality work.”

Another source praises the team’s “bright and very hands-on lawyers” adding: “We are always able to discuss possible solutions with them.”

Notable practitioners

Respected litigator **Joeri Cox** often represents cargo owners and warehouse operators in liability disputes. He also acts for underwriters on their role assessing liability for damaged or lost cargo, in addition to advising on recovery actions. **Carljin Ten Bruggencate** receives recognition for her practice repre-

senting insurers and underwriters in cases relating to cargo damages. She also assists logistics companies with contractual advisory matters and subcontractor disputes.

Dock Legal Experts

What the team is known for Well-known firm for representing hull underwriters, P&I clubs and ship-owners in liability cases. Additionally advises clients on non-contentious matters involving commercial contracts and charter parties.

Notable practitioners

Markwin Wattel is a key contact for clients.

Loyens & Loeff

See profile on p.1435

What the team is known for Well-reputed ship finance practice acting for a number of Dutch financial institutions and international banking clients on complex financing matters. Advises on the financing of shipbuilding portfolios, facilities agreements and sale and leaseback transactions. Also capable of advising on aviation financing mandates.

Strengths One client praises the lawyers for being “very proactive.”

“They do a lot of preparation and give us real confidence in them. You can always call and ask if they’re free to clarify something,” reports one impressed client.

Work highlights Advised ING on a EUR43 million facility made available for Arklow Shipping’s acquisition of six newly built vessels.

Notable practitioners

Gianluca Kreuze (see p.1391) is a “solid partner with sector expertise,” according to pleased clients. He represents a range of multinational financial institutions in asset financing matters, including both ships and aircraft.

NautaDutilh

See profile on p.1437

What the team is known for Prominent ship finance practice representing investment banks, shipbuilders and shipping companies. Advises on fleet refinancing, as well as assisting with shipbuilding disputes, ship mortgages and acquisition financing. Additionally assists with facility agreements.

Strengths One client enthuses that the team is “very co-operative, to the point, proactive and quick,” adding: “They make time for us.”

“They are able to translate judicial points into a strategic paper,” notes one source, while another appreciates that “they can really take the work off your shoulders.”

Work highlights Assisted ING with the sale and financing of three motor vessels by the Valparola group.

Notable practitioners

One client stresses that **Erik Geerling** “is very knowledgeable,” and “has simple solutions for complex matters.” He acts for financial institutions and shipping companies on vessel and acquisition financing matters.

Norton Rose Fulbright

What the team is known for Market-leading aviation finance team with a strong portfolio of clients, including banks, leasing companies and airlines. Especially involved in the sale and purchase of aircraft, as well as refinancing and loan agreements, acting for both lenders and borrowers. Assists public sector clients and private companies with public pro-

urement matters in the aviation industry. Also acts for airline companies in restructuring matters, and is noted for its expertise on cross-border matters.

Strengths One impressed client describes a “very experienced,” team who “will get you what you need and put any concerns to rest.”

Work highlights Advised ABN, ING and CACIB as lenders on the USD233 million ship financing to OMP.

Notable practitioners

Berend Crans receives admiration for being “a very notable figure” and “an outstanding lawyer” in the transportation field. He has a stellar reputation for advising financiers and borrowers on aviation transactions, as well as acting on public procurement and regulatory issues.

Smallegange

What the team is known for Maritime boutique with a strong focus on shipping litigation. Principally acts on wet shipping disputes, with notable expertise in hull and machinery claims following collisions. Provides a full range of services, including salvage, wreck removal and general average issues, as well as charter party disputes. Represents clients in a range of liability issues, including liability for cargo damage and injury to passengers. Clients include underwriters, P&I clubs and ports.

Notable practitioners

Jan van der Stelt is singled out for his litigation prowess and remains a strong choice for wet shipping disputes.

Stek

See profile on p.1444

What the team is known for Prominent domestic aviation practice acting for clients on aircraft sales and purchases, leasing and financing matters. Active on litigious matters, assisting airlines with passenger rights claims and airport disputes. Regularly instructed on cross-border mandates in this sector. Also active on aircraft production, advising aircraft manufacturers on development issues, as well as on flight simulator leasing. Represents a wide range of clients, including Dutch leasing companies and global airlines.

Strengths Clients describe an “excellent firm” that “understands very well what the client requires.”

Another praises the lawyers for being “extraordinarily responsive, business-minded and good to work with,” adding that they offer “outstanding Dutch market knowledge.”

Work highlights Advised TrueNoord on the purchase of four new ATR 72-600 aircraft.

Notable practitioners

Jeroen Timmermans (see p.1399) is held in high regard for his market knowledge. He represents prominent Dutch leasing companies in aircraft transactions, as well as leasing agreements. The “brilliant” **Laetitia Kunst** (see p.1392) allows clients to feel “really comfortable with negotiations in her hands.” She primarily acts on non-contentious aviation matters, including financing and leasing agreements.

Van Dam & Kruidenier

What the team is known for Boutique firm focusing on inland shipping law. Acts on both advisory and litigious matters, including shipbuilding contracts, onboard employment issues and brown water collisions. Clients include insurance companies and shipyards.

Strengths Sources highlight the practice’s niche spe-

cialism, noting: “They are really renowned and have a full service in brown water shipping.”

Notable practitioners

Tim Roos is singled out by market commentators as the firm’s “key” shipping lawyer. He focuses mainly on inland maritime law, with a practice including experience in brown water litigation.

Van Steenderen Mainport Lawyers BV

What the team is known for Shipping boutique handling both contentious and non-contentious shipping work. Strong focus on shipbuilding, acting for clients on conversion projects and general shipbuilding. Represents clients in litigation and arbitration proceedings, concerning ship arrests, insurance claims and casualties. Also advises on inland transport issues, including road and rail freight.

Notable practitioners

Arnold van Steenderen “has a very strong reputation,” according to interviewees. He handles contentious shipping matters relating to collisions and salvage operations, as well as acting on non-contentious matters, including shipbuilding contracts.

Van Traa Advocaten

See profile on p.1452

What the team is known for Impressive transportation practice, with a first-rate maritime offering complemented by significant aviation expertise. Noted experience in insurance and liability claims across the transport sector. Clients include insurers, global logistics companies and financial institutions. Regularly represents international and domestic clients in contentious matters, including those relating to shipbuilding and collisions, as well as cargo damage cases and general average matters. Notable strength in aviation law, regularly assisting airline companies and insurance companies with litigation, including ground handler disputes, passenger claims and liability issues.

Strengths One client describes the lawyers as “absolutely fantastic,” noting that “what makes them good is their knowledge of business, legal knowledge and responsiveness,” and adding: “They are absolutely my go-to people.”

“They think commercially along with us,” notes another interviewee, adding that the lawyers are “always solution-oriented and they can be tough when they need to be, which is very important.”

Work highlights Acted for DHL and its subsidiary companies on its operational contracts and contractual disputes related to sea, road and air carriage, in addition to issues arising out of its warehousing and logistics operations.

Notable practitioners

Robert de Haan has broad experience of shipping matters, representing clients in matters relating to liability and cargo disputes. He is singled out by clients for his expertise in shipping insurance-related matters and also advises on onshore transportation matters, including train collisions. One enthusiastic client notes that **Robert Pessers** is “reliable, thoughtful,” and “always has a good answer” on questions of aviation law. He represents airlines and their insurers in a range of liability matters relating to passenger claims, as well as assisting with regulatory matters regarding innovative market entrants. A further client praises his “very clear and straightforward advice,” adding that Pessers “is very hands-on.” **Marc Van Maanen** is regarded by market commentators as an accomplished logistics lawyer. He represents cargo owners, carriers and their respective insurers

Netherlands White-Collar Crime & Corporate Investigations

in liability claims, international trade disputes and recovery matters. He also advises logistics companies on regulatory issues. A client singles out **Olivier Böhmer** as their “go-to” lawyer for collision-related matters. He represents cargo owners in liability claims, as well as advising public authorities on their liability claims relating to port contamination. **Jolien Kruit** represents cargo owners in claims against carriers relating to loss of cargo, or damages to their products during transport. He receives praise from one client for his impressive knowledge and broad scope of interest in the shipping space. **Vincent Pool** has a strong practice acting on dry shipping matters, including collisions and cargo damages. He also acts on wet shipping cases relating to sunken vessels and general average.

Wiersma Mensonides

What the team is known for Well regarded for ship and commodities financing, as well as expertise in bankruptcy and the enforcement of ship mortgages. Offers a notable litigation practice, providing solid support on contentious shipping matters, including hull & machinery insurance issues and accidents at sea.

Strengths Sources single out the practice as “a recommended firm for litigation” and appreciate that the team is “easy to work with.”

Notable practitioners

Reinier Van Campen is recognised predominantly for his litigation practice, representing shipowners and P&I clubs in claims relating to collisions and general average. **Taco Wiersma** is respected for his shipping litigation practice and focuses his practice on dry maritime matters. He is also equipped to handle recovery procedures. **Aram Vos** focuses

largely on shipping finance mandates, regularly acting for banks and commodity traders. He additionally handles shipbuilding and contentious transport law matters.

ZWARTBOL ADVOCATEN

What the team is known for Boutique practice with notable expertise in contractual law. Has a strong focus on shipbuilding contracts, as well as financing matters and ownership rights. Offers expertise in handling shipping-related contractual dispute resolution. Frequently mandated by shipyards and shipowners, as well as offshore companies and banks.

Notable practitioners

Bas Ort acts for shipbuilders, shipowners and offshore maritime suppliers on maritime trade matters and contractual mandates. He also represents clients in shipping disputes.

WHITE-COLLAR CRIME & CORPORATE INVESTIGATIONS

White-Collar Crime & Corporate Investigations	Corporate Investigations	White-Collar Crime
Leading Firms	Senior Statespeople	Leading Individuals
Band 1	Senior Statespeople: distinguished older partners	Band 1
Allen & Overy LLP	Italianer Joost <i>NautaDutilh</i>	Biemond Hendrik Jan <i>Allen & Overy LLP</i>
De Brauw Blackstone Westbroek *	Leading Individuals	Doorenbos Daan <i>Stibbe</i> *
Band 2	Band 1	Verbruggen Aldo <i>Jones Day</i>
Houthoff *	Biemond Hendrik Jan <i>Allen & Overy LLP</i>	Band 2
Jones Day	Somsen Marnix <i>De Brauw Blackstone Westbroek</i> *	Bakker Marike <i>NautaDutilh</i>
NautaDutilh *	Band 2	Leliveld Jan <i>Van Doorne (ORL)</i> ◇ *
Stibbe *	Doorenbos Daan <i>Stibbe</i> *	Schreuders David <i>Simmons & Simmons LLP (ORL)</i> ◇
* Indicates firm / individual with profile.	Ploeger Patrick <i>De Brauw Blackstone Westbroek</i> *	Band 3
◇ (ORL) = Other Ranked Lawyer.	Verbruggen Aldo <i>Jones Day</i>	Brouwer Dian <i>JahaeRaymakers Advocaten (ORL)</i> ◇
Alphabetical order within each band. Band 1 is highest.	Band 3	de Bree Robbert <i>Wladimiroff Advocaten N.V. (ORL)</i> ◇
	Affourtit Vincent <i>Houthoff</i> *	Perez Enide <i>Sjöcrona van Stigt (ORL)</i> ◇
	Bakker Marike <i>NautaDutilh</i>	
	Broekhuijsen Robert Hein <i>Ivy Advocaten (ORL)</i> ◇	
	de Swart Alexander <i>Wladimiroff Advocaten N.V. (ORL)</i> ◇	
	van der Hoeven Rob <i>NautaDutilh</i>	
	Star associates	
	Van der Aa Neyah <i>Allen & Overy LLP</i>	
	Associates to watch	
	Rosing Muriël <i>Stibbe</i> *	

Band 1

Allen & Overy LLP

What the team is known for Prominent corporate investigations practice offering expertise in both investigations and white-collar defence litigation. Acts for a global client base, including financial institutions, professional services companies and leading Dutch corporates. Distinguished by its criminal defence capabilities, the team advises on sensitive investigation processes, including those linked to alleged money laundering, bribery and business irregularities. Regularly acts for clients before the Dutch Prosecution Service and industry regulators.

Strengths One client stresses that the firm is “a very good party to work with.”

An interviewee highlights that the team is “absolutely good in investigations, the lawyers understand the way to handle them.”

Notable practitioners

One client describes **Hendrik Jan Biemond** as “one of the best lawyers on the criminal side in the Netherlands,” adding that he “is highly regarded.” He offers particular expertise representing financial institutions, assisting with cross-border investigations into audits and regulatory violations. He also has experience defending clients in allegations of fraud, bribery and money laundering. The “impressive” **Neyah Van der Aa** is praised for his “hands-on” approach by one client. He assists with a range of investigations for the financial and professional services sectors, advising on allegations of misconduct and bribery of officials.

De Brauw Blackstone Westbroek

See profile on p.1416

What the team is known for Unrivalled investigations practice with a stellar reputation for advising blue-chip clients on anti-bribery, international sanctions and tax irregularities. Active on matters pertaining to financial misconduct, notably assisting leading Dutch banks with regulatory investigations into interest rate manipulation. Regularly acts for large Dutch corporate clients on export control matters, environmental regulations and human rights issues. Assists clients with matters globally, with prominent investigations relating to the Middle East, South America and China.

Strengths One client describes the team as “a robust and reliable practice,” and adds that the lawyers “are quick, responsive and always there when you need them.”

Another client enthuses: “The quality is just a given.”

Work highlights Assisted Imtech with an investigation into an alleged breach of US sanctions against Iran.

Notable practitioners

According to one client, **Marnix Somsen** (see p.1399) “has a very in-depth knowledge of the regu-

latory landscape,” stressing that his understanding stretches beyond the Dutch framework. He represents an enviable client list of domestic and multinational corporations and financial institutions. He receives additional praise from clients for being “a regulatory star,” whose work is “brilliant.” **Patrick Ploeger** (see p.1396) “always remains very calm” and “is able to really assess and make a difference between important and less important points,” according to one satisfied client. He represents leading Dutch clients in cross-border matters relating to financial fraud and business irregularities.

Band 2

Houthoff

See profile on p.1429

What the team is known for Strong team acting on regulatory enforcement and criminal defence. Offers expertise in a range of high-profile investigations into allegations of bribery, tax fraud and money laundering. Acts for a number of banks and listed companies, as well as representing bankruptcy trustees and shareholders of companies under investigation. Offers further experience in the construction and insurance sectors.

Strengths One client, who is “very happy with the support,” reports that the lawyers are “very smart people, who are very dedicated and flexible.”

Another says “the team excelled,” and particularly highlights the lawyers’ responsiveness.

Work highlights Assisted Vestia with investigations

relating to its derivatives portfolio, including with bribery investigations against a former treasurer.

Notable practitioners

Clients report that **Vincent Affourtit** (see p.1380) is “approachable, proactive and delivers on time,” and appreciate that he is always “keen to deliver the right quality.” He offers expertise on a range of mandates, including regulatory enforcement investigations, whistle-blower complaints and allegations of market abuse.

Jones Day

What the team is known for Experienced team handling investigations relating to fraud, bribery and money laundering. Also assists with criminal defence relating to alleged breaches of environmental legislation and professional liability. Offers further strength in internal governance, acting for multinational corporations, as well as directors and executives. Well equipped to handle cross-border matters, particularly involving the US and Asia, thanks to the firm’s international network and globally integrated service.

Strengths One client praises the team for being “able to co-ordinate well” in cross-border files.

Notable practitioners

According to one client, **Aldo Verbruggen** is “one of the top lawyers in the Netherlands” for his white-collar defence practice. He is a highly experienced criminal lawyer with experience of investigations and criminal defence cases in the financial services and telecoms sectors. Other clients note that he “has very good judgement,” and is “sufficiently sophisticated to deal with international issues.”

NautaDutilh

See profile on p.1437

What the team is known for Respected team handling a broad range of investigative and litigious work for financial institutions and multinational companies. Areas of expertise include anti-corruption and anti-money laundering, as well as sanctions

compliance. Offers experience in investigations with international components and regularly represents clients in both criminal and civil matters.

Strengths Clients say they “really like to work with Nauta because the lawyers have a lot of knowledge,” and also highlight the firm’s ability to work as a team, which “brings the best results for the client.” Others stress that the firm is “very efficient.”

Work highlights Assisted Deloitte with investigations in relation to its audit of Steinhoff International.

Notable practitioners

The “wonderful” **Joost Italianer** has an enviable reputation for his work in criminal law. He acts for Dutch companies on criminal liability investigations, particularly in the energy sector. Other interviewees stress that he “is very well regarded.” **Marieke Bakker** predominantly assists clients with criminal defence in relation to financial irregularities, anti-money laundering and whistle-blower cases. Clients describe her as “wonderful” and appreciate the way she “leads the charge” in cases. **Rob van der Hoeven** advises multinational clients on criminal proceedings relating to bribery. He is experienced acting on cross-border files.

Stibbe

See profile on p.1445

What the team is known for Large team involved in internal and external corporate investigations for consumer goods and construction companies, as well as financial institutions. Advises on investigations relating to fraud and bribery allegations and also assists with related litigation proceedings. Frequently acts on cross-border mandates with significant media attention.

Work highlights Advised Eurogrit and Sibelco on investigations and defence strategy following the discovery of asbestos in certain products.

Notable practitioners

Daan Doorenbos (see p.1386) is an “excellent practitioner,” according to interviewees, who admire his criminal defence practice. He represents clients

in international criminal and civil proceedings, as well as investigations relating to fraud and money laundering allegations. **Muriël Rosing** (see p.1397) assists clients with investigations relating to money laundering and fraud allegations, as well as advising on compliance issues.

Other Ranked Lawyers

Robert Hein Broekhuijsen has substantial experience advising on anti-money laundering and fraud investigations, as well as representing insurance companies in internal investigations.

Dian Brouwer is praised by one client for being “very precise, focused, knowledgeable and easy to reach.” He represents both companies and individuals as defendants in white-collar proceedings, including fraud and bribery allegations.

Robbert de Bree advises clients on criminal law, sanctions and fraud. He is experienced representing clients from the financial services sector. He also assists clients with environmental investigations and liability cases.

Alexander de Swart is highly regarded for his practice advising clients on corporate investigations relating to allegations of money laundering, tax evasion and bribery.

Jan Leliveld (see p.1392) principally acts on contentious files relating to bribery, fraud and regulatory investigations. He represents multinational companies, management boards and individuals in internal investigations.

Enide Perez has a strong record acting on criminal cases relating to money laundering and corruption. She advises companies and individuals on investigations, litigation and negotiations with the Public Prosecutor.

David Schreuders represents a range of multinational clients in criminal proceedings relating to fraud and bribery. His clients include both corporations and company directors and executives.

Leaders' Profiles in Netherlands

AFFOURTIT, Vincent

Houthoff, Amsterdam
312 0605 6936
v.affourtit@houthoff.com

Featured in Corporate Investigations (Netherlands)

Practice Areas: Vincent is head of Houthoff's Investigations & Public Enforcement practice. He specialises in financial and economic public law. Vincent assists clients that are the subject of regulatory investigation, supervision and enforcement, or that have brought proceedings in relation to such matters, by swiftly and efficiently finding a solution for the problems identified during the investigation. Preventing or limiting reputational damage is an essential part of his work, as are ensuring a good relationship with the key stakeholders and providing effective and efficient assistance in the event of litigation. Vincent is an expert in handling politically sensitive cases, and advises on and litigates matters at the interface between public and private law. Vincent is a lecturer at the Law Firm School and a regular annotator for the legal journal JOR. He is also associated with the Institute for Financial Crime and a member of various professional associations.

ALEXANDER, Thijs

Clifford Chance LLP, Amsterdam
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Featured in Private Equity (Netherlands), Corporate/M&A (Netherlands)

Practice Areas: Thijs Alexander is Partner in the Amsterdam Corporate practice and specialises in mergers and acquisitions, corporate finance and equity capital market transactions. Thijs has been involved in many large and high-profile public offers and private equity transactions.

ALMARINI, Mohammed

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/almardini-mohammed> to know more about our lawyers.

ARENDS, Daan

DLA Piper LLP, London

Featured in Tax (Netherlands)

Career: Daan Arends has close to 20 years' experience in international indirect tax: VAT, customs and Transfer Taxes. He advises multinational clients on international VAT and customs implications of e-commerce, supply chain restructurings, cross-border mergers & acquisitions, and business integration projects. Daan acts for multinational clients in a wide range of sectors, including consumer goods & retail, technology, financial services and manufacturing. Daan is an attorney-at-law and tax adviser. He is heading the Amsterdam Tax Practice and is leading the International VAT practice of DLA Piper.

ARNBAK, Axel

De Brauw Blackstone Westbroek, Amsterdam
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Featured in TMT (Netherlands)

Practice Areas: Axel Arnbak is a reputed expert on European and Dutch data protec-

tion, cybersecurity and cybercrime issues. He provides strategic advice to multinational companies aligning their commercial goals with legal compliance and enforcement risks. Axel is internationally-noted for his expertise and stands out among lawyers for his technical understanding of today's information society and involvement in academic research.

Career: Senior Associate.

Professional Memberships: Axel is a faculty member at the Board Academy, the elite educational program for captains of industry. **Publications:** Axel obtained his doctorate in 2015 with his book 'Securing Private Communications', the first ever Ph.D. thesis on European cybersecurity law, published by Kluwer Law International in 2016. His academic work has been published by globally recognized journals in law and computer science and has been covered by a.o. the Financial Times, CBS News, and the Wall Street Journal. Axel is a columnist at the Dutch Financial Times and he is regularly invited to address the European and Dutch Parliament on current matters and to give workshops on 'how the internet works'.

BAKS, Bas

CMS, Utrecht
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Featured in Insurance (Netherlands)

Practice Areas: Bas Baks is a partner in our Insurance & Litigation practice group. He specialises in insurance and liability matters, with an emphasis on claims in relation to construction related matters and D&O. Bas has experience in various areas of professional liability and product liability. Bas is co-head of the global CMS Insurance Sector Group.

Career: 2014: Partner at CMS. Bas has been a practising lawyer since 2000.

Professional Memberships: Insurance Law Association, Lecturer Liability and Insurance Law for the Stichting Opleiding Advocaten Arrondissement Utrecht, Technical Insurance Professionals Club (Beurs Club Technische Verzekeringen), Causarie.

Publications: Publication: 10 things every insurer should know. Furthermore Bas publishes in professional journals and media.

BANZ, Casper

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/b/banz-casper> to know more about our lawyers.

BARKHUYSEN, Tom

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Featured in Public Law (Netherlands)

Practice Areas: Tom specialises in administrative law, compliance and sanctions, environmental, housing, education, licensing, regulatory and governmental liability issues. He advises a range of companies and public bodies including representation before Dutch and European courts. He holds a professorship in public law at Leiden University. Please visit: <http://www.stibbe.com/en/people/t/tom-barkhuysen>

BEERLAGE, Hans

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Featured in Capital Markets (Netherlands), Private Equity (Netherlands), Corporate/M&A (Netherlands)

Practice Areas: Hans Beerlage is Partner in the Amsterdam Corporate practice. He specialises in corporate finance, M&A and equity capital markets and regularly advises private equity firms, publicly listed companies and bidders or target companies in public acquisitions. Hans also regularly advises corporate enterprises and financial investors on joint ventures and corporate governance.

BEESTON, Sarah

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Featured in Competition/European Law (Netherlands)

Practice Areas: Sarah Beeston heads the European & Competition Law team of Van Doorne. She divides her time between advisory and procedural work. She advises national and international clients on compliance with antitrust, abuse of dominance and state aid rules in the context of transactions, strategic alliances and their daily business. She thus helps clients to achieve their commercial goals within the limits defined by the competition rules. Sarah also represents clients' interests before competition authorities and in court, including in the context of multiparty (follow-on) damages claims based on a breach of competition law. Sarah is innovative and seeks solutions. She obtained the first commitment decision and first settlement decision (excluding the construction industry settlement) taken by the Dutch competition authority. She has successfully settled a number of international damages claims. She is also one of the founders of the Association for Compliance in the Healthcare Sector and is active in the healthcare and life science sector.

Career: Sarah began her career with the European Commission and entered private practice in 1990. Her international experience in London, Brussels, Paris and the Netherlands adds a dimension to her approach, which is highly valued by clients.

BENS, Daphne

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Featured in Corporate/M&A (Netherlands)

Career: Daphne Bens has extensive experience in advising clients, (multi)national corporations as well as listed companies in complex cross border M&A transactions. Daphne's practice focuses on mergers and acquisitions, private equity, joint ventures and general corporate law. Daphne has a specific focus on the Technology sector and the Hospitality and Leisure sector and is member of the DLA Piper core teams in these sectors. In 2002 Daphne was seconded at DLA Piper Hong Kong and Singapore.

BERENDSEN, Sidney

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Sidney Berendsen, attorney at law, is a specialist in corporate law disputes, such as disputes involving M&A transactions, disputes between shareholders, proceedings with the Enterprise Chamber of the Court of Appeals and directors' and supervisors' liability. Next to this, Sidney is the head of the Corporate Investigations Team and has an extensive experience in this field. Sidney is advising Rabo Vastgoedgroep – a subsidiary of Rabobank Netherlands – in the biggest fraud case ever tried in the Netherlands (the so called Vastgoedfraude). **Publications:** Sidney is co-author of the book 'Building in the Netherlands'.

BERGER, Kirsten

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Kirsten specialises in energy law and has extensive experience in the energy and industrial sector. She acts as counsel to various energy companies and industrial companies in respect of projects, transactions, commercial contracts, joint ventures, regulatory and financial matters. As a true sector specialist she has an extensive track record in respect of: – projects and project development including wind parks, power plants, gas exploration and production and industrial plants; – M&A transactions including controlled auctions for wind parks, interests in offshore gas fields and pipelines, industrial restructurings and private M&A transactions in the sector; commercial contracting including power purchase agreements (including corporate PPAs), (industrial) gas supply agreements, transport and storage agreements, tolling agreements and refinery gas agreements utilities agreements (including water and heat); – joint ventures in relation to wind parks, power plants, upstream gas projects and for innovative projects such as a waste to chemicals project; – regulatory matters including connection and transportation issues, third party access, gas quality matters, program responsibility and balancing, CO2 emissions trading, SDE subsidy aspects and EU Energy Regulations; – real estate aspects including pipeline issues and lease and ownership aspects.

BERGER, Lodewijk

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Featured in Tax (Netherlands)

Career: Lou has long-standing trusted relationships with a number of the largest U.S. multinationals and represents them on planning, (multilateral) audits, and international tax controversies. He is very engaged in EU and OECD changes, including BEPS, ATAD, State Aid, and DAC6, and proactively counsels clients on related risks and implications. Lou began his practice as an international tax attorney in Amsterdam in 1997. He spent two years working in London and six years working in New York before returning to Amsterdam. He is a member of the ABA and the IFA and speaks regularly at tax conferences.

BERKENBOSCH, Jasper

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Featured in Restructuring/Insolvency (Netherlands)

Career: Jasper Berkenbosch, leader of the Amsterdam Business Restructuring & Reorganization team, advises companies in distress, banks, and creditors on a wide variety of restructuring and insolvency matters, including insolvency proceedings, workouts, cross-border restructurings, and director and shareholder liability matters. Jasper acts as insolvency administrator in high-profile cross-border cases and is regularly appointed by the court as administrator and trustee in complex insolvency proceedings involving multiple jurisdictions in and out of Europe.

BIELEVELD, Lisette

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Lisette is head of Van Doorne's Commercial team. She advises and litigates on behalf of domestic and international companies and organisations with regard to all commercial contracts, such as (international) agency, franchise and distribution contracts, (international) sale/purchase agreements (including general conditions, sourcing and framework agreements) services agreements, co-operation agreements and confidentiality agreements. She has specific expertise in commercial litigation (both before Dutch Courts as well as in (international) arbitration), consumer law, liability law and related matters of an international private law nature. She also advises and litigates in the areas of e-commerce and IT, including outsourcing, software and hardware sales and supply of software licensing and on failed IT projects. Lisette specialises in contract and liability law (including food and health safety related issues), civil procedural law, international private law and ICT.

Professional Memberships: Dutch Association for Distribution, Franchise and Agency International Distribution Institute Lecturer for the NEVI (Netherlands Association for Purchase Managers) Editor in "Rechtspraak Contractenrecht" ("Case law on Contract law"), a publication of Kluwer Arbitrator IDI Arb

BIJKERK, Eelco

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Featured in Private Equity (Netherlands)

Practice Areas: Eelco is a specialist in corporate law. He advises private equity firms, corporates and financial institutions on mergers and acquisitions, restructurings and other corporate law issues. He also regularly works with international law firms on cross-border transactions. Eelco has particular expertise in private equity transactions.

Career: 2015: Partner Stek; 2011: Senior Associate Stek; 2006: Associate Allen & Overy.

BISCHOT, Willemien

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Featured in Healthcare (Netherlands)

Practice Areas: Willemien heads Van Doorne's Healthcare & Life Sciences practice. Willemien advises healthcare

providers, private investment companies and related community interest companies on such issues as mergers and joint ventures, funding and financing, corporate governance, contractual relationships with healthcare insurers, municipalities and grant providers, disputes, employee relations, restructuring and recovery. She also assists clients in raising private capital.

Career: Willemien publishes and lectures frequently. Willemien is board member of various Dutch companies, such as the Supervisory Board of CZ (one of the four major Dutch insurance companies), and the regulations evaluation committee, ZonMw. Furthermore, Willemien is vice chairman of the supervisory board, and member of the audit committee of TIAS, School for Business and Society. Willemien became partner in 2000.

BISSCHOP, Klaas

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Featured in Intellectual Property (Netherlands)

Practice Areas: As a litigation partner in the firm's Amsterdam office, Klaas Bisschop has been dealing with elaborate disputes for more than 20 years. Klaas concentrates on matters of a high technological content. He defends his clients' interests in patent litigation, trade secrets cases, product liability cases, and commercial litigation cases. Klaas knows the courts and knows how to explain complex issues. He has handled cases before the Dutch national courts, arbitral panels of the International Chamber of Commerce, and the Court of Justice of the European Union, as well as other institutions. Most of his clients come from industries where research and development are key, such as life sciences, telecommunications, energy, chemicals, and automotive. Klaas is a real team player. Together with his client's representatives and his Hogan Lovells colleagues they will act as one team to get the job done and will focus on what really matters. He will fight for the best possible result, whether by settlement or through litigation. He is active in the legal community and is a member of AIPPI, EPLAW and LES. He regularly speaks on conferences and is the writer of legal comments.

BLEEKER, Jeroen

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Jeroen has a wealth of experience on M&A transactions in the communication, media and technology sector. He frequently advises clients on acquisitions and divestitures of communication infrastructure, FttH networks, datacenters, mast portfolio's, hosting, software and cybersecurity companies, as well as parties active in the digital marketing, media, gaming and creative industries. Jeroen also has broad experience in private equity transactions. He thrives in international transactions that require him to not only render legal advice, but also to make the deal happen, thereby overcoming challenges on a different level, such as differences in negotiation styles between parties from different jurisdictions.

Career: Admitted to the Bar in 1998. Loeff Claeys Verbeke until 2000. Allen & Overy in Amsterdam and London until 2006. Partner at JanssenBroekhuysen Advocaten since

2006. Lecturer on M&A transactions for the permanent education of accountants for the Royal Netherlands Institute of Chartered Accountants since 2014.

BOEKRAAD, Gertjan

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Gertjan specialises in complex commercial litigation. His practice involves a wide range of civil liability issues, including disputes concerning various types of contracts, tort litigation, professional liability disputes, and banking and securities litigation. He also represents auditors of big accountancy firms in proceedings before the disciplinary courts for auditors. Gertjan is also an insolvency expert and litigates over issues such as the validation of claims, fraudulent preference and director's liability. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/g/gertjan-boekraad>.

Career: Partner since 2005. Gertjan also serves as a deputy judge in the Court of Appeal of Den Bosch.

Personal: Gertjan holds a PhD in law from the University of Nijmegen (1997).

BOERSTRA, Onno

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Onno specializes in mergers and acquisitions, private equity and buyouts and management participations. Several independent, international surveys have specifically recommended Onno in these areas. Onno represents various Dutch and foreign companies, private equity funds and other investors, mainly in cross-border transactions. He also frequently acts for management teams in buy-outs.

Career: Onno has a broad managerial experience. He was managing partner at VanEps Kunneman VanDoorne in Curaçao, where he was responsible for managing and reorganizing the Curaçao and Aruban offices. Onno likewise served as the managing partner at Van Doorne's Amsterdam office from 2007 to 2010. Since 2018 he is the firm's senior partner. Number 1 ranking in Mergermarket Benelux League Table 2011 Number 1 ranking in M&A deals Netherlands 2018: both Volume and Value Nominated as Best M&A Lawyer by Dutch M&A Awards 2018 Best M&A lawyer (Gouden Zandloper) Netherlands 2017 and 2019

BOLKENSTEIN, Matthijs

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Featured in Banking & Finance (Netherlands)

Practice Areas: Banking & Finance Corporate Law Bankruptcy Energy Real Estate
Career: Matthijs graduated in 2003 from Leiden University mastering in corporate law and company, law and management. He started his career in 2004 as an attorney at law at Eversheds Sutherland and was appointed partner banking & finance in 2012. In 2009 he successfully completed the postgraduate specialization course in security law (cum laude) at the Grotius Academy. Matthijs joined Ploum as a partner in 2019.

Professional Memberships: •Secured Finance Network Europe •Holland Fintech •Member of Ethics and Integrity committee

CFA Society VBA Netherlands •Dutch Association for Financial Law (Vereniging voor Financieel Recht) •Commercial Law Association (Vereeniging Handelsrecht) •Dutch Association of Finance Companies (Vereniging van Financieringsondernemingen in Nederland)

Personal: Matthijs specializes in assisting clients in (inter)national finance, debt and capital market transactions, with a specific focus on real estate finance transactions. Matthijs is well experienced in advising on financial regulations. On a regular basis he assists clients in license application processes at the Netherlands Authority for the Financial Markets (Autoriteit Financiële Markten) and the Dutch Central Bank (De Nederlandsche Bank) and advises on compliance related aspects of financial supervision including AML and sanctions.

BOSMA, Willem

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Featured in Public Law (Netherlands)

Practice Areas: Willem's practice includes advising and litigating for various parties within the areas of planning and environmental law and real estate law. He advises clients both from a legal as a strategic perspective in projects or transaction. Willem acts on behalf of property developers, investors, parties active in (sustainable) energy projects, utility companies and companies in the (chemical-, pharmaceutical-) industry. His clients further include local and regional authorities, such as municipalities, provinces, and environment agencies. He specialises in spatial planning law, environmental law related to facilities (inrichtingen), REACH, substances of very high concern, land use policy (in particular expropriation, the Dutch Act on Preferential Rights of Municipalities (Wvg), long-term ground lease, and land exploitation), and energy law.

Career: Willem enjoys lecturing on various subjects related to his practice (inter alia long-term ground lease on account of the Berghauser Pont Academy, and on land exploitation for the Dutch Academy for the Practice of Law (Academie voor de Rechtspraak)). In 2012, Willem completed the Grotius Academy course on Environmental and Planning Law with honours.

Publications: Willem is the author of books on planning and environmental law (VIND Omgevingszaken (Grondexploitatie)), administrative law (VIND Bestuursrecht (Wvg)), multiple Dutch law journals regularly publish his comments on court decisions.

BOSMAN, Robert

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Featured in Competition/European Law (Netherlands)

Practice Areas: Robert specializes in EU law, European and Dutch competition law as well as legislation on regulated markets. He acts for clients in proceedings before the European Commission, the (Dutch) Authority for Consumers & Markets and before the Dutch courts and the Court of Justice of the EU.

Career: Robert qualified as a lawyer in 1981 and joined CMS that year. He is a partner since 1989. He taught competition law at the Ecole des Hautes Etudes Commerciales (EDHEC) in Lille (France) and sat as a substitute

judge in the District Court of Breda (The Netherlands).

Professional Memberships: Robert is a member of the Advisory Committee on Competition Law of the Dutch Bar Association. He is also a member of -the Dutch Association of Competition law, -the American Bar Association; Antitrust Law Section; and -the International Bar Association.

Publications: Robert is editor of several legal publications.

Personal: Languages: Dutch, English, French, German.

BRANS, Marloes

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Featured in Public Law (Netherlands)

Practice Areas: Marloes is Head of Climate Change and specialises in environmental law and spatial planning law. She advises and litigates for the industry, project developers, investors and government bodies, and has extensive experience in liaising with the authorities (environmental permission authorities, the SZW inspectorate, and the Human Environment and Transport Inspectorate). Marloes is leading the public law team in due diligence and contract negotiations in M&A and transactions. Marloes e.g. spoke on legal and policy instruments regarding water-related climate change adaptation in the Netherlands for the American Bar Association and at Columbia Law School, New York City. In 2019 she co-authored the first overview article on climate adaptation in urban planning legislation and regulations in the Netherlands and further she has several leading publications to her name on subjects such as the new Dutch Environment and Planning Act (Omgevingswet). Marloes is Chair of the Environmental Law Practice Group of Lex Mundi, a worldwide network of law firms which Houthoff is also a member of. Marloes is a board member of the Dutch Construction Lawyers Association, and a deputy judge in the administrative law section of the District Court of Central Netherlands.

BRENOORD-SPOEK, Marieke

Stibbe, Amsterdam

Featured in Competition/European Law (Netherlands)

Practice Areas: Marieke specialises in the area of international competition litigation with a focus on follow-on damages claims. Furthermore, Marieke assists high-profile clients in litigation cases concerning claims in tort and contract, mainly as defence counsel. She also represents clients in proceedings before the European Commission and the European Court of Justice. Please visit the Stibbe website: <https://www.stibbe.com/en/people/m/marieke-brenoord-spoek>.

BREEMAN, Henk

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Featured in Public Law (Netherlands)

Practice Areas: Henk Breeman has years of experience in substantive and administrative (procedural) law, particularly in the field of environmental and planning law, supervision and enforcement, as well as government liability law and the Government Information (Public Access) Act [Wet openbaarheid van bestuur]. As a lawyer Henk has been involved in many large construction, real estate and infrastructure projects. He advises

and litigates in urban and extra-urban redevelopment projects, infrastructural projects, complex spatial planning issues, (applications for) permits under the Environmental Management Act [Wet milieubeheer], environmental impact reports, as well as any enforcement issues related to the above.

BREMER, Jaap

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Featured in Intellectual Property (Netherlands)

Practice Areas: Jaap specialises in IP litigation and transactions. He represents a variety of clients from different industries, ranging from well-known multinational telecom and outdoor media companies to pharmaceutical and nutrition companies. Jaap is first and foremost a litigator with extensive experience in high-profile multi-jurisdictional patent litigation, particularly in pharmaceutical and standard essential (telecom) patent cases, and in trademark and advertising matters. He is an editor of the EPLAW Blog, a member of the examination board for Dutch patent attorneys and a member of the Standing Committee for IP of the Dutch Bar Association.

BUITER, Liesbeth

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Featured in Real Estate (Netherlands)

Practice Areas: Liesbeth Buiter is Counsel in the Amsterdam Corporate practice and specialises in project finance, construction law and real estate. Liesbeth has worked on a number of significant projects involving (off-shore) windfarms, power plants, railway and motorway infrastructure, heat distribution networks, commercial property developments and real estate transactions in the Netherlands. This includes the negotiating, drafting and advising in relation to EPC and LTP Contracts, Tolling and PPA Agreements, public procurement and environmental and regulatory issues, advising amongst others developers, long term investors and debt providers.

CAUDRI, Bram

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Bram specialises in mergers and acquisitions (including corporate takeovers, joint ventures, private equity and venture capital investments, and other types of collaborations). His work focuses on M&A transactions with an international dimension. He represents both domestic and foreign private equity and venture capital investors and strategic parties. In 2018, Bram won the M&A Award for Best M&A Lawyer Midmarket from Alex van Groningen, a leading M&A community in the Netherlands. He is a member of the International Bar Association and the International Association of Young Lawyers.

CHALMERS HOYNCK VAN PAPENDRECHT, Roderick

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Featured in Intellectual Property (Netherlands)

Practice Areas: Roderick Chalmers Hoyneck van Papendrecht is a partner at AKD who specialises in intellectual property law. He advises and represents national and

international clients in cases relating to copyright law, design law, trademark law, trade name law, advertising law and unfair competition. As an experienced litigator Roderick regularly litigates in infringement cases before courts and courts of appeal and in arbitration proceedings. He also advises on brand development, product design and intellectual property agreements, such as licences, assignments, and distribution. In his practice Roderick assists companies which are active in, for example, the fields of retail and the production and marketing of consumer products. This means fashion, foodstuffs and household products. In addition to advising and litigating, Roderick is doing a PhD at the Erasmus University in Rotterdam, where he is researching trade name law. On top of that Roderick regularly lectures and publishes on various subjects in the field of intellectual property law.

CHAVANNES, Remy

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Featured in TMT (Netherlands)

Practice Areas: Remy Chavannes (partner) specialises in copyright, media, privacy and telecommunications law, with a particular focus on internet and media litigation. Major clients include online platforms, broadcasters and publishers, and internet and telecoms providers. Recent cases include litigation about intermediary liability, online defamation, music royalties, hyperlinking, and the 'right to be forgotten'. Remy's practice also covers defamation, reputation protection and commercial image rights.

Career: BA Modern History, Oxford (1997); JD Leiden (2000); Stibbe (2000-2004).

Professional Memberships: AIPPI (member of Programme Committee and Standing Committee on Copyright); IBA; VMC; VvA. **Publications:** Co-author of biannual chronicle of law and technology for the Netherlands Juristenblad; regular lecturer on copyright and internet law at postgraduate courses.

CLAASSEN, Peter

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Featured in Intellectual Property (Netherlands)

Practice Areas: Peter Claassen is Of Counsel at AKD and has been a lawyer for more than thirty years. He specialises in procedural law and intellectual property law. Peter advises on, among other things, patents, trade marks, designs and copyright. He is also an expert on brand development, parallel trade and intellectual property agreements, such as licences, assignments and distribution. Peter's clients are national and international companies that are active in sectors such as chain stores, electronics, household and personal care, fashion and leisure wear, design and information and communication technology. A large number of the cases in which he has conducted litigation have been published in specialist literature. In addition he regularly lectures on trademark and patent law.

CLAASSENS, Tom L

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Tom Claassens (1967), attorney at law, is a member of the Corporate practice group. He has broad litigation

experience both in international and domestic cases. He also frequently litigates in the Netherlands Antilles courts. From 2002 until 2005 he co-managed the firm's New York office.

Professional Memberships: He is an active member of various organizations, such as the New York State Bar Association, the American Bar Association and the International Bar Association.

Personal: Dutch Law, University of Leiden, 1991 (with honors) Southern Methodist University Summer Program (Dallas, Texas) 1998

COHEN JEHORAM, Tobias

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Featured in Intellectual Property (Netherlands)

Practice Areas: Tobias is a widely-recognised and leading intellectual property litigator, especially in the fields of trademark, design, trade secrets and copyright law. He advises multinationals and foreign counsel on IP issues in the Netherlands/Benelux and in the EU, in particular on international litigation and resolution strategies. Tobias is a renowned litigator, appearing before all national courts, as well as EUIPO and the EU Court of Justice. He has been involved in most of the landmark IP decisions of the Dutch Supreme Court (including its references to the ECJ) in the past five years.

Career: Partner since 2001.

Publications: Tobias is co-author of the leading industry handbook series Industriële Eigendom (3 volumes), and "The relationship between national and community trademark law", 2011.

Personal: Tobias has been a professor of IP Law at the Erasmus University in Rotterdam since 2007. He is also admitted to the Supreme Court Bar.

COLLIGNON, Anna

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Featured in Public Law (Netherlands)

Practice Areas: Anna specialises in the complex areas of environmental and planning law, enforcement and supervision, and general administrative law. She works in close collaboration with her clients including a wide range of leading companies in the energy and industry/chemical sector, developers and public bodies, such as municipalities and provinces. Not only does she represent them in negotiations with government bodies and other public authorities, she also goes before the Dutch courts. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/a/anna-collignon>

CORNEGOOR, Jacob

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Mr Cornegoor has been closely involved in large and complex lawsuits, such as the legal dispute relating to equity lease products; together with Mr Hoff he defended the interests of shareholders in connection with the failure on the part of Ageas (formerly: Fortis) to fulfil its disclosure obligations; he has a great deal of experience in cases pursued for and against sovereign parties. Mr Cornegoor acts both for and against financial institutions in connection

with violations of the duty of care, including in relation to interest rate swap claims. Mr Cornegoor regularly litigates on the islands of the former Netherlands Antilles. For an extensive track record, see www.hoffadvocaten.nl/praktijk/track-record.

Career: Mr Cornegoor graduated from Leiden University and has been registered as a lawyer since 1993. He was initially employed by the law firm known at that time as Loeff Claey Verbeke (1993-1997), then worked in Curaçao with Smeets Thesseling Van Bokhorst Spigt (1997-2000) and thereafter at Spighoff/Spigt Litigators (2001-2014). On 1 September 2014, Mr Cornegoor became a partner of Hoff Advocaten.

Publications: For an overview of the publications by Mr Cornegoor, we refer to www.hoffadvocaten.nl/jacob-cornegoor.

CRAEMER, Bram Thomas
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Featured in Dispute Resolution (Netherlands)

Practice Areas: Bram Thomas Craemer specializes in the prevention and resolution of commercial disputes based on a pragmatic, result-oriented approach and clear litigation strategy. He represents companies from different sectors and jurisdictions. His regular clients include leading media companies, financial service providers and ICT companies. Businesses from the industrial sector, such as various offshore (and other) installation companies, are also longstanding clients. In addition, Bram Thomas regularly represents individuals and prominent families in complex commercial disputes. He also specializes in cross-border commercial disputes, cross-border bankruptcies and insolvency law matters.

Career: Bram Thomas has been with Lexence since 2005. He studied at Universiteit van Amsterdam and at New York University School of Law. He was admitted to the Dutch Bar in 1999.

CRONHEIM, Paul
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Featured in Corporate/M&A (Netherlands)

Practice Areas: Paul has a well-established international corporate practice, representing listed companies, large multinationals and private equity firms. Paul has handled a wide range of Dutch and cross-border public takeovers, private acquisitions and disposals, auctions and joint ventures and regularly advises on corporate governance matters. He has also acted as counsel or arbitrator in numerous ICC, AAA and NAI arbitrations.

Career: Partner since 1998.

Professional Memberships: Paul is a member of the Netherlands Bar, and has been admitted to the New York and California Bar. He is also a member of the faculty of the Amsterdam Institute of Finance, and Chair of the Law Firm Management Committee Strategy and Finance Working Group of the International Bar Association. He also serves on the Legal Committee of the American Chamber of Commerce in the Netherlands and is included on the list of arbitrators of the Netherlands Arbitration Institute and on the International Panel of Arbitrators of the American Arbitration Association.

Publications: Coauthor – The Shareholder Rights and Activism Review (4th Edition, 2019)

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Greg Crookes is Partner in the Amsterdam Corporate practice and specialises in complex cross-border M&A and joint ventures. He acts for a range of private equity and corporate clients and financial institutions, is known for being hands-on without losing sight of the big picture, and has substantial experience on both the buy-side and sell-side.

CUSTERS, Marc
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Featured in Competition/European Law (Netherlands)

Practice Areas: Marc Custers, attorney at law, is a member of the Competition & Regulatory practice group. He specialises in EU law, competition law (merger control, anti-trust and state aid) and energy law. He has experience in proceedings before the European and Dutch courts, the European Commission and the Dutch Competition Authority. Marc is editor of the Tijdschrift voor Staatssteun (a State aid journal). He is also a member of the Corporate Investigations Team.

Professional Memberships: Member of the Netherlands Association for European Law, the Netherlands Association for Competition Law and the Netherlands Association for Energy Law.

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Jan de Bie Leuveling Tjeenk is a renowned specialist in corporate litigation, securities litigation, class actions, and civil procedure.

Career: Partner since 2006.

Professional Memberships: Jan is admitted to the Netherlands' Supreme Court Bar. He is also a member of the State Commission for Private International Law, as well as serving as a board member of several charitable organisations.

Personal: Jan is a Professor of Corporate Litigation at VU University Amsterdam. He was educated at Groningen (LL.M and M.A. in History), University College London (M.A. in Legal and Political Theory) and Leyden (Ph.D. in Law).

DE BLÉCOURT, Mirjam A
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Featured in Employment (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/d/de-blecourt-mirjam-a> to know more about our lawyers.

DE BOCK, Edward
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Featured in Employment (Netherlands)

Practice Areas: Edward was appointed to Houthoff's Board of Directors on 1 January

2016, and since 1 April 2017 has been managing partner. Edward specialises in employment law and pensions law, in particular in the employment law and pensions law aspects of mergers, acquisitions and joint ventures. He advises on and litigates matters relating to employee participation law, the law on individual and collective pensions, and employment law, including the law on individual and collective employment termination. Edward is one of the Netherlands' leading specialists on executive remuneration and the dismissal of board members and directors. Edward is head of Houthoff's Employment & Pensions Team. Edward is a member of the Amsterdam and Rotterdam Associations of Employment Lawyers and the International Pension and Employee Benefits Lawyers Association. He regularly publishes and teaches on employment and pensions law at different institutes, universities, and for the professional training programme of the Netherlands Bar Association.

DE BOER, Duco
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Featured in Corporate/M&A (Netherlands)

Practice Areas: Duco focuses his practice on M&A (public and private), private equity and restructuring. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/d/duco-de-boer>

DE BOER, Reinout
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Featured in Tax (Netherlands)

Practice Areas: Reinout specialises in domestic and international taxation with particular emphasis on mergers and acquisitions, private equity transactions tax controversy and corporate reorganisations. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/r/reinout-de-boer>

DE BREIJ, Dennis
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Featured in Private Equity (Netherlands), Corporate/M&A (Netherlands)

Practice Areas: Dennis is one of the founding partners of the firm. He specialises in transactions (M&A, investment rounds, joint ventures and commercial agreements), structuring (private equity and venture capital), and strategic advice (corporate governance and threatening issues within the company between shareholders or within managing and supervisory boards).

Career: Admitted to the Bar in 1996; De Brauw Blackstone Westbroek until 2005; Partner of De Breij Evers Boon since 2005; Partner of deBreij since 2018; Guest lecturer at Utrecht Law College since 2011.

Professional Memberships: Dutch Bar Association; International Bar Association; Nederlandse Vereniging van Participatiemaatschappijen; M&A Community; VC Experts; Loan Market Association.

Personal: Born in 1971; married, 3 children; addicted to music and various cycling sports; board member of professional field hockey club Kampong in Utrecht; if lost, then in Italy.

DE BRUIN, Maarten
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Featured in Tax (Netherlands)

Practice Areas: Maarten is member of the practice groups Tax Law and Finance. His areas of expertise include mergers and acquisitions, capital markets, private equity, fund structuring and (structured) finance and securitisation. Maarten has a special focus on the real estate industry. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/m/maarten-de-bruin>

DE CLERCK, Wouter
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Featured in Dispute Resolution (Netherlands)

Career: Wouter de Clerck focuses on complex, cross-border disputes. He regularly acts for global companies in international arbitration and in multi-jurisdictional court proceedings. Wouter has experience of advising clients in the technology, energy and mining sectors. He is a visiting lecturer in arbitration law at Leiden University.

DE GAAY FORTMAN, Marry
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Featured in Public Law (Netherlands)

Practice Areas: Marry is involved in public-private regulatory matters, and specialises in public economic law and corporate governance. She is a trusted boardroom adviser. Marry's expertise ranges from research issues, advising on the effects of proposed legislation, regulatory aspects related to the regulatory authorities, the enforcement of existing laws, and conducting various proceedings. An example of her expertise is the leading role she played in the widely discussed liquidation of Vestia's €20 billion derivative portfolio. Marry combines her legal work with non-executive director roles, including as a supervisory director for De Nederlandsche Bank and KLM. She is also the chair of the theatre production company Internationaal Theater Amsterdam. Marry has previously served as a supervisory director for Royal Haskoning DHV, GVB Amsterdam and the health insurer VGZ. In addition, she lectures on boardroom dynamics at the Governance University and organises Round Table meetings for supervisory directors, during which matters such as governance issues are addressed. Furthermore, Marry is a business partner (co-host) in BNR Nieuwsradio's 'Zakendoen'.

DE GRAAF, Laurens
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Featured in Employment (Netherlands)

Practice Areas: Laurens handles reorganizations, consultation processes and other collective labour matters, next to challenging individual dismissal cases. His clients are active in aviation, engineering, energy, financial services and international transportation. Laurens also teaches in the combined post-academic employment law specialization program of Erasmus University and Leyden University.

DE GREVE, Tim

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Tim has proven expertise and knowledge in a wide range of areas including banking litigation, mass claims, corporate fraud, directors' fraud, contractual and tort disputes, and conducting internal investigations. Tim is admired for his tactical thinking, commercial attitude, good sense of context, rational approach and strong litigation skills. He is also known for achieving successful results. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/t/tim-de-greve>.

DE GROOT, Ingmar

Stibbe, Amsterdam

Featured in Real Estate (Netherlands)

Practice Areas: Ingmar's co-heads Stibbe's Construction practice. His expertise spans every aspect of construction law and commercial project development, providing his clients with the practical and concise advice they require. He has a proven expertise advising on building contracts, area developments, public private partnerships / private finance initiative (PPP/PFI/ DBFM(O)) contracts and complex real estate transactions. Ingmar has been involved in nearly all major construction and PPP/ DBFM(O) projects that have been developed in the Netherlands over the last decade. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/i/ingmar-de-groot>

DE GROOT, Jan Frans

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Featured in Public Law (Netherlands)

Practice Areas: Jan Frans specialises in public law and Supreme Court litigation. He is head of Houthoff's broad environmental law practice. His particular expertise is planning and zoning law, public-private partnerships, land policy and expropriation. Jan Frans advises on and litigates in relation to matters and projects with complex relationships between private and public interests and he acts for government bodies, developers, investors and large companies. His work focuses on large-scale area development projects, city centre redevelopment and public contracts. He litigates in fact-finding instances before the civil and administrative courts. Jan Frans is also a Supreme Court lawyer. In Supreme Court cases he focuses mainly on disputes with public law aspects: contracts with the government, government liability, expropriation, real estate, procurement and state aid. Jan Frans is chair of the Dutch Association of Expropriation Law Lawyers, and a member of various associations, including the Dutch Association of Civil Cassation Litigators, the Dutch Association for Expropriation Law, the Dutch Administrative Law Association, the Dutch Construction Law Association, and the Dutch Construction Law Association. He frequently publishes on land policy and expropriation, and gives lectures at the Grotius Academy (Environmental Law) and at the Dutch Institute for Construction Law.

DE GROOT, Jan Willem

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Jan Willem specialises in corporate and commercial litigation, with a focus on acquisition disputes, shareholder disputes, inquiry proceedings at the Enterprise Chamber and liability proceedings. He is a litigator and advises companies and national and international investment companies in complex proceedings often involving multiple jurisdictions. Jan Willem, among other things, led the team in the Elliott/AkzoNobel case. He is a lecturer at the Law Firm School, and a member of the Dutch Corporate Litigation Association and the Dutch Association for Procedural Law. Jan Willem also frequently publishes and speaks on topics related to corporate litigation.

DE GROOT, Marlous

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Marlous de Groot is counsel in the Banking & Finance Practice Group and is specialized in restructuring and insolvency law. She mainly acts and litigates for banks and factoring and lease companies. Marlous has wide experience in restructuring, debt recovery and insolvency and security law. She is regularly appointed by the court as trustee in bankruptcy proceedings or as administrator in suspension of payment proceedings. Marlous is well-known for her pragmatic approach in complex restructuring and bankruptcy cases involving multiple parties whilst still keeping sight on the legal angle.

Career: Marlous joined CMS in January 2006. As from 2015 she is counsel at CMS.
Professional Memberships: • Member Dutch Association of Lease Companies (NVL) • Member Netherlands Association for Comparative and International Insolvency law (NACIL) • Member Dutch association of insolvency lawyers (INSOLAD)
Publications: Marlous regularly drafts legal articles and commentaries. She is presently member of the editorial board of the legal magazine *Rechtspraak Insolventierecht (RI)* reporting on insolvency and restructuring case law.
Personal: Languages: Dutch, English and German.

DE JONG, Anita

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Featured in Employment (Netherlands)

Practice Areas: Partner and head of Amsterdam Employment practice. Particularly interested in issues where employment law and company law overlap, especially on the employment law consequences of takeovers and outsourcing (including harmonization of employment conditions), individual and collective dismissals, integrity issues, and privacy in the workplace. She also handles major litigation cases.
Publications: Regularly publishes articles in specialist and scientific journals, contributes to textbooks on employment law-related subjects, and speaks at national and international conferences and seminars.

DE KLUIVER, Harm-Jan

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Harm-Jan specialises in corporate law, mergers and acquisitions, corporate litigation and corporate governance. His advisory practice includes primarily listed companies. His litigation practice includes public and private companies, representing both in civil and administrative courts particularly before the Enterprise Chamber in Amsterdam.

Career: Partner since 2003.

Professional Memberships: Harm-Jan chaired the commission that advised on a fundamental overhaul of Dutch Company Law and was co-chair of the "EU Reflection Group on the Future of EU Company Law" set up by the European Commission.

Publications: Harm-Jan is a well known commentator and much published expert. He most recently co-authored "Corporate governance in the Netherlands: a practical guide to the new corporate governance code" – The Hague: Eleven International Publishing, 2018.

Personal: Harm-Jan is also a professor of corporate law at the University of Amsterdam and a well-known speaker at conferences on corporate governance and related matters.

DE LANGE, Daan

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Featured in Intellectual Property (Netherlands)

Practice Areas: Daan (partner) specialises in international patent litigation with a focus on life sciences and biotech litigation. He was involved in a number of high profile Supreme Court patent cases the last few years. Daan is a true litigator and at his best in technically complex proceedings.

Career: L.L.M. Amsterdam (2002); Stibbe 2003-2007; Brinkhof (2007 – current).

Professional Memberships: EPLAW, AIPPI

Publications: Daan is editor of the Dutch IP journal BIE and regularly writes on international (patent) litigation. He teaches at the Patent Attorney's Academy and is a regular speaker on patent litigation.

DE LANGE, Taco

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Featured in Real Estate (Netherlands)

Practice Areas: Taco de Lange is a partner and civil-law notary at AKD who specialises in real estate and area development. Taco advises national and international clients on transactions, joint ventures, transformation projects, infrastructure, financings, risk analyses and legal design. He also focuses on logistical real estate and hotels/leisure. Taco acts for leading (inter)national institutional investors, financiers, housing associations, government bodies, area and property developers, sovereign wealth funds and family (investment) companies. His clients appreciate his exceptional negotiating skills, his thorough knowledge of real estate and his commercial attitude. Taco is a member of various interest and specialist groups, such as the Dutch Green Building Council and the 3D Land Registry think tank. He is also involved in the innovative Madaster Platform, which is a public, online library of materials in the built environment. Taco also lectures at the Amsterdam School of Real Estate on, among other things, the subjects of leaseholds and rights of superficies. In addition to that he works as an editor for two

leading journals and is a regular author of a third journal.

DE LIGNIE, Marco

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Featured in Tax (Netherlands), Investment Funds (Netherlands)

Practice Areas: Marco J. de Lignie, tax adviser, is a member of the Investment Management practice group and is actively involved in the Private Equity team of Loyens & Loeff. He is specialised in domestic and international tax aspects of fund formation and management participation, and acts frequently as tax counsel in private equity buyout and venture capital transactions. Amongst his clients are most of the renowned Dutch private equity houses. Marco is a frequent speaker at seminars, and is a member of the International Fiscal Association (IFA) and the International Bar Associations (IBA). In addition, he is counsel in tax matters to the Dutch Venture Capital Association (NVP), and is Chair of the Tax Committee of Invest Europe

DE NIJS BIK, Willem

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Willem specialises in company law, corporate governance, and strategic and cross-border mergers and acquisitions between strategic companies, often in the financial and energy sectors. He advises both listed and non-listed companies, financial institutions and government bodies on a broad range of company law matters. He has experience resolving complex situations for directors and supervisory directors, and with hostile takeovers and companies in difficulty. Willem is a lecturer at the Law Firm School and regularly publishes on subjects in his field. He also has a book on corporate governance and the Dutch two-tier board system to his name. Willem is chairman of Houthoff's advisory council.

DE PREE, Jolling

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Featured in Competition/European Law (Netherlands)

Practice Areas: Jolling de Pree specialises in European and Dutch competition law. His vast boardroom experience in advising CEOs and CFOs on sensitive and high profile competition issues enhances his current practice. He advises on complex strategy and timing issues regarding M&A-deals as part of his merger control practice. Jolling's role as trusted advisor in competition law investigations materially enhances the representation of companies in international cartel investigations and cartel damages litigation. Jolling regularly advises major international companies on their issues related to the Netherlands and international competition. Jolling has vast experience in conducting internal investigations, coordinating the defence in international cartel cases, and in handling multi-jurisdictional filings.

Career: Partner since 2001.

Professional Memberships: He was chairman of the Dutch Competition Law Association from 2013 until 2018 and has been appointed as Non Governmental

Advisor to the International Competition Network. He is also member of the Dutch Bar Association's Advisory Committee on Competition Law.

Publications: Jolling lectures on EU and Dutch competition law at the Dutch Company Lawyers Association and is editor-in-chief of the treatise on competition law, 'Tekst en Commentaar Mededingingswet'.

DE RIJKE, Bart

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Featured in Competition/European Law (Netherlands)

Practice Areas: Bart de Rijke divides his time between Amsterdam and Brussels. He specialises in EU and cross-border competition law matters and represents companies in their multi-jurisdictional competition cases. He has a special interest in technology-driven industries, building on his experience in representing high-tech companies in complex competition matters and his involvement in Europe-wide patent litigation involving substantial competition law issues. Bart has significant experience in acting as coordinating counsel in multi-jurisdictional merger filings and he has established working relations with first tier competition experts in all major jurisdictions. He has successfully litigated in abuse of dominance cases and regularly advises clients on related topics. Bart's work includes advising and defending clients in investigations by European and national regulators. He also regularly advises multinational clients on aspects of competition law in contractual relations, in particular involving IP rights.

Career: Partner since 2019.

DE RIJKE, Michelle

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Michelle joined Van der Feltz advocaten in 2018. She has been active in the energy industry since the liberalization of the market started in 1998. Her practice covers the whole chain of contentious and non-contentious matters of energy and utilities law (exploration, production, trading, transmission, distribution and supply of energy and utilities) and lobbying. The current focus of her practice is on the energy transition process, which includes renewable energy projects (biogas, wind, heat, and solar energy), infrastructure, tariff regulation, subsidies, and compliance. Michelle works at the level where public affairs and strategic legal advice meet, providing her clients with guidance and assistance through (politically) sensitive issues and projects, towards creative and innovative solutions. Her clients include: private companies, public authorities, heavy industry and industry associations.

Career: Deputy judge for the Court of Rotterdam in the Administrative Law sector

Professional Memberships: Member of the Board of the Dutch Association of Energy Lawyers (Nederlandse Vereniging voor Energierecht). Chief Editor of the Nederlands Tijdschrift voor Energierecht (Dutch Journal for Energy Law). Member of the Administrative Law Committee of the Haagse Orde van Advocaten (Bar Association of The Hague)

DE ROY VAN ZUIDEWIJN, Barend

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Barend de Roy van Zuidewijn is a lawyer and partner at AKD with over thirty years of experience with insolvency and restructuring. He advises and represents banks in legal issues concerning attachments and executions, for example in disputes regarding the withdrawal of (group) financing, the execution sale of securities and disputes concerning joint and several liability. In addition Barend regularly acts as lawyer for directors and supervisory directors who have been held liable in law. Barend was also involved as a bankruptcy trustee in numerous high-profile bankruptcies. Clients appreciate his specialist knowledge and the way in which he takes control. The bankruptcies in which Barend was involved as a trustee were KPNQwest Finance, the financing company of the KPNQwest group, Internoc Holding, Bobel, Ring! Rosa Products, Reggehuys Groep and TAF Groep, which are funds which invest in European real estate. As the lawyer for Chubb Insurance Company of Europe SE Barend was involved in the directors' liability proceedings during the bankruptcies of Jomed N.V. and Ceteco. As a lawyer he represented the interests of large creditors during bankruptcy proceedings involving DAF N.V. and Fokker N.V.

Professional Memberships: Barend is a member of Insolad, Insol and the Turnaround Management Association.

DE VILDER, Eliane

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Featured in TMT (Netherlands)

Practice Areas: Eliane de Vilder (partner) specialises in commercial contracts with a particular focus on software and IT. She has advised on numerous complex multi-jurisdictional outsourcing projects and has extensive experience of acting on other technology, agency and distribution agreements, as well as broader TMT-related agreements. She also assists client in disputes concerning technology-related matters.

Career: JD Leiden (1986); LL.M. Duke University (1987); Grotius (1996); NautaDutilh (1987-2004).

Professional Memberships: Platform Outsourcing Nederland (Board member); Netherlands Association for Information Technology and Law; Netherlands Association of Computer Lawyers; ITechlaw Association.

Publications: Contributor to PLC Outsourcing Handbook (2010/2011); Co-author of a preliminary advice on open source software (NVVIR, 2006).

DE VLAM, Roland

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Roland W. de Vlam, attorney at law, specialises in Energy law. He represents his clients in administrative and civil litigation, in proceedings before the Dutch energy regulator ACM and in legislative processes. He furthermore advises market parties on regulatory aspects of energy related transactions and projects.

His engagements include renewable and conventional production, transmission and (smart) distribution, storage and energy efficiency; all related to gas, power, heat and (drinking) water.

Career: Co-head of the Netherlands Energy Team.

Professional Memberships: Roland is a member of the Dutch Bar Association and author on numerous publications on energy law.

DE VOS, Guido

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Featured in Transportation (Netherlands)

Practice Areas: Guido de Vos is a lawyer at AKD. He specialises in the transport sector with an emphasis on air transport and related services. Guido advises and litigates in cases relating to contracts for the transport of passengers and cargo, such as transport and forwarding, ground handling, agency, charter, lease and aviation insurance contracts. His expertise covers national, international and European aviation regulations and the broader field of public aviation law. This includes, for example, the allocation of slots, landing rights, passenger rights, safety and security, environmental and noise regulations and immigration legislation. He also teaches and publishes regularly on issues in this specialist field. His clients include airlines, other transport companies, logistical service providers and their insurers. They appreciate the way he engages with their businesses, as well as his broad knowledge of the mostly international market in which they operate. Guido is a lecturer in aviation law at the International Institute of Air and Space Law at the Universities of Leiden and Utrecht. He also gives guest lectures at other educational institutes and publishes frequently on aviation law issues.

DE VRIES, Folko

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Featured in Banking & Finance (Netherlands)

Practice Areas: Folko de Vries is Partner in the Financial Markets Group in Amsterdam, focusing on leveraged finance. He acts for sponsors and lenders. Folko has recently worked on a significant number of direct lending transactions and public-to-private transactions.

DE VRIES, Klaas

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Klaas specialises in corporate law, and mergers and acquisitions. He advises multinationals and private equity firms on public and private mergers and acquisitions, joint ventures, corporate governance and listing rules. Klaas has considerable experience in cross-border M&A, assisting clients in their transactions outside their home country.

Career: Partner since 2012.

DE VRIES, Rixt

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Featured in Employment (Netherlands)

Practice Areas: Rixt specialises in employment law, including the law on collective and

individual employment termination, employment participation law, the law on collective bargaining agreements, mergers and acquisitions, and reorganisations. Her work involves advising on the employment law aspects of acquisitions, mergers and reorganisations. She also has extensive experience with conflicts between individual partners and partnerships, and between medical specialists and healthcare institutions. Rixt teaches at the Grotius Academy, SSR (Training and Study Centre for the Judiciary) and Magna Charta (Academy for Legal Practice), and is a deputy justice at the Court of Appeal in Arnhem/Leeuwarden.

DE VRIES, Titus

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Featured in Banking & Finance (Netherlands)

Practice Areas: Titus de Vries is Partner, Co-Managing Partner of Clifford Chance Amsterdam and head of the Amsterdam Financial Markets Group. He has extensive experience in financing transactions with particular experience in leveraged finance and corporate lending (both syndicated and club deals, both domestic and cross border). Titus also focuses on alternative sources of financing and on structuring deals to combine different types of financing. He acts for lenders as well as borrowers.

DE VROE, Bart

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Featured in Employment (Netherlands)

Practice Areas: Bart is a recognised employment law specialist in the broadest sense of the word and mainly conducts an employer's practice. He deals with (collective) reorganisations, individual dismissals, works council matters (advice and consent processes), remuneration of executives (Short Term Incentives en Long Term Incentives, Application of the 30% rule), Standardisation Act for Top Incomes in the public sector (WNT) and employment law issues in mergers and acquisitions (transfer of undertaking).

Career: Bart worked for Band 1 law firm Stibbe for many years (1996-2005). In 2005 he joined Vestius.

Professional Memberships: Former Chairman of the Employers Lawyers Association for Amsterdam (VAAA). Member of the specialist Dutch Employment Lawyers Association (VAAN), Labour Law Association (VvA) and the European Employment Law Association (EELA).

Publications: Bart regularly publishes in professional law reviews and newspapers on different employment law issues. A list of publications is available on request and on Bart's LinkedIn page.

Personal: Attended University of Amsterdam

DE WEERD, Thomas

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Featured in TMT (Netherlands)

Practice Areas: Thomas specialises in IT, privacy, outsourcing and intellectual property. His daily work involves advising a wide range of national and international clients on IT, privacy and intellectual property matters, technology-related transactions, outsourcing transactions, and technology contracts. He has experience as an in-house counsel for

technology and internet companies. He regularly advises on General Data Protection Regulation (GDPR) related matters. Thomas is a board member of the Netherlands Association for Information Technology and Law and a member of the Dutch Privacy Law Association, INTA and the Licensing Executives Society (LES). Thomas is co-author of the book *Overeenkomsten inzake Informatietechnologie* (Agreements regarding Information Technology) and the editor of the chapters on Intellectual Property and Privacy in Kluwer's 'Modellen voor de Rechtspraktijk' ('Templates for Legal Practice').

DE WIND, Els

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Featured in Employment (Netherlands)

Practice Areas: Trusted advisor and seasoned employment lawyer with focus on international and cross-border employment law, corporate employment law, HR regulatory and governance, industrial relations, employee privacy and executive departures. **Career:** Senior Vice-Chair IBA Global Employment Institute. Has held major managerial roles including Global Head of Employment PwC, Chair IBA Employment and Industrial Relations Committee and Chair European Employment Lawyers Association. Regular moderator and speaker at conferences, member of various think tanks on international and cross-border employment law. Teaches courses, writes articles and book contributions. Gained vast management experience in major national and international management roles. High profile and good reputation in the Dutch, European and global markets. **Professional Memberships:** IBA, ABA, XBHR and all Dutch employment law associations

DEFAIX, François

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Featured in Employment (Netherlands)

Practice Areas: François Defaix is a lawyer and partner at AKD who works in the field of collective and individual employment (procedural) law. He specialises in collective dismissals and reorganisations, including the drawing up of social plans and negotiations with the trade unions. His specialism also covers international employment law, due diligence, acquisitions and transfers of business ownership. François also frequently acts as board room counsel in the appointment, suspension and dismissal of directors (under the articles) and shareholder disputes. In addition, François has a great deal of experience with the introduction of collective employment contracts and co-determination law (Works Councils Act [Wet op de ondernemingsraden]). He advises the management and boards of (large) companies with regard to requests for advice and approval and the role of the Works Council in conjunction with (international) mergers and acquisitions. His extensive litigation practice includes disputes about all these employment law issues. He litigates frequently before the Enterprise Section of the Amsterdam Court of Appeal [Ondernemingskamer] and institutes preliminary injunctions in relation to strikes.

DEGELINK, Bas

DLA Piper Nederland, Amsterdam
Featured in Employment (Netherlands)

Career: Bas Degelink focuses on pension law and is a Certified Pension Lawyer. He advises and litigates in proceedings on all pension aspects, including amendments to pension schemes, indexation issues and duties of care. He acts for various clients, including pension funds, employers and associations of interested parties. He is also experienced in advising on pension aspects of local and international mergers and acquisitions.

DEN HAAN, Pieter

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Featured in Transportation (Netherlands)

Practice Areas: Pieter den Haan is a lawyer and partner at AKD who specialises in wet and dry shipping, including inland navigation. He has made a name for himself in maritime law in cases relating to, for example, salvage, wreck removal, total losses, groundings and shipboard fires. He has particular experience with disputes on collisions, limiting liability, salvage and maritime insurance. Pieter's work also involves resolving disputes following the arrest of ships, marine casualties and ship sales. Pieter acts on behalf of many leading hull underwriters and P&I Clubs on contentious marine insurance matters, including Hull & Machinery, P&I, and FD&D. These clients appreciate his specialist advice in the wake of maritime casualties and his engagement and expertise in complex cases such as Seawheel Rhine/Assi Eurolink, Probo Koala, Baltic Ace and Transito/Cee-blender. His knowledge and experience as a keen (regatta) sailor on water as well as on ice enables him to advise on contracts for the design, construction, purchase and operation of yachts. He is also well known for his work on yacht insurance cases.

DERCKX, Guido

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Featured in Tax (Netherlands)

Practice Areas: Guido Derckx, tax adviser, is a member of the Tax practice group in Amsterdam. He advises listed firms on general tax matters as well as on mergers, takeovers and share issues. His clients include financial institutions, multinationals, investment funds and high-net-worth individuals.

DIEPERINK, Marjolein

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Marjolein Dieperink is an experienced lawyer with a strong focus on the regulatory aspects of the energy sector. She has ample experience in renewables such as solar, wind and heat projects and grids, advising market players and governmental bodies on issues such as subsidy grants, permits, state aid and tendering. Marjolein was involved in several offshore wind farm projects for large energy companies, foreign investors and developers. Marjolein is listed as a leading individual in Who's Who Legal – Environment 2019. Marjolein is also a researcher at Vrije Universiteit Amsterdam,

where she obtained her cum laude PhD degree (on the transfer of development rights).

DIJKSTRA, Wiebe

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Featured in Tax (Netherlands)

Practice Areas: Wiebe specialises in international and Dutch tax law, focusing on corporate transactions, investment funds and tax controversy. Wiebe continues to build a profile in advising on high-end and other complex matters.

Career: Partner since 2016.

Professional Memberships: Wiebe is actively involved in the tax expert group of the Dutch association of asset managers (DUFAS).

Personal: He frequently lectures on international tax law, including at IBA conferences and at the universities of Amsterdam and Groningen.

DIKMANS, Sylvia

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Featured in Tax (Netherlands)

Practice Areas: Sylvia specialises in corporate tax and dividend tax, in particular in relation to private equity, fund structuring and mergers and acquisitions. She is regularly involved in international structuring and real estate transactions. Sylvia is a member of the general board of the Dutch Association of Tax Advisers ("NOB"), the International Fiscal Association ("IFA") and the International Bar Association ("IBA"). Sylvia regularly speaks on these subjects and lectures on the University of Hamburg's LL.M. programme in International Taxation. She also commentates for the NDFR on a number of tax treaties entered into by the Netherlands.

DISSEL, Yvette

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Featured in Employment (Netherlands)

Practice Areas: Yvette practices employment law, representing both national and international clients in various legal matters regarding e.g. co-determination, restructurings and the position of the managing director. In addition, Yvette frequently advises on employment law aspects of transactions, such as mergers, acquisitions and outsourcing (including TUPE). She provides legal advice to various market segments with a special focus on commercial and professional services. She is also known for her acting on behalf of works councils of large companies. **Career:** Yvette Dissel is partner at Boontje Advocaten. She is an attorney at law since 1996 and joined Boontje Advocaten in 2014. From the start of her career, Yvette exclusively works in the area of employment law. She is the head of both the international and restructuring and co-determination department and the main contact for the Employment Law Alliance (ELA). She often lectures at various renowned educational establishments and is a lecturer at the Grotius Academy.

DOORENBOS, Daan

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Featured in White-Collar Crime (Netherlands), Corporate Investigations (Netherlands)

Practice Areas: Corporate criminal law, including investigations into alleged fraud and violations of economic, financial, tax and environmental legislation. Furthermore, Daan provides representation and assistance for companies and directors facing criminal investigations or prosecutions. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/d/daan-doorenbos>

DOUMA, Tjibbe

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Featured in Intellectual Property (Netherlands)

Practice Areas: Tjibbe Douma is a partner in Dentons' Amsterdam office. He focuses on technology-related matters, and in particular on patents and trade secrets. Tjibbe has extensive experience in both European and US litigation, including high-end multi-jurisdictional patent disputes. He has also acted for both opponents and patentees in EPO opposition proceedings. Tjibbe has represented clients in contractual disputes, including contractual litigation involving milestone claims in the life sciences sector. Moreover, he has represented a multinational in post-M&A arbitration proceedings involving a claim for breach of IP warranties. Tjibbe regularly advises clients on IP strategy as well as technology-driven M&A deals. Tjibbe has advised and litigated for companies active in the Life Sciences and Healthcare, Biotechnology, Food and Beverage, Communications, Energy, Manufacturing and Technology sectors.

DUYNSTEE, Dirk-Jan

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Dirk-Jan Duynstee is Partner in the Amsterdam Litigation & Dispute Resolution practice. He specialises in corporate and securities litigation, including post M&A disputes, public take-over disputes, shareholder disputes and squeeze out proceeding, and has experience in general commercial litigation and in insolvency litigation. Dirk-Jan often acts before the Enterprise Chamber.

EBBINK, Richard

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Featured in Intellectual Property (Netherlands)

Practice Areas: Richard Ebbink (partner) specialises in European patent litigation. He represents international companies before the Courts of The Hague and has vast experience in coordinating parallel national proceedings and EPO oppositions. His language skills (fluent in English, French, and German) particularly recommend him in an international context. **Career:** JD Amsterdam (1982); LLM Columbia University (1983); Pennie & Edmonds (1991); NautaDutilh (1984-2004). **Professional Memberships:** Member of the EPLAW Advisory Board (ex EPLAW president)

Publications: Richard is a regular speaker at conferences on the infringement and validity of European patents in the national courts, and on how to coordinate parallel actions.

EEHORST, Quirine

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Featured in Investment Funds (Netherlands)

Career: Quirine Eenhorst is a Partner in the Firm's Fund Structuring and Fund Services Group in Europe. Quirine focuses on providing clients with legal, tax and regulatory advice regarding Fund Formation, Fund Reviews, Fund M&A, Investment Joint Ventures and Investment Management. She has in-depth knowledge of the formation, governance, documentation and negotiations of private funds (including buyout, real estate, infrastructure, debt and venture capital), acting for both managers and investors. In addition, Quirine advises clients on carried interest, co-investments, secondary transactions and on issues arising from the fund's operations. Her focus is providing fully integrated advice (internationally and in combining legal, regulatory and tax advice) based on thorough market and product knowledge.

ELKERBOUT, Ruben

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Featured in Competition/European Law (Netherlands)

Practice Areas: Ruben Elkerbout is a competition law specialist. He assists clients across numerous business sectors. His expertise includes complex multi-jurisdictional cartel litigation, leniency, follow-on damages and internal investigations. Ruben also has ample experience with various distribution systems, e-tailing, dominance, state aid procedures and merger control. In addition, Ruben is a trusted advisor in the field of complex regulatory issues involving sector legislation. Ruben provides tailored presentations to companies and lectures at the University of Utrecht. Ruben is a contributor to the two leading competition law journals in the Netherlands and has an extensive publication record.
Career: 2008: Stek (partner)

EVERS, Marcel

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Marcel is one of the founding partners of the firm. He specialises in corporate litigation and commercial litigation. Marcel very frequently represents clients in proceedings before the Enterprise Chamber of the Amsterdam Court of Appeal, a specialised court for corporate disputes. He is also appointed by the Enterprise Chamber as investigator and temporary administrator of shares. Marcel is regularly engaged by directors, shareholders and other stakeholders in situations of a deadlock, financial distress of a company, litigation related to take-overs and disputes concerning corporate governance. Marcel also handles legal proceedings and arbitrations concerning directors' and officers' liability, securities fraud and class actions. He is an Editor of the journal for the corporate law practice "Tijdschrift voor de Ondernemingsrechtpraktijk (TOP)", publishes on a frequent basis and also

teaches at Kluwer Opleidingen (postgraduate education).

Career: Admitted to the Bar in 2001; De Brauw Blackstone Westbroek 2001-2005; partner and co-founder of De Breij Evers Boon 2005-2017; since 2017 partner and co-founder of Evers Soerjatin.

Professional Memberships: Dutch Bar Association, Dutch Association for Corporate Litigation (VCL) and the International Bar Association (IBA).

Publications: 'Partijen in 'puur buitenlandse enquêteprocedures: put your money where your mouth is' Liber Amicorum Peter Wakkie (2018), 'Minutes: recorded (mis) management?', TOP (2013), 'Customary law Principles of non-competition for shareholders', TOP (2011), 'Aspects of earn-outs', TOP (2009), 'Corporate social responsibility, The Netherlands', (co-author) (European Lawyer 2005); 'Lessons from the Zwagerman-case', (V&O 2003).

FEENSTRA, Irene

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Featured in TMT (Netherlands)

Practice Areas: Irene Feenstra (partner) is an IT contracting and IT procurement specialist. She has extensive experience in IT projects and outsourcing for both private and public clients. She uses a pragmatic and strategic approach in different stages of IT transactions, from sourcing to any dispute resolution if things go different as planned.
Career: Kennedy Van der Laan (2007-2015), Project Moore (2015 -).

Professional Memberships: Member of the Netherlands Association of Computer Lawyers (VIRA), the Netherlands Association for Information Technology and Law (NVvIR and the Netherlands Association for Procurement Law (NVvA).

Publications: Co-editor of the Dutch Internet Law Review (Tijdschrift voor Internetrecht). Author of article 'Digital Single Market: have companies gained better access to that market?'

FOX, Ben

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Featured in Banking & Finance (Netherlands)

Career: Ben Fox has been at the heart of the Dutch loan market since 2001, where he has worked on a number of the largest and most complex financings. He has advised lenders (banks, funds, and alternative capital providers) and corporate borrowers on a wide range of loan products. Ben's experience covers investment-grade corporate loans, acquisition financing, public bid financing, secured asset and real estate-backed lending, structured senior and mezzanine loans, trade and commodity financing, and bespoke debt structures for specific projects, with experience at the origination, refinancing, recapitalization, and restructuring stages of transactions.

GISPEN, Gerhard

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Gerhard is involved in international and cross-border restructuring and insolvency. He advises and represents both creditors (banks, investment funds

and credit insurers) and domestic and foreign bankruptcy trustees in relation to restructuring and liquidations. Gerhard also represents clients in disputes that arise from crisis situations. In recent years, his work has focused mainly on the financial and energy sectors. Gerhard is a member of the Dutch Association of Insolvency Practitioners (INSOLAD), INSOL International, the International Insolvency Institute and the International Bar Association (Insolvency Section). He regularly lectures and publishes on insolvency law. Gerhard was a member of the advising committee of the Netherlands Bar Association from 1998 to 2017. From 2011 to 2015, Gerhard was a member of the board of INSOL International. Gerhard is currently one of the three managing partners of Houthoff.

GRIMME, Arne

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Featured in Private Equity (Netherlands), Corporate/M&A (Netherlands)

Practice Areas: Arne Grimme is head of De Brauw's Corporate M&A practice. Arne acts for listed companies, large multinationals and private equity firms and specialises in public and private M&A and private equity. Arne has particular expertise in public-to-private transactions, leveraged buy-outs and complex cross-border transactions. He regularly works with leading law firms in other jurisdictions.
Career: Partner since 2003.

GROEN, Wilfred

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Featured in Real Estate (Netherlands)

Practice Areas: Wilfred Groen, civil law notary, is member of the Real Estate practice group. Wilfred advises on commercial real estate transactions, including major real estate portfolios and in the areas of national and international restructurings, joint ventures, mergers and acquisitions, where he combines his expertise in real estate law and corporate law. Wilfred has written various articles on real estate law and corporate law. He is member of the board of the Grotius Academy and senior lecturer of the Grotius specialisation course in real estate law.

GROENEWEGEN, Marcel

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Marcel Groenewegen is a partner in the Banking & Finance Practice Group and a nationally and internationally recognized court appointed administrator in suspension of payments, silent trustee in pre-pack scenarios and trustee in bankruptcy proceedings. He specialises in (cross border) advice and bankruptcy proceedings of real estate investment funds and financial investment entities, frequently involving bondholders. Marcel Groenewegen further advises and litigates for banks, financial institutions, lease and factoring companies and their directors and supervisory directors on asset based lending, multi-jurisdiction restructuring and work out scenarios, banking and finance, security rights, and D&O liability related issues.

Career: 1988: Lawyer at CMS, 1998: Partner.

Professional Memberships: – Substitute Judge (Court of Appeal, The Hague). – Executive Board Member (Vice President) of INSOL Europe (President as of September 2020). – INSOLAD. – Netherlands Association for Comparative and International Insolvency law (NACIL). – INSOL International.

Publications: Co-editor of a major Dutch insolvency law commentary edition and a case law periodical. Various publications on security rights/insolvency matters. Frequent lecturer for peers, students and judges on insolvency law matters.

Personal: Languages: Dutch, English, German, French.

GROFFEN, Kees

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Featured in Investment Funds (Netherlands)

Practice Areas: Kees specialises in investment management, including providing regulatory advice to domestic and foreign investment funds and asset managers, and advising on the structuring and restructuring of investment funds, including retail and private equity funds. He also advises asset managers and pension funds on discretionary and fiduciary asset management agreements and asset pooling.

Career: Partner since 2000.

Professional Memberships: Kees is a member of the legal and regulatory committee of InvestEurope.

Publications: He is a contributing editor of the Dutch Financial Law Review (Tijdschrift voor financieel recht).

Personal: He is also a lecturer at the post-graduate Grotius programme on financial law and a regular speaker at conferences.

HAAK, Frans

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Featured in Banking & Finance (Netherlands)

Practice Areas: Frans Haak is a partner in our finance group. Frans specializes in banking, finance, restructuring and insolvency. Before he joined Stek, Frans was a senior legal counsel at ABN AMRO Bank and an associate in the corporate & finance department at Houthoff Buruma.

Career: Houthoff Buruma, Amsterdam and London office (2001-2005) ABN AMRO Bank, HQ Amsterdam (2005-2008) Stek (2008 – present)

Professional Memberships: Netherlands Bar (2001)

HAAS, Patrick

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Patrick Haas is a partner and lawyer at AKD who is specialised in disputes settlement with a focus on complex disputes relating to, for example, international mass damage claims. Patrick has assisted various claims foundations, for example during the Dieselgate scandal and with regard to the Truck Cartel. He was recently involved in an amicable settlement of damage claims by investors in a large-scale Austrian bank scandal. Professional litigation funders enjoy working with him due to his business background. Patrick also acts in internal disputes

within larger businesses, such as shareholder disputes and cases relating to directors' liability. For example he is representing a major Spanish bank and one of its employees in the Cancun case in a compensation claim for one hundred million US dollars. The cases that Patrick deals with typically involve complex issues of (international) corporate law in which the parties involved have widely divergent interests. Patrick sees it as his task to find long-term solutions and to ensure that conflicts do not escalate unnecessarily. He prefers to go this without having to go to court. Thanks to his legal and financial skills Patrick is able to achieve optimal results for his clients by using creative strategies.

HABETS, Luc P L

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Featured in Private Equity (Netherlands), Corporate/M&A (Netherlands)

Practice Areas: Luc Habets specializes in M&A and private equity transactions. He holds various teaching positions in these areas and has been nominated several times by his professional peers as a leading Dutch M&A lawyer. In 2016 he won the "Best M&A Lawyer Mid Market" award.

Career: Luc has been with Lexence since 1998. He was admitted to the Dutch Bar in 1989.

HABRAKEN, Peter

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Featured in Real Estate (Netherlands)

Practice Areas: Peter Habraken is one of the most experienced lawyers in the Netherlands when it comes to risk distribution and bankable best practice regarding built assets in the infrastructure, energy/industry, real estate and transport/logistics sectors. His long-standing sector focus and involvement in nearly every significant (PPP) project in the Netherlands, ensures his clients access to practical and commercial solutions along the entire life cycle of a project. Clients laud him for being "open minded" and "a very good negotiator and adviser." He is also known amongst clients as having deep industry knowledge in project finance and PFI.

HAJJE, Daniel

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Featured in TMT (Netherlands)

Practice Areas: Daniel advises on all aspects of advertising and marketing law, including (cross-border) clearance work, agency-client contracts, celebrity talent agreements, license agreements, contests, promotions and dispute resolution in the advertising sector before the civil courts and self-regulatory bodies. In addition, Daniel specialises in trade mark infringement and protection issues. Based in creative hub Amsterdam, the Netherlands, his clients include many major ad agencies and high-profile brand owners active across a wide range of sectors, including FMCG, food & beverages, retail, entertainment, aviation, fashion, technology and charity.

Professional Memberships: Daniel chairs the Netherlands Advertising Law Association and is Global Vice-Chairman of the Global Advertising Law Association (GALA), a

network of the leading advertising lawyers active in many countries across the globe. **Publications:** Daniel teaches advertising law in a post-graduate program, and regularly lectures at VU University Amsterdam and Leiden University.

Personal: Daniel is an avid guitar player and a reasonably skilled DJ. He cares about the environment. In 2020 he founded a Sustainable IP working group. He is the proud father of two wonderful daughters.

HAVENGA, Rob

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Featured in Tax (Netherlands)

Practice Areas: Rob specialises in advising international clients on investment funds, structuring such funds, private equity, international tax law and tax structuring. In the context of aspects such as acquisition structures, holding structures, the financing of companies and restructuring, Rob can be relied on to ensure that no tax disruptions occur. Rob is a member of the Dutch Association of Tax Advisers, the International Fiscal Association, the Dutch Association for Tax Research and the Tax Group of the International Bar Association. He regularly lectures in the Netherlands and abroad, and sits on panels at tax conferences.

HEEMSKERK, Petra

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Featured in Public Law (Netherlands)

Practice Areas: Petra Heemskerk is a lawyer in our Real Estate & Construction Practice Group. She has broad experience in European Law and Procurement Law. In addition, she is the lead partner of the mobility sector, that focuses on mobility in a general sense and has a special focus on ACE (self-driving vehicles), MaaS (Mobility as a Service) and mobility and infrastructure. In the field of procurement law Petra assists both contracting authorities and tendering companies. She focuses on the preventive assessment of tender processes, co-editing of tender documents and she also represents clients in tendering disputes. In addition, she advises on public-private partnerships. In the field of mobility the experience of Petra and the mobility team is broad. The team deals with a diverse range of subjects: from privacy issues to competition law challenges and from smart contracts and blockchain to contracting new city concepts. It is precisely in this area that Petra focuses on the support of start-ups and is involved in innovative concepts that demand out-of-the-box input. Clients include Qbuzz, NS, Royal BAM Group, Centric, Strukton, and IVU.

Career: Joined CMS in 2006 and Partner since 2010.

Professional Memberships: Board member at the Dutch Association for Procurement Law.

Personal: Languages: English, Dutch.

HELSTONE, Astrid

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Featured in Employment (Netherlands)

Practice Areas: Astrid advises and litigates in individual and collective labour law matters, including executive dismissal and disputes with Dutch and European works councils. Furthermore Astrid is specialized

in pension law and she is a recognized specialist in complex remuneration issues and employee incentives. She holds distinctive expertise in the field of financial regulatory requirements. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/a/astrid-helstone>.

HENDRIKSE, Annemieke

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Featured in Insurance (Netherlands)

Practice Areas: Annemieke is an expert in the areas of liability and insurance law and works in our offices in Amsterdam and London. She is especially known –internationally – for her expertise in the area of directors' and officers' liability and D&O insurance, acting as defence, coverage and monitoring counsel. As an insurance expert, Annemieke handles (cross-border) coverage disputes for and between insurers, mainly in financial lines. Recent experience includes M&A related insurance products and cyber risks.

Career: Annemieke gained a Master Degree of University College London. She became partner at Van Doorne in 2011.

Publications: Annemieke is part of the editorial team of the online magazine 'VAST' (magazine for insurance and liability law, including regulatory law). She frequently publishes and lectures on the subject of directors' and officers' liability and insurance.

HENDRIKSEN, Walter

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Featured in Insurance (Netherlands), Dispute Resolution (Netherlands)

Practice Areas: Walter Hendriksen specialises in complex issues involving director's and officer's liability, professional liability, general liability, insurance law, commercial litigation, fraud and white-collar crime. Walter's clients are typically professional services organizations (especially lawyers, civil-law notaries, accountants and tax consultants). Walter regularly gives lectures and publishes papers on professional liability of lawyers and other legal practitioners.

Career: Walter has been a lawyer with Van Doorne since 1983 and a partner since 1991. He heads the Litigation and Insurance group, which handles a wide range of sophisticated liability and insurance matters. Walter was President of the Netherlands Bar Association from 1 July 2013 until 1 January 2016. From 1999 to 2006, Walter served as the acting Dean of the Amsterdam Bar Association and a member of its Supervisory Board. Walter was a member of the editorial board for the disciplinary law section of the Dutch magazine *Advocatenblad (Lawyer's Journal)* besides practicing law. Furthermore, Walter has a number of sidelines. A graduate of Utrecht University, Walter invariably appears on the 'recommended lists' of such leading directories as Chambers & Partners and the Legal 500.

HOEVERS, Jan Willem

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Featured in Capital Markets (Netherlands)

Practice Areas: Jan Willem Hoevers is a renowned specialist in international corporate finance, with a particular focus on cross-border equity capital markets transactions. He

advises corporates and financial institutions at local and international levels. His regulatory practice includes buy-back programmes, cross-border clearing and settlement, block trades, and insider trading issues.

Career: Partner since 2002.

Personal: Jan Willem regularly lectures on Dutch securities law subjects, to audiences at home and abroad.

HOFF, Jerry

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Mr Hoff specialises in corporate & securities litigation and has been closely involved in large and complex lawsuits. He has practised law for over 30 years. He is permanent advisor to a number of financial institutions and high net-worth individuals (and their businesses). He is a recognised troubleshooter when it comes to complex disputes and disputes that get media attention. For an extensive track record, see www.hoffadvocaten.nl/praktijk/track-record.

Career: Mr Hoff studied business law at Leiden University. Started as in-house lawyer at ABN Amro Bank. From 1990, lawyer at Loeff Claey Verbeke, at which he became a partner in 1996. Worked in Singapore and Indonesia for three years (1997-1999). In his role as consultant for the IMF and the World Bank, he was closely involved in the modernisation of Indonesia's bankruptcy laws. Subsequently a partner at Loyens & Loeff and Spigthoff (2000-2012). In 2012, Mr Hoff started his own litigation boutique in Haarlem, Hoff Advocaten. In March 2011, he obtained his law doctorate at the Radboud University in Nijmegen with the doctoral thesis 'Disclosure of material information'. He is a member of the JHB group's advisory board and a former member of the supervisory boards of SBS (broadcaster) and NRC Media (newspaper).

HOFLAND, Jelle

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Featured in Banking & Finance (Netherlands), Restructuring/Insolvency (Netherlands)

Practice Areas: Jelle Hofland is partner in the Amsterdam Financial Markets Group and co-heads the Amsterdam Restructuring practice. He is one of the most experienced finance lawyers in the Netherlands and specialises in (layered) leveraged finance transactions, syndicated lending and complex restructurings. He acts for a range of borrowers (including many PE houses, tech companies and corporates) and financiers.

HOLTROP, Harmen

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Featured in Private Equity (Netherlands), Corporate/M&A (Netherlands)

Practice Areas: Harmen Holtrop is co-chairman of the corporate practice group. Harmen has a broad practice with a special focus on mergers and acquisitions, joint ventures and general corporate representation. He has developed particular expertise in representing private equity firms and other financial investors in leveraged buyouts, investments and exits. Harmen is known for the high number of deals he has successfully closed in the past five years.

HOLTZER, Marnix

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Featured in Employment (Netherlands)

Career: Marnix Holtzer combines advice on corporate litigation, corporate governance and employment law, and is experienced in advising leading global companies on strategic matters. He has been involved in litigation in many high-profile corporate inquiry proceedings (enquêteprocedures), focussing on corporate governance issues. He is widely known for his experience in works council litigation at the Enterprise Section of the Court of Appeals in Amsterdam (Ondernemingskamer). Marnix furthermore has specific experience on outsourcing and the EC Acquired Rights Directive on transfer of undertakings (TUPE). In April 2014 Marnix got his PhD at the University of Groningen on his doctoral thesis *The influence of employees on company strategy*. Marnix heads the corporate litigation group in The Netherlands.

HOMVELD, Reijnoud

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Reijnoud is a partner in Stek's corporate group and has ample experience with M&A transactions. His expertise includes private equity and strategic deals in the mid-market/large corporates segment, both national as well as international (often in close cooperation with leading international law firms). Also, Reijnoud has a strong projects practice. He advised on a range of E&P, gas, heat, power and renewables projects, including geothermal, solar, wind and biomass projects.

Career: 2015: Stek (Partner), 2014: Orange Clover (Partner), 2006: Allen & Overy, 1997: NautaDutilh.

Professional Memberships: Amsterdam Bar Association, International Bar Association, Dutch Energy Law Association.

HOOGENBOEZEM, Krijn

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Krijn Hoogenboezem specialises in complex litigation, restructuring and corporate law. He is a trusted advisor of boards in and out of crisis situations and he has advised several multinational companies on restructurings and international financing arrangements. His litigation work includes banking (enforcement) and corporate litigation. Krijn frequently represents the interests of insurers in complex, usually international, coverage issues. He acts for clients in a wide range of sectors, including the energy, insurance and financial sectors. Krijn is regularly appointed as a bankruptcy trustee.

HOOGENRAAD, Ebba

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Featured in TMT (Netherlands)

Practice Areas: Advertising law, intellectual property law and food law. Ebba counsels the majority of the larger advertising bureaus and several (multinational) companies in

the consumer industry on advertising law and food law. Ebba often litigates before the self regulatory Advertising Code Committee and (higher) national courts. She assists companies in case of enforcement actions by the Netherlands Food and Consumer Product Safety Authority (NVWA), such as inspections, attachments of goods, warnings or fines and recalls in case of a breach of the Dutch Commodities Act.

Career: Bar Admission 1985. Focus on advertising law since 1989, on food law since 2000.

Professional Memberships: Sole Dutch member of the Global Advertising Lawyers Alliance (GALA). Chair of the National Advertising Conference. Ebba chairs the Advisory Board of the Netherlands Advertising Law Association. Former chair Benelux Trademark and Design Law Association (BMM). Past member of the World Press Photo supervisory board.

Publications: Member of the editorial board of the Dutch national IP and advertising law review 'IER'. Member of the editorial board of *Waar&Wet* (food law). Contributor to European Food and Feed Law (EFFL) and the Dutch food internet platform vmt. Ebba regularly publishes articles and case notes in professional journals.

Personal: Ebba loves choir singing, hiking and gardening.

HOPMAN, Paul

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Featured in Dispute Resolution (Netherlands)

Career: Paul Hopman is predominantly involved in a wide variety of financial regulatory and litigation related matters, focusing on resolution of disputes between financial institutions and their retail and wholesale customers. He advises banks, insurance companies, investment firms, investment funds, and other financial institutions on the impact of financial services regulation in the Netherlands, Europe and internationally. He also advises on securities transactions, financial instruments, capital requirements, payments, settlements, market structure, governance and surveillance and supervision of markets. Paul boasts significant background knowledge of the financial markets. He has built up this knowledge over the last 15 years on account of his direct involvement in a number of extensive (investigation) compliance-related projects and a large number of high-profile financial litigation matters, as well as his advice with respect to the disinvestments and restructuring which were executed in the financial sector and new financial service providers entering the Dutch and European market.

HOREMAN, Dennis

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Featured in Insurance (Netherlands)

Practice Areas: Dennis is a specialist in dispute resolution, focusing on litigation and arbitration in a broad range of contract and liability matters. Dennis leads the defence in a wide range of collective litigation matters, from financial services, to consumer products and environmental cases. He is an expert on insurance law and acts for corporate insureds in matters of product liability, professional liability, D&O liability and fraud.

Career: Partner since 2013.

Professional Memberships: Dennis is a member of the Disciplinary Council of the Amsterdam Bar Association.

HORSTHUIS, Daan

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Featured in Investment Funds (Netherlands)

Practice Areas: Daan specialises in the establishment and restructuring of investment institutions and advises real estate managers, pension funds and other institutional investors on discretionary and fiduciary asset management and asset pooling. He also advises on capital market transactions involving domestic and foreign investment institutions. In addition, Daan assists foreign investment funds, asset managers and institutional investors on the laws and regulations governing financial institutions in the Netherlands.

HOUDIJK, Joost

AKD, Brussels

Featured in Competition/European Law (Netherlands)

Practice Areas: Joost Houdijk is a lawyer at AKD who specialises in European and competition law. For example he advises and litigates on cartels and abuse of dominant position. He also represents businesses and government organisations in proceedings before the European Commission, the Dutch Authority for Consumers and Markets (ACM), the Dutch courts and the European Court of Justice (ECJ). Clients appreciate his sharp analysis of the underlying issues and his capacity to empathise with the specific situation of the organisations in question. They see how he always aims to get the maximum out of a case based on dedication and creativity. Joost has published a large number of articles. In 2009 he was awarded his doctorate for a thesis on public interests in competition law. In addition to competition law, Joost's field of work also covers EU law on freedom of movement, EU transportation law and consumer protection law. He regularly assists companies with filing notifications for mergers and acquisitions with the European Commission and the ACM. Joost teaches at universities, including Utrecht University and Radboud University Nijmegen. He also teaches at the private educational institutions OSR Juridische Opleidingen and the Academy of legal practice [Academie voor de Rechtspraak] (AvdR).

HUDDLESTONE, Mark

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Featured in Banking & Finance (Netherlands)

Practice Areas: Mark Huddlestone is Partner in the Amsterdam Financial Markets Group. He specialises in all aspects of bank lending, including acquisition finance, project finance, structured trade and commodity finance, asset-based finance, general syndicated lending and restructurings. Mark was the instigator of the establishment of the European Private Placement Association and is at the heart of the rapidly developing European private placement market where he has acted on numerous transactions for institutional investors making loans to Dutch corporates.

HUISMAN, Frenk

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Featured in Real Estate (Netherlands)

Practice Areas: Frenk Huisman is a partner at AKD. He is a real estate and construction law specialist, acting mainly for international investors, developers and corporates in the financial, TMT, energy, and infrastructure industries. His practice focuses on real estate investment, portfolio management (including commercial leasing) and property development and construction (Turnkey, EPC, DBFM(O), PPP). Frenk was based in the Middle East for a number of years and gained valuable experience in property development and projects work in various industry sectors.

IN DE BRAEKT, Martin

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Martin has a wide range of experience in the Energy and Industrial sector. He acts as counsel to various large industrial companies and energy companies in business and financial matters. He acts as counsel to sponsors, developers, contractors, lenders and other parties in energy and industrial projects (including project finance). Martin is involved in lead roles in a wide variety of industrial projects including offshore and onshore wind farms, power plants, pipeline projects, CCS-projects, hydrogen projects, waste-to-chemicals, LNG terminals, etc. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/m/martin-in-de-braekt>.

JANSEN, Timo

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Timo Jansen has extensive experience in the prevention and resolution of corporate and contractual disputes, particularly in the areas of pre-contractual liability, M&A, joint ventures, directors'/shareholders' liability and franchises/distribution. He also acts in professional liability and fraud cases. His clients come mainly from the insurance, retail (food and non-food) and telecommunications sectors.

Career: Timo has been with Lexence since 2010 and is a member of the management board since 2019. He studied law at Universiteit Utrecht where he also completed the Law & Economics master's program. Since then he has studied corporate litigation and advanced financial statement analysis in postgraduate specialization courses at, respectively, Grotius Academie and Amsterdam Institute of Finance. Timo was admitted to the Dutch Bar in 1998.

JANSSEN, Jan Erik

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Jan Erik has ample experience in EU and Dutch competition law and sector specific regulation. He litigates in administrative and civil proceedings and represents international and national corporates in various sectors before Dutch

and European competition and regulatory authorities and policy makers. Jan Erik works closely together with leading international law firms on cross-border cases and litigation and has been voted best energy lawyer in the Netherlands by his peers.

Career: 2006: Partner Stok; 2002: Partner Allen & Overy.

Professional Memberships: Editor Netherlands Journal for Energy Law.

JONGEN, Herald

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Featured in TMT (Netherlands)

Practice Areas: Herald Jongen has more than 25 years of experience and focuses his practice on outsourcing, technology transactions and strategic relationships. He has particular expertise in leading complex multi-jurisdictional projects, in technology and in the financial industry, all over the world.

JONGEN, Wouter

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Featured in Banking & Finance (Netherlands)

Practice Areas: Wouter Jongen is an English and Netherlands law qualified Finance partner at Hogan Lovells Amsterdam and has a special interest in (private equity related) acquisition and real estate financings, acting both for borrowers and lenders. During his career, he has spent several years in London (including on secondment at a large investment bank) and Amsterdam developing an in-depth knowledge of the UK and Dutch markets. Wouter frequently acts on complex public M&A financings. Wouter is listed in all relevant legal directories as a 'leading lawyer.'

JONGEPIER, Wouter

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Wouter Jongepier is a partner in Dentons' Insolvency, Restructuring and Bankruptcy practice. He focuses on insolvency law, corporate restructuring and corporate litigation. He advises national and international clients on reorganizations, company restarts and financing arrangements. He is regularly appointed as a bankruptcy trustee, administrator or silent trustee. The Enterprise Chamber of the Court of Appeals regularly appoints Wouter as trustee of shareholders or as member of the supervisory board. On a continuous basis, Wouter represents executive directors, non-executive directors and shareholders in corporate conflicts.

JONKER, Louis

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Featured in TMT (Netherlands)

Practice Areas: Louis Jonker is a leading expert in law and technology. Besides assisting clients in IT and Outsourcing projects, Louis focusses on legal issues and strategic partnerships concerning (disruptive) technologies and innovations in the financial industry (FinTech, InsurTech) and healthcare industry (eHealth, HealthTech). Louis has much experience across the full cycle of IT

and Outsourcing projects. This includes advising clients during the preparations of an IT procurement process and drafting and reviewing the contract documentation needed. But also assisting clients during contract negotiations and – unhoped-for – in dispute resolution. Furthermore, Louis is engaged actively in addressing the legal issues and challenges in the areas of Cloud, Blockchain, Electronic Identification and Authentication, Artificial Intelligence and Robotization, with regard to contracts as well as compliance issues.

Career: Louis studied Dutch law, University of Amsterdam and joined Van Doorne in 2006. In 2008 Louis passed with distinction (cum laude) a post degree specialist programme in Computer Law, Grotius Academy. **Professional Memberships:** Louis is a frequent speaker at national and international conferences and seminars and he teaches at Tilburg Institute for Law, Technology and Society (TILT), TIAS Business School and Nyenrode Business University. Furthermore, Louis is very active in Holland FinTech and Platform Outsourcing Nederland (PON).

KAARLS, Alexander

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Alexander Kaarls is Head of Corporate and M&A and has a particular focus on cross-border mergers, acquisitions and capital markets transactions. Alexander's practice focuses on corporate and securities laws. He also regularly advises clients on corporate governance, joint venture, securities laws compliance, and general cross-border matters. Alexander has been ranked as the Netherlands' 'leading M&A lawyer' by the predominant Dutch M&A website and database OverFusies several times (based on total deal value). Alexander has authored and co-authored articles published in, among others, the International Financial Law Review, the International Comparative Legal Guide to Mergers & Acquisitions, the International Law Practicum, the European Lawyer, *Advocatenblad* (the Netherlands Bar periodical) and *Maandblad voor Vermogensrecht* (a leading Dutch periodical on contract law). Alexander is a member of the Netherlands Bar (since 1993) and the California Bar (since 2002). He joined Houthoff in 2004, after spending ten years practicing with Skadden, Arps, Slate, Meagher & Flom LLP in London, Brussels and Palo Alto (California).

KAEMINGK, Herman

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Featured in Private Equity (Netherlands), Corporate/M&A (Netherlands)

Practice Areas: Herman L. Kaemingk, attorney at law, is a partner in the Amsterdam department of the corporate law practice group. He specialises in mergers and acquisitions, in particular in management- and leveraged buyouts. His clients include private equity houses, venture capital investors, management teams, institutional investors, financial institutions and industrial and technology companies. Herman is a frequent speaker on management- and leveraged buyouts and publishes articles on these topics. He received the award for 'Best M&A Lawyer Midmarket' in the Netherlands in 2006, 2007, 2009, 2010, 2011, 2012, 2013 and 2014.

KAMERBEEK, Sjoerd

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Featured in Dispute Resolution (Netherlands)

Practice Areas: As corporate law specialist, Sjoerd advises clients on stakeholder management and counsels companies on commercial and corporate disputes and litigation. In addition, he assists with strategic mergers and acquisitions in connection with takeover and shareholder disputes. Sjoerd frequently publishes articles on various corporate topics. Further, Sjoerd is regularly a guest lecturer on social entrepreneurship at Utrecht University. He is also a co-founder of and member of the advisory board to the Utrecht University Social Entrepreneurship Initiative. Van Doorne appointed Sjoerd Kamerbeek as partner with effect from 1 January 2018.

Career: Sjoerd graduated cum laude in law and economics from both Utrecht University and VU University Amsterdam. During his studies, he specialized in the legal/commercial regulation of mergers and acquisitions and in international corporate law. In 2015 Sjoerd obtained a Executive MBA at the Rotterdam School of Management. Honors & Awards One of the 35 younger than 35, "Advocatenblad": the best 35 lawyers younger than 35 in 2016 Young Talent MenA.nl 2014 Top 10 Best Young Law Professional 2013 Winner Nudge Leadership Challenge: Best Young Leader in Sustainability 2012

KAUFMANN, Sharon

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Featured in Banking & Finance (Netherlands)

Practice Areas: Sharon Kaufmann is a partner in Stek's finance group. She specializes in banking and finance with a focus on hospital financing, project financing and real estate and asset based financing transactions. Before she joined Stek in 2012, Sharon was an associate in the banking & finance and insolvency departments at Houthoff Buruma. Sharon regularly teaches, amongst others in the field of insolvency law.

Professional Memberships: Netherlands Bar (2006)

KEIJZER, Lennard

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Featured in Private Equity (Netherlands)

Practice Areas: Lennard is head of Private Equity at De Brauw. Lennard has a strong focus on private equity work. He focuses on private equity work (sell-side, buy-side, governance advice and management participation) for Benelux and international PE firms. In addition, Lennard regularly acts for corporates and founders. He is often consulted for his expertise in the field of warranty and indemnity insurance and management participation plans.

Career: Partner since 2017.

Personal: Lennard is a guest lecturer on M&A topics at the Maastricht Business School, Leiden University, the Amsterdam Institute of Finance and the VU Law Academy.

KERCKHOFFS, Paul

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Featured in Real Estate (Netherlands)

Practice Areas: Paul Kerckhoffs, civil law notary, is a member of the Real Estate practice group. Paul specialises in real estate law, particularly in project development, acquisition/restructuring of real estate portfolios of institutional and other investors and financing/leasing structures. He has broad experience in city development, public-private joint ventures, tenders and formation of (real estate) funds. His clients include (institutional) investors, developers, construction companies, banks, housing associations and municipalities. Paul lectures in real estate law at the Dutch Association of Project Development Companies (Neprom) and is a frequent speaker at specialised, real estate-driven seminars.

KERSTEN, Heleen

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Heleen specialises in mergers and acquisitions, equity capital markets, corporate law and corporate governance. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/h/heleen-kersten>.

KEULAERDS, Max

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Featured in Employment (Netherlands)

Practice Areas: Max Keulaerds handles high-interest employment matters for some of the largest companies in The Netherlands. He is a recognized expert on Dutch dismissal law, as well as transfer of undertaking and collective labour matters, including strikes. Max chairs the Working Party on Dismissal Law of the Association of Dutch Employment Lawyers (VAAN) and is an important contributor in the ongoing debate on changes in Dutch dismissal law. He also lectures in postgraduate employment law programs of the universities of Amsterdam, Nijmegen and Leiden.

KLEINHOUT, Arjan

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Featured in Energy & Natural Resources (Netherlands), Public Law (Netherlands)

Practice Areas: Arjan Kleinhou specialises in public law mainly focuses on energy law, market regulation, public enforcement, environmental law and spatial planning matters. In addition to advising clients on regulatory aspects (including permitting) of infrastructure projects and tariff regulation, he represents clients in negotiations with regulatory authorities and in litigation before administrative and civil courts.

Career: Counsel

KLIJN, Michel

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Featured in Real Estate (Netherlands)

Practice Areas: Michel's work focuses on projects, PPS, construction and procurement law, and public transport. He is actively involved in complex building projects and an array of contract types, including D&C, DBM, DBFM, DBFMO, concessions and alliances. Michel advises a wide range of clients in the construction, infrastructure, transport and energy sectors, on matters

such as contracting, innovative procurement procedures, negotiations and litigation. Michel is also a civil engineer, and, prior to joining Houthoff, he worked at a large Dutch construction company for several years. He also teaches at the Dutch Institute for Construction Law and regularly publishes on forms of collaboration in the construction industry, and procurement law.

KLOPPERT, Barbara

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Featured in Employment (Netherlands)

Practice Areas: Barbara is a specialist in employment law. She advises and litigates on the full spectrum of employment-related matters. Barbara has significant expertise in traditional, individual employment matters, as well as in corporate transaction-related projects. Barbara and her team lead the relevant employment issues in transactions throughout the preparatory phase and completion; this includes assisting in transfers of undertaking (TUPE). Barbara also concentrates on individual matters at board and management level, such as dismissals, remuneration, promotions or demotions.
Career: Partner since 2010.
Professional Memberships: Barbara was appointed deputy justice at the Court of Appeal in Den Bosch in April 2019.

KNEPPERS, Gerard

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Featured in Banking & Finance (Netherlands)

Career: Gerard is a partner in the Banking (Finance & Projects) department of DLA Piper in Amsterdam and has more than 20 years of transactional experience in the Netherlands, England and Wales as well as in South Africa (being a qualified and admitted lawyer in all of the aforesaid jurisdictions). He focuses on (Renewable) Energy, PPP, DFI and leveraged finance / corporate lending products, and also has substantial experience in the field of mergers & acquisitions, thereby giving him a deep understanding of the full transactional cycle of project- and leveraged finance transactions. His clients include parties across the spectrum such as sponsors, project companies, financial institutions and (strategic) purchasers (borrowers) and vendors.

KNIGGE, Albert

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Albert specialises in handling complex international disputes. He has considerable experience in advising financial institutions and companies in different sectors confronted with cross-border mass claims. Albert helps such clients manage the risks that these claims entail and find strategic solutions to minimise their impact on the business, taking into account the constant regulatory changes and developments concerning collective actions and mass claims. As head of the Competition Litigation Team, he is also involved in almost all of the seminal cartel damages cases currently before the Dutch courts. To that end, he works closely with the lawyers in our EU Competition practice group. Albert is also a Supreme Court lawyer. He has numerous publications

to his name, particularly on civil procedure and liability law, and he is an editor for the publication Burgerlijke Rechtsvordering (Civil Procedure).

KNOTTENBELT, Dirk

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Dirk leads Houthoff's arbitration team and specialises in complex corporate law and commercial arbitrations and litigation. The majority of this work focuses on arbitration and other dispute settlement procedures with an international dimension. His clients are mostly Dutch, US and other international companies. Dirk represents clients in national and international commercial and investment arbitrations, under the auspices of the ICC, NAI, ICSID and other institutional rules, such as GAFTA, NZV, AVZ and FENEX. Dirk also acts as an arbitrator in ad hoc and institutional arbitrations, and as a deputy justice at the Dutch courts of appeal.

KOËTER, Jeroen

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Featured in TMT (Netherlands)

Practice Areas: Jeroen Koëter (partner) is an IT law and data protection specialist and has wide experience in IT transactions and providing strategic advice to multinationals on structuring their privacy compliance and the impact of new technologies. He is known for his strong negotiation skills and his strategic and pragmatic eye in guiding complex projects.

Career: Van Doorne (2000 – 2005), De Brauw Blackstone Westbroek (2005 – 2010), Project Moore (2011 -).

Professional Memberships: Member of the Netherlands Association of Computer Lawyers (VIRA) and The Association for Privacy Law (VPR). Board member of the Netherlands Association for Information Technology and Law (NVvIR). Board member of the recently established Netherlands Association of the Privacy Lawyers (VPR-A).
Publications: Teacher at Legal Post-Academic Education at Leiden University. Teacher at the postgraduate specialisation training for of Netherlands Association of the Privacy Lawyers (VPR-A).

KOPPENOL-LAFORCE, Marielle

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Marielle Koppenol-Laforce, partner Dispute Resolution Practice Group, has been advising and litigating (including investment arbitration and international commercial arbitration (ICC, ICSID, NAI, UNCITRAL, DIAC)) in complex international contracts situations (ranging from construction contracts to shareholders agreements disputes) and insolvencies. Usually her litigation or arbitration in the Netherlands is a parallel to foreign proceedings for the same client. She is regularly involved in discovery under 28 U.S.C. § 1782 for use in the Dutch proceedings. Before fully committing to international litigation and arbitration and coordination of worldwide law firms in connection therewith she has been involved in the finance practice, M&A and corporate practice. On 1 February 2010

she was appointed a professor International Commercial Contracting at Leiden University, the Netherlands. She acts as coach of the yearly Leiden University William C. Vis Moot Court team (International arbitration and CISG). She is a member of the Dutch Standing Committee of Private International Law.

KORSTEN, Léon

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Featured in Competition/European Law (Netherlands)

Career: Léon Korsten advises on and litigates in cases involving EU and national competition law, state aid, market regulation (enforcement and supervision), public procurement and civil-law enforcement. He also advises on and assists in investigations and raids conducted by the regulatory authorities and he regularly conducts internal investigations for his clients. Léon has handled many European and Dutch competition law cases, including the Dutch civil proceedings which led to the famous 1999 Eco Swiss/Benetton judgment of the European Court of Justice. Léon is Global Co-Chair of DLA Piper's Antitrust & Competition Group.

KORTMANN, Jeroen

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Jeroen heads Stibbe's International Litigation Group. He acts as defence counsel in international disputes. His specialities include cross-border litigation, collective redress, antitrust damages, tort law, contractual disputes and insurance litigation. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/j/jeroen-kortmann>.

KORTMANN, Tijn

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Featured in Public Law (Netherlands)

Practice Areas: Tijn specialises in administrative, environmental and planning, property law and nuclear law. His work includes advice and litigation on decisions of, contracts with, and claims against public bodies. His clients range from multinational companies and industries (retail, chemical, energy) to public authorities (provinces, municipalities). Tijn has been elected as arbitrator in several public-public and public-private disputes. Please visit the Stibbe website: <http://www.stibbe.com/en/people/t/tijn-kortmann>

KOTHE, Tineke

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Featured in Capital Markets (Netherlands)

Practice Areas: Tineke Kothe is Senior Counsel in the Amsterdam Financial Markets Group. She specialises in banking and securities law, acting for underwriters and issuers in a variety of debt capital markets offerings (including MTN Programmes and drawdowns, ECP Programmes, corporate hybrid instruments, secured and unsecured debt and liability management transactions) and securitisation transactions, and advising on financial services regulation.

KREUZE, Gianluca

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Featured in Banking & Finance (Netherlands), Transportation (Netherlands)

Practice Areas: Gianluca Kreuze, attorney at law, is a member of the Banking & Finance practice group. He advises on structuring and documenting of debt finance matters with an emphasis on corporate finance and leveraged acquisition finance. He represents financial institutions, corporations and funds. He has also worked in the firm's London office where he mainly dealt with structured finance transactions.
Publications: Gianluca is co-author of the book 'Building in the Netherlands'. This publication is intended to be a handy overview of the most important legal and tax facets of and for Dutch building and development practice.

KRIKKE, Judica

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Featured in TMT (Netherlands)

Practice Areas: Judica acts as strategic advisor and negotiator in ICT procurement, outsourcing and cloud sourcing, software licensing, data protection and tech & data transactions. She is often involved in ICT related disputes and the resolution thereof. Judica is arbitrator for the Dutch ICT arbitration institute (SGOA) and teaches in the postgraduate information law programme of Grotius Academy. For more detail: <http://www.stibbe.com/en/people/j/judica-krikke>

KROES, Frank

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/k/kroes-chr-frank> to know more about our lawyers.

KROES, Quinten

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Featured in TMT (Netherlands)

Practice Areas: Quinten Kroes (partner) has been active in the telecoms, media and technology (TMT) sectors since 1995, advising and litigating on matters requiring his specialist knowledge of telecoms, media and data protection law. He advises a range of players in the TMT sectors, in proceedings before the Dutch Authority Consumer & Market, the Dutch Data Protection Authority, the Dutch Media Commission and in court, on issues such as frequency spectrum licensing, price regulation, consumer protection and data breaches. His high profile clients include major technology companies as well as companies from other sectors that rely on IT, technology and data.

Career: JD Amsterdam (1995); Loeff Claeys Verbeke (1995-2000); Allen & Overy (2000-2010).

Professional Memberships: Association for Media and Communication Law (VMC), Privacy Law Bar Association (VPR-A) (board member), Privacy Law Association (VPR), International Association for Privacy Professionals (IAPP).

Publications: Quinten chairs the editorial board of the Dutch media and communications law review Mediaforum. Quinten

co-authored Dutch and English language commentaries on the GDPR for Wolters Kluwer and Kluwer International and is the author of E-Business Law of the European Union (Kluwer International). He teaches telecommunications law as a guest lecturer at the University of Amsterdam and is a regular speaker at seminars and conferences.

KROMHOUT, Jan

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Featured in Transportation (Netherlands)

Practice Areas: Jan Kromhout is a lawyer and partner at AKD. He is an experienced transactional lawyer and specialised in international contracts connected with the offshore oil and gas and shipping industries. Jan provides comprehensive, specialist advice to clients in high value shipbuilding, EPC/EPIC work and major offshore and shipping projects. Jan's clients include shipowners, shipbuilders, oil companies, oil and gas contractors, financiers and insurers. He advises them in every project phase, for example with regard to corporate structures, contract negotiations, delivery, installation and decommissioning. Jan is also a specialist in the field of dry shipping. He handles cases relating to contracts of affreightment, bills of lading and other carriage contracts. Jan also advises owners and shipyards on all aspects of building, buying and selling a super yacht.

KUIJPER, Marc

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Featured in Competition/European Law (Netherlands)

Practice Areas: Marc Kuijper is partner in EU law and competition law. He heads the EU Competition practice in the Netherlands and co-heads the Antitrust Litigation team the Netherlands with Michel Deckers. Marc regularly represents companies before the Netherlands and EU competition authorities, and before national courts and the European Court of Justice. He has advised and assisted numerous large companies in national and international cartel investigations, abuse of dominance investigations, merger filings, state aid matters and compliance audits. Marc's work includes acting for a leniency applicant in a European Commission cartel investigation, acting for a company on the appeal from a national competition authority decision, acting for a company in a complex state aid procedure before the Dutch court. He also handles compliance work in relation to trade associations, joint purchasing organizations, joint ventures, e-commerce and vertically integrated companies. Marc is known for his expertise and extensive track record in cartel damage cases. Marc lectures on EU competition law at the Utrecht University and the Radboud University Nijmegen, and regularly publishes on EU and national competition law.

KUIKEN, Jan Cees

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Featured in Real Estate (Netherlands)

Practice Areas: Jan Cees specialises in real estate transactions, city centre redevelopment and turnkey projects. He also an expert in real estate-related company law, including the acquisition of real estate companies, the creation of CV/BV structures and other real

estate-related collaborations. His clients are mainly national, international and institutional investors and developers, to whom he provides not only legal but also strategic advice.

KUIPERS, Gertjan

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Featured in Intellectual Property (Netherlands)

Practice Areas: The core of Gertjan's practice is patent law, where his background in science serves him well. His practice spans all fields of technology, including chemical, electrical, mechanical, computer and pharmaceutical technology. Gertjan advises and litigates on behalf of numerous high-profile national and international companies. Most of his work is cross-border in nature, and he has extensive experience in conducting and coordinating multi-jurisdictional litigation. **Career:** Partner since 2004.

Professional Memberships: Gertjan is an active member of several national and international professional associations including AIPPI, EPLAW and LES. Gertjan is Chair of AIPPI's Special Committee on Standards and Patents.

Publications: Patent Protection for Second Medical Uses, Kluwer Law International 2016 Country correspondent for the global Bio Science Review

Personal: Gertjan lectures on patent law at universities and to IP practitioners-in-training, and regularly publishes on IP-related matters.

KUNST, Laetitia

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Featured in Transportation (Netherlands)

Practice Areas: Laetitia assists clients in the full range of aviation activities in the national and international aviation market. She specializes in multi-jurisdictional transactions relating to the lease, acquisition, sale and financing of both passenger aircraft and business jets, as well as aircraft repossessions. In addition, she advises on aviation related contracts and issues generally. Laetitia represents leasing companies, financiers, commercial operators and business jet owners.

Career: 2006: Stek (counsel), 2004: Van Diepen Van der Kroef

Professional Memberships: European Air Law Association (EALA)

Publications: Getting The Deal Through, Air Transport (2013, 2014, 2015, 2016, 2017, 2018, 2019) Getting The Deal Through, Aviation Finance & Leasing (2018, 2019)

LAENEN, Monique

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Featured in Real Estate (Netherlands)

Career: Monique Laenen focuses on real estate acquisitions and disposals, property finance, leasehold constructions, foreclosures and various specific rights as apartment rights. She supports investment companies in the purchase, sale and encumbrance of commercial real estate. Also she advises in various projects with respect to the division into apartment rights, the creation of long lease, vesting of mortgages and the sale of newly built apartments. Monique is very experienced in the field of foreclosures (public sale) of commercial real estate. She

is especially known for her skills to solve difficult conflicts and her creative solutions for complicated freehold and leasehold constructions. Monique Laenen is a civil law notary and location head of the Dutch Real Estate practice.

LAMME, Oscar

De Brauw Blackstone Westbroek, Amsterdam

Featured in Intellectual Property (Netherlands)

Practice Areas: Oscar specialises in complex international patent and technology-based litigation where his engineering background serves him well. He handles patent cases spanning a wide variety of technical fields, including telecom, electronics, pharmaceuticals, chemical and biotechnology. Oscar furthermore regularly advises on licensing, technology-related M&A, and joint R&D (both private-private and public-private).

Career: Counsel since 2019.

LEBBING, Huib

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Featured in Insurance (Netherlands)

Practice Areas: Huib specialises in civil liability matters, mainly in the context of health and safety law. He litigates, advises, and conducts confidential internal investigations for clients in relation to compliance with health and safety regulations. Huib is an experienced litigator and acts as a defence counsel in complex, media-sensitive cases, particularly relating to health and safety claims. His work involves class actions, as well as product liability and compliance in the area of employer liability. Huib advises industry organisations and companies faced with the consequences of a large-scale accident or disaster. He has considerable experience with class actions involving exposure to hazardous substances in the workplace. Huib also acts for companies confronted with product defects and possible product recalls. His experience with authorities such as the Netherlands Food and Consumer Product Safety Authority, the SZW Inspectorate and the Dutch Safety Board is extremely valuable in this context.

LEEDEKERKEN, Jasper

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Jasper is a member of Van Doorne's management board and heads the dispute resolution practice group. He specializes in complex commercial and corporate litigation. In legal proceedings, he represents a range of both national and international clients with leading businesses. His practice involves a broad range of civil liability issues, including disputes about various types of contracts, tort litigation, mass damages, and securities litigation.

Career: In addition, Jasper successfully completed (cum laude) the Corporate Litigation postgraduate programme at Grotius Academy.

Professional Memberships: He is a member of the Dutch Association for Civil Procedure Law and the Corporate Litigation Association as well, and is also a frequent guest lecturer for continuing education programmes for lawyers.

LEIJTEN, Fons

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Fons specialises in corporate litigation and arbitration, especially in M&A and corporate governance disputes, and general corporate law. His work includes advising on acquisitions and disposals of private companies, public takeover offers, corporate restructurings and corporate dispute resolution, including before the Enterprise Chamber of the Amsterdam Court of Appeal. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/f/fons-leijten>.

LEIJTEN, Marnix

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Featured in Energy & Natural Resources (Netherlands), Dispute Resolution (Netherlands)

Practice Areas: Marnix is a noted specialist in cross-border litigation and international arbitration. His work His work encompasses energy, distribution, technology, electronics, IT, rail and air transport, insurance, investment, projects, construction and M&A disputes. Marnix's experience includes a wide variety of high stakes international disputes, commercial and investor state arbitrations, as well as complex enforcement and setting aside disputes.

Career: As of 1 January 2020, Marnix has taken the role as Managing Partner of De Brauw. Partner since 2005.

Professional Memberships: Marnix is co-chair of the ICC Commission's Task Force on Emergency Arbitration. Marnix was the Dutch member of the ICC International Court of Arbitration from 2006-2015, and has been Vice-President of the Court since 2015. He is an active member of the ICC Institute of World Business Law, the ICC Commission on Arbitration, of ICCA and of the IBA Arbitration Committee.

Publications: He is a co-author of "Arbitration in the Netherlands" (Kluwer, 2019) and a frequent author for Global Arbitration Review (GAR). He is also editor and co-author of "A Guide to the NAI Arbitration Rules: including commentary on Dutch Arbitration Law" (Kluwer International, 2009).

Personal: Marnix frequently teaches, lectures and publishes on cross-border litigation and arbitration related topics.

LELIVELD, Jan

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Featured in White-Collar Crime (Netherlands)

Practice Areas: Jan is part of the Criminal Defence & Internal Investigations team. He focuses on fraud cases, environmental criminal law, economic offences and supervisory regulations. He represents companies and their management in (criminal) enforcement investigations. He has extensive experience in representing managers, public figures and professionals in criminal and disciplinary sensitive matters. He is used to operate discreetly under turbulent circumstances.

Career: Jan read law and business science. He used to be part of the General Council of the Netherlands Bar Association. Jan is deputy justice at the court of appeal in The Hague. Furthermore, he is editor of the magazine 'Strafblad' (criminal record), he publishes

regularly and lectures at the training institute for the judicial system.

LEMSTRA, Derk

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Featured in Capital Markets (Netherlands)

Practice Areas: Derk specialises in capital markets and corporate governance. He advises on all aspects of offering of securities and counsels corporate clients and financial institutions on corporate governance and regulatory issues. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/d/derk-lemstra>

LEPPINK, Willem

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Featured in Intellectual Property (Netherlands)

Practice Areas: Intellectual property rights Trade mark law Advertising and marketing law Domain names

Career: Willem provides litigation services and advice in the field of trademark, copyright and advertising law. He represents well known companies throughout Europe in counterfeiting and other infringement matters. He is very experienced in coordinating European brand and marketing-related projects. In the Netherlands he litigates in conflicts regarding intellectual property and in cases about misleading and comparative advertising. Before joining Ploum, Willem was a partner with NautaDutilh and Simmons & Simmons. Willem is the chair of the organization that is responsible for the professional education of Benelux trad mark attorneys

Professional Memberships: MARQUES, the European Association of Trade Mark Owners, member of the executive committee Dutch Advertising Law Association (VvRr), honorary member International Trademark Association (INTA) Benelux association for trademark and design law (BMM) European Trade Mark Association (ECTA) Association Internationale pour la Protection de la Propriété Intellectuelle (AIPPI) Netherlands Association of Intellectual Property Litigation Lawyers (VIEPA)

Publications: Most recent: 'European trade mark law: Quo Nunc Vadis?', Journal of Intellectual Property Law and Practice, Oxford University Press, januari 2019

Personal: Willem graduated from the University of Groningen in 1994. Before that he studied at School of Business of Western Carolina University.

LIEVERSE, Kitty

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Featured in Insurance (Netherlands), Banking & Finance (Netherlands)

Practice Areas: Kitty W.M. Lieverse, attorney at law, is a member of the Banking & Finance group. She specialises in the law and regulations regarding supervision of financial markets. She has worked at Paul Hastings Janofsky & Walker in Los Angeles, Washington DC and New York (1994). Kitty Lieverse is a member of the firm's Opinion Committee, senior lecturer of the Grotius specialization course in securities law, and an editorial board member of 'Toezicht Financiële Markten', 'Ondernemingsrecht/Financieel Recht' and 'JOR'. Kitty is a professor Financial supervision law at the Radboud

University of Nijmegen. She is also deputy judge (raadsheer plaatsvervanger) at the Court of Appeal in The Hague.

LINNARTZ, Bram

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Featured in Real Estate (Netherlands)

Practice Areas: Bram Linnartz MRE FRICS, attorney at law, has been managing partner of Loyens & Loeff N.V. since October 2018. Together with Thierry Charon he makes up the Executive Board of Loyens & Loeff. Bram is a member of the Real Estate practice group. He advises on commercial property transactions throughout Europe, real estate M&A, corporate real estate, open and closed-end real estate funds, property finance, joint ventures, and project development. He combines his expertise in the field of M&A with an in-depth knowledge of property law, the property industry and the 'Real Estate Capital Markets'. He is a lecturer at the University of Amsterdam, School of Real Estate. Before being appointed as managing partner, Bram served as non-executive chairman of the management board of Loyens & Loeff N.V. He is fellow of the Royal Institute of Chartered Surveyors (RICS) and member of the Master of Real Estate Alumni Association (MRE) and an alumni of the INSEAD Advanced Management Programme.

LIPS, Marjolijn

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Featured in Employment (Netherlands)

Practice Areas: Marjolijn is a highly experienced employment law specialist. She focuses on reorganizations, transfers of businesses, mergers and acquisitions, employee participation issues, executive redundancies, mass redundancy law, flexible workforce and harmonization of employment terms. Marjolijn heads the Employment practice group. Her clients include both Dutch and foreign companies. Marjolijn is a member of our TMT-sector team and regularly involved in transactions in the tech industry.

Career: Marjolijn has studied law at the University of Amsterdam and in Berlin. She lectures on HR and employment law topics. Besides serving on the board of the Sports and the Rudolf Lehmann Fund, Marjolijn is a member of the Netherlands Olympic Committee's Spending Policy Appeals Committee and the Dutch Association for Sports and Law.

Professional Memberships: The Amsterdam Employment Lawyers Association The Dutch Employment Law Association The European Employment Lawyers Association

LOHMANN, Herman

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Featured in Real Estate (Netherlands)

Practice Areas: Herman is co-head of the Real Estate practice group. He advises mainly international institutional investors and funds as well as large Dutch project developers. Herman assists clients with a broad range of real estate transactions, including real estate M&A, financing, project development, and the real estate aspects of business transactions and restructuring. Herman also gives advice on setting up investment vehicles and joint ventures, with a special focus on the international market and the

most challenging, complex and high-profile matters, such as transactions and projects involving multiple jurisdictions. Herman is a member of the Dutch Association of Real Estate Lawyers and the Dutch Commercial Law Association.

LONDONCK SLUIJK, Hans

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Featured in Insurance (Netherlands)

Practice Areas: Hans specialises in professional, corporate, and directors' and officers' liability. He is involved in complex, often international disputes, including class actions by shareholders and stakeholder organisations. Furthermore, Hans is an expert in insurance and reinsurance issues. His clients are national and international companies and their directors and supervisory directors, law firms, and other professional organisations, as well as insurers and reinsurers operating in the corporate market.

LOUWERIER, Lucas

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Featured in Real Estate (Netherlands)

Practice Areas: Lucas specialises in notarial real estate law. His clients include institutional investors, private equity investors, pension funds and project developers, which he assists with matters such as commercial real estate transactions, project development, real estate financing and real estate-related contracts. Lucas is a member of the Royal Dutch Association of Civil-law Notaries, the Master of Real Estate (MRE) Alumni Society, and the Royal Institution of Chartered Surveyors (the international network for real estate professionals).

LOUWINGER, Anton

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Featured in Tax (Netherlands)

Practice Areas: Anton Louwinger is a general tax practitioner, with over 25 years of experience. He is a general tax practitioner focusing on fund structuring and real estate, complex multi-jurisdictional tax planning matters, corporate transactions (domestic and cross-border, including mergers and acquisitions, joint ventures, spinoffs, and buy-outs), structured finance transactions and project finance transactions.

LUCAS, Steven

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Featured in Real Estate (Netherlands)

Practice Areas: Steven Lucas, attorney at law, is a member of the Real Estate practice group. Steven is known for his expertise in advising (foreign and domestic) clients on commercial and residential real estate transactions and (turnkey) development, real estate litigation and tenancy law. Steven formerly worked as inhouse legal counsel at a leading Dutch institutional real estate investor.

LUTJENS, Erik

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Featured in Employment (Netherlands)

Career: Prof. Erik Lutjens is experienced in the area of pension law in the Dutch legal practice. He advises large pension funds, the

Dutch government and financial institutions on pension issues. Erik has more than 25 years of experience and has been lecturing at VU University in Amsterdam, where he was appointed Professor in Pension Law in 1992.

LUYCKS, Juliette

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Juliette Luycks is Counsel and heads the Amsterdam Arbitration practice. She specialises in national and international commercial arbitration (e.g. under the NAI, ICC, CAM and UNCITRAL rules) and in investment treaty arbitration (including under the ICSID rules). She also acts as arbitrator. She has extensive trial experience before the Dutch courts.

MAAS-COOYMANS, Maayke

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Featured in Public Law (Netherlands)

Practice Areas: Maayke is active in the fields of environmental licensing law, spatial planning law (Spatial Planning Act, Housing Act, etc.) and environmental law in the broadest sense (IPPC, waste, reach, Environmental Impact Assessment procedures, environmental reporting, environmental permit procedures and enforcement, general administrative procedure and constitutional law (including freedom of government information). She is a member of Ploum's Team Energy.

Career: After graduating Maayke started working as an environmental lawyer. After joining the partnership of Ploum, Maayke specialised in complex environmental law matters, with a special focus on external safety, hazardous substances/waste, energy (windfarms on- and offshore, solar energy farms, district heating) and climate/CO2 (capture storage). She acts on behalf of both governmental institutions and (the larger/multinational) commercial parties. Maayke's practice focuses on both the legal and operational aspects of Seveso companies, in particular refineries, tank storage terminals and also of the chemical industry. She is a trusted sparring partner for the VOTOB and the VNPI. Maayke often lectures on environmental and Seveso topics (PGS 29), major accident prevention policy, aging and enforcement actions.

Professional Memberships: – Administrative judge District court of Zeeland-West Brabant (complex environmental matters) – Member Council of the Rotterdam Bar Association – Member supervisory board of the Purified Metal Company.

MARSMAN, Albert

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Albert specialises in international arbitration and litigation. He advises and acts in disputes involving bilateral and multilateral investment treaties, M&A contracts, gas purchase agreements and other commercial contracts. His special focus is the energy, financial services and technology sectors. Albert also regularly acts in proceedings concerning the enforcement of international arbitral awards, especially where a sovereign party is involved.

Career: Partner since 2016.

Professional Memberships: Albert is Treasurer and a member of Executive Board of the Dutch Arbitration Association (DAA).
Publications: Albert is co-editor of "Arbitration in the Netherlands", Kluwer Law, 2020, and of the International Bar Association's "Guide to Arbitration", 2018.

MARTIN, Michiel

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Michiel Martin is a partner in the corporate & M&A department. He specializes in mid-market mergers & acquisitions, joint ventures, structuring, private equity, acquisition finance and shareholders disputes. Michiel recently advised on the participation by Dutch construction company Dura Vermeer in Leeuwenstein Groep, the sale of HotBath to Swedish listed FM Mattson Mora Group, the acquisition by Gimv portfolio company Impact of Haldu and the sale of rollercoaster manufacturer Vekoma Rides to Japanese listed Sansei Technologies and Tromp Holding B.V. He was admitted to the bar in 2000 when he started at Simmons & Simmons. In 2005 he joined BarentsKrans. During 2014 – 2019 he was the managing partner of BarentsKrans. He is a guest lecturer at the Dutch post-graduate academy Grotius mergers & acquisitions. Michiel is one of the board members of the Krajcicek Foundation (set up by Wimbledon winner Richard Krajcicek to encourage disadvantaged children to sport).

MASMAN, Robert

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Featured in Capital Markets (Netherlands)

Practice Areas: Robert Masman is a Finance and Capital Markets lawyer focusing on asset based and structured finance, including securitization and covered bonds involving all asset classes. He has extensive experience in secured lending and capital markets transactions and financing linked derivatives, and acts for borrowers and lenders. Robert is involved in various finance industry initiatives, including alternative lending.

MAYER, Max

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Featured in Banking & Finance (Netherlands)

Career: Max is an English law qualified solicitor with experience on various banking products across the entire credit cycle. These include all forms of acquisition finance as well as investment grade corporate facilities and various types of borrowing base and asset backed financings. Substantially all of Max's transactions involve international businesses and capital providers. Max's client base is balanced between borrower/sponsor mandates and lender side instructions albeit with an increasingly strong focus on sponsor driven leverage finance transactions (acting for sponsors), in particular for competitive bid auction processes, refinancing opportunities (including dividend recapitalisations) and public-to-private takeovers. Max joined DLA Piper in the Netherlands in 2018 as partner in the Finance and Project practice.

MCEWAN, Angela

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Featured in Banking & Finance (Netherlands)

Practice Areas: Angela McEwan is an English qualified Partner in the Amsterdam Financial Markets Group. She specialises in banking and secured finance, with particular expertise and experience in structured finance, acquisition finance, project finance, asset based finance, general syndicated lending, commodity finance and restructuring.

MEERDINK, Eelco

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Eelco Meerdink is a leading dispute resolution practitioner with extensive experience in complex and cross-border litigation, international arbitration and ADR. He represents companies and management in diverse industries, including financial services, insurance, technology, energy, construction, pharmaceutical and manufacturing. Eelco has represented multinational corporations in both ad hoc arbitration and institutional arbitrations administered by the world's leading arbitration institutes. He has also handled arbitration related court proceedings, including Supreme Court litigation, in particular regarding the setting aside of arbitral awards.

Career: Partner since 2010.

Publications: The Dispute Resolution Review (11th Edition) 2019 The International Comparative Legal Guide to Insurance & Reinsurance – The Netherlands 2012, 2011, and 2010 The International Comparative Legal Guide to International Arbitration 2011 – The Netherlands A guide to the NAI arbitration rules: including a commentary on Dutch arbitration law publication description (Kluwer Law International, 2009)

MEERSMA, Klaas

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Featured in Healthcare (Netherlands)

Practice Areas: Klaas Meersma is a lawyer and partner at AKD whose work revolves entirely around providing legal services in the care sector. His clients include cure and care institutions and their sector organisations. Clients appreciate not only his clear advice, but also his capacity to empathise and look more broadly than just at the legal aspects of the case. Klaas combines knowledge of health care law and corporate law with knowledge of the sector. He advises institutions about governance, co-determination and their legal relationships with others. Institutions regularly ask Klaas to help with the legal structuring of the partnerships between them. He is also involved in mergers of hospitals and other care providers. Klaas' work also covers takeovers, for example of laboratories or institutions that are facing financial problems.

MEIJER, Rob

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Rob specialises in liability matters, insurance law and Dutch Supreme Court litigation (particularly in relation

to liability, real estate law, company law, insurance law, transport law and intellectual property law). In addition, Rob acts as an arbitrator for the Netherlands Arbitration Institute. The cases that he handles are invariably of an international and commercial nature. Rob is a former chairman of the Advisory Committee on Civil Law, and has been a member of the Advisory Committee on Insurance Law of the Netherlands Bar Association. He is currently a member of the Advisory Committee on Cassation of the Netherlands Bar Association. Rob is also a senior lecturer on private law at the Law Firm School.

MERKS, Paulus

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Featured in Tax (Netherlands)

Practice Areas: An expert in domestic and international tax law, Paulus Merks advises on M&A transactions, restructurings, reorganisations, public offerings and transfer pricing. He also litigates disputes with the tax authorities, as well as advising on general tax-law matters. Merks regularly advises US and other non-Dutch companies on how best to structure their worldwide operations and acquisitions. Merks has degrees in Dutch tax law from the University of Amsterdam and in US tax law from the University of San Francisco. He previously worked as a tax lawyer in New York, Paris, Chicago and San Jose (California). Merks is a member of the American Bar Association (ABA), the Dutch Association for Tax Research (Vereniging voor Belastingwetenschap), the International Fiscal Association (IFA), the International Bar Association (IBA) and the European American Tax Institute. The author of several tax publications, and a regular speaker at international tax conferences, Merks also lectures at the International Bureau of Fiscal Documentation (IBFD), the SDU Licent Academy and the Advanced LL.M. in International Tax Law at Leiden University.

METZELAAR, Allard

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Allard specialises in mergers and acquisitions including public takeovers, joint ventures and related corporate transactions. He also counsels corporate clients and financial institutions on corporate governance and regulatory issues and regularly acts as independent counsel to supervisory boards. Allard's practice also includes contentious aspects of M&A and related transactions.

MOLENAARS, Michael

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Featured in Tax (Netherlands)

Practice Areas: Michael heads Stibbe's Tax Practice. He specialises in domestic and international taxation with particular emphasis on M&A and private equity transactions, corporate reorganisations, investment funds and capital markets transactions. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/m/michael-molenaars>

MOLHUYSEN, Marc

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Featured in Restructuring/Insolvency (Netherlands)

Career: Marc Molhuysen has significant experience in all aspects of restructuring. He combines a thorough legal basis with a pragmatic approach and the drive to reach a solution. Marc has been involved in many high-profile restructuring cases. Currently he acts for banks, other financial institutions and corporates in connection with strategic insolvency issues, security rights, disposals and asset purchases, compositions and claw back matters. For many years he used to be appointed as bankruptcy trustee and therefore brings that experience to the table as well.

MULDER, Niels

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Featured in Intellectual Property (Netherlands)

Career: Niels Mulder focuses on all forms of intellectual property with a particular emphasis on brand protection, copyright, designs and unfair competition. He has obtained many landmark decisions and has experience at every court level in the Netherlands and at the European court of Justice. Niels has extensive experience in advising on and coordinating multi-jurisdictional IP litigation on behalf of his clients. In addition he has advised, developed and executed Benelux and pan-European enforcement strategies for many clients.

MULLER, Frans

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Featured in Competition/European Law (Netherlands)

Practice Areas: Frans Muller heads the Amsterdam Antitrust group and is part of the Amsterdam Tech Group. He specialises in multi-jurisdictional merger control, cartel investigations and other behavioural antitrust as well as compliance (including anti-bribery and sanctions). He has wide experience with a variety of regulators and regularly conducts (multi-jurisdictional) regulatory investigations and implementing compliance policies and (internal document) reviews.

MUTSAERS, Anja

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Anja specialises in corporate law, contract law and mergers and acquisitions and has extensive experience in various industry sectors. Her widely praised expertise ranges from public bids to private equity and strategic deals, both national as well as international. In addition, Anja is regularly involved for Dutch and foreign clients in complex matters that relate to the energy transition debate. As previous head of De Brauw's energy group, she particularly focused on energy, sustainability and natural resources.

Career: Member of Management Board since 2020. Partner since 2012.

Publications: She also publishes and lectures regularly in her areas of expertise.

NETTEN, Ewald

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Featured in Dispute Resolution (Netherlands)

Career: Ewald Netten is a commercial litigator with a strong focus on financial services litigation, particularly in the area of financing, securities and insolvency. With regard to the latter, his clients are mainly banks and other financial institutions. He litigates on a wide range of subjects such as entering into and terminating loan agreements, the establishment and enforcement of security rights, insolvency issues, prejudgment attachments, netting, funds transfers, fraud and asset tracing, EVR registrations, directors' liability and duty of care issues. Ewald is also frequently involved in contentious restructuring matters, as a result of which he is used to advising his clients at the cutting edge. He has particular experience with the restructuring and settlement of large-scale and complex local and cross-border financing, especially in the field of distressed real estate. Besides the financial services sector, Ewald has significant experience with dispute resolution in the energy, chemicals and technology sectors. In that regard he frequently acts for global companies in complex litigation, resolving cross-border contractual and tort disputes. Ewald heads the Dutch Litigation & Regulatory practice.

NUNES, Eugenie

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Featured in Employment (Netherlands)

Practice Areas: Eugenie Nunes became a lawyer in 1992 and has been a partner in Dentons' Employment and Labor practice group since 2005. She focuses on employment law and employee participation. In her practice, she concentrates on legal project management in outsourcing and transfers of undertakings, HR compliance, reorganizations and cross-border employment. She also advises clients on the employment aspects of mergers and acquisitions. She is also regularly involved in advising in disputes on employee participation and collective bargaining agreements. Eugenie is a substitute-judge at the District Court in The Hague (cantonal division). She also manages the cross-border Employment and Labor team at Dentons. She has various publications to her name in the field of cross-border employment and employee participation, including the "Chronicle of employee participation". Eugenie regularly gives lectures on Dutch employment law in general, employee participation and cross-border employment within the framework of various educational institutes.

OOSTERHOFF, Itse

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/o/oosterhoff-itse-s> to learn more about our lawyers.

OOSTERHUIS, Gerrit

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Featured in Competition/European Law (Netherlands)

Practice Areas: Gerrit practices both Dutch and EU competition law, with an emphasis on merger notifications, cartel investigations, distribution practices and cases concerning abuse of dominance. He has a particular focus on the food sector. Gerrit represents clients from a wide range of sectors, specifically food, consumer products, private equity and automotive. He also advises on compliance in relation to complex forms of cooperation, joint ventures and distribution systems, as well as preventing gun jumping. He has considerable experience with notifications of complex transactions to the competition authorities, the Netherlands Authority for Consumers and Markets and the European Commission, and coordinating such notifications in multiple jurisdictions. He is involved in all aspects of the notification process, which not only entails gaining a swift and accurate understanding of how the sector functions but also consistently taking into account the client's interests and sensitivities of the competition authorities. In relation to EU law, he handles cases on matters that are relevant for the agriculture and food sectors, such as the rules of origin and labelling. Gerrit regularly publishes in the Dutch law journal on EU law, the *Nederlands Tijdschrift voor Europees Recht*, and the *European Competition Journal*.

OOSTERHUIS, Max

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Max Oosterhuis, attorney at law, heads the Loyens & Loeff Energy Team. Max specialises in EU and national energy law and is an expert on energy and regulatory matters. He advises (inter)national energy, oil, gas and power companies, as well as national and local authorities in various transactions, project development and joint ventures a.o. in the upstream (exploration and production), midstream (LNG, gas storage, oil refinery) as well as downstream (transmission and distribution).

Professional Memberships: Max is a lecturer in post-graduate studies and a permanent contributor to the *Energy Law Magazine*.

OOSTERLING, Lex

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Featured in Banking & Finance (Netherlands)

Career: Lex Oosterling has vast experience in advising banks and other (alternative) credit providers, private equity houses and borrowers on a wide range of (international) financing transactions. Lex focuses on acquisition/leveraged finance, corporate lending, real estate finance and structured finance transactions as well as the financial restructuring of such transactions. In addition, Lex has a wealth of experience representing both sellers and purchasers on all aspects relating to the sale, purchase and financing of domestic and pan-European loan portfolio transactions. Lex joined DLA Piper in 2003 and has been a partner since 2012. He heads DLA Piper's Finance and Projects practice in the Netherlands, one of the largest debt finance groups in the Netherlands. Lex has been seconded to GE Artesia Bank, ING Bank and Rabobank as well as with Travelex (London); this has deepened his understanding of the

financial sector. In the summer of 2009, Lex was based in DLA Piper's London office.

OOSTING, Bert

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Featured in Intellectual Property (Netherlands)

Practice Areas: Bert Oosting is a partner in the Hogan Lovells Intellectual Property group. A well-known and respected patent litigator, Bert is widely recognized as one of the leading go-to practitioners for international patent and technology disputes. Bert has vast experience in patent litigation in all relevant technical areas, but with a particular emphasis in the life sciences and high-tech industry. He handles patent cases before the courts in the Netherlands and is involved in oppositions before the European Patent Office. Bert also advises on patent enforcement strategies as well as transactional matters, such as technology transfers and licensing.

ORANJE, Rutger

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Featured in Real Estate (Netherlands)

Career: Rutger Oranje is an all-round professional in property law in the broadest sense with 35 years of experience. He advises national and international companies on various property transactions, in particular during the acquisition and sale of property portfolios. Rutger is the permanent lawyer for major Dutch and international property businesses, including property funds, investors, project developers, contractors and housing corporations. He has extensive experience in all aspects of property in the fields of both public and private law. He is also very experienced in dealing with distressed real estate. He has been involved in many transactions on behalf of both the bank and investors. Rutger has excellent access to the international network of the biggest real estate practice group in the world.

OUDE ELFERINK, Edmon

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Featured in Competition/European Law (Netherlands)

Practice Areas: Edmon heads the EU and Competition law team at CMS in the Netherlands. He is based both in Brussels and Amsterdam. Edmon advises, in particular, on cartel issues, merger control and state aid. He has developed a strong focus on the interface between data protection and competition law. Edmon practices a hands-on approach and vigilant way of working.

Career: Edmon previously worked as référendaire at the Court of Justice of the EU and as a lawyer at Houthoff Buruma and Pels Rijcken & Droogleevers Fortuijn. He is member of the board of the Dutch Association for European Law.

Professional Memberships: – Dutch Association for European Law – Dutch Association for Competition Law – American Bar Association, Antitrust Law Section.

Publications: Edmon is a member of the board of editors of the *Dutch Journal for European Law*. He regularly publishes in national and international journals.

Personal: Languages: Dutch, English, German and French.

OUWEHAND, Jeroen

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Jeroen Ouwehand is the firm's Global Senior Partner. Jeroen is an experienced disputes lawyer and, until recently, lead the firm's European Litigation & Dispute Resolution practice. He specializes in financial, commercial and corporate litigation and arbitration and has ample experience in acting in cross border disputes. While he has experience across many industries and sectors, he has particular expertise in the financial and oil & gas sectors.

PANNEKOEK, Michiel

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Featured in Private Equity (Netherlands), Corporate/M&A (Netherlands)

Practice Areas: Michiel is a partner in our Corporate group. He specialises in mergers and acquisitions and private equity. He has a particular focus on advising in the context of international acquisitions, management buy-outs and joint ventures. Michiel is one of the most prominent corporate and private equity lawyers in the Netherlands. He represents both listed and unlisted companies, private equity and venture capital firms in an array of Dutch and cross-border transactions, transactions with restructuring elements and large-scale projects. Michiel served on Houthoff's Executive Committee until 2018. Between 2010 and 2014, he headed the Corporate/M&A Team. Michiel is currently responsible for the international strategy and activities of the firm. He is also a board member of Lex Mundi, the world's largest and most prestigious network of independent law firms. Houthoff is the Netherlands only member of this leading professional services network.

PEELEN, Jan Jakob

Dentons, Amsterdam

Featured in Public Law (Netherlands)

Practice Areas: Jan Jakob Peelen is head of the Public Law practice in Amsterdam and a partner in the Energy group. He focuses on environmental law, planning, energy regulations and general administrative law. Amongst others, Jan Jakob advises on the development of various biomass power plants, waste-to-energy / waste-to-product projects, solar projects, and wind projects. In these projects, Jan Jakob assists the client throughout the duration of the project, from the preparation of the permit applications, up to the proceedings before the administrative courts. In addition to the project development practice, Jan Jakob also regularly advises investors and financial institutions on M&A and project finance transactions in the energy space. Amongst others, Jan Jakob advises on investments in solar projects, wind projects, and biomass projects, where Jan Jakob advises the client on the regulatory issues to be taken into account in the investment decision. Jan Jakob also advises clients in the chemical industry and the healthcare and life sciences sector on health and safety and environmental issues, such as in relation to the EU REACH Regulation.

PETERS, Paul
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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Paul Peters is a partner and lawyer at AKD who specialises in corporate law and bankruptcies. His clients include insurers, investors and financiers (mortgage providers, lease companies) who use Paul's services whenever they have to deal with people or companies in (financial) difficulties. Paul also help companies with their dealings with financiers and bankruptcy trustees. In addition to this he supports directors, supervisory directors, supervisory bodies and liability insurers in disputes with, for example, companies and foundations (such as housing associations). Paul's clients include Centraal Beheer Achmea, Value Enhancement Partners, Dura Vermeer, Crowe Horwath Peak and various Dutch local authorities. His challenge is to act on their behalf in order to prevent and limit the scope of any damages wherever possible. A major contribution to achieving this goal is the professional legal advice he provides. Paul is and regularly appointed as a trustee in bankruptcy cases. These differ considerably in scope and this means that he has wide-ranging experience with bankruptcies at all levels, from large to small.

PIERIK, Floris
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Featured in Corporate/M&A (Netherlands)

Career: Floris Pierik has 19 years' experience advising corporates and financial sponsors on complex domestic and cross-border public and private M&A and private equity transactions, including leveraged buy-outs and public takeovers. Floris represents a number of domestic and international private equity and corporate clients on a regular basis. Some of his major deals concern transactions involving multinational groups with operations on a global scale, often with a significant U.S. connection. He represents clients in a variety of industries, including retail and consumer products, manufacturing, chemicals, life sciences and TMT. He often counsels clients on compliance, governance, and fiduciary matters.

PITA CAO, Carlos
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Featured in Corporate/M&A (Netherlands)

Practice Areas: Carlos advises on complex cross-border transactions, on – both domestic and international – strategic and private equity acquisitions, participations, divestments and exits, buyouts, joint ventures, and corporate restructurings, as well as on corporate law issues and critical contracting matters. Carlos is a trusted advisor to many of his clients. He counts among his extensive and diverse client base, entrepreneurs and large quoted and private companies, based in the Netherlands and overseas, as well as private equity firms. Carlos' work spans a wide range of industries and sectors, including transport & logistics, energy, food, manufacturing, technology and leisure. Clients benefit from his responsive, pragmatic approach and his ability to focus on his clients' principal deal objectives.

PLAS, Harm-Paul
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Featured in Investment Funds (Netherlands)

Practice Areas: Harm-Paul specialises in individual and collective asset management and financial regulatory law. His work involves the establishment and restructuring of investment institutions and he advises real estate managers, pension funds and other institutional investors on discretionary and fiduciary asset management and asset pooling. He also advises on capital market transactions involving domestic and foreign investment institutions. In addition, Harm-Paul assists foreign investment funds, asset managers and institutional investors with the laws and regulations governing and supervising financial institutions in the Netherlands.

PLOEGER, Patrick
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Featured in Corporate Investigations (Netherlands)

Practice Areas: Patrick specialises in regulatory enforcement, internal and criminal investigations, and litigation. Patrick counsels corporates, financial institutions and professional services firms when they are faced with criminal or regulatory investigations by domestic or foreign authorities, and defends clients in court when challenging enforcement actions. His experience includes matters concerning fraud, corruption and bribery, accounting irregularities, financial regulatory investigations and economic sanctions and export controls, and relate to various jurisdictions in the Middle East, Africa and Asia.

Career: Partner since 2007.

Publications: He regularly publishes and lectures in his areas of expertise and is an editor of the Journal for Financial Reporting Law.

PLOUMEN, Annerie
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Featured in Real Estate (Netherlands)

Practice Areas: Annerie specializes in property and financing of this property. She assists companies with Dutch and international property transactions, financing, refinancing and project development, as well as drafting all other types of property (and other) agreements. In addition, Annerie advises companies on preparing, formulating and carrying out national and international tenders, as well as on structuring and setting up property funds and preparing and drafting the related financing documents.

Career: Annerie was appointed as civil law notary in 1996. Annerie holds various board and advisory positions, both in the property area and the Dutch notarial profession.

Professional Memberships: Annerie holds various board and advisory positions, both in the property area and the Dutch notarial profession. For example, she chaired the Amsterdam chapter of the Royal Dutch Association of Civil-law Notaries from 2008 to 2012, and is currently a member of the Amsterdam Judicial District's Disciplinary Board for the notarial profession. Annerie is on the board of the National Maritime Museum in Amsterdam. Annerie has been involved in several major property projects

within the Netherlands, and is regularly asked to provide input to various committees aiming to strengthen the Dutch property sector.

RAAS, Wendela
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Featured in Real Estate (Netherlands)

Practice Areas: Wendela Raas is the managing partner of Dentons Boekel in Amsterdam, in addition she is member of both the Europe Board and the Global Board of Dentons. In addition, she is co-head of the European Retail Sector group. She focuses on commercial leases, real estate transactions and litigation. Wendela has acted for clients in some of the largest transactions in the Netherlands. She is also well known for multiple litigation matters that resulted in landmark cases before the Dutch Supreme Court. Her clients include leading institutional investors, project developers and retailers. In 2017 Wendela was awarded an Honorary Professorship at Amity University Dubai in recognition of her competence and reputation in the area of real estate law. She gives guest lectures at the university's faculty of law. Wendela also teaches real estate law at various institutions, including the Amsterdam School of Real Estate (University of Amsterdam) and she publishes regularly. She is a member of the Royal Institution for Chartered Surveyors (RICS). On occasions she has been a special advisor to the Dutch Government on tenant law related legislation.

REESKAMP, Paul
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Featured in Intellectual Property (Netherlands)

Career: Paul Reeskamp is a market leading IP litigator, with particular experience in patent litigation having acted on a number of high profile, cross-border disputes. Paul's clients include national Dutch companies as well as international blue chip companies in a wide range of industries including biotechnology, pharmaceutical, dredging and off shore, the financial sector as well as the fast moving consumer goods industries. Paul heads the IPT practice in Amsterdam.

REUDER, Berend
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Featured in Competition/European Law (Netherlands)

Practice Areas: Berend specializes in Dutch, EU and Curaçao competition law, with a focus on merger control, the cartel prohibition and the prohibition on abuse of dominance. His merger control expertise includes both merger notification procedures and sanction procedures relating to late notification of a transaction (gun jumping). With respect to cartels and dominance, Berend's expertise includes compliance related questions, unannounced inspections by the authorities (dawn raids), leniency and fining procedures. He represents clients in both civil and administrative proceedings. Berend's sector specific expertise includes healthcare and tech markets: – Berend has extensive experience in the healthcare sector and is member of Stek's healthcare team. Berend's expertise includes cartel investigations, assessment of the compatibility of cooperation agreements with the cartel prohibition and

notification of mergers and acquisitions to the Dutch competition authority (Autoriteit Consument en Markt) as well as the Dutch healthcare authority (Nederlandse Zorgautoriteit). – Berend's broad experience in the tech sector includes matters relating to software distribution, online platforms, dynamic pricing, licensing and algorithms. Berend is a member of Stek's technology team. Berend publishes regularly and is editor of the reference books European Competition Law (Edward Elgar) and Nederlands Mededingingsrecht (Kluwer).

REUMKENS, Hugo
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Featured in Corporate/M&A (Netherlands)

Practice Areas: Hugo is a very experienced corporate law expert. He mainly focuses on cross-border mergers and acquisitions, corporate governance, private equity and joint ventures.

Career: Hugo served two terms as managing partner of Van Doorne and he occupies several additional positions at listed and non-listed companies and institutions. He has a broad network of contacts. As a lawyer, he combines his extensive management experience with knowledge and experience in relation to strategy, finance, IT and employee consultation. He was appointed chairman of Tilburg University in January 2018.

Professional Memberships: Hugo is a corporate law, corporate governance and boardroom dynamics lecturer at Nyenrode Business Universiteit, Tias and other universities. He is the author of books and columns on these subjects and he assists supervisory directors and regulators in self-evaluations. He is a former advisor to the Dutch Corporate Governance Committee and he is a regular keynote speaker on management and supervision.

RIJKEN, Joris
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Featured in Healthcare (Netherlands)

Practice Areas: Joris Rijken is a lawyer, non-practising doctor and partner at AKD who is specialised in contracting and regulating care and who acts primarily on behalf of care providers. He assists them in health care procurement, substantive inspections and contacts with the Dutch Healthcare Authority [Nederlandse Zorgautoriteit] (NZa), the Health and Youth Care Inspectorate [Inspectie voor Gezondheidszorg en Jeugd] (IGJ), the National Health Care Institute [Zorginstituut Nederland] and other government bodies. Joris used to work as the permanent lawyer for Ministry of Health, Welfare and Sport [Ministerie van Volksgezondheid, Welzijn en Sport] (VWS), the NZa and care insurers. As a result he knows all the ins and outs of these organisations. Joris is an analytical and accessible lawyer. In stressful complex situations he is able to create calm and purpose. He litigates when necessary and his style is incisive but fair. Joris lectures regularly, for example for the Grotius specialist course in healthcare law. He is a member of the Health Council of the Netherlands [Gezondheidsraad], which is an independent scientific body that advises the government and parliament.

ROOSEBOOM, Lonne

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Featured in Real Estate (Netherlands)

Practice Areas: Lonne M. Rooseboom MRE MRICS, attorney at law, is chairman of the Real Estate practice group. He specialises mainly in transactions with regard to commercial real estate, acquisition of (real estate) companies, turnkey projects and project development. He has experience in commercial real estate transactions, the setting up of joint ventures and investment structures and provides general advice to companies and government bodies on commercial real estate and commercial real estate-related tax issues. Lonne is a member of the Royal Institute of Chartered Surveyors (RICS) and member of the Master of Real Estate Alumni Association (MRE).

ROSING, Muriël

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Featured in Corporate Investigations (Netherlands)

Practice Areas: Muriël is an expert in corporate and white collar crime. She advises multinationals and their directors and/or employees in complex matters related to fraud, corruption, money laundering and other (economic) offences. In order to optimally serve the interests of her clients, Stibbe has set up a "Centre of Expertise – Corporate Investigations" that assist companies in relation to corporate investigations. As head of this Centre of Expertise, Muriël has broad expertise in leading corporate investigations within a broad variety of industries and in negotiations with regulatory and investigative authorities that often follow corporate investigations. The Centre of Expertise is composed of lawyers with legal expertise that is essential for conducting corporate investigations: criminal law, competition law, administrative law and privacy law and has in-depth knowledge of relevant topics such as anti-money laundering and anti-corruption legislation, legal privilege and the reporting duties of auditors, which often are the reason for conducting a corporate investigation. The Centre has well-established relationships with various IT and forensic experts and work together with leading law firms in other jurisdictions. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/m/muriel-rosing>.

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Featured in Tax (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/r/russo-antonio> to know more about our lawyers.

RUTTEN, Sjoerd

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Featured in Real Estate (Netherlands)

Practice Areas: Sjoerd Rutten is one of the leading advisors and litigators in contentious matters related to construction. Having maintained a particular focus on construction, project development, public procurement and PPP throughout his career, he is the go-to advisor for contractors, architects, engineers, project developers, sponsors and

authorities seeking advice and representation in big-ticket litigation and arbitration. Clients appreciate his work on early stage dispute control and strategy. He has also served as a court-appointed expert and is frequently asked as arbitrator in construction related disputes. In arbitration he acts before all the relevant institutes. Clients also come to him for the drafting of construction related contracts.

RUTTEN, Wijnanda

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Featured in Employment (Netherlands)

Practice Areas: Wijnanda Rutten is Counsel in the Amsterdam Employment practice and specializes in advising employers, pension administrators and pension providers (pension funds, insurance companies, PPI's and IORPs) on national and international pension issues, including the establishment, amendment, transfer and closure of pension plans and providers. She also is a specialist in pension fund governance, an experienced litigator and transactional specialist.

SAGEL, Stefan

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Featured in Employment (Netherlands)

Practice Areas: Stefan Sagel specialises in employment law and employee benefits. An important focus of his practice is litigation before the Supreme Court of the Netherlands, where he has represented companies, individual employees and trade unions in several landmark cases. He represents clients in individual and collective labour law matters, including dismissal, collective bargaining, transfer of undertaking, industrial action and co-determination. **Career:** Partner since 2007. He was also appointed as Professor of Employment Law at Leiden University in 2013, where he obtained his PhD on 'Summary dismissal for urgent cause' in the same year. **Professional Memberships:** Stefan is admitted to the Dutch Supreme Court Bar. **Publications:** Stefan regularly publishes articles in professional journals and newspapers on different employment law issues. **Personal:** He regularly lectures at events for fellow members of the judiciary, and on behalf of the Netherlands Bar Association.

SCHEELE, Marian

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Featured in Investment Funds (Netherlands)

Practice Areas: Marian Scheele is Senior Counsel in the Financial Markets Group and specialises in the financial regulatory and legal aspects of financial institutions, with a focus on Fintechs (incl. banks, payment service providers, crypto and blockchain companies) and asset managers (incl. fund managers and funds). She leads the Fintech Team and co-leads the Funds Team of Clifford Chance Amsterdam. Her expertise includes advising on licensing and registration, governance, structure and organisation and other ongoing license requirements. She is frequently involved in corporate restructurings and M&A transactions including IPOs. She contributes to the implementation of EU financial regulatory law in Dutch national

law. Marian is a member of the Public Affairs Committee of INREV.

SCHEER, Erik

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Featured in Tax (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/s/scheer-erik-th> to know more about our lawyers.

SCHELLAARS, Rogier

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Rogier specialises in international commercial arbitration and litigation. He acts as counsel and arbitrator in, and advises on, a range of commercial disputes and investment claims, notably M&A, joint venture and finance disputes. He has experience in dealing with matters under most of the leading arbitration institutes' rules and major arbitration laws. **Career:** Rogier holds a degree in Law & Economics (University of London) and Civil Law (University of Leiden). In 2011, Rogier was seconded to Royal Philips Electronics and conducted a review for its DR strategy. Currently, Rogier sits on the ICC Court of Arbitration.

SCHOLTEN, Arnout

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Featured in Real Estate (Netherlands)

Practice Areas: Arnout is the co-chair of the CMS Global Real Estate Group and a leading lawyer in real estate in the Netherlands. Arnout specialises in real estate transactions, development projects and asset management (including leases). He has a broad range of clients ranging from international and domestic investors, financiers, developers to large corporate end users. Clients include Bouwinvest, CBRE Global Investors, Swiss Life, Commerzbank, Patrizia, Capreol, M&G, Primark and McDonald's. **Career:** Lawyer in 2000. Joined CMS in 2010. Partner in 2011.

Professional Memberships: Royal Institute of Chartered Surveyors (RICS)

SCHOONWILLE, Martijn

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Featured in Capital Markets (Netherlands)

Practice Areas: Martijn Schoonwille, attorney at law, is a member of the Banking & Finance practice group. He specialises in advising financial institutions – including banks, investment firms, fund managers, custodians, trading platforms and insurers – on legal and financial regulatory aspects of their businesses and transactions in the Netherlands and, where relevant, the continental European markets. In addition, Martijn acts as counsel to financial institutions, investors and companies in a variety of public and private debt offerings and alternative financing structures. He is one of the driving forces behind the Loyens & Loeff Tech Academy and has a particular interest in artificial intelligence, smart contracts and DLT uses in financial markets. With a background in Corporate/M&A, Martijn was seconded in 2008 to an investment bank. From the beginning of 2010 to the end of 2012 he was based in Loyens & Loeff's London office.

Martijn lectures frequently on financial regulatory topics at Dutch universities and is an editorial member of Rechtspraak Financieel Recht. He is also a member of the Dutch Association for Financial Law.

Career: Martijn was seconded in 2008 to an investment bank. From 2010 to the end of 2012 he was based in Loyens & Loeff's London office.

SCHOT, Corinne

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Featured in Capital Markets (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/s/schot-corinne> to know more about our lawyers.

SCHOUTEN, Michael

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Michael specialises in public and private M&A and has acted for a number of listed companies and private multinationals. On the public side, Michael has been involved in friendly as well as hostile takeover bids. He regularly advises clients on takeover regulation and the role and responsibilities of boards. On the private side, Michael has particular expertise in shareholder agreements and has been involved in various private equity deals and controlled auctions. He regularly advises clients on governance issues and recent developments in corporate law as well as securities law and disclosure obligations.

Career: Partner since 2014.

Publications: Michael's work has been published in journals such as the Stanford Journal of Business, Law & Finance and the Columbia Business Law Review. He regularly lectures graduate students on corporate governance, equity derivatives and M&A.

SCHRIJVERS HOF, Diederik

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Featured in Healthcare (Netherlands), Competition/European Law (Netherlands)

Practice Areas: Diederik has experience in all areas of European and Dutch competition law. Diederik has extensive experience with complex merger control issues, including second phase proceedings at both the European Commission and the Netherlands Authority for Consumers and Markets. He also assisted companies during dawn raids. Diederik submitted leniency applications to these authorities besides working on cartel investigations and proceedings. He advised companies on co-operation and distribution agreements and allegations of abuse of a dominant position. Diederik is familiar with the ins and outs of competition law in various sectors. Seconded to Shell as antitrust counsel he gained experience with competition law in the oil and gas industry. He also has in depth knowledge of the healthcare and pharmaceutical sector. In 2010 and 2011 he was employed as a regulator by the Dutch Healthcare Authority. He is a frequent speaker and contributor to journals on competition law. Diederik is one of the founding partners of Maverick Advocaten N.V.

SCHULP, Judith

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Featured in Employment (Netherlands)

Practice Areas: Judith Schulp specializes in the areas of employment termination law (collective and individual), reorganizations, dismissals (and buy-outs) of directors, corporate governance, fraud, employee co-determination, transfers of undertakings, disputes with shareholders and cross-border labor. Judith frequently advises on and handles disputes regarding co-determination and collective employment contracts. She regularly litigates before courts and arbitrators and is also an active mediator. Judith does pro bono work for the IMC Weekend School, Valid Express and danced4life. In addition, she is a member of the board of representatives (college van afgevaardigden) of The Netherlands Bar (Nederlandse orde van advocaten (NOvA)), a board member of the Amsterdam Grachtenfestival, and a supervisory board member of VluchtelingenWerk Nederland and Koninklijk Theater Carré. Judith speaks often at seminars, publishes regularly and is a co-author of *Vademecum Burgerlijk Procesrecht Arbeidszaken*, a handbook on civil procedural law in employment cases.

Career: Judith has been with Lexence since 2008. She started her career as an M&A lawyer and switched to employment law in 1994.

SCHUTTE, Ton

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Featured in Corporate/M&A (Netherlands)

Career: Ton Schutte is a transactional lawyer with extensive experience in negotiating and structuring domestic and cross-border transactions for Dutch, US and global corporates and sponsors. He has a proven track record in public M&A, private M&A as well as in joint ventures and other types of transactions involving strategic investments. Ton works with these corporate and financial clients in realizing their deals in the Netherlands and abroad, in the latter case taking the lead of an international team of advisers and coordinating the various workstreams in the various jurisdictions.

SCHÜTTE, Pieter

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Featured in Capital Markets (Netherlands)

Practice Areas: Pieter focuses on capital markets and corporate transactions. Experience includes advising on IPOs, rights offerings and corporate restructurings. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/p/pieter-schutte>

SICK, Pauline

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Featured in Employment (Netherlands)

Practice Areas: Pauline has a broad employment law practice and provides services to clients in various market sectors (profit and non-profit). She has a specific focus on collective employment law (mainly collective bargaining agreement law) and flexible employment relationships. She also regularly

lectures about these subjects. Furthermore, Pauline is a deputy judge with the Court of Appeal of The Hague.

Career: Pauline Sick is partner at Boontje Advocaten. She is an attorney at law since 1997 and joined Boontje Advocaten in 2009. From the start of her career, Pauline exclusively works in the area of employment law. Pauline has also graduated in English linguistics and literature. Pauline is one of the editorials of TRA, one of the Netherlands' most distinguished employment law magazines, appearing monthly, as well as one of the editors of RAR, a jurisprudence magazine, appearing 14 times a year.

SIJNJA, Henk Arnold

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Featured in Corporate/M&A (Netherlands)

Career: Henk Arnold Sijnja is an experienced corporate lawyer with a particular focus on (cross-border) public and private M&A, equity capital markets and securities law. His experience includes public takeovers, private M&A, equity offerings, IPOs, corporate restructurings and reorganizations. In addition, he advises major (international) corporations on broader corporate strategy, including corporate governance, reorganizations and financial reporting. Henk Arnold has particular experience in and focus on the life sciences sector, advising care providers, pharmaceutical companies, medical devices and biotech companies, financiers and investment firms, on a wide range of transactional and advisory matters. He also gained a lot of experience with transactions in the financial sector, having acted (amongst others) for Royal Bank of Scotland in its takeover bid for ABN Amro and having been seconded to ING.

SILLEVIS-SMITT, Eveline

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Featured in Public Law (Netherlands)

Practice Areas: Eveline Sillevissmitt is a lawyer and partner at AKD. She is a leading expert in the field of environmental law (including spatial planning). She acts primarily on behalf of property developers and for large and medium-sized companies in the heavier industries, the foodstuffs industry, the energy sector and waste processing. She has a lot of experience with the environmental and spatial aspects that play a role in those fields. Eveline helps clients to obtain permits and dispensations, or in the event of impending enforcement measures. Environmental aspects with which Eveline has experience are best practices, air quality, noise (zoning), emissions (such as substances of very high concern) and emissions trading, soil and soil contamination, odour issues, (external) safety, spillages, environmental protection (including flora and fauna), the use of secondary building materials and environmental impact assessments. She also provides support in relation to specialist (environmental) disputes involving (nuclear) energy, asbestos and asbestos liability, Legionnaire's disease and waste legislation. Eveline advises clients in supervisory and enforcement cases brought after permits or dispensations have been granted or not. Examples include obtaining orders subject to penalties, as well as administrative enforcement and administrative penalties.

SIMONIS, Paul

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Featured in Tax (Netherlands)

Practice Areas: Paul H.M. Simonis, tax adviser, is a member of the Tax practice group. He specialises in restructurings, mergers and acquisitions.

Career: Fiscal/Economics, Erasmus University of Rotterdam, 1982. Dutch law, Erasmus University of Rotterdam, 1984

Publications: As (co-)author, he has published several books and articles on mergers, demergers, reorganizations, fiscal unity, privatisation, and the introduction of corporation tax in the gas and electricity sectors in the Netherlands, investment treaties and CCCTB.

SINNINGHE DAMSTÉ, Mijke

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Mijke Sinninghe Damsté (1980), attorney at law, is a member of the Litigation & Risk Management practice group. She specialises in securities law disputes and litigation in the field of corporate law. Mijke has experience in advising and litigation on, among other things, liability of financial institutions (such as banks, asset managers and insurers), prospectus liability, collective action and collective settlement, shareholder disputes, proceedings before the Enterprise Chamber and procedures on directors' liability and insurance issues related thereto.

Professional Memberships: She is a member of the Corporate Litigation Association and the Association for Securities Law.

SLEURINK, Paul

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Featured in Tax (Netherlands)

Practice Areas: Paul is a noted specialist in Dutch and international tax law. His practice is strongly transaction driven, with a mixture of M&A, corporate restructuring and finance transactions. In addition, Paul regularly works on special projects, and has been involved in various cases for the US Tax Court as an expert witness. Paul's broad experience gained both in the Netherlands and abroad significantly enhances his understanding of the tax aspects of capital markets and finance transactions, as well as the tax considerations of cross-border M&A transactions. In addition, Paul frequently assists clients in tax policy issues, including potential tax litigation.

Career: Partner since 2004.

SLUIJTERS, Stephan

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Corporate law M&A Energy

Career: Stephan graduated from the University of Utrecht in 1998, majoring in Private Law and Criminal Law. After graduating, he worked for Loyens & Loeff and in 2003 he moved to Ploum. Stephan completed the Post-Graduate Programme in Funding & Securities at the Grotius Academie and the

Post-Graduate Programme in Energy Law at the VU University Amsterdam. Stephan is a lawyer and partner.

Professional Memberships: Stephan is a member of the Dutch energy law association
Publications: Investments in solar energy and the prevention of money laundering: growing concern for municipalities.

SMIT, Gerben

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Gerben Smit is an expert in international contract law and specialises in commercial litigation and arbitration. His practice covers the full range of commercial dispute resolution, with an emphasis on contractual liability, (financial) product liability, follow-on (cartel) damage claims and M&A-related disputes.

Career: Gerben was a senior associate in the litigation and corporate departments of Allen & Overy and a Legal Counsel at a Dutch producer of wind turbines before joining Stek in 2010.

SMITS, Jeroen

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Featured in Tax (Netherlands)

Practice Areas: Jeroen specialises in Dutch domestic and international taxation with a focus on M&A, corporate reorganizations, private equity, and capital markets transactions. He is also a member of Stibbe's investment management group and in such capacity focusing on the tax aspects of fund structuring. Please see Stibbe website for more details: <https://www.stibbe.com/en/people/j/jeroen-smits>

SNEL, Jan L N

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Featured in Tax (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/s/snel-jan-l-n> to learn more about our lawyers.

SOERJATIN, Ellen

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Featured in Dispute Resolution (Netherlands)

Practice Areas: As a corporate governance specialist, Ellen represents her clients in inquiry proceedings before the Dutch Enterprise Chamber of the Amsterdam Appellate Court, D&O liability litigation and in corporate disputes, with specific expertise in accountancy and financial reporting. She has frequently acted on appointment by the Enterprise Chamber in inquiry proceedings as investigator, administrator of shares or temporary supervisory director. Ellen litigates before civil, disciplinary and arbitration courts and she also acts as corporate mediator.

Career: 2018: founding partner, Evers Soerjatin; 2016: founding partner Soerjatin dispute resolution; 2011: partner at Stek; 2008: board advisor Dutch Health Care Authority; 1993: partner/head litigation practice group (2003) DLA Piper

Professional Memberships: Corporate Litigation Association; Financial Reporting Association; Business Mediation Association
Personal: Extracurricular positions: Supervisory board Petrobras Compensation

Foundation; Member Chamber Forensic Accountancy / Chamber Internal Investigations – Institute for Financial Crime

SOMSEN, Marnix

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Featured in Corporate Investigations (Netherlands)

Practice Areas: Marnix specialises in regulatory and criminal enforcement.

He represents corporations and financial institutions subject to investigations and enforcement proceedings, and is an expert in export controls and economic sanctions. Marnix typically handles cross-border enforcement matters and internal investigations for EU companies involving one or more US or other foreign regulators. His experience spans the US, Europe, Africa and Asia.

Career: Partner since 2005.

Professional Memberships: Marnix is currently the co-chair of the IBA Anti-Corruption Committee for the Netherlands. Formerly an editor in chief of Tijdschrift voor Sanctierecht & Compliance, the Dutch enforcement & compliance law review, Marnix now serves on its Board of Advisors.

Publications: Marnix has recently co-edited *Onderneming en Sanctierecht*, a Nijmegen University textbook on regulatory and criminal enforcement.

SPIJKERMAN, Epke

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Featured in Employment (Netherlands)

Practice Areas: Epke Spijkerman is a partner in the Employment and Labor practice in Amsterdam. He advises a diverse array of national and international companies, including publicly listed multinationals on employment law. Epke has many years of experience in advising and litigating on collective redundancies, individual dismissals, collective bargaining agreements, works council matters, mergers and acquisitions, transfers of undertakings, employment agreements and non-competition clauses. Epke has completed his postgraduate diploma in Dutch employment law. His articles appear in publications and newsletters, and he hosts a range of talks and seminars. He also is a lecturer at several lawyer training institutions.

STEENMETSER, Tomas

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Featured in Real Estate (Netherlands)

Practice Areas: Tomas Steenmetser is experienced in leasing law regarding business premises, purchase law and the general law of obligation relating to property. Tomas is also specialized in bankruptcy law related issues. In February 2015 he represented a very large group of parties leasing real estate to V&D. Tomas drafted the settlement agreement between V&D and almost all of the lessors of V&D Warehouses. Tomas is a trusted advisor of IVBN/ROZ. Tomas has fulfilled various management positions. Until recently Tomas was secretary of the Vereniging van Huurrecht Advocaten (Leasing Lawyers Association). He publishes regularly. Tomas is a trainer at the OSR, a legal training institute and lectures at the Eggen Instituut at Universiteit van Amsterdam as well.

Career: Tomas has been with Lexence since 2001.

STEFFENS, Philippe

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Featured in Capital Markets (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/s/steffens-philippe-jg> to know more about our lawyers.

STEK, Jasper

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Jasper Stek is a partner in Stek's corporate and commercial team. He advises on a variety of commercial contracts and represents national and international clients in corporate transactions and disputes. In addition, he acts as arbitrator and as binding advisor and is regularly appointed as investigator by the Enterprise Chamber of the Court of Appeal in Amsterdam.

STOFFER, Menno

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Featured in Banking & Finance (Netherlands)

Practice Areas: Menno specialises in (international) financing and restructuring matters. He advises on a wide range of financing matters (banking, acquisition, asset, structured and project finance) both in a going concern context and in distressed or complex situations. In these matters, Menno combines a deep market practice knowledge and expertise with tactical and strategic advice for directors and management on how to deal with special situations. Menno acts for corporates, financial institutions and private equity investors.

Career: Partner since 2001.

STOLK, Jet

Houthoff, Amsterdam

Featured in Employment (Netherlands)

Practice Areas: Jet specialises in employment law. In addition to individual employees (mainly directors and senior management), she advises Dutch and international companies on all aspects of employment law. Jet has extensive experience in the laws governing both individual and collective termination, EU employee participation programmes and all forms of reorganisation. She also advises clients on employee participation and reorganisations as part of or following an M&A or refinancing process.

STÖPETIE, Kurt

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Featured in Intellectual Property (Netherlands)

Practice Areas: Kurt Stöpetie (partner) has been dedicated to IP matters from the very first day he started as a lawyer in 1988. Since then he has been involved in numerous trademark, design, and unfair competition cases. He has a vast experience in designing IP positions and IP litigation strategies. Kurt is widely recognized as a top notch IP litigator. He is praised by clients and opponents as an extremely sharp, analytical and creative lawyer who has fought his clients out of some desperate situations.

Career: JD Utrecht (1986); Grotius Academy (1987); Stibbe (1988-2004).

Publications: Kurt speaks regularly at conferences on intellectual property and unfair competition topics.

SUNDERMAN, Michiel

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Featured in Tax (Netherlands)

Practice Areas: Michiel Sunderman is Partner and head of the Amsterdam Tax practice. He is an all-round tax expert, specialising in M&A, financial restructurings, fund structuring (with a focus on private equity and carried interest structuring), corporate, cross border and structured finance transactions.

SWAAK, Christof

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Featured in Competition/European Law (Netherlands)

Practice Areas: Christof is the head of our competition and regulation practice in Amsterdam and New York. He represents high-profile clients before the European Commission, the European Court of Justice in Luxembourg, national competition authorities including the Dutch Authority for Consumers & Markets and the relevant national courts. His broad expertise includes European and Dutch competition law and he is a recognised specialist in complex multi-jurisdictional cartel cases, leniency and follow-on litigation matters. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/c/christof-swaak>.

TAN, Simon

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Featured in Employment (Netherlands)

Practice Areas: Employment & co-determination
Career: Simon entered the Bar in 1987 and has quite a solid track record as a leading employment lawyer in a variety of issues, covering both individual termination cases, collective labour disputes and anything in between. Simon became a partner at Nauta Dutilh in 1995 and left for Eversheds-Sutherland in 2006 where he headed the employment team until he joined Ploum in April 2018. Clients value both his skills and his dedication, in particular his ability to find a sustainable solution. Together with Rutger Ploum, Simon heads the Employment team at Ploum.

TEERINK, Han

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Featured in Capital Markets (Netherlands)

Practice Areas: Han Teerink is Counsel in the Amsterdam Corporate practice. He specialises in equity capital markets transactions, in particular IPOs, secondary share issuances and buy-back transactions, advising issuers, selling shareholders or underwriting banks. He also services listed companies, advising them on Dutch and European corporate and securities laws and he advises on M&A transactions, both public and private.

TEN HAVE, Floris

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Featured in Competition/European Law (Netherlands)

Practice Areas: Floris advises many organisations on all areas of the competition rules. He has a broad international practice, covering cartel investigations and litigation, merger control and abuse of a dominant position. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/f/floris-ten-have>.

THIJSSSEN, Jeroen

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Jeroen Thijssen is Partner in the Amsterdam Corporate practise and specialises in M&A (with a specific focus on multi-jurisdictional M&A), including public takeovers, private equity and infrastructure investments. He has particular experience advising financial institutions and insurance companies in relation to M&A and restructurings.

THOLE, Elisabeth

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Featured in TMT (Netherlands)

Practice Areas: Partner and Head of Privacy Team. Extensively experienced in assisting clients with complex, high risk, cross-border data related matters. The Team is also specialized in e-commerce work.
Career: PhD (1991) on software copyright. Dr. Elisabeth Thole began practising law in 1991, joining Van Doorne in 1998. She authored many publications on privacy and IT related aspects. Editor of 'Privacy & Informatie' (Privacy & Information) and 'Tijdschrift voor Internetrecht' (Journal for Internet Law). Board member of the Netherlands Association of Privacy Lawyers (VPR-A), former board member of the Netherlands Association of IT lawyers (VIRA), Vice-President of the UIA Privacy Commission and Member of the Netherlands Privacy Law Association (VPR) and ITechlaw.

TIMMERMANS, Jeroen

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Featured in Transportation (Netherlands)

Practice Areas: Jeroen assists clients in the full range of aviation activities in the national and international aviation market. He specializes in multi-jurisdictional transactions relating to the lease, acquisition, sale and financing of both passenger aircraft and business jets, as well as aircraft repossessions. In addition, he advises on aviation related contracts and issues generally. Furthermore, Jeroen has advised on the acquisition, sale and joint ventures of a number of airlines.
Career: 2005: Partner Stek; 2002: Partner NautaDutilh.

Professional Memberships: European Air Law Association; International Bar Association.

TJITTES, Rieme-Jan

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Rieme-Jan Tjittes is a leading expert in complex litigation and arbitration with regard to a wide array of (international) commercial contracts. In addition he frequently serves as an arbitrator and is very successful in corporate and commercial cases before the Dutch Supreme Court.

Career: Rieme-Jan worked in the Litigation & Arbitration Department of Allen & Overy. Previously, he served as a fulltime Justice in the Courts of Appeal for eight years and for ten years as deputy Justice in the Court of Appeal.

Personal: J.D. and Ph.D. (University of Groningen). Rieme-Jan is a substitute Justice in the Netherlands Commercial Court and a professor of Private Law at VU University Amsterdam. He published a leading treatise on (international) commercial contracts in the Netherlands ('Commercieel contractenrecht, deel I, Boom Juridisch, 2018').

TONNAER, Hein

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Featured in Banking & Finance (Netherlands), Energy & Natural Resources (Netherlands), Transportation (Netherlands)

Practice Areas: Hein Tonnaer is a Projects Partner. He specialises in project finance (with a strong focus on renewable energy), asset finance and export finance. He combines deep sector knowledge in renewables (including offshore, onshore, solar, wind, battery storage), aviation, shipping and export finance with legal skills and pragmatic advice. He has advised energy firms, banks, lenders, sponsors and aviation companies lessors across several project & asset-based transactions.

TRUIJENS, Moira

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Featured in Intellectual Property (Netherlands)

Practice Areas: Moira enjoys working on all IP-law related matters, including (cross border) patent litigation, as well as unfair competition and commercial contracts. She is an excellent litigator yet above all is a committed problem solver, capable of keeping matters simple and act pragmatically. She acts for big internationals but also for smaller businesses. Being a strong strategist and fluent in three languages she is an excellent pan-European team player and leader.

Career: Bar admission 2005. Prior to joining Hoogenraad & Haak in 2014, worked as a lawyer at IP boutique firms Brinkhof and Klos Morel Vos & Schaap.

Professional Memberships: INTA, AIPPI, MARQUES (member Designs Team), the Benelux Trademark and Design Law Association (BMM) and the Dutch Association for Copyright Law (VvA). She also has been admitted to the Dutch Association of Intellectual Property Law Litigators (VIEPA) and also to the international (francophone) society "Association des Praticiens du Droit des Marques et des Modeles" (l'APRAM).

Publications: Moira publishes regularly in national and international law magazines
Personal: Moira loves music and playing cello and clarinet. She is fluent in Dutch, English and French and also learned to speak German (when working as a cellist with German pop star Herbert Grönemeyer). Moira chairs foundation "Stichting Symphonic Cinema".

TUKKER, Jetty

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Featured in Capital Markets (Netherlands)

Practice Areas: Jetty Tukker specialises in company and securities law, with a specific emphasis on equity capital markets and public and private M&A transactions. Her capital markets experience includes initial public offerings (IPOs), secondary offerings and rights issues. She also advises on joint ventures and corporate governance. Jetty leads Houthoff's ECM Team, together with Alexander Kaarls. She joined Houthoff in 2016 after working at Allen & Overy for over 16 years. She is a member of the Dutch Commercial Law Association and the Dutch Association for Financial Law.

VAN 'T WESTEINDE, Mariëtte

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Featured in Capital Markets (Netherlands)

Practice Areas: Mariëtte, partner and attorney at law, has broad experience in all types of specialised financial transactions, ranging from asset finance to public and private debt issues, derivatives and asset management, and, in particular, on securitisations and structured finance. She has held various positions ranging from in-house legal counsel to attorney.

Career: Mariëtte was admitted to the bar in 1990 and joined Loyens & Loeff as partner in April 2002.

Publications: Mariëtte has published several articles on banking law-related issues and is coauthor of a book on securitisation in the Netherlands.

VAN AERDE, Thijs

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Featured in Intellectual Property (Netherlands)

Practice Areas: Thijs specialises in Supreme Court litigation, as well as representing clients before the European Court of Justice and the lower Dutch courts. Since Thijs joined Houthoff in 2006, he has litigated more than 100 cases before the Dutch Supreme Court and many cases before the lower Dutch courts. Thijs focuses on issues related to intellectual property law, contract law, tort law, and procedural law matters. Thijs regularly assists clients in domain name disputes. He also lectures on litigating IP cases before the Dutch appeal courts. He is a member of the Dutch Association of Civil Cassation Lawyers (VCCA), the Dutch Association for Procedural Law (NVVP) and the Dutch Group of the International Association for the Protection of Intellectual Property (AIPPI).

VAN AGTEREN, Robert J

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/v/van-agteren-robert-j> to know more about our lawyers.

VAN ANGEREN, Jan Reinier

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Featured in Public Law (Netherlands)

Practice Areas: Jan Reinier specialises in administrative and public law. His work in-

cludes advising local governments and large project development companies on various matters related to general public law. His expertise also comprises of administrative litigation, environmental law, planning law, subsidies and compliance. Furthermore, he is an expert on public transport and railway law. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/j/jan-reinier-van-angeren>

VAN ANGEREN, Oscar

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Featured in Investment Funds (Netherlands)

Practice Areas: Oscar heads Houthoff's Investment Management practice group and works at both the Amsterdam office and the London office. His work focuses mainly on the establishment of investment institutions, including private equity funds, hedge funds, real estate funds, retail funds (UCITS and non-UCITS) and funds of funds. Oscar also advises asset managers, pension funds and other institutional investors on matters such as discretionary and fiduciary/integrated asset management, asset pooling, and the laws and regulations that apply to collective and other forms of asset management. He frequently publishes and teaches on various subjects related to asset management and custody.

VAN ANGEREN, Wieke

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Featured in TMT (Netherlands)

Practice Areas: Wieke van Angeren (partner) is specialised in drafting and negotiating commercial contracts with a focus on software and IT (sourcing, licenses, SaaS, e-commerce). She also deals with IT disputes. Wieke regularly assists clients like banks and insurance companies and companies within the TMT-sectors in various sourcing and IT projects. She also advises clients in respect of license, distribution, franchise, joint development and R&D arrangements.

Career: JD Utrecht (1998); Grotius Academy (2007); BarentsKrans (1998-2002); Freshfields (2002-2015); Brinkhof (since 2015).

Professional Memberships: Member of Sourcing Nederland, the Netherlands Association for Information Technology and Law and the ITechlaw Association.

VAN ASBECK, Ewout

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Featured in Tax (Netherlands)

Practice Areas: Ewout van Asbeck's tax practice is a mix of transactional work, both national and international, and traditional client counselling. Ewout specialises in Dutch and international tax law, applied to mergers and acquisitions (both for corporates, including private equity, and management), real estate investments, share/bond issues and increasingly in private client work.

Career: Before joining Van Doorne, Ewout worked for the Dutch Ministry of Finance and the Amsterdam, Singapore, Tokyo and New York offices of two other Dutch law firms.

Professional Memberships: Ewout is a past co-chair of the Taxes Committee of the International Bar Association.

VAN ASCH, Merel

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Featured in Insurance (Netherlands)

Practice Areas: Merel van Asch, attorney at law, is a member of the Litigation & Risk Management practice group. She specialises in liability and insurance law. Merel advises and litigates a lot of the time in the field of coverage-related disputes, duty of care of intermediaries and insurers and the regulatory aspects of insurance law.

Career: Master in civil law, Erasmus University Rotterdam, 2007 – 2008 (with honours), Faculty of law, Erasmus University Rotterdam, the Netherlands, 2004 – 2007 (with honours) Magna Charta specialist course insurance law (2014 – 2015)

Professional Memberships: Merel is a member of the Association for Insurance Research.

VAN BEUGE, Marc

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Marc specialises in energy law, and energy and chemical projects. He represents energy and chemical companies, their shareholders and larger buyers. Marc is mainly involved in cases in which the production, transportation or supply of electricity, gas or heat, sustainable energy, energy subsidies and emissions trading play a key role. He also represents clients in court and arbitration proceedings concerning energy disputes, the drafting of energy, chemical and waste management contracts, and the identification of opportunities and risks in energy law, including the Dutch Electricity Act, Gas Act and Heating Supply Act. Marc regularly publishes on energy law in the Netherlands Tijdschrift voor Energierecht journal. He teaches subjects relating to energy law, including in the context of 'Energy on Location', a postgraduate course at the University of Groningen. Marc is chair of Lex Mundi's Energy and Natural Resources Group. He is a member of the Dutch Association for Energy Law. Before joining Houthoff, Marc worked as in-house counsel at DSM and Energy Beheer Nederland.

VAN DAM, Mark

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Featured in Investment Funds (Netherlands)

Practice Areas: Mark van Dam, attorney at law, is a member of the investment management practice group in our Amsterdam office. Mark van Dam, specializes in fund formation, fund investments and other investment management arrangements. He has approximately 20 years experience in private equity and venture capital fund formation and investments, both in Amsterdam, London and New York. Mark's practice is focused on Dutch managers of private equity, venture capital, infrastructure and debt funds, for whom he acts as lead counsel in international fundraisings, including many with the European Investment Fund and similar semi-governmental institutions as investors. Mark van Dam also has particular experience in spin outs of private equity teams from large financial institutions, restructurings of management structures, team members departures and similar matters relating to

fund managers. Mark gives lectures on this subject. Mark is a member of the Amsterdam and New York counters.

VAN DE BULT, Floris

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Featured in Employment (Netherlands)

Practice Areas: Floris van de Bult, Co-head of the Global Employment practice, advises on both domestic and international companies on strategic employment matters such as board room advice, remuneration, cross-border reorganisations, high-end litigation and the employment and benefits aspects (including incentives) of complex international M&A transactions.

VAN DE HEL, Jan Bart

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Jan Bart is an expert in commercial and corporate dispute resolution. His practice covers the entire range of dispute resolution, with a focus on banking and finance litigation, director's and professional liability, M&A related disputes and follow-on (cartel) damage claims. Jan Bart has extensive experience in large corporate investigations and asset recovery cases. He advises various (listed) companies and financial institutions on corporate and obligatory issues and liability. Jan Bart worked for many years as a senior lawyer in the Litigation & Arbitration and Banking & International Capital Markets departments of Allen & Overy. Jan Bart publishes regularly and is a lecturer at the Law Firm School on discovery and evidence. He is also a lecturer at the Nyenrode Business University for executives and non-executives on governance. Jan Bart is a member of the Corporate Litigation Association, the Association for Financial Law and the Dutch Association for Procedural Law.

VAN DE HEL, Martijn

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Featured in Competition/European Law (Netherlands)

Practice Areas: Martijn van de Hel has comprehensive experience of European and Dutch competition law. He has advised businesses in many sectors on different forms of collaboration such as joint ventures, distribution and franchise agreements and purchasing combinations. He also has considerable experience in leniency applications and with dawn raids and cartel investigations by the Authority for Consumers & Markets (ACM) and the European Commission. He is an experienced advisor on cartel-related damage claims (follow-on claims). Martijn has advised many businesses and public bodies on state aid and unfair competition from the government. He has supported many companies in notifying the ACM and the European Commission of mergers or takeovers. He lectures frequently at seminars and training institutes and has penned numerous articles. Martijn was a partner at Boekel De Nerée before becoming a co-founder of Maverick Advocaten N.V.

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Featured in Employment (Netherlands)

Practice Areas: Henrike van de Laar is a lawyer at AKD. During the past 20 years she has gained plenty of experience in employment law in the broadest sense. Her focus is on the employment law aspects of international M&A deals, codetermination processes, international restructurings, cross-border and flexible labour and complex litigation. She mainly advises multinational companies, for example within the energy, recruitment and selection, automotive and pharmaceutical sectors. Her years of experience enable her to find practical solutions for complex employment law problems. Clients appreciate her proactive and pragmatic approach and described her as quick, to the point and enjoyable to work with.

Professional Memberships: Henrike is a member of the European Employment Lawyers Association ('EELA'), the Dutch Employment Lawyers Association ('VAAN'), the Amsterdam Employment Lawyers Association ('VAAA') and the Association for Employment law ('VvA').

Publications: Henrike is author of a number of publications covering a range of topics relating to employment law. She frequently leads internal and external courses on participatory law and international employment law in both Dutch and English.

VAN DE MEENT, Kees

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Kees van de Meent is partner of the firm and co-head of the Insolvency and Restructuring team. He is active in restructuring and insolvency, as well as international asset tracing and recovery, and has been involved as bankruptcy trustee in various high-profile and complex insolvencies. He also acts as counsel to companies facing financial difficulties. In addition he has experience with pre-packs, both as counsel to the company and as court-appointed administrator.

Professional Memberships: Kees is member of INSOL International, INSOL Europe, INSOLAD (the Dutch Association of Insolvency Lawyers), NVR/II/NACILL (the Netherlands Association for Comparative and International Insolvency Law), the IBA and the Turnaround Management Association. He is also the exclusive Dutch member of FraudNet, the global network operating under the ICC to provide fraud victims with a global service to respond to fraud. In addition he is chairman of the Asset Recovery Chamber of the Institute for Financial Crime (IFFC), the Netherlands national institute for innovation of investigation, co-operation and education in the field of financial crime.

VAN DEN BIGGELAAR, Nicolien

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Featured in Energy & Natural Resources (Netherlands), Public Law (Netherlands)

Practice Areas: Nicolien van den Biggelaar is an experienced litigator and leading expert in public law, with particular focus on Dutch and European environmental law, spatial

planning, nature conservation, compliance / and enforcement matters. Her main focus is on the energy sector, including the energy transition and climate change, and state owned-entities operating in the political arena. She regularly acts on behalf of both national and international companies, and Dutch principals on the regulatory and environmental aspects of high profile energy infrastructure projects.

Career: Partner since 2006.

Professional Memberships: Nicolien is a board member of the Dutch Association of Administrative Law and former Chairman of the Dutch Environmental Lawyers Association.

Personal: She is also a speaker and lecturer on various public law, environmental law and sustainability topics.

VAN DEN BOS, Hein

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Featured in Life Sciences (Netherlands)

Practice Areas: Hein van den Bos helps life sciences companies with EU regulatory matters. He assists pharmaceutical, biotechnology, and medical device companies on matters relating to the development, approval, and marketing of their products. This includes assistance on life cycle management issues such as regulatory data exclusivity and orphan exclusivity, pharmacovigilance, clinical trials, pricing and reimbursement, distribution, and advertising and promotion. Hein also assists on a number of compliance matters, such as financial relations with health care professionals, anticorruption, and sunshine rules. **Career:** 2004: joined NautaDutilh; 2011 : joined Hogan Lovells

VAN DEN HORST, Marleen

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Featured in Intellectual Property (Netherlands)

Practice Areas: Head of the IP & Technology practice group Marleen van den Horst (J.D.) has more than 25 years of experience in complex, multi-jurisdictional patent litigation. She successfully represents clients in patent disputes in all fields of technology: mechanics, life sciences, chemistry and high-tech/telecoms. She is internationally renowned for her patent, regulatory and product liability work in life sciences. Marleen conducts patent/SPC litigation and advises regarding e.g. escitalopram, glatiramer acetate, zoledronate, rivastigmine pemetrexed, rituximab and on CRISPR/Cas9 technology. In the field of high tech/telecoms Marleen advises on European litigation strategy for enforcing (UMTS and LTE standard essential) patents and on FRAND-related issues and coordinates the preparation thereof. She is a frequent speaker on patent/SPC litigation at international conferences.

VAN DER BEND, Bommel

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Bommel is a specialist in the field of international arbitration and heads the construction practice. He predominantly handles complex arbitration in the field of construction (specifically large scale construction projects), energy matters

and M&A-related matters. On the basis of his wide-ranged arbitration experience, Bommel also advises on procurement and contracting strategy for complex projects.

Career: Partner since 1999.

Professional Memberships: Bommel is a member of the management board of the Netherlands Arbitration Institute (NAI) and a member of the SIAC Users Council in Singapore.

Publications: Bommel has published many publications, and most recently – coauthored Arbitration in the Netherlands, (2020). He is editor and co-author of the industry's Commentary on Dutch Arbitration Law, A Guide to the NAI Arbitration Rules and co-author of the Dutch commentary on European and Dutch Public Procurement Law.

VAN DER GRAAF, Maarten

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Maarten's broad transactional practice encompasses corporate and finance transactions. He advises financial institutions, private equity investors and corporates, and also regularly works with international firms on cross-border transactions. Prior to co-founding Stek, Maarten was an attorney at NautaDutilh and at Cravath, Swaine & Moore in New York. Maarten also served as legal counsel in the Office of the General Counsel of the European Bank for Reconstruction and Development in London.

VAN DER HOUVEN VAN OORDT, Haco

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Featured in Transportation (Netherlands)

Practice Areas: Haco van der Houven van Oordt is a lawyer and partner at AKD. He is an international litigation specialist with a focus on shipping and offshore. Haco has extensive experience with disputes involving marine accidents and the construction and operation of ships and offshore objects. Haco is proficient in the preparation and execution of an international litigation strategy. He is an expert in the field of attachments and the enforcement of securities and frequently litigates in connection with marine insurance. Haco is regularly involved in disputes in and around the Dutch Caribbean. Clients appreciate his drive and creativity which often lead to original solutions. Haco lectures maritime law at Utrecht University and is an editor of the maritime and insurance law review 'Schip & Schade'. He is also a member of the supervisory board of the Maritime Museum and of the International Working Group on Polar Shipping – Subgroup Antarctic Shipping of the Comité Maritime International.

VAN DER KLIP, Björn

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Featured in Private Equity (Netherlands), Corporate/M&A (Netherlands)

Practice Areas: Björn is a partner in Stibbe's corporate department and heads its private equity practice. His areas of specialism include domestic and cross border mergers and acquisitions, with a focus on public company takeovers and private equity transactions. In addition, he counsels clients on other corporate and securities law matters, including corporate governance,

director's duties and disclosure requirements. Please visit the Stibbe website for more details: <https://www.stibbe.com/en/people/b/bjorn-van-der-klip>

VAN DER MECHÉ, Jos

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Featured in Transportation (Netherlands)

Practice Areas: Jos van der Meché is a lawyer and partner at AKD who is specialised in liability for damage to goods during transportation and storage. He mainly represents terminal operators, freight forwarders, multimodal carriers, logistics services providers and their insurers. His clients appreciate Jos for his strategic and often creative approach which is always aimed at resolving the case. Jos primarily deals with cross-border cases. These include numerous cases relating to insurance law. In addition he regularly acts in cases on international disputes, for example with respect to ownership issues, arrests and liens. Jos is a member of the Maritime & Transport Committee of the IBA. He is one of the authors of the CMR book entitled, 'International Carriage of Goods by Road' (2005).

VAN DER MEER, Christiaan

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Featured in Competition/European Law (Netherlands)

Practice Areas: Please visit <https://www.bakermckenzie.com/en/people/v/van-der-meer-christiaan-p> to know more about our lawyers.

VAN DER MEER, Hein

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Featured in Real Estate (Netherlands)

Practice Areas: Hein van der Meer heads the Real Estate practice group of CMS in the Netherlands and is a leading lawyer in the field. Hein van der Meer specialises in international real estate transactions and project development. He advises on the preparation and negotiations of portfolio transactions and turnkey sale and purchase contracts, the notarial and tax aspects of property transactions and real right solutions. Hein advises investors and investment funds, property developers and construction companies. Clients include Borghese/COD, Delin, Catella, Fidelity, Nuveen, Invesco, Primevest, Quantum, Synchroon, and Next Level. **Career:** Joined CMS in 1996. Partner since 2010.

Professional Memberships: Property Lawyers Association Netherlands.

VAN DER MEER, Jurgen

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Featured in Capital Markets (Netherlands)

Practice Areas: Jurgen van der Meer is Partner in the Amsterdam Financial Markets Group and heads the Debt Capital Markets team and the Financial Regulatory Group in Amsterdam. Jurgen's focus in Debt Capital Markets is on (international) debt capital markets offerings across a wide product range, including MTNs, Eurobonds, Reg S/144A, hybrids, senior and subordinated debt issuances for corporates, financial institutions and the (semi-) public sector. His

experience includes all sorts of regulatory (AT1/RT1/T2) and resolution (TLAC/MREL) capital issuance by financial institutions. Jurgen's expertise in Financial Regulatory includes the impact of EU Banking Reform, Basel IV, Brexit and IBOR Reform.

VAN DER MOLEN, Hugo

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Featured in Capital Markets (Netherlands)

Practice Areas: Hugo van der Molen is Associate in the Amsterdam Financial Markets Group and specialises in a broad scope of international debt capital markets offerings, including (CRD compliant) bank capital, EMTN, Green Bonds, Securitisations and corporate hybrid offerings. He focuses on the changing regulatory landscape for both banks and corporate issuers due to European initiatives such as CRD IV, the BRRD and the Capital Markets Union. Hugo has a Dutch BAR qualification and is a member of the FinTech Core Team of Clifford Chance Amsterdam.

VAN DER PAARDT, René

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Featured in Tax (Netherlands)

Practice Areas: René van der Paardt is a partner and tax consultant at AKD who has years of experience with VAT and transfer tax law. René mainly advises large and medium-sized companies that are looking for a solution for complex VAT and/or transfer-related problems. In addition, other law firms and tax consultancies regularly ask him for a second or expert opinion. René's clients include investors, real estate funds, property developers, local authorities and housing associations. He also advises companies that operate at international level. His clients appreciate his direct advice which is immediately usable in practice. René lectures at Nyenrode Business University and the International Tax Center in Leiden and used to be a part-time Professor of Economics of Taxation at the Department of Business Economics at Erasmus University Rotterdam. René is also a reliable adviser when it comes to mediating disputes with the Dutch Tax and Customs Administration in situations in which proceedings before the tax court are unavoidable. René has also conducted numerous proceedings relating to the tax areas referred to before ordinary courts and courts of appeal. In addition he has conducted a number of cassation proceedings and three proceedings before the European Court of Justice.

VAN DER STOK, Jurriaan

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Featured in Real Estate (Netherlands)

Practice Areas: Jurriaan van der Stok, civil law notary, is a member of the Real Estate practice group in our Rotterdam and Amsterdam office. He focuses on project development and real estate transactions. Jurriaan is a member of the Real Estate practice group of Loyens & Loeff. He specialises in project development and real estate transactions. He advises both developers and investors in this field. Furthermore he gained experience in commercial real estate transactions and real estate-related corporate law such as the setting up of joint ventures and investment

structures and provide general advice to companies and government bodies on commercial real estate and commercial real estate-related tax matters. He joined Loyens & Loeff in 1998 and worked in the Corporate practice group for the first five years before joining the Real Estate practice group. He has worked in the London office for two years. Jurriaan is a member of the Royal Institution of Chartered Surveyors (RICS), a member of the Royal Dutch Association of Notaries and a member of the Alumni Association of the Amsterdam School of Real Estate. Furthermore, Jurriaan is a judge in the disciplinary chamber for civil law notaries in the district court of The Hague.

VAN DER VALK, Taco

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Featured in Transportation (Netherlands)

Practice Areas: Taco van der Valk is a partner and lawyer at AKD. Although well-versed in general issues of transport and trade law, Taco mainly focuses on contentious and non-contentious shipping and transport matters, such as bills of lading, charter parties, cargo claims, ship's agency. Taco has specialist knowledge of complex transnational litigation, such as the limitation of shipowners' liability, insolvency and arbitration. His work also covers the arrest of ships and aircraft and the international law of the sea. In addition to his legal practice Taco was the secretary to the board of editors of the Dutch maritime and transport law journal, *Schip en Schade*, for almost twenty years. He also regularly lectures on maritime and transport law issues.

VAN DER VEEN, Gerrit

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Featured in Public Law (Netherlands)

Practice Areas: Gerrit van der Veen is a lawyer and partner at AKD who specialises in administrative law and environmental law. He focuses chiefly on general administrative (procedural) law, public administration and government acts that are subject to private law, environmental law/liability, the law on subsidies and administrative compensation, mining legislation and associated liabilities. Gerrit works a lot for municipalities and other government bodies and for companies (such as real estate developers) and institutions (such as hospitals and educational institutions). Gerrit is frequently asked to work on 'high spec' cases which attract media attention. He also acts as an in-house lawyer for medium-sized and larger municipalities. His rapport with the various government bodies he is involved with is excellent. His thorough professional knowledge and affinity with administrative aspects means that he gives clear, sound and tailored advice. In his capacity of professor at the University of Groningen Gerrit examines the interaction between environmental law and general administrative law, for example with regard to enforcement in the area of environmental law.

VAN DER VELDEN, Jos

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Featured in Public Law (Netherlands)

Practice Areas: Jos van der Velden is a lawyer and partner at AKD who is a specialist in

environmental law. He advises and represents government bodies and companies regarding planning and environmental law and nature protection procedures, such as zoning and integration plans, route decisions and environmental permits. Clients appreciate Jos because his years of experience and practical approach mean he can provide clear added value in complex projects. Engaging him at the earliest possible stage prevents problems and delays later on. Jos is particularly specialised in infrastructural projects and noise nuisance problems. He has written a number of publications on these issues. He is the author of parts of the series entitled 'Text & commentary' [Tekst & Commentaar] on the Environmental and Planning Act [Omgevingswet]. He is also a member of the editorial team of the Environment & Law [Milieu & Recht] Journal. In addition he regularly teaches about environmental law and is a member of the board of the Dutch Association of Environmental Lawyers [Vereniging van Milieurecht-Advocaten] (VMA) and a member of the Environmental and Planning Act review council of the Association of Netherlands Municipalities [Vereniging Nederlandse Gemeenten] (VNG).

VAN DER VELDEN, Ruud

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Featured in Intellectual Property (Netherlands)

Practice Areas: Ruud van der Velden has 15 years' experience in multijurisdictional patent and trade secret litigation. He litigates before all courts in the Netherlands and the European Patent Office. He represents companies in all technological fields, with a particular focus on high tech and life sciences industries. Ruud has an excellent track record in complicated cases. Examples include obtaining a cross-border patent infringement injunction at a time this was considered impossible, successfully enforcing a second medical use patent that was revoked in almost every other jurisdiction, and seizing pivotal evidence in a logistical warehouse in the Netherlands in absence of a patent in force in the Netherlands to secure injunctions in Germany.

VAN DER WEIJDEN, Cecilia

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Cecilia van der Weijden is a member of the Corporate Practice Group and heads the Dutch Energy & Climate Change Team at CMS. For more than twenty years she has been dedicated to advising the energy sector on a wide variety of corporate and regulatory issues, including mergers and acquisitions and the development and project financing of (renewable) energy projects. She has a strong focus on renewable energy (on- and offshore wind, solar, biomass, biogas and heat projects) as well as gas and LNG contracts. Cecilia has advised on a number of pathfinder projects, such as the development of the first Dutch offshore wind park (OWEZ), the participation of launching customers in the GATE LNG Terminal, the successful participation of DONG Energy in the first Dutch offshore wind tender, the acquisition, development and project financing of (at the time) the largest solar PV park and the conclusion of two large corporate

PPAs by global tech companies, including Microsoft.

Career: 2009: Partner at CMS. 2004: Partner at Norton Rose. 1994: Lawyer at Houthoff Buruma.

Professional Memberships: Dutch Bar Association, NeVER, NWEA and ESNL.

Publications: Articles/newsflashes, e.g. on CMS portal Law-Now and Lexology.

Personal: Languages: Dutch, English.

VAN DER WEIJDEN, Maarten

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Featured in Tax (Netherlands)

Practice Areas: Maarten van der Weijden specialises in domestic and cross-border corporate tax matters with a particular focus on structuring and restructuring business transactions. Throughout his career, Maarten has advised a wide range of multinational enterprises, in particular US-based multinationals on how to structure their international business operations. Maarten also has extensive experience in representing clients before tax authorities, including in controversy cases.

Career: Partner since 2016.

Professional Memberships: Maarten sits on the board of the International Fiscal Association's Dutch branch and also serves on IFA's Executive Committee. He is a member of the Dutch Tax Lawyers Association.

VAN DER WIEL, Bart

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Featured in Dispute Resolution (Netherlands)

Practice Areas: As a Supreme Court specialist, Bart has been involved in numerous landmark cases, acting for banks, corporates, insurers and investors. He has litigated in the bankruptcy cases of KPNQwest and Dutch subsidiaries of Oi, and represents the estate of Lehman Brothers Treasury, in matters that are vital for the resolution of these insolvencies. Bart received a Ph.D. in 2004 and has since authored many publications. He is a member of the editorial team of the Tijdschrift voor Civiele Rechtspleging journal and a highly sought-after speaker and lecturer. Bart is a member of the Ministry of Justice and Security's Advisory Committee for civil procedural law.

VAN GANGELEN, Barbara

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Barbara focuses mainly on advising clients (such as creditors, banks and directors) on insolvency matters, and representing Dutch and foreign bankruptcy trustees in court. Barbara also litigates cases concerning directors' and officers' liability, and auditor liability. From December 1997 to February 2016, she worked in the financial markets practice of Simmons & Simmons (Insolvency & Restructuring).

VAN GARDINGEN, Mark

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Featured in Intellectual Property (Netherlands)

Practice Areas: Mark van Gardingen (partner) specialises in litigating and coordinating patent and trade secret disputes

(before national & international courts as well as the EPO). Mark's litigation experience comprises all technologies (from mobile phones to polymers for paint and packages), but he specifically focuses on (bio-)chemical inventions. His clients include Heineken, Dow, Synthon, Novozymes and Accord Healthcare Corp.

Career: JD Utrecht (1997); Stibbe (1997-2004).

Professional Memberships: Member of EPLAW, Member of AIPPI (UPC Internal Committee Member).

Publications: Mark regularly writes articles on patent law in international journals and is a regular speaker at leading international conferences.

VAN GASTEREN, Ilse

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Ilse van Gasteren is Partner in the Amsterdam Financial Markets Group and specialises in restructurings & insolvencies. She acts for financial institutions, investors and also borrowers on complex local and cross-border restructurings.

VAN GINNEKEN, Pepijn

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Featured in Competition/European Law (Netherlands)

Practice Areas: Pepijn van Ginneken (partner) is a specialist in competition, EU law and regulated industries. He has considerable experience of representing national and international clients before the Authority for Consumers & Markets (ACM), the European Commission and the Dutch and European courts, including litigating and pleading a substantial number of cases before the Court of Justice of the European Union. Pepijn has particular specialist expertise in regulated sectors such as telecoms, media, technology, healthcare and energy.

Career: Institut d'Études Politiques de Paris (1993); JD Leiden (1995); Allen & Overy (1998-2004); Agent of Dutch government at Court of Justice (2005-2007).

Professional Memberships: Competition Law Association; European Law Association; International League of Competition Law.

Publications: Pepijn lectured competition law at Leiden University and Grotius Academy Nijmegen. Publications include articles in Oxford Journal of European Competition Law and Practice.

VAN HEES, Toni

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Featured in Restructuring/Insolvency (Netherlands), Dispute Resolution (Netherlands)

Practice Areas: Toni is senior-partner in Stibbe's Commercial Litigation Department. He specialises in complex disputes in the area of liability, financing and securities, restructuring and insolvency. He also acts as receiver in bankruptcies and acts as a deputy judge in the Court of Appeal Arnhem-Leeuwarden. He holds a Doctor of Law from Nijmegen University, publishes articles and regularly teaches. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/t/toni-van-hees>.

VAN HEEZIK, Greetje

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Featured in Competition/European Law (Netherlands)

Practice Areas: Greetje specialises in EU law and competition law, including State aid and market and government regulations. She advises companies and public bodies on the State aid aspects of strategic projects and public-private partnerships. Greetje also advises companies on the compatibility of business practices and various types of collaboration with the competition rules and a very wide range of EU regulations on agriculture, including the common organisation of the agricultural markets, food law, biocides, pesticides, and with regard to other medicinal products, medical devices and hazardous substances (REACH). Greetje has specific expertise on the interaction between the rules for the common organisation of markets and competition. Greetje is also involved in several national and European proceedings on matters related to her areas of specialisation. She has particular experience litigating before the European Court of Justice and the General Court of the European Union. Greetje regularly publishes on subjects related to her areas of expertise and is a member of the Dutch Association for European Law, the Dutch Competition Law Association, the Dutch Food Law Association and the Dutch Agricultural Law Association.

VAN HELDEN, Rein

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Featured in Banking & Finance (Netherlands)

Practice Areas: Rein acts for financial institutions and domestic and international corporate clients on banking and financing transactions. Rein has broad experience in syndicated lending, acquisition finance, property finance, securitisation and debt capital markets transactions and related financial regulatory matters. Furthermore, Rein regularly advises clients on restructuring and debt restructuring transactions. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/tr/rein-van-helden>.

VAN HELMOND, Tom

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Featured in Healthcare (Netherlands)

Practice Areas: Tom van Helmond, attorney at law, is a member of the Competition & Regulatory practice group and chairman of the Healthcare team. Tom specialises in healthcare and (European) procurement and competition law. He advises parties in the healthcare sector and frequently acts for them in legal proceedings. His clients include health insurers, (cure and care) healthcare institutions, medical profession enterprises, branch associations and healthcare entrepreneurs. Thanks to his medical background, Tom is very knowledgeable on healthcare and the healthcare sector, which is a great help when representing the legal interests of clients. Tom is co-chair of the Healthcare team and member of the Life Sciences Team. Tom is also very well known for his procurement expertise. He is a highly sought after advisor, representing a broad spectrum of clients in several sectors, such as infrastructure (including hydraulic engineering), healthcare, governments and

tech. Tom assists his clients frequently in legal proceedings. He also lectures regularly and often publishes on healthcare topics and (European) procurement and competition law in professional journals.

VAN HOOFF, Job

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Job is a partner in Stibbe's Amsterdam office and co-heads the Amsterdam restructuring practice. He acts on cross-border financial restructuring matters and distressed transactions for a range of high profile borrowers and lenders. Job also represents clients in litigation relating to bankruptcy or insolvency and he is regularly appointed by the court as an administrator and bankruptcy trustee. He represented Oi Móvel in court proceedings concerning a EUR 1.6 billion avoidance action initiated by a Dutch bankruptcy trustee. He advised Frigoglass on its EUR 400 million restructuring through a debt-for-equity swap via an English scheme of arrangement. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/j/job-van-hooff>.

VAN HUSSEN, Barbara

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Barbara van Husen acts on behalf of large and medium-sized companies, family businesses, private equity investors and venture capital parties in mergers and acquisitions, private equity transactions and general corporate issues. She has gained substantial experience in advising complicated transactions as well as distressed transactions both on a content level and on a project level. Creativity and bringing together the interests of all stakeholders is one of her key strengths. Barbara is a strategic thinker, is able to quickly get to the heart of the matter and is down to earth. She is able to get deadlocked situations back on track. She is very pragmatic and speaks the language of the business.

Career: Admitted to the bar in 1996. She has 22 years' experience as a partner at DLA Piper for which she also served in the International Executive Board. Besides her M&A practice, Barbara has several board roles both as a non-executive as well as an executive member. She also serves as board member appointed by the Enterprise Chamber of the Court of Appeal in Amsterdam.

VAN IJLZINGA VEENSTRA, Ate

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Featured in Tax (Netherlands), Investment Funds (Netherlands)

Career: Ate van IJlzinga Veenstra, Lawyer & Tax Advisor, is Partner in the Fund Structuring and Fund Services Group of Jones Day in Europe. Ate focuses on providing clients with legal, tax and regulatory advice regarding Fund Formation, Fund Reviews, Fund M&A, Fund Litigation, Investment Joint Ventures and Investment Management. His experience is pan-European, including Luxembourg structures and all mainstream investment categories such as private equity, real estate, hedge funds, and infrastructure funds. His focus is on coordinating a fully integrated

service (internationally and in combining legal, regulatory and tax advice) based on in depth knowledge of products and markets.

VAN LOOPIK, Mariken

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Featured in Banking & Finance (Netherlands)

Practice Areas: Mariken leads the firm's EU financial regulatory practice and is active in the fast developing area of EU-level financial regulation, advising EU and non-EU banks, insurers, investment firms, [the ECB], and other market participants on a broad range of matters. She focuses on matters of strategic importance for financial institutions, including prudential regulation, governance, compliance, bank resolution. In the context of M&A, she specialises in restructurings and capital markets transactions, as well as enforcement and litigation. Mariken also advises on licence requirements and on the ongoing obligations of financial institutions.

Career: Partner since 2016.

Professional Memberships: Mariken is a board member of the Dutch Association for Financial Law.

Publications: She is also a co-editor of Tijdschrift voor Financieel Recht. She has been a contributing editor at The Banking Regulation Review (Law Business Research), and regularly chairs the recovery and resolution seminar held yearly in Frankfurt.

Personal: Mariken is a guest teacher at the Grotius Specialisatieopleiding Financiering en Zekerheden.

VAN MAANEN, Martijn

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Martijn van Maanen's practice covers the full spectrum of corporate and commercial disputes, including antitrust damages, fraud on the market, parent and directors' liability, and insolvency. Most of his work involves multiple jurisdictions. Martijn is also highly experienced in class actions and mass damages settlements for plaintiffs and defendants. His international client base includes large corporates, banks and executives. Many US and UK law firms seek him out as litigation counsel for complex disputes. Martijn is a frequent speaker on litigation developments in the EU, and lead counsel in the largest private enforcement cases.

VAN MARWIJK KOOY, Albert

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Featured in Employment (Netherlands)

Practice Areas: Albert has extensive experience advising clients with regard to pensions law, employment law and corporate law and litigating many complex cases. The experience of Albert as a director, including at Van Doorne, means that he understands the language and needs of directors and supervisors.

Career: Albert co-leads the Pensions market segment of the Financial Institutions Sector Team. Albert lectures on pensions law at Leiden University, he is deputy justice at the Court of The Hague and chairman of the Dutch Association of Pensions Lawyers

(VVPJ). He regularly publishes on pensions law.

VAN REEKEN, Bart

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Featured in TMT (Netherlands)

Practice Areas: Bart negotiates in a way which contributes to the success of relationships. In the area of information technology, his work covers a broad spectrum, ranging from negotiating and drafting outsourcing agreements, software development agreements, software licences, implementation and SaaS agreements, to handling IT-related disputes. He regularly assists companies in reaching agreement on information technology projects, outsourcing and joint ventures. Bart's primary focus is structuring effective business relations. He is experienced in setting up joint development, mutually integrated production and joint marketing arrangements. Bart has worked for most of the larger Netherlands based banks, the largest insurance companies, more than half of the larger Netherlands based multinationals as well as for some fintech companies and other startups.

Career: Qualified 1988. Bart is an accredited CEDR mediator. Attended Erasmus University of Rotterdam, Clarion University of Pennsylvania.

VAN ROOIJ, Jan-Willem

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Featured in Energy & Natural Resources (Netherlands)

Practice Areas: Jan-Willem van Rooij, attorney at law, is a member of the corporate practice group and co-chairs the firms Energy team and the Port & Logistics team. He specialises in national and international mergers and acquisitions, joint ventures, participations, restructuring and corporate advice with a focus on energy and infrastructure transactions and the US-market. He advises both strategic parties as well as financial parties such as infrastructure funds and private equity firms.

Career: Co-head of the Loyens & Loeff Energy Team.

Professional Memberships: Jan-Willem is a member of the Dutch Bar Association, the International Bar Association (member European Forum), the American Bar Association (subcommittee co-chair) and the Association of International Petroleum Negotiators (chair of the Dutch chapter).

VAN ROSSUM, Stefan

Van Doorne, Amsterdam
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Featured in Banking & Finance (Netherlands), Restructuring/Insolvency (Netherlands)

Practice Areas: Stefan van Rossum has over 25 years of experience in banking and finance. His experience extends to all areas of banking and finance, but he is primarily engaged in acquisition financing, corporate lending, property finance and financial restructurings. He represents lenders, borrowers and debt investors. His clients include the major Dutch banks, several leading international banks and hedge funds.

Career: He started with Van Doorne in 1993 and made partner in January 2002. Stefan worked in the Van Doorne London office from 2001 until July 2004, which he headed

from 2002 until his return to Amsterdam in July 2004.

VAN SCHOOTEN, Michiel

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Michiel van Schooten specialises in mergers and acquisitions, private equity transactions, management buy-outs/buy-ins and the structuring of a wide range of joint ventures and other cooperative arrangements. He advises in shareholder disputes. Michiel is the board chairman of the Stichting Musical Awards. He is a board member of the Compagnie theater, De Rode Hoed, Felix Meritis, De Nieuwe Liefde, Willem Meindert de Hoop Stichting and the Remé Art Foundation. Between 2008 and 2011 he was on the executive board of Meritis Law Firms Worldwide.

Career: Michiel has been with Lexence since 1998. Michiel studied law at Universiteit van Amsterdam and was admitted to the Dutch Bar in 1989.

VAN SCHOUWENBURG, Bas

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Featured in Real Estate (Netherlands)

Practice Areas: Bas van Schouwenburg (MRE) heads the Dentons' Construction & Projects practice in the Netherlands. He is a true expert in the field of the development and construction of complex projects, both in the real estate, infrastructure and energy sector, both in a domestic and an international setting and is extremely dedicated to his diverse clientele. In that regard he drafts agreements, structures partnerships, negotiates and gives strategic advice, assists in litigation or arbitration (both domestic and international arbitration). A portfolio of his clients include project owners, governments and institutes, contractors, project developers, pension funds, property investors, housing corporations, architects, engineers, advisors and other professional parties within the construction and real estate sector. Bas advised on some of the most prestigious projects in the Netherlands. Bas is trusted advisor to an impressive selection of construction clients.

VAN SEETERS, Christian

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Featured in TMT (Netherlands)

Practice Areas: Christian van Seeters (partner) is an IT and public procurement law specialist. He has wide experience in IT transactions and providing strategic advice on complex government IT projects (e.g. IT, procurement, transition, exit, and outsourcing issues).

Career: Stibbe (2002 – 2010), Project Moore (2011 –).

Professional Memberships: Netherlands Association of Computer Lawyers (VIRA), Netherlands Association for Information Technology and Law (NVvIR), Netherlands Association for Procurement Law (NVvA).

VAN SLOOTEN, Jaap

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Featured in Employment (Netherlands)

Practice Areas: Jaap litigates for mainly listed companies against unions and works councils regarding collective employment

issues, like company closure, strikes and pension issues. He also regularly deals with individual cases regarding severance and bonus arrangements. Clients are in the following sectors: transportation, FMCG, financial and tech. Please visit the Stibbe website: <http://www.stibbe.com/en/people/jj-jaap-van-slooten>

VAN THIEL, Stein

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Stein is one of the founding partners of the firm. He litigates in corporate and commercial law. Stein frequently acts in inquiry proceedings and shareholder disputes, regarding the liability of directors and supervisory directors, for example in insolvency, take-over disputes and in (impending) insolvency situations, including distressed debt related situations. Stein also advises on corporate governance of (listed) companies and public bids.

Career: Prior to the launch of Evers Soerjatin, Stein was a lawyer at Loyens & Loeff (until 2014) and a partner at De Breij Evers Boon (until 2018). Stein is also a law teacher, inter alia for Legal Planet, and, as a guest teacher, at the Leiden University. He is also involved in the development of the new national curriculum for trainee lawyers (BA2020).

Professional Memberships: International Bar Association (IBA); Association Internationale des Jeunes Avocats (AIJA); Corporate Litigation Association (VCL)

Publications: Stein very frequently annotates case law in the leading case law journal JOR. In the past years, Stein has published over thirty annotations. Besides, Stein publishes legal articles in other leading journals.

VAN UCHELEN, Pieter

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Pieter specialises in corporate law with an emphasis on M&A, private equity and infrastructure transactions. He has over 20 years of experience in these fields. A substantial part of Pieter's work is of cross-border nature. He advises international corporates and funds on their deals in the Netherlands, as well as Dutch corporates and funds on deals outside the Netherlands. Pieter speaks Dutch, English and German.

Personal: Pieter is a guest lecturer at the University of Amsterdam and teaches M&A for SBB, the Dutch professional education institute for in-house counsels.

VAN WELZEN, Pieter

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Featured in Capital Markets (Netherlands)

Practice Areas: Pieter van Welzen is Partner in the Amsterdam Financial Markets Group. He specialises in structured and asset backed financing, including securitisations, CLOs and covered bonds. He also advises on "alternative funding" transactions that involve securitisation-like techniques and assets such as mortgage loans, SME loans and corporate loans. He frequently advises clients on regulatory aspects of structured and asset backed finance transactions and advises financial as well as corporate clients. Pieter is a member of the Clifford Chance

Africa group, where his particular focus is on Portuguese-speaking Africa.

VAN WIJK, Berry
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Featured in Insurance (Netherlands)

Practice Areas: Berry van Wijk specialises in insurance law and liability issues. She advises and litigates in the fields of regulatory law, reinsurance, life and non-life insurance, distribution of insurance, the transfer of portfolios and the liability of insurers for their products. Berry advises on the development of new life and non-life insurance products as well as new distribution forms. She helps clients in their contacts with the main Dutch regulators, the Dutch Central Bank (DNB) and the Netherlands Authority for the Financial Markets (AFM), and assists them with the implementation of regulatory requirements in the Netherlands. Berry further advises on the regulatory component of M&A transactions in the insurance industry. Berry is a trusted adviser to the legal counsel and board members of several insurance companies. She is a daily board member of the Association for Insurance Sciences (Vereniging voor Verzekeringwetenschap) and member of the Advisory Committee on Insurance of the Dutch Bar Association (Orde van Advocaten). She is also a member of the Advisory Council of the Albert Schweitzer hospital and of the VNAB (Dutch Insurance Exchange Association). Berry is a lecturer at the University of Amsterdam and Erasmus University.

VAN WISSEN, Maikel
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Featured in Competition/European Law (Netherlands)

Practice Areas: Maikel is resident partner of De Brauw's Brussels office and a member of De Brauw's integrated Amsterdam/Brussels competition practice. He specialises in competition law, advising clients on complex national, European and global matters. His practice spans many industries and sectors, including financial services, FinTech, media, telecom, food services and healthcare. Maikel frequently represents clients in merger control reviews before the European Commission, the Dutch Authority for Consumers and Markets as well as regulatory authorities worldwide. He has significant experience handling antitrust investigations by national and international competition authorities, compliance issues, self-reporting and follow-on litigation.

Career: Partner, and since October 2019, now also the Resident Partner, for De Brauw's Brussels office.

Professional Memberships: Maikel is a former board member of the Dutch Competition Lawyers Association.

Publications: He is an editor of a leading Dutch competition journal. He regularly publishes and speaks on a variety of EU competition law topics at conferences throughout the world.

VAN WOERKOM, Nathalie
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Featured in Private Equity (Netherlands), Corporate/M&A (Netherlands)

Practice Areas: Nathalie van Woerkom is a lawyer and partner at AKD. Nathalie has extensive experience in general corporate law and specialises in mergers, acquisitions and private equity. For example she has worked in many countries on cross-border due diligence and the restructuring of companies' Dutch operations. She also advises on the various aspects of distressed M&A. Nathalie's clients are large-scale international companies, joint ventures in Europe, the USA, Asia and Africa and management buy-outs.

VAN ZANTEN, Marc
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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Marc van Zanten is partner in the CMS Banking & Finance Practice Group, specialising in insolvency, civil procedural law, litigation and D&O liability. Marc has wide experience as a (intended) bankruptcy trustee in insolvency proceedings and pre-packs and as an administrator in the suspension of payments. He has been appointed bankruptcy trustee of the international fashion retailer and producer McGregor/Gaastera. Recently he has been appointed bankruptcy trustee of the hospital Slotervaartziekenhuis in Amsterdam.

Career: 1992 – Lawyer at CMS. 2006 – Partner at CMS.

Professional Memberships: •Judge at the Court of Appeal in 's-Hertogenbosch. •Member INSOLAD. •Member advisory committee on civil procedural law of the Netherlands Bar Association.

Publications: •Chief editor Dutch law review on civil procedural law (BER). •Author of several publications on insolvency law and civil procedural law. •Speaker on Business News Radio. •External doctorate candidate University of Groningen (subject: pre-pack). **Personal:** Languages: Dutch, English, German, French.

VENROOY, Loet
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Featured in Banking & Finance (Netherlands)

Practice Areas: Loet is head of Houthoff's Banking & Finance practice group and of the Financial Services section and he has a particular focus on cross-border banking and financing transactions, and financial restructuring. He has extensive experience in advising clients and with transactions in the financial sector, including in relation to acquisition financing, real estate financing, syndicated and bilateral loans, debt restructuring, and structured and asset-based financing. His clients include financial institutions, private equity parties and other funds and companies. Loet regularly lectures on banking and securities law.

VERHOEVEN, Frédéric
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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Frédéric specialises in cross-border insolvency law and restructuring. He advises clients involved in an array of insolvency situations (companies, creditors, investments institutions and directors). Frédéric is also regularly appointed as a bankruptcy trustee and administrator by

the district courts. In recent years, he has been engaged as a lawyer or bankruptcy trustee in international restructurings and bankruptcies in the Netherlands, including Lehman Brothers, Oi, OSX / OGX, SwissAir, Van der Hoop Bankiers, Joh, Enschedé and DSB Bank. Frédéric is the head of Houthoff's Restructuring & Insolvency practice group. Frédéric teaches and publishes on insolvency law, and is a board member of the Dutch Association of Insolvency Practitioners (INSOLAD). He is also a member of the specialists' association INSOL Europe and the International Insolvency Institute.

VERLOREN VAN THEMAAT, Weyer
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Featured in Healthcare (Netherlands), Competition/European Law (Netherlands)

Practice Areas: Weyer specialises in competition law and leads Houthoff's Competition practice group. He is also head of Houthoff's Healthcare sector group. Weyer focuses in particular on merger notifications and cartel defence litigation. His work involves issues relating to regulation and competition in healthcare, and advising and assisting healthcare institutions in the context of partnerships. Weyer was a resident partner of the Brussels office from 1997 to 2005. He is a member of the International Bar Association, the ABA, the Dutch Competition Law Association and the Dutch Association for European Law. He is also Chair-Emeritus of Lex Mundi's Antitrust, Competition and Trade group; non-governmental advisor of the Dutch Authority for Consumers and Markets; and chair of the advisory committee of the Netherlands Bar Association. Weyer is the founder and a board member of the competition law foundation Stichting Ontwikkelingen Mededingingsrecht, and has authored and co-authored various books on competition law, including European Competition Law (Edward Elgar) and Nederlands Mededingingsrecht (Kluwer).

VERMEEREN-KEIJZERS, Irene H
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Featured in Employment (Netherlands)

Career: Irene Vermeeren has more than 20 years of experience counselling and representing employers and funds on employment law and benefits issues, with a focus on Dutch and European pension. Her experience includes involvement in international benefits redesign processes, M&A transactions and benefits harmonization and integration processes, disputes and landmark cases in litigation, including alternative dispute resolution. She has arranged and participated in international employment and compensation benefits projects, as well as conducted and advised on several worldwide restructurings for multinational clients. Given her background, Irene has significant experience representing clients in consultation and negotiation procedures with unions and works councils.

VERSMISSEN, Julian
AKD, Amsterdam

Featured in Real Estate (Netherlands)

Practice Areas: Julian Versmissen is a lawyer and partner at AKD who specialises in (international) real estate transactions and civil law consultancy in relation to commercial real estate. Julian has plenty

of experience with supervising a variety of investment transactions, for example of offices, retail premises and distribution centres. He is particularly experienced in (turnkey) development projects, property transformation projects, sale & leaseback arrangements, asset management and sales and building contracts. Julian also focuses on lease and construction of aspects of transactions and legal proceedings. His clients include developers, (international) investors, construction companies and government bodies. Julian has written a variety of different publications. For example he was the co-author of the chapter entitled 'Real estate investments in the Netherlands' in the German legal handbook entitled 'Rechtshandbuch Immobilien-Investitionen' published by Verlag C.H. Beck.

VESTERING, Paul
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Featured in Employment (Netherlands)

Practice Areas: Paul specialises in employment and pension law, with advice work and litigation. His work includes remuneration advice, executives, strikes, collective redundancies and works council matters. He also advises on the employment aspects of corporate transactions and pension schemes. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/p/paul-vestering>

VIERGEVER, Lieneke
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Featured in TMT (Netherlands)

Practice Areas: Lieneke Viergever (partner) is an IT and data protection specialist. Her areas of expertise include data protection, e-commerce, non-regulatory telecom, international outsourcing and cloud computing.

Career: De Brauw Blackstone Westbroek (2002–2010), Project Moore (2011 -).

Professional Memberships: Netherlands Association of Computer Lawyers (VIRA), The Association for Privacy Law (VPR), The Netherlands Association for Information Technology and Law (NVVIR).

Publications: Teacher at the Information Technology Law postgraduate program at Grotius Academy. Teacher at the Data Protection postgraduate program at Grotius Academy. Contributor to the Dutch textbook on cross-border outsourcing.

VISSER, Bas Boris
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Featured in Banking & Finance (Netherlands)

Practice Areas: Bas Boris Visser is Partner in the Amsterdam Financial Markets Group and Global Head of Innovation and Business Change. He is also the Co-Managing Partner of Clifford Chance Amsterdam. His practice focuses on the financial sector and he has extensive experience with Dutch and international financial institutions, FinTech companies as well as supervisory authorities. In his role of Global Head of Innovation & Business Change Bas Boris drives the new service delivery and business models developed by Clifford Chance in the legal tech and reg tech space.

VLETTER, Bas

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Bas Vletter focuses his practice on corporate law, private equity buy outs, mergers and acquisitions, equity capital markets (public offers and IPOs), international and national joint ventures and corporate governance. He has acted as legal adviser in several high-profile private and public transactions, including the first successful public hostile bid in the Netherlands. Bas is the trusted advisor to a number of Dutch listed companies and their boards.

VLOEMANS, Natalie

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Featured in Insurance (Netherlands)

Practice Areas: Insurance & liability law Litigation Commercial contracts Arbitration and alternative DR

Career: Natalie has been an attorney since 1996. She completed the post-graduate programme Corporation & Liability of the Grotius Academy in 2008 with honours (cum laude). After years of experience with one of the big Dutch law firms, Natalie became a partner with Ploum in 2011. Since her arrival she is head of the Insurance and Liability team and participates in the Arbitration team.

Professional Memberships: •Dutch Association for Insurance Law and AIDA •Dutch Association for Procedural Law •Dutch Arbitration Association

Publications: •Het gebruik van arbitrage en bindend advies in de verzekeringspraktijk vanuit het perspectief van partijen, met Dorine ten Brink, *Bundel Verzekering en ADR*, Nijmegen 2014 •Kroniek aansprakelijkheid voor niet-loondienstgerelateerde asbestschade, met Anton van den Heuvel, *AV&S*, 2013/96 •Het moment van (moeten) melden onder een claims made aansprakelijkheidsverzekering, *NTHR*, 2013

Personal: Natalie studied Dutch civil law at the Erasmus University of Rotterdam (1996) en followed droit civil at the Université d'Aix-Marseille III (1996) in France.

VOS, Gregor

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Featured in Intellectual Property (Netherlands)

Practice Areas: Gregor Vos (partner) specializes in trademark, product design and advertising (including pharmaceutical advertising) litigation. Gregor litigates before the (specialized) courts in the Netherlands as well as EU courts (EUIPO, CJEU).

Career: L.L.M. Amsterdam (1992) and London (1993); Houthoff (1994-1996), Nauta Dutilh (1997-2002), Klos Morel Vos & Reeskamp (2003-2015), Brinkhof (2016-current)

Professional Memberships: BMM (Member of the Board), Marques (Programming Committee), INTA, VIEPA,

Publications: Gregor regularly publishes articles on trademark and design law in national and international journals and handbooks and is a regular speaker at national and international conferences.

VOÛTE, Hermine

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Featured in Employment (Netherlands)

Practice Areas: Hermine E. Voûte, attorney at law, is chairwoman of the Employment Taxes and Employment Law practice group. She specialises in employment law, with the emphasis on collective dismissals, employee representation, and collective bargaining. She is a member of the Corporate Investigations Team. Hermine was acting Dean of the Netherlands Bar Association until 1 July 2012.

Career: Lecture in collective dismissal law for the Grotius Academy at the Radboud University; Law degree, Leiden (1988).

Professional Memberships: Boardmember of several charities such as Right to Eye and cultural institutes among which EYE, Dutch Film Institute in Amsterdam.

VRIESENDORP, Reinout

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Reinout is one of the most influential thinkers in the area of insolvency law and security rights in the Netherlands. He primarily focuses on the restructuring and insolvency practice. He has worked on the most significant restructuring mandates in the Netherlands.

Career: Partner since 2016. Reinout is also part-time professor of insolvency law at Leiden University (Department of Company Law, and Department of Business Studies).

Professional Memberships: Reinout is a member of the editorial boards of both the Dutch Insolvency Law Review (Tijdschrift voor Insolventierecht) and the International Insolvency Review. He is also Insolad fellow, a member of the International Insolvency Institute (III) and long-time member of INSOL Europe (Academic Wing) and INSOL International (Academic Group).

As member of the executive, he co-founded the independent Conference on European Restructuring and Insolvency Law (CERIL).

Personal: He has educated numerous insolvency practitioners and qualifying bankruptcy judges in their post-graduate Insolad/Grotius specialisation courses for more than two decades.

VROOM, Egbert

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Featured in Corporate/M&A (Netherlands)

Practice Areas: Egbert is a partner in Stibbe's corporate department. He serves domestic and international corporate clients and investment funds in a wide range of industries, with a focus on M&A. Egbert also has a strong track record as a corporate litigator. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/e/egbert-vroom>.

VROOM, Vincent

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Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: Vincent Vroom, attorney at law, specialises in financial restructurings and insolvency. Vincent handles a range of

issues in restructuring transactions whether they arise within the courtroom or outside. Vincent also advises on cross-border financing and has gained broad experience in (structured) finance transactions. He headed the London office of Loyens & Loeff from 2014 until mid-2018.

WAMELINK, Herman

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Featured in Banking & Finance (Netherlands)

Practice Areas: Herman Wamelink is a banking and finance lawyer based in Amsterdam. He specialises in acquisition finance and project finance and also has broad experience on general lending, restructurings and real estate finance. Herman advises lenders and borrowers on finance transactions, domestic and international and both secured and unsecured, including direct institutional/fund lending and asset based lending transactions.

WANDERS, Paul

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Featured in Real Estate (Netherlands)

Practice Areas: Paul Wanders is a partner in our Amsterdam office and focuses on real estate transactions. He practices commercial leasing law and is an experienced litigator in all kinds of real estate matters. He also advises clients on professional liability law, in particular for notaries, insurers, lawyers and real estate agents. Paul lectures on landlord and tenant law at the University of Amsterdam for the Amsterdam School of Real Estate, the Estate Agency Training Centre and the Grotius Real Estate specialization course. He also is a legal adviser to the Amsterdam Association of Real Estate Agents. Paul is involved on a regular basis in real estate related transactions for inter alia Peek & Cloppenburg, Aachener Grund, WP Carey, MPC, DBN, Union Investment, BouwInvest and others.

WESSELING, Rein

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Featured in Competition/European Law (Netherlands)

Practice Areas: Rein specialises in public cartel and abuse of dominance litigation. He has a stellar record in defending companies against competition law violation allegations. Please visit the Stibbe website for more details: <http://www.stibbe.com/en/people/r/rein-wesseling>.

WIELENS, Harmen

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Featured in Investment Funds (Netherlands)

Career: Harmen Wielens has extensive experience counseling clients on the financial regulatory and legal aspects of fund and asset management, covering topics such as the AIFMD, UCITS, EuVECA and MiFID II. He provides clients with fully integrated legal and regulatory advice regarding fund formation and restructuring, fund m&a, investment joint ventures, license applications, investment services and delegation arrangements. Harmen also has expertise in the areas of operational management and governance of regulated undertakings, asset segregation (including depository and custody arrangements), pension fund outsourcing

and the cross-border marketing of financial markets products and services.

WIERSMA, Klaas

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Featured in Employment (Netherlands)

Practice Areas: Klaas Wiersma, attorney at law, is a member of the Employment Taxes and Employment Law practice group. He specialises in employment law, with the emphasis on individual (including managing director under the articles of association) and collective dismissal law, employee representation in the event of reorganisations and restructuring, takeovers, mergers, cross-border labour and employee participation structures.

Professional Memberships: Klaas is a frequent speaker at seminars and courses designed for attorneys addressing various aspects of employment law. He regularly publishes articles and comments in the employment case law journal (JAR). He is also a co-author of a book which deals with the new employment legislation which came into force as of 1 July 2015. The updated edition was recently released.

Personal: Speaks Dutch and English.

WIGGERS, Marc

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Featured in Competition/European Law (Netherlands)

Practice Areas: Marc Wiggers, attorney at law, is a member of the Competition & Regulatory practice group. He specialises in EU and competition law and health care-related law. He has broad experience in proceedings in this field. He also advises on applying competition rules (cartel prohibition, abuse of power, state aid and merger control) and the health care framework in general. In addition, he specialises in private investments in the health sector. Marc is a member of the Corporate Investigations Team.

Professional Memberships: Member of the Competition Law Association, Netherlands Association for European Law, and Association of Health Law.

WILLEMS, Joris

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Featured in TMT (Netherlands)

Practice Areas: Intellectual Property and Technology, Technology and Outsourcing, Commercial Law

Career: Joris Willems is a technology lawyer, elected member of DLA Piper's Global Board, and member of the Global Risk Committee. His practice focuses on digital transformation including new technologies and big data, sourcing, technology, security and commercial contracting. Joris has extensive experience in complex multi-jurisdictional transactions and has also worked in HK, Shanghai and London. He often acts as a trusted advisor at board room level for (international) technology companies.

WINTERS, Berto

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Featured in Dispute Resolution (Netherlands)

Practice Areas: Berto Winters specialises in litigation and arbitration in multiple areas

(such as banking/finance, cartel damage, commercial, corporate, CSR, energy, insolvency and restructuring), including Supreme Court litigation. He represents national and international corporates, financial institutions and professional service firms in complex matters before all Dutch courts and arbitral tribunals and before foreign courts. He often represents clients in collective actions. His Supreme Court appeals have led to several landmark decisions in the area of corporate governance and insolvency.

Career: Partner since 2000.

Professional Memberships: Admitted to the Supreme Court Bar.

WINTGENS, Marc

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Featured in Real Estate (Netherlands)

Practice Areas: Marc Wintgens is a partner and member of the board at AKD. His fields of expertise are private construction and real estate law. Marc focuses on complex cases involving government bodies and private parties. He is a leading specialist in sectors such as construction, infrastructure, energy, care, project development and real estate. Marc has become a specialist in the drafting of, and litigating on, complex construction law contracts. He advises during the design, construction, financing, maintenance and/or the management of large building projects and draws up the necessary contracts. He has, for example, already done this for integrated projects, non-residential works, infrastructural projects (onshore and offshore), large-scale residential and non-residential construction. Marc has written a variety of publications and is the (co-)author of various books. Marc also lectures in construction and real estate law at Utrecht University. In the field of real estate law Marc focuses on (international) real estate transactions, project development and related contracts, such as public-private partnerships. In that context he has conducted negotiations and drawn up contracts in extremely complex and extensive real estate developments.

WITTEVEEN, Paul

Boontje Advocaten, Amsterdam
+312 0572 7190
witteveen@boontjeadvocaten.nl

Featured in Employment (Netherlands)

Practice Areas: Paul focuses on legal issues cropping up at the interface of employment law and corporate law, including corporate governance issues (management and supervision), co-determination and corporate litigation. He regularly publishes about these matters. Paul specializes in co-determination law, the position of managing directors and employment law in the public and semi-public sectors. Paul was a lecturer at the Grotius Academy and member of editorial boards of various employment law journals for many years. With his experience, specific knowledge and close links with peers and major clients, he plays a key role in the firm's growth.

Career: Paul Witteveen has joined Boontje Advocaten as a Senior Partner in September 2016. With more than 35 years of experience in law practice, Paul is an established name and recognised expert on corporate employment law.

ZIJDERVELD, Christiaan

Houthoff, Amsterdam
312 0605 6150
c.zijderveld@houthoff.com

Featured in Restructuring/Insolvency (Netherlands)

Practice Areas: He assists clients that face financial difficulties. He also assists creditors (e.g. financial institutions and hedge funds) with distressed investments. Christiaan has been involved in the insolvency matters of Lehman Brothers Treasury Co B.V., Lehman Brothers Securities N.V. (Curaçao) and DSB Bank. In recent years, much of Christiaan's work has focused on cases relating to the real estate sector, the retail sector, and the oil & gas/offshore sector. Recently Christiaan led the Houthoff team that advises on the cross border restructuring of Agrokro, an Eastern European agri/food group. Christiaan leads the team that advises the committee responsible for drafting the Uniform Recovery

Framework, a compensation scheme that allows Dutch SME's to be compensated for Interest Rate Derivatives they bought from the six largest banks in the Netherlands. Christiaan regularly lectures, including for the Grotius/INSOLAD programme and CPO (the foremost post academic legal course provider in the Netherlands). He also regularly publishes on subjects related to his field of work. Christiaan is a member of the Dutch Association of Insolvency Practitioners (INSOLAD), INSOL Europe and a Fellow of Insol International.

ZOETMULDER, Bartjan

Loyens & Loeff, Amsterdam
+312 0578 5658
bartjan.zoetmulder@loyensloeff.com

Featured in Tax (Netherlands)

Practice Areas: Bartjan R. Zoetmulder, tax adviser, is a member of the Investment Management practice group. He is actively involved in the Loyens & Loeff real estate team and heads the Central and East European team. He is also one of the founders and leaders of the Loyens & Loeff BEPS committee. Bartjan has focused his expertise in international tax matters to the real estate market, with a specific emphasis on tax structuring of investments in and from Central and Eastern Europe, as well as for investments in Dutch property. In this capacity, he serves mainly foreign clients, such as US, European and Asian real estate investors and developers, although Dutch real estate enterprises are also among his clientele. Throughout his career he has been closely involved in the tax ruling practice, mainly for international holding and financing companies. He also worked at the Tokyo office from 1995 to 1998 and was responsible for Loyens & Loeff's Japanese practice. He is still involved with the Japan desk today. Bartjan is chairman of the Dutch Association of Tax Advisers (NOB) since 21 June 2018.

Professional Memberships: NOB Chairman Dujat IBA IFA NAREIT

ZWEMMER, Johan

DLA Piper Nederland, Amsterdam
+312 0541 9269
johan.zwemmer@dlapiper.com

Featured in Employment (Netherlands)

Practice Areas: Johan Zwemmer advises local and international companies on all aspects of collective and individual employment law, flexible employment relations and the interface between employment law and corporate law. He has considerable experience in the employment and employee co-determination aspects of major corporate transactions, outsourcing, reorganisation and integration processes. Johan has advised many clients in major relocations, restructurings, on the organization of the flexible part of the workforce and on corporate employment law (transfer of undertaking, employee participation and collective labour law). He also has strong experience in litigation collective and individual dismissal cases of employees and/or managing directors and litigation. Johan is also a lecturer and researcher at the Department of Employment Law at the University of Amsterdam. He is (chief) editor of several professional journals, co-author of handbooks on employment law and a lecturer at post-graduate educational programmes on employment law.

AKD

www.akd.nl **tel:** +31 88 253 5000

Board Members: Erwin Rademakers (Managing Partner), Marc Wintgens, Mark Kater
 Number of partners worldwide: 88 Number of other lawyers and notaries worldwide: 204
 Languages: *Chinese, Dutch, English, French, German, Italian, Japanese, Norwegian, Portuguese, Russian, Spanish, Swedish and Korean*

Firm Overview:

With over 475 lawyers, tax advisers, civil-law notaries and business support staff in the Netherlands, Belgium and Luxembourg, AKD is a leading Benelux law firm. For its clients, the firm is the gateway from, to and in the Benelux. For over a century now, the firm has combined a full-service approach and a broad sector focus to consider any question from a range of angles and provide quality solutions – anywhere in the world. Literally. From AKD's own offices, of course, and also through its various country teams and its extensive, worldwide Friends Network.

Main Areas of Practice:

Banking & Finance:

ADK advises on matters of national and international transactions, financial supervision regulations, and setting up investment institutions and investment vehicles.

Responsible Partner: Vincent Bettonville

Commercial Contracting:

The firm's involvement comprises the negotiation of contracts relating to the business set-up (joint ventures and alliances), the sales channel (sales, supply, license, distribution, agency and franchise) and the procurement channel (production and license).

Responsible Partner: Martijn Evers

Corporate/M&A:

The firm's lawyers, civil-law notaries and tax lawyers assist clients in the acquisition and sale of enterprises, controlled auctions, private equity transactions, venture capital investments, management buy-outs, reorganisations, setting up joint ventures and raising equity and loan capital.

Responsible Partner: Carlos Pita Cao

Corporate/Structuring:

The firm's lawyers, civil-law notaries and tax lawyers assist national and international clients in advising on and implementing the most efficient corporate structure and corporate governance, by combining a solid knowledge of the legal and regulatory framework with creative solutions to the requirements of the client and/or the transaction.

Responsible Partner: Vincent Bettonville

Dispute Resolution:

The firm's lawyers assist corporate clients in solving complex disputes, such as shareholders disputes, disputes with financial institutions, dispute on (international) commercial contracts, cases of D&O liability, M&A claims and disputes on aborted negotiations.

Responsible Partner: Patrick Haas

Employment & Pensions:

The firm advises on the employment aspects of mergers and acquisitions, redundancies, reorganisations, restructuring, bonus caps, employment participation, collective bargaining agreements, strikes, international labour relations and pension law.

Responsible Partner: Pieter Huys

EU, Procurement & Competition:

The firm's Brussels-based experts are recognised in the areas of competition law, public procurement and State aid. The firm advises in proceedings concerning these areas as well as the areas of private international law and the free movement of persons, goods, services and capital (in the EU).

Responsible Partner: Pieter Kuypers

Insolvency & Restructuring:

Being often appointed by the Dutch courts as receivers in complex bankruptcy cases, the firm is equipped to assist companies in financial distress with restructuring and refinancing issues, issues related to selling off secured assets as well as cases of post-bankruptcy D&O liability.

Responsible Partner: Barend de Roy van Zuidewijn

Intellectual Property:

AKD has dedicated specialists in all fields of intellectual property law. AKD plays an active part in combating counterfeiting through international custom seizures and has its own trademark and design prosecution department. The firm's practice group is also actively involved in professional training courses, e.g. the training course for Benelux trademark and design agents.

Responsible Partner: Martin Hemmer

IT & Data Protection:

Ongoing legal developments in the ICT landscape and data protection law are becoming more and more important for internationally operating companies. AKD delivers in-depth knowledge in these fields of expertise.

Responsible Partner: Martin Hemmer

Real Estate & Construction:

The firm's expertise covers the following legal areas: procurement law, construction law, regional development, property transactions, landlord and tenant law, infrastructure, public-private partnerships, DBFMO contracts, property development and property law.

Responsible Partner: Sven Billet

Regulatory & Governmental Affairs:

The team are specialists in general administrative law, governmental liability, environmental law and planning and zoning. The team advises and litigate on claims, permits, expropriations, governmental tolerance policies and matters relating to nature conservation regulations and rail transport.

Responsible Partner: Gerrit van der Veen

Tax:

The firm's tax lawyers pro-actively advise clients on the Dutch, Luxembourg and international tax aspects of their activities, help them structure business activities tax-efficiently, optimise their tax position, minimise tax risks and take care of clients' tax compliance needs.

Responsible Partner: Huub Laauwen

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LUXEMBOURG

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Transport & Trade:

AKD combines specialised knowledge of the complex legislation and regulations in this sector. The firm has a longstanding tradition of unconventional thinkers and innovators in the field of shipping, ship finance, offshore, aviation, terminals and logistics, international trade and energy.

Responsible Partner: Jos van der Meché

Private Wealth:

AKD represents a wide range of closely held businesses and families focusing on the firm's clients' specific objectives. The firm serves as their counsellor enabling them to fulfil their business and personal targets. Together with their clients the firm develops and implements clear, fair and flexible plans allowing for optimising their strategies for the preservation and transfer of their assets now and for future generations while minimising taxes.

Responsible Partner: Philip van Hilten

International Work:

With offices in the Netherlands, Belgium and Luxembourg, AKD offers integrated, independent and international legal and tax services in stable jurisdictions. Business arrangements, financial structures and digitalisation readily transcend international boundaries. The firm's specialists look across borders and beyond the confines of their own disciplines in order to ensure seamless end-to-end service.

AKD is the exclusive member firm in the Netherlands for Interlaw, the premium international association of independent law firms with lawyers in nearly 80 jurisdictions and more than 130 cities worldwide (www.interlaw.org). AKD also has dedicated teams for China, Japa, Korea, Germany, Spain, Turkey and the USA that assist its clients in their global activities from start to finish. More information: <https://akd.eu/global-reach>.

ATLAS TAX LAWYERS

www.atlas.tax/en tel: +31 20 535 4567

Chairman: Roelof Gerritsen

Managing Partners: Matthijs Wierenga, Frank Schwarte, Boudewijn Niels

Number of partners: 8 Number of lawyers: 40

Languages: *Dutch, English, French, German*

Firm Overview:

Atlas is an independent high-end tax law firm located in the city centre of Amsterdam. Atlas offers the best of two worlds: a boutique approach and experience and the expertise of a large firm. By restricting its practice to tax, Atlas is able to provide the skills and commitment required by its clients. The firm is renowned for its work in the field of private equity, M&A, corporates, transfer pricing, real estate, indirect tax, customs, compliance, private clients and wage tax. With a solid expertise and background, combined with an in-depth knowledge of the market, Atlas offers reliable and tailor-made solutions for its clients. The company aims to be a sparring partner and trusted advisor for its clients. Atlas Tax Lawyers is accredited by the Dutch Association of Tax Advisors (NOB).

All of the firm's senior tax lawyers have a background with reputed tax and law firms. They offer clients the highest quality tax advice while retaining the senior involvement and hands-on approach of a boutique firm. Atlas has a first-rate reputation amongst clients, peers and the Dutch tax authorities. The firm is regarded by many multinational companies as a reliable alternative to the 'Big Four' accountancy firms and top-tier Dutch law firms. The firm is the preferred tax advisor for Dutch boutique corporate law firms and the largest Dutch firms without dedicated tax departments, providing tax advice on all their matters and transactions.

Atlas is part of WTS Global, a leading global tax practice offering the full range of tax services with representation in over 100 countries. The member firms of WTS Global are carefully selected through stringent quality reviews. For more information please see: www.wts.com

Clients also benefit from the firm's strong links with Tiberghien (Band 1 in Belgium), with whom it cooperates frequently and has established a close relationship under the name T/A International. With offices in Amsterdam, Antwerp, Brussels, Luxembourg, Ghent and Zurich, T/A International brings together over 130 tax lawyers across four jurisdictions. Operating as a single firm, Atlas and Tiberghien provide swift and top-quality Benelux tax advice.

Main Areas of Practice:

Corporate Tax:

Contacts: Roelof Gerritsen, Ivo Kuipers

Emails: rg@atlas.tax, ik@atlas.tax

VAT & Real Estate Transfer Tax:

Contacts: Johan Visser

Emails: jv@atlas.tax

Transfer Pricing & Tax Valuations:

Contact: Frank Schwarte

Email: fs@atlas.tax

Transaction Services:

Contact: Bas Leensma, Matthijs Wierenga

Email: bl@atlas.tax, mw@atlas.tax

Personal Income Tax & Wage Tax:

Contact: Yvonne Bakker

Email: yb@atlas.tax

M&A (Deal Structuring, Due Diligence, SPA Negotiations & Post-Closing Follow-Up):

Contacts: Boudewijn Niels, Frederik Mulder

Emails: bn@atlas.tax, fm@atlas.tax

Private Clients:

Contacts: Jan Willem Lubbers

Emails: jwl@atlas.tax

Fund Formation (National & International) in the fields of Private Equity, Venture Capital & Start-Ups/Scale-Ups Investments:

Contact: Matthijs Wierenga

Email: mw@atlas.tax

PRACTICE AREAS

Corporate Tax

M&A

VAT & Real Estate Transfer Tax

Transfer Pricing & Tax Valuations

Personal Income Tax & Wage Tax

Private Clients

Fund Formation

Structuring of Tax Efficient Management

Incentive Programs

Multinationals & Medium/Large Sized

Domestic Companies

Cross-Border Investments & International Tax

Structuring

Investment Funds & Real Estate Funds

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Cross-Border Investments & International Tax Structuring:

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Investment Funds & Real Estate Funds:

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Atlas
Tax lawyers / Fiscalisten

BARENTSKRANS

www.barentskrans.nl tel: +31 70 376 0606 fax: +31 70 376 0649

Managing Partner: Jesse Zijlma

Number of partners: 25 Number of other lawyers and notaries: 52

Languages: Dutch, English, French, German

Firm Overview:

BarentsKrans is an independent Dutch law firm located in The Hague. With over 75 lawyers and civil-law notaries the firm has an excellent reputation in dispute resolution and M&A, real estate and finance transactions. The firm offers dedicated service with a keen eye for its clients' business goals. Through the firm's strong referral practice it has internationally active companies in addition to its domestic clientele in various sectors. BarentsKrans' lawyers are regularly involved in groundbreaking cases and complex transactions, and are used to work in multi-jurisdictional teams.

Main Areas of Practice:

Corporate & Commercial Litigation:

The firm's corporate and commercial litigation specialists are recognised as leaders in their respective fields. They advise and represent international and national clients in court proceedings and arbitration. The firm is involved in some of the most prominent international commercial and corporate disputes pending in the Netherlands, including the Fipronil case, cartel damages litigation (e.g. Air Cargo and Trucks), securities litigation (e.g. Steinhoff and (interest rate) derivatives), and Carlos Ghosn vs Nissan/ Renault/Mitsubishi.

Commercial Contracts:

The firm has a number of recognised specialists in (international) contract law, who are able to act for companies and clients throughout the life cycle of a commercial contract: from the negotiation stage throughout the contract termination. They work for both national and international companies like Tata Steel, BP, Fox Networks Group, Aramco, Taqa, and national states (such as Ecuador, Greece and the Netherlands). Additionally, the team also advises renowned law firms that need extra expertise in the field of (international) contract law.

IP & Technology:

BarentsKrans' leading IP experts deal with (multi-jurisdictional) disputes regarding infringement and validity of intellectual property rights as well as licensing and exploitation of technology matters. The firm has a well-established reputation in representing clients from particularly the life sciences, telecom and nutrition sectors, and has been involved in many prominent and pioneering cases. Clients include i.e. Mylan, KPN and Oculus.

EU & Competition:

The firm has broad experience in EU law and competition/antitrust law, including cartels, merger control, private enforcement (cartel damages) and state aid. The team also specialises in public procurement law and can advise tenderers or contracting authorities before, during and after the tendering process. Clients include i.e. Exterion Media, Claims Funding Europe, Canon and BMW.

Life Sciences:

The BarentsKrans life sciences team is best known for its combined knowledge of regulatory, commercial and patent related aspects of the launch of pharmaceutical products and for representing clients in related (landmark) proceedings. Also in the field of medical devices the team advises and litigates on regulatory and product liability issues. The firm's M&A specialists have a proven track record in assisting with venture capital, private equity, MBO and MBI transactions. Clients include e.g. Mylan and Bayer.

Supreme Court Litigation:

BarentsKrans belongs to a select group of firms with a traditionally large and highly regarded cassation practice. The supreme court litigation lawyers advise lawyers and their clients and conduct cassation proceedings covering the entire field of civil law. The firm has been involved in numerous landmark cases (e.g. Samsung/Apple, KPN/Staat, Delta/Staat, ING/Peters, Conductore/Zilveren Kruis, ABN AMRO/Kobes).

Corporate/M&A:

BarentsKrans corporate specialists have a lot of experience in the field of corporate law. They service a broad range of national and international clients (e.g. KPN, Zwanenberg, and Bank of Indonesia) on all aspects of mergers and acquisitions, private equity and venture capital transactions. Clients value the team for its efficient and problem solving approach.

Furthermore, the lawyers and civil-law notaries of this team have many years of experience in finance and financing structures, as well as financial services regulatory. Clients include, among others, MVGM, EBPI, Monuta, Huisman Equipment, Addtech, Ecorus, Borealis Hotel Group, SnowWorld, Canon, Dura Vermeer, Infotheek.

Employment:

The team is well-known and highly appreciated by clients and peers. For over 25 years, the team has consistently operated in the top of the Dutch employment law market. The team is known for its excellent litigation and its efficient management of reorganisations and co-determination procedures. Clients include i.e. ABN AMRO, Canon and TechnipFMC.

PRACTICE AREAS

- Banking & Finance
- Commercial Contracts
- Corporate & Commercial Litigation
- Corporate/M&A
- Employment
- EU & Competition
- IP & Technology
- Life Sciences
- Public Law & Regulatory
- Real Estate
- Supreme Court Litigation

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Real Estate:

The firms consists of a large number of lawyers and civil-law notaries with expert knowledge of and experience with real estate. Because the lawyers and civil-law notaries work together closely, they are able to assist clients like ASR, Amvest and MN Services from the first negotiations through to the envisaged end result.

Public Law & Regulatory:

This team's legal experts advise and conduct proceedings about environmental law, sector-specific regulations and commodities legislation, public service law, privacy and the protection of personal data, but also about general administrative law, subsidies and government liability. BarentsKrans acts not just for businesses like Synchron, AM and Provast, but also for central government and local and regional authorities.

Banking & Finance:

BarentsKrans' banking & finance team has many years of experience in advising and assisting clients with their entry into finance arrangements and on other complex finance issues, including financial regulatory and financial litigation matters. The lawyers of this team provide services to domestic and foreign banks, investors, other financial institutions, large companies, SMEs and high-net-worth individuals. This can involve syndicated or bilateral loans (LMA and other recommended forms), project finance, real estate (development finance), direct lending, asset based finance, trade finance and restructurings. Clients include: Huisman Equipment, Zwanenberg Food Group, Quintes, TINC Development Partners, Landesbank Hessen – Thüringen Girozentrale and Skandinaviska Enskilda Banken (SEB), BNG Bank, Triodos Bank and MVGM.

BarentsKrans

BOONTJE ADVOCATEN

www.boontjeadvocaten.nl tel: +31 20 572 71 90 fax: +31 20 572 71 99

Chairman: Edith Molemans

Managing Partner: Paul Boontje

Number of partners: 7 Number of lawyers: 25 (including 1 Managing Director, 7 partners, 6 senior associates, 11 associates) and 1 paralegal

Languages: *Dutch, English, German*

Firm Overview:

Boontje Advocaten is a boutique law firm that focuses exclusively on employment law and has been around for almost 20 years. Currently employing 25 lawyers, the firm is the biggest firm specialising in employment law in the Netherlands with many lawyers possessing over ten years' experience in employment law. The choice for highly experienced professionals was consciously made, based on the experience that clients of its practice look for a sparring partner, who is able to share thoughts with them at the required level and who can offer fitting impromptu solutions at any time.

Thanks to the seniority of its lawyers, Boontje Advocaten is able to apply what is called the 'Employment law Plus Formula.' This formula means that each lawyer, in addition to his or her general knowledge of employment law, focuses on one or more specific areas, such as collective bargaining conditions, co-determination, working conditions, flexible labour, occupationally disabled employees, managing directors and special clauses in employment contracts. That way, the firm has specific and readily available knowledge in house at any given time and could counsel its clients on employment law matters not only in a broad sense but offer them in-depth advice as well. This in-depth knowledge is further assured with Prof. C.J. (Cees) Loonstra as senior consultant and Pascal Kruit as Partner. Prof. Loonstra is Employment Law university professor at the Erasmus University in Rotterdam and has been involved with Boontje Advocaten since its foundation in 2001. Pascal Kruit obtained a doctorate in Employment Law specialising in Dutch Dismissal Law and is a lecturer at a number of training institutions and teaches the judiciary. Senior partner Paul Witteveen largely contributes to the in-depth knowledge of the firm, based on his extensive track-record (practice and academic) in the field of corporate employment law.

Also Yvette Dissel, Stéphanie Spoelder and Danny Vesters are (academic) lecturers. Yvette Dissel lectures at the Grotius Academy, Stéphanie Spoelder at the University of Leiden and Danny Vesters at the University of Amsterdam. Furthermore, two associates work on their PhD research in Employment Law next to their work as lawyer. Boontje Advocaten maintains a close relationship with the Universities in Rotterdam, Amsterdam and Leiden. This allows Boontje Advocaten to attract and retain most talented employment and labour lawyers. The firm's clients operate in a wide variety of sectors and industries (such as banking, hospitality, life sciences and healthcare, transport, media and entertainment), and include employers (both multinational and medium-sized businesses), managing directors, works councils, interest groups, employees and self-employed entrepreneurs.

The firm can rely on a wide national and international network of niche firms specialising in employment law as well as other fields of law and disciplines. Besides this network of international contacts, Boontje Advocaten is now a member of the Employment Law Alliance (ELA). The ELA is the world's largest network of employment and labour law lawyers. With leading employment, labour, and immigration lawyers in more than 120 countries all 50 US states and every Canadian province, the ELA provides multi-state and multi-national companies seamless and cost-effective services worldwide. International businesses benefit from the ELA's reach and deep familiarity with both the local laws and the local courts. Clients also appreciate a single point of contact, consolidated invoicing, and regional billing rates.

Boontje Advocaten aims to provide more than a legal practice that focuses on dispute resolution and employment law challenges. Paul Boontje, the firm's name-giver and a number of (senior) associates are also (registered) mediators. Wouter Hes, one of the firm's other partners, provides (employment law) coaching in addition to his legal practice. Each of those disciplines offer a different perspective on conflict resolution, which benefits both its clients and its lawyers. Pauline Sick is a deputy judge with the Court of Appeal of the Hague and is one of the editorials of TRA, one of the Netherlands' most distinguished employment law magazines, appearing monthly, as well as one of the editors of RAR, a jurisprudence magazine, appearing 14 times a year.

Main Areas of Practice:

Employment Law:

Boontje Advocaten applies the employment law plus formula. Besides having a general knowledge of employment law, each lawyer focuses on one or more particular related areas of expertise. Thanks to this specialisation, the lawyers can offer clients a broad range of services. Moreover, they also contribute to the public debate, for example by publishing articles and participating in working groups that advise the government on legislative bills.

Key Industries:

- Banks
- Charities/Not For Profit
- Chemicals
- Commercial & Professional Services
- Education

- Health Care
- Industrial Engineering
- Media
- Pharmaceuticals & Life Sciences
- Private Clients/Individuals
- Software & Computer Services
- Technology
- Hardware & Electronics
- Transportation
- Travel & Leisure
- Retail
- NGO's
- Financial Services
- Telecommunications

Key Clients:

Elsevier (part of RELX Group), Woodward, Travellex, Royal Auping, Yakult, Quintiles/Iqvia, Royal Coster Diamonds, QNH Consulting, DPA, Technip,

PRACTICE AREAS

Co-Determination
 Collective Bargaining Agreements
 Collective Employment Law
 Corporate governance
 Dismissal (Individual, Collective)
 Education Law
 Employer Liability
 Employment Terms & Conditions
 Equal Treatment
 Flexible Employment Relations
 Incapacity For Work
 Cross Border Employment
 Managing Director
 Mediation
 Privacy
 Public Servant Law
 Restructuring
 Secondment/Expat
 Social Security Law
 TUPE
 Litigation
 Fraud & Integrity
 Arbitration

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Connexion (part of Transdev SA), Baker Tilly, NTT Netherlands, Aalberts Industries, Aviapartner, Bunzl, Deloitte, Hotel Pulitzer (Amsterdam), Otravo, VMware, Bugaboo International, European Medicines Agency (EMA), Getronics, Carlson Wagonlit travel (CWT), Ecco, HCL, Signify, The Ministry of the Interior and Kingdom Relations

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Boontje { ADVOCATEN
ARBEIDSRECHT

BRINKHOF

www.brinkhof.com **tel:** +31 20 3053200 **fax:** +31 20 3053201

Managing Partners: Richard Ebbink, Quinten Kroes
 Number of partners: 11 Number of lawyers: 34
 Languages: *Dutch, English, French, German, Italian*

Firm Overview:

Brinkhof is a law firm with a strong focus on innovation, technology, branding and market regulation. It caters to the needs of national and international clients in sectors such as electronics, IT, media, internet, telecommunications, fast moving consumer goods, pharma/biotech and healthcare. In these markets the firm litigates and advises on patents, trademarks and designs, unfair competition, copyright, privacy, media, regulatory issues, EU and competition law and IT/outsourcing. The breadth of knowledge and depth of specialist experience makes Brinkhof a centre of legal expertise for modern markets.

Main Areas of Practice:

Patent Litigation General:

- Represented Dow Chemical Company in trade secret misappropriation proceedings regarding opaque and non-opaque polymers (for use in paints) against Organik Kimya (up to the Supreme Court)
- Represented Boston Scientific in several proceedings regarding cardiovascular technology (vascular stents, stent coatings, heart catheters) against various competitors
- Represented WIKO in several proceedings against Philips on injunctions in case of standard essential patents (SEPs) and FRAND-conditions
- Represented The Broad Institute of MIT and Harvard in matters related to their European CRISPR patent portfolio and other related patents

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Email: daan.delange@brinkhof.com

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Pharmaceuticals & Biotech:

- Represented Sandoz in various pending nullity and infringement proceedings concerning generic medicaments, e.g. against AstraZeneca (esomeprazole and quetiapine), GlaxoSmithKline (salmeterol + fluticasone), Leo Pharma (calcipotriol), Merck (dorzolamide + timolol), and Sanofi-Aventis (docetaxel)
- Represented Synthon in nullity and infringement proceedings against various competitors, including Astellas (tamsulosine) and Teva (glatiramer acetate)
- Represented Celltrion in nullity proceedings against Biogen, Roche and Genentech (rituximab)
- Represented Novozymes in multi-jurisdictional nullity and infringement proceedings against DSM (lactose for milk)

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Email: mark.vangardingen@brinkhof.com

Contact: Daan de Lange **Tel:** +31 20 3053247

Email: daan.delange@brinkhof.com

IP & Unfair Competition:

- Legal support to Google for IP matters, including trademark, domain name and Adwords related disputes and licensing and privacy issues
- Represented Facebook in litigation against PVH over ads for allegedly counterfeit Tommy Hilfiger apparel
- Advised and represented adidas in all of its IP issues in the Netherlands, amongst which litigation in the textbook case about the well-known 3 Stripes trademark of adidas
- Represented Nestle in European proceedings against Cadbury (Mondelez) regarding its EU

trademarks for the shapes of its KitKat products

- Represented T-Mobile in advertising proceedings against Vodafone, Ziggo and KPN
- Advised LeasePlan on its IP portfolio, including coordination of enforcement and strategy of its IP rights throughout the Benelux and Europe, providing LeasePlan with guidance on its product introductions and commercials
- Represented Infineon in a trademark dispute against NXP regarding public transport technology

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Email: kurt.stopetie@brinkhof.com

Contact: Gregor Vos **Tel:** +31 20 3053248

Email: gregor.vos@brinkhof.com

Contact: Remy Chavannes **Tel:** +31 20 30 53 232

Email: remy.chavannes@brinkhof.com

IT:

- Supported a leading Dutch company in the financial and leasing industry in a multi-jurisdictional WAN project, as well as on agile and DevOps issues
- Supported Euronext-listed Dutch multinational Nedap in drafting all of its template agreements and representing it in complex negotiations with business partners and customers
- Assisted USG People in replacing several business critical IT systems supporting front and back office processes
- Advised ERIKS on various multi-jurisdictional sourcing matters in connection with its global operations

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Email: eliane.devilder@brinkhof.com

Contact: Wieke van Angeren **Tel:** +31 20 3023243

Email: wieke.vanangeren@brinkhof.com

Data Protection:

- Represented WhatsApp in the Dutch Data Protection Authority's inquiry into its use of telephone numbers
- Advised Randstad in the Dutch Data Protection Authority's inquiry into its processing of employee data
- Represented Dutch Railways in litigation on personal data and public transport cards
- Legal support to Google on privacy and data protection law, represented Google in the investigations conducted by the Dutch Data Protection Authority over a new privacy policy and in a number of proceedings over 'the right to be forgotten'

Contact: Quinten Kroes **Tel:** +31 20 3053226

Email: quinten.kroes@brinkhof.com

EU & Competition:

- Represented merging parties in national and international merger control cases, such as former telecoms incumbent KPN
- Represented clients in national and international litigation on abuse of dominance, such as the international airport Schiphol

PRACTICE AREAS

Patent Litigation
 Pharmaceuticals & Biotech
 IP & Unfair Competition
 Life Sciences
 IT & Outsourcing
 Privacy & Data Protection
 EU & Competition
 Media, Entertainment & Reputation Management
 Telecoms

OFFICES

NETHERLANDS

AMSTERDAM: De Lairessestraat 111-115, 1075 HH

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Email: info@brinkhof.com

- Represented parties in cartel and regulatory litigation, such as energy incumbent Nuon
- Represented defendants in civil cartel damage cases domestically, such as in the Pressed Steel and Paraffin Wax cartels
- Acting for online platforms in several investigations by the national competition authority ACM, such as Google

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Contact: Quinten Kroes **Tel:** +31 20 3053226

Email: quinten.kroes@brinkhof.com

Media, Entertainment & Reputation Management:

- Acted for Google in a significant number of proceedings about delisting of search results under the European 'right to be forgotten', removal of hosted content, and provision of user data
- Advised several major tech companies regarding EU regulation of online platforms, including audiovisual media services, copyright, and hate speech
- Represented Fox Sports Eredivisie in commercial image-rights litigation
- Represented public broadcaster Omroep MAX in civil defamation proceedings over a TV broadcast, and in administrative proceedings over rights to a broadcasting slot and over a fine imposed in relation to merchandising for the Dutch version of the Great British Bake Off
- Advised a number of broadcasters and online media platforms in relation to cable distribution, collective rights, and jurisdiction under the AVMS directive
- Represented financial newspaper Het Financieele Dagblad in a number of defamation proceedings

Contact: Remy Chavannes **Tel:** +31 20 3053232

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Telecoms:

- Represented KPN in appeal procedures regarding Vodafone-Ziggo and Liberty-Ziggo before the EU Court of Justice
- Represented Sky Radio in litigation against the Dutch State relating to the license fees imposed for the extension of radio licenses
- Represented Tele2 in civil damages litigation relating to the introduction of shared broadband access
- Represented Eurofiber in various telecoms regulatory matters, including its successful appeal against near-net regulation
- Represented CAIW in an EU state aid notification for next generation access networks

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Email: pepijn.vanginneken@brinkhof.com

BRONGEEST DEUR ADVOCATEN

www.bd-advocaten.nl tel: +31 20 305 3333 fax: +31 20 305 3330

Managing Partner: Erik Deur

Number of partners: 3 Number of lawyers: 12

Languages: *Dutch, English, French, German*

Firm Overview:

Brongeest Deur Advocaten is a leading specialist labour and employment law firm and was one of the first niche employment law firms in the Netherlands. The firm was founded in May 2003 by Henriëtte Brongeest and Erik Deur and offers clients the full range of labour and employment legal services as well as strategic development, advice and advocacy.

The partners and associates all have an international commercial employment law background which is reflected in the broad range of Dutch and international clients and the extensive cross border work that the firm undertakes.

BDA is an active member of Ius Laboris, the world's largest human resources law firm alliance, with more than 1,400 lawyers in over 150 cities in over 50 countries. Membership of the alliance facilitates a global exchange of expertise and is one of the key factors enabling the firm to support clients on major cross-border projects.

Main Areas of Practice:

- Individual and collective redundancies
- Co-determination rights
- Negotiations with trade unions and works councils
- Reviewing remuneration systems
- Advising on the employment law issues resulting from mergers and acquisitions
- Transfer of undertakings
- In- and outsourcing of personnel
- Employment agreements
- Enforcement of non-compete clauses

The firm has significant employment dispute resolution expertise combined with well established relationships with specialist tax and pensions law advisors. Much of the firm's work is cross border particularly in Belgium, Germany and the UK including split salary contracts, cross border restructuring, data transfer, employment agreements and helpdesk arrangements.

The firm has three partners and nine fee earners all based in Amsterdam.

International Clients:

We Transfer, AmDocs, D S Smith, Tokheim, FedEx Trade Networks, LinkedIn, Lundbeck, Mentor Medical, Europool, Percassi/Kiko Milano, Sugula, Euro-sports, Canon, Forbo Flooring, Furmanite, Johnson & Johnson, Janssen Vaccins, McDonald's Nederland, Michael Page, NCR, Teradata, Viacom/MTV, Logitech, AB-InBev, Stryker, Euroclear, Lufthansa Cargo, Mattel, Infosys, Juniper, Samlerhuset Group, Lego, Mastercard, Rheinmetall, 20th Century Fox, RIM and TomTom.

Dutch Clients:

Canon, Janssen Biologics, Janssen Cilag, Agilent, Frames, Avantium, Arkin, LeasePlan Bank, Hitachi, CEVA logistics, ARAG, Fugro, Technicolor, Persgroep Online Services, Sony ATV, Dekra, Loders Croklaan, Wieden+Kennedy, VBAT, Russell Reynolds, Holland Casino and VISA/International Card Services.

Firm Contact:

Managing Partner: Erik Deur

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PRACTICE AREAS

Individual & Collective Redundancies
 Co-Determination Rights
 Negotiations with Trade Unions
 Reviewing Remuneration Systems
 Employment Aspects of Mergers & Acquisitions
 Transfer of Undertakings
 In & Outsourcing of Personnel
 Employment Agreements
 Enforcement of Non-Compete Clauses

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Ius Laboris THE NETHERLANDS

BRONGEEST DEUR

BUREN

www.burenlegal.com tel: +31 70 318 42 00 fax: +31 70 356 13 40

Managing Partners: Pieter van der Berg, Paul Deloo

Number of partners: 16 Number of lawyers: 75

Languages: *Chinese, Dutch, English, French, German, Japanese, Luxembourgish, Russian, Slovenian, Spanish, Ukrainian*

Firm Overview:

BUREN is an independent, internationally oriented firm of lawyers, civil law notaries and tax lawyers with offices in Amsterdam, Beijing, The Hague, Luxembourg and Shanghai. The firm's heritage dates back to 1898. Although the firm has grown steadily, it has experienced its most significant growth over the past 20 years. BUREN has over 75 legal professionals providing a full range of legal services to domestic and international business clients who conduct business nationally and globally.

The firm offers sound legal solutions combined with a business acumen that ensures a holistic perspective to every legal and tax challenge that clients face. BUREN works closely together with its clients to tailor it's provided solutions in alignment with the clients' business goals.

International:

BUREN has carefully established a global network with premier and reputable law firms and other service providers allowing the firm to assist you when navigating in national and international business transactions. In addition BUREN has dedicated regional practices (China, Japan, CIS/Russia, Germany, Hong Kong and Latin America) staffed by native speakers and professionals that have a profound knowledge of local business and culture.

Main Areas of Practice:

Corporate M&A:

BUREN's corporate practice group provides clients with advice and support on all aspects of their corporate requirements - including corporate restructurings, company law, corporate governance, company secretarial and compliance. Its integrated, multidisciplinary team has the resources and insight in M&A, tax, notarial, financial and capital markets, executive compensation and other relevant expertise to successfully structure and execute complex and less complex transactions. BUREN's multi-jurisdictional footprint and international network offer seamless and fast assistance on cross-border aspects.

Tax:

BUREN's tax group covers all aspects of tax law applicable in the Netherlands and Luxembourg including all international tax issues and is fully integrated in all its other practices with a strong focus on corporate transactions, including M&A and intra-group reorganisations, investment fund structuring and employment & benefits related matters.

Real Estate:

BUREN's Real Estate team has extensive experience in the development, redevelopment, construction, financing, purchase and lease of real estate projects. BUREN's multi-lingual professionals are well equipped to assist our international clients. In addition, our real estate practice is known nationally for its specialist expertise in foreclosure auctions of real estate. BUREN's real estate team advises developers, investors, contractors, financial institutions and end-users of real estate on their real estate interests in the Netherlands.

Dispute Resolution:

BUREN's litigation and dispute resolution team has broad and extensive experience in the field of litigation and operates on the highest level. Its experienced lawyers successfully settle complex disputes. When pursuing the clients' aims, BUREN offers innovative solutions and a proactive approach.

BUREN's lawyers have extensive experience in proceedings, not just at courts and courts of appeal in the Benelux, including proceedings at the Enterprise Chamber of the Amsterdam Court of Appeal, but also as team players in cross border disputes. They also have broad experience in international arbitration, including arbitration at the Netherlands Arbitration Institute, ICC, SIAC and ad-hoc.

Employment & Benefits:

BUREN's employment and benefits team advises on the full spectrum of complex employment issues including litigation and dispute resolution, (European) works councils and unions and the employment aspects of corporate transactions. The firm advises and represents companies in respect of (collective) dismissals, reorganisations, national and European co-determination, Collective Labor Agreements (CAOs), flexible and temporary employment relationships, drafting and negotiating employment contracts, agency and contractor arrangements, secondment, corporate governance and boardroom and senior executive issues.

PRACTICE AREAS

Agriculture
Banking & Finance
Civil Law Notary
Commercial Contracting
Corporate
Dispute Resolution
Employment & Benefits
Family Law & Estate Planning
Chinese Foreign Direct Investment
Investment Management
IT & IP
M&A and Private Equity
Real Estate
Restructuring & Insolvency
Tax

REGIONAL FOCUS

China
Germany
Japan
Latin-America
Russia/CIS
Hong Kong

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ASSOCIATED OFFICE: DEKEN

DEKEN PRC Litigators is a Chinese registered niche law firm in Shanghai (registration no 2310120133016150) specialising in Chinese business dispute settlement. The firm is independent from local interests and aims at achieving the highest ethical and professional standards.

The firm's clients are diverse and the disputes the firm handles often involve foreign related interest.

DEKEN is a member of the Global Insurance Law Connect network (GILC) and handles all insurance cases for the network in China.

CMS

www.cms.law **tel:** +31 20 3016 301 **fax:** +31 20 3016 333**Managing Partner:** Willem Hoorneman

Numbers of partners: 32

Firm Overview:

CMS is a leading and long-standing law firm in The Netherlands with 160 lawyers, civil-law notaries and tax advisers. The firm combines expert knowledge and experience with innovation and creativity to ensure our clients achieve and secure their business goals. Its specialists form a full-service practice for national and international businesses such as Fortune 500 companies, FT European 500 companies and organisations from the DAX 30. With the same drive, it helps clients turn their start-ups into game changers.

Main Areas of Practice:

- Administrative Law
- Banking & Finance
- Commercial
- Competition & EU
- Consumer Products
- Corporate/M&A
- Dispute Resolution
- Employment & Pensions
- Energy & Climate Change
- Funds
- Hotels & Leisure
- Infrastructure & Projects
- Insolvency & Restructuring
- Insurance
- Intellectual Property
- Life Sciences & Healthcare
- Mobility
- Public Procurement
- Real Estate & Construction
- Tax
- TMC – Technology, Media & Communications

CMS:

Founded in 1999, with more than 70 offices in over 40 countries, CMS is one of the most global law firms in the AmLaw Global Top 100.

More than 4,800 legal professionals across the world work in sector-based teams and are trained in project management. CMS offers specialist, business-focused advice in law and tax matters to clients operating in complex business and constantly changing regulatory environments. CMS lawyers focus on their clients and on providing the best possible service.

From major multinationals and mid-caps to enterprising start-ups, CMS provides the technical rigour, strategic excellence and long-term partnership to keep each client ahead whatever its chosen markets.

CMS has chosen a single organisational structure that suits clients doing business in Europe. Each CMS office is tailored to its local market, ensuring that clients benefit from personal service and market sensitivities, while working together under a shared mission and governance structure.

CMS Offices (& Associated Offices):

Aberdeen, Algiers, Amsterdam, Antwerp, Barcelona, Beijing, Belgrade, Berlin, Bogotá, Bratislava, Bristol, Brussels, Bucharest, Budapest, Casablanca, Cologne, Dubai, Duesseldorf, Edinburgh, Frankfurt, Funchal, Geneva, Glasgow, Hamburg, Hong Kong, Istanbul, Johannesburg, Kyiv, Leipzig, Lima, Lisbon, Ljubljana, London, Luanda, Luxembourg, Lyon, Madrid, Manchester, Mexico City, Milan, Mombasa, Monaco, Moscow, Munich, Muscat, Nairobi, Paris, Podgorica, Poznan, Prague, Reading, Rio de Janeiro, Riyadh, Rome, Santiago de Chile, Sarajevo, Seville, Shanghai, Sheffield, Singapore, Skopje, Sofia, Strasbourg, Stuttgart, Tirana, Utrecht, Vienna, Warsaw, Zagreb and Zurich.

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UTRECHT: CMS

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Email: utrecht@cms-dsb.com

Website: cms.law

INTERNATIONAL OFFICES**BELGIUM****BRUSSELS:** CMS EU Law Office

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Website: cms.law



The logo features the letters 'C', 'M', and 'S' in a large, bold, sans-serif font. Each letter has a diagonal slash through it. Below the letters is a horizontal line, and underneath that line, the words 'Law . Tax' are written in a smaller, clean, sans-serif font.

DE BRAUW BLACKSTONE WESTBROEK N.V.

www.debrauw.com **tel:** +31 20 577 1771 **fax:** +31 20 577 1775

Managing Partner: Marnix Leijten

Number of partners: 60 Number of lawyers: 390

Languages: *Arabic, Chinese, Dutch, English, French, German, Portuguese, Russian, Spanish*

Firm Overview:

Rooted in the Dutch tradition of innovation and problem-solving, De Brauw is an international law firm offering high-end legal advice in corporate transactions, disputes and regulatory enforcement. The firm acts as lead counsel and trusted advisor to its clients, wherever needed. De Brauw adopts an integrated practice model, where specialists from various practices are brought together to ensure its clients receive the best legal advice. The firm's extensive experience allows it to offer an unmatched level of service in the most crucial aspects of business for its clients. Headquartered in Amsterdam, the firm has global coverage from its offices in Amsterdam, Brussels, Frankfurt, London, Shanghai and Singapore.

Main Areas of Practice:

- Banking & Finance
- Capital Markets
- Commercial Litigation
- Competition & Regulation
- Construction
- Corporate/M&A
- Corporate Advisory
- Corporate Governance
- Corporate Restructuring & Insolvency
- Dispute Resolution
- Employment & Employee Benefits
- Energy, Infrastructure & Environment
- Financial Markets Regulation
- Healthcare & Life Science
- Insurance
- Intellectual Property
- International Trade
- Investment Management
- Media, Sports & Entertainment
- Mediation
- Pensions
- Privacy & Data Security
- Private Equity
- Real Estate
- Regulatory Enforcement
- Supreme Court Litigation
- Tax

International Work:

De Brauw ensures that its clients receive the best legal advice available, collaborating with expert local counsel throughout the world as needed. This allows De Brauw to be well-equipped to act at the national and international levels; De Brauw is committed to attracting and educating a diverse group of non-Dutch junior associates, whilst also hiring experienced senior associates, all qualified in their jurisdictions of origin.

With this mix of backgrounds, De Brauw is able to best serve its clients in their cross-border matters throughout the world from its headquarters in the Netherlands, and its offices in Brussels, Frankfurt, London, Shanghai and Singapore.

De Brauw is able to guarantee client access to outstanding global legal services based on its long-standing relationships with top-tier law firms in all major jurisdictions. In consultation with its clients, De Brauw is able to choose the right local partner firm, while at the same time retaining oversight of any given matter, providing one team, one solution.

OFFICES

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DEBREIJ

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Managing Partners: Dennis de Breij, Laura Overes, Wytse Huidekoper and Gaston Freijser

Number of partners: 4 Number of lawyers: 25

Languages: *Dutch, English, French, German, Spanish*

Firm Overview:

DeBreij is a Dutch M&A boutique firm which consists of 22 specialist lawyers. The firm combines a boutique approach (dedication, customised and strategic advice, personalised service and attractive rates) with big firm quality (high level experience, expertise, reliability and execution power). As specialists in corporate law, the firm offers goal-oriented advice. DeBreij is not afraid to adopt its own position. The firm does so based on its unique experience in M&A, private equity and venture capital transactions.

The firm's transactional lawyers manage:

- Mergers & Acquisitions
- Joint Ventures
- Funding Rounds
- Management Buy-Outs
- 'Debt to Equity' Transactions

Work does not end when a deal is closed. The firm takes up the whole transaction process and advisory before, during and after the deal. The team advises on strategic topics and at the same time knows how to get the deal done. DeBreij is also the trusted advisor for problems involving governance and corporate (re) structuring the negotiations of commercial contracts and other matters that play a role in enterprises.

Investors and entrepreneurs benefit from their pragmatic hands-on advice. Clients can trust deBreij to be clear and impartial. The team recommends the best course of action and assists clients in making well-balanced choices; offering insight into each stage of the legal and practical analysis.

Leading strategic parties, banks, institutional investors, funds, informal investors, founders, corporate finance advisors and management teams opt for deBreij.

Firm Contacts:

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- Wytse Huidekoper
Email: wytse.huidekoper@debreij.com
- Gaston Freijser
Email: gaston.freijser@debreij.com

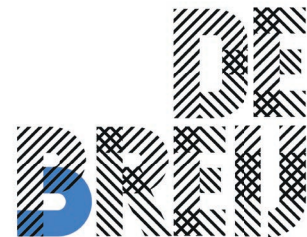
PRACTICE AREAS

Corporate / M&A
Private Equity
Commercial agreements
Corporate Advisory
Restructuring

OFFICES

NETHERLANDS

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DIRKZWAGER LEGAL & TAX

www.dirkzwager.nl tel: +31 88 24 24 100 fax: +31 88 24 24 111

Firm Overview:

Dirkzwager was founded over 125 years ago and has offices in Arnhem and Nijmegen. It is a 32 partner firm supported by approximately 133 legal experts (attorneys, tax advisors and civil-law notaries) employing a total of 300 employees, which provides legal and tax services that are distinctive for being of high quality as well as being tailored to meet the needs of its clients.

Dirkzwager is ranked the 13th largest law firm in the Netherlands according to advocatie.nl and the 1st firm in terms of quality according to *MT100 magazine* in 2018.

Furthermore, Dirkzwager was awarded best managed company in 2014 by Deloitte and ING. Dirkzwager very much appreciates sharing its knowledge through its knowledge portals www.dirkzwager.nl and www.legalknowledgeportal.com and by its own educational institute, the Dirkzwager Academy, organising workshops and internal courses on a regular basis.

As a result, Dirkzwager has been recognised by SDU Uitgevers as the ‘most innovative sharer of knowledge in the legal profession’ and by the KNB, the professional organisation for civil-law notaries, as the ‘most innovative firm of civil-law notaries’ in the Netherlands and was commended by the *Financial Times* in the 2014 most innovative law firm report.

Main Areas of Practice:

At Dirkzwager, the firm has created a working culture that enables its people to consistently offer high standards of client service. The firm’s offices offer legal, tax as well as notarial services from specialised practice departments. Its approach is commercial, flexible and pragmatic.

The firm works with its clients as business partners and not simply as suppliers of legal and tax services. It commits to excelling not only in its individual areas of practice, but in the way it delivers service to its clients — with enthusiasm, effort and integrity.

The firm serves as its client’s legal and tax trusted advisor, helping clients achieve their business objectives while managing their risks, difficulties and expenses.

Furthermore, Dirkzwager takes great pride in not only knowing its client’s industries but also understanding their unique business process. The firm offers full legal and tax services in the Netherlands. In addition, it offers legal services in Germany through its own German desk run by both Dutch and German accredited attorneys.

Through the TELFA (Trans European Law Firm Alliance) and USLAW network, it is able to assist its clients in all EU countries as well as all 50 US states. As members for the past 20 years, Dirkzwager has worked closely with most affiliated firms from the network.

International Groupings:

- TELFA
- USLAW

PRACTICE AREAS

- Administrative Law
- Advertising Law
- Business Law & Company Law
- Competition Law
- Compliance & Governance
- Construction Law
- Contract Law
- Directors’ & Officers’ (D&O) Liability
- Distribution
- Energy Law
- Environmental Law
- Estate Planning
- European Law
- Expropriation & Municipalities (Preferential Rights) Act
- Financial Litigation
- Financial Supervision
- Financing & Security
- German Desk
- Health Law
- Incapacity For Work
- Insolvency & Restructuring
- Insurance Law
- Intellectual Property law
- IT Law
- Joint Ventures
- Labour Law
- Liability Law
- Market Regulation
- Mergers & Acquisitions
- Nature Conservation & Environmental Protection
- Network Registrations
- Notarial Real Estate
- Participating Interests
- Pension Law
- Privacy Law
- Private Law & Family Law
- Procurement Law
- Project Development
- Public Service Law
- Tax Advice

OFFICES

NETHERLANDS

ARNHEM: Velperweg 1, 6824 BZ

NIJMEGEN: Van Schaeck Mathonsingel 4, 6512 AN

Dirkzwager
legal & tax

EKELMANS & MEIJER

www.ekelmansenmeijer.nl tel: +31 70 3746 300

Managing Partners: David de Knijff, Astrid van Noort

Number of partners: 8 Number of lawyers: 31

Languages: *Dutch, English, French, German*

Firm Overview:

Ekelmans & Meijer is a Dutch based law firm with over 30 lawyers, active throughout the Netherlands and with a strong international focus. Ekelmans & Meijer is located in The Hague, the 'legal capital of the world'.

Ekelmans & Meijer can draw upon a wealth of expertise and knowledge, built up during the servicing of expert clients for well over a century. The firm helps clients in finding creative and practical answers to their high-end, complex questions. It serves mid-sized and large businesses in insurance, professional services, industry, corporate finance and health care.

Ekelmans & Meijer has a focus on Insurance and Corporate. This includes the following areas of expertise:

- Insurance and Liability
- Corporate/M&A;
- Employment law;
- Supreme Court & Expert Litigation

International:

For its reputable insurance practice, Ekelmans & Meijer is a member of Insurance Law Global (ILG), the international network of insurance law firms. With members around the globe ILG offers international insurers access to top level insurance law support for their international activities.

Ekelmans & Meijer is also a member of the international network Legalink. Legalink is a non-exclusive, international legal network of over 60 independent business oriented law firms.

German companies that (want to) do business in the Netherlands in line with Dutch law can turn to the specialised German Desk of Ekelmans & Meijer for sound legal advice and for support with legal procedures.

Main Areas of Practice:

Insurance & Liability:

Ekelmans & Meijer has a firmly established reputation in the insurance industry. The team represents most of the major international and Dutch listed insurance companies (liability, health and life) and represents clients in several of the largest and most remarkable cases in the insurance industry.

The insurance & liability team consists of 15 experienced lawyers exclusively dealing with insurance issues. The lawyers give practical and highly valued advice based on in depth knowledge and experience in professional liability, D&O, technical insurance, personal injury, health insurance, life insurance, fraud and insurer related privacy issues.

The team is headed by super specialised partners. Insurers seek their advice on complex and politically sensitive matters in healthcare insurance, liability, fraud and privacy.

Ekelmans & Meijer is a member of Insurance Law Global (ILG), which gives and provides access to top level insurance law support for international activities.

Contact: Hanco Arnold

Email: Arnold@ekelmansenmeijer.nl

Corporate & M&A:

Ekelmans & Meijer advises in a wide range of corporate law issues. The team is well versed in both mergers & acquisitions and corporate litigation. This enables the firm to adequately assist clients at drafting complex international contracts, at the negotiating table and if necessary in the courtroom as well.

The corporate lawyers of Ekelmans & Meijer have earned their spurs in the area of both domestic and cross-border transactions. They have broad experience in supervising share transfers, controlled auctions, assets/liabilities transactions and corporate joint ventures.

Ekelmans & Meijer represents a range of clients, such as SMEs, multinationals, investment companies and (semi-)government institutions. As a consequence the team has been involved in a wide variety of leading cases such as the restructuring of a share fund, the acquisition of a life insurance company and the development of a new financial product by a big bank.)

Contact: Adriaan de Buck

Email: buck@ekelmansenmeijer.nl

Employment:

Human capital is the critical success factor for many companies and institutions. Employment law is all about people, work and organisations. The lawyers of Ekelmans & Meijer enable organisations to make the best possible use of the options available in this field of law and to minimise any risks entailed by employment law. The employment law team understands their clients and what drives them. The team counsels both listed companies as medium-sized businesses regarding employment law issues such as reorganisations, restructuring, pensions, mergers, takeovers, dismissals, collective labour agreements, appointment or dismissal of directors under the articles of association, disciplinary measures and strikes as well as participation law matters.

Contact: Robert Kütemann

Email: kutemann@ekelmansenmeijer.nl

PRACTICE AREAS

Insurance & Liability
Corporate/M&A
Employment Law
Supreme Court & Expert Litigation

OFFICES

NETHERLANDS

SOUTH HOLLAND: Anna van Saksenlaan 30,
The Hague, 2593 HT
Tel: +31 70 3746 300
Email: info@ekelmansenmeijer.nl
Website: www.ekelmansenmeijer.nl/en

Supreme Court & Expert Litigation:

Ekelmans & Meijer belongs to a select group of firms with a highly regarded supreme court litigation practice. The Supreme Court & expert litigation team conducts proceedings up to and including the Supreme Court on a daily basis. Because of its experience and expertise, the team is also engaged by other lawyers as advisers and in litigation in a broader sense. The lawyers are often asked to assist leading law firms and other professional services firms as dedicated experts in appeal proceedings, because the gravity, importance and complexity of the case call for a strategic overview and new insights.

Contact: David de Knijff

Email: deknijff@ekelmansenmeijer.nl

ekelmans  meijer advocaten

ENVIR ADVOCATEN

www.envir-advocaten.com tel: +31 20 737 20 66 fax: +31 20 796 92 22

Managing Partners: MM Kaajan and F Onrust

Number of partners: 3 Number of lawyers: 3

Languages: Dutch, English

Firm Overview:

As only boutique firm of its kind in the Netherlands, ENVIR Advocaten exclusively focuses on providing its clients with public law advice and support. Based in Amsterdam, ENVIR Advocaten was founded in 2014 by managing partners Marieke Kaajan and Fleur Onrust. The firm continues to grow and has recently added Iris Kieft as a partner. ENVIR Advocaten is recognised in the field as the specialist in environmental law, including nature conservation and zoning and planning. ENVIR Advocaten also handles general administrative law matters such as administrative enforcement and subsidies and supports corporate law firms on public law questions in M&A and real estate transactions. Its client base mainly consists of companies and government bodies active in the following sectors: industry, energy (including renewables), real estate, aviation, education, health care, and infrastructure.

Main Areas of Practice:

Public Law – Planning & Environment:

- Representation of a large industrial site in the Netherlands in obtaining a Nature Conservation Act permit required for industrial activities
Partner: Marieke Kaajan
- Representation of three municipalities in obtaining and defending in court a protected species exemption pursuant to the Dutch Nature Conservation Act and the Birds Directive to be able to take measures for research purposes against severe nuisance of gulls on their municipal territory
Partner: Fleur Onrust
- Advising a large Dutch chemical company on various EHS matters, including permitting, enforcement and environmental legacy issues
Partner: Iris Kieft

Public Law:

- Representation of an industrial company in its negotiations with a Dutch port authority in relation to the construction of an industrial railroad track in the close proximity of the company
Partner: Marieke Kaajan
- Representation of a large Dutch municipality in administrative law matters and legal proceedings
Partners: Marieke Kaajan, Fleur Onrust
- Representation of a real estate development company in several legal proceedings on administrative law enforcement to be able to develop a large industrial estate in the port area that is occupied with squatters
Partner: Fleur Onrust
- Representation of a Dutch port in a damages claim against the Dutch government in relation to the designation of part of the port as Natura 2000 protected area
Partner: Iris Kieft

Public Law – Transactional:

- Representation of various industrials and developers on public law aspects of M&A and real estate transactions and financing, most commonly in close cooperation with M&A boutique firms
Partners: Fleur Onrust, Iris Kieft, Marieke Kaajan
- Advising on the permits and environmental aspects of the sale of an international transportation company specialised in domestic and international transport of hazardous (ADR) and non-hazardous bulk liquids
Partner: Fleur Onrust
- Representation of an investor in the acquisition of shares in an offshore wind park
Partner: Iris Kieft

Energy & Natural Resources:

- Supporting various corporate boutique firms in energy related matters with advice on permits and SDE+ subsidies for renewable projects (Stimulation of Sustainable Energy Production)
Partners: Fleur Onrust, Marieke Kaajan
- Representation of a developer in obtaining and defending in court all permits necessary for building and operating a large power plant
Partners: Marieke Kaajan, Fleur Onrust
- Representation of a Dutch electricity transmission system operator in relation to comprehensive electricity transmission projects, such as the connection of the offshore grid to the transmission grid and an onshore inter-connector connecting the Dutch and German transmission grids
Partner: Iris Kieft

Climate Change:

- Representation of various developers of onshore wind farms in the Netherlands, such as the developers of 300-400 MW wind farm Wieringermeer, one of the largest onshore wind farms in the Netherlands, successfully defending the development before the Dutch administrative high court against more than 50 appeals
Partners: Marieke Kaajan, Fleur Onrust
- Advising Dutch offshore wind parks on administrative law aspects of the tender legislation for offshore wind parks, and the related SDE subsidy, as well as on requests for disclosure of information pursuant to the Public Access Act
Partners: Marieke Kaajan, Iris Kieft
- Advising various developers of solar projects on planning, permits and SDE subsidy matters
Partner: Marieke Kaajan
- Representation of large Dutch and international industrials in legal proceedings before the Dutch Council of State and the European Court of Justice against the Dutch implementation of the EU Emissions Trading Scheme
Partner: Iris Kieft

Real Estate:

- Supporting a regional wholesale market in food on public law aspects of the redevelopment of its location in Amsterdam
Partner: Marieke Kaajan
- Advising on the permits and environmental aspects in the largest single-asset transaction in the Netherlands regarding an office building complex at the Amsterdam financial district
Partner: Fleur Onrust

PRACTICE AREAS

Planning & Environment
Public Law
Transactional
Energy & Natural Resources
Climate Change
Real Estate
Leisure & Hospitality

SECTORS

Industry
Energy (including Renewables)
Real Estate
Aviation
Education
Health Care
Infrastructure

OFFICES

THE NETHERLANDS

AMSTERDAM: ENVIR Advocaten
Keizersgracht 451-1V, 1017 DK
Tel: +31 20 737 20 66 Fax: +31 20 796 92 22

- Representation of large Dutch and international retailers on establishing distribution centers and stores in the Netherlands
Partner: Iris Kieft

Leisure & Hospitality:

- Supporting a holiday park on environmental law aspects of the expansion of its park
Partner: Marieke Kaajan
- Advising an international food delivery service in the Netherlands on the required permits for a new business venture
Partner: Fleur Onrust
- Representation of a large international restaurant chain in relation to the relocation of one of their restaurants
Partner: Iris Kieft

Contact ENVIR Advocaten:

Tel: +3120 737 2066
Email: info@envir-advocaten.com



EVERSHEDS SUTHERLAND (NETHERLANDS) B.V.

www.eversheds-sutherland.com/netherlands **tel:** +31 20 5600600 **fax:** +31 20 5600500

Managing Director: Michael Brown

Firm Overview:

Eversheds Sutherland represents the combination of two firms with a shared culture and commitment to client service excellence. Both firms are each known for their commercial awareness and industry knowledge and for providing innovative, tailored solutions for every client.

Increasing globalisation has changed the nature of business. It has also changed the type of advice clients need. Eversheds Sutherland was formed with this in mind. As clients expand globally, Eversheds Sutherland is with them. Lawyers around the globe are united by Eversheds Sutherland's vision, values and understanding of its clients' businesses and their needs. They provide legal advice of the highest quality whether they are operating within country or across borders from the firm's 69 offices in 34 countries across Africa, Asia, Europe, the Middle East and the United States.

Eversheds Sutherland considers every opportunity and issue with the same energy and creative, proactive approach. This can involve developing efficient structures for business transactions, devising novel case strategies in litigation and being at the forefront of new legal developments. The firm also offers a unique project management approach that enables it to deliver complex, multi-jurisdictional legal services through a single point of contact, providing efficiency and certainty for its clients.

Above all, Eversheds Sutherland listens to its clients. The firm's solutions-oriented, service-led approach attracts clients faced with issues and opportunities that demand in-depth understanding of business, specific industry knowledge and the ability to manage substantial matters across borders.

Main Areas of Practice:

The firm's main product areas are: commercial and IT; competition, EU and trade; corporate/M&A/capital markets; employment, energy and infrastructure; finance, financial services/investment products; insurance; intellectual property; litigation; pensions and benefits; real estate and tax.

Market Sectors:

Eversheds Sutherland provides high quality, commercially focused advice because its people are immersed in their chosen sectors. This broad industry knowledge encompasses automotive; capital markets; construction and engineering; consumer; diversified industrials; education; energy, environmental and commodities; financial services; health; hospitality; insurance; natural resources; pensions; private equity; public sector; real estate; sport; timber and forest products; technology, media and telecoms and transport.

Global Offices:

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Madrid: Tel: +34 914 294 333
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Tallinn: Tel: +372 622 9990
Tampere: Tel: +358 10 684 1500
Turku: Tel: +358 10 684 1550
Vienna: Tel: +43 1 516 20
Vilnius: Tel: +370 5 239 2391
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GLOBAL OFFICES

UNITED KINGDOM AND IRELAND

Belfast, Birmingham, Cambridge, Cardiff, Dublin, Edinburgh, Ipswich, Leeds, London, Manchester, Newcastle, Nottingham

CONTINENTAL EUROPE

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AFRICA, ASIA, MIDDLE EAST AND US

Abu Dhabi, Amman, Atlanta, Austin, Baghdad, Beijing, Brunei Darussalam, Chicago, Doha, Dubai, Durban, Erbil, Hong Kong, Houston, Johannesburg Bryanston, Johannesburg Melrose Arch, Mauritius, New York, Riyadh, Sacramento, San Diego, Shanghai, Singapore, Tunisia, Washington DC

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Austin: Tel: +1 512 721 2700
Baghdad: Tel: +964 1 780 916 7976
Beijing: Tel: +86 10 6583 7300
Brunei Darussalam: Tel: +67 3223 3838
Doha: Tel: +974 4 496 7396
Dubai: Tel: +971 4389 7000
Durban: Tel: +27 0 31 583 8900
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Mauritius: Tel: +23 0211 0550
New York: Tel: +1 212 389 5000
Riyadh: Tel: +96611 484 4448 ext: 123
Sacramento: Tel: +1 916 241 0500
Shanghai: Tel: +86 21 6137 1088
Singapore: Tel: +65 6572 5555
Tunisia: Tel: +216 71 860 235
Washington DC: Tel: +1 202 383 0100

EVERSHEDS SUTHERLAND

EVERS SOERJATIN

www.everssoerjatin.com tel: +31 20 572 78 72 fax: +31 20 572 78 70

Number of partners: 5 Number of lawyers: 14
Languages: *Dutch, English, French, Spanish, German*

Firm Overview:

Evers Soerjatin is an independent law firm dedicated solely to complex corporate and commercial dispute resolution. The firm offers legal support to corporates, their managing and supervisory directors and shareholders, entrepreneurs and investors in (impending) conflicts and high impact crisis situations.

Main Areas of Practice:

The firm specialises in the following key areas:

Corporate Disputes:

- Disrupted relationships within or between the bodies of a company
- Deadlocks in the decision-making process
- Mismanagement
- Directors and officers liability
- Corporate governance
- Withdrawal, expulsion and buy-out of shareholders
- Financial reporting
- Financing and valuation issues
- Restructuring and insolvency
- Hostile takeovers and anti-takeover protection
- Fraud and internal investigations
- Appointments by the Enterprise Chamber of the Amsterdam Court of Appeal

Commercial Disputes:

- Collective (damages) actions, including class actions
- Mass damages settlements, particularly investors' and cartel-related damages
- Disputes about commercial (joint venture) agreements
- Warranty claims and M&A disputes
- Professional liability (including accountants and civil-law notaries)
- General contract law and property law issues

OFFICES

THE NETHERLANDS

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Tel: +31 20 572 78 72 Fax: +31 20 572 78 70
Email: ellen.soerjatin@everssoerjatin.com

Firm Contacts:

Marcel Evers, Ellen Soerjatin, Stein van Thiel

evers ♦ soerjatin

FINNIUS

www.finnius.com tel: +31 20 767 0180

Number of partners: 4 Number of lawyers: 10

Languages: *Dutch, English, French, German*

Firm Overview:

Finnius is the largest boutique firm in the Netherlands specialising in financial regulatory law.

Within the Dutch market, Finnium is a leader in their field due to a combination of unrivalled excellence in regulatory expertise and a client approach which strongly emphasises a personal connection with clients and a solution-driven approach. Finnium is concise, clear and pragmatic.

The firm is unafraid of taking a firm position in complex matters.

Finnium functions as a trusted advisor for its clients. Its client base consists of both large national and international financial institutions as well as innovative start-ups providing financial services. Clients rely on Finnium to pro-actively anticipate regulatory changes, behavior of supervisory authorities and all other relevant developments in the financial regulatory domain.

On behalf of its clients Finnium also maintains contacts with the Dutch Authority for the Financial Markets (AFM), the Dutch Central Bank (DNB) and the European Central Bank (ECB).

PRACTICE AREAS

Banking & Finance: Regulatory
Investment Funds

OFFICES

THE NETHERLANDS

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Email: info@finnius.com

FINNIUS

FLORENT

www.florent.nl tel: +31 20 303 5900 email: info@florent.nl

Number of partners: 9 Number of lawyers: 37
 Languages: Dutch, English, French, Spanish, German, Mandarin

Firm Overview:

Florent is not your average corporate boutique law firm.

Sure, the firm offers top-notch legal advice in a personal setting at competitive rates. But where other boutiques limit themselves to just M&A, just litigation, just finance or just insolvency law, Florent offers all those services. Because the firm believes you should be able to count on your lawyer. To help you win your must-win battles in the next phase of your company’s life cycle, whatever that phase may be. And to be your trusted adviser rather than a one-trick pony.

So that’s Florent’s promise. It will stay on board. From start-up to investment round, from acquisition to litigation and from financial distress to exit. Every step of the way. And on to your next corporate life event.

Partners are leaders in their fields, recognized in e.g. Chambers and Legal500, hailing from top tier Dutch law firms, as do many of the juniors.

Based in Amsterdam, the firm is often involved in international/cross-border matters.

Main Areas of Practice:

- Corporate/M&A
- Insolvency & Restructuring
- Banking & Finance
- Dispute Resolution
- Governance
- Fraud & Asset recovery
- Commercial Real Estate
- Employment Law

Networks & Memberships:

Florent is a member of Lexwork; ICC FraudNet (exclusive member for the Netherlands); IBA Litigation Committee (vice chair); Corporate Law Committee of the Dutch Bar; BLRN; INSOL; INSOL Europe; INSOLAD.

PRACTICE AREAS

- Corporate/M&A
- Insolvency & Restructuring
- Banking & Finance
- Dispute Resolution
- Governance
- Fraud & Asset Recovery
- Commercial Real Estate
- Employment Law

OFFICES

THE NETHERLANDS

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 Email: info@florent.nl



HABRAKENRUTTEN

www.habrakenrutten.com **tel:** +31 88 374 4900 **fax:** +31 10 412 7941

Number of partners: 5 Number of lawyers: 13 (including 2 paralegals)

Languages: *Dutch, English, German, French*

Firm Overview:

HabrakenRutten is a top-level boutique solely focused on all legal aspects of built and natural assets. The firm's expertise not only encompasses traditional fixed buildings and infrastructure but also all linear and portable assets such as trains, ships, offshore rigs and networks. Having advised on nearly every significant project in the Netherlands in the past ten years, the firm has gathered unparalleled knowledge of best market practice in the distribution of risks. Through its wealth of experience in sector specific litigation and arbitration the firm has had the opportunity to establish a unique feedback loop that translates into contracts that work. HabrakenRutten helps clients achieve pragmatic and bankable contracts with a focus on getting the deal done.

Being active in this field for more than a decade the firm recognises the importance of moving with its clients. Today the firm is looking far beyond traditional construction issues and are investing in expertise in the commercial aspects of data and new ownership concepts, such as Product-as-a-Service and predictive maintenance. The firm changes with its clients at the frontier of the sector, always with an eye on their commercial goals.

Highlight Areas:

The firm covers all the disciplines that are necessary for all built and natural asset projects, including procurement, regulatory, contract law, corporate law, finance, securities and insolvency law, as well as litigation and construction-specific arbitration.

Road & Rail:

HabrakenRutten has advised on nearly every significant infrastructure (PPP) project in the Netherlands in the past decade. The list of projects includes national motorways (including aqueducts, tunnels and bridges), rail (including light rail and subway) and large-scale wet infrastructure (bunker terminals, LNG storage facilities, river and sea locks). As the industry is evolving towards preventative management and multidisciplinary integrated range of maintenance, the firm is prepared with expertise in the legal issues that will arise, including the generation and use of data and energy.

Networks & Telecom:

With smart cities, IoT, 5G and other digital transformations, telecom networks face increasing demand of speed and capacity. For energy infrastructure, the transition to sustainable energy sources is an important driver for change as the firm moves from centralised to decentralised energy sources. The firm has knowledge regarding the issues arising in the contracting, execution and maintenance of both complex and first-of-its kind networks, from EV-charging infrastructure and energy neutral buildings to smart high-voltage (mono pylon) grids.

Renewable Energy:

The energy and utilities industries are transforming their traditional procurement models to operating in partner ecosystems to achieve seamlessness between development, production, maintenance, grid and storage. HabrakenRutten has extensive experience of the technical, commercial and legal issues that arise in the energy and utilities industry. The firm has particular experience in advising on alternative energy and renewables, including (offshore) wind farm projects and solar power.

Urban Planning:

This fast-moving sector requires constant innovation and high-level project management as stakeholders shift from monodisciplinary works to overseeing a full supply-chain with no capability gaps. Demand for smart, sustainable, low emission and affordable urban solutions with full circularity have introduced new approaches.

The firm's sector focused approach and extensive industry experience has garnered it with a recognised track record in advising on and litigating around (smart) city centre regeneration projects as well as area developments in sometimes pioneering circumstances.

Industry & Offshore:

Traditional creators of capital assets are increasingly becoming providers of services and cross-sector solutions. Industry classifications are being rewritten as technological change shifts boundaries and industry players are rarely found within one narrow sector anymore.

The firm has experience in providing legal services from early planning and project development phases, through construction, operation and asset retirement. The firm has experience in advising on the realisation of subsea pipelines, platforms and offshore wind parks and have been involved in a number of offshore North Sea wind parks in recent time.

Smart Offices & Retail:

Owners, managers and developers increasingly use data to optimise the value of their assets and 'as-a-Service' is becoming an important part of any business model. New technologies are increasingly used to achieve sustainable, energy neutral and low emission solutions. The firm has attained recognised expertise in working together with renowned architects, financiers, owners, developers, contractors and engineering professionals on some of the most cutting-edge office buildings and shopping malls in the Netherlands and beyond. It assists with every stage of the construction, refurbishment, maintenance and life-end circular process.

PRACTICE AREAS

Road & Rail
Networks & Telecom
Energy & Utilities
Industry & Offshore
Housing & City Planning
Offices & Retail
Accommodations & Leisure
Logistics & Distribution

OFFICES

THE NETHERLANDS

ROTTERDAM: Weena 690 3012 CN
PO Box 19209, 3001 BE
Tel: +31 88 374 4900 Fax: +31 10 412 7941

Accommodations & Leisure:

Integral developments of large-scale accommodations with specialised functions requires expertise in sometimes complex niches, such as hospitals, science parks and laboratories with 'clean rooms' or innovative penitentiary institutions using leading-edge technology. The firm has also advised projects with ground-breaking civil and installation technology, such as realising one of Europe's largest animal attraction parks with the biggest indoor climatized hall in the world.

Logistics & Distribution:

Clients face an ever-tightening race to gain a competitive advantage in this sector. The firm's expertise includes advising on sophisticated warehouses and logistic hubs weather connected to road, railway, airport, or seaport. The firm understands the sector specific challenges, including climatization and refrigeration while achieving the highest possible sustainability rating. It also advises clients on realising facilities with the very latest of data collection, high-tech internal transport and order picking systems.

HABRAKENrutten

HAMELINK & VAN DEN TOOREN N.V.

www.hamelinktooren.com **tel:** +31 70 310 50 70 **fax:** +31 70 310 50 77

Managing Partner: Jan van den Tooren
 Number of partners: 5 Number of lawyers: 17
 Languages: *Dutch, English, French, Russian, Spanish*

Firm Overview:

Hamelink & Van den Tooren, founded in 1997, is a tax law firm with the character of a tax boutique. The firm provides high level tax consultancy services, mainly to medium-sized and large companies with cross-border operations. The aim of the firm is to attribute to the client's business by serving them in international taxation matters at the highest level and with a commercial approach. Its background and experience have proven to provide a strong basis to advise companies on large corporate transactions, both within and outside the Netherlands.

Hamelink & Van den Tooren is an independent organisation. Its strength is an extensive informal network of leading law and tax law firms both in the Netherlands and abroad. This informal network enables the firm to choose the right specialist for each project and meet client's specific needs. The firm's informal network also ensures that it is always on top of national and international tax developments.

Main Areas of Practice:

Fund Structuring:

The firm advises on the Dutch tax aspects of structuring Dutch fund vehicles such as (tax transparent) limited partnerships, investment institutions or regular taxable entities. Furthermore, the firm frequently represents foreign funds investing in the Netherlands or via the Netherlands in third countries. The firm assists fund managers with structuring their carried interest.

Innovation & Start-ups:

Hamelink & Van den Tooren serves Dutch innovative enterprises and start-ups operating domestically as well as entrepreneurs expanding abroad. Its clients also include non-Dutch parties establishing activities in the Netherlands. It advises on the application of the innovation box and other research and development related tax facilities the Netherlands offers. Arranging tax rulings with the Dutch tax authorities are part of this. Hamelink & Van den Tooren has ample experience in advising on employee participation plans, in particular in the field of innovative enterprises and start-ups.

International Executives:

Hamelink & Van den Tooren advises on Dutch wage tax, income tax and social security matters, mainly related to the appointment of (non-)Dutch management and supervisory board members by its Dutch corporate clients. Furthermore, Hamelink & Van den Tooren coordinates (the set up of) the payroll administration of Dutch companies and arrange all related matters, such as a wage tax number for the company, personal income tax numbers for the employees of the company and, optionally, a 30% facility decision for the employees (subject to conditions).

Investment Structuring:

Hamelink & Van den Tooren advises clients on how to tax efficiently structure their investments. This frequently includes non-Dutch investors either investing in the Netherlands or using the Netherlands as their hub for further international expansion. Topics typically covered include the application of the participation exemption to avoid double taxation and the application of tax treaties and EU Directives.

M&A Transactions:

The firm represents its clients in both domestic and cross-border M&A transactions. Its M&A services include tax due diligence work and negotiating the tax aspects of the share purchase agreement and other transaction documents. The firm also advises on the position of management and employee participation plans in connection with the transaction. Its M&A services are closely linked to our investment structuring services since, typically, in the course of a transaction structuring aspects such as tax deductibility of transaction costs and interest expenses need to be dealt with. The firm has built an extensive track record in advising insurance companies and underwriters in tax warranty and indemnity policies issued in connection with M&A transactions.

Oil & Gas:

The firm advises clients on all tax aspects relating to energy (including oil and gas) investments in the Netherlands. This includes advice on allowances such as the energy investment allowance and specific tax matters such as the State Profit Share. It also represents clients investing from or via the Netherlands in foreign energy related businesses.

Private Wealth Structuring:

Hamelink & Van den Tooren represents several high net worth individuals, typically through their family office, with tax efficient structuring their investments. In this respect, the firm closely works together with lawyers specialised in asset protection.

Real Estate:

Hamelink & Van den Tooren is involved in domestic and cross-border real estate acquisition and divestment projects. In this respect, we cover all relevant tax aspects, including value added tax and real estate transfer tax. The firm advises clients on day-to-day real estate related matters such as deductibility of real estate related expenses, reinvestment reserve and value added tax.

Tax Accounting:

In the worldwide changing perception of international tax structuring a proper and extensive reflection of the (worldwide) tax position of a company in its financial statements is currently more relevant than it ever was.

PRACTICE AREAS

Tax

OFFICES

THE NETHERLANDS

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THE HAGUE: Parkhaghe, Parkstraat 20, 2514 JK
 Tel: +31 70 310 50 70

The firm has a vast experience in the tax accounting area and as such it can provide tax computations and tax notes. The information provided by the firm will result in a better understanding of the current and future tax position of a company and as such it will result in a better control over (possible) tax accounting issues.

Tax Controversy & Disputes:

Hamelink & Van den Tooren regularly assists clients in audits conducted by the Dutch tax authorities. It also represents clients in disputes with the Dutch tax authorities, during the appeal phase as well as in front of the court.

Tax Compliance:

The tax compliance department takes care of the relevant tax filings in the field of corporate income tax and value added tax. The firm's services are not limited to the filings only, it provides detailed explanatory notes to the relevant tax returns and flag matters that require further consideration if needed.

Tax Due Diligence:

As part of its M&A practice, Hamelink & Van den Tooren offers a full scope tax due diligence. It assists both buyers and sellers in domestic or cross-border transactions. It also represents insurance companies active in the field of warranty and indemnity insurances.

Transfer Pricing:

The firm covers all aspects of transfer pricing, ranging from strategic transfer pricing advice to the implementation of transfer pricing policies. It offers transfer pricing documentation to our clients and can take care of benchmarking studies.

VAT:

The VAT department advises on day-to-day VAT aspects as well as on transactional VAT (and transfer tax) matters. The VAT compliance team can arrange for all relevant VAT related filings, including VAT returns and EU listings.



HÖCKER ADVOCATEN B.V.

www.hocker.nl tel: +31 20 577 77 00 fax: +31 20 671 97 10

Managing Partners: Jasper van Hulst, Marnix van den Bergh, Joep Meddens

Number of partners: 10 Number of lawyers: 17

Languages: *Dutch, English, French, German, Italian, Spanish*

Firm Overview:

Höcker Advocaten is an independent law firm based in Amsterdam. The firm offers practical solutions with a clear understanding of opportunities, possibilities and obstacles in the field of both litigation and transactions.

Höcker Advocaten acts for domestic and international multinationals and medium-sized companies. For cross-border matters, the firm can call in lawyers from around the globe through its international networks: Interlex Group, IAEL, Transatlantic Law and Adlaw International.

Main Areas of Practice:

Litigation, Mediation & Arbitration:

Höcker Advocaten has extensive experience in all forms of court litigation and dispute resolution, such as Enterprise Court proceedings and class actions. The lawyers of the litigation team also regularly act as mediator in (delicate) business mediations and act as arbitrator in high profile disputes across a wide range of sectors.

Contact: Marc Wolters **Tel:** +3120 577 77 57

Email: wolters@hocker.nl

Corporate & M&A:

Höcker's corporate group advises on all aspects of corporate and commercial law, with a special focus on M&A, buyouts, joint ventures, restructuring and financing. The M&A team has extensive experience in cross border transactions and reorganizations and advises frequently on the relationship between directors, shareholders and other stakeholders of companies.

Contact: Paul Jongen **Tel:** +31 20 577 77 04

Email: jongen@hocker.nl

Employment:

Höcker's employment group deals with all legal issues that could conceivably arise in employer and employee relations, including workplace contracts, collective bargaining, employment disputes, codeterminations, pension schemes and benefits. The team frequently is involved in large (cross border) reorganisations.

Contact: Jasper van Hulst **Tel:** +31 20 577 77 64

Email: vanhulst@hocker.nl

IP, IT, Media & Marketing:

The IP, IT and marketing group provides a full service to a wide range of clients in the entertainment, advertising and ICT industries and is the leading advisor of Dutch music and audio-visual rights collecting societies. Areas of expertise include copyright, trademarks, data privacy, licensing and distribution, IT contracts, advertising, media, libel and internet.

Contact: Jacqueline Seignette **Tel:** +31 20 577 77 56

Email: seignette@hocker.nl

Litigation Tort & Liability, Public Interest:

Within the Höcker litigation team, there is considerable expertise in exploring, securing and enforcing the duties of care that public bodies or private parties owe towards the general public and the common good. This may involve challenging existing market practices, e.g. to create market access for new business models (renewable energy, circular economy, electric cars) or raise the level of care (responsible, transparent financial services).

Contact: Koos van den Berg **Tel:** +31 20 577 77 32

Email: vandenbergh@hocker.nl

Key Clients:

Tetrapak, Omnicom, Pluripharm, Joh. Enschedé Amsterdam, Buma Stemra, Stichting de Thuis kopie, Lira, Sony Interactive Entertainment Benelux, City of Amsterdam, Urgenda

PRACTICE AREAS

Arbitration
Banking & Finance
Commercial Contracts
Commercial Litigation
Corporate Governance
Corporate Litigation
Corporate & M&A
Employment
Energy, Environment & Planning
Information Technology
Intellectual Property
Media & Entertainment
Mediation
Public Interest & Class Actions
Privacy

OFFICES

THE NETHERLANDS

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Senior Firm Contacts:

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- Marnix van den Bergh
Email: vandenbergh@hocker.nl
- Joep Meddens
Email: meddens@hocker.nl

Höcker
ADVOCATEN

HOOGENRAAD & HAAK

www.hoogenraad.nl tel: +31 20 305 30 60 fax: +31 20 305 30 69

Number of partners: 4 Number of lawyers: 7

Languages: Dutch, English, French, German

Firm Overview:

Hoogenraad & Haak is an independent boutique law firm based in Amsterdam. The firm counsels international and domestic corporate clients, mainly operating in the advertising, food, retail, fashion, entertainment and design industries. The firm can boast a high profile broad IP practice, and is widely recognised as the pre-eminent firm for advertising law in the Netherlands. In addition, Hoogenraad & Haak is one of only a few Dutch firms truly specialising in food law.

Main Areas of Practice:

Advertising:

2 partners, 6 fee earners

- Dutch member of the prestigious Global Advertising Lawyers Alliance (GALA). Daniël Haije is Global Vice Chairman of GALA
- Representing L'Oréal in summary proceedings against Beiersdorf on advertising of NIVEA SUN products

Lead: Daniël Haije

- Representing Suitsupply in a landmark case on nudity in outdoor advertising before the Dutch self-regulatory body

Lead: Daniël Haije

- Representing Omega Pharma in litigation brought by Boehringer Ingelheim about advertising of Omega Pharma's product 'Bronchostop'

Lead: Ebba Hoogenraad

- Representing Garmin in multi-jurisdictional proceedings regarding comparative advertising of Garmin's main competitor TomTom

Lead: Daniël Haije

- Representing Heineken (Amstel Radler 0%) in proceedings on permissibility of a tv-commercial for non-alcoholic beer featuring an explicit sports context

Lead: Ebba Hoogenraad

- Representing Royal Ahold Delhaize in several proceedings in relation to the environmental claims

Lead: Ebba Hoogenraad

- Representing an European alliance in relation to misleading 'consists-of' claims

Lead: Ebba Hoogenraad

- Representing workers union FNV in proceedings against the Dutch State regarding political advertising in connection with health policy reforms

Lead: Ebba Hoogenraad

- Representing Lidl in a landmark case about comparative advertising regarding taste of food products

Leads: Daniël Haije and Ebba Hoogenraad

- Representing BenBits in a landmark case about the claim 'natural' for chewing gum against Cloetta

Lead: Ebba Hoogenraad

Key Clients: Ahold Delhaize, Heineken, Lidl, DDB,

FCB

Contacts: Ebba Hoogenraad, Daniël Haije

Tel: +31 20 305 30 60

Emails: eh@hoogenraad.nl/dh@hoogenraad.nl

Intellectual Property:

3 partners, 7 fee earners

- Representing a large self-storage company in proceedings against several parties concerning infringing Google Adwords-campaigns

Lead: Maarten Haak

- Representing several governmental organisations in multi-jurisdictional patent litigation concerning waste processing technique

Lead: Moira Truijens

- Representing Kraft Foods (Mondelēz) in proceedings before the General Court in a trademark case on its TRIDENT mark

Lead: Maarten Haak

- Representing nationwide liquor retailer Gall & Gall in obtaining an *ex parte* injunction against a competitor

Lead: Daniël Haije

- Representing Chevron (TEXACO) in customs enforcement actions.

Lead: Moira Truijens

- Representing an iconic Dutch sports celebrity in a case about portrait rights/publicity rights

Lead: Daniël Haije

- Representing an international fashion company in a EU wide trademark infringement action against a European retailer

Lead: Maarten Haak

- Representing a Dutch company in a multi jurisdiction dispute on parallel import against a global trademark owner

Lead: Maarten Haak

- Representing a well-known Scandinavian designer in several copyright enforcement actions.

Lead: Moira Truijens

- Representing a national hospital chain in a cross border action on trademark and tradename rights

Lead: Maarten Haak

- Representing PVH (Tommy Hilfiger) in trademark infringement matters

Lead: Moira Truijens

- Representing Hyundai in appeal proceedings before the Benelux Court of Justice

Lead: Moira Truijens

- Representing a well-known dermatologist on IP and advertising related cosmetic claims

Lead: Ebba Hoogenraad and Moira Truijens

Key Clients: Ahold Delhaize, Lidl, Samsung

Contacts: Maarten Haak, Daniël Haije,

Moira Truijens

Tel: +31 20 305 30 60

Emails: mh@hoogenraad.nl/dh@hoogenraad.nl/mt@hoogenraad.nl

PRACTICE AREAS

Advertising
Intellectual Property
Food Law
Commercial Contracts
Commercial Litigation
Privacy

OFFICES

THE NETHERLANDS

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Email: info@hoogenraad.nl

Food Law:

1 partner, 4 fee earners

- Representing Nprofarm and NPN (branch organisations) in proceedings against the Dutch State regarding the qualification of melatonin as a pharmaceutical

Lead: Ebba Hoogenraad

- Representing Omega Pharma in proceedings against Proctor & Gamble concerning food and health claims on nutritional supplement products

Lead: Ebba Hoogenraad

- Representing Royal Ahold Delhaize in several proceedings in relation to nutrition claims on the packaging

Lead: Ebba Hoogenraad

- Representing a well-known company in proceedings in relation to aroma and flavouring claims on the packaging

Lead: Ebba Hoogenraad

- Several proceedings against the Netherlands Food and Consumer Product Safety Authority (NVWA) on health claims, labeling, HACCP, mutual recognition

Lead: Ebba Hoogenraad

- Advising many major food companies on compliance with the Claims Regulation (food and health claims) and the EU Regulation on the provision of food information to consumers (food labelling)

Lead: Ebba Hoogenraad

- Assisting with recalls issued by the Dutch Authorities (NVWA)

Lead: Ebba Hoogenraad

- Advising a major tobacco company on upcoming plain packaging legislation

Lead: Ebba Hoogenraad

- Representing Solgar (vitamin supplements) against the Dutch authorities in a landmark case about mutual recognition and free movement of goods

Lead: Ebba Hoogenraad

Key Clients: Omega Pharma, Solgar, Yakult, Red Bull, Barilla, Royal Ahold Delhaize, Lidl, Go-Tan, Body&Fit (Glanbia)

Contact: Ebba Hoogenraad

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Email: eh@hoogenraad.nl

**& HOOGENRAAD
HAAK**

HOUTHOFF

www.houthoff.com tel: +31 20 605 6000 email: info@houthoff.com

Managing Partners: Albert Knigge, Edward de Bock, Gerhard Gispen

Number of partners: 52 Number of lawyers: 420

Languages: *Dutch, Chinese, English, French, German, Italian, Portuguese, Spanish*

Member: Lex Mundi

Firm Overview:

Houthoff takes action today with tomorrow in mind.

Houthoff is a leading independent Dutch law firm, with offices in Amsterdam, Rotterdam, Brussels, London and New York, as well as representatives in Houston, Singapore and Tokyo. At Houthoff, over 400 lawyers work collaboratively to ensure they're there for their clients when they need them most.

Main Areas of Practice:

Corporate/M&A:

The firms' corporate/ M&A team specialises in complex, high-end M&A, private equity, venture capital and corporate restructuring. It has extensive experience acting as lead counsel or Dutch co-counsel for a broad range of clients. Houthoff's specialists have ample experience with outbound and inbound cross-border mergers, often straddling the boundary between company law and tax law. For multiple large transactions, the team has the capacity and resources to react quickly, assembling top-notch, partner-led teams.

Banking & Finance:

Houthoff's banking and finance team has a comprehensive knowledge of the financial sector, and the laws and regulations that govern it. The experienced banking and finance team provides services to domestic and foreign banks, investors, other financial institutions, large companies and supervisory authorities. The firm's specialists give advice on a large variety of banking and financial transactions. This can involve high-end acquisition, real estate, asset or project financing, syndicated or bilateral loans, or restructuring, all of this in the context of complex financial regulations and legislation.

Dispute Resolution:

The dispute resolution team at Houthoff specializes in complex, mostly international matters, successfully handling several landmark cases in recent years. The firm is also one of the few Dutch law firms to have a renowned corporate and commercial Supreme Court practice. The dispute resolution team provides creative, result-oriented litigation and arbitration counsel in matters ranging from major commercial disputes to sensitive international, regulatory or criminal investigations by Dutch and EU regulators. It also advises on preventing liabilities in relation to compliance matters and risk management. The team litigates before Dutch, EU and other international courts, and domestic and foreign arbitrations tribunals.

Tax:

Houthoff's multi-disciplinary tax team assists in matters ranging from fiscal assistance in high-end corporate and financial transactions to transfer pricing and litigation in national and international tax disputes. The firm's tax team is one of the few tax teams that litigates before both civil courts and tax courts, and also, if necessary, before the Dutch Supreme Court. The tax team has become a market leader in the field of international restructuring, M&A, real estate, finance and investment management.

Climate Change:

One of the biggest challenges facing businesses today in dealing with new or changing climate legislation. This is significant for all sorts of businesses. Whether clients have questions about liability issues, funding, competition cases or new business models, dealing with the impact of new national and international environmental laws requires extensive knowledge and expertise. Whatever the area of law or sector, Houthoff has the specialists to interpret these laws, reduce risks and explore opportunities.

Sustainability:

Houthoff goes beyond reducing its paper consumption and constantly strive to make their operations more sustainable. The firm takes part in different initiatives, such as the Green Business Club Zuidas (GBC) and are one of the many parties to put its name to the Zuidas Statement of Ambition 2015-2020. In addition, the firm provides advice on various innovative sustainable energy projects and sustainability initiatives.

Sponsorship:

Houthoff is head sponsor of the Dutch national Opera & Ballet. Houthoff's core values – craftsmanship, entrepreneurship, leadership and team spirit – reflect those of Dutch National Opera & Ballet. With the sponsorship Houthoff not only supports one of the largest cultural organisations in the Netherlands, the firm also commits themselves to the top of the international ballet and opera world.

Social Commitment:

The firm is involved in several social organisations and projects including:

- Forward Foundation, the first LGBT network in the Dutch legal landscape that strives for acceptance and recognition of the LGBT community in the legal world Houthoff was one of the founding firms of the network
- Johan Cruyff Foundation
- Stedelijk Museum
- JINC job trainee programme for economically disadvantaged young people
- The Cookie project which supports iambe, a bakery which acts as training and activity centre for intellectually disabled young people in Amsterdam

Diversity/Community:

The firm gives room to ambitious people who see value in their own uniqueness and talents and who wants to provide the best service for our clients. This requires a culture in which everyone has the freedom to be themselves and an environments that makes everyone feel included. Houthoff was the first firm in the Netherlands to sign the 'Diversity in the legal profession' declaration of the Netherlands Bar Association.

PRACTICE AREAS

Arbitration
Banking & Finance
Capital Markets
Competition
Competition Litigation
Construction
Corporate Crime
Corporate Litigation
Corporate/M&A
Dutch Caribbean
Employment & Pensions
Environment & Planning
EU
Insurance & Reinsurance
Intellectual Property
Investigations & Public Enforcement
Investment Management
IT
Litigation
Privacy & Data Protection
Private Equity
Procurement
Projects & Project Finance
Public Law
Real Estate
Restructuring & Insolvency
Supreme Court Litigation
Tax

SECTORS

Agrifood
Automotive
Energy & Industry
Financial Services
Health, Safety & Environment
Healthcare
Insurance
Life Sciences
Manufacturing
Pensions
Real Estate
Retail & Consumer Products
Technology, Media & Telecom
Transport & Logistics

OFFICES

THE NETHERLANDS

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BELGIUM

BRUSSELS: Boulevard de l'Empereur 5, 1000
Tel: +32 2 507 98 00

USA

NEW YORK: 120 West 45th Street, 19th Floor, NY 10036
Tel: +1 212 403 6701

Pro Bono:

The firm's commitment to social responsibility is demonstrated by the considerable value they place on doing pro bono work for organisations and people that pursue or support the public interest. Houthoff is a co-founder of Pro Bono Connect, a platform that links NGOs with law firms, and allows them to work together on pro bono cases. The firm regularly take on cases through Pro Bono Connect.

HOUTHOFF

HVG LAW

www.hvglaw.nl tel: +31 88 407 04 44 fax: +31 88 407 02 70

Chairman: Johan Westerhof

Managing Partners: Johan Westerhof, Jan Padberg, Frank Zandee

Number of partners: 19 Number of lawyers: 150

Languages: Dutch, English, French, German, Italian, Japanese, Spanish, Arabic, Chinese Mandarin

Firm Overview:

The firm's advisors understand clients' business, market and the implications of the latest trends and developments. Its goal is to contribute to the success of its clients. It is the firm's constant aim to help clients realise the full potential of legal options. That is why clients can expect HVG Law to show commitment and a proactive, targeted approach, as well as excellent legal service.

HVG Law ranks among top legal firms and civil law notaries' offices in the Netherlands. Due to the firm's entrepreneurial, innovative and solution-oriented approach, it is considered as leading in the market. It is pre-eminently a modern day firm: professional, communicative and available for clients 24/7.

HVG Law offers a multidisciplinary approach. Its strategic alliance with EY Tax enables us to approach questions in an integral way: not only from a legal point of view, but also from a financial and fiscal point of view. In addition, the firm's sector focus provides it with access to up-to-date knowledge and insights into a broad spectrum of market sectors. As a result, its advisors are not only discussion partners who are fully aware of what is happening in the clients' market, but who also understand what this means to their company.

HVG Law has a deep commitment to excellent advice with a focus on high quality, speed of service and meeting clients' needs. It also attaches great value to open communication and transparency and are prepared to go the extra mile to take clients even further. Its clientele counts national and internal companies, governmental authorities and non-profit organizations.

HVG Law is part of the global EY Law network which brings together more than 2100 lawyers advising in more than 85 jurisdictions across the globe. The EY Law network allows us to offer legal solutions on a truly integrated, international basis.

Main Areas of Practice:

HVG Law offers legal services in the following practice areas: corporate law, commercial transactions, corporate recovery and insolvency, mergers and acquisitions, employment law, IP, IT and privacy, financial services (pension law and financial regulation), finance law, real estate and competition law and regulated markets.

In addition, the firm focuses on a number of specific sectors: energy (power and utilities and oil and gas), government and public sector and health, technology and telecommunications and private equity.

In order to assist Dutch companies doing business in Japan and to support Japanese companies in mastering the many legal challenges in Europe, HVG Law has set up a special legal team.

The team consists of experienced civil law notaries, lawyers out of which three are fluent Japanese speakers, as well as a native Japanese customer service manager.

The HVG Innovation team has a focus on advising (international) startups and scale-ups with their new business in the Netherlands.

PRACTICE AREAS

Corporate & Commercial
Corporate Recovery & Insolvency
Transaction
Mergers & Acquisitions
Private Equity
Employment
Real Estate
Restructuring
Pension Law
Financial Regulatory
Government & Public Sector
Health Care
IP, IT & Privacy
IT & Digital
State Aid
Litigation
Power & Utilities
Oil & Gas
Finance
Competition

OFFICES

THE NETHERLANDS

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INTERNATIONAL OFFICES

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HVG Law has a strategic alliance with EY Tax and is part of the international EY Law network within 75 countries.



JAHAE RAYMAKERS

www.jahae.nl tel: +31 20 435 2525 fax: +31 20 435 2525

Managing Partners: Han Jahae, Dian Brouwer, Jurjan Geertsma, Thom Dieben, Cathalijne van der Plas
Number of partners: 5 Number of lawyers: 11
Languages: *Dutch, English, French, German, Polish*

Firm Overview:

JahaeRaymakers is a leading niche firm, specialising in national and international white collar criminal and regulatory enforcement matters and related issues such as (AML and AB&C) compliance, risk and reputation issues, international sanctions and international asset tracing & recovery. JahaeRaymakers' lawyers act as trusted advisors for a wide range of public authorities, (listed) companies and their directors and high-profile private individuals. They have detailed knowledge, a wealth of experience and an excellent international network.

Main Areas of Practice:

- White collar criminal and regulatory enforcement
- Risk & reputation management
- European & International proceedings
- (International) asset tracing & recovery

White Collar Criminal & Regulatory Enforcement:

- JahaeRaymakers assists companies and individuals involved in or risk being involved in administrative, regulatory or criminal investigations as targets, suspects, witnesses, experts or victims
- It advises and assists companies and individuals who have fallen victim to criminal and other offenses
- It represents clients in often large and complex high-profile cases
- If necessary: it litigates. In that, it brings to bear a wealth of experience of litigating before all judicial authorities in the Netherlands and many abroad, in a wide range of proceedings, including complex criminal and related civil and administrative law proceedings, asset recovery, and preliminary relief proceedings

Contacts: Han Jahae (jahae@jahae.nl); Dian Brouwer (brouwer@jahae.nl)

Risk & Reputation Management:

- JahaeRaymakers supports and assists corporates and professional service providers in drawing up and assessing rules in the fields of integrity and (AML, ABC, sanctions and Business & Human Rights) compliance
- It supports clients in integrity and reputational matters to avoid and limit reputational damage and risks
- It helps clients prepare through interrogation trainings and dawn raid instructions
- It represents clients in professional disciplinary proceedings and proceedings before ethical conduct boards

Contact: Jurjan Geertsma (geertsma@jahae.nl)

European & International Proceedings:

- JahaeRaymakers joins in the thought processes of companies and officers that operate in an international context and are confronted abroad with compliance issues or measures taken by local enforcement and investigative authorities. Through its excellent international network it can set up and liaise with defence teams in the jurisdiction(s) involved
- It provides assistance when Dutch enforcement and investigative authorities take measures following foreign requests for legal assistance (e.g. extradition requests, European Arrest Warrants (EAW) or requests to search businesses or homes)
- JahaeRaymakers have a unique expertise and capability in litigating cases before the European Court of Human Rights (ECHR) and the European Court of Justice to further the interests of their client in domestic cases

Contact: Thom Dieben (dieben@jahae.nl)

(International) Asset Tracing & Recovery:

- JahaeRaymakers assists in recovering losses due to fraud that have been transferred abroad, cutting through the complex legal and corporate schemes used to hide those proceeds of crime
- JahaeRaymakers assists foreign injured parties in international recovery processes on assets located in the Netherlands and coordinates the efforts of Dutch and foreign lawyers involved
- In such recovery procedures, it works and liaises with Dutch and foreign law enforcement agencies
- JahaeRaymakers is instructed by clients and its counsel to provide expert assistance in the field of both international private and international public law, to help navigate the challenges of international enforcement of civil judgements and the international validity of foreign sovereign acts and decisions

Contact: Cathalijne van der Plas (vanderplas@jahae.nl)

PRACTICE AREAS

White Collar Criminal & Regulatory Enforcement
Risk & Reputation Management
European & International Proceedings
(International) Asset Tracing & Recovery

OFFICES

THE NETHERLANDS

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Email: info@jahae.nl

**Jahae
Raymakers** 
risks, reputations & sanctions

JANSSEN BROEKHUYSEN ADVOCATEN

www.jblaw.nl tel: +31 20 3039 400 fax: +31 20 3039 499

Number of partners: 7 Number of associates: 8
Languages: Dutch, English

Firm Overview:

JanssenBroekhuysen is an independent boutique law firm. Founded in 2006, over the last decade JanssenBroekhuysen became one of the go-to firms for transactional work and related litigation for the larger midmarket deals. The team provides pragmatic solutions, and has a personal approach. What makes the team unique is that they are able to manage large, high profile deals in a boutique firm setting, often facing one or more of the large national or international law firms, to the full satisfaction of their clients.

Clients include private equity funds, family offices, venture capital firms, corporates and family-owned businesses.

Main Areas of Practice:

Corporate/M&A:

5 partners, 7 associates

- Representation of the shareholders in Trivest Beheer B.V., including Nedvest, on the sale of Trivest, a provider of industry-specific software solutions for small to mid-sized companies in the manufacturing sector, to US based ECI Software Solutions, a leader in cloud-based business management solutions
- Representation of Steadfast Capital, a German based independent private equity investor, on its acquisition of a majority stake in Wilvo Group, a processor of high accuracy sheet metal parts and an assembler of light construction parts
- Representation of Auxilium Capital on its sale of Frontmen group, a provider of best-in-class Javascript technology expertise, to Intracto, a portfolio company of Waterland
- Representation of the founders of The Next Web, an Amsterdam-based media and digital company with a range of products and services for the tech community, on their sale of a majority stake to *The Financial Times*, a news organisation headquartered in London
- Representation of the shareholders in Destiny NV, including Mentha Capital, on the sale of Destiny NV, a cloud communication solutions provider, to Apax Partners, a Paris based European private equity firm
- Representation of Marqt Holding B.V., a supermarket chain focussed on sustainability, on the sale of its shares to Udea, a biological supermarket chain and purchasing organisation of biological food and non-food related products, which included stakeholder management
- Representation of the shareholders of Magioni B.V. on the sale of Magioni B.V., the inventor of vegetable, healthy pizzas, to Dr. Oetker A.G., a German family-owned multinational producing baking powder, cake mixes, frozen pizzas and various other products
- Representation of the sellers on the sale of Pink & Nelson B.V., active in on-street and off-street parking solutions, to QPark Netherlands B.V. (private equity backed by KKR)
- Representation of the founders/ sellers on the sale of PlusPort/ SafetyPort to Visma Nederland B.V.

Contact: Lucas Brabers Tel: +31 20 3039 417
Email: lucas@jblaw.nl

Finance:

2 partners, 3 associates

- Representation of Meijer Realty Partners, one of the largest real estate developers in the Netherlands market, in the refinancing of the World Fashion Centre Towers in Amsterdam, the Netherlands
- Representation of Steadfast Capital and Wilvo Group on the acquisition financing of the acquisition by Steadfast Group of a majority stake in Wilvo Group, a processor of high accuracy sheet metal parts and an assembler of light construction parts
- Representation of Sunrock, a large developer of rooftop solar systems on industrial sites in the Netherlands with the financing of their rooftop solar project portfolio with various Netherlands based lenders
- Representation of Van Mossel Automotive Group, a leading Netherlands based automotive group on the refinancing of their dealerships structure and further development of the second hand centres in the Netherlands and Belgium
- Representation of Heemskerk, a leading food-processor in the Netherlands, on the refinancing of existing debt, financing of an additional food processing plant and lease facilities

Contact: Oscar Pfeiffer Tel: +31 20 3039 415

Email: oscar@jblaw.nl

Litigation:

1 partner, 3 associates

- Representation of mid-size and large corporates in post M&A disputes, governance issues and commercial contract disputes
- Representation of directors and officers in alleged mismanagement disputes and proceedings
- Representation of shareholders in shareholder disputes, buy-out proceedings and proceedings before the Enterprise Chamber of the Amsterdam Court of Appeal

Contact: Melanie Janssens Tel: +31 20 3039 416

Email: melanie@jblaw.nl

PRACTICE AREAS

Corporate/M&A
Banking & Finance
Litigation

OFFICES

THE NETHERLANDS

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JANSSEN BROEKHUYSEN ADVOCATEN

corporate - finance - litigation

LEMSTRA VAN DER KORST

www.lvdk.com tel: +31 020 2050567 fax: +31 020 2050560

Number of partners: 5 Number of lawyers: 14

Languages: Dutch, English, German, French

Firm Overview:

Lemstra Van der Korst is a boutique law firm based in Amsterdam, specialising in corporate, financial and commercial litigation. Lemstra Van der Korst focuses on understanding its clients business, allowing it to render no nonsense, state of the art legal advice. If litigation is the best way forward, it can rely on extensive litigation experience. Its lawyers have impressed in the day to day advising of board rooms of international and domestic enterprises both with a view to prevent disputes and to resolve already existing disputes.

Lemstra Van der Korst's partner-intensive service has resulted in a strong reputation for advising clients on governance issues and the role of public supervisory bodies and other authorities. Its dedicated team of professionals is creative and highly flexible. From day one after its incorporation, the firm has become a leading player in the Dutch legal arena of corporate and commercial litigation, which explains why it is often requested by the traditional law firms to act as co-counsel in complex litigation, whether for the same client or for other parties with a similar interest.

Lemstra Van der Korst knows when and how to settle disputes and is well placed to advise on whether or not to pursue claims in or outside of litigation. Collective actions and settlements under the Dutch act for collective settlement of mass claims are also within its remit and area of expertise. For international business, Lemstra Van der Korst avails to a network of 'good friends' in the main jurisdictions.

Main Areas of Practice:

- Corporate Litigation
- Financial Litigation
- Commercial Litigation
- Class Actions
- Boardroom Counselling
- Corporate Governance

Representative Matters:

- Representing minority shareholders before the Enterprise Chamber against KLM Royal Dutch Airlines for refusing to pay dividends
- Defending a former CEO of Vestia housing corporation in various litigation involving a EUR 2.5 billion damages claim
- Defending a former board member of Fortis Bank in litigation resulting from the collapse of Fortis Bank
- Representing Vereniging van Effectenbezitters (VEB) (association of shareholders) against the Dutch state regarding the expropriation and just satisfaction of former shareholders and holders of other financial instruments issued by bank and insurance company and bank SNS Reaal
- Representing (the clients of) five leading Dutch legal aid insurance companies regarding the class settlement of claims against DSB Bank relating to breaches of its duty of care

- Representing investors against SNS Bank regarding damages relating to the Madoff fraud
- Representing shareholders (through a SPV foundation) in a USD 380 million class settlement with Shell regarding the misrepresentation of its oil and gas reserves
- Representing shareholders (through a SPV foundation) in a USD 60 million global class settlement with Swiss insurance company Converium
- Representing Reuben Brothers in a multi million dollar investment dispute
- Representing multiple claim foundations in multi billion dollar collective actions in the automotive and financial industry
- Representing managing and supervisory board in D&O liability case following the bankruptcy of Apple's largest premium reseller in the Netherlands
- Representing an international commodities company in multi million dollar shareholder dispute
- Representing multiple clients in interest swaps litigation

PRACTICE AREAS

Corporate Litigation
Financial Litigation
Commercial Litigation
Class Actions
Boardroom Counselling
Corporate Governance
Arbitration

OFFICES

NETHERLANDS

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Website: www.lvdk.com

- Advising FC Twente '65 B.V. (Dutch premier league soccer club) in an over all settlement with former directors, creditors, KNVB (national soccer association) and other stakeholders
- Representing claim foundation in a multi billion dollar collective action against international banks and a broker re the manipulation of LIBOR and EURIBOR related interest rates
- Advising Stichting Staatsloterijshadeclaim.nl on a mass settlement on behalf of 7 million clients of Dutch State Lottery
- Lead counsel in securities class action regarding damages caused by corruption and fraud within Brazilian oil giant Petrobras
- Representing the Central Works Council of TATA Steel Netherlands regarding the merger with ThyssenKrupp
- Representing Fiat Chrysler Automobiles, CNH Industrial and Iveco in various follow-on cartel damages cases
- Representing SRK (legal aid insurance company) in a corporate dispute with AEGON and Nationale Nederlanden in inquiry proceedings before the Enterprise Chamber, resulting in a settlement

LEMSTRA



VAN DER KORST

LEXENCE

www.lexence.com **tel:** +31 20 5736 736 **fax:** +31 20 5736 737

Management Board: Peter Reinders (managing partner), Wouter Helder, Timo Jansen
 Number of partners: 33 Number of lawyers/civil law notaries: 95+
 Languages: *Dutch, English, French, German, Spanish*

Firm Overview:

Lexence is a leading Dutch law firm specialised in corporate and commercial law and real estate law. The firm provides legal services to both national and international companies who operate in the Dutch market. The firm's professionals, including 95+ lawyers and civil law notaries, work in small teams directed by partners. The lawyers and notaries cooperate seamlessly in their areas of specialisation. Quality, efficiency and service orientation always paramount.

Main Areas of Practice:

Corporate & Commercial:

The Lexence corporate and commercial lawyers and civil law-notaries specialise in legal support regarding mergers and acquisitions, joint ventures, private equity and venture capital transactions, employment and benefits law, commercial and corporate disputes, structuring and restructuring.

Work areas: M&A, private equity, venture capital, financing, commercial contracts, structuring, notarial services, litigations and employment and benefits law.

Contact: Luc Habets

Email: l.habets@lexence.com

Contact: Joost Kolkman

Email: j.kolkman@lexence.com

Real Estate:

Lexence's real estate lawyers and civil law-notaries handle cases related to: environmental law, area development, construction, purchase and sale, commercial hire, and management and financing real estate projects. The real estate projects the lawyers work on involve: large-scale urban development, development of logistic properties, shopping malls, office buildings and residential projects.

Work areas: transactions, development, asset management, leasing, environmental, construction law & tendering, finance.

Contact: Ferry van Schoonhoven

Email: f.van.schoonhoven@lexence.com

International Work:

Lexence is an independent law firm with access to fellow international firms with knowledge and experience unique to a specific jurisdiction. Through its membership of the Meritas worldwide network, a highly-regarded legal network of law firms, Lexence has easy access to those firms.

PRACTICE AREAS

- Corporate & Commercial:
- M&A
- Private Equity
- Venture Capital
- Financing
- Commercial Contracts
- Structuring
- Notarial Services
- Litigation
- Employment & Benefits Law
- Real Estate:
- Transactions
- Development
- Asset Management
- Leasing
- Environmental
- Construction Law & Tendering
- Finance
- Notarial services

OFFICES

THE NETHERLANDS

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LOYENS & LOEFF

www.loyensloeff.com **tel:** +31 20 578 5785 **fax:** +31 20 578 5800**Managing Partner:** Bram Linnartz

Number of partners: 104 worldwide, 73 in the Netherlands

Number of fee-earners: 963 worldwide, 659 in the Netherlands

Firm Overview:

As a leading firm, Loyens & Loeff is the logical choice for a legal and tax partner if you do business in, or from, the Netherlands, Belgium, Luxembourg and Switzerland, the firm's home markets. You can count on personal advice from any of its advisers based in one of the firm's offices in the Benelux, Switzerland or in key financial centres around the world. Thanks to its full-service practice, specific sector experience and thorough understanding of the market, its advisers comprehend exactly what you need. Innovative and pragmatic: each problem requires a customised solution. The firm's pragmatic approach and drive to devise innovative solutions allow it to effectively address the demands of its clients' domestic and international businesses. Thanks to the broad range of the firm's legal and tax experience, know-how and the size of its practices, the firm can offer you top-level advice, locally and internationally. The firm is committed to meeting your needs at the highest quality level in the most efficient way.

Focused and Engaged:

Entrepreneurship, client focus, quality awareness and social engagement all characterise the firm's culture. Loyens & Loeff offers a challenging work environment and equal opportunities for all its employees. The firm is mindful of the environment and helps charities with the support and knowledge of its employees.

Main Areas of Practice:

- Administrative Law
- Banking & Finance
- Capital Markets
- Commercial Law
- Competition
- Corporate/M&A
- Corporate Criminal Law
- Employment & Benefits
- Family Owned Business & Private Wealth
- Indirect Tax
- Information Technology
- Insurance
- Intellectual Property
- Investment Management/Funds
- Litigation & Risk Management
- Private Equity
- Procurement
- Real Estate
- Regulatory
- Tax

Sectors:

- Automotive
- Energy
- Fintech
- Food & Beverages
- Healthcare
- Life Sciences
- Real Estate

Topics:

- Base Erosion and Profit Shifting (BEPS)
- Blockchain Technology
- Corporate Governance
- Data Protection & Privacy
- EU General Data Protection Regulation (GDPR)
- State Aid
- Tax Compliance
- Transfer Pricing

Region Teams: 13**International Work:****Independent & International:**

As a fully independent law firm, Loyens & Loeff is excellently positioned to coordinate international tax and legal matters. The firm has a network of offices in major financial centres, staffed with specialists in Dutch, Belgian, Luxembourg and Swiss law. Through these offices, clients have access to Loyens & Loeff's full-service legal expertise in their own time zone. The firm's office network is complemented by its numerous region teams, all of which are experienced in structuring investments all over the world. It's this winning combination that enables the firm to assist international clients in the most efficient of ways. Moreover, the firm is on excellent terms with other leading independent law firms and tax consultants. That way, Loyens & Loeff guarantees its clients top-level advice in every part of the world.

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Contact: vincent.van.der.lans@loyensloeff.com**LOYENS & LOEFF**

ATTORNEYS AT LAW • TAX ADVISERS • CIVIL LAW NOTARIES

MAVERICK ADVOCATEN

www.maverick-law.com **tel:** +31 20 238 2000 **fax:** +31 20 238 2091

Managing Partners: Diederik Schrijvershof, Martijn van de Hel
 Number of partners: 2 Number of lawyers: 9
 Languages: *Dutch, English, German*

Firm Overview:

Maverick Advocaten is the independent and leading competition law firm in the Netherlands. The team has vast experience at the top of the Dutch legal profession.

The lawyers provide advice on Dutch and EU competition law, including cartels, abuse of dominance, (second phase) merger control, public procurement and cartel damage claims. They also frequently advise clients on economic regulation, consumer law and EU law (including state aid and unfair competition). The team regularly represents clients in proceedings before the Dutch and EU courts, the Netherlands Authority for Consumers & Markets, the European Commission and the Dutch Healthcare Authority.

Maverick Advocaten represents clients in a wide variety of sectors, including healthcare, pharmaceuticals, agri and food, FMCG, energy, transport, retail, fintech, media and communications.

Recent Work :

- Assisting several market parties in the Google and Facebook-investigations of the European Commission
- Representing eight forensic healthcare providers in a preliminary relief procedure against the Dutch Ministry of Justice
- Representation of British Airways in a contribution proceeding concerning damages claim relating to the alleged airfreight cartel
- Representation of Omring and Vrijwaard, two elderly care providers, in obtaining second phase merger clearance from the ACM
- Assisting Erasmus MC and IJsselland Ziekenhuis, two hospitals in Rotterdam, with obtaining merger clearance from the ACM
- Assisting 55 real-estate traders with a damages claim against the ACM after annulment of a fine by the highest court for alleged collusion
- Representing Midac in its appeal against a fine from the ACM for alleged price-fixing involving forklift truck batteries
- Assisting a market party during the second phase merger control procedure with the ACM regarding the acquisition of Iddink by Sanoma
- Representing H&S in the appeal procedure of the ACM against the annulment by the court of a fine for alleged collusion in the cold storage markets
- Assisting health care provider TSN in obtaining second phase approval of the ACM for its acquisition by Espria
- Assisting OLVG, a hospital in Amsterdam, with the approval of the ACM for the acquired healthcare of MC Slotervaart
- Representation of PTA, a joint venture of towing companies Svitzer and Iskes, in a cartel investigation of the ACM

- Assisting a legal insurance company with its complaint at the ACM about an alleged infringement of the cartel prohibition by the Dutch Bar
- Assisting Dutch chocolate company Tony Chocolonely in the approval of the ACM for the investment by Verlinvest, a Belgian private equity company

Key Clients

ADG, Adyen, Azerion, EBS, Eneco, Erasmus MC, Funda, Gimv, Green8Group, H&S Group, Midac, MRCE, Parnassia Groep, Ursapharm, Van Loon Groep, Waterland, Transdev

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PRACTICE AREAS

- Dutch & EU Competition Law
- Regulated Markets:**
 - Telecommunication
 - Post
 - Aviation
 - Energy
 - Transport
 - Health & Pharma
- Consumer Law
- Procurement Law
- Competition Litigation:**
 - Cartel Damage Claims

OFFICES

THE NETHERLANDS

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 Website: www.maverick-law.com



MAVERICK

Competition | Regulation | Litigation

NAUTADUTILH

www.nautadutilh.com tel: +31 20 717 10 00

Board: Petra Zijp, Jaap Jan Trommel, Chris Warner

Number of partners: 66 (17 women, 49 men) Number of lawyers, civil law notaries and tax advisers: 400+

Languages: Dutch, English, French, German, Luxembourgish

Firm Overview:

NautaDutilh is an international law firm practising Dutch, Belgian, and Luxembourg and Dutch-Caribbean law. The firm was founded in 1724 and is one of the largest in the Benelux region, with offices in Amsterdam, Rotterdam, Brussels, Luxembourg as well as in London and New York. What has kept NautaDutilh relevant all these years is adaptive thinking. This subtle art is all about learning how to think instead of being taught what to think. It allows the firm to deal with change, learn from new situations and think on its feet when solving problems on behalf of its clients. NautaDutilh places particular emphasis on combining expertise in those practice areas which are relevant to its clients' business with an understanding of the underlying industries, and their strategic and economic drivers. This approach defines NautaDutilh's organisation with its dedicated teams for particular sectors, including financial institutions, real estate, private equity, life sciences, healthcare and energy and natural resources. These teams are all multidisciplinary, combining deep sector knowledge with the highest level of legal expertise. While its practice is anchored in the jurisdictions of Belgium, the Netherlands and Luxembourg, NautaDutilh works with a substantial number of clients involved in cross-border and multi-jurisdictional transactions and proceedings. The firm works on a non-exclusive basis with leading law firms throughout the world.

Main Areas of Practice:

NautaDutilh is characterised by its significant banking and finance, corporate and dispute resolution capabilities, strengthened by other extensive practice areas.

Banking & Finance:

NautaDutilh fields the largest acquisition finance, structured finance and general bank lending team in the Netherlands, advising on complex, one-off financing arrangements as well as on mainstream financing arrangements. In addition, NautaDutilh advises on derivatives, financial services and regulatory matters to almost every major domestic or international bank, financial institution and regulatory body with interests in the Netherlands.

Capital Markets:

NautaDutilh enjoys an international reach through its offices in London and New York. Its capital markets team advises on a range of equity offerings including IPOs, secondary offerings and rights issues, while their debt capital markets expertise includes MTN and commercial paper programmes, notes issues, repackagings and the emerging markets segment of the Eurobond market. Securitisations are an additional focus area within NautaDutilh both for the domestic market and for pan-European transactions, with particular expertise in relation to RMBS and covered bond programmes.

Competition:

The NautaDutilh competition practice has an established merger control capability and has significant experience litigating both before the European courts and in the national arena. The team carries out litigation relating to cases involving State aid, cartel damages, merger control and to behavioural cases such as distribution and horizontal cooperation.

Corporate & M&A:

NautaDutilh has a significant public M&A capability having advised on almost all transactions involving competing public offers for companies listed in the Netherlands. The team also advises on the buying and selling of domestic and international private companies and businesses. A specific area of expertise is supporting private equity transactions. The corporate team also provides a broad range of advice on corporate and commercial matters with particular emphasis on corporate governance, reorganisations and international joint ventures. The team's ability both to advise and to execute is strengthened by its civil law notarial practice.

Dispute Resolution:

NautaDutilh handles a broad range of litigation and arbitration relating to securities, transactions, insolvency and restructuring, officers' and directors' liability, insurance, IP, employment, regulatory, fiscal and administrative law related issues and commercial cases and benefits from having the only true stand-alone arbitration team in the Dutch market. The firm is a leading player in class actions, having acted on the ground-breaking *Converium* case which established the Netherlands as the only European country that has enforced a worldwide class action settlement on an opt-out basis for investors who had been dismissed from a US securities class action by the US court.

Employment & Pensions:

As well as advising on the employment law aspects of corporate transactions, in particular with respect to consultation requirements, employee participation and the replacement, and employment terms, of board members, the NautaDutilh pensions and employment team advises on other contentious and non-contentious employment law matters, including collective and individual dismissals.

Insurance & Liability:

NautaDutilh provides a broad range of services to insurers, reinsurers and brokers, as well as to companies. The team advises on, and litigates in, all key areas of insurance and civil and commercial liability, including professional, medical, environmental and product liability. The team has extensive expertise in both contentious and noncontentious cases.

Intellectual Property:

NautaDutilh specialises in patent and trademark litigation, but also enjoys considerable expertise in the areas of copyright, designs and neighbouring and database rights, as well as advertising and domain name disputes. The firm litigates nationally and across borders in the Netherlands, Luxembourg and Belgium and regularly coordinates multi-jurisdictional litigation before European tribunals.

Real Estate & Infrastructure:

With a substantial team of lawyers, the real estate and infrastructure team supports its clients through the entire life cycle of a real estate/infrastructure project from the development, construction and financing through to the operation of the underlying real estate or infrastructure.

PRACTICE AREAS

Asset Finance & Structured Finance
Banking & Finance
Capital Markets
Corporate/M&A
EU & Competition
Employment & Pensions
Energy & Natural Resources
Environment & Planning
Fraud & White Collar Crime
Information & Communication Technology
Insurance & Liability
Intellectual Property
Investment Funds
Life Sciences
Litigation & Arbitration
Notarial
Private Equity
Project Finance & PFI
Public & Regulatory
Real Estate & Infrastructure
Restructuring/Insolvency
Shipping
Taxation
Telecom, Media & Telecommunications

OFFICES

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UNITED STATES

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Specific areas of enabling expertise include finance, PPP, project development, asset management, landlord and tenant law, planning and zoning, environmental law and construction law.

Restructuring & Insolvency:

The team advises on both financial restructurings, as well as on insolvency related litigation and specialises in crossborder cases or cases with an international component. 80% of its cases are carried out in cooperation with foreign law firms.

Taxation:

In addition to advising on the taxation aspects of corporate and financial transactions, the NautaDutilh taxation team has an established practice advising corporate clients on their ongoing tax affairs and tax planning.

PALTHE OBERMAN

www.paltheoberman.nl tel: +31 20 344 61 00 fax: +31 20 344 61 11

Managing Partners: Mr CC Oberman, Mr MJ Draaisma

Number of partners: 2 Number of lawyers: 12

Languages: *Dutch, English*

Firm Overview:

Palthe Oberman is a leading boutique law firm in the Netherlands focussing exclusively on labour and employment law. Established in 2001, the firm has steadily grown. The partners and associates all have many years of (international) experience and are able to provide high level counsel on all worklaw related matters.

Palthe Oberman is a member and the Dutch representative of L&E GLOBAL – an international integrated alliance of premier labour and employment law boutiques (www.leglobal.org). This membership allows Palthe Oberman to share experiences and knowledge with employment law specialists across borders.

PRACTICE AREAS

- Labour & Employment
- Public Service
- Health
- Insurance
- Retail
- Banking & Finance
- Transport
- Sports

OFFICES

NETHERLANDS

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 Tel: +31 20 344 6100 Fax: +31 20 344 6111
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 Website: www.paltheoberman.nl

Main Areas of Practice:

International companies on all aspects of worklaw related matters such as: employment contracts, temporary employment, outsourcing, mergers and acquisitions, transfers of undertaking, restructuring and reorganisations, works councils, trade union negotiations and collective dismissals.

Palthe Oberman also has specific experience advising government organisations on the management of its workforce and is currently working with several public administrations.

Recent Cases:

- Advising large law firms on their human resource management and handling the individual dismissals (also at the management level)
- Restructuring and reorganisation of banks, insurance companies and airline companies
- Assisting on cross border dismissals
- Litigation in a class action claim (through an incorporated association)
- Advising and supporting international HR departments of large companies with regard to the implementation worldwide of specific uniform employment conditions

- Assisting non-governmental organisations
- Representing and assisting government authorities in relation with a massive and extensive fraud investigation regarding its civil servants.

Firm Contact

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PELS RIJCKEN & DROOGLEEVER FORTUIJN NV

www.pelsrijcken.nl tel: +31 70 515 3000 fax: +31 70 515 3100 email: contact@pelsrijcken.nl

Managing Partner: Frank Oranje

Number of partners worldwide: 36 Number of other lawyers worldwide: 133

Languages: Dutch, English, French, German

Firm Overview:

Pels Rijcken acts for major corporates, international organisations and government institutions, such as the State of the Netherlands and the Dutch Central Bank. With over 160 lawyers and civil-law notaries, the firm is one of the largest full-service Dutch law firms. It combines its in-depth legal knowledge with a keen understanding of clients' business needs. The firm is responsive to clients' demands and pragmatic in its solutions. It is also sensitive to the interest of clients' stakeholders. The office is located in The Hague.

Main Areas of Practice:**Business & Human Rights:**

Pels Rijcken provides advice concerning the requirements which apply or might apply to sustainable procurement. In addition, it draws up contractual terms and conditions related to investments and for loan documents, joint venture agreements, and supply chain contracts. These terms make provision for ensuring human rights due diligence (in accordance with the requirements set out in the UN Guiding Principles) or other business and human rights standards. Finally, it provides advice concerning the procedures which are necessary for ensuring compliance with business and human rights standards within your own organisation as well.

Contact: Martijn Scheltema**Email:** martijn.scheltema@pelsrijcken.nl**Construction:**

The team remains the largest, most experienced and most specialised in construction and (public) procurement law in the Netherlands. It is involved in all major and most complex infrastructure projects in the Netherlands. The team is experienced in drafting and reviewing (innovative) construction contracts and all tender documentation in practically all major public Dutch projects. It is trend setting in latest developments, including construction contracts tendered on the basis of Best Value Procurement. In public procurement law we are advising on virtually all major PPP/PFI deals in the Netherlands. The firm is leading in the highly specialised field of shipbuilding.

Contact: René Kiers **Email:** rene.kiers@pelsrijcken.nl**Corporate/M&A:**

The practice has extensive M&A capabilities, but its expertise also includes joint ventures, restructurings, (private equity) investments, incentive plans and corporate governance matters. The firm advises on transactions in the corporate and public sectors. It focuses on mid market clients, both nationally and internationally. Its leading position in the public domain explains its involvement in most of the privatisations and private/public co-operations.

Contact: Luc Defaix**Email:** luc.defaix@pelsrijcken.nl**Employment:**

The firm is engaged in the largest and most complex employment projects in the Netherlands on a daily basis. It works closely with the Supreme Court litigation practice group. Consequently, the team is involved in employment law proceedings which are conducted before the highest Dutch court. It represents a unique range of clients with the highest profiles including not only listed (international) companies, but also the State of the Netherlands, all ministries, several provinces and (large) municipalities.

In the area of pension law, the team represents large employers and pension funds.

Contact: Ruben van Arkel**Email:** ruben.vanarkel@pelsrijcken.nl**Energy:**

The energy team works on the largest and most complex energy projects in the Netherlands. It is not only involved in practically all major wind farm projects onshore and offshore, but also in major — renewable — heat, as well as heat and cold storage and supply projects. It is also regularly retained for climate change matters, such as CO2 emission rights trading. The firm is leading in regulatory litigation in the energy sector. In addition to its successful regulatory practice, it also has a considerable transactional track record. It is advising energy producers, suppliers and traders and energy project developers. Unlike other law firms, it is retained by the Dutch government to advise on strategic and politically sensitive energy matters.

Contact: Iman Brinkman**Email:** iman.brinkman@pelsrijcken.nl**European & Competition:**

The team is known for the consistent high quality of its broad practice. The competition law practice covers the full range of antitrust, abuse and merger cases. Clients are public authorities as well as financial institutions and beneficiaries of state aid. The team handles all common forms of state aid. The EU and competition team also has a strong reputation for handling complex EU law matters. Team members all have a profound sectoral knowledge of one or more sector on industry, such as energy, food, transport, media, sports and infrastructural projects.

Contact: Erik Pijnacker Hordijk**Email:** erik.pijnackerhordijk@pelsrijcken.nl**Litigation & Arbitration:**

Pels Rijcken is the largest and the premier litigation law firm in the Netherlands. Pels Rijcken's arbitration team has ample experience and an excellent track record with handling large scale arbitrations. It also provides strategic legal advice in the context of imminent or pending arbitrations. Its expertise covers all possible stages of an arbitration, from interim measures to setting aside proceedings up to the Supreme Court. It acts for various blue chip companies and banks. Other clients are the State of the Netherlands, provinces and municipalities, regulators and other authorities. Over the last decade it has been expanding the commercial practice significantly, with an increasing range and high profile matters.

Contact: Willem Heemskerk**Email:** willem.heemskerk@pelsrijcken.nl**Real Estate:**

Pels Rijcken has one of the largest real estate practices in the Netherlands. It provides assistance with numerous

PRACTICE AREAS

Administrative
 Competition & Market Regulation
 Construction
 Corporate/M&A
 Disciplinary
 Employment
 Energy
 European
 Healthcare
 Innovation, Privacy & Technology
 Intellectual Property & Media
 IT
 Law Enforcement & Criminal
 Liability, Damage & Insurance
 Litigation & Arbitration
 Planning & Environmental
 Procurement
 Privacy
 Public Transport
 Real Estate
 State Aid
 Supreme Court Litigation
 Tax

SECTORS

Central Government
 Education & Research
 Energy
 Financial Institutions & Markets
 Healthcare
 International Clients
 Provinces & Municipalities
 Real Estate
 Regulatory Authorities

OFFICES**THE NETHERLANDS**

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sales processes, (large-scale) urban projects and area developments. The firm is actively involved from the spatial planning through to realisation and exploitation including lease and rental transactions. It is eminently equipped in the field of public-private partnerships and innovative types of contracts (DBFMO). It also advises on procedures regarding health care real estate, the sale of surplus real estate and transformation. Clients include large (listed) companies, international corporates, project developers, pension and investment funds, housing corporations and other institutions, the State of the Netherlands, provinces and various municipalities.

Contact: Alain de Jonge**Email:** alain.dejonge@pelsrijcken.nl**Supreme Court Litigation:**

Pels Rijcken is the biggest Supreme Court Litigation department in the Netherlands. Cases handled cover a broad spectrum of legal issues in both the private and public sectors, ranging from banking/finance, corporate, employment and insurance to tax and real estate. The firm has a wide scope of litigation: representing clients before all civil courts in the Netherlands, but also presenting cases before all administrative courts through a reputable administrative litigation team. Most partners and associates also lecture for professional courses with litigation-related subjects.

Contact: Martijn Scheltema**Email:** martijn.scheltema@pelsrijcken.nl

Pels Rijcken
 & Droogleever
 Fortuijn *advocaten*
 en *notarissen*

PLIUM

www.ploum.nl tel: +31 10 440 6440 fax: +31 10 436 4400

Managing Partners: Nick Hessels, Rutger Ploum (Chairman)

Number of partners: 26 Number of lawyers and notaries: 82 including partners

Languages: Dutch, English, French, German, Italian

Firm Overview:

Ploum is a full service law firm with 82 fee-earners, active throughout the Netherlands and with a strong international focus. Serving mid-sized and large businesses to listed companies and national governments. Ploum is located in Rotterdam, internationally renowned city of architecture and mainstay of Dutch economy. At Ploum customers experience the advantage of deploying full service capacity and big firm experience while maintaining the character, approachability and attractive pricing of a midsize firm. Its competitive fee arrangements, in addition to a pragmatic way of working, mean that clients find Ploum a perfect alternative to magic circle firms. Ploum is a bold law firm combining swift and appealing results with personal involvement.

Ploum believes that clients want to hear the best solution in clear language. The entrepreneur's solution. The solution that works and gives confidence in the future. Legal knowledge is the basis and business instinct is the forte. This is Ploum. This is what makes Ploum a partner-in-business.

LEGAL MATTERS BUSINESS COUNTS

Main Areas of Practice:

Ploum has all the relevant legal knowledge and experience to be able to advise businesses and other organisations.

Corporate & M&A:

Ploum has an experienced M&A team consisting of seven partners (including notaries) and a pool of 20 experienced associates. The corporate team specialises in mergers and acquisitions, private equity, joint ventures and banking and finance issues, including termination of joint ventures. The team assists buyers and sellers on a daily basis, in deals in a wide variety of sectors, and advises on the whole M&A process. The firm also regularly act for private equity funds and other investors.

Contact: Albert Wiggers

Tel: +31 6 2074 1081

Email: a.wiggers@ploum.nl

Real Estate:

The lawyers and civil-law notaries are specialised in all matters relating to real estate. They advise on any property-related project, and will be able to identify the various legal points of attention. The firm's sole aim in this respect is to find a feasible solution – efficiently and with an eye to the costs.

Contact: Anton van den Heuvel

Tel: +31 6 5118 9793

Email: a.vandenheuvel@ploum.nl

Employment:

The team counsels both listed companies as medium-sized businesses regarding labour law issues such as reorganisations, restructuring, mergers, takeovers, dismissals, collective labour agreements, appointment or dismissal of directors under the articles of association, disciplinary measures and strikes as well as participation law matters. The firm's specialists will advise you on every imaginable aspect of individual and collective employment law matters.

Contact: Rutger Ploum **Tel:** +31 6 2269 3315

Email: r.ploum@ploum.nl

Administrative, Environment & Planning:

At Ploum, the specialists in general administrative law will be happy to advise and assist you in objection and appeal proceedings relating to administrative law and covering a wide variety of matters, including the granting of subsidies, enforcement, public access to government information, government liability and, of course, environmental law.

In addition to the firm's hands-on approach, it is especially aware of the political and administrative context in matters pertaining to administrative law.

Contact: Maayke Maas-Cooymans

Tel: +31 6 5130 5726

Email: m.maas@ploum.nl

Fraud & White-Collar Crime:

Do you require advice and legal assistance for your company, management or staff in criminal and administrative proceedings related to environmental law, or to industrial accidents, fraud, internal investigations and compliance? At Ploum, the team of white collar crime lawyers has in-depth experience in advising and assisting companies in sectors such as construction, the petrochemical industry, industrial manufacture, IT and transport.

Contact: Jouko Barensen **Tel:** +31 6 1098 1063

Email: j.barensen@ploum.nl

Intellectual Property:

At Ploum, the specialists can advise and assist you in protecting your intellectual property rights. For example, the team can file your trademarks and designs with the official authorities worldwide and can also investigate a trademark's national and international availability.

The team has extensive experience in advice and litigation in relation to IT, outsourcing and offshoring, privacy and data protection, social media, e-commerce, licensing, trademarks, copyrights, designs, domain names, advertising and unfair commercial practices. The group also handles trademark and design filing and prosecution and portfolio management.

Contact: Willem Leppink **Tel:** +31 6 2021 0504

Email: w.leppink@ploum.nl

Insurance & Liability:

Ploum has in-depth knowledge of insurance practice and provides advice and assistance on all aspects of insurance: from financial supervision to developing insurance products and from contractual spreading of liability risks to settling claims. The firm's clients in this field include insurance companies, intermediaries, insured companies, government authorities and experts.

Contact: Natalie Vloemans **Tel:** +31 6 3023 0260

Email: n.vloemans@ploum.nl

PRACTICE AREAS

Banking & Finance
Care
Commercial
Competition
Corporate/M&A, including Notarial
Corporate Recovery
Dispute Resolution
Digital Business
Employment & Co-Determination
Energy
Environmental & Administrative
Fraud & White-Collar Crime
Insolvency
Intellectual Property & Marketing
Insurance & Liability
IT & Privacy
Litigation
Real Estate
Customs, Transport & Logistics

OFFICES

NETHERLANDS

ROTTERDAM: Blaak 28, 3011 TA Rotterdam

Tel: +31 10 440 6440 **Fax:** +31 10 436 4400

Email: info@ploum.nl

Restructuring & Insolvency:

If your company or organisation is facing considerable financial problems, either existing or imminent, you — as a director, supervisory director, shareholder or bank — have urgent need of an advisor that focuses on providing some breathing space. At Ploum, the specialists will provide you with fast and effective assistance. The firm will draw up an action plan — in consultation with you — for one or more of the following, depending on the situation your company is facing.

Contact: Vincent Terlouw **Tel:** +31 6 5112 0296

Email: v.terlouw@ploum.nl

Banking & Finance:

At Ploum, the banking and finance specialists advise and assist you with all aspects of a (re)financing transaction, including establishing security rights and issuing legal opinions. The team advises on financial regulatory aspects as well.

Contact: Matthijs Bolkenstein **Tel:** +31 6 4663 0866

Email: m.bolkenstein@ploum.nl

Customs Law, Import & Export Formalities:

The customs specialists have the right knowledge of the rules governing classification and origin, the rules for calculating the customs value and, especially, case law in this area. By receiving advice on time, you can save on costs considerably. The firm keeps close track of developments and help you to find the way through customs laws and regulations.

Contact: Jikke Biermasz **Tel:** +31 6 520 059 16

Email: j.biermasz@ploum.nl

PROJECT MOORE ADVOCATEN

www.projectmoore.com tel: +31 20 5200 870

Number of partners: 5 Number of lawyers: 9

Languages: *Dutch, English*

Firm Overview:

Project Moore is a boutique law firm that specialises in IT law and data protection law. Project Moore serves national and international business and public sector clients.

Within its niche Project Moore has a well established reputation for guiding large and complex projects. By understanding both the client and supplier side the firm has an invaluable overview of the whole market.

Clients appreciate the fact that the firm is very approachable and that their work process focuses on identifying the issue behind the question in order to arrive at a pragmatic solution. The firm is known for its dedication and strong project management skills.

Main Areas of Practice:

The firm's practices focuses on matters relating to IT projects, outsourcing, IT tenders, telecommunication, cloud computing, data protection, big data and e-business. The telecommunication law practice focuses on non-regulatory matters such as direct marketing, cookies and data breach notifications.

Project Moore supports its clients with advice, draws and negotiates contracts, and helps control resolve disputes.

PRACTICE AREAS

IT
Data Protection
Non-Regulatory Telecommunications

OFFICES

THE NETHERLANDS

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Website: www.projectmoore.com

PROJECT
MOORE

RUTGERS & POSCH

www.rutgersposch.com **tel:** +31 20 891 3900 **fax:** +31 20 891 3901 **email:** info@rutgersposch.com

Managing Partner: Inge de Laat

Number of partners: 10 Number of lawyers: 33

Languages: *Dutch, English, French, German, Russian, Spanish*

Firm Overview:

Rutgers & Posch at a glance: eager to be different for the purpose of being of value to our clients, employees and society.

What to expect:

- 'Big Law' thinking and expertise, delivered with all the benefits of a boutique
- Experienced, internationally-recognised lawyers
- Compact and responsive client-facing teams
- Straightforward billing and fee-structures
- Expertise in the core legal areas that support great businesses
- Access to a comprehensive network of top tier international law firms and niche specialists via our Flexible Legal Services network

The firm's approach:

- Highly-personalised service from dedicated teams that are the right size for the matter
- Commitment to truly understanding our client's business and sector
- Clear focus on the client's objectives and the best commercial outcomes
- Expert legal project management and feedback systems, designed to enable continuous improvement

Main Areas of Practice:

Corporate/M&A:

Key Clients: Euronext, Accell Group, Veolia, Achmea, Van Lanschot Kempen, Bosch, Scholle IPN, BE Semiconductors, CRH, GMO, Hoya Corporation, PVH, Schaeffler, Tronox, uniQure.

Corporate: Bas Visée, +31 20 891 3903, bas.visée@rutgersposch.com

M&A: Lennaert Posch, +31 20 891 3905, lennaert.posch@rutgersposch.com

M&A: Matthijs van den Broek, +31 20 891 3907, matthijs.vandenbroek@rutgersposch.com

Dispute Resolution:

Key Clients: Atradius, PPG, ING Bank, Allianz, Crédit Agricole Consumer Finance, Innophos, John Bean Technologies, PGM, Philips Medical Systems and Veolia.

Gerard Endedijk, +31 20 891 3902, gerard.endedijk@rutgersposch.com

Maarten Vink, +31 20 891 3910, maarten.vink@rutgersposch.com

Employment, Pensions & Benefits:

Key Clients: Euronext, Scholle IPN, TME, Vitra Netherlands, Vodafone Works Council, FD Media Groep, Accel, ICL Group, Sitech Services, Dutch National Opera & Ballet, Armada and Uber.

Dirk Jan Rutgers, +31 20 891 3904, dirkjan.rutgers@rutgersposch.com

Inge de laat, +31 20 891 3942, inge.delaat@rutgersposch.com

Pensions: Tijmen Noordoven, +31 20 891 3911, tijmen.noordoven@rutgersposch.com

Banking & Finance:

Key Clients: ABN AMRO Bank, AutoBinck, Terberg Business Lease Group, BE Semiconductor Industries, Bovemij, International Car Lease Holding, Element Fleet, EBN, Scholle IPN and Cordaid.

Kees Westermann, +31 20 891 3922, kees.westermann@rutgersposch.com

PRACTICE AREAS

- Corporate/M&A
- Dispute Resolution
- Employment
- Pensions & Benefits
- Banking & Finance
- Restructuring & Insolvency
- Real Estate
- Insurance
- Commercial Contracts
- Data Protection & Privacy

SECTORS

- Healthcare
- Real Estate
- Digital Media & Technology
- Financial Services

TOPICS

- Sustainability
- Social Impact Investing.

OFFICES

THE NETHERLANDS

AMSTERDAM: Herengracht 466, 1017 CA
Tel: +31 20 891 3900 Fax: +31 20 891 3901
Email: info@rutgersposch.com

Real Estate:

Key Clients: Victory Advisors, Icon Real Estate, Meyer Bergman, Amundi, Jamestown Invest, Investcorp, CrossBay Capital Partners, Orange Capital Partners, AG Real Estate, KBC Bank, ABN AMRO Bank and ING Bank.

Hendrik Jan Schimmel, +31 20 890 3906, hendrikjan.schimmel@rutgersposch.com

Insurance:

Key Clients: a.s.r., Nationale-Nederlanden, Allianz, Generali, Chubb, Swiss RE and Ping An Life Insurance Company of China.

Gerard Endedijk, +31 20 891 3902, gerard.endedijk@rutgersposch.com

Healthcare:

Key Clients: OLVG, Admiraal de Ruyter Ziekenhuis, Zorg van de Zaak, Philadelphia Zorg, Arts & Zorg and uniQure.

Health Law: Anouk Jagt, +31 20 891 3934, anouk.jagt@rutgersposch.com

Corporate/M&A: Matthijs van den Broek, +31 20 891 3907, matthijs.vandenbroek@rutgersposch.com

SIX ADVOCATEN

www.sixlegal.nl tel: +31 20 305 74 10 fax: +31 20 305 74 11

Number of partners: 6 Number of other lawyers: 11
Languages: *Dutch, English, German*

Firm Overview:

Six Advocaten was launched in 2008 by five lawyers, all coming from leading international law firms. Several other real estate experts joined Six Advocaten over the years and its team now consist of 11 lawyers. Through the high level of expertise of its lawyers, spanning all fields of real estate (including all types of regulatory law and procurement law) Six is able to tackle all aspects of a real estate project, from the first acquisition and development to the end user. Six is a low leverage and tightly knit firm that aims to always provide its clients with the most experienced lawyer for the job at hand. Six is down to earth, easily approachable and geared towards providing its clients with solutions rather than legal 'ifs' and 'maybes'.

Main Areas of Practice:

Procurement:

- Assistance of the municipality of Amsterdam in respect of the tender procedure for the land creation project in relation to the creation of a new island (IJburg2) in the Amsterdam IJ river:

Partner: Fabian Horsting

- Assistance of a US/Dutch consortium in their tender with respect of redevelopment of the Amsterdam Bijlmer prison:

Partner: Fabian Horsting

- Assistance of a Dutch province with respect of the tender procedure for infrastructure project concerning a provincial road:

Partner: Fabian Horsting

Inner City Restructuring:

- Representation of the project developer, with respect to the redevelopment of the Market Quarter in Amsterdam in order to create a new integrated Food Market at the North side of the area, freeing up space at the South side for a large new urban area, consisting of 1,500 houses and leisure.

Partners: Wouter Post and Femke Borst

- Representation of the project developer, with respect to the development and realization of shopping centre Nieuw (New) Anklaar in Apeldoorn concerning both the environmental (building) permit, as well as litigation and (contract) negotiations with end users:

Partners: Hanneke Ellerman, Wouter Post, Femke Borst

Construction, Architect Law:

- Litigation on behalf of both the commissioning party and the builder in numerous law suits relating to claims for contract extras, delays, defects, etc.:

Partner: Benno den Teuling

- Contracting and litigation on behalf of various architects:

Partners: Wouter Post

Real Estate Portfolios:

- Assistance of major law firms and leading corporate boutique firms with respect to all real estate issues (title, lease and regulatory) that come up in transactions.

Partners: Leon Burgersdijk, Irma van den Berg, Femke Borst

Infrastructure:

- Representation of a government body as project lawyer in a major infrastructural project, which consists of adapting existing roads/junctions and constructing a new provincial road with connections to existing national roads. In addition to design and construction, the contract includes management and long term maintenance.

Partner: Fabian Horsting

- Representation of a government body with respect to the maintenance of its waterway network (dredging contracts, hydraulic engineering).

Partner: Fabian Horsting

Built to Suit/Lease:

- Representation of a company that produces sports equipment with respect to the development/cooperation agreement and the lease agreement in relation to the design and build of a new large-scale build to suit logistics center and warehouse at Tilburg.

Partners: Leon Burgersdijk and Femke Borst

- Representation of a hotel chain with respect to the development agreement and lease of a hotel in the Hourglass building at the Amsterdam South Axis and with respect to the Rotterdam FIRST building next to Rotterdam central station):

Partners: Leon Burgersdijk and Femke Borst

Student Housing & Hotels:

- Assistance of the developer with respect of the development of both the NHOW Hotel at the De Rotterdam building in Rotterdam and the development and sale of the DoubleTree by Hilton Hotel on the Oosterdokseiland, Amsterdam:

Partner: Wouter Post

- Assistance in terms of zoning and planning with respect to the transformation of an office building into the biggest hostel in Amsterdam (1,500 beds):

Partner: Hanneke Ellerman

- Assistance in terms of zoning and planning with respect to for the transformation of a hotel in the city centre of Amsterdam:

Partner: Irma van den Berg

- Assistance of the developer, with respect to the development and sale of a hotel and convention centre for Postillion Hotels in the office area "Kauwgomballenfabriek" in Amsterdam:

Partner: Wouter Post

- Advising the developer in respect of a DBFOM project of a large student accommodation facility located at the 'Houthaven' (the former wood harbour) in Amsterdam:

Partner: Leon Burgersdijk

PRACTICE AREAS

Real Estate (Construction Law, Project Development, Landlord & Tenant Law)
Procurement Law
Regulatory Law

OFFICES

NETHERLANDS

AMSTERDAM: IJdok 25, 1013 MM

Tel: +31 20 305 74 10 Fax: +31 20 305 74 11

Email: info@sixlegal.nl

Health Care:

- Six counts several health care providers amongst its clients and has assisted them in a variety of matters, ranging from subsidy cases for youth- and health care institutions and procurement issues to drafting a standard form contract for housing and health care, renegotiating long term leases due to the changes in legislation with respect to health care and the acquisition and development of care homes.

Partners: Leon Burgersdijk, Irma van den Berg and Femke Borst

Retail:

- Sole external counsel for owner of an outlet shopping mall in all matters relating to its tenants and the work relating to the expansion of the outlet centre (both planning permissions and constructional law as well as contracting new tenants):

Partners: Femke Borst, Irma van den Berg, Wouter Post.

- Lease negotiations and advise on behalf of several retailers:

Partner: Femke Borst

Key Clients:

Bouwfonds Property Development (BPD), Royal BAM group, AM Real Estate Development, CBRE Global Investors, MN Services, Pensionfund for Metal and Technology Industry, municipality of Amsterdam, Amvest, Ballast Nedam

Contact:

Lawyer: Femke Borst

Tel: +31 20 305 74 10 **Email:** borst@sixlegal.nl

SIX advocaten

STEK

www.stek.com tel: +31 20 530 5200 fax: +31 20 530 5299

Number of partners: 15 Number of lawyers: 50
 Languages: Dutch, English, French, German

Firm Overview:

Stek is an independent Dutch law firm. The firm was launched in 2005, combining expertise from leading international law firms and high profile in-house positions. Stek brings this expertise and professionalism in a leaner, smaller, direct and more approachable package. Stek distinguishes itself through excellent service via a focused, hands-on personal approach. The firm prides itself in having assembled a top team of lawyers with in-depth legal and sector expertise and commercial awareness with a 'can-do' service attitude. The firm's lawyers work in small teams and the firm ensures partner involvement in all assignments.

Main Areas of Practice:

General:

Stek provides legal services in four practice areas: competition and regulated markets, corporate, dispute resolution and finance. For other specialist areas, Stek offers its clients an integrated, transparent solution by augmenting its own resources with its proven network of external specialists who have been carefully selected to operate at the same level of excellence as its own staff.

Competition & Regulated Markets:

Stek assists its clients with the full range of European and Dutch competition and regulatory matters. The firm is a market leader in the energy sector, and has strong expertise in other regulated markets, such as agrifood, health care, aviation and water. Its lawyers represent companies before various competition authorities, regulators, policy makers and in court.

Contacts: Stephanie Dielemans, Ruben Elkerbout, Jan Erik Janssen, Berend Reuder

Corporate:

Stek assists its clients in all types of corporate matters, such as M&A, joint ventures, restructurings, private equity and corporate governance. Stek's commercial work includes all types of commercial contracts. In addition, Stek has a strong niche in aviation and energy and counsels on Dutch Caribbean law.

Contacts: Claudia Beele, Eelco Bijkerk, Dierik Cras, Maarten van der Graaf, Reijnoud Homveld, Laetitia Kunst, Ruben Tros, Jasper Stek, Jeroen Timmermans

Dispute Resolution:

Stek represents its clients in administrative and civil courts, in arbitration and in alternative dispute resolution proceedings. Its lawyers have considerable experience in devising effective means of dispute resolution and avoidance of litigation.

Contacts: Dierik Cras, Stephanie Dielemans, Ruben Elkerbout, Jan Bart van de Hel, Jan Erik Janssen, Gerben Smit, Jasper Stek

Finance:

Stek represents financial institutions and corporate clients with regard to all aspects of domestic and international financial transactions, from syndicated lending to acquisition finance and trade finance transactions, from structuring investments to providing advice on restructuring and insolvency law transactions and regulatory and compliance issues.

Contacts: Maarten van der Graaf, Frans Haak, Sharon Kaufmann, Herman Wamelink

International Work:

The contacts listed have ample experience in co-ordinating cross-border projects. The firm has become a trusted partner for referral work of leading foreign law firms. Stek does not belong to any formal network, alliance or association.

PRACTICE AREAS

Competition & Regulated Markets
 Corporate
 Dispute Resolution
 Finance

OFFICES

NETHERLANDS

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stek

STIBBE

www.stibbe.com **tel:** +31 20 546 06 06 **fax:** +31 20 546 01 23

Managing Partners: David Orobio de Castro, Wouter Ghijsels

Number of partners: 75 Number of lawyers: 377

Languages: *Dutch, English, French, German, Italian, Russian, Spanish, Cantonese, Mandarin*

Firm Overview:

From its main offices in Amsterdam, Brussels and Luxembourg, together with its branch offices in Dubai, London and New York, Stibbe handles complex legal challenges both locally and cross-border. By understanding the commercial objectives of clients, their position in the market and their sector or industry, Stibbe can render suitable and effective advice. From an international perspective, they work closely with other top-tier firms on cross-border matters in various jurisdictions. These relationships are non-exclusive enabling Stibbe to assemble tailor-made integrated teams of lawyers with the best expertise and contacts for each specific project. This guarantees efficient coordination on cross-border transactions throughout a multitude of legal areas, irrespective of their nature and complexity.

Main Areas of Practice:

As a specialist firm, Stibbe's lawyers work in dedicated multidisciplinary teams to deliver pragmatic advice in the following practice areas: public law, banking and finance, capital markets, competition and regulation, construction, corporate and commercial, corporate finance, employment, tax, energy, environment and zoning, European law, IP (intellectual property), IT (information technology), dispute resolution, litigation, M&A (mergers and acquisitions), project finance, real estate, restructuring and insolvency, and white-collar crime. The firm has also formed market groups in the following areas: energy, real estate and construction, compliance and sanctions, industrials and chemicals, retail and consumer goods, life sciences, and TMT (telecommunications, media and technology).

Clients:

Stibbe's clients range from multinational and national listed corporations and financial institutions to government organisations and other public authorities. Stibbe's lawyers have considerable experience in assisting these clients as their trusted business advisors.

PRACTICE AREAS

Banking & Finance
Capital Markets
Competition/European Law
Corporate/M&A
Dispute Resolution
Dispute Resolution: White-Collar Crime
Employment
Energy & Natural Resources
Environment
Intellectual Property
Investment Funds
Private Equity
Public Law
Real Estate
Restructuring/Insolvency
Tax
TMT

OFFICES

NETHERLANDS

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INTERNATIONAL OFFICES

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LUXEMBOURG

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Stibbe

STIJL ADVOCATEN

www.stijladvocaten.nl **tel:** +31 20 346 99 80 **fax:** +31 20 346 99 81

Managing Partner: Taco Hovius

Senior Partners: Truke den Uyl-Slagter, Michiel van Driel, Vincent van Oijen

Number of partners: 4 Number of lawyers: 12

Languages: *Dutch, English, French, German, Spanish*

Firm Overview:

The attorneys of Stijl Advocaten originate from major law firms in The Netherlands. With the benefits of top law firm experience, Stijl Advocaten provides legal expertise in the area of commercial and public real estate at competitive prices.

Prompt, personal, and cost-effective service is the key strength of the firm's business model. Stijl Advocaten's expertise includes both the civil and the public law aspects of real estate.

Stijl Advocaten further holds a strong dispute practice, representing clients in court and in various arbitration institutes.

Main Areas of Practice:

General:

Stijl offers: area development, project development, real estate transactions and litigation.

Area development forms part of Stijl's daily operations. The projects, in which Stijl is involved, are situated all over the Netherlands, from Randstad to Heerlen and from Eindhoven to Lochem and Kampen. Stijl negotiates on and prepares many types of agreements: cooperation, implementation, land allocation and anterior development agreements. Stijl also establishes partnerships between the real estate parties concerned and public authorities, being a consultant of (semi) public parties — municipalities, provinces, housing corporations, care institutions — and of private parties, such as developers and investors.

In this context, Stijl provides advice on (potential) state aid and procurement law issues. Stijl also assists tendering parties in the establishment and implementation of tendering procedures — from public and non-public to 'competitive dialogues' — and provide advice to tenderers regarding their bid.

Stijl's litigation practice handles litigation before the civil and administration court, as well as for the EU court in Luxemburg. Stijl also acts in (construction) arbitration and is involved in various forms of alternative dispute resolution, such as binding third-party rulings and mediation.

Over the last years, Stijl has developed a vast international network of befriended firms through which a steady referral practice has grown. Furthermore, Stijl launched a Spanish desk tailored to offer legal advice to Spanish clients that wish to enter the Dutch real estate market.

Construction:

Contacts: Truke den Uyl-Slagter, Taco Hovius

Email: denuyl-slagter@stijladvocaten.nl

Tel: +31 20 346 99 80

Email: hovius@stijladvocaten.nl

Tel: +31 20 346 99 80

Energy & Sustainability:

Contacts: Truke den Uyl-Slagter, Taco Hovius

Email: denuyl-slagter@stijladvocaten.nl

Tel: +31 20 346 99 80

Email: hovius@stijladvocaten.nl

Tel: +31 20 346 99 80

(European-) Procurement Law & State Aid:

Contacts: Truke den Uyl-Slagter, Taco Hovius

Email: denuyl-slagter@stijladvocaten.nl

Tel: +31 20 346 99 80

Email: hovius@stijladvocaten.nl

Tel: +31 20 346 99 80

Insurance:

Contact: Vincent van Oijen

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Tel: +31 20 346 99 80

Lease:

Contacts: Truke den Uyl-Slagter, Taco Hovius

Email: denuyl-slagter@stijladvocaten.nl

Tel: +31 20 346 99 80

Email: hovius@stijladvocaten.nl

Tel: +31 20 346 99 80

Public Law:

Contact: Michiel van Driel

Email: vandriel@stijladvocaten.nl

Tel: +31 20 346 99 80

PRACTICE AREAS

Construction
 Energy & Sustainability
 (European-) Procurement Law & State Aid
 Insurance
 Lease
 Public
 Public: Planning & Environment
 Public Private Partnership
 Project & Area Development
 Real Estate Transactions
 Real Estate

OFFICES

THE NETHERLANDS

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Public Law: Planning & Environment:

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Public Private Partnership:

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Project & Area Development:

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Real Estate:

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STRAATMAN KOSTER ADVOCATEN B.V.

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Partners: Thijs Straatman, Wilfried Koster, Frederik van Nouhuys, Joost Hoekstra, Olivier Vermeulen, Marinda de Smidt, Maaike de Wit, Angela Minderhoud, Caroline Lagendijk, Matthijs van Leeuwen, Anne Marie Ferwerda

Number of lawyers: 24

Languages: Dutch, English, French, German, Spanish

Firm Overview:

Straatman Koster advocaten is an independent niche firm and has a strong track record in the fields of (i) commercial property law and real estate, (ii) construction and engineering, (iii) public procurement and state aid (iv) zoning and environmental law and (v) rental law. Straatman Koster advocaten acts on behalf of (inter alia) property developers, construction companies, architects, engineering firms, investors, governmental and financial institutions.

Main Areas of Practice:**Real Estate:**

- Feyenoord City: Drafting several land sale and purchase agreements, the framework and other agreements on behalf of Stadion Feijenoord, Rotterdam and Stichting Gebiedsontwikkeling aan de Maas regarding the €1.2bn project Feyenoord City and a new football stadium, 180,000 m² public program including a sports experience centre and sports fields

Leading Lawyers: Wilfried Koster, Maaike de Wit

- Representation of Rotterdam in the €200m area development "Hart van Zuid", that consists of housing, a shopping mall, a public transport hub and the redevelopment of leisure centre Ahoy (home of the North Sea Jazz festival): handling all legal matters and contracts regarding the specific projects. Also providing advice on several environmental and zoning issues.

Leading Lawyers: Marinda de Smidt, Wilfried Koster

- Project Central Station Area Leiden: representation of the city of Leiden: drafting several landsale agreements on project Rijnsburgerblok Phase 1, 2, 3, 4 and 5, a multimillion project next to Leiden Central Station including approx. 40,000m² office space, approx. 300 apartments, approx. 4,000m² retail units, a large scale cinema and a car and bicycle parkings

Leading Lawyer: Joost Hoekstra

- VOF Phil Havana (BPD Ontwikkeling B.V. and Synchroon (TBI Holding)): advising on/drafting of the tender documents, the heads of terms and the turn key sale and purchase agreement regarding the €220m project "De Sax Rotterdam", designed by MVRDV Architects (known for The Market Hall Rotterdam). The project consists of two towers of 70m and 155m, interconnected at a height of 70m, with in total some 500 apartments, a hotel, commercial spaces and parking lots

Leading Lawyer: Wilfried Koster

- Project De Binckhorst: representation of the city of The Hague, AM and BPD Ontwikkeling: drafting the cooperation agreement between parties for the development of a part of De Binckhorst, a former industrial area that will be transformed into a mixed living-working area

Leading Lawyers: Joost Hoekstra en Wilfried Koster

- Development of large scale sustainable warehouse by the Busan Port Authority (BPA) in the DistriPark on the Tweede Maasvlakte in the Port of Rotterdam (PoR): advising BPA (Busan is the second largest city of South Korea) on their purchase and development agreement with PoR.

Leading Lawyer: Wilfried Koster

- Schiphol Area Development Company: advising on/drafting the (sale) agreements, regarding the

innovative business park Schiphol Trade Park (biobased economy) of approx. 140 hectares

Leading Lawyers: Joost Hoekstra, Marinda de Smidt

- Schiphol Area Development Company: advising on/drafting the (sale) agreements, regarding the logistics of business park Schiphol Logistics Park of approx. 45 hectares

Leading Lawyers: Joost Hoekstra, Marinda de Smidt

- Ontwikkelingsmaatschappij Utrecht N.V.: advising on/drafting loan agreements regarding transformation projects in the Utrecht province

Leading Lawyer: Marinda de Smidt

Key Clients: cities of Rotterdam, Amsterdam and Leiden, BPD, SADC, Ontwikkelingsmaatschappij Utrecht N.V.

Contacts: Wilfried Koster, Thijs Straatman, Joost Hoekstra, Marinda de Smidt

Planning & Zoning/Environmental:

- Klépierre S.A.: advising on/representing Klépierre regarding the expansion and refurbishment of Hoog-Catharijne in Utrecht, the largest shopping mall of the Netherlands. The firm also assisted Klépierre in negotiating/drafting the contracts with the city of Utrecht and other parties involved
- Leading Lawyer:** Maaike de Wit
- Green Park Gebiedsontwikkeling (Development Company): Advising on various environmental and planning issues – e.g. zoning plan, building and environmental permits, regarding a business park near Amsterdam / Schiphol, Green Park Aalsmeer. Green Park Aalsmeer lies adjacent to the world's largest flower auction.

Leading Lawyer: Joost Hoekstra

- Klépierre S.A.: Refurbishment of Alexandrium Shopping Center Rotterdam of app 47,000 m². Advising and legal proceedings on behalf of owner Klépierre S.A. regarding the new zoning plan and permits. **Leading Lawyer:** Maaike de Wit

- municipality of Gooise Meren: Advising the municipality on environmental and planning / administrative law aspects of a large scale residential development project "Krijgsman" (approx. 1,300 houses)

Leading Lawyer: Marinda de Smidt

- Egeria Real Estate Development: Advising Egeria Real Estate Development - a real estate investor and developer with a portfolio in Europe and the U.S. - on permitting of redevelopment projects located in The Hague, Rotterdam, Utrecht, Muiden and Amsterdam. The existing office complexes will be turned into housing (approx. 600 apartments)
- Leading Lawyer:** Anne Marie Ferwerda

- Gunvor Petroleum Rotterdam: advising on environmental law and planning issues

Leading Lawyer: Marinda de Smidt

Key Clients: Klépierre S.A., Gunvor Petroleum Rot-

PRACTICE AREAS

Contract
Rental
Procurement
State Aid
Construction
Real Estate
Land Policy
Government Liability
Planning & Zoning
Company
Environmental

OFFICES**NETHERLANDS**

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terdam, Schiphol Area Development Company, BPD, cities of Leiden and Gouda, Egeria, BOEi, Batavia Stad, JCDecaux, Euro Tank Amsterdam

Contacts: Joost Hoekstra, Marinda de Smidt

Procurement:

- JCDecaux: advising on/representing in several court cases regarding various tenders throughout The Netherlands, alleged unlawful award of contracts and breach of contract
- Heijmans Wegen B.V. and Philips Nederland B.V.: representation of Heijmans and Philips in a court case regarding the tender "Vision and roadmap urban lighting Eindhoven 2030"
- Dura Vermeer: representation of Dura Vermeer in several court cases regarding public tenders throughout The Netherlands
- UWV: advising UWV on several tender law Matters
- VNG: advising VNG on several tender law matters

Leading Lawyer in all procurement cases: Frederik van Nouhuys

Key Clients: Transdev, UWV, JCDecaux Nederland B.V., Attero B.V., Dura Vermeer, KPN, VNG

Contacts: Frederik van Nouhuys, Caroline Lagendijk, Simon Tichelaar

Construction:

- Projectbureau Westergouwe (city of Gouda, Volker Wessel, Heijmans Vastgoed): advising all parties regarding civil engineering contracts regarding the construction of around 4,000 houses, an ecological zone and a new access road in the Zuidplaspolder south of Gouda

Leading Lawyer: Thijs Straatman

- Naturalis Museum Leiden: advising on various disputes regarding the construction of the new Naturalis museum (38,000m²)

Leading Lawyers: Thijs Straatman, Angela Minderhoud

- SIF Holding N.V. and Pondera Development: advising and contract negotiations on a Turbine Supply and Operation Agreement and a Service and Maintenance Agreement with GE Renewable Energy to install GE's Haliade-X 12 MW, a prototype of the world's largest offshore wind turbine in Rotterdam

Leading Lawyer: Angela Minderhoud

- A-Lanes A15 (Strukton, Strabag, Ballast Nedam, John Laing): advising on (including negotiations and litigation) 'A15 MaVa', the largest infrastructural project in the Netherlands (€1.5 bn), consisting of reconstructing and widening an existing highway, adding new stretches of highway and (re)constructing several bridges. The firm advised A-Lanes A15 with respect to numerous subcontractor issues

VAN BENTHEM & KEULEN

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Managing Director: Johan Koggink (johankoggink@vbk.nl)

Managing Partners: Sander Marges (sandermarges@vbk.nl) / Anke Mulder (ankemulder@vbk.nl)

Number of partners: 21 Number of lawyers: 83 Number of notaries: 8

Languages: Dutch, English, German

Firm Overview:

Van Benthem & Keulen is an independent and innovative full-service Dutch law firm with more than 80 legal professionals. A substantial part of its legal professionals has been trained at major Dutch and international law firms. The firm offers comprehensive legal advice in all key areas of business law, including corporate/mergers and acquisitions, banking and finance, information technology and privacy, intellectual property, competitions and EU, public procurement, commercial contracts, dispute resolution, employment, restructuring and insolvency, insurance and liability, real estate and construction, administrative law and a civil-law notary practice. Van Benthem & Keulen ranks in the top 5 fastest growing law firms in The Netherlands from 2015 to 2020.

Van Benthem & Keulen focuses on high end matters of medium and large (listed) enterprises both domestic and international. The firm differentiates itself from other law firms by making excellent service accessible through its unique VBK Service Concept (vanDienst), including twice per year CPD courses in all major practice areas for inhouse lawyers, a free partner operated helpdesk and fixed fee arrangements for each assignment (when requested by the client). Van Benthem & Keulen also introduced the 'Litigation Valuator' by which insight can be created regarding the costs of legal proceedings. The philosophy of Van Benthem & Keulen is to provide pragmatic solutions for its clients and real advice instead of 'it could be either way advice'.

Main Areas of Practice:

Banking & Finance:

2 partners (Frank Richel, Robin van Driel); 8 fee earners

- Advising Ardagh Group on the financing of its new Dutch incorporated Joint Venture 'Trivium Packing'. The firm advised on the USD 2,750 million notes issues and the USD 250 million ABL facility. Due to the Dutch structure of the Joint Venture the firm had as Dutch co-counsel a significant role
- Assisting Metroprop B.V. on various financings by Hamburg Commercial Bank (EUR 123 million), Caerus Debt Investments (EUR 97 million) and Deutsche Pfandbriefbank AG (99,5 million)
- Assisting DC Vastgoed on a EUR 55 million financing by Hypo NOE
- Representing two Dutch top 4 banks in a large number of (interlocutory) proceedings on issues such as credit cancellation/termination, enforcement of security rights, bank fraud, joint and several liability, duty of care towards borrowers, duty care towards third parties and margin revision clauses

Key Clients: Ardagh Group, Metroprop B.V., DC Vastgoed, Emil Frey Nederland, Energiefonds Utrecht, Scildon, Conservatrix, Oikocredit, de Volksbank
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Corporate/M&A:

4 partners (Sander Marges, Christian Huiskes, Steven Storm, Mariel Vrielink); 17 fee earners

- Advising Sweco on the divestment of its waiste management activities
- Advising Emil Frey on the acquisition of several dealers
- Advising Saint-Gobain on several transactions
- Advising Vebevo on several acquisitions and divestments

Key Clients: Securitas, Emil Frey, Sweco, Saint-Gobain, Vebevo

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Information Technology & Privacy:

2 partners (Robert Boekhorst, Band 2 and Jan Brölmann); 3 fee earners

- Advising and negotiating for Transdev with respect to a new payment platform for its Dutch public transport ventures
- Advising and negotiating for LVNL (Air Traffic Control The Netherlands) regarding a multi-

jurisdictional development of the next generation software for air traffic control management systems

- Advising and negotiating various SaaS agreements for KLM
- Advising and negotiating for SHV Energy on an outsourcing transaction, regarding a new customer platform and integration services

Key Clients: Booking.com, ING Bank, Schiphol Group N.V., Transdev, Dutch National Railways, SHV Energy, DXC Technology, Yokogawa, KLM

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Insurance & Liability:

1 partner (Petra klein Gunnewiek); 4 fee earners

- Various (legal) proceedings concerning liability for personal injury (medical error, traffic, workplace, sports, schools)
- Proceedings concerning medical liability in which a patient claimed damages caused by an (alleged) defect medical device (MOM, PIP, MESH)
- Legal proceedings regarding insurance law (issues facing for example prescription, coverage, duty of disclosure and own fault)

Key Clients: ASR, Zurich, Reaal, UMCU, VUMC, EMC

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Commercial Contracting & Dispute Resolution:

2 partner (Marcel Ruygvoorn, Mariska Nijenhof-Wolters); 8 fee earners

- Setting up and implementing the distribution network of Miele Nederland B.V.
- Disputes regarding project completion at one of the largest bio-ethanol factories in Europe
- Conducting cross-border attachment and recovery proceedings related to the Madoff case
- Cross border international arbitration for KraftHeinz and Viessmann

Key Clients: Fujitsu, Miele, KraftHeinz, Viessmann, KLM, Engie

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Commercial Real Estate:

2 partners (Hans van Noort, Mervyn Odink (civil-law notary)); 6 fee earners

- Advising DHL on numerous successful transactions for logistic hubs (sale and leaseback)
- Assisting Equity Estate on the purchase as well

PRACTICE AREAS

Administrative Law
Banking & Finance
Care & Social Domain
Commercial Contracts & Dispute Resolution
Commercial Property
Commercial Tenancy Law
Competition & EU
Construction Law
Corporate/M&A
Employment & Pensions
Environmental Law
Information Technology & Privacy
Inheritance Law
Liability & Insurance
Restructuring & Insolvency
Procurement Law
Notary Practice (Company Law, Property)
Mediation (Corporate, Commercial Law & Family Law)

OFFICES

THE NETHERLANDS

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WORLDWIDE*

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as the sale of several real estate properties for their SPV's

- Trusted advisor to one of the biggest family owned real estate owners
- Advising on several high level refinances
- Drafting and negotiating several rights in rem regarding solar panels
- Drafting and negotiating lease contract(s), sale and purchase agreements for all commercial real estate transactions; construction projects as well as existing constructions. We also advise on tax related (VAT and RETT) issues.

Key Clients: DHL, Equity Estate Corporate Services B.V., Action B.V., Woonzorg Nederland, Habion, Fidelity International, Emil Frey Nederland

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Employment & Pensions:

3 partners (Pieter Mantel, Arno van Beurden, Anne Haverkort); 10 fee earners

- Successful completion of various restructuring projects
- Advising on employee consultation matters and union negotiations for various key clients
- Advising various clients on TUPE aspects of outsourcing projects
- Advising on employment aspects and redundancies in a merger between two top tier pharmaceutical companies
- Practical employment team helping clients with daily employment issues

Key Clients: LeasePlan, equensWorldline, DHL, Jumbo Supermarkets, KraftHeinz, BCD Group

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Restructuring/Insolvency:

2 partners (Alice van der Schee, Frank Nowee); 12 fee earners

Court appointed trustee in bankruptcies of: IJsselmeerziekenhuizen, Witteveen Mode, MS Mode, Koops Furness, Vidra Retail, TCN, Phanos, Golden Tulip, Kroymans, Landis

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VAN CAMPEN LIEM

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Number of partners: 17 Number of lawyers: 70

Languages: Dutch, English, French, German, Italian, Japanese, Luxembourgish, Russian, Spanish, Turkish

Firm Overview:

Van Campen Liem was formed in February 2012, with offices in Amsterdam and Luxembourg. Several of the firm's attorneys and civil law notaries had already worked together for many years at one of the largest and most reputable law firms in the world. Van Campen Liem offers high quality expertise in corporate transactions, international tax structuring and investment funds. The firm's team consists of tax lawyers, corporate lawyers, notaries and funds' lawyers to ensure complete support in all aspects of corporate and transactional work, both domestic and international. Van Campen Liem offers integrated corporate and tax advice, with the firm's strongest focus areas being M&A, private equity, venture capital, investment funds and corporate restructurings. The firm has a unique cross-border track record. The firm has unique experience in the emerging markets arena, in particular having built a solid Turkey and CEE practice over the years with native speaking and experienced Turkey specialists as well as Russia/CIS desk. Van Campen Liem's clients have access to a broad network and long-standing relationships with international law firms and other service providers.

Main Areas of Practice:**Corporate & M&A:**

Corporate work is at the heart of the firm's practice and forms the basis of the core practice areas. The firm's main client focus is on cross border, private equity and M&A transactions.

Representative Deals:

- Assisted General Electric Company in connection with the completion of the transfer of ownership of the three joint ventures that were established at closing of the acquisition of Alstom's Power and Grid assets. Value of this deal was approx. USD 3 billion. During 2015, Van Campen Liem also assisted GE in connection with its initial USD 10.6 billion acquisition of Alstom's power and grid businesses, and the establishment of the three joint ventures. Van Campen Liem also assisted General Electric Company in connection with the combination of its oil and gas business with Baker Hughes
- Assisted Frank's International N.V. in connection with its acquisition of Blackhawk Group Holdings, Inc., from Bain Capital Private Equity. The total consideration amounted to approximately USD 294.4 million
- Assisted VINCI Airports with the Dutch legal aspects relating to the acquisition of nine airports and three partial management contracts following the acquisition of the airport portfolio held by Airports Worldwide
- Assisted with the completion of the acquisition by Saffelberg Investments of a strategic stake in Efortel, a globally leading Mobile Virtual Network Enabler
- Assisted TIP Trailer Services Netherlands B.V. with its acquisition of Twan Heetkamp Trailers B.V., a Dutch rental and leasing company, which has a fleet of around 3,000 trailers operating across Europe
- Assisted Netlog Lojistik Hizmetleri, Turkey's largest integrated logistics company with a strong presence in Europe and Asia, in connection with the sale of a minority stake in Netlog Lojistik Hizmetleri to the Abraaj Group, a leading investor operating in growth markets Assisted Fiber-Line, a global leader in customised engineered fibers and composite materials, in connection with the sale and transfer of subsidiaries to PolyOne Corporation and Color Matrix Europe Limited.

Contacts: Edwin Liem (Partner), Tom Mitchell (Partner), Arjen Mulderije (Partner), Cees Kersten (Partner), Sophie de Mandt-Sprockel (Partner),

Astond Goad (Partner) and Bart Wehmeijer (Partner)

Private Equity & Venture Capital:

Van Campen Liem's expertise also includes acting for private equity investors, fund managers and founders of companies who are taking private equity on board. The firm's lawyers advise on the full range of transactions from venture capital investments to larger cross-border PE deals and from the initial setting up of a fund and setting up of the investment structure all the way through to exit.

Representative Deals:

- Acted as Dutch tax and legal counsel to Mobil-eye in respect of its acquisition by Intel. Value of this deal was approximately USD 15 billion
- Assisted Peninsula Investments in the possible acquisition of a majority stake in Aernova in consortium with TowerBrook
- Advised Akina Partners and its shareholders in the acquisition of the Akina Group on behalf of Unigestion SA and the merge of their private equity operations to create a USD 6 billion AUM market leader in global small and mid-market private equity
- Advised Orolia and the leading French PE asset manager Eurazeo on the acquisition of 100% of the shares in NetWave systems

Contacts: Marc van Campen (Partner), Edwin Liem (Partner), Tom Mitchell (Partner), Sophie de Mandt-Sprockel (Partner), Aston Goad (Partner), Arjen Mulderije (Partner) and Marcello Distaso (Partner)

Investment Funds:

The firm's investment funds practice focuses on private equity and venture capital funds, real estate funds and hedge funds as well as renewable energy and impact investments funds. Van Campen Liem advises fund managers in fund structuring and formation projects as well as LPs and institutional investors when negotiating their participations into funds. The firm has a specific expertise in funds secondary and secondary direct deals.

Representative Deals:

- Assisted as a lead counsel on the structuring, formation and interim closings of three Akina advised private equity funds: Euro Choice VI, Euro Choice Direct Fund & Euro Choice Secondary II
- Assisted as lead counsel on the structuring, formation, extensive negotiations and closing of Peninsula Investments II SCA, a mandate fund

PRACTICE AREAS

Corporate
M&A
Private Equity
Venture Capital
Investment Funds
Tax

OFFICES**THE NETHERLANDS**

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LUXEMBOURG

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set up for one of the most reputable institutional investors in Abu Dhabi

- Assisted as lead counsel on the structuring, formation and initial closing of CCL SEE Turkey SME Lending Facility (set up jointly by CL Capital)
- Assisted as lead counsel on the structuring and formation of CryptoCrunch Blockchain Fund, a hedge fund focused on investments revolving around crypto currencies, (digital) tokens, shares and other assets that exist on any blockchain
- Assisted as Dutch counsel in relation to purchase by Lexington Partners of private equity fund stakes from Assicurazioni Generali SPA

Contacts: Maurits Tausk (Partner), Marcello Distaso (Partner) and Svetlana Baraban (Partner)

Tax:

The firm's tax expertise focuses on Dutch and international tax planning and complex structuring advice. The tax team advises on a broad range of corporate transaction work and is specialised in the M&A, private equity, venture capital and investment funds marketplace.

Representative Deals:

- Acted as a leading tax and legal counsel to Turkcell and its Dutch subsidiaries in respect of the merger of Lifecell Ventures Cooperatief U.A. and Euroasia Telecommunications Holdings Cooperatief U.A. through
- Acted as Dutch tax counsel for Perrigo in a complex restructuring of the Intra-group financing of the Irish operations
- Advised Aduro Biotech on the tax aspects of its acquisition of BioNovion
- Assisting Turkven and their co-shareholders in Mavi Jeans in the IPO on the Istanbul stock exchange

Contacts: Gesina van de Wetering (Partner), Marc van Campen (Partner), Marcello Distaso (Partner), Piet Boonstra (Partner), Andrew de Vries (Partner) and Paul Kraan (Partner)



VAN CAMPEN / LIEM

VAN DER FELTZ ADVOCATEN

www.feltz.nl **tel:** +31 70 31 31 050 **fax:** +31 70 31 31 060

Number of partners: 6 Number of lawyers: 21
Languages: *Dutch, English, German*

Firm Overview:

Van der Feltz advocaten is an independent boutique law firm based in The Hague, The Netherlands, with a strong focus on the markets of Construction & Real Estate, Government, Industry and Energy. The firm's lawyers advise and litigate on both private law and public law matters (i.a. public law, including zoning and planning law, energy law, governmental liability, environmental (criminal) law, expropriation, real estate, infrastructure projects, tax law and Supreme Court litigation), often operating in the interface between these two. They have a deep understanding of how government operates and of the relevant interests of the governmental bodies involved.

Clients range from the public sector (utility, water companies, local and regional authorities, (municipalities, provinces, environment agencies), to businesses active in:

- (sustainable) energy projects;
- construction, project development, infrastructure projects
- the industrial sector (petrochemical, pharmaceutical, food, heavy industry)

The firm has a strong scientific profile. Jacques Sluysmans, partner, has been a professor of expropriation law at Radboud University Nijmegen since 2013. Almost all of the firm's lawyers teach at universities and commercial institutes and publish articles in academic law journals on a frequent basis.

Main Areas of Practice:

Public Law & Planning & Environment:

- Representing the Province of South Holland and DCMR regarding various ex officio amendments of the permit of Chemours, the revision of this permit and several enforcement matters based on this permit
- Representing a global pharmaceutical company regarding the development of a new site in The Netherlands
- Advising Tata Steel regarding the emissions of dust and graphite, which are released during the handling of iron slags and have regularly spread to neighboring communities (Wijk aan Zee) and caused unrest under its inhabitants ('graphite rain')
- Advising and litigating for a developing corporation, regarding the development of several large residential and commercial projects in the Netherlands

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Energy & Natural Resources:

- Advising companies, municipalities and provinces on the development of heat projects in the light of existing and upcoming heat legislation (tendering, obligation to connect, connection costs, soil energy legislation, state aid)
- Advising developers of offshore wind energy projects on permits for the construction and operation of offshore wind farms
- Advising on and litigating in onshore and offshore (test) drilling for natural gas for mining companies
- Assisting energy companies, industry, and (decentralised) government in determining their strategy and future activities with a view to new energy legislation, such as the implementation of the Energy Transition Legislative Agenda, the Climate Agreement and the Environment Act
- Advising on and litigating in extraction plans for the extraction of natural gas for mining companies

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PRACTICE AREAS

Commercial Lease
Constitutional & Administrative Law
Construction Law
Energy Law
Environmental (criminal) Law
Expropriation Law
Land acquisition & Exploitation
Liability & Damages
Procurement Law
State Aid Public Law, including governmental liability and matters regarding the Freedom of Information Act ('Wet openbaarheid van bestuur', 'Wob')
Real Estate Law
Supreme Court Litigation
Tax Law
Zoning & Planning Law

OFFICES:

NETHERLANDS

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Email: Sluysmans@feltz.nl

Real Estate:

- Representation of the European Patent Office (EPO) on the development of its new main building, EUR250m office building of 80.000 m2 for staff of the EPO (architect: Atelier Jean Nouvel), including related tenders regarding maintenance, consultancy, etc.
- Representation of a large project development company regarding the development of a new residential area (1.200 houses)
- Advising and representing a project developer a new 5* hotel in Amsterdam including 123 rooms and 23 short-stay units, offices etc.
- Advising and litigating for municipalities in the greater Amsterdam-Rotterdam-Utrecht metropolitan area concerning relevant zoning plans and expropriation needed for the redevelopment of the greenhouse districts and for the development of a residential area of 3,400 homes

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VAN DOORNE

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Managing Partner: Saskia Laseur

Management Team: Saskia Laseur together with Jasper Leedekerken and Rob de Win

Number of partners worldwide: 40 Number of other lawyers worldwide: 185

Languages: Dutch, English, French, German

Firm Overview:

Van Doorne is a multi-service leading independent Dutch law firm. With approximately 185 lawyers, Van Doorne has been advising clients for almost 90 years in a broad range of legal expertise. The firm's lawyers are internationally recognised as leading experts, both in their area of practice and industries in which they operate. Van Doorne is part of an extensive worldwide network of other leading, independent firms. This enables the firm to provide clients with advice and assistance swiftly across the globe, without being bound to any firm.

Van Doorne's mission is to empower people and organisations and to work on responsible, permanent solutions. This is reflected throughout the firm. From the way in which lawyers work together to the ngo's and non profit organisations that are supported by the firm. Van Doorne 'reaches further and stays close'. That is, first and foremost, the firm's promise to its clients but also to its partners, associates and young talent.

Main Areas of Practice:

Commercial Experts:

- Advisory
- Contracts
- Litigation

Criminal Defense & Investigations:

- Criminal defense
- Internal investigations
- Business conduct
- Professional conduct

Corporate Law:

- Corporate Governance
- Corporate Litigation
- Financial Reporting
- Mergers & Acquisitions
- Private Equity
- Venture Capital

Dispute Resolution:

- Arbitration
- Commercial Litigation
- Competition Litigation
- Corporate Litigation
- Mediation

Employment & Pension:

- Cross-border Employment
- Directors & Governance
- Employee Participation
- Financial Employment Law & Remuneration Policy
- Pension Law

European & Competition Law:

- Antitrust, Concentrations & Dominance
- Competition Litigation
- State Aid

Finance & Restructuring:

- Finance
- Financial Services
- Insolvency & Restructuring
- Loan Funds
- Private Equity Real Estate
- Public Sector Funding

Government & Regulation:

- Education Law
- Healthcare & Life Science
- State Advocate

Information & Communication Technology:

- Information, Communication & Technology (ICT) Law
- Outsourcing

Insurance:

- Policy advise
- Litigation
- Monitoring

Intellectual Property & Media:

- Intellectual Property and Media disputes
- Commercial Intellectual Property and IP Portfolio protection
- Technology and Knowhow protection and transfer
- (Online) Advertising, Sponsoring, Publicity, Gaming, Sports
- Product law

Privacy & Data:

- GDPR
- ePrivacy
- E-commerce
- Enforcement
- Litigation

Public Procurement

Real Estate:

- Acquisitions & Disposals
- Construction Law
- Environmental Law
- General Administrative Law
- Property Financing
- Public-Private Partnership
- Real Estate Development
- Tenancy Law
- VAT & Transfer tax

Tax:

- Corporate tax / M&A / restructurings
- Management Incentive Plans
- Real Estate Investments and Project Development / CIT, VAT and RETT
- Healthcare and Education / VAT and specific CIT exemptions

SPECIALISED INDUSTRIES

Consumer Goods, Retail, Food & Beverages
 Financial Institutions
 Government & Education
 Healthcare & Life Sciences
 Real Estate & Construction
 Technology, Media & Telecom

OFFICES

NETHERLANDS

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UNITED KINGDOM

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 Email: london@vandoorne.com

INTERNATIONAL OFFICES

Van Doorne has a long-standing association with VanEps Kunneman VanDoorne with offices in Aruba, Bonaire, Curaçao and Saint Martin.

International Work:

The firm is proud of its Dutch client base, which comprises large and medium-sized companies, banks, insurance companies, semi-public government institutions and Dutch subsidiaries of foreign enterprises. Van Doorne is also well known for its international practice, serving a large number of international clients, particularly from the UK and the US. The majority of transactional work carried out by the banking and corporate teams (including tax) is cross border. The independent status of Van Doorne provides it with a great opportunity to work with the best-equipped law firms in other countries. For that purpose, over the past decades, the firm has maintained close working relationships with leading law firms in all important jurisdictions. Van Doorne strongly believes in the advantage to be able to instruct, and receive instructions from, top firms in other jurisdictions for international transactions.

Clients:

Van Doorne works for prominent Dutch and international companies, business and financial service providers, semi-public organisations and government institutions. Van Doorne aims to maintain long-term relationships with its clients. The firm has been working with most of them for many years, and that is something to be very proud of.

Specialised Industries

- Consumer Goods, Retail, Food & Beverages
- Financial Institutions
- Government & Education
- Healthcare & Life Sciences
- Real Estate & Construction
- Technology, Media & Telecom

VANDOORNE

VAN TRAA ADVOCATEN N.V.

www.vantraa.nl tel: +31 10 413 70 00 fax: +31 10 414 57 19

Managing Partner: Vincent Pool

Number of partners: 11 Number of lawyers: 32

Languages: *Dutch, English, German, Spanish*

Firm Overview:

Founded in 1898, the firm has grown into a law firm with a wide international scope. Even so, the people at Van Traa have both feet firmly on the ground and take the time build a good personal relationship with their clients.

Van Traa is specialised in international trade, transport and logistics and insurance and liability. All these areas of activity often involve complicated legal cases. Van Traa strives to get to the essence of the problem quickly and to create clarity. Its objective being to make matters clear.

There are over 30 lawyers in the firm — a size that allows them to deal with larger cases that require a specialised team. On the other hand it is small enough for everyone to know each other well and to share know-how and specialised knowledge which is passed on from one generation to another.

Main Areas of Practice:

International Trade:

Van Traa assists companies in various areas of international trade. In particular, the trade of soft and hard commodities. Besides dispute settlement (complex litigation and arbitration) and recovery actions, the firm also advises on commercial (sale and purchase) contracts and related financing aspects. Van Traa also assists in matters related to the EU common agricultural policy.

In addition the firm assists institutes like banks, clients in the area of documentary credits and other payment instruments and the issuing of security related to pledges, guarantees, etc.

Contact: Marc van Maanen **Tel:** +31 10 224 5518

Email: maanen@vantraa.nl

Contact: Steven Oude Alink

Transport & Logistics:

As a market leader in this area, Van Traa has the expertise to advise and litigate on all forms of logistic services (sea, inland shipping, road, air and railway). Furthermore it is specialised in admiralty and maritime incidents (collision, salvage, general average) and ship arrests. The firm can also be turned to for all legal queries regarding warehousing and stevedoring, forwarding, customs, yachting and the drafting of general trading conditions.

Contact: Vincent Pool (transport and logistics)

Tel: +31 10 224 5528

Email: pool@vantraa.nl

Contacts: Leendert van Hee (transport and logistics), Jan Willem Bruidegom (transport and logistics), Olivier Böhmer (maritime law, casualties, yachting and shipbuilding, offshore), Jolien Kruit (admiralty and maritime incidents), Richard Latten (rail and maritime law)

Insurance & Liability:

Van Traa advises and litigates on insurance matters involving i.e. general and personal liability, personal injury, construction all risks insurance, professional liability, but also transport, hull, fire, agricultural equipment and technical insurance. In addition they advise on drafting terms and conditions for insurance policies, re-insurance, powers of attorney and supervisory regulation, and they litigate in insurance policy disputes.

Besides a large number of insurers, clients also include contractors, constructors, architects, manufacturers, insurance agents, brokers, lawyers and banks. The lawyers advise and litigate on their behalf regarding all types of liability including professional liability, (company) accidents, product liability, environmental and soil pollution.

Contact: Robert Pessers **Tel:** +31 10 224 5502

Email: pessers@vantraa.nl

Contacts: Robert de Haan, Derk-Jan van der Kolk, Marko Jongkind

PRACTICE AREAS

Transport (Road, Air, Rail, Sea & Inland Shipping)
 Wet Shipping
 Dry Shipping
 Logistics (Warehousing, Contracts, etc.)
 Maritime (including General Average)
 Maritime Casualties
 Shipbuilding
 Yachting
 Offshore
 Arbitration
 Documentary Credits
 Insurance & Liability Contracts
 Customs
 Health, Safety, Environmental

OFFICES

NETHERLANDS

ROTTERDAM: Meent 94, 3011 JP, PO Box 21390
 3001 AJ
 Tel: +31 10 413 7000 Fax: +31 10 414 5719
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VESTIUS ADVOCATEN

www.vestius.com tel: +31 20 5210 690 fax: +31 20 5210 699

Managing Director: Henk Brat

Number of partners: 6 Number of lawyers: 14

Languages: *Dutch, English, Russian, Turkish, Armenian, Kurdish*

Firm Overview:

Vestius Advocaten is a specialist law firm with its office in Amsterdam. Vestius Advocaten focuses entirely on employment law and corporate law. The lawyers view cases not only from a purely legal point of view. The key features of Vestius Advocaten are a pragmatic approach and an alertness to the clients' needs.

Main Areas of Practice:

Employment:

3 partners; 3 associates; 1 of counsel

■ Sandtrade/Sandvik group

Santrade Schiedam is one of the main distribution centres of the Sandvik group and the largest distribution centre in Europe. Santrade distributes special metal and carbide tools. Vestius litigated on behalf of Santrade the unilateral termination of the employment agreement of an employee that worked for the company for almost 20 years, based on a disturbed relationship. The employee claimed that the company acted seriously culpable towards the employee and therefore the dismissal request should be denied or a 'fair compensation' of almost EUR 250,000 should be rewarded. The Rotterdam Court terminated the employment agreement at the request of Santrade, denying the claims submitted by the employee

■ Sandvik Mining and Construction/Sandvik Benelux

Sandvik Mining and Construction B.V. is the Dutch entity of the Swedish publicly listed company of Sandvik Group, a global engineering Group with more than 47,000 employees, providing services for tooling systems for the mining and construction industries. Sandvik is based in all 5 continents and most of the European countries. A substantial part of the local business in the Amsterdam Headquarters, has been relocated to the respective Sandvik home countries in Sweden and / or Finland. Vestius executed and supervised this relocation and the related reorganization.

■ Urban Outfitters

URBN is a portfolio of global consumer brands comprised of amongst others Urban Outfitters, Anthropologie and Free People. While the company in the Netherlands is managed from the UK, there are also several English nationals who work for the company in the Netherlands. Vestius has advised URBN on the consequences of the Brexit for employees in the Netherlands in terms of employment law

■ Check in Cleaning

Check in Cleaning is a cleaning company with more than 200 employees, mainly providing cleaning services for hotels in Amsterdam. After terminating the cleaning contract with one of the hotels, the successor (one of the largest cleaning companies in the Netherlands) stated that Check in Cleaning incorrectly claimed that taking over the cleaning assignment qualified as 'transfer of undertaking'. The matter was brought before the Amsterdam Court in summary proceedings. The preliminary assessment of the court is that Check in Cleaning's claim was correct; thus, overruling the provisions of the applicable collective labor agreement in the cleaning sector. Vestius advised and litigated the summary proceedings on behalf of Check in Cleaning

■ Celigo, Inc.

Vestius has been involved in setting up the Dutch entity of Celigo, Inc., a Silicon Valley IPaaS software company. It was a greenfield operation in which the company was set up from scratch, together with Dutch civil notaries. Advice was given on employment contracts, remuneration packages, personnel handbook and everything related to this

■ AFS

Vestius has represented AFS in litigation against a competitor for unfair competition. The competing organisation took over employees while it knew about the existence of the non-competition clauses. After initiating court proceedings, the case was settled

Key Clients:

Foot Locker, PVH/Tommy Hilfiger/Calvin Klein, Kentucky Fried Chicken/Yum Restaurants, Urban Outfitters, Allianz, Diversey, Sandvik Mining and Construction, Novanta, Sunweb, Five Degrees, Fontys Hogescholen, Greenwheels, Geodis, AFS

Contacts:

Bart de Vroe

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PRACTICE AREAS

Corporate/M&A
Employment

OFFICES

THE NETHERLANDS

AMSTERDAM: Herengracht 584, 1017 CJ

Tel: +31 20 5210 690 Fax: +31 20 5210 699

Email: info@vestius.com

Corporate/M&A:

4 partners; 4 associates

■ Axivate Capital

Axivate Capital is an investment company that actively participates in Dutch and European companies in the field of digital media, e-commerce, leisure, telecom, travel and hospitality. This applies to both innovative scale-ups and mature companies with hidden potential. Vestius advises Axivate regarding these participations, most recently with regard to the participations in Get-E, Lowlander and Zoofy

■ Söderberg & Partners / Montae

Montae is an independent pension advisor that helps pension funds, employers, works councils and public authorities with several topics in the field of pensions. Söderberg & Partners was founded in 2004 and is one of the leading advisors and distributors of insurance and financial products in Sweden, Denmark and Finland. In 2018 they have joined forces and Vestius advises Montae and S&P regarding their new company structure and various acquisitions (such as JUIST! and Finbase)

■ Meewind

Meewind is an investment fund that invests in sustainable energy. Vestius advises Meewind on a regular basis regarding various investments and sales, such as (i) the sale of a part of her stake in OrangeGas to ABN Amro Energy Transition Fund and the shareholders' cooperation thereafter and (ii) the buy-out of the other shareholders of Groen Gas Almere, thus becoming the sole shareholder of this biogas plant. Most recently Vestius assisted in the legal due diligence and bid at an auction of a geothermal energy developer and producer

Key Clients:

Axivate, 5square, Montae, S&P Netherlands, SGI Aviation, ANP, Vereniging Veronica, AFS, Peak Capital, GIGA Storage, Meewind, DTG, The Rent Company, Objectiv, Greenwheels

Contacts:

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VESTIUS
attorneys at law

VISSER SCHAAP & KREIJGER

www.ipmc.nl tel: +31 20 723 8900 fax: +31 20 723 8999

Number of partners: 3 Number of lawyers: 7

Languages: Dutch, English, German

Firm Overview:

Visser Schaap & Kreijger is an independent boutique firm in Amsterdam specialised in IP, media and competition. The firm has *Chambers and Partners* tier rankings in IP and media and the three partners are all ranked in *Chambers and Partners* as leading individuals. It is known for its expertise, experience, litigation skills and practical approach. The firm has published a book on copyright contract law.

Main Areas of Practice:

Copyright, designs, trademarks, media law, freedom of speech, advertising, privacy, competition law (especially in IP and media issues), commercial contracts.

The firm advises inter alia brand owners, fashion industry, retailers, TV and film producers, publishers, broadcasters.

Key Clients:

Brein, Videma, Talpa, TMG, Fatboy, Universal Music Publishing, H&M, Jumbo, Singel Publishers.

Members:

- Dirk Visser
- Jacqueline Schaap
- Paul Kreijger
- Naomi Ketelaar
- Patty de Leeuwe
- Menno Kroon

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VISSER
SCHAAP &
KREIJGER

VONDST ADVOCATEN N.V.

www.vondst-law.com

Number of partners: 6 Number of associates: 9 Of counsel: 2

Firm Overview:

Vondst is a boutique firm that focuses exclusively on contentious intellectual property, pharmaceuticals and life sciences and transactional and contentious IT.

This clear focus guarantees an in-depth and up-to-date knowledge of the laws and regulations and market practices and developments in the industries in which the firm's clients are active.

Vondst lawyers are experts, accessible and closely involved with their clients and their business. Vondst is recognised nationally and internationally for its IP and IT work.

Main Areas of Practice:

- Patents & Technology
- Trademarks, Designs, Copyrights & Unfair Competition
- Pharmaceuticals & Life Sciences
- Plant Variety Rights
- IT & Sourcing
- Data Protection

OFFICES

NETHERLANDS

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vondst
advocaten

WIJN & STAEL ADVOCATEN N.V.

www.wijnenstael.nl tel: +31 30 2320 800 fax: +31 30 234 1644

Managing Partners: Willem Jan van Andel, Noor Zetteler

Number of partners: 10 Number of lawyers: 41

Languages: *Dutch, English, French*

Firm Overview:

Wijn & Stael is a leading law firm based in Utrecht with a modern and practical approach. Wijn & Stael acts on behalf of large and medium-sized companies, financial institutions, healthcare institutions, government bodies, non-profit organisations and aggrieved civil parties in class actions. It represents clients inside and outside the Netherlands.

Main Areas of Practice:

Restructuring & Insolvency:

Wijn & Stael has wide-ranging expertise and is well-known nationally and internationally as an expert in insolvency issues. Wijn & Stael's experience in this area is also extremely useful when having to deal with corporate restructurings, such as examining the options to prevent insolvency.

Wijn & Stael's lawyers act in complex and large bankruptcy cases such as:

- Landis, a listed company in the area of production and distribution of ICT-equipment
- Econcern, a public company, heading 220 group companies with 1,200 employees in 20 countries, with a mission to 'ensure a sustainable energy supply for everyone'
- Stichting Meavita en Sensivation, a foundation with several subsidiaries in the area of care with a turnover of approximately €500,000,000
- Spyker N.V., a manufacturer of exclusive sport cars
- Eurocommerce, a company with a large portfolio of real estate

Key Clients: Partner Logistics, Kroymans Lease Holding, Pouw Automotive, V&D, Miss Etam, Lievegoed and MS Mode.

Contact: Willem Jan van Andel **Tel:** +31 30 232 0896

Email: vanandel@wijnenstael.nl

Contact: Noor Zetteler **Tel:** +31 30 232 0888

Email: zetteler@wijnenstael.nl

Banking & Finance:

Wijn & Stael has specific expertise in the area of financing schemes, leasing and securities. Wijn & Stael advises not only companies with their investments, securities and how to finance them, but also financial institutions.

Key Clients: Rabobank, De Lage Landen and Athlon

Contact: Remco Vermaire **Tel:** +31 30 232 0888

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Litigation, Arbitration & Class Actions:

Wijn & Stael acts in complex and large corporate and financial litigation proceedings, such as proceedings regarding liability of directors, supervisory directors, financial institutions and inquiry proceedings with the Enterprise Chamber of the Court of Appeal in Amsterdam. Wijn & Stael not only has extensive knowledge and experience of procedural practice required, but also expertise in the area of corporate, civil and securities law, (international) arbitration and class actions.

Wijn & Stael successfully represented/represents:

- In the so called Collective Settlement of Mass Claims proceedings (WCAM) against Ageas (formerly Fortis) on behalf of 6,000 defrauded investors. The financial interest amounts to € 1.3 billion
- 700 defrauded investors of Van den Berg in a class action against ABN Amro Bank
- A large group of defrauded institutional investors, represented by Deminor and the Stichting Belangenbehartiging Gedupeerde Beleggers Imtech, in a multi-million euro (securities) class action against Royal Imtech and a number of its former members of the management board and supervisory board

Contact: Koen Rutten **Tel:** +31 30 232 0829

Email: rutten@wijnenstael.nl

Employment:

Wijn & Stael has extensive expertise in a broad range of employment matters, such as transfer of undertakings, large restructurings/reorganisations under employment law, outsourcing processes, collective redundancies, the position of (non-)executive directors and all matters concerning labour unions and the works council. Wijn & Stael advises large and small businesses in all market segments, in and outside the Netherlands, as well as directors and managers. Wijn & Stael a.o. successfully advised various US based organisations with (starting) enterprises in Europe on all aspects of Dutch employment law.

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Email: pasma@wijnenstael.nl

Contact: Leendert Kruidenier **Tel:** +31 30 232 0887

Email: kruidenier@wijnenstael.nl

Real Estate:

Wijn & Stael deals with cases on a broad range of property issues, spatial planning, property development, purchase and lease, not only from a civil law perspective, but also from an administrative law perspective.

Wijn & Stael represented successfully amongst others:

- A private investor/real estate developer in proceedings against the provincial authorities regarding the sale of a provincial government building which was contaminated with asbestos
- A housing society in the purchase of over 1400 (existing and new-built) student apartments
- A private investor in the negotiations with the municipal authority; and in the redevelopment of a hospital into single-family and student houses

Contact: Patricia Kleijn **Tel:** +31 30 232 0829

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PRACTICE AREAS

Restructuring & Insolvency
Banking & Finance
Litigation, Arbitration & Class Actions
Employment
M&A
Real Estate
Contracts & Liabilities
Supreme Court Litigation

OFFICES

NETHERLANDS

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PO Box 354, 3500 AJ

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Email: info@wijnenstael.nl

Contracts & Liabilities:

Wijn & Stael has ample experience in drawing up and assessing all kinds of contracts. Whether it concerns a sale or purchase contract for immovable or movable property or shares, a complex cooperation agreement, a shareholders' agreement, a lease or tenancy agreement. In addition Wijn & Stael has broad experience in proceedings and (international) arbitrations on all kinds complex liability matters regarding contracts but also based on tort.

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Email: kruidenier@wijnenstael.nl

Supreme Court Litigation:

Wijn & Stael is the only law firm in its district that has two lawyers admitted to the Dutch Supreme Court and therefore it also represents its clients in (preliminary-ruling) proceedings before the Supreme Court. The Supreme Court litigation practice of Wijn & Stael focuses on insolvency law, financing, security and leasing, as well as on corporate and financial law.

Contact: Thijs van Zanten **Tel:** +31 30 232 0896

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M&A:

Wijn & Stael's M&A lawyers have successfully concluded hundreds of M&A transactions in a national and an international environment. They know their way around the do's and don'ts of a transaction, and so are able to offer added value at every phase in the transaction process.

Contact: Humphrey Lakens **Tel:** + 31 30 232 0802

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WYN
STAEL
ADVOCATEN

WINDT LE GRAND LEEUWENBURGH

www.windtlegal.com **tel:** +31(0)102617500 **fax:** +31(0)102617509

Managing partners: 7

Number of partners: 9 Number of lawyers: 29

Languages: *Dutch, English, German*

Firm Overview:

Based in Rotterdam, the Netherlands, Windt Le Grand Leeuwenburgh is a corporate law firm that specializes in M&A, Restructuring, Corporate Litigation, and Employment. In addition it has a specialized team for State Aid, IP and EU Parallel Import, mainly pharmaceuticals. The firm has extensive experience in solving some of the most complex and escalated situations known in the Netherlands, including but not limited to financial crises, state aid matters, corporate battles, large scale personnel reorganizations, commercial trade and IP matters.

Main Areas of Practice:

Restructuring & Insolvency:

3 partners; 6 fee earners

- Acting for the management participation vehicle in the EUR 1.6 billion refinancing of IHC Merwede Holding, one of the largest Dutch shipbuilders, including a EUR 120 million fresh capital injection provided by a consortium of (mainly) banks, Rabo Capital, holders of share certificates and a financial investor
- Assisting Roto Smeets Group, part of a group with a EUR 1 billion turnover and one of the largest Dutch print businesses, in its restructuring and subsequent bankruptcy liquidation

Contact: Marcel Windt **Tel:** +31102617500

Email: m.windt@windtlegal.com

Corporate/M&A:

2 partners; 6 fee earners

- Advising the shareholders of Quadrant Automatisering B.V., the company behind King Business Software, on the sale of their company to MUIS Software, a portfolio company of Main Capital
- Acting for the management participation vehicle in the EUR 1.6 billion refinancing of IHC Merwede Holding, one of the largest Dutch shipbuilders, including a EUR 120 million fresh capital injection provided by a consortium of (mainly) banks, Rabo Capital, holders of share certificates and a financial investor

Contact: Richard Le Grand **Tel:** +31102617500

Email: r.legrand@windtlegal.com

Corporate Litigation:

3 partners; 4 fee earners

- Successfully represented a wholesale international trade pharmaceutical products company as plaintiff in summary proceedings before the Appeal Court of Leeuwarden. The first instance decision was overruled by the Appeal Court on the basis that the executive bailiff had not acted within the boundaries of the interim judge's leave and that the first instance interim judge had wrongly granted access to the seized information. Consequently, the Appeal Court ordered the defendants in appeal not to use any of its falsely gained information. The decision was published: ECLI:NL:GHARL:2019:293
- Acted for one of the founders of a hotel group in a dispute with an investor on the enforcement of multi-million security rights in relation to the Benelux easyHotels in inquiry proceedings before the Enterprise Chamber

Contact: Irene Tax **Tel:** +31102617500

Email: i.tax@windtlegal.com

Banking & Finance:

2 partners; 5 fee-earners

- Acted for Rabobank on the collection of a receivable, pledged in its favour. In court proceedings in respect of the collection of the receivable, an objection to jurisdiction of the District Court of Amsterdam was filed on the basis that a pledgee should not be allowed to rely on a choice of forum in the underlying agreement between the pledgor and its counterparty. On behalf of Rabobank, we successfully opposed the objection both in the first instance and on appeal
- Acted for an Israeli financial institution on the refinancing of a credit facility in The Netherlands.

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Email: m.windt@windtlegal.com

Employment Law & Reorganisation:

1 partner; 4 fee-earners

- Successfully represented a large housing association against claims based on discrimination
- Advising a major industrial equipment supplier in products and solutions preventing explosions of hazardous substances and heat-tracing, in claw back litigation vis a vis a former MT member

Contact: Peter de Waal **Tel:** +31102617500

Email: p.dewaal@windtlegal.com

Commercial Contracts & Litigation:

4 partners; 5 fee-earners

- Acting for the owner in the acquisition of a private yacht
- Acted for a Dutch premier league soccer club in relation to (arbitration about) a transfer payment

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Email: r.legrand@windtlegal.com

IP & Pharma:

2 partners; 4 fee-earners

- Successfully represented a wholesale international trade pharmaceutical products company as plaintiff in summary proceedings before the Appeal Court of Leeuwarden. The first instance decision was overruled by the Appeal Court on the basis that the executive bailiff had not acted within the boundaries of the interim judge's leave and that the first instance interim judge had wrongly granted access to the seized information. Consequently, the Appeal Court ordered the defendants in appeal not to use any of its falsely gained information. The decision was published: ECLI:NL:GHARL:2019:293

PRACTICE AREAS

Restructuring & Insolvency
Corporate/M&A
Corporate Litigation
Banking & Finance
Employment Law & Reorganization
Commercial Contract & Litigation
IP & Pharma
EU, State Aid & Competition Law

OFFICES

NETHERLANDS

ROTTERDAM: Coolsingel 104, 3011 AG

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Acted as respondent to the cassation lawyer in Supreme Court litigation following the appeal proceedings over copyright infringement on the design of mooncake packaging. In first instance, the court refuted the copyright infringement claims; this was partly overturned by the appeal court's decision. On 12 October 2018 the advocate-general rendered its opinion to the Supreme Court.

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Email: t.geerlof@windtlegal.com

EU, State Aid & Competition Law:

Partner: 1; fee-earner: 1

- On behalf of the Associations of Albert Heijn Franchisees, Gall&Gall en Etos submitting observations to the European Commission regarding the Vertical Block Exemption Regulation. The observations and concerns were published recently
- Assisting the municipality of Enschede in helping Dutch premier league football club FC Twente with its successful bid to survive a period of prolonged financial distress

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