

Chambers

Europe —————

2021

The leading lawyers
and law firms in Europe

Greece



How lawyers are ranked

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

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Banking & Finance

Banking & Finance
Leading Firms
Band 1
Bernitsas Law *
Karatzas & Partners *
POTAMITISVEKRIS *
Band 2
AKL Law Firm *
Koutalidis Law Firm *
Kyriakides Georgopoulos Law Firm *
Lambadarios Law Firm *
Band 3
Moratis Passas
Norton Rose Fulbright
Watson Farley & Williams *
Zepos & Yannopoulos *
Band 4
KLC Law Firm *
Papapolitis & Papapolitis *
Your Legal Partners
<small>* Indicates firm / individual with profile.</small>
<small>◇ (ORL) = Other Ranked Lawyer.</small>
<small>Alphabetical order within each band. Band 1 is highest.</small>

Band 1

Bernitsas Law

See profile on p.1001

What the team is known for Market-leading team assisting with cross-border finance transactions. Has experience in capital markets deals, including note and bond issuances and securitisations. Also advises on corporate lending to Greek companies and on the Greek aspects of pan-European finance deals. Boasts solid experience in syndicated loan transactions. Popular with both financial institutions and private companies for financial restructuring advice, as well as assisting with regulatory matters and issues pertaining to non-performing loan transactions.

Strengths Sources praise the lawyers' strong technical knowledge and say that "they are user-friendly and responsive."

Another interviewee is impressed by the team's "depth of knowledge of the sector, extremely swift responses and client relationship management."

Work highlights Acted for Olympic Commercial And Tourist Enterprises on its EUR250 million bond loan issuance for the refinancing of existing debt.

Notable practitioners

Banking & Finance	
Senior Statespeople and Eminent Practitioners	
Senior Statespeople: distinguished older partners	Eminent Practitioners
Bernitsas Panayotis M Bernitsas Law *	Karatzas Catherine Karatzas & Partners
	Koritsas Nikos Koutalidis Law Firm *
Leading Individuals	
Star individuals	Passas Dimitris Moratis Passas
Metallinos Alexander Karatzas & Partners	Vouterakos Konstantinos Kyriakides Georgopoulos Law
Band 1	Band 4
Bersis George POTAMITISVEKRIS *	Antonopoulou Ioanna I. Kyriakides Georgopoulos Law Firm
Kosmopoulos Alexandros AKL Law Firm	Christodoulou Katerina Your Legal Partners
Papachristopoulos Nikos Bernitsas Law *	Fragos Nikos Karatzas & Partners
Papanikolopoulou Christina Zepos & Yannopoulos *	Karamanolis Padazis O Karamanolis & Associates (ORL) ◇
Potamitis Stathis POTAMITISVEKRIS *	Murray Virginia Watson Farley & Williams *
Tsene Athanasia G Bernitsas Law *	Papapolitis Nicholas Papapolitis & Papapolitis
Band 2	Tzioumas Panagiotis KLC Law Firm
Cheilas Yianni Norton Rose Fulbright	Up-and-coming individuals
Dimitriadis Prokopis Lambadarios Law Firm *	Kondyli Alexandra Th. Karatzas & Partners
Faitakis Christina Karatzas & Partners	Papoutsis Effie Koutalidis Law Firm *
Ioannou Euripides POTAMITISVEKRIS *	Pesketzi Kely Zepos & Yannopoulos *
Tsibanoulis Dimitris G Tsibanoulis & Partners Law (ORL) ◇ *	Zohios George AKL Law Firm
Band 3	Star associates
Kostikas Nikolaos Watson Farley & Williams *	Flambouras Dionysis Bernitsas Law *
Kourniotis Yannis Lambadarios Law Firm *	

Managing partner **Panayotis Bernitsas** (see p.989) maintains a strong reputation for his longstanding presence in the Greek market. He has experience in a plethora of banking and finance matters, with particular expertise in project finance topics. **Nikos Papachristopoulos** (see p.995) centres his highly acclaimed finance practice on capital markets topics, such as bond and note issuances as well as delisting matters. A market commentator highlights his "extremely collaborative" approach and notes that "he knows the stock exchange rules inside out." **Athanasia Tsene** (see p.996) earns excellent praise for her "vast knowledge and experience" in banking and finance matters. Her multifaceted practice encompasses ABS transactions, non-performing loan sales and structured finance deals. Sources find her to be "extremely reliable and responsive," with one client lauding her "great interpersonal skills." **Dionysis Flambouras** (see p.991) assists loan servicers and other financial institutions with diverse topics. He has experience in acquisitions of NPL portfolios and on the issuer side of international bond offerings. According to a market source, he offers "deep knowledge" of the sector, in addition to being "always available and caring for his client."

Karatzas & Partners

See profile on p.1007

What the team is known for Highly sought after by international banks and investment funds for financing matters, with particular strength in project finance mandates in the infrastructure and telecommunications sectors. Offers a standout capital markets practice, advising on securitisation transactions and the issuance of bonds. Also handles NPL work, as well as debt restructuring matters. Boasts a strong financial regulatory practice. Operates on an international level on major deals for an impressive roster of clients.

Strengths One client believes that it is "by far the best Greek law firm in the banking and finance area," explaining: "The lawyers are not only top notch as far as their legal capabilities are concerned but are also very business-oriented."

A respondent lauds the team's "excellent business sense" and "huge experience."

Work highlights Assisted Lamda Development with its EUR650 million share capital increase.

Notable practitioners

One of the most esteemed figures in the banking and finance field, **Catherine Karatzas** is adept at

Restructuring/Insolvency**Leading Individuals**

Issaias Konstantinos S Kyriakides Georgopoulos Law Firm

Sotiriadis Serafim Serafim Sotiriadis & Associates (ORL) ◊

◊ (ORL) = Other Ranked Lawyer.

Alphabetical order within each band. Band 1 is highest.

handling NPL transactions, loan refinancing deals and capital markets topics. “Her great experience, business-oriented mindset and legal acumen are a great combination and are pivotal to negotiating and closing transactions,” one client enthuses. Recognised as “one of the brightest legal minds” in the Greek legal market, **Alexander Metallinos** garners accolades for his extensive experience in a wide range of topics. He advises on infrastructure project finance, structured finance deals and securitisations. A commentator attests that “he is extremely experienced, business-friendly and understands the work in depth.” **Christina Faitakis** has a strong presence in the field, her broad practice covering note issuances, SME loan portfolio sales and ABS transactions. She has further notable experience in project finance work. Interviewees praise her pragmatic approach, saying: “Cooperation with her goes smoothly every time because she only insists on a few key commercial points rather than focusing on minor details.” **Nikos Fragos** assists domestic banks and international institutional investors with NPL transactions and securitisations. Clients say that he is proactive and efficient, while market commentators report that he is “reasonable and good to deal with” in negotiations. **Alexandra Kondyli** is noted for her experience in debt capital markets mandates. She advises on GMTN programmes, bond issuances and capital increases. A client says that “she is very responsive and has great communication skills.”

POTAMITISVEKRIS**See profile on p.1017**

What the team is known for Particularly popular with Greek and international banks for advice on bilateral and syndicated lending, as well as capital markets deals and regulations. Has a strong real estate finance and project finance practice, notably in the renewable energy, infrastructure and hospitality sectors. Highly regarded for assisting lenders with refinancing and restructuring agreements, and well placed to handle NPL portfolio transactions owing to its prominent role in the development of legislation. Also knowledgeable in regulatory and compliance topics.

Strengths One client lauds the lawyers’ “in-depth knowledge of business issues” in combination with “their availability to provide feedback on every matter that may arise in a very comprehensive way.”

A source attests that the team’s “quality of work is excellent” and goes on to describe the members as “extremely commercial and solution-oriented.”

Work highlights Acted for Philosofish on its EUR46 million bond loan to finance the acquisition of aquaculture assets.

Notable practitioners

Department head **George Bersis** (see p.989) receives plaudits from clients, who report that he “is absolutely brilliant in banking and finance and has solid knowledge in capital markets.” He is regularly involved in finance deals involving the energy and real estate sectors. According to sources, he is “very punctual, helpful and gives succinct advice.” Described by sources as “commercial and pragmatic,”

Stathis Potamitis (see p.996) boasts an outstanding

practice covering the full range of banking and finance topics, including restructurings, NPL transactions, syndicated lending deals and regulatory matters. Clients enthuse: “He is excellent at grasping complicated issues fast, identifying the critical points and finding ways to safeguard the client with simple solutions.” **Euripides Ioannou** (see p.992) remains a prominent presence in the field, with a practice that encompasses renewables and infrastructure project finance as well as debt restructurings. Interviewees report that “he always gives the best solutions to his clients,” with one source highlighting Ioannou’s “to the point and constructive” approach.

Band 2**AKL Law Firm****See profile on p.998**

What the team is known for Impressive practice acting for banks and borrowers on finance and refinancing matters, including complex structured finance mandates. Offers considerable experience in project and real estate finance deals that often involve the hotels and hospitality sector. Particularly noted for its expertise in the issuance and restructuring of bond loans. Also handles loan portfolio transactions.

Strengths A client considers the lawyers to be “experts on complex loans that need very deep knowledge and understanding of the commercial side of things.”

One source believes that the firm’s services are “impeccable” and is satisfied with the team members’ “speedy responses” and “commercial solutions.”

Work highlights Advised Prodea Investments on three long-term secured bond loan financing deals totalling EUR640 million.

Notable practitioners

Sources say that **Alexandros Kosmopoulos** is “exceptional in listening to what the client is trying to explain,” adding: “He gives solutions that take into account aspects and risks we wouldn’t even have thought about.” He is a popular choice for banks undertaking traditional lending or bond loan transactions. He has particular expertise in the financing of real estate projects. **George Zohios** regularly advises lenders on bond loan transactions and commercial real estate financing deals, having additional experience in regulatory matters. Clients see him as “very flexible” and “pragmatic.”

Koutalidis Law Firm**See profile on p.1009**

What the team is known for Highly sought after by domestic and international lenders for capital markets and financing mandates. Esteemed for both debt and equity capital markets work, particularly in relation to corporate refinancing. Notably active in debt restructurings. Advises on projects in the energy and infrastructure sectors. Also has experience on the buy and sell sides of NPL portfolio transactions. Frequently cooperates with international law firms to advise on cross-border transactions.

Strengths “The firm offers full service on legal matters and provides clear and accurate advice,” a client notes.

“The lawyers are highly respected by all counterparties to an agreement,” reports another source, adding: “The team is always to the point.”

Work highlights Acted for a group of international investment banks as joint lead managers for the Hel-

lenic Republic’s issuance of EUR2.5 billion notes.

Notable practitioners

One interviewee notes that managing partner **Nikos Koritsas** (see p.992) “is very knowledgeable and provides in-depth technical advice,” with a second source saying that “he breaks down the key issues and helps us make decisions.” He has experience in loan portfolio sales, securitisation transactions and syndicated loans, offering additional knowledge in infrastructure project finance. **Effie Papoutsis** (see p.995) frequently advises lenders on acquisition finance deals, NPL transactions and note issuance programmes. Clients report that she is “a very knowledgeable lawyer with extensive experience.”

Kyriakides Georgopoulos Law Firm**See profile on p.1010**

What the team is known for Acts for both banks and international investors on project finance deals in the energy and public services sectors. Assists with syndicated lending as well as debt and equity capital markets deals. Also has notable expertise in restructuring and insolvency topics. Offers strong regulatory know-how. Experienced handling cross-border work.

Strengths One client describes the lawyers’ service as “top-notch,” adding: “I appreciate their responsiveness, business acumen and efficiency in understanding and supporting our needs.”

Another respondent lauds the team’s “excellent performance and timely delivery of all tasks requested.”

Work highlights Acted for HSBC France on its EUR185 million credit facility agreement with Titan Cement.

Notable practitioners

Clients highlight **Konstantinos Vouterakos** for his “in-depth and always well-documented recommendations.” He handles loan portfolio sales, securitisation transactions and EMTN programmes. Interviewees also note his ability to support with regulatory matters. Noted for her “problem-solving” skills, **Ioanna Antonopoulou** regularly advises major domestic lenders on renewable energy and PPP project finance deals. According to sources, she is “hard-working and very diligent.” Interviewees note that **Konstantinos Issaias** remains a prominent presence in restructuring and insolvency mandates. He is also well placed to advise on distressed M&A and regulatory topics.

Lambadarios Law Firm**See profile on p.1011**

What the team is known for Highly regarded for its handling of project, real estate and acquisition finance transactions. Acts for investment funds, project companies and lenders on the financing or refinancing of Greek energy or infrastructure assets. Demonstrates increased activity in securitisations. Also handles NPL portfolio transactions.

Strengths “They are a pleasure to work with,” a market source says, further noting that the lawyers are “extremely responsive, proactive and in tune with the commercial side of transactions.”

A client highly recommends the team for its “responsiveness and timely preparation of the deliverables.”

Work highlights Assisted AVAX with its participation in a PPP for the construction of a waste treatment plant in Iliia.

Notable practitioners

A source notes that **Prokopis Dimitriadis** (see p.990) “provides extremely practical and commercial legal advice in a client-friendly format,” and goes on to

describe him as “a fierce advocate and someone you definitely want on your side in any negotiation.” He acts on NPL transactions and on real estate or corporate financing deals. **Yannis Kourniotis** (see p.993) is described as an “excellent project finance lawyer” by one client, with a second source seeing him as “hard-working, patient and a good negotiator.” He routinely handles finance mandates and syndicated lending transactions involving the infrastructure and energy industries.

Band 3

Moratis Passas

What the team is known for Focused banking and finance boutique assisting domestic and international banks with operations in Greece. Advises on transactional and restructuring matters, as well as regulatory topics. Frequently involved in NPL mandates, often acting for servicers.

Notable practitioners

Managing partner **Dimitris Passas** receives recognition for his experience in NPL deals and securitisations, being also able to advise on banking regulatory topics.

Norton Rose Fulbright

What the team is known for Draws on an extensive network to attract domestic and overseas clients. Frequently acts for lenders on renewable energy project finance. Has notable expertise in ship finance mandates, as well as handling NPL acquisitions and real estate finance transactions. Advises on the restructuring of Greek corporates through the negotiation of new loan facilities or capital markets instruments. Handles matters that are subject to both Greek and English law.

Strengths One source confirms that the lawyers “have very deep legal knowledge that is combined with their great commercial understanding of the matters at hand.”

Another client notes that the team’s “knowledge, experience and commercial thinking are vital in taking decisions.”

Work highlights Assisted Citibank and the Export-Import Bank of China with the restructuring of Toisa’s USD1 billion debt.

Notable practitioners

Yianni Cheilas is qualified in Greece, the UK and the USA and is a popular choice for mandates involving these jurisdictions. He frequently advises on refinancing, restructuring and insolvency issues. He attracts attention for his ability to advise on hybrid bond loans.

Watson Farley & Williams

See profile on p.2744

What the team is known for Advises domestic and international banks on a range of finance transactions, notably in the energy and shipping sectors. Assists with corporate finance matters, including those that relate to debt restructurings. Well placed to advise on deals that have a key English law component, including the agreement of syndicated facilities, the transfer of shipping loan portfolios or the update of GMTN programmes. Additionally offers regulatory and compliance advice.

Strengths One source highlights the team’s “deep know-how” and “top service,” adding: “They help us achieve our goals in an efficient manner.”

Another client enjoys the lawyers’ “flexible, practical

and no-nonsense advice.”

Work highlights Acted for the National Bank of Greece on the EUR262 million sale of a shipping loan portfolio.

Notable practitioners

Nikolaos Kostikas (see p.993) has experience in a wide range of banking and finance topics. He regularly advises clients on NPL transactions, DCM mandates and regulatory issues. One source reports that “he knows the industry inside out,” while a client sees Kostikas as “extremely committed and diligent.” Dual-qualified in Greece and in England and Wales, **Virginia Murray** (see p.994) advises banks and borrowers on project finance transactions. She has notable expertise in renewable energy mandates. She receives praise from clients for her “excellent negotiation skills.”

Zepos & Yannopoulos

See profile on p.1021

What the team is known for Frequently advises international financial institutions as well as Greek banks on restructuring and recapitalisation matters. Assists with loan portfolio management operations, advising on securitisation transactions and NPL acquisitions. Handles corporate lending transactions and debt capital markets deals. Complemented by the firm’s outstanding tax expertise.

Strengths A client enjoys working with the firm’s lawyers as “they are very responsive, they have deep knowledge of the legal framework and they are also business-oriented.”

Another source commends the team’s commercial approach in combination with its “depth of technical knowledge and attention to detail.”

Notable practitioners

According to one respondent, **Christina Papanikolopoulou** (see p.995) is “the most practical, pragmatic and easy-to-deal-with practitioner in the Greek market.” She receives plaudits for her outstanding experience in securitisation deals and NPL transactions, being additionally able to advise on regulatory matters. Described by interviewees as “extremely impressive,” **Kely Pesketzi** (see p.996) enters the rankings following outstanding market support. She often advises on structured finance deals and securitisations. Clients describe her as a “committed, hard-working and problem-solving” practitioner.

Band 4

KLC Law Firm

See profile on p.1008

What the team is known for Acts on project finance mandates in the infrastructure and energy sectors. Has experience in refinancing and debt restructuring transactions. Also able to advise on regulatory matters. Offers knowledge in capital markets matters and NPL deals. Represents an array of Greek and international banks as well as public institutions.

Strengths One client says: “The lawyers are responsive, effective and capable of coming up with practical and client-friendly solutions.”

A second interviewee praises the team for providing “high-quality, accurate and reliable legal advice.”

Work highlights Advised the Hellenic Financial Stability Fund on ongoing topics relating to its activities in Greece, including the subscription of contingent convertible bond issuances made by systemic banks.

Notable practitioners

One satisfied client states that **Panagiotis Tzioumas**

is “one of the lawyers with the best business sense in the industry.” He advises lenders and borrowers on loan restructuring topics, project finance mandates and secured lending transactions.

Papapolitis & Papapolitis

See profile on p.1016

What the team is known for Acts for funds on the acquisition of Greek loan portfolios. Has experience in significant debt capital markets mandates and securitisation transactions. Also capable in matters relating to the restructuring or refinancing of bank debt. Handles cross-border mandates in collaboration with major international firms.

Work highlights Acted for a group of underwriters including J.P. Morgan Securities and HSBC Bank on Mytilineos Holdings’ EUR500 million international bond offering.

Notable practitioners

Managing partner **Nicholas Papapolitis** handles a broad remit of topics that include bond issues and debt financing mandates. He is also noted for his experience in finance transactions involving the real estate sector.

Your Legal Partners

What the team is known for Newly introduced to the rankings as a result of strong feedback for work on behalf of major domestic banks in finance transactions. Also advises foreign financial institutions on regulatory and compliance matters. Offers experience in the financing of renewable energy project and assists with loan portfolio sales and securitisation transactions.

Strengths “They listen very closely to the client’s needs and offer personalised services of high quality,” reports one source, also lauding the lawyers’ “hard work, diligence, promptness and efficiency.”

Another interviewee praises the team’s “fast and very flexible” advice in combination with its “commercial sense, which makes transactions very smooth.”

Work highlights Advised Eurobank and Piraeus Bank as lead arrangers and underwriters of the EUR1.3 billion financing of the Hellinikon Project.

Notable practitioners

Katerina Christodoulou enters the rankings as a result of extensive market support. She advises lenders on syndicated loans, hybrid bonds and project finance transactions involving the real estate and energy sectors. She is often praised for her innovative approach to deals. One client describes her as “extremely dynamic,” while another states: “She is focused and solution-oriented.”

Other Ranked Lawyers

Padazis Karamanolis has notable experience in a variety of banking and finance topics. He is recognised for his “extremely broad knowledge” of the sector.

Widely acknowledged as a “leading figure,” **Serafim Sotiriadis** is highly sought after for his expertise in bankruptcy and insolvency litigation. One source attests that Sotiriadis is “extremely experienced,” with a second describing him as “very practical and commercial.”

Dimitris Tsibanoulis (see p.996) has a significant presence in the banking and finance field. He handles regulatory and compliance matters for international financial services companies, and attracts attention for his understanding of capital markets

issues. Clients report that he “understands the business logic of the different requests and tries to find practical solutions.”

Competition/European Law

Competition/European Law
Leading Firms
Band 1
D.N. Tzouganatos & Partners *
Dryllerakis & Associates *
POTAMITISVEKRIS *
Band 2
Bernitsas Law *
Kyriakides Georgopoulos Law Firm *
Zepos & Yannopoulos *
Band 3
Metaxas & Associates *
Senior Statespeople
Senior Statespeople: distinguished older partners
Bernitsas Panayotis M. Bernitsas Law *
Dryllerakis John C. Dryllerakis & Associates *
Leading Individuals
Star individuals
Tzouganatos Dimitris D.N. Tzouganatos & Partners
Band 1
Drakakakis Stamatis Zepos & Yannopoulos *
Dritsa Anastasia S. Kyriakides Georgopoulos Law Firm
Loukas Dimitris POTAMITISVEKRIS *
Band 2
Dryllerakis Emmanuel J. Dryllerakis & Associates *
Kosmidis Nikos D.N. Tzouganatos & Partners
Paparrigopoulos Xenophon POTAMITISVEKRIS *
Yannikas Cleomenis Dryllerakis & Associates *
Band 3
Almyroudi Augustine Bernitsas Law *
Androulakakis Marina Bernitsas Law *
Karagiannis Vassilis KLC Law Firm (ORL) ◇
Lambadarios Constantinos Lambadarios Law (ORL) ◇ *
Manda Anna Karatzas & Partners (ORL) ◇
Metaxas Antonis Metaxas & Associates
Mikroulea Alexandra Mikroulea, Staikouras (ORL) ◇
Pelecanos Gregory M. Ballas, Pelecanos (ORL) ◇
Up-and-coming individuals
Charaktiniotis Stefanos Zepos & Yannopoulos *
Mertikopoulou Victoria Kyriakides Georgopoulos Law Firm
Associates to watch
Panagiotopoulou Violeta Kyriakides Georgopoulos Law
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

D.N. Tzouganatos & Partners

What the team is known for Market-leading boutique demonstrating standout capability in all areas of Greek and EU competition law. Adept at advising on cartel investigations, abuse of dominant position, unfair trade practices, public procurement and state aid. Additionally advises on merger notifications as well as horizontal and vertical agreements. Also furnishes clients with compliance training. Acts for companies in the energy, insurance and food production sectors. Has significant experience working before the Hellenic Competition Commission.

Strengths Market commentators attest to the firm’s

leading position, stating that “the lawyers have a very targeted expertise in the area.”

Notable practitioners

Dimitris Tzouganatos commands respect for his unparalleled experience in competition law matters, regularly representing clients from the energy, banking and food and beverage sector in disputes before the Hellenic Competition Commission. Market commentators find that **Nikos Kosmidis** “knows competition litigation matters inside out,” adding that “he is an expert in administrative law advice and gives specialised guidance.” He has experience in merger clearance matters and antitrust disputes.

Dryllerakis & Associates

See profile on p.1003

What the team is known for Top-tier competition practice representing both international and domestic clients in proceedings before the Hellenic Competition Commission. Regularly acts for clients on investigations and cases relating to cartels, abuse of dominance and vertical restraints. Additionally reputed for handling state aid issues. Also assists clients with merger control mandates, as well as antitrust compliance audits, programmes and training.

Strengths “The firm has in-depth expertise in the area and has been involved in seminal cases in Greece showcasing its excellence both from a plaintiff’s and defendant’s perspective,” states an impressed interviewee.

“Their services are simply excellent,” confirms a client who also finds the lawyers to be “easy to reach and very effective.”

Work highlights Advised Attica Bank on the Hellenic Competition Commission’s investigation into alleged anti-competitive agreements with Interbanking Systems (DIAS).

Notable practitioners

John Dryllerakis (see p.991) is a highly respected and much sought-after authority on competition law, with one client enthusing that “he is really spectacular.” He regularly represents clients before Greek and European courts in unlawful state aid and abuse of dominance cases. Head of department **Emmanuel Dryllerakis** (see p.990) commands respect for his extensive knowledge in the field. His practice covers contentious and non-contentious competition mandates, including vertical restraints, antitrust compliance audits and public tenders. The “very practical” **Cleomenis Yannikas** (see p.997) regularly represents clients before the Hellenic Competition Commission and administrative courts. His broad expertise covers abuse of dominant position, dawn raids and distribution networks.

POTAMITISVEKRIS

See profile on p.1017

What the team is known for Leading practice regularly representing large multinationals before competition authorities in Greece. Particularly knowledgeable in abuse of dominance and cartel cases. Also noted for its skilful handling of trans-

action-related mandates and merger control filings with the European Commission. Additional expertise in state aid issues. Frequently assists clients in the media, telecoms, life sciences and energy sectors.

Strengths A client reports: “They are able to offer sophisticated and tailored legal advice on various competition matters. They are very responsive and quick to provide feedback, which distinguishes them from others in the market.”

“The team’s legal expertise produces tangible results and ensures the best interests of our company,” states another impressed respondent, adding: “The lawyers present us with several options, guide us through and support us in every step of the way.”

Work highlights Assisted WIND Hellas with the clearance of its joint venture with Vodafone for creation of Vantage Towers before the EETT.

Notable practitioners

Clients attest that **Dimitris Loukas** (see p.993) “has vast knowledge and experience in competition law which enables him to offer strategic and practical advice of great value. He also has very strong interpersonal skills which always guarantee a smooth and meaningful cooperation.” He offers market-leading expertise in a range of contentious and non-contentious Greek and European competition law mandates. The “very well-respected” **Xenophon Paparrigopoulos** (see p.995) handles significant cartel investigations, abuse of dominance cases and merger control issues. Clients profess that “he is cool, calm and collected and has amassed a lot of knowledge.”

Band 2

Bernitsas Law

See profile on p.1001

What the team is known for Well-recognised corporate firm with a respected competition law offering, acting for an impressive roster of clients. Has a particular focus on merger control mandates, as well as regulatory issues connected to distribution networks and price fixing. Also has experience in investigations and dawn raids. Additionally assists with the appeal of fines and decisions from the authorities relating to alleged collusion and anti-competitive conduct.

Strengths Clients are impressed with the team’s service and note that “the lawyers are successful in getting things done very fast.”

“They know our business and have a holistic approach to cases,” reports a second interviewee.

Work highlights Assisted CVC Capital Partners with matters connected to SAIGA Sàrl’s acquisition of a minority stake in Skrutz.

Notable practitioners

Managing partner **Panayotis Bernitsas** (see p.989) is a well-respected figure in the sector, boasting long-standing experience in competition law. His practice covers merger clearances, distribution networks and state aid issues. **Augustine Almyroudi** (see p.989) regularly represents clients in appeal cases arising from fines imposed due to anti-competitive practices.

She also offers regulatory and antitrust compliance knowledge, including for distribution agreement topics. The “very proactive” **Marina Androulakakis** (see p.989) is recognised as a key practitioner in the competition department. She advises a diverse client list on transaction-related topics, dawn raid investigations and antitrust litigation before the Hellenic Competition Commission.

Kyriakides Georgopoulos Law Firm

See profile on p.1010

What the team is known for Full-service firm assisting with a broad range of competition law mandates. Regularly represents clients in high-profile investigations before the competition authorities relating to abuse of dominance cases. Also advises clients on competition matters pertaining to restructuring distribution networks and other compliance topics, as well as transactions.

Strengths “They have a good balance between a legal expertise and business sense,” says a satisfied client who also lauds the lawyers’ communication skills.

Work highlights Assisted Assicurazioni Generali with the merger control issues and notification filing requirements relating to its acquisition of AXA’s Greek subsidiary.

Notable practitioners

Admired as an “honest and reliable competition practitioner,” **Anastasia Dritsa** operates at the forefront of the Greek market. She boasts a wealth of experience in dawn raids, price fixing issues and distribution agreement matters, also assisting clients with investigations arising from abuse of collective dominance allegations. **Victoria Mertikopoulou** enters the rankings on the back of strong market support. Her practice benefits substantially from her previous work in the local competition authority and she has experience in a range of issues including distribution and antitrust compliance matters. New addition to the rankings, **Violeta Panagiotopoulou** assists clients with issues arising from information exchange arrangements between competitors, distribution agreements and merger clearance matters. Clients attest: “She is great at explaining the essence of law

and what it means for us, which gives us a sense of security and understanding of what we are doing.”

Zepos & Yannopoulos

See profile on p.1021

What the team is known for Notable competition practice representing clients in investigations and disputes relating to abuse of dominance and cartel cases. Additionally assists with transaction-related mandates, such as merger control issues and gun-jumping actions. Also advises on state aid and general antitrust compliance matters.

Work highlights Represented Alpha Bank before the Hellenic Competition Commission regarding two dawn raid inspections.

Notable practitioners

Department head **Stamatis Drakakakis** (see p.990) is widely acknowledged as a leading figure in the sector. His standout practice covers the full gamut of Greek and European competition law, including dawn raids, state aid, and merger filings as well as abuse of dominance cases and cartel investigations.

Stefanos Charaktiniotis (see p.989) has experience in competition law mandates, especially those relating to transactions.

Band 3

Metaxas & Associates

See profile on p.1013

What the team is known for New entrant to the rankings, attracting attention for its expertise in state aid. Offers experience in abuse of dominance matters, pricing policies and EU competition law compliance advice. Acts for private companies and government agencies on contentious and non-contentious mandates often involving the energy sector. Also has experience in complex administrative and regulatory litigation before the Greek and European courts.

Strengths “Their services have been very effective, timely and reliable,” reports a satisfied client.

Another interviewee remarks that “the team members offer detailed and precise advice and demonstrate solid knowledge.”

Work highlights Advised DESFA on the competition and EU law requirements relating to its procurement procedures.

Notable practitioners

Antonis Metaxas is widely acknowledged as an expert in state aid matters and has a particular focus on the energy industry. He has experience in both Greek and European competition law issues.

Other Ranked Lawyers

Vassilis Karagiannis has notable expertise in state aid matters and regularly advises clients from the energy and infrastructure sector on contentious and non-contentious competition mandates. A satisfied client says: “He demonstrates valuable skills such as in-depth knowledge of case law, persistence, flexibility during meetings and focus on details.”

Constantinos Lambadarios (see p.993) is recognised as a key partner in the firm’s competition practice, with sources confirming that “his knowledge is very good and he has a proactive approach.” He has experience handling distribution agreements and merger controls as well as antitrust compliance topics.

Central to the firm’s competition practice, **Anna Manda** is at her most visible handling merger clearance mandates. She also advises on vertical restraints, distribution agreements and competition matters arising from tender processes.

Alexandra Mikroulea attracts attention for her extensive academic knowledge in the field. Her practice covers merger control mandates as well as abuse of dominance cases before the Hellenic Competition Commission.

Gregory Pelecanos is recognised for his expertise in vertical and distribution agreement matters, with clients hailing from the automotive and energy sector. “His response times are exceptionally fast,” confirms a client, also praising his deep knowledge of competition law.

GREECE: An Introduction to Corporate/Commercial

Contributed by Koutalidis Law Firm

Greece: Corporate/Commercial

Macroeconomic Developments

The rapid spread of COVID-19 shaped Greece's economic performance to a large extent in 2020. The Greek economy contracted by 8.2% compared to 2019, interrupting the recovery recorded during the previous years. The fallout of the tourist season in 2020 on the back of the pandemic had a significant effect given the weight of the tourism sector in the economy, which accounts for nearly 21% of the country's GDP. Against this backdrop, the fiscal response to the crisis was well-organized and mitigated its impact, while market confidence and financing conditions remained favourable, as evidenced by the historically low sovereign yield spreads and the recent upgrade of Greece's credit rating. Notably, according to recent surveys, the investment community credits Greece for the level of success in addressing the public healthcare crisis (77%), the speed of digitalization of the Greek state in response to the crisis (73%), and the weight and impact of the stimulus package (72%).

Transaction Activity & Market Trends

The murky economic environment dampened deal-making confidence, driving a downward trend of deal volume. Overall, Greek companies attracted EUR 6 billion in total capital, a 50% decrease compared to 2019. This drop was particularly pronounced in the area of privatizations, where the completion of a number of transactions was extended to 2021 due to the COVID-19 outbreak. As a result, privatization proceeds declined from EUR 1.2 billion in 2019 to a mere EUR 45 million in 2020, driven by the successful closing of the Marina of Alimos concession. The value of listed corporate bonds issued by Greek companies dropped from EUR 5 billion to EUR 1.7 billion year over year, with six public offers in total, including issues by GEK TERNA SA and Lamda Development SA amounting to EUR 500 million and EUR 320 million, respectively.

According to a recently published survey, the volume of M&A transactions in 2020 fell markedly to 59 deals compared to 85 in 2019. However, the total deal value experienced only a marginal drop of EUR 160 million amounting to a total of EUR 4.1 billion. Notably, transactions valued above EUR 200 million accounted for 55% of total deal value in 2020, including the combination of the tower infrastructure assets of Vodafone Greece with those of Wind Hellas Telecommunications SA, Upfield Holdings BV's EUR 500 million acquisition of Arivia SA, and Iliad SA's EUR 440 million acquisition of 20.1% of PLAY Communications. In terms of industry performance, M&A activity was largely driven by the TMT sector, accounting for 44% of total deal value, while the food & beverage and energy sectors also remained active (16% and 10%, respectively). High-value acquisitions were also recorded in the e-commerce sector (Instashop Ltd, Skroutz SA, Caremarket), partly due to the impact of COVID-19 as a market disruptor.

2021 Outlook

The evolution of the pandemic and the progress of the vaccination campaign hang over Greece, casting serious uncertainty over the country's economic prospects, not least transaction activity. However, there is still reason for continued optimism in 2021. Fiscal policy is expected to remain accommodative, supported by low funding costs and the deployment of EU funds. Greek banks will redouble their efforts to reduce the stock of non-performing exposures and substantially

improve asset quality. At the international level, large corporate cash reserves and record low interest rates across major markets will make it possible to fund deals in a variety of ways. Most importantly, the successful fight against COVID-19 coupled with the favourable risk/reward profile in a number of investment opportunities should pave the way for a solid economic recovery and spur transaction activity.

Insolvency Law

The new insolvency framework enacted by law 4738/2020, transposing into Greek legislation the provisions of EU Directive 2019/1023, constitutes a coherent attempt to codify all previously available debt settlement tools and restructuring schemes in a single piece of legislation, while, at the same time, radically reforming the context for treatment of financial inability, collective satisfaction of creditors and discharge of debts for any natural person or legal entity carrying out financial activity. The main objective of the new framework is to increase transparency and effectiveness of preventive restructuring, pre-insolvency and insolvency resolution proceedings, in order to establish a more investment friendly environment where debt recovery rates for creditors and investors are higher. At the same time, the new provisions ensure that viable enterprises and entrepreneurs that face financial difficulties have access to effective mechanisms which enable them to continue operating, whereas non-viable businesses with no prospect of survival will be liquidated as quickly as possible. To that end, the simplification of procedural requirements, the shortening of the length of restructuring and insolvency procedures, the introduction of quantitative criteria for debtor qualification as well as the utilization of new technologies, such as the creation of central electronic platforms and an electronic insolvency registry to serve as points of reference for all parties concerned, are among the major reforms of the new legislation, which will speed up and increase transparency and effectiveness of preventive restructuring and insolvency proceedings. What's more, the entry into force of law 4738/2020 has set the ground for a better assessment of the risks involved in lending and borrowing decisions, facilitating at the same time the adjustment for insolvent or over-indebted debtors, thus minimizing the economic and social costs involved in their deleveraging process.

Corporate Governance Framework

Law 4706/2020 introduced a new, long awaited corporate governance framework for listed companies, with a view to reinforcing investor confidence and strengthening their transparent and efficient operation in line with international trends. The new provisions focus primarily on the composition and operation of the board of directors. Listed companies are obliged to adopt a suitability policy for the selection of board members, in accordance with guidelines provided by the Hellenic Capital Market Commission, whilst the law sets forth fit-and-proper principles and formal conditions for the composition of the board. The distinction under the previous regime between executive, non-executive and independent non-executive members remains, however the new provisions further delineate the responsibilities of each group and strengthen the role of independent non-executive members. The new corporate governance framework provides for the mandatory establishment of a Remuneration Committee and a Nomination Committee and introduces changes to the operation of the Audit Committee, while also including provisions on the compa-

ny's Operating Regulation and Internal Control Systems.

Online Platforms & Business Users

A further notable development within 2020 is law 4753/2020, which introduced a number of supplementary measures aimed at reducing distortion of competition and the imbalance of negotiation power often presented in the case of intermediary platforms and search engines. Such measures are transposed into Greek legislation from Regulation (EU) 2019/1150 on platform-to-business relations (P2B Regulation) and aim to ensure that business users of online intermediation services and corporate website users in Greek territory, in relation to online search engines, are granted appropriate transparency, fairness and effective redress possibilities.

Digital Governance, Electronic Documents and E-Signatures

In many areas the COVID-19 pandemic has not been a change agent so much as an accelerant of trends already underway. This is most evident in the enactment of law 4727/2020 on Digital Governance (implementing EU Directives 2016/2102 and 2019/1024) and Electronic Communications (implementing EU Directive 2018/1972) which introduces a new framework on digital environment and electronic communications applicable to administrative procedures as well as to natural persons and legal entities. The overall objective of the new law is to

facilitate business and good administration, transparency and accessibility, as well as ensure protection of personal data and privacy. The main and most important innovation of the law with respect to Digital Governance relates to the provision of digital public services and particularly the fact that the circulation of electronic documents, public or private, between administrative authorities and natural persons or legal entities will be carried out through the Single Digital Portal of Public Administration (gov.gr), through a user authentication system. Furthermore, the law includes provisions on qualified electronic signatures, seals and time stamps, setting forth the requirements under which a public or private electronic document may be accepted by any public authority, court, natural person or legal entity.

Meetings of Corporate Bodies

The COVID-19 pandemic prompted the Greek legislature to further facilitate the use of electronic means in meetings of corporate bodies. With regards to sociétés anonymes – the most common type of corporate business entity in Greece – the general meetings of shareholders as well as the meetings of the board of directors can now take place via teleconference even if this is not provided in the company's constitutional documents, pursuant to the provisions of law 4712/2020. This is also permitted for meetings of members of private companies, another common type of corporate entity.

Corporate/Commercial

Corporate/Commercial
Leading Firms
Band 1
Bernitsas Law *
Karatzas & Partners *
POTAMITISVEKRIS *
Band 2
Dryllerakis & Associates *
Koutalidis Law Firm *
Kyriakides Georgopoulos Law Firm *
Lambadarios Law Firm *
Band 3
Norton Rose Fulbright
Sarantitis
Zepos & Yannopoulos *
Band 4
AKL Law Firm *
KLC Law Firm *
Papapolitis & Papapolitis *
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Bernitsas Law

See profile on p.1001

What the team is known for Boasts a broad corporate and commercial practice, well supported by the firm's highly regarded financing and competition offerings. Has a strong transactional focus, advising on public and private M&A as well as on stock exchange listings. Also assists international clients with global mergers and corporate restructurings. Also active on advisory mandates, from commercial agreements to corporate governance. Clients hail

Corporate/Commercial
Senior Statespeople & Eminent Practitioners
Senior Statespeople: distinguished older partners
Bernitsas Panayotis M Bernitsas Law *
Dryllerakis John C Dryllerakis & Associates *
Eminent Practitioners
Karatzas Catherine Karatzas & Partners
Koritsas Nikos Koutalidis Law Firm *
Leading Individuals
Band 1
Lambadarios Constantinos Lambadarios Law Firm *
Metallinos Alexander Karatzas & Partners
Papachristopoulos Nikos Bernitsas Law *
Potamitis Stathis POTAMITISVEKRIS *
Band 2
Bersis George POTAMITISVEKRIS *
Dryllerakis Emmanuel J Dryllerakis & Associates *
Band 3
Samoladas Dorotheos Sarantitis
Vouterakos Konstantinos Kyriakides Georgopoulos Law
Yannikas Cleomenis Dryllerakis & Associates *
Band 4
Faitakis Christina Karatzas & Partners
Kosmopoulos Alexandros AKL Law Firm
Manda Anna Karatzas & Partners
Minoudis Georgios Karatzas & Partners
Papapolitis Nicholas Papapolitis & Papapolitis
Politis Vangelis Politis & Partners (ORL) ◇
Up-and-coming individuals
Katsimi Melina Lambadarios Law Firm *
Kitsou Evi Bernitsas Law *

from a range of sectors including insurance and consumer goods.

Strengths A client notes that the lawyers are "always efficient, reliable and provide business-oriented legal

advice in prompt time."

The firm "provides high-quality legal expertise and is able to cover all important practice areas that are relevant in an M&A transaction," another client states.

Work highlights Advised Andromeda Seafood and its investors on its EUR500 million acquisition of majority stakes in Nireus and Selonda.

Notable practitioners

Managing partner **Panayotis Bernitsas** (see p.989) has cultivated a strong reputation in the market and is known for his excellent client relationship skills. He has extensive experience in corporate and commercial matters. Market-leading practitioner **Nikos Papachristopoulos** (see p.995) is "very pragmatic, finds solutions and listens to the client," according to a source, who further appreciates that he "is not afraid to share his opinion and gave the support we needed." He routinely handles complex M&A and private equity deals involving the infrastructure, energy and aquaculture industries. **Evi Kitsou** (see p.992) assists clients with corporate restructuring matters, mergers and the acquisition of distressed assets. A source sees her as an "exceptional" lawyer, adding that "she is a rising star in M&A."

Karatzas & Partners

See profile on p.1007

What the team is known for Highly esteemed for transactional matters, advising on both domestic and global M&A spanning a variety of sectors. Assists with shareholder and share purchase agreements, joint ventures, restructurings and corporate spin-offs. Represents clients from the tourism, healthcare and energy sectors. Benefits from its superb reputation among financial services clients, acting for banks as well as private equity and investment funds

on M&A mandates. Popular choice with international law firms to provide advice on the Greek law aspects of cross-border transactions.

Strengths *"The depth and breadth of their partners' knowledge ensures that they are able to support every client's business needs successfully and provide high-quality, innovative legal solutions,"* one commentator states.

A second client confirms that the team *"demonstrates outstanding capabilities in managing cross-border issues, delivering high-value and high-impact results."*

Work highlights Assisted Viohalco with the EUR226 million establishment of Noval Property.

Notable practitioners

Catherine Karatzas gains recognition for being a *"very dynamic"* practitioner, with one client noting that *"she always finds out-of-the-box solutions."* She has longstanding experience in the field and her practice covers REIC set-ups, capital increase topics and cross-border M&A transactions. *"Outstanding"* practitioner **Alexander Metallinos** maintains a leading position in the market with sources speaking highly of his *"excellent knowledge"* in corporate matters. He is well placed to advise on corporate reorganisation matters, privatisations and high-value mergers, being particularly popular with banking clients. **Christina Faitakis** is praised by a source as *"an excellent, hard-working lawyer."* She regularly handles transactions involving the real estate, energy and banking sector. **Anna Manda** enters the rankings following extensive market recognition. She advises on SPA agreements, having additional experience in company buyouts. A client says: *"She possesses strong commercial awareness, is a tough negotiator and is very effective at managing an M&A process."* **Georgios Minoudis** assists clients with joint ventures, divestitures and commercial agreements. One client describes him as a *"very solution-oriented"* practitioner, with a second highlighting his *"deep knowledge"* and ability to understand the client's perspective.

POTAMITISVEKRIS

See profile on p.1017

What the team is known for Market-leading team for M&A transactions across a broad range of sectors, such as the pharmaceutical, telecommunications, real estate and energy industries. Advises on corporate and commercial contracts and agreements, private equity deals, joint ventures and corporate governance topics. Well placed to advise on public tender offers and carve-outs. Assists clients with the acquisition of distressed assets and corporate restructuring.

Strengths One respondent values the lawyers for *"their clear and well-documented advice"* and *"their cool-headed response to unpredictable and urgent matters."*

A client notes that the team boasts a *"wide range of expertise to support any corporate issue,"* adding that *"they are always providing solutions to problems, guiding the client with effective negotiation and attention to detail."*

Work highlights Assisted HIP with its EUR150 million acquisition of five hotel businesses.

Notable practitioners

Stathis Potamitis (see p.996) *"is excellent at grasping complicated issues fast, identifying the critical issues and finding ways to safeguard the client with simple solutions that work,"* a source says. He has experience in a range of corporate matters, reg-

ularly advising on joint ventures, asset transfers and commercial agreements. **George Bersis** (see p.989) advises on private equity deals, M&A mandates and restructuring topics, often handling transactions in the banking and real estate sectors.

Band 2

Dryllerakis & Associates

See profile on p.1003

What the team is known for Strong practice acting for buyers and sellers on M&A transactions, both at a domestic and international level. Assists with due diligence, shareholder matters, corporate spin-offs, establishing new companies and corporate restructuring mandates. Handles deals in a range of industries, with particular activity in the hotel and hospitality sector. Clients benefit from the team's close collaboration with the firm's strong competition department.

Strengths The firm is valued for its *"dedication, support and out-of-the-box thinking"* by its clients.

Another source highlights the *"accessibility and accuracy of the legal opinion"* of the team's members.

Work highlights Acted for Hellenic Petroleum on the sale of its 35% stake in DEPA Infrastructure.

Notable practitioners

Acknowledged as a *"remarkable"* practitioner in the Greek market, **John Dryllerakis** (see p.991) wins plaudits for his outstanding experience in corporate and commercial matters. *"He has a vast and holistic knowledge of the law,"* a client confirms, adding that *"his experience is more than valuable and he can always understand the business aspects of any issue."*

Head of the department **Emmanuel Dryllerakis** (see p.990) has a strong reputation for his corporate practice, assisting companies from a range of sectors with cross-border transactions and boardroom advice. Clients appreciate his broad knowledge and ability *"to coordinate and assign tasks efficiently."* According to sources, **Cleomenis Yannikas** (see p.997) is *"always up to date"* and *"gives good, concise advice."* Yannikas is further praised for being *"a hard-working and efficient lawyer."* He assists clients with corporate compliance matters and is regularly involved in company set-ups as well as in large M&A and privatisation deals.

Koutalidis Law Firm

See profile on p.1009

What the team is known for Well reputed in corporate and commercial mandates, acting for both buyers and sellers. Acts on a range of transactions, including restructurings and privatisations, at both a domestic and global level. Offers notable experience advising on SPA, shareholder and commercial agreements. Clients hail from a range of industries including the energy, banking and manufacturing sectors.

Strengths One interviewee praises the firm's *"fast and results-oriented advice,"* and describes the lawyers as *"proactive and highly supportive."*

A second client highlights the team's *"timely responses and suggestions in complex transactions."*

Work highlights Assisted SouthBridge Europe Mezzanine with the sale of 100% of its shares in ARIVIA.

Notable practitioners

Clients see managing partner **Nikos Koritsas** (see p.992) as *"very pragmatic, calm and precise."* He boasts longstanding experience in corporate and commercial mandates, regularly advising clients on

share transfers, divestments and privatisations. Clients also benefit from his expertise in banking and finance.

Kyriakides Georgopoulos Law Firm

See profile on p.1010

What the team is known for Assists funds, investment vehicles and multinational companies from a range of sectors on corporate and commercial matters. Advises on mandates pertaining to private and public M&A, including shareholder and share purchase agreements. Other areas of expertise include restructuring transactions and capital increase topics.

Strengths A source attests that the firm's *"seasoned"* lawyers offer *"strong expertise and thorough business knowledge."*

The firm stands out for *"its speed of response and the personal attentiveness of the partners,"* according to a respondent who finds the team to be *"very commercial and client-oriented."*

Work highlights Advised HSBC France as listing agent in relation to Titan Cement International's voluntary share-for-share tender offer for the acquisition of Titan Cement Company Greece.

Notable practitioners

According to an impressed source, **Konstantinos Vouterakos** showcases a *"thoroughly customer-centric"* approach and is *"an excellent business partner with deep understanding of the industry specificities."* His practice covers M&A mandates involving the real estate and banking sectors, and he is also knowledgeable of privatisation topics.

Lambadarios Law Firm

See profile on p.1011

What the team is known for Well-respected team handling transactions, corporate restructurings and joint ventures. Also experienced in privatisation deals. Regularly advises international companies and funds on public and private M&A, investments and corporate activities in Greece, often cooperating with foreign and international law firms. Acts on deals across a range of sectors including the banking, energy, real estate and hospitality industries.

Strengths One source highlights the firm for its *"friendly and pragmatic approach,"* and for offering *"constructive support and tangible results."*

Another respondent reports: *"They maintain an amicable and constructive dialogue with the other side. This, combined with their knowledge and experience in the M&A area, contributes greatly in making the deal happen."*

Work highlights Assisted DEPA with its EUR1 billion demerger.

Notable practitioners

Managing partner **Constantinos Lambadarios** (see p.993) receives extensive praise for his experience in the field, with one source describing him as *"an exceptional strategic thinker."* He offers experience in a broad range of corporate and commercial topics, including joint ventures, M&A and corporate restructuring mandates. A client describes Lambadarios as *"absolutely amazing"* and goes on to praise his *"phenomenal interpersonal skills, which allow him to be effective in negotiations."* Recognised for her *"exceptional attention to detail,"* **Melina Katsimi** (see p.992) assists clients with commercial agreements such as MDAs and SPAs, often acting on real estate M&A. One interviewee commends her *"good technical knowledge,"* while another praises her *"exceptional attention to detail."*

Band 3**Norton Rose Fulbright**

What the team is known for Represents state entities and private companies in a range of commercial agreements, joint ventures, investments and transactions, including public M&A deals. Also advises foreign clients on the establishment of SPVs in Greece. Offers clients a strong international network to assist with cross-border mandates. Particularly active in the energy sector.

Strengths One client finds the lawyers to be “*thorough and responsive*,” adding: “*When we get advice from them, we know it is reliable and we feel comfort in using it to make informed commercial decisions.*”

Another interviewee notes: “*Their advice has always proved to be very helpful and enlightening.*”

Work highlights Acted for Hyperion Insurance Group on its acquisition of Matrix Insurance & Reinsurance Brokers.

Notable practitioners

Elena Tsohou heads the department and is a key contact for the firm's clients.

Sarantitis

What the team is known for Acts on corporate mandates for a diverse client list which includes domestic companies and foreign multinationals. Advises on M&A transactions and restructurings as well as commercial and contractual agreements. Also frequently assists with corporate compliance and day-to-day corporate matters relating to company boards and shareholders.

Strengths A client highlights the team's “*responsiveness and quality of advice*,” further describing the members as “*commercially minded*.”

Another source states that the firm exhibits “*deep knowledge of the topics and understanding of the business dynamics*.”

Work highlights Assisted Powerbrook with the EUR148 million sale of its stake in Club Hotel Loutraki.

Notable practitioners

Dorotheos Samoladas regularly handles M&A transactions, spin-offs and investments, also offering support in commercial matters. He elicits praise for his “*business agility*” from a source who also notes that “*his expertise and insight are valuable assets for every client.*”

Zepos & Yannopoulos**See profile on p.1021**

What the team is known for Advises clients on binding offers, concession tenders, as well as broader M&A and ECM transactions. Mandates also

include joint ventures and acquisitions involving the energy, insurance and telecoms sectors. Also assists multinational companies with corporate compliance.

Often acts for foreign investors looking to acquire Greek targets, working with international law firms to assist with local elements of cross-border deals. Clients benefit from the team's close cooperation with the firm's leading tax department.

Strengths The lawyers are described as “*always to the point and solution-oriented*,” as well as “*fast, reliable and ready to advise on everything around the relevant sectors in Greece.*”

“*I was impressed with the quality of their services*,” a second interviewee states, further noting that the team members are “*prompt*” and “*very helpful*.”

Work highlights Acted for ELPE Renewables on its EUR130 million acquisition of a solar park from juwi Hellas.

Notable practitioners

The key contacts for this department are Athina Skolarikou, Stefanos Charaktiniotis and Anastasia Makri.

Band 4**AKL Law Firm****See profile on p.998**

What the team is known for Handles a wide variety of corporate and commercial work, including M&A, share transfers, corporate reorganisations and privatisations. Also offers experience in joint ventures, as well as assisting with contract law and corporate governance topics. Acts for large corporates, funds and banks.

Strengths One interviewee says that “*the firm's attorneys gauge the business needs of clients and commercial risks involved, and succeed in tailoring the firm's approach to the relevant parameters*,” adding: “*They deliver meaningful and value-adding advice.*”

“*The team is well organised, thorough, swift and consistently provides us with well-reasoned and insightful advice*,” a satisfied client attests.

Work highlights Advised Atlantia on its bid for the EUR300 million Greek satellite tolling systems tender.

Notable practitioners

According to a source, **Alexandros Kosmopoulos** “*grasps the very core of his clients' business and always provides the quickest and most effective advice.*” He assists with M&A transactions and commercial agreements, receiving endorsements for offering “*creative solutions in the most complex legal issues.*”

KLC Law Firm**See profile on p.1008**

What the team is known for Represents both buyers and sellers in M&A transactions and investments, including negotiations and drafting contracts. Additionally versed in corporate restructuring and reorganisation mandates, with experience in company set-ups. Also assists companies with day-to-day corporate and commercial advice, including corporate governance matters.

Strengths “*They are hard-working and responsive*,” a client notes, further appreciating that the lawyers “*seek practical and client-oriented solutions.*”

A second interviewee reports that the team offers “*quick response times, attention to details and a practical approach to matters.*”

Work highlights Advised Papatheocharis Group on the EUR29.5 million sale of its majority stake in a company.

Notable practitioners

Kostas Loukopoulos heads the practice and is the key contact for the department's clients.

Papapolitis & Papapolitis**See profile on p.1016**

What the team is known for Has a number of clients from the financial sector, including private equity and alternative investment funds. Assists clients with M&A transactions, also handling share purchase and shareholder agreements. Experience of mandates involving the real estate sector.

Work highlights Advised Elements Capital Management and York Capital Management on their joint acquisition of Famar.

Notable practitioners

Managing partner **Nicholas Papapolitis** regularly handles M&A transactions in the real estate and finance sectors. He assists clients with the creation of SPVs and mandatory tender offers.

Other Ranked Lawyers

One source lauds **Vangelis Politis** for his “*remarkably broad experience*,” adding that “*his advice is always to the point.*” He advises clients on commercial agreements and company buyouts, as well as offering support with day-to-day operations.

GREECE: An Introduction to Dispute Resolution

Contributed by Koutalidis Law Firm

The most notable development affecting the area of dispute resolution in Greece for the last year is, of course, the outbreak of the COVID-19 pandemic. The pandemic exploded at a timepoint when Greece had just recovered from the long-lasting consequences of the previous debt crisis and the economy was expected to “flourish”, with the tourism revenues as spearhead. However, all projections were overturned under the standstill caused by the health crisis. The pandemic has severely affected the operation of most business sectors, in particular tourism, the travel sector, entertainment, catering and most sectors of retail business. The irregular and unprecedented situation forced the government to intervene by introducing two kinds of measures: restrictions in the direction of social distancing and mitigation provisions supporting the sectors more heavily affected. State intervention as well as the pandemic itself have affected the performance of contracts in almost all fields of business, generating a special category of disputes.

More specifically, although the legislature has introduced exceptional provisions for certain types of contracts – mostly leases, employment contracts, and seasonal services contracts – a storm of claims is expected to arise. After all, most of the parties who have been suddenly found entangled in non-profitable agreements had themselves outstanding obligations to perform. Therefore, parties in contracts which were not subject of the exceptional provisions are expected to request from the courts either their release from the obligation to perform or the adjustment of the contract. The same is expected to happen as regards cases where the exceptional provisions do not cover sufficiently (so as to satisfy the general provisions of the law) the losses that were suffered. In cases where special provisions have been put in place, the courts will have to examine whether the remedies granted by such provisions are sufficient or whether (and to what extent) recourse to the general provisions of law is appropriate. The courts will also have to re-examine, in light of the pandemic, the notions of force majeure, inability to perform, overturn of the underlying basis of the contract or disturbance of the contractual equilibrium. The aforementioned impediments of performance are expected to be raised mostly by parties to contracts which were concluded before the outbreak of the pandemic; however, Greek case law and theory do not exclude per se the invocation of said objections even for obligations undertaken during the crisis. In view of the above, a whole new category of disputes reflecting the effect of the pandemic on contracts of all kinds is expected to be brought before the courts.

A similar situation will probably be formed in relation to arbitral proceedings as well. Although arbitration clauses are included in more sophisticated contracts, which most of the time include express provisions on force majeure events and on material adverse change of circumstances, the occurrence as well as the extent of the consequences caused by COVID-19 will probably raise issues of interpretation of such clauses. Therefore, the triggering of arbitration clauses and a relevant increase in arbitral proceedings are also to be expected.

Apart from the issues arising on a substantive law level, the pandemic has severely affected the operation of justice on an institutional level as well. From a procedural point of view, the necessary social distancing has led to the introduction of measures for the postpone-

ment of the operation of the ordinary courts for non-urgent cases. The operation of the courts has been suspended from March until June 2020 and then again from November 2020 until now (April 2021), with limited exceptions. However, since every cloud has a silver lining, the situation formed by the pandemic and in particular the necessary restrictions in physical presence have accelerated in some aspects the digitalization of the judicial system. The most significant step in that direction was the introduction of the new Article 122A of the Code of Civil Procedure, giving the litigant parties the option to carry out the service of documents by electronic means, subject to meeting certain procedural requirements. In the same direction, legal practitioners have been “forced” to become more familiar with the – long available but not very popular – electronic submission of judicial documents addressed to the courts, while the courts have developed a service providing electronic copies of their decisions, as well as of the judicial documents submitted by the litigant parties. The Minister of Justice has also announced for the current year the digitalization of the hearing dockets, the introduction of remote witness testimonies through teleconference, as well as the adoption of provisions regarding the so-called e-divorce, i.e. the issuance of a divorce upon agreement of the spouses without their physical appearance before the court. However, the road to a more extended and efficient digitalization of the court proceedings remains long and hard, taking for example into account that unlike other countries, no initiative was taken for the introduction of remote hearings, possibly due to the lack of the necessary infrastructure.

On the other hand, arbitration proceedings were proved to be, as expected, much more flexible and ready to adjust to the conditions formed by the pandemic and the physical presence restrictions; arbitral tribunals continued to operate on a “business as usual” mode taking advantage of the technological instruments available, facilitating the conduct of remote hearings with the participation of tribunal members and counsels seated in their own offices around the world.

The disruption of the normal operation of the courts due to the moratorium period as well as the delays in court proceedings that are expected to occur due to the increased workload once their ordinary operation is restored may lead the parties to re-examine the alternative path of mediation. Although civil and commercial disputes may in principle be subject to mediation, provided that the parties have the power to dispose of the subject matter of the dispute in accordance with the provisions of substantive law, such alternative has not yet been very popular. The legislature has attempted to reinforce such opportunity with Law 4640/2019 providing that, prior to filing a lawsuit, the legal counsel representing their client before the court must inform the latter in writing of either the possibility of recourse to mediation for those cases for which mediation is optional, or alternatively, of the obligation to appeal to the mandatory initial session for those cases where mediation is obligatory, for example in family disputes or in cases where the object of the dispute exceeds the amount of EUR30,000. It remains to be seen whether the situation in justice which will be formed after the pandemic will turn mediation into an equivalent or at least into an appreciable alternative to the ordinary court proceedings.

Dispute Resolution

Dispute Resolution
Leading Firms
Band 1
Bernitsas Law *
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Band 2
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Kyriakides Georgopoulos Law Firm *
POTAMITISVEKRIS *
Band 3
Ioannis Vassardanis & Partners *
Sarantitis
Band 4
Apostolos Georgiades & Associates *
Calavros & Partners
Machas & Partners *
Moussas & Partners *
Zepos & Yannopoulos *
Senior Statespeople
Senior Statespeople: distinguished older partners
Dryllerakis John C Dryllerakis & Associates *
Filiotis John Lambadarios Law Firm *
Georgiades Apostolos Apostolos Georgiades & Associates
Hadjiannou Anthony Kyriakides Georgopoulos Law Firm
Leading Individuals
Band 1
Logothetis Gregory P Koutalidis Law Firm *
Papadiamantis Konstantinos POTAMITISVEKRIS *
Band 2
Calavros Constantin Calavros & Partners
Paraskevopoulos Christos Bernitsas Law *
Band 3
Dimitriadis Prokopis Lambadarios Law Firm *
Kyriakides John Kyriakides Georgopoulos Law Firm
Lambadarios Constantinos Lambadarios Law Firm *
Moussas Nicholas Moussas & Partners *
Roussis Dimitris Bernitsas Law *
Vassardanis Ioannis Ioannis Vassardanis & Partners
Band 4
Chiotellis Aristides KLC Law Firm
Christoforidis Nikos Zepos & Yannopoulos *
Constantinidis Vassilis Dryllerakis & Associates *
Courakis Evangelos N Koutalidis Law Firm *
Damilakis John G Dryllerakis & Associates *
Georgiades George Apostolos Georgiades & Associates
Machas Petros Machas & Partners
Metaxopoulos Kriton A & K Metaxopoulos (ORL) ◇
Monochartzis Theodora Sarantitis
Passas Dimitris Moratis Passas (ORL) ◇
Tsakri Eleni Ioannis Vassardanis & Partners
Tzioumas Panagiotis KLC Law Firm
Up-and-coming individuals
Kakaletris Panagiotis Dryllerakis & Associates *
Associates to watch
Mamalakis Evangelos Bernitsas Law *
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Bernitsas Law

See profile on p.1001

What the team is known for Maintains a top-tier ranking on account of its strong market recognition and consistent presence in high-profile cases. Has

White-Collar Crime
Leading Individuals
Anagnostopoulos Ilias ANAGNOSTOPOULOS (ORL) ◇ *
Giannidis Ioannis Ioannis Giannidis Law Firm (ORL) ◇ *
Koureleas Panagiotis Ioannis Giannidis Law Firm (ORL) ◇ *
Machas Petros Machas & Partners
Namias Ovvadias Ovvadias S. Namias Law Firm (ORL) ◇
Papadiamantis Konstantinos POTAMITISVEKRIS *
Troufakos Grigorios Troufakos & Associates (ORL) ◇
Tsiridis Polychronis Tsiridis Law Firm (ORL) ◇

proven capabilities in public law litigation, including cases linked to public tenders and the breach of public contracts. Defends companies in enforcement actions taken by the Greek data protection regulator or other domestic public bodies. Handles IP litigation and assists with disputes arising in insolvency situations. Has a strong reputation for capacity to handle complex commercial arbitration. Also advises on employment law disputes.

Strengths A client is impressed with the team's "wide range of legal expertise" on top of its "excellent communication skills."

"They are commercially oriented, offer pragmatic solutions and think outside the box," a second source enthuses.

Work highlights Acted for CNP ZOIS on claims arising from the alleged mis-selling of insurance products.

Notable practitioners

Sources identify **Christos Paraskevopoulos** (see p.995) as a "really persuasive lawyer with a very practical approach." One interviewee reports that Paraskevopoulos is "always checking that the solution aligns with the client's needs." He has significant experience in intellectual property matters, employment claims and shareholder disputes. **Dimitris Roussis** (see p.996) is noted for his presence in civil litigation and arbitration. He also represents clients before the administrative courts in actions against the Hellenic Republic, including notable cases relating to contractual breaches or environmental decisions. Newly introduced to the rankings, **Evangelos Mamalakis** (see p.994) is seen by a client as a practitioner who "looks into every single detail until he clears all the shadows." The same source goes on to say that Mamalakis is "very diligent in examining witnesses." He assists clients with product liability cases and litigation related to terminated distribution or agency agreements.

Dryllerakis & Associates

See profile on p.1003

What the team is known for Market-leading firm handling both litigation and arbitration work. Advises on diverse commercial proceedings, with notable experience in disputes over the termination of distribution or agency agreements. Senior partners act either as arbitrators or as counsel on domestic and international arbitration. Advises on complaints to the Greek competition authority and handles contentious tax mandates. Also handles white-collar crime cases flowing from allegations of fraud or embezzlement.

Strengths The firm's "efficient and reliable" lawyers attract praise as "they have great knowledge and do their best to meet clients' needs."

One interviewee describes the team as "effective" and confirms that "the results it brings are always

excellent."

Work highlights Defended Raytheon Technologies against a EUR9 million claim for loss of profit relating to the termination of an agency agreement.

Notable practitioners

John Dryllerakis (see p.991) boasts outstanding experience in commercial and administrative litigation. He is also frequently appointed as arbitrator. Clients value his technical knowledge and see him as "extremely helpful," adding: "He is up to date on every matter; even if something just came out yesterday he will already know about it." **Vassilis Constantinidis** (see p.990) enters the rankings as a result of market recognition for his experience in diverse proceedings, including those linked to insolvency, competition law breaches or allegations of financial crimes. He is praised by clients for his "analytical thinking, great litigation skills and understanding of our business rationale." Department head **John Damilakis** (see p.990) has broad experience in the dispute resolution field. His practice covers both civil law litigation and arbitration. Respondents report that **Panagiotis Kakaletis** (see p.992) is "able to analyse and explain complex legal topics in a very understandable and comprehensive way." He assists with disputes arising from the non-performance of construction contracts, the termination of other commercial agreements or the violation of IP rights.

Lambadarios Law Firm

See profile on p.1011

What the team is known for Leverages a long-standing presence in the Greek market, together with the leading reputations of experienced litigation and arbitration partners, to attract a wide range of significant disputes work. Acts as counsel to clients based in Greece or abroad on ICC and other commercial arbitration. Advises on the enforcement or appeal of arbitral awards in Greek courts. Acts for major IT companies on defamation claims or administrative disputes. Also handles commercial disputes for a wider range of major international corporates, including key clients from the banking, energy and infrastructure sectors.

Strengths The lawyers are "precise, fast and perceptive," according to one source, who goes on to praise the team's "deep knowledge and experience."

Another interviewee highlights the lawyers' "deep understanding of complex regulatory issues."

Work highlights Acted for OPAP on a EUR1 billion arbitration with the Hellenic Republic.

Notable practitioners

John Filiotis (see p.991) is "excellent in arbitration and civil litigation," according to a respondent. He is a highly respected authority on dispute resolution matters, undertaking a range of cases including defamation and public procurement proceedings.

Prokopis Dimitriadis (see p.990) frequently represents clients in ICC arbitration and litigation involving the energy sector. He also handles bankruptcy proceedings. Interviewees describe him as a "walking encyclopedia" and say that he "is very hard-working and doesn't leave any details unexamined." **Konstantinos Lambadarios** (see p.993) represents clients in public and civil proceedings, with additional experience acting as arbitrator in commercial arbitrations. He is regularly involved in cross-border disputes. Sources note that "he sees all the steps ahead in a case," adding: "He is very calm and inspires trust."

Band 2**KLC Law Firm****See profile on p.1008**

What the team is known for Has experience in high-value arbitration relating to the non-performance of shipbuilding contracts or energy sector project agreements. Handles commercial litigation on behalf of clients in the telecommunications, shipping, pharmaceutical and goods manufacturing industries. Assists private companies with the appeal of the outcome of tender processes. Acts on both sides of administrative disputes involving Greek planning or gaming sector regulators.

Strengths Sources report that the team members are “very diligent when preparing a case while providing straightforward and realistic advice.”

Another commentator finds that the lawyers are “able to suggest innovative solutions to complex issues” and are “versatile and highly responsive.”

Work highlights Acted for Hellenic Shipyards on claims totalling EUR330 million against Hellenic Railways. The dispute related to the breach of agreements to supply rolling stock.

Notable practitioners

Interviewees highlight **Aristides Chiotellis**'s understanding of the technical and strategic aspects of Greek proceedings. He represents clients in civil and public law disputes, offering additional experience in international arbitrations. Managing partner **Panagiotis Tzioumas** is commended by market sources for his strategic thinking. He acts on multi-jurisdictional debt recovery proceedings and franchise agreement termination disputes. He also has experience in sensitive cases against the Hellenic Republic.

Koutalidis Law Firm**See profile on p.1009**

What the team is known for Acts for major international and Greek clients on significant civil or administrative disputes. Attracts attention for work as counsel on high-profile international arbitration between infrastructure concessionaires and the Greek state. Handles litigation relating to the disputed ownership of real estate. Advises on corporate or commercial litigation arising for clients in the telecommunications, banking or pharmaceutical sectors.

Strengths One interviewee appreciates the lawyers' “dedication to the client” in addition to “their thorough analysis of the case, which allows them to build a very strong and detailed argument in the documents addressed to the courts.”

A second source lauds the team members' “knowledge, analytical thinking and creativity.”

Work highlights Acted for the Public Power Corporation on a EUR270 million ICC rules arbitration against Halvourgiki.

Notable practitioners

Gregory Logothetis (see p.993) is seen by market commentators as “a very experienced litigator who addresses every case with remarkable passion and dedication.” He boasts “tremendous experience” in international arbitration and litigation, and he is particularly noted for his knowledge of infrastructure and maritime disputes. Often praised for being “innovative in his legal arguments,” **Evangelos Courakis** (see p.990) has in-depth knowledge of disputes relating to concession agreements in the infrastructure industry. One source says that Courakis stands out for his “excellent communication skills.”

Kyriakides Georgopoulos Law Firm**See profile on p.1010**

What the team is known for Handles civil claims on behalf of Greek or foreign-headquartered clients operating in various sectors. Advises on IP disputes, product liability cases and other commercial claims arising for clients in the life sciences and shipping sectors. Represents foreign banks in criminal proceedings. Advises on the early termination of distribution or franchise agreements. Also handles shareholder disputes.

Strengths One satisfied client says that the team members demonstrate “business sense,” explaining: “They don't just give us legal opinions but properly guide us and help us reach our goals.”

Another source finds the lawyers to be “knowledgeable, engaged and methodical.”

Notable practitioners

Recognised by market commentators as “the most distinguished litigator in Athens,” **Anthony Hadjiannou** represents clients in cross-border litigation pertaining to shareholder disputes or the termination of distribution agreements. One client sees him as “extremely thorough” and “very straightforward.” Interviewees report that managing partner **John Kyriakides** is adept at tackling complex commercial disputes. Clients say that “he has a brilliant mind” and note his ability to “look at the situation from a legal and a personal point of view.” Being particularly popular with life sciences companies, he regularly handles disputes relating to trade mark protection matters, defective products and commercial agreements.

POTAMITISVEKRIS**See profile on p.1017**

What the team is known for Important litigation practice handling commercial and civil law cases. Assists banks and investment funds with the enforcement of loan agreements against corporate debtors or private individuals. Advises on international or domestic arbitration and on connected litigation before Greek courts. Acts for key life sciences sector clients on contentious tax cases. Defends the CEOs of financial services and other companies in corporate crime cases.

Strengths One respondent reports that “the team inspires confidence,” as it wins cases “due to its methodical approach and huge experience.”

Another client praises the lawyers' “attention to detail, deep knowledge of the law, personal involvement and business-oriented approach.”

Work highlights Acted for Intrum Hellas on the recovery and enforcement of interests in a EUR132.5 million portfolio of non-performing loans.

Notable practitioners

Hailed among his clients as “one of the best litigators in the Greek market,” **Konstantinos Papadiamantis** (see p.995) boasts extensive experience in both commercial and criminal litigation, with a particular focus on banking disputes. His clients praise his “excellent communication skills and ability to find solutions in complex situations.”

Band 3**Ioannis Vassardanis & Partners****See profile on p.1006**

What the team is known for Has standout experience both in investor-state arbitration brought pursuant to bilateral investment treaties and in

commercial arbitration. Represents the winners of energy sector construction contracts in disputes with subcontractors or public authorities. Acts for foreign and domestic clients on the enforcement of judgments in Greek courts. Demonstrates broader civil litigation experience through its handling of disputes in the insurance field.

Strengths According to a client who is impressed by the team's “vast experience in dispute resolution matters,” the lawyers are “hard-working, attentive to detail and always respond in a timely manner.”

A second respondent finds that the team “is well organised and has very good knowledge of arbitration procedures.”

Notable practitioners

Within the context of his broad arbitration and litigation practice, **Ioannis Vassardanis** attracts particular attention for his handling of disputes relating to energy and infrastructure projects. Interviewees are quick to praise his “sound judgement, attention to detail, creativity and commercial awareness.”

Eleni Tsakri is singled out by sources for her “time management, research skills and analytical ability.” She acts for clients on their appeals against public tender awards. She has further notable experience in energy sector arbitration procedures.

Sarantitis

What the team is known for Has a strong reputation for shipping sector expertise as part of a broader litigation practice that encompasses corporate, real estate and tax disputes. Advises international financial sector clients and their Greek subsidiaries on civil claims filed by customers. Has experience in the enforcement of arbitral awards within the context of high-profile insolvency proceedings. Frequently represents individuals in white-collar crime cases.

Strengths One client says: “They are attentive to our needs, providing thorough advice and excellent follow-up.”

Another respondent reports that the lawyers “give us personal attention and are always close by before, during and after the case.”

Work highlights Acted for Hellenic Shipyards on court proceedings through which it sought to enforce a EUR250 million ICC arbitral award against the Hellenic Republic.

Notable practitioners

Theodora Monochartzis maintains a solid dispute resolution practice, with particular focus on litigation involving the banking and shipping sectors. She impresses clients with her “deep legal knowledge and strategic thinking.”

Band 4**Apostolos Georgiades & Associates****See profile on p.1000**

What the team is known for Well-respected boutique acting on high-value arbitration and civil law litigation proceedings. Handles contractual, commercial and criminal claims on behalf of domestic and international clients. Key partners act as arbitrators in international disputes.

Notable practitioners

One of the most prominent figures in the Greek market, **Apostolos Georgiades** commands respect for his long experience in dispute resolution matters and his remarkable academic work. **George Georgiades** is seen by market commentators as a “very dedicated lawyer with a strong following.” He regularly

acts on civil law litigation and arbitration.

Calavros & Partners

What the team is known for Well-respected disputes practice that regularly attracts roles in commercial and civil litigation. Also has a notable standing in the arbitration arena. Recognised for its handling of disputes in the pharmaceutical sector.

Strengths One interviewee praises the firm's "powerful litigation team" that boasts "great experience in civil law matters."

Notable practitioners

Constantin Calavros is recognised in the market as a "very strong litigator," with sources highlighting his technical skills and academic background. He regularly acts for clients on civil law disputes.

Machas & Partners

See profile on p.1012

What the team is known for Prominent white-collar crime practice that acts for top executives of Greek and international companies on fraud, embezzlement and corruption cases. Also handles diverse commercial disputes and contentious employment law mandates.

Notable practitioners

Petros Machas has longstanding experience defending executives in white-collar crime cases, including those where fraud or bribery is alleged. He also assists clients with commercial disputes.

Moussas & Partners

See profile on p.1014

What the team is known for Acts for key energy sector clients on international commercial or investor-state arbitration. Advises on the Greek commercial and criminal law aspects of global product liability actions brought against manufacturers of cars or electrical devices. Handles disputes arising from the termination of franchise and distribution agreements. Often instructed on disputes by international law firms.

Strengths "The lawyers' client service is excellent and they are always available," one interviewee says.

Work highlights Defended Kraft Heinz in a EUR32 million shareholder dispute with former commercial partners in Greece.

Notable practitioners

Nicholas Moussas (see p.994) is commended for "his ability to offer good-quality work and great results before the Greek courts." He has proven experience in bilateral investment treaty arbitration. His wide-ranging litigation practice includes advice on trademark infringements and challenges to the results of public tender processes.

Zepos & Yannopoulos

See profile on p.1021

What the team is known for Builds on a well-established reputation as a leading tax litigation practice to attract praise for work on a range of commercial disputes. Advises on litigation linked to the termination of distribution contracts. Handles commercial lease disputes, IP litigation and cases linked to competition law. Also acts for companies on criminal cases or on international arbitration. Clients hail from a variety of sectors including banking, IT, pharmaceuticals, tourism and energy.

Strengths One client lauds the team for its "vast knowledge" and its "effectiveness and availability."

Another interviewee commends the lawyers for their "in-depth knowledge and advice that is clear and to the point."

Work highlights Defended Atos Medical against a EUR255,000 claim relating to an allegedly unlawfully terminated distribution agreement.

Notable practitioners

Nikos Christoforidis (see p.990) assists clients from the renewable energy, travel and fashion industries with litigation pertaining to their commercial agreements. Interviewees appreciate his willingness to "express his own opinion while also leaving the space to the client to decide."

Other Ranked Lawyers

Managing partner **Ilias Anagnostopoulos** (see

p.989) is valued by clients for his "business-friendly approach." He offers standout experience in a plethora of white-collar crime topics, including bribery and money laundering cases. Interviewees note that his practice benefits from his strong academic background.

According to interviewees, **Ioannis Giannidis** (see p.991) "combines experience with intelligence and a spirited, pragmatic approach." He specialises in the defence of tax evasion and corruption cases. Sources are impressed by his "deep academic knowledge of the field."

Panagiotis Koureleas (see p.993) impresses the market with his outstanding advocacy skills. He acts on tax fraud cases and environmental crime investigations, also advising companies on their exposure to corporate criminal risks. "He has a unique talent to explain complex criminal law issues in an understandable manner," a client confirms, while a second interviewee lauds Koureleas's "excellent technical and practical knowledge."

Widely recognised in the market for his expertise in IP disputes, **Kriton Metaxopoulos** also handles criminal and corporate litigation. "He has great skills and knowledge," one client reports.

Ovvadias Namias is recognised as a dedicated criminal lawyer who tackles complex white-collar crime cases with cross-border elements. Interviewees highlight his skill in "liaising with foreign clients," saying: "He is ready to explain issues to foreign clients in a format they want to listen to."

Dimitris Passas handles arbitration and litigation, being particularly noted for his experience in disputes involving the banking sector. One market commentator finds him to be "a reliable lawyer with excellent experience."

According to sources, **Grigorios Troufakos** is "an experienced lawyer" who maintains a "solid presence" in the market. His practice covers IP and customs-related criminal cases.

Recognised for his long experience in the field, **Polychronis Tsiridis** is described as "an excellent criminal lawyer." He is particularly knowledgeable in maritime criminal cases.

GREECE: An Introduction to Employment

Contributed by Andersen Legal, Greece – Pistiolis – Triantafyllos & Associates Law Firm

For the past ten years, Greece dealt with a debt crisis which led to the implementation of austerity measures including tax increases and spending cuts, as well as several other reforms. As a result of the ongoing financial crisis, Greece's GDP shrank at an alarming rate with the economy taking a major hit. Nonetheless, gradually there was an increase in business activities and the country's economy showed signs of recovering from the financial obstacles and difficulties of the previous years.

COVID-19 impact/First wave of the pandemic

With the country's economy slowly but steadily picking up, the outbreak of the COVID-19 pandemic had a severe impact on the Greek economy. Greece decided to adopt and implement lockdown measures consisting of restrictions on movement and gatherings across the country, aiming to contain the spread of the virus.

Furthermore, in the context of minimizing the risk of being contaminated by COVID-19, it was decided that restrictions and suspension of business, as well as of other economic activities, would be imposed, in addition to primary and secondary schools and other educational institutions also being shut down.

These lockdown measures had serious consequences for employment relationships, as was foreseen by the authorities. So the Greek government decided to proceed with the launching of programs and funds in order to prevent dismissals and support employers and employees.

The key employment support policies which were introduced during the first wave of the pandemic in Greece, by virtue of laws, acts of legislative content, ministerial decrees, and circulars, included the following:

- A special paid leave of absence provided for employees with children (in view of schools having been shut down).
- Flexibility regarding the formal notifications made to the authorities in respect of employees' working hours.
- Suspension of employment contracts for businesses on lockdown by virtue of the decision of the government.- Option for suspending employment contracts for businesses classified as seriously affected by the coronavirus crisis.
- Provision of a state subsidy for employees under suspensions and prohibition of dismissal for any such business thereof.
- Implementation of remote working policies by employers on a unilateral basis.
- Introducing social security support measures for employers and employees such as the suspension of social security obligations and making partial payments or payments in instalments regarding social security contributions.
- Stipulating tax relief measures for employers and employees such as suspension of tax related obligations.
- Launching of the SYN ERGASIA mechanism for subsidizing reduced working time and social security contributions.
- Granting of financial aid for businesses which have been profoundly affected by the COVID-19 pandemic, in the form of a refundable advance payment scheme which may be implemented by the enterprises meeting the conditions stipulated by the State.

Past the first wave of the COVID-19 pandemic

As of late spring 2020, the gradual lifting of the restrictive measures and the restart of business activity was announced by the authorities.

The government's plan extended throughout the summer of 2020 based on the progression of the pandemic, while consisting of building a support system for the tourism industry in Greece and any such related business activity.

Late October and early November 2020, the second wave of the pandemic hit Greece, leading to the implementation of lockdown measures and restrictions on movements, gathering, business and economic activities once again.

Support and relief measures were also introduced in an effort to prevent dismissals and reduced economic activities.

Current economic conditions – Trends regarding employment law

Employers and employees in Greece make efforts to cope with the aftermath of the first and second wave of the pandemic and its negative impact thereof on employment relationships.

One of the most important aspects of the employment relationship which has been drastically changed due to the pandemic is surely the exploration of new ways of working, namely adopting flexible working systems such as working remotely.

Prior to the outbreak of the pandemic, remote working/teleworking in Greece was not the option most employers or even employees would go for, and in fact it was scarcely implemented, with few employers and employees choosing such a working system.

However, it is obvious that the pandemic has caused an increase in demand regarding flexible working arrangements and new operational models. To that effect, remote working is on the path of becoming the norm for the provision of services especially for specific industries.

Besides remote working, in order to overcome the financial difficulties brought upon by the coronavirus crisis, part-time employment and job-rotation schemes, if properly implemented, may provide for an alternative to employers facing financial hurdles.

Furthermore, the necessity to deal with the pandemic and resolve the problems which had come up as a result of the restrictions on business activity and movement imposed by the government, facilitated the changes made in respect of regulatory requirements not only for new, but also for existing ventures. In fact, the coronavirus crisis had a positive effect on speeding up the process and providing viable options in carrying out day-to-day business with government agencies of any kind.

So, despite the severity of the negative impact of the COVID-19 pandemic, there is room for optimism for new recruitments or even new-business setup, coupled with the overall improvements regarding regulatory requirements and the digital transformation of the business environment.

After all, Greece will manage to overcome the COVID-19 pandemic within the immediate future. Therefore, considering the latest reforms in regard to tax and business activities, in addition to the shift towards flexible working practices and the digital transformation, there is potential for economic growth and development in the post-pandemic era.

Authors:

Anastasios Triantafyllos, Managing Partner, Andersen Legal Greece
 Anastasios.triantafyllos@gr.andersenlegal.com
 Paraskevas Zourntos, Partner – Head of the Employment, Andersen Legal Greece

Paraskevas.zourntos@gr.andersenlegal.com
 Giouli Menti, Associate, Andersen Legal Greece
 Giouli.menti@gr.andersenlegal.com
 Sofia Kokkinara, Associate, Andersen Legal Greece
 Sofia.kokkinara@gr.andersenlegal.com

Employment

Employment
Leading Firms
Band 1
Lixouriotis – Theodosis & Partners Law Firm
POTAMITISVEKRIS *
Band 2
Andersen Legal, Greece – Pistiolis – Triantafyllos *
Bernitsas Law *
KLC Law Firm *
Kremalis – Law Firm
Kyriakides Georgopoulos Law Firm *
Lambadarios Law Firm *
Zepos & Yannopoulos *
Leading Individuals
Star individuals
Papastavrou Alexios D. POTAMITISVEKRIS *
Band 1
Lixouriotis Ioannis Lixouriotis – Theodosis & Partners Law
Theodosis George Lixouriotis – Theodosis & Partners Law
Band 2
Kremalis Dimitrios Kremalis – Law Firm
Papakonstantinou Rania K. Zepos & Yannopoulos *
Band 3
Andriopoulos Stavros KLC Law Firm
Kyriazi Ioanna Kyriakides Georgopoulos Law Firm
Papantonopoulou Katia Bernitsas Law *
Zacharakis Manolis C. Zepos & Yannopoulos *
Associates to watch
Platipodi Anastasia POTAMITISVEKRIS *
* Indicates firm / individual with profile.
Alphabetical order within each band. Band 1 is highest.

Band 1

Lixouriotis – Theodosis & Partners Law Firm

What the team is known for Market-leading boutique enjoying an outstanding reputation for employment law. Offers top-level advisory and litigation services with expertise across the full array of labour law issues, including the commencement and termination of employment, transaction-related matters, restructurings and reorganisations, and collective industrial relations.

Notable practitioners

Widely recognised as a labour law specialist, **Ioannis Lixouriotis** is described by sources as “very knowledgeable.” He is able to advise on all aspects of individual and collective employment law, with a particular focus on industrial relations. **George Theodosis** is a noted leader in the employment law field with an outstanding track record in labour law litigation. He is well placed to advise on senior executive terminations and internal investigations.

POTAMITISVEKRIS

See profile on p.1017

What the team is known for Top-rated employment

department acting for an impressive client roster comprising major banks and large corporate clients. Frequently defends companies in disputes with employees and trade unions. Areas of expertise include terminations and unfair dismissal claims, severance issues, pension schemes, overtime matters and TUPE considerations.

Strengths A satisfied client reports: “The team comes back to us in a short time and with thorough feedback on our requests, covering our needs.”

“I would strongly recommend them to anyone seeking legal advice,” another source states.

Work highlights Successfully represented AGET IRAKLIS in an appeal relating to the dismissal of 118 employees before the Supreme Court.

Notable practitioners

Alexios Papastavrou (see p.995) offers unparalleled authority and expertise across all aspects of employment law, handling complex disputes as well as non-contentious labour law queries. Interviewees say that he is “direct, always providing prompt, pragmatic and realistic replies,” further lauding his “business understanding and solution-oriented approach.”

Anastasia Platipodi (see p.996) assists clients with a range of labour law issues, including mass dismissals, employee transfer issues and unfair dismissal claims. She is also active in voluntary redundancy schemes.

Band 2

Andersen Legal, Greece – Pistiolis – Triantafyllos & Associates Law Firm

See profile on p.999

What the team is known for Broad practice assisting clients with a whole host of contentious and non-contentious labour law. Advises on employment aspects relating to social security contributions, collective labour agreements, overtime and compliance programmes. Also assists with furlough schemes, restructurings and termination of employment. Defends employers in disputes relating to wrongful and unfair dismissal.

Strengths “The legal services are exceptional and there is no doubt that the partners have huge knowledge and experience,” enthuses one client.

A second interviewee highlights the firm’s ability to tackle complex issues, adding that “all work is done on time and the quality of the deliverables is always above expectations.”

Work highlights Assisted the Greek Shipowners Association for Passenger Ships with obtaining an injunction order against strikes organised by trade unions.

Notable practitioners

Anastasios Triantafyllos and Theodore Pistiolis are key contacts for the department.

Bernitsas Law

See profile on p.1001

What the team is known for Respected team advising multinational and domestic clients on a range of contentious and non-contentious labour issues. Particularly knowledgeable in employment termination and dismissals, including restructurings, voluntary exits and redundancies. Experienced in mandates involving regulatory compliance and collective labour contracts. Also assists with transaction-related mandates and transfer of undertakings.

Strengths The team’s strengths, according to a satisfied source, are its “speed, accuracy, in-depth analysis and availability.”

“The service provided is always on time and accurate,” says a second interviewee.

Work highlights Assisted Bank of China with employment agreements, privacy policy issues and immigration topics.

Notable practitioners

Katia Papantonopoulou (see p.995) advises clients on a broad range of collective and individual employment law issues, including redundancies, M&A-related labour law matters and severance agreements. Respondents value her “very clear and to the point” advice.

KLC Law Firm

See profile on p.1008

What the team is known for Well-established practice advising domestic and international clients on the labour law aspects of their operations in Greece. Handles contentious and non-contentious employment issues arising from corporate restructurings, transfer of businesses, collective bargaining agreements, unpaid salary disputes and dismissals.

Strengths “The services provided were of the highest standards,” says an interviewee, who sees the lawyers as “hard-working and committed to the project.”

A client attests that the team is “experienced and understands customer needs.”

Work highlights Acted for Hellenic Shipyards on a series of pensions and unpaid salaries disputes relating to transfer of business.

Notable practitioners

Stavros Andriopoulos handles multiparty employment disputes, collective bargaining agreements and dismissals. His client list includes major domestic and international companies, as well as public entities.

Kremalis – Law Firm

What the team is known for Labour boutique supporting domestic and international clients on advisory mandates, disciplinary procedures and proceedings before employment authorities. Noted for its expertise in social security issues. Also assists with disputes relating to terminations and employee transfers.

Strengths One interviewee finds the lawyers to be “very supportive and thorough in their work,” adding: “It is a trusted law firm which provides a profound analysis of the case.”

Another client recommends the firm for its “expertise and knowledge in employment law.”

Notable practitioners

Dimitrios Kremalis handles a wide array of employment topics, including restructuring, senior executive terminations and employee transfer matters, as well as the drafting of contracts and employee handbook reviews. Clients describe him as “precise, prepared and always available for any question.”

Kyriakides Georgopoulos Law Firm

See profile on p.1010

What the team is known for Well-known team advising on all aspects of employment law. Known for its experience acting for both local and international clients, often handling mandates with cross-border implications. Assists with transaction-related issues, workforce restructuring and the closure of operations, including collective redundancies. Further handles outsourcing, redeployment and performance management matters. Additionally advises employers on the termination of executives’ employment, including exit agreements. Defends companies in claims relating to dismissals and whistle-blowing issues.

Strengths A client commends the firm for its “excellent technical skills” in addition to its “hands-on

approach and business mentality.”

Another interviewee highlights the team’s ability to handle sensitive issues, finding the lawyers to be “extremely responsive, with deep knowledge of employment law.”

Notable practitioners

According to a client, **Ioanna Kyriazi** stands out for her “technical skills and sound knowledge coupled with her excellent communication skills and business mentality.” She assists clients with employment contract reviews, collective redundancies and negotiations with trade unions.

Lambadarios Law Firm

See profile on p.1011

What the team is known for Established firm offering labour law advice to corporate clients hailing from various sectors, including healthcare, manufacturing and the technology industry. Assists with the termination of high-level employees and collective redundancy matters, also offering support with severance packages. Additional areas of knowledge include payroll and overtime issues, employee benefits, pensions and social security matters.

Strengths Clients praise the firm for its “good knowledge of international matters.”

Notable practitioners

Constantinos Lambadarios is a key contact for the department.

Zepos & Yannopoulos

See profile on p.1021

What the team is known for Respected practice advising on employment law relating to transactions, restructurings and establishing operations in Greece. Handles transfer of employees, unfair dismissal claims, secondment issues as well as collective redundancies relating to business closures. Assists with employment contracts and the review of HR policies.

Strengths Clients are satisfied with the firm’s “solid assessment of the risks and grounded proposals.”

Work highlights Assisted Intrum with the employment aspects of its acquisition of the restructuring unit business platform from Piraeus Bank.

Notable practitioners

Rania Papakonstantinou (see p.995) is seen by clients as “very friendly” and “well informed.” Her broad practice covers M&A and restructuring-related labour law issues, workplace accident claims and regulatory compliance advice. **Manolis Zacharakis** (see p.997) gains recognition from a client for his “strong communication skills and expertise in labour law matters.” He assists clients with the employment aspects of large-scale transactions, employer relief measures and benefit scheme restructuring.

GREECE: An Introduction to Energy

Contributed by Koutalidis Law Firm

Energy investments under the new national recovery plan

On 31 March 2021, the Greek Government set out a 57 billion euro national recovery plan entitled “Greece 2.0” (the “Plan”). As the Greek PM put it, the Plan shall “constitute the bridge leading Greece into the post-COVID era and the third decade of this century”. The Plan is grounded on four main pillars, the first – and perhaps most crucial – of which concerns the so called “green energy transition”. The Plan includes, *inter alia*: (i) extended “sustainable living” regime for households, businesses, public property and infrastructure; (ii) connection of Greek islands to the national grid; (iii) strategic gentrification of high developmental and environmental value; (iv) large investments in flood defence projects, coupled with reforms in the use of irrigation networks and installation of telemeters for leak detection and smart water management; (v) new national reforestation plan; (vi) biodiversity protection initiatives; and (vii) investments in energy storage.

The Plan also intends to facilitate investors in identifying which lands they may use for their investments – one of the traditional market risks in Greece – by announcing investments in the preparation of urban planning drawings providing valid and accurate snapshots of the land situation for 4/5 of the country.

Digital transition is also one of the key priorities outlined in the Plan and is expected to bolster green energy transition by reducing bureaucratic inefficiencies and even creating cross-sector collaboration opportunities for energy and TMT investors (eg powering of energy-heavy 5G networks and data centres / cloud services).

Coupled with the already successful *Invest in Greece* program for strategic investments (recently amended primarily in order to further simplify the licensing of strategic investments) Greece doubles down on its bet to reinvent itself as a desirable investment destination in the Balkan / Eastern Europe area with a strong focus on green projects.

Major legislative developments

RES projects

New licensing framework

The energy legal landscape saw massive change towards mid-2020 with the issuance of Law 4685/2020, which set out a brand-new production licensing framework aimed at accelerating and streamlining the licensing process and completely digitizing the licensing process in the RES industry. Prospective RES energy investors can now easily submit their applications for the issuance of a “producer’s licence” (technically a “certificate”) and all supporting documentation to the Regulatory Authority for Energy (“RAE”) via an electronic platform.

Improvements in the licensing of RES projects also came about by a 2020 Ministerial Decision compelling the Hellenic Electricity Distribution Network Operator (“HEDNO”) to prioritize grid connection offers for RES projects.

Tender procedure for FITs

The feed-in-tariff (“FIT”) regime saw significant change in late 2020. In essence, from 2021 onwards – and with certain exceptions – no photovoltaic project may receive a feed-in premium, without first participating in (and “winning”) the relevant tender procedure. The exceptions relate primarily to certain photovoltaic projects by “Energy Communities” – a special type of investment vehicle – and certain photovoltaic projects in the area of Western Macedonia.

Imposition of special levy

In late 2020 a one-off special levy was imposed mainly on RES electricity producers operating in the country before 2016 equal to 6% of total turnover for 2020.

Sustainable living

In 2020 the “Save – Autonomize” (in Greek: “*Exikonomo – Aftonomo*”) program (the “Program”) was introduced. The Program provides incentives for energy upgrading and housing autonomy with the goal to reduce the energy needs of buildings and greenhouse gas emissions, save costs for citizens and achieve a cleaner environment.

As above mentioned the Greek government appears keen on further expanding on the Program in the post-COVID era.

Electromobility

In 2020 a new law (Law 4710/2020) for the promotion of electromobility in Greece was promulgated. The new law provides several incentives (eg tax benefits) to purchase electric vehicles and contains provisions for the deployment of the required electric vehicle infrastructure. Electric vehicle purchase is also subsidized by the state within the context of the recent “*Moving Electrically*” (in Greek: “*Kinoume Ilektrika*”) program.

Green public contracts

In line with the European Commission’s suggestions, the Ministry of Environment and Energy endorsed an action plan for *green public contracts*. The plan involves the supply of environmentally sustainable products by the EU Member States in order for them to reduce the environmental impact that such procurements would otherwise entail.

LEVEL OF ACTIVITY IN THE SECTOR

In the past few years Greece has seen a surge of energy-related investments particularly in its booming RES sector. Greece’s unique geomorphological characteristics together with an ever evolving and – mostly – favourable legislative framework (also coupled with the availability of international investment protection through Greece’s vast network of Bilateral Investment Agreements and its participation in the Energy Charter Treaty) have enticed investors from all over the world to set up shop in the country. In the December 2020 cycle for applications for RES licensing alone, RAE received applications of 45.55 GW total capacity. Recent investor activity in the sector can be broken down in four main categories: renewables, oil & gas, energy storage and infrastructure and privatizations.

Renewables

Some of the most notable examples of recent renewables investments include (i) the development of a 470 MW, ~500 million euro wind power plant in the north-central and southern parts of Evia (intra-EU joint venture between Greece’s Ellaktor and Portugal’s EDP); and (ii) a 2.5 billion euro investment in electrolytic hydrogen production through photovoltaic parks of 1.5 GW total capacity in Western Macedonia.

Oil & Gas

Recent examples that come to mind in this regard are: (i) the 300–400 million euro “*strategic investment*” underground natural gas storage facility in Southern Kavala with an estimated throughput at 360 million Nm³; and (ii) the floating storage and regasification unit (“FSRU”)

project in Alexandroupolis of total LNG storage capacity of up to 170,000 cubic metres and a natural gas sent out capacity that will exceed 5.5 billion cubic metres per year. The FSRU will be connected to the National Natural Gas System of Greece via a 28 km long pipeline, through which the regasified LNG will be transmitted to the markets of Greece, Bulgaria and the wider region, from Romania, Serbia and North Macedonia to Hungary, Moldova and Ukraine.

Energy storage

The single largest investment in energy storage in Greece is currently the hydro pumped storage complex in Amfilochia project developed by Terna Energy, with an investment value of over 500 million euros. The project aims at maximizing RES penetration in the energy production mix.

Infrastructure & Privatizations

Infrastructure

Crete's connection to the mainland constitutes one of the biggest energy infrastructure projects currently being constructed in the country, having a value of over 1 billion euros. The project includes two submarine HVDC cables, approximately 328 kilometres long, with a rated power of 1,000 MW in bipolar operation (2 x 500 MW), from Attica to Crete. The timely construction of the Crete–Athens electricity grid interconnection (currently envisaged for 2022) is required to prevent a looming energy shortage on the island.

Privatizations

On 15 December 2020 an Invitation for Expression of Interest for the sale of a 49% stake in the share capital of HEDNO was announced, initiating the official public tender procedure for the privatization of the Greek distributor for electricity. The procedure is currently ongoing.

Energy

Energy
Leading Firms
Band 1
Kyriakides Georgopoulos Law Firm *
Band 2
Karatzas & Partners *
Lambadarios Law Firm *
Metaxas & Associates *
POTAMITISVEKRIS *
Watson Farley & Williams *
Band 3
Bernitsas Law *
KLC Law Firm *
Koutalidis Law Firm *
Norton Rose Fulbright
Zepos & Yannopoulos *
Band 4
Rokas Law Firm *
Leading Individuals
Band 1
Assimakis Dimitris <i>Reed Smith (ORL)</i> ◊
Faitakis Christina <i>Karatzas & Partners</i>
Ioannou Euripides <i>POTAMITISVEKRIS</i> *
Metaxas Antonis <i>Metaxas & Associates</i>
Murray Virginia <i>Watson Farley & Williams</i> *
Papamichalopoulos Gus <i>Kyriakides Georgopoulos Law Firm</i>
Band 2
Eleftheriades Elisabeth <i>Kyriakides Georgopoulos Law Firm</i>
Kourniotis Yannis <i>Lambadarios Law Firm</i> *
Panopoulos George <i>Lambadarios Law Firm</i> *
Band 3
Seiradakis Yannis <i>Bernitsas Law</i> *
Todorovic Symeonides Mira <i>Rokas Law Firm</i>
Star associates
Kitsilis Minas <i>Norton Rose Fulbright</i>
<small>* Indicates firm / individual with profile.</small>
<small>◊ (ORL) = Other Ranked Lawyer.</small>
<small>Alphabetical order within each band. Band 1 is highest.</small>

Band 1

Kyriakides Georgopoulos Law Firm

See profile on p.1010

What the team is known for Leading firm with a dedicated energy department, offering extensive experience across transactional and regulatory issues. Notable for its focus on project financing and privati-

sations. Assists with matters related to gas, coal and biomass power, as well as renewable energy. Advises international clients and Greek state-owned companies on a range of agreements, licensing issues and tenders, including electricity trading matters. Mandates often involve cross-border considerations and working with foreign and international law firms.

Strengths "We have been very impressed with the lawyers' support, which has been very user-friendly and pragmatic," enthuses a client, going on to add: "They are approachable, have been prompt in meeting our demanding timing requirements and have successfully completed a number of milestones in a short timeframe."

Another client describes their collaboration with the practice as "very smooth," explaining: "The lawyers are always very efficient and have a deep insight into a wide variety of issues that we engaged them on."

Work highlights Advised the State Grid Corporation of China and State Grid Europe on the international public tender for the acquisition of a 24% stake in the Greek Independent Power Transmission Operator.

Notable practitioners

An appreciative client describes **Gus Papamichalopoulos** as "a pleasure to work with," going on to add: "We were impressed with his depth of knowledge, commercial awareness and pragmatism." He maintains a market-leading reputation for his handling of transactional, regulatory and licensing mandates in the energy space. **Elisabeth Eleftheriades** receives endorsement from the market for her handling of transactional energy mandates, including M&A and financing work. She is also well placed to advise on construction contracts, regulatory due diligence and project development matters.

Band 2

Karatzas & Partners

See profile on p.1007

What the team is known for Well-respected team handling significant transaction mandates across the oil, gas and renewable energy sectors. Strong experience in financing and refinancing arrangements for wind parks and energy infrastructure projects, often appointed by domestic banks. Addi-

tionally knowledgeable in privatisation deals. Regularly acts alongside major global law firms, providing advice pertaining to the Greek legal energy market.

Strengths "We've been very satisfied with their support," reports a client, adding: "Not only in terms of their knowledge level, but the cooperation of the individual lawyers is also very good."

Work highlights Advised DEPA on natural gas distribution and network regulatory matters, in addition to the corporate restructuring of the group and its separation into two separate entities.

Notable practitioners

Christina Faitakis has extensive experience handling significant transactions on behalf of domestic and international financial institutions and energy companies. She is held in high regard for her work on acquisition and finance deals in the renewable energy sector.

Lambadarios Law Firm

See profile on p.1011

What the team is known for Growing department regularly assisting energy clients with M&A, financing, joint ventures and energy trading mandates. Additional experience acting before courts and regulatory authorities on energy-related litigation. Primarily represents renewable energy producers, with particular experience in wind farm projects. Also handles mandates involving the oil and gas sector.

Strengths An impressed client is quick to praise the team's "deep understanding of complex regulatory issues."

Another appreciative client describes the practice as "quick with their responses," and says it offers a "good understanding of the construction and energy sectors" and "a very good feeling for the contractual power game."

Work highlights Acted for DEPA on its acquisition of a 20% equity share in an SPV for the construction and operation of an FSRU in the port of Alexandroupolis.

Notable practitioners

Yannis Kourniotis (see p.993) is experienced advising on a diverse range of transactions in the energy space, including financing and privatisation mandates. He counts several domestic and foreign energy companies, lenders and state-owned enti-

ties among his clientele. **George Panopoulos** (see p.994) receives widespread endorsement for his “thorough knowledge of industry practice, and deep understanding of construction and energy.” His wide-ranging practice spans transactions, disputes and advisory work, with sources agreeing he is “strong at understanding complex technical and regulatory issues.”

Metaxas & Associates

See profile on p.1013

What the team is known for Boutique firm progressing in the rankings thanks to its niche expertise in energy mandates involving state aid, competition and EU law. Revered for its knowledge in complex regulatory topics. Handles contentious issues before Greek and European courts relating to, and often challenging, legislative and regulatory frameworks. Frequently represents renewable energy companies, with particular knowledge of the photovoltaic and wind farm markets.

Strengths An interviewee appreciates the team’s “knowledge and expertise,” noting: “The lawyers simplify the legal issues well and explain the strategy to follow, so we feel confident with them.”

“The whole team has been excellent; they do high-quality, detailed work and we get top advice,” reports a client, describing the group as “true experts as far as energy law and regulation goes.”

Work highlights Advised ADMIE on EU regulations and requirements in connection with ownership unbundling.

Notable practitioners

Antonis Metaxas maintains his market-leading reputation in the energy space, with experience assisting with EU law issues and considerable “expertise in energy regulation.” “He makes a difference with his in-depth knowledge of energy law and the energy market, as well as with his leadership,” reports a client.

POTAMITISVEKRIS

See profile on p.1017

What the team is known for Established firm frequently noted for its activity in project finance mandates in the energy sector, primarily representing lenders. Also advises on M&A transactions and investments, including privatisations. Additionally knowledgeable in regulatory frameworks. Assists an impressive roster of local and international clients with mandates on a domestic and EU level.

Strengths A client is quick to praise the team for its “professionalism, excellent work attitude and knowledge of the market.”

“Their advice is valuable and they deliver on time, providing clear legal opinions on complex matters,” attests another impressed source.

Work highlights Acted for Motor Oil Hellas on its EUR45.8 million acquisition of a portfolio of operating PV projects with a combined 47 MW capacity.

Notable practitioners

Euripides Ioannou (see p.992) is lauded as a leader in the Greek energy law market, with sources singling him out as a “really experienced” partner, who is “sensible and easy to work with.” He boasts an outstanding track record in privatisation deals and project finance mandates, with extensive experience in the oil and gas and renewable energy industries.

Watson Farley & Williams

See profile on p.2744

What the team is known for Well-recognised practice drawing on its strong local and international

expertise to advise on a broad variety of energy issues, frequently handling cross-border mandates and agreements governed by English law. Has particular expertise in project financing and transactional work, notably in the renewable energy sector, such as wind farms and photovoltaic projects. Clientele comprises developers, banks, equipment suppliers and purchasers.

Strengths One client appreciates the practice’s “excellent knowledge of the market, specialisation in renewable energy and negotiation skills.”

Another pleased client remarks that the firm offers “the full range of services required for financing and M&A transactions,” going on to describe the team as “very effective and constructive,” and “always available and eager to resolve issues.”

Work highlights Advised METKA-EGN on its EUR45.8 million acquisition and subsequent sale to Motor Oil Hellas of two portfolios comprising 24 and 41 Greek PV projects, with a joint installed capacity of 47 MW.

Notable practitioners

Virginia Murray (see p.994) wins widespread endorsement for her handling of energy project financing transactions on behalf of domestic and international financial institutions and investors. She receives praise from a client for her “strong negotiation skills, direct communication, creativity to think outside the box and deep understanding of the Greek renewable energy regulatory framework.”

Band 3

Bernitsas Law

See profile on p.1001

What the team is known for Full-service group advising both international and domestic clients on energy matters. Particular knowledge in contractual and financing agreements pertaining to gas infrastructure projects. Additionally assists with transactions and developments relating to a range of renewable energy sources, including hydropower, wind, photovoltaic and steam-electric power stations. Also advises on licensing topics relating to power trading activities. Often works alongside international law firms on cross-border mandates.

Strengths The group receives praise from one source for “delivering continuous quality,” “always being available” and “providing really good value for money.”

Another client appreciates the team’s “help in searching for good solutions for all,” explaining that the lawyers “have a very good knowledge of the law as well as of the practice area, which is a perfect combination.”

Work highlights Advised project company Gastrade on its role in the development of the Alexandroupolis Independent Natural Gas System project.

Notable practitioners

Yannis Seiradakis (see p.996) heads the firm’s energy and environment practice and acts on a range of transactions, including M&A, privatisations, public-private partnership projects and the associated regulatory matters. Sources laud him as “a very strong partner” who is “super, especially for privatisation projects.”

KLC Law Firm

See profile on p.1008

What the team is known for Robust practice assisting clients with corporate, commercial and regulatory

mandates involving a broad range of energy sources and natural resources, including oil and gas, mining, wind and solar power. Areas of expertise include joint ventures, M&A and finance deals, as well as privatisations and tender processes. Also handles disputes, including arbitration proceedings. Work frequently entails multi-jurisdictional elements.

Strengths Clients appreciate the practice’s deal-oriented approach, as one states: “KLC always manages to incorporate all legal considerations for each transaction, while maintaining focus on a successful completion.”

Another client lauds the team for being “results-oriented and commercially minded,” remarking also on its “high quality of work.”

Work highlights Assisted Shanghai Electric Group with the acquisition, development and financing of a solar projects portfolio with a combined capacity of 30 MW.

Notable practitioners

Alexandros Tsirigos is a key contact for clients.

Koutalidis Law Firm

See profile on p.1009

What the team is known for Particularly renowned for its expertise in handling major privatisations, M&A and financing in the energy market. Also offers assistance with contentious matters, including arbitration and litigation. Highlighted for its full-service offering.

Notable practitioners

Evangelos Courakis is a contact for clients.

Norton Rose Fulbright

What the team is known for Outstanding practice with vast experience in project finance, M&A and regulatory matters. Boasts particular strength in renewable energy projects. Leverages its international network to assist clients with cross-border and multi-jurisdictional mandates, handling both Greek and UK law. Clientele consists of major energy providers and public authorities, as well as domestic and international lenders.

Strengths One client highlights the practice’s “excellent response time and exceptional industry knowledge,” going on to describe it as a “top-tier team in power-related due diligence and regulation, as well as finance.”

Further sources point to the team’s “deep knowledge of the renewable energy market legal framework” and “willingness to share information whenever regulations are updated or on the verge of changing,” as key strengths.

Work highlights Advised NKT Cables on its successful tender for the engineering, procurement and installation of onshore cables for the electrical interconnection of Crete with the Athens metropolitan area.

Notable practitioners

Senior associate **Minas Kitsilis** assists with power purchase and supply agreements and regulatory matters, in addition to M&A transactions in the space. He is praised by a client for his “thorough knowledge of the energy market and great negotiation skills in demanding situations.”

Zepos & Yannopoulos

See profile on p.1021

What the team is known for Experienced in the oil and gas space, assisting with M&A, privatisation, exploration rights and contentious proceedings, such as gas supply contract disputes. Also active in the

renewable energy sector, handling the acquisition, financing and development of wind farm projects.

Strengths A client praises the team's ability to provide "strategic analysis" and "full support" on mandates.

Work highlights Assisted EDP Renewables Europe with the acquisition of a 33 MW capacity wind park project in Greece from AirEnergy.

Notable practitioners

Anastasia Makri is a key contact for clients.

Band 4

Rokas Law Firm

See profile on p.1018

What the team is known for Frequently highlighted for its knowledge of regulatory frameworks. Often represents energy companies in disputes relating to charges and levies in the industry. Also advises on supply agreements, licensing matters and energy trading topics. Handles mandates pertaining to renewable energy projects, as well as the oil and gas sector.

Work highlights Advised WAS Srl on its application before the Greek Regulatory Authority for production licences for two RED wind projects with a total capacity of 45 MW.

Notable practitioners

The "excellent" **Mira Todorovic Symeonides** assists clients with a wide range of matters in the energy space. She is well placed to advise on licensing and regulatory mandates, in addition to handling transactional work.

Other Ranked Lawyers

Sources agree that **Dimitris Assimakis** is a "highly respected" practitioner and a "real regulatory expert" who is "recognised for his great expertise." He provides expert handling of M&A and project finance transactions, in addition to regulatory matters. He joined the firm in January 2021.

Real Estate

Real Estate
Leading Firms
Band 1
AKL Law Firm *
Karatzas & Partners *
POTAMITISVEKRIS *
Band 2
Lambadarios Law Firm *
Zepos & Yannopoulos *
Band 3
Bernitsas Law *
Senior Statespeople
Senior Statespeople: distinguished older partners
Alexiou Constantine AKL Law Firm
Leading Individuals
Band 1
Alexiou Helen AKL Law Firm
Salaka Vassiliki Karatzas & Partners
Band 2
Bersis George POTAMITISVEKRIS *
Kosmopoulos Alexandros AKL Law Firm
Vouhionis Nikos Bernitsas Law *
Band 3
Faitakis Christina Karatzas & Partners
Lambadarios Constantinos Lambadarios Law Firm *
Up-and-coming individuals
Melegou Sonia S Zepos & Yannopoulos *
Star associates
Mintzas Theologos POTAMITISVEKRIS *
Associates to watch
Vassila Eleftheria AKL Law Firm
* Indicates firm / individual with profile.
Alphabetical order within each band. Band 1 is highest.

Band 1

AKL Law Firm

See profile on p.998

What the team is known for Maintains a stellar reputation for its advice on all areas of real estate law. Particularly well known for its work in real estate M&A and financing. Also noted for its expertise in real estate disputes. Represents prominent players in the market, including developers, REICs, lenders and government agencies. Assists with a range of mandates connected to development projects, including

planning, zoning and environmental issues. Additionally well versed in tender processes. Experienced handling residential, commercial and hospitality real estate assets.

Strengths "The firm delivers top-class solutions and advice, and understands the client's needs and expectations," enthuses an impressed client.

A second client remarks: "I particularly value the team's diligence, continuous support, and ability to assess legal risks and anticipate setbacks."

"We choose them for their direct and prompt responses," says another interviewee.

Work highlights Assisted Lamda Development with licensing issues that include infrastructure works and building permits in the context of the Hellenikon project.

Notable practitioners

Constantine Alexiou is a prominent figure in the Greek real estate market. He advises on significant project development mandates, assisting with urban planning matters, building permits and property exploitation issues. A noted leader in the field,

Helen Alexiou offers remarkable experience in the sector, handling large-scale property developments, licensing issues and real estate acquisitions as well as disputes. A client says that "her advice consistently leads to practical, actionable, commercially and financially sound outcomes," adding that "she goes the extra mile to ensure that no questions are left unanswered and that all possible options and outcomes are considered and weighed."

Alexandros Kosmopoulos is recognised as a key figure in the department, with market commentators noting his sector knowledge.

He is particularly adept at handling large-scale real estate finance mandates. **Eleftheria Vassila** is "great in research and in finding possible options that help us see more and different angles to the legal challenges that we face," says a market source. She assists clients with planning and environmental licensing topics, as well as with real estate transactions and development projects.

Karatzas & Partners

See profile on p.1007

What the team is known for Leading team advising domestic and international banks and investors on real estate finance. Also handles due diligence

regarding real estate-backed NPL portfolio transactions. Frequently assists REICs with the acquisition of companies owning property and land, including subsequent development and construction matters. Additional experience in lease agreements. Mandates frequently involve the hotel sector.

Strengths Clients highlight the lawyers' experience in cross-border deals and describe them as "knowledgeable, efficient, effective and reliable."

Another source attests: "They have long and in-depth experience in the sector, they are prompt and they can adapt to any special circumstances."

Interviewees describe the team members as "top experts in their field" and also state that "they are able to deal with the most complex and demanding projects."

Work highlights Advised Blackstone and Dromeus Capital Group on a loan granted by the National Bank of Greece to finance their acquisition and refurbishment of an office building.

Notable practitioners

Practice head **Vassiliki Salaka** has an impressive pedigree in the real estate sector and regularly works with leading Greek and international REICs, banks and developers. "She has deep knowledge and understanding of legal matters combined with great commercial understanding and common sense,"

says one client, with a second source describing her advice as "thorough, to the point, prompt and reliable."

Clients state that **Christina Faitakis** is "highly experienced and a real pleasure to work with." She focuses her practice on real estate acquisition and finance mandates.

POTAMITISVEKRIS

See profile on p.1017

What the team is known for Top-tier team known for advising major domestic and international clients on transactions, developments and lease agreements. Additionally displays significant expertise in real estate portfolio management. Regularly advises on the acquisition of both commercial and residential property, including financing aspects. Represents banks, funds, investors, developers and hoteliers.

Particularly active in the hospitality and leisure sector.

Strengths Respondents confirm that the team offers

“clear and well-documented advice on legal issues that arise, consistency and cool-headed responses to unpredictable and urgent matters.”

Work highlights Advised Lamda Development on its EUR777 million finance for the urban development of the Hellinikon project.

Notable practitioners

George Bersis (see p.989) is described by a client as “an effective and efficient partner who delivers top-quality service.” He handles commercial and residential property transactions, offering additional experience in real estate finance. **Theologos Mintzas** (see p.994) assists clients with real estate acquisitions, sale and leaseback transactions, and urban planning topics. Interviewees report: “His response to matters that arise is always comprehensive and a result of thorough investigation. He is very helpful in negotiations with the counterparties and he is able to provide solutions to any problems we may face.”

Band 2

Lambadarios Law Firm

See profile on p.1011

What the team is known for Handles the acquisition of real estate properties and portfolios, with a particular focus on hotel, retail and office assets. Additionally advises on development projects, including the purchase of land and planning clearance. Also offers assistance with finance aspects. Additionally active in urban planning mandates, including highway infrastructure projects. Represents domestic and international clientele, including investors, developers and REICs.

Strengths Clients highlight that “the team is very

dedicated and works towards finding solutions with a commercial approach to issues.”

“We are continually impressed with their commercial perspective and understanding of the bigger picture,” a source remarks, further lauding the lawyers’ client-focused mentality.

Work highlights Advised Brook Lane Capital on its EUR150 million acquisition of a real estate portfolio from Eurobank.

Notable practitioners

Managing partner **Constantinos Lambadarios** (see p.993) is particularly active in real estate transactions on behalf of domestic and international clients. “He has a very commercial approach to deals,” according to one source, while a second client adds that “he builds an environment of trust and leads the team effectively.”

Zepos & Yannopoulos

See profile on p.1021

What the team is known for Regularly acts on real estate transactions, with experience in both asset and share deals, advising on due diligence, regulatory and planning aspects. Stands out for its expertise in tax-related issues. Also assists with lease agreements, disputes and construction projects.

Work highlights Assisted Tate & Lyle with its disposal of a 54,000 square metre property in Thessaloniki.

Notable practitioners

Sonia Melegou (see p.994) assists clients with the sale and acquisition of substantial real estate assets. She offers additional knowledge in property development projects, lease agreements and expropriation issues.

Band 3

Bernitsas Law

See profile on p.1001

What the team is known for Experienced department assisting with the acquisition and divestment of properties and portfolios, often involving residential and hospitality assets. Knowledgeable in both public and private tendering processes. Additionally active in finance and refinance mandates relating to transactions and development projects, acting for lenders or borrowers. Clientele includes banks, hotel operators and state entities. Also assists with lease agreements.

Strengths “The team is methodical and showcases good organisation skills,” attests a client.

Another source is satisfied with the lawyers’ service, describing them as “very helpful and approachable.”

Work highlights Advised LBRINT on its acquisition of land for the development of a new luxury resort in Crete.

Notable practitioners

Nikos Vouhiounis (see p.996) is a well-known figure in the market and is noted by interviewees for his strong business sense. He regularly handles real estate acquisitions and disposals, being particularly popular with clients operating in the hospitality sector.

Shipping

Shipping
Leading Firms
Band 1
DANIOLOS LAW FIRM
Theo V Sioufas & Co. Law Offices
Timagenis Law Firm *
Band 2
Deucalion Rediadis LP
PPT Legal *
Sarantitis
Band 3
GE Bairactaris & Partners
N. GOYIOS – A. NASSIKAS LAW FIRM
Scorinis Law Offices
Stefas-Tasiopoulos & Associates
* Indicates firm with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

DANIOLOS LAW FIRM

What the team is known for Highly regarded practice providing expertise across many areas of shipping law and winning particular praise for its ship finance practice. Handles a plethora of transactional mandates in this field, assisting with the purchase of second-hand ships or advising on the negotiation of shipbuilding contracts. Well positioned to assist with

Shipping
Eminent Practitioners
Eminent Practitioners
Spiliopoulos Basil DANIOLOS LAW FIRM
Leading Individuals
Band 1
Markianos-Daniolos John DANIOLOS LAW FIRM
Sioufas Charalambos V Theo V Sioufas & Co. Law Offices
Sioufas Theo V Theo V Sioufas & Co. Law Offices
Timagenis Gregory J Timagenis Law Firm
Band 2
Bairactaris Vangelis GE Bairactaris & Partners
Emmanuel Constantinos Theo V Sioufas & Co. Law Offices
Koutsofios Antonis N. GOYIOS – A. NASSIKAS LAW FIRM
Papakosta Eleni Sarantitis
Papangelis Milto N PPT Legal
Papapetros John PPT Legal
Rediadis Deucalion Deucalion Rediadis LP
Band 3
Avramidou Katerina DANIOLOS LAW FIRM
Scorinis George Scorinis Law Offices
Stefas Christos Stefan-Tasiopoulos & Associates
Tasiopoulos Costas Stefan-Tasiopoulos & Associates
Band 4
Arcadis Angela Theo V Sioufas & Co. Law Offices
Georgopoulos Costas Costas Georgopoulos (ORL) ◇
Karamitsios Paris PPT Legal
Politsopoulou-Timagenis Lily Timagenis Law Firm
Soroula Daphne DANIOLOS LAW FIRM
Tatagia Alexandra PPT Legal
Timagenis Christos Timagenis Law Firm
Timagenis Yiannis Timagenis Law Firm
Vernicos Vasilis Kalogerogiannis & Vernicos Law (ORL) ◇
Associates to watch
Agrimaki Aggeliki Sarantitis

litigious matters, including marine pollution cases or casualty claims arising from the total loss of vessels. Client roster includes Greek banks, P&I clubs, funds and ship brokers as well as maritime classification societies.

Notable practitioners

Basil Spiliopoulos impresses market commentators with his “no-nonsense and no point-scoring” approach

to negotiations. He is known for his work on finance mandates. **John Markianos-Daniolos** is seen as “an excellent lawyer” in the Greek market, with one commentator noting that “he knows shipping law in depth.” His highly acclaimed practice is focused on contentious maritime law issues, including collisions, pollution cases and charter party disputes. **Katerina Avramidou** advises on a wide range of finance and

commercial matters, including loan agreements, mortgages and reflagging issues. She is praised by interviewees for her collaborative approach. **Daphne Soroula** enters the rankings as a result of strong recognition for her experience in shipping law matters. Described by sources as a “practical” lawyer, she regularly handles shipping finance and other commercial shipping mandates.

Theo V Sioufas & Co. Law Offices

What the team is known for Boasts a longstanding reputation as a top shipping law practice with a strong track record in finance transactions. Consistently picked out as a strong choice to act on the bank side of ship finance deals. Assists with shipbuilding matters and the negotiation of charter party agreements. Further well positioned to advise on contentious matters.

Strengths One client simply states: “The lawyers are excellent in all legal matters.”

“They are very efficient,” reports another interviewee.

Notable practitioners

Managing partner **Charalambos Sioufas** is a popular choice for international and domestic banks engaging in ship finance transactions. One respondent notes that “the quality of the documents he provides is extremely high.” Acknowledged as “an extremely influential” figure in the Greek market, **Theo Sioufas** garners accolades from market sources for his outstanding experience in maritime litigation. “He is excellent on strategy,” enthuses one interviewee.

Constantinos Emmanuel is noted for his experience acting on shipping finance deals on behalf of both borrowers and lenders. Interviewees praise his ability to find consensus among parties in difficult transactions. Market sources find **Angela Arcadis** to be “very knowledgeable in shipping finance mandates.” She handles sale and purchase agreements, shipbuilding contracts and joint ventures.

Timagenis Law Firm

See profile on p.1019

What the team is known for Established presence as a leading shipping disputes practice with experience in both litigation and arbitration mandates. Acts for a range of national and international clients, including ship owners, insurance companies and shipyards. Earns particular praise for contentious work on behalf of key banking sector clients. Advises on the registration of ships in Greece and other jurisdictions. Other areas of expertise include charter party disputes and the negotiation of loan agreements.

Strengths One client confirms that the lawyers’ advice is “impeccable” and “extremely well documented,” also noting that “they leave no stone unturned” in negotiations.

Another source praises the team’s litigation skills and says that “our cooperation with the firm is smooth and trouble-free.”

Notable practitioners

Gregory Timagenis is an acknowledged leader in the Greek market focusing predominantly on maritime litigation. One client reports that Timagenis is “able to solve extremely complicated matters that involve multiple parties,” with another source adding: “His main strengths are his in-depth knowledge of shipping law matters and his vast experience.” According to one source, **Lily Politopoulou-Timagenis** is “very thorough and detailed” in her advice. “She has exceptionally good knowledge of loan agreements,” states another interviewee. She regularly advises shipping companies on loan transactions and has further

experience in administrative disputes. The “fast and extremely efficient” **Christos Timagenis** is qualified to practise both in Greece and in the USA. He handles contentious and non-contentious shipping matters including secured lending transactions and enforcement proceedings. **Yiannis Timagenis** earns praise from market commentators for his advocacy skills and for his ability to “provide commercial advice.” He acts for lenders on the negotiation or enforcement of loan agreements. He also handles charter party disputes and marine accident claims.

Band 2

Deucalion Rediadis LP

What the team is known for Well-established practice with a strong reputation for its work on behalf of insurers and P&I clubs in contentious maritime cases. Handles matters pertaining to wreck removals, ship fires, groundings, collisions, pollution and total losses. Has experience advising Greek and foreign shipping companies, banks and investment funds. Also deals with corporate and finance mandates.

Strengths One source lauds the lawyers’ “great knowledge” in the field and simply states: “It’s an excellent firm.”

Notable practitioners

Deucalion Rediadis acts on civil and criminal maritime cases relating to pollution and wreck removals, being a particularly popular choice for P&I clubs.

PPT Legal

What the team is known for Advises on ship finance transactions that involve the transfer or discharge of mortgages over vessels. Handles other forms of corporate and contractual work, such as acquisitions of vessels or sale and leaseback transactions. Assists with a variety of contentious mandates, including charter party and shipbuilding disputes. Acts for banks, ship owners and brokers.

Strengths An interviewee reports that the firm stands out for its “devotion to the client and its subject matter know-how.” The same source goes on to highlight the team’s “outstanding attention to detail.” One client highly rates the lawyers for their “commercial spirit, problem-solving capabilities and hands-on approach.”

Work highlights Assisted Navios Maritime Acquisition Corporation and Navios Maritime Midstream Partners with a series of collateral swap transactions totalling USD875 million.

Notable practitioners

Milto Papangelis is “one of the most commercially minded lawyers in the Greek market,” one source reports. His broad shipping practice encompasses contentious and transactional mandates. An interviewee praises Papangelis’s “excellent technical skills and strategic thinking.” Head of department **John Papapetros** handles a broad range of topics, including shipping finance mandates, sale and leaseback deals and ship registrations in various jurisdictions. One source highlights Papapetros’s “excellent experience in international transactions.” **Paris Karamitsios** enters the rankings on the basis of consistent praise from diverse sources. He is praised by one interviewee for being “extremely detailed in his arguments and results-oriented.” Karamitsios handles contentious shipping matters relating to joint venture agreements, insurance claims and charter party disputes. **Alexandra Tatagia** acts for ship owners on cross-border transactions. She handles a wide range

of commercial topics including sale and leaseback transactions as well as vessel delistings.

Sarantitis

What the team is known for Wide-ranging offering for shipping sector clients. Assists with all issues relating to the purchase or sale of vessels, including the negotiation of finance agreements and the flagging or deflagging of ships. Advises shipping companies on restructuring processes. Has experience defending insurers in high-profile cross-border litigation. Acts alongside international law firms on disputes.

Strengths One client is impressed with the team members’ “responsiveness and quality of advice,” further noting that “they know the shipping business in-depth” and “are always commercially minded.”

“What I like most is the friendliness and knowledge of the attorneys with whom we interact,” one respondent says, further highlighting the firm’s cross-border capabilities.

Work highlights Assisted Niovis Shipping with its acquisition of two tankers valued at USD44.5 million and USD37 million respectively.

Notable practitioners

Department head **Eleni Papakosta** is recommended by one interviewee for her “substantial market experience and excellent results” in shipping finance deals. She advises shipping sector clients on corporate governance matters, the reflagging of vessels and S&P transactions. **Aggeliki Agrimaki** earns praise for her deft handling of interactions with Greek public bodies. She assists clients with corporate and commercial mandates, including the negotiation of vessel acquisitions and related loan agreements.

Band 3

GE Bairactaris & Partners

What the team is known for Advises Greek ship owners on various contentious and non-contentious commercial mandates. Assists with the sale and purchase of vessels and the drafting of related loan agreements. Has experience in ship arrests. Cooperates with international law firms on multi-jurisdictional mandates.

Notable practitioners

Described by market sources as “commercially oriented,” **Vangelis Bairactaris** is particularly active in S&P transactions in the shipping industry.

N. GOYIOS – A. NASSIKAS LAW FIRM

What the team is known for Represents P&I clubs and other insurers in complex shipping law cases, such as marine casualty claims and disputes arising out of bills of lading. Has experienced litigators within the shipping department.

Notable practitioners

Antonis Koutsofios commands respect among market commentators for his excellent legal knowledge of the shipping industry. He focuses his practice on maritime disputes.

Scorinis Law Offices

What the team is known for Longstanding firm that attracts particular praise for its handling of contentious shipping law mandates. Has additional experience across a broader range of maritime law matters, including ship finance. Also advises clients on S&P transactions.

Strengths One client highlights the “efficiency and

accuracy” in the team’s advice. The same source also praises the lawyers’ “thorough knowledge.”

Notable practitioners

Sources attest to **George Scorinis**’s deep knowledge of maritime law. He advises clients on commercial and finance mandates. He also attracts attention for his capacity to handle disputes work.

Stefas-Tasiopoulos & Associates

What the team is known for Acts on diverse claims arising from shipping casualties or breaches of contracts. Assists with salvage claims, environmental cases and claims arising from fatalities at sea. Advises on charter party disputes and ship arrests for the recovery of unpaid debts. Also handles

non-contentious matters, advising on the drafting of contracts for towage services or the purchase of vessels.

Notable practitioners

Christos Stefanos has a broad practice that covers wet and dry shipping matters. He handles maritime arbitration and litigation, being also versed in commercial matters such as S&P agreements and shipbuilding contracts. **Costas Tasiopoulos** primarily focuses his practice on maritime litigation. He has experience in charter party disputes, grounding cases and marine insurance claims. He also assists shipping companies with M&A transactions and the setup of joint ventures.

Other Ranked Lawyers

Costas Georgopoulos has experience in a range of shipping matters pertaining to MOA disputes, shipbuilding contracts, and marine casualties. He represents P&I clubs, underwriters and ship owners.

Vasilis Vernicos acts for owners, charterers and P&I clubs in shipping disputes.

Shipping

Shipping
Leading Firms
Band 1
HFW
Watson Farley & Williams *
Band 2
Hill Dickinson *
Penningtons Manches Cooper International
Band 3
Herring Parry Khan Law Office
Norton Rose Fulbright
Reed Smith
Leading Individuals
Band 1
Lagadianos Antonis Watson Farley & Williams *
Vassos Dimitri HFW
Band 2
Bateson Douglas Penningtons Manches Cooper International
Exarchou Dimitris HFW
Liberopoulos John Norton Rose Fulbright
Panagopoulos George Waterson Hicks (ORL) ◇
Band 3
Anassis Dimitris Penningtons Manches Cooper International
Catsambas Evangelos Watson Farley & Williams *
Iatridis George Watson Farley & Williams *
Karamanos Timon Hill Dickinson
Moisidou Maria Hill Dickinson
Panayotopoulos Electra HFW
Vitta Ioanna Penningtons Manches Cooper International
* 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.

Constant & Constant (TLT LLP)

What the team is known for Receives praise for work on behalf of shipping companies and domestic and international banks. Handles varied finance mandates ranging from the agreement of new facilities through to the recovery of creditor interests through ship arrests. Acts on the acquisition of second-hand vessels and the refinancing of existing bilateral and syndicated loans. Noted for its international and cross-border capabilities.

Strengths One interviewee highlights the lawyers’ “impeccable overview of complicated deals both from a legal and a commercial perspective.”

“I have never seen a firm that is so efficient,” one

Shipping: Finance
Leading Firms
Band 1
Norton Rose Fulbright
Watson Farley & Williams *
Band 2
Constant & Constant (TLT LLP)
Herring Parry Khan Law Office
Stephenson Harwood LLP
Eminent Practitioners
Paleokrassas George Watson Farley & Williams *
Leading Individuals
Star individuals
Sofianopoulos Dimitri Norton Rose Fulbright
Band 1
Cheilas Yianni Norton Rose Fulbright
Watson Jeremy Constant & Constant (TLT LLP)
Band 2
Bowen-Morris Nigel Stephenson Harwood LLP
Damianidis Alexandros Watson Farley & Williams *
Parry Robin Herring Parry Khan Law Office
Band 3
Chauhan Jasel Hill Dickinson
Georgopoulos Vassiliki Watson Farley & Williams *
Hatzimichalis Alexia Watson Farley & Williams *
Le Du Ronan Herring Parry Khan Law Office
Vartzis Chris Stephenson Harwood LLP
Up-and-coming individuals
Andriotis Stelios Constant & Constant (TLT LLP)
Platsidaki Evi Norton Rose Fulbright

source enthuses, further explaining that the team is “flexible and helps clients move the deal forward.”

Notable practitioners

Dual-qualified in Greece and England & Wales, **Jeremy Watson** maintains an excellent reputation for his presence in the shipping finance sector. He handles complex syndicated and secured lending transactions, offering additional experience in S&P deals. “Watson is able to provide tailor-made solutions to complex financial transactions,” one client notes, adding that “his attention to detail and personal approach ensures a high level of client confidence.” Clients say that **Stelios Andriotis** is “hard-working, diligent, has a meticulous approach to legal documentation and efficiently manages the administrative side of ship finance transaction closings.” Interviewees fur-

ther highlight his collaborative approach, saying: “He is willing to listen to objections and have a structured dialogue.” He assists borrowers and lenders with diverse ship finance matters.

Herring Parry Khan Law Office

What the team is known for Well-recognised department noted for its experienced ship finance practitioners. Frequently handles transactions for ship owners and P&I clubs, as well as acting for lenders. Client roster includes a range of domestic and international entities. Handles acquisition and lease financings of second-hand vessels. Assists with the negotiation of shipbuilding contracts. Has additional experience in contentious matters arising from charter parties, bills of lading and ship collisions. Handles English and Greek law-governed mandates. **Strengths** A client highlights the lawyers’ “strong knowledge” of the maritime industry in combination with their “efficient solutions and prompt replies.”

The team also attracts praise for its “responsiveness” and “commercial approach.”

Work highlights Acted for the owners and P&I insurers of ‘Panamax Alexander’ on UK High Court proceedings relating to a multi-ship collision in the Suez Canal.

Notable practitioners

One client singles **Robin Parry** out for his “world-class service and extremely commercial approach.” He advises bank lenders and providers of alternative capital on the negotiation of loan facility or lease financing agreements. **Ronan Le Du** is recognised by one respondent for providing “efficient and reliable services,” and for being “reactive, knowledgeable and solution-driven.” He handles vessel acquisition finance and loan facilities on behalf of international as well as domestic banks.

HFW

What the team is known for Boasts a highly regarded Greek practice which is a key contributor to the firm’s superb global reputation for shipping litigation. Attracts roles in cases that require coordination between Piraeus, London and other leading international offices. Advises on collisions and groundings, and handles subsequent salvage procedures or cargo damage claims. Has further notable experience in shipbuilding disputes. Also represents clients in international arbitrations. Acts for a broad

range of P&I clubs and shipping companies.

Strengths One respondent identifies the firm as a market leader owing to the “quality of its work and the lawyers’ technical skills.”

Notable practitioners

Managing partner **Dimitri Vassos** is known to market sources as a “great litigator,” with one source stating that “he is remarkable.” He handles a broad range of maritime disputes, including those arising from MOA contracts, charter parties and CTL claims. **Dimitris Exarchou** commands respect for his commercial understanding of shipping litigation. He acts on cross-border cargo delivery claims, groundings and shipbuilding disputes. **Electra Panayotopoulos** handles a broad remit of shipping litigation. She acts for owners and charterers on cargo claims and freezing injunctions relating to lost vessels.

Hill Dickinson

See profile on p.1005

What the team is known for Longstanding presence in the shipping industry, with an excellent reputation for work representing ship owners, charterers and P&I clubs in contentious cases and arbitration. Offers broad coverage of wet shipping mandates, with cases frequently involving salvage, engine breakdowns and constructive total loss claims. Has experience in dry shipping litigation such as charter party, MOA and bills of lading disputes. Also handles personal injury claims.

Strengths “They always keep me involved and talk me through the process and strategy of the cases,” one source reports, going on to highlight the lawyers’ ability to “clearly explain technical or legal points to the client.”

Another client confirms that the lawyers are “proactive and commercially oriented,” adding: “They deliver on time.”

Work highlights Defended Machrimar Management and its P&I insurers for the vessel ‘Renos’ in a case that examined the way in which constructive total losses are calculated.

Notable practitioners

Jasel Chauhan is praised by interviewees for his “ability to give solutions to complex problems.” He assists lenders and ship owners with vessel acquisition finance mandates, debt refinancing deals and syndicated loan transactions. **Timon Karamanos** attracts praise for his commercial approach to cases, with one client reporting that “he is very hands-on and works on the data methodically.” He has experience in charter party disputes, cargo claims and disputes pertaining to bills of lading. Dual-qualified as an English and Greek lawyer, **Maria Moisdou** offers notable expertise in marine insurance matters. She represents clients in disputes relating to indemnity clauses, charter parties and vessel detentions. She is particularly active in arbitration proceedings under LMAA rules.

Norton Rose Fulbright

What the team is known for Longstanding presence at the top of the ship finance market, with a varied client list consisting of ship owners and leading global banks. Advises on the agreement of facilities to finance shipbuilding contracts. Acts for lenders on large-scale debt restructurings or refinancing mandates involving Greek shipping sector borrowers. Has acted on both sides of NPL transactions. Handles arbitration and litigation arising between owners and charterers. Strong choice for international shipping mandates.

Strengths The team receives plaudits for its “breadth of knowledge and experience, speed of execution and candid advice.”

“The lawyers are very detailed in their review of documentation, but at the same time they are commercial in advising which are the points most worth focusing on,” one source reports.

Work highlights Acted for Citibank and the Export-Import Bank of China on the restructuring of debt in Toisa.

Notable practitioners

Dimitri Sofianopoulos receives superb praise for his expertise in maritime law topics. His practice encompasses loan portfolio sales, shipbuilding contracts and joint ventures. Clients laud his “very strong commercial understanding.” “He is very hard-working and sticks to tight deadlines,” notes another source, adding: “He has tremendous knowledge and a commercial approach.” **Yianni Cheilas** “is extremely collaborative and the quality of his deliverables is great,” according to one interviewee. He regularly assists clients with high-value syndicated loan restructurings, vessel refinancing deals and newbuild projects. Being qualified in Greece, the USA and England & Wales, he is regularly instructed on complex cross-border mandates. Clients report that **John Liberopoulos** “provides very candid and commercial advice, thereby assisting effectively in the decision-making process.” He acts for ship owners and P&I clubs on demurrage claims, MOA disputes and charter party breaches. **Evi Platsidaki** gains recognition as an “exceptional” practitioner for shipping finance topics. She advises international lenders on new loan facilities and refinancing mandates.

Penningtons Manches Cooper International

What the team is known for Represents leading P&I clubs and ship owners based around the world. Has a notable presence in high-end litigation and arbitration proceedings that are typically heard before UK courts or London tribunals. Well reputed for its work on charter party disputes and other dry shipping litigation. Also handles wet shipping matters, with experience in casualty and cargo damage claims, as well as salvage matters. Has proven experience in claims arising from total losses.

Strengths “They understand our business,” says one client, going on to describe the lawyers as “fast and efficient.”

One commentator is impressed by the team’s “availability and efficiency.”

Notable practitioners

Department head **Douglas Bateson** is commended for his commercial awareness by one client, who depicts him as “very knowledgeable and experienced.” Bateson is regularly instructed by owners and P&I clubs to act on charter party disputes and bunker claims. **Dimitris Anassis** is valued by clients for providing “clear instructions and strategy” in high-pressure situations. He handles cross-border disputes relating to stevedores’ liability, disputes under charter parties and total losses arising from engine failures. Sources note that **Ioanna Vitta** is “a very experienced shipping lawyer” who always offers “accurate and to-the-point advice.” She represents clients in grounding and salvage claims, wreck removal cases and cargo damage disputes.

Reed Smith

What the team is known for Handles dry shipping disputes arising under charter parties, newbuild

contracts or bills of lading. Assists with ship arrests and has experience in cargo claims. Has knowledge of cases relating to total losses and force majeure clauses. Acts for owners, P&I clubs and insurers. Offers additional experience in ship recycling matters.

Strengths One client lauds the firm’s international capabilities and says that it has a “highly capable shipping litigation team that always provides prompt and comprehensive advice.”

A second interviewee is impressed with the lawyers’ “efficiency and their analytical and commercial thinking.”

Notable practitioners

Head of the department Sally-Ann Underhill is the key contact for the firm’s clients.

Stephenson Harwood LLP

What the team is known for Focused asset finance practice popular among international lenders looking to refinance shipping sector debt. Also frequently acts for domestic banks. Leverages capabilities in both English and Greek law to offer support on all aspects of global loan transactions. Active in mandates involving Turkish clients.

Strengths One client finds the lawyers to be “diligent, attentive and quick in their reactions.”

Another source praises the “accuracy and speed” of the team’s advice.

Notable practitioners

Managing partner **Nigel Bowen-Morris** maintains a strong presence in the Greek market, being strongly recommended for the negotiation of shipping loan agreements. One market commentator sees him as a “safe pair of hands,” with a second interviewee describing him as a “peacemaker” in negotiations. Clients observe that **Chris Vartzis** has “extensive experience combined with a commercial approach and excellent communication skills.” His broad practice encompasses refinancing deals and newbuild vessel acquisitions. He acts for both domestic and international lenders. Vartzis heads the firm’s Turkey desk.

Watson Farley & Williams

See profile on p.2744

What the team is known for Acclaimed shipping finance practice specialising in high-value and cross-border transactions. Assists bank syndicates and individual lenders with the financing of new vessel acquisitions or sale and leaseback transactions. Acts for creditors on the restructuring of existing shipping loans. Possesses significant expertise in contentious shipping mandates, including groundings, collisions and damage claims. Additionally offers support in charter party disputes, bunkers claims and hull fouling issues.

Strengths One client praises the lawyers’ “outstanding savoir faire,” going on to note: “Their practical and expeditious way of addressing the issues at hand and their constructive approach allow a very efficient flow of information which is determining and vital during the dispute resolution process.”

“They offer a very commercial view and won’t get bogged down in the details,” states another source, adding: “They make the job easier and cheaper.”

Work highlights Assisted KEXIM Bank UK with its provision of USD103 million to Omega Six Marine Corp and Omega Ten Marine Corp for the purchase of two tankers from shipyard Hyundai Samho Heavy Industries.

Notable practitioners

George Paleokrassas (see p.994) receives praise for

his “calm and gentle approach to stressful situations.” “He has in-depth knowledge and can handle all situations with the proper approach, giving measured and helpful solutions,” states another client. Paleokrassas acts for major shipping groups and lenders on debt restructurings, sale and leaseback transactions and new syndicated loan facilities. **Antonis Lagadianos** (see p.993) rises in the rankings as a result of impressive market feedback for his “deep understanding of shipping dispute resolution matters.” He has experience in litigation arising from explosions at sea or engine breakdowns. He also advises on claims arising under war risk policies. Clients hail him as “extremely experienced and commercially minded.” **Alexandros Damianidis** (see p.990) is well placed to advise on commercial shipping matters including S&P transactions, newbuild vessel finance and the provision of corporate loans to shipping companies. He is seen

by clients as “extremely fast and knowledgeable.” One client reports that **Evangelos Catsambas** (see p.989) is “responsive and diligent,” while a second source describes him as a “problem solver.” His broad contentious practice encompasses cargo claims, disputes over the application of off-hire clauses and cases relating to vessel underperformance. **Vassiliki Georgopoulos** (see p.991) has experience in yacht finance deals, S&P transactions and loan agreements. “The quality of her work, her responsiveness and her commercial awareness lead to the successful conclusion of all transactions she is involved in,” a client attests. An interviewee reports that **Alexia Hatzimichalis** (see p.992) is “extremely fast, reliable in her work and has excellent client-handling skills.” She regularly handles acquisition and construction finance deals for international lenders, offering additional experience in sale and leaseback transac-

tions. According to one source, **George Iatridis** (see p.992) “stands out because of his incredible talent in court.” The same interviewee also highlights Iatridis’s “tremendous attention to detail.” He handles a broad array of maritime disputes, including pollution, wreck removal cases and shipbuilding disputes.

Other Ranked Lawyers

Managing partner of Waterson Hicks, **George Panagopoulos** is praised by clients for his “flexible approach, immediate responses and commercial mindset.” He acts for major international banks on disputes arising from shipping loan agreements. He has additional experience in charter parties and S&P transactions.

GREECE: An Introduction to Tax

Contributed by Fortsakis, Diakopoulos, Mylonogiannis & Associates

Greece is making significant efforts to invigorate its economy and attract foreign investments in the country following a decade-long economic recession.

One of the main obstacles to making Greece an investment-friendly destination has been its taxation system. With the corporate tax rate currently at 24% (in 2018 it was 29%, one of the highest in the EU) and individual taxation ranging from 9% for income up to EUR10,000 to 44% on an income of just EUR40,000, not to mention a progressive solidarity contribution and social security contributions paid on top of income, Greece has not been the first choice when it comes to investments for many years.

However, this seems to have changed. Apart from measures taken with respect to corporate taxation, through a reduction of the income tax rate as of 2019 and the introduction of a dividend tax rate of 5% (the lowest among EU countries that levy a dividend tax, followed by Slovakia with a tax rate of 7%), Greece recently implemented a number of tax provisions in order to attract certain categories of individuals with a view to facilitating foreign direct investments in the country and invigorating its economy. As per these provisions, incentives are granted to foreign tax residents (high net worth individuals, pensioners, paid employees) to transfer their tax residency to Greece and fall into the scope of a favourable tax regime (non-dom regime). Further, the concept of Family Offices has recently been introduced, targeting the attraction of more foreign funds into Greek territory.

Non-dom for high net worth individuals

As of 1 January 2020, Greece has introduced an alternative taxation of foreign-source income for individuals wishing to transfer their tax residency to Greece. According to this regime, these individuals can opt to pay to the Greek State a lump-sum annual tax of EUR100,000 for their foreign-source income, irrespective of its amount and without having the obligation to disclose to the Greek tax authorities the source and amount of this foreign income. Such a regime will be applicable for a maximum of 15 years following the relocation of the individual.

In order for an individual to benefit from this scheme, the following conditions should be cumulatively met: (a) the individual shall not have been a Greek tax resident for seven out of the previous eight years prior to the transfer of his/her tax residency to Greece; and (b) the individual concerned or one of his/her relatives (e.g. spouse, ascendants, descendants), or a legal entity in which he/she holds a majority participation, shall invest at least EUR500,000 in real estate, undertakings, securities, shares or units in legal entities registered in Greece. Such investment shall be completed within three years following submission of the application for the transfer of tax residency.

The law does not seem to require that the individuals benefiting from the said regime shall maintain their permanent residence and centre of vital interests in Greece or fulfil the 183-day rule; however, possible non-fulfilment of said conditions may be invoked by foreign tax authorities in order to dispute the tax residency status of the individual concerned.

Non-dom for foreign pensioners

Apart from high net worth individuals, Greece is also aiming to attract foreign pensioners who wish to shift tax residency to Greece by adopting another non-dom tax regime. According to the relevant

provisions, individuals who are beneficiaries of foreign income deriving from pensions who transfer their tax residency to Greece shall be subject to a flat annual income tax rate of 7% for all of their foreign income, including pensions, investments and business activities, for 15 years following transfer thereof.

In order for retirees to be eligible for this non-dom scheme: (a) they should not have been tax residents of Greece for five of the previous six years prior to the transfer of their tax residency to Greece and (b) they must transfer their tax residency from a country with which Greece has in place an agreement on administrative cooperation in the field of taxation.

According to the relevant guidelines issued by the Independent Authority of Public Revenues (IAPR), the fixed tax rate of 7% is not imposed on income exempted from taxes at the individual's country of residence pursuant to the provisions of a Double Taxation Convention. In addition, any tax paid abroad for income covered by said regime will be deducted from the tax imposed in Greece, provided that either a right for taxation for both countries is provided in the applicable Double Taxation Convention or such a convention is not in place between Greece and the other jurisdictions involved.

Alternative taxation for foreign employees and freelancers

With the aim of boosting the Greek economy, reversing the brain drain of highly qualified Greek people and attracting educated foreigners to work with Greek companies (given also the conditions caused by the COVID-19 pandemic, whereby thousands of employees worked remotely), as of 1 January 2021 a new regime for alternative taxation of income deriving from paid employment and business activity arising in Greece, for individuals shifting their tax residency to Greece, is available. According to the relevant provisions, those individuals shall be exempted from income tax and the special solidarity contribution for 50% of their income derived from employment or business activity, for the next seven years following their tax residency shift.

The conditions under which the new tax regime is applied are the following: (a) the individual was not a Greek tax resident for five out of the previous six years prior to transferring his/her tax residency to Greece; (b) he/she relocates from an EU or EEA member state or from a country with which Greece has in place an agreement on administrative cooperation in the field of taxation; (c) he/she provides employment services in Greece under an employment relationship with a Greek legal person or legal entity or with a permanent establishment of a foreign company in Greece; and (d) he/she declares that he/she will reside in Greece for at least two years.

It is noted that condition (c) above shall not apply for freelancers who choose to shift their tax residency to Greece and opt for this regime.

Given that favourable taxation is granted only to income deriving from employment or business activity (in the case of freelancers), any other income derived in Greece (e.g. dividends, interests, rents, etc.), will be taxed as per the general provisions of the Greek Income Tax Code.

Incentives for Family Offices

Another tax measure targeting the attraction of ultra-affluent individuals, i.e. Greeks who keep their money abroad, as well as investors, is the introduction for the first time in Greek legislation of the concept

of Family Offices, already known to other jurisdictions (e.g. Switzerland, Malta, Luxembourg and the UK). Under the newly adopted legislation, the wealth of individuals and their family members, all being tax residents in Greece (a prerequisite), can be delegated to special purpose legal entities having any legal form, except for non-profit entities, with an exclusive purpose to support these individuals in the management and administration of their assets and investments, held either directly or through legal entities.

In order for such an entity to qualify as a Family Office, the following conditions should be cumulatively fulfilled: (a) it should employ at least five persons in Greece within the first 12 months of its establishment; and (b) its annual expenditure in Greece should be at least EUR1 million.

In relation to taxation, Family Offices are taxed using the “cost plus margin” method whereby a profit of 7% is applied to all their incurred expenses and depreciations, excluding income tax. The income so calculated is then subject to the current corporate income tax rate of 24%.

Overall, it is not yet possible for an assessment of the results of these reforms to the Greek economy to be made, as the global health crisis has affected the mobility of individuals, an important factor for the implementation of said regimes. However, there is no doubt that significant steps have been taken in order for Greece to be established not only as an investor-friendly country but also as an attractive place for any individual, as far as taxation is concerned.

Tax

Tax
Leading Firms
Band 1
Zepos & Yannopoulos *
Band 2
Dryllerakis & Associates *
POTAMITISVEKRIS *
Stavropoulos & Partners
Band 3
Bernitsas Law *
Fortsakis, Diakopoulos, Mylonogiannis & Associates *
Iason Skouzos & Partners
Kyriakides Georgopoulos Law Firm *
Photopoulos & Associates
Senior Statespeople & Eminent Practitioners
Senior Statespeople: distinguished older partners
Dryllerakis John C Dryllerakis & Associates *
Photopoulos John Photopoulos & Associates
Eminent Practitioners
Yannopoulos Yerassimos C Zepos & Yannopoulos *
Leading Individuals
Band 1
Malliou Aspasia POTAMITISVEKRIS *
Stavropoulos Ioannis F Stavropoulos & Partners
Band 2
Pantazopoulos Petros Fortsakis, Diakopoulos *
Photopoulos George Photopoulos & Associates
Skouzos Theodoros Iason Skouzos & Partners
Band 3
Karopoulos Alex Zepos & Yannopoulos *
Malamas Fotodotis Bernitsas Law *
Naskaris George Koutalidis Law Firm (ORL) ◇ *
Pothos Panagiotis Kyriakides Georgopoulos Law Firm
Zoupa Maria C Zepos & Yannopoulos *
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 1

Zepos & Yannopoulos

See profile on p.1021

What the team is known for Market-leading practice offering outstanding coverage of the full spectrum of tax law. Assists with compliance aspects as well as contentious proceedings. Knowledgeable in the structuring of business operations, corporate income tax, transfer pricing and carry forward issues. Addi-

tional expertise in indirect tax and VAT matters. Acts for domestic and international clients hailing from a vast array of sectors, including banking, energy, insurance and manufacturing.

Strengths The lawyers impress clients with “*their deep expertise in all fields and their ability to provide timely and effective advice.*”

“*We are fully satisfied with their services which are precise and accurate,*” another source enthuses.

Work highlights Advised Intrum on the tax structuring of its acquisition of Piraeus Bank’s restructuring business platform.

Notable practitioners

Managing partner **Yerassimos Yannopoulos** (see p.997) is a well-established figure in the Greek tax market. He has long experience in the tax structuring of business and transactions, advising corporate and private clients. **Alex Karopoulos** (see p.992) is seen by one client as “*a leading expert in the area of VAT,*” with another source reporting that “*he understands business in depth and handles communications with authorities well.*” He assists with the tax aspects of transactions, with further experience in stamp duty issues and compliance matters. **Maria Zoupa** (see p.997) regularly handles the tax implications of large-scale transactions involving financial services and renewable energy companies. She also has experience handling disputes relating to income tax treatment issues.

Band 2

Dryllerakis & Associates

See profile on p.1003

What the team is known for Long-established department widely respected for its prowess in contentious tax proceedings, frequently litigating before the administrative courts. Offers comprehensive advice on the full gamut of disputes relating to share and property transfer tax, withholding tax, VAT refunds, stamp duty and customs issues. Also assists with tax matters relating to corporate income tax.

Work highlights Represented PAOK FC before the Administrative Court of Appeals in a case pertaining to withheld tax from its athletes’ wages.

Notable practitioners

John Dryllerakis (see p.991) is a highly respected and much sought-after authority on tax law matters. He

stands out for his unrivalled experience in litigation and arbitration proceedings.

POTAMITISVEKRIS

See profile on p.1017

What the team is known for Well-established tax team advising and litigating on behalf of both corporate entities and high net worth individuals. Handles a wide range of issues pertaining to tax planning, transactions, corporate restructurings and income tax issues. Experienced representing clients in disputes involving transfer tax, withholding tax and VAT rebates. Also knowledgeable in real estate tax matters. Acts for both Greek and international clients.

Strengths “*The lawyers are outstanding at managing complex situations. They provide the right advice and confidence,*” a client enthuses.

Another interviewee notes that the team achieves good results due to its “*methodical approach and huge experience.*”

Work highlights Assisted the Blackstone Group and HIP Hotel Investment Partners with the tax structuring of their acquisition of five Greek hotel businesses via a partial demerger.

Notable practitioners

Widely acknowledged as an excellent practitioner, **Aspasia Malliou** (see p.993) impresses the market with her outstanding expertise in tax law, with her practice covering disputes, compliance topics and corporate restructurings. “*She is one of the best tax advisers I have come across,*” one client says, adding that “*her advice is reliable and her personal skills outstanding.*”

Stavropoulos & Partners

What the team is known for Niche tax firm particularly respected for its contentious offering. Areas of expertise include income tax, transfer pricing and stamp duty, as well as VAT and indirect tax mandates. Acts for corporate entities and high net worth individuals.

Notable practitioners

Sources describe **Ioannis Stavropoulos** as an “*excellent*” practitioner, further attesting to his “*solid presence in court and academic knowledge.*” His areas of strength include transfer pricing issues, income tax assessments and post-insolvency VAT refunds.

Band 3

Bernitsas Law**See profile on p.1001**

What the team is known for Full-service tax offering which works closely with the firm's M&A and dispute resolution teams. Handles cross-border mandates, often assisting international clients with their operations in Greece, including transactions. Also knowledgeable in transfer pricing issues, corporate income tax, VAT matters and customs duties.

Strengths An interviewee attests that *"the team is focused on resolving the issues from a business perspective."*

Work highlights Advised Thomas Cook on the tax aspects of the sale of its shares in Westfort Capital, including tax enforcement procedures.

Notable practitioners

Clients applaud **Fotodotis Malamas** (see p.993) for being able to *"translate the business needs into legal advice."* He is well placed to handle the tax aspects of large transactions and he has additional experience in handling income tax matters, transfer pricing issues and inheritance tax law compliance topics.

Fortsakis, Diakopoulos, Mylonogiannis & Associates**See profile on p.1004**

What the team is known for Boutique firm that advises on a variety of mandates such as corporate income tax, withholding tax, stamp duty and property tax. Also knowledgeable in VAT matters and tax exemption regulations. Represents high net worth individuals, as well as corporates and public entities.

Strengths A client values the team for being *"always patient, with a can-do attitude and a sense of humour."*

Work highlights Represented Alpha Bank in EUR75 million claims for withheld tax on interest accrued against the Greek tax authorities.

Notable practitioners

Sources highlight **Petros Pantazopoulos** (see p.994) for being *"very detail-oriented,"* with one client appreciating that *"he understands the issues and explains them well."* He regularly handles tax disputes pertaining to income tax treatment, tax-deductible losses and stamp duty issues.

Iason Skouzos & Partners

What the team is known for Respected team with a strong track record assisting high net worth individuals with audits and tax mandates related to inheritance, gifts, residency and real estate matters. Also advises domestic and international companies on the tax aspects of their corporate and transactional activities in Greece. Additionally experienced in tax incentives, corporate income tax and transfer pricing issues.

Strengths *"Their expertise alongside the transparent way of working and their open and honest communication has supported all steps of the process to be followed thoroughly and successfully,"* one respondent reports.

Another client adds that they benefit from the firm's *"depth of knowledge and international connections."*

Work highlights Assisted Eurodevelopment Management with the tax aspects and distribution considerations of its sale of a vessel.

Notable practitioners

Theodoros Skouzos is a well-known figure with a comprehensive offering that includes advice on double taxation treaties, income tax disputes and VAT matters. A client values his personal involvement in the cases and describes him as a *"very experienced and knowledgeable partner."*

Kyriakides Georgopoulos Law Firm**See profile on p.1010**

What the team is known for Frequently advises companies on tax structuring matters relating to transactions and business restructurings. Also represents clients in tax litigation involving corporate income tax, transfer pricing, VAT and stamp duty. Additional expertise in real estate taxation and REIT tax regimes.

Strengths According to one source, *"the team delivers clear and concise advice in very strict deadlines."*

Work highlights Assisted Frigoglass with the tax aspects of its high-yield bonds issuance.

Notable practitioners

Panagiotis Pothos is lauded for his *"excellent communication skills"* by one client, who adds that *"he is a good listener, very quick and precise in giving his advice."* He handles transfer pricing matters, indirect tax issues and corporate tax disputes.

Photopoulos & Associates

What the team is known for Recognised tax boutique advising on compliance, contentious proceedings and transaction-related issues. Noted for handling gift and inheritance tax mandates as well as income tax matters.

Notable practitioners

John Photopoulos is a highly acclaimed figure in the market, boasting longstanding expertise in tax issues. He is lauded for his *"ultimate knowledge"* of real estate and inheritance tax matters. **George Photopoulos** is well regarded for his academic knowledge and experience in handling tax cases on behalf of private individuals. His area of expertise is inheritance tax implications.

Other Ranked Lawyers

Department head **George Naskaris** (see p.994) regularly works for financial institutions and is praised by one client as *"one of the best tax lawyers in Greek banking."* He is adept at handling the tax aspects of major M&A and capital markets transactions.

GREECE: An Introduction to Tmt

Contributed by Koutalidis Law Firm

I. INTRODUCTION

1. Despite – but also partially due to – the COVID-19 pandemic and the resulting recession of the Greek economy, the TMT sector has shown remarkable activity. The unprecedented digital transformation, the launch of 5G networks, the collaboration between MNOs for the exploitation of base station infrastructure (Vantage Towers Greece), strategic M&A and newcomer entry into the market have all offered TMT players and lawyers an array of new challenges and opportunities.

II. CURRENT ECONOMIC CONDITIONS

2. At the end of 2020, the Hellenic Statistical Authority (the “HSA”) estimated the economic recession in Greece at approximately 8%. The turnover of the majority of TMT services declined considerably. Indicatively, according to HSA data, TMT corporates recorded turnover decreases of (a) 9.7% in publishing services, (b) 14.7% in production of films, videos, and television programs, (c) 4.6% in television programming activities, (d) 2.6% in electronic communication services and (e) 2.6% in IT services. Conversely, data processing and information services recorded an increase of 7.1%.

3. The situation is expected to reverse as vaccination progresses and the pandemic subsides.

III. ACTIVITY, TRENDS AND DEVELOPMENTS

A. 5G Networks Deployment

4. In December 2020, the three current MNOs were awarded the use of the 5G spectrum, in the context of a tender process, and undertook specific population coverage obligations for virtually the entirety of the Greek population, progressively by 2024. MNOs launched 5G services in Athens and other large cities and are in the process of gradually deploying the 5G networks.

5. We expect that, starting from 2021, 5G networks will greatly impact the way people live and work and enterprises operate and are likely to create an uplift for the Greek economy, by reinventing how we communicate, due to increased data speed, network capacity, latency and other efficiency gains.

6. In particular, regarding the TMT sector, 5G networks will: (a) provide consumers with more options and services; (b) pave the way for the so-called Internet of Things (the “IoT”), with radical positive impact on the function of enterprises; (c) provoke the entry of MVNOs into the market, an option which is, currently, virtually non-existent; and (d) further expand the development of private mobile networks.

7. Investments in start-ups and tech companies to work via the 5G spectrum in Greece and abroad will be promoted notably by the “Faistos” fund. The fund will have an initial liquidity of € 93m, as well as resources that will come from private shareholders, through the process of raising private funds. The companies in which the fund will invest will also have access to the 5G frequencies that have remained in the Greek State and cooperate or work for the Greek State, universities and/or research and development centres.

B. New Activities & New Players in the Electronic Communications Market

8. The activities of MNOs have already expanded in the field of Information, Communication, and Technology (“ICT”) services and it is expected to be further developed.

9. The acquisition of a fixed telephony services, IS, pay-TV provider and holder of an MVNO licence (Forthnet / Nova) by a leading provider of electronic communications services and media in South-East Europe (United Group) is expected to bring changes in the electronic communication and media ecosystem.

10. Along with the expressed interest of companies (Volton, Starlink) to facilitate different forms of electronic communication, such as MVNOs or satellite internet, it is obvious that there is room for development and initiative in the field of electronic communications and that new M&A is possible.

C. Green investments – Energy

11. The use of renewable and green energy is likely to be one of the major trends in the years to come, with huge potential of development and cooperation. Energy is important for the TMT industry, especially as regards 5G networks and data centres / cloud services. The use of renewable energy and the development of the current providers to another sector (energy or electronic communication), and/or the cooperation between the two fields, would enable significant cost savings in the long run.

D. Installation of Fibre Optics

12. Fibre optics development is still largely ongoing by the current MNOs, but also by other providers, installing their own proprietary network (Inalan, Grid Telecom). Fibre optics installation is expected to be further developed with the support of EU recovery funds. Discussions regarding access rights and the further streamlining and expediting of the relevant procedures at the administrative level are expected to continue.

E. Licensing – EMF Issues

13. While recent legislative amendments significantly simplified the procedures regarding the licensing of base stations, the jury is still out on the streamlining of environmental approval procedures. 5G network deployment will most likely reignite discussions of the EMF impact on public health and the environment.

F. Telemedicine and E-health

14. The COVID-19 pandemic has given a huge boost to end-user telemedicine services in Greece. Healthcare providers are continuously developing and presenting innovative remote digital medical services, such as virtual/digital clinics for direct medical advice, as well as medical treatments that are delivered electronically, with the use of applications and/or other digital platforms. In this context, personal data protection is the primary concern.

G. Data Centres / Cloud Technology

15. Greece meets its digital “regional” player destiny as it enters into the rapidly growing industry of cloud technology and data centres. The acquisition of a leading data centre company active in the Balkan area (Lamda Hellix) by Digital Realty, together with Microsoft and Amazon announcing plans to invest in the country, among others, have set the stage for Greece to become a tech hub for the wider region that will include Southern Europe, North Africa and the Middle East. The need for additional infrastructure and energy will surely require – and should give rise to – new investments.

H. Media

16. The competition in the pay-TV field is gradually rising as the rapid spread of Over-The-Top (“OTT”) media content platforms has pushed providers to move from traditional models of satellite availability to online entertainment platforms. Currently, providers are opting to offer their content to consumers via the Internet on any device and at any location, without decoders or minimum engagement. The Greek pay-TV market is estimated to have almost 1.1m subscribers, not including Greek subscribers to international platforms.

I. Artificial Intelligence

17. Artificial intelligence (“AI”), robotics and similar technologies are expected to give rise to various legal issues and policy discussions. The number of technology companies developing or using AI seems to be growing rapidly. Currently, no AI-specific legislation exists in Greece. Therefore, as things stand, for the operation of AI systems to be lawful, compatibility with several principles and legal texts (national or international), such as the ECHR, the GDPR etc, is required.

J. Blockchain

18. Blockchain technology may apply to various industry sections, such as financial services, recording-storing-sharing of data, digital contracts (smart contracts), identification services, supply chain etc. A variety of opportunities and new challenges will surely arise in this regard for TMT corporates and lawyers alike.

K. Digitalisation

19. The COVID-19 pandemic has heavily accelerated the digital transformation in both the private and public sectors. The new reality of remote performance of daily tasks, such as telecommuting or tele-education, has created a number of new technical and legal demands and challenges. Digitalisation in Greece is expected to be further developed with the support of EU recovery funds. While digitalisation is planned to be fully implemented by 2025, through public-private collaborations, the bureaucracy of Greek public administration would be hard to minimise. More radical changes should be implemented in order to minimise wait times and facilitate the day-to-day business activities of companies and citizens.

IV. NATIONAL AND EU LEGISLATION

A. Electronic Communications

20. Greek Law 4727/2020 transposed the EU Electronic Communications Code Directive (the “EECC”) into the national legal order. A series of secondary legislation (administrative acts etc) governing the implementation of the EECC is expected in the near future.

21. In 2020, the European Commission published its proposals for the Digital Services Act and the Digital Markets Act. The former aims to set out a single set of rules for digital services, whereas the latter will focus on large companies providing services online, ensuring fair and open digital markets.

B. Cybersecurity

22. A revised EU Directive on Security of Network and Information Systems (the “NIS2”) was proposed on 16 December 2020, in view of the unprecedented digitalisation of the last few years.

C. Personal Data

23. A negotiation for a revised set of rules on the protection of privacy and confidentiality in the use of electronic communications services is currently under way between the Council and the European Parliament. These “ePrivacy” rules are going to repeal and update the existing ePrivacy Directive of 2002, in order to cater for new technological and market developments. The revised ePrivacy rules will particularise and complement the GDPR, being *lex specialis* thereto. Should this legislation be agreed, it would be enforced two years later.

V. CONCLUSION

24. Personal data plays an important role and remains one of the top priorities to be addressed in the TMT sector, along with cybersecurity and network safety. Due to the TMT sector’s potential (being subject to or even promoting huge technological change), the law has to keep up and constantly be adjusted to new sectoral developments and needs.

25. There are many opportunities for the TMT sector, associated with the pivotal role of electronic communications and technology in a period of increased digitalisation. The need for better and quicker communication, the expansion of entertainment, the digital transformation of business and public administration operations etc give out strong indications that TMT will become a cornerstone for many other economic sectors.

TMT

Band 1

Karatzas & Partners

See profile on p.1007

What the team is known for Highly regarded practice with in-depth experience in the telecoms sector, advising operators on corporate mandates such as capital market transactions, restructurings and public tenders. Also assists with regulatory and compliance issues, having experience in data privacy and relevant law enforcement processes. Additionally handles transactions for clients in the technology and media industries.

Work highlights Advised Telefónica International

Wholesale Services on its compliance with the telecommunication regulations.

Notable practitioners

Head of the department **Anna Manda** operates at the forefront of the Greek TMT market. Her outstanding practice covers a plethora of topics, including transactional mandates, regulatory matters and disputes.

Koutalidis Law Firm

See profile on p.1009

What the team is known for Top-ranked practice with extensive experience advising major telecoms companies on contractual, transactional and compliance aspects. Also represents clients in commercial

and regulatory disputes.

Notable practitioners

A well-known figure in the market, **Nikitas Fortsakis** (see p.991) has long experience in the TMT sector. He represents telecoms clients before the administrative courts and the EETT, further offering knowledge of GDPR compliance topics.

TMT
Leading Firms
Band 1
Karatzas & Partners *
Koutalidis Law Firm *
Band 2
A & K Metaxopoulos & Partners Law Firm
Bernitsas Law *
Nikolinakos & Partners Law Firm *
Band 3
Kyriakides Georgopoulos Law Firm *
Lambadarios Law Firm *
POTAMITISVEKRIS *
Zepos & Yannopoulos *
Senior Statespeople
Senior Statespeople: distinguished older partners
Cocalis Dimitris Cocalis & Partners (ORL) ◇
Leading Individuals
Band 1
Manda Anna Karatzas & Partners
Psarras Alkiviades C Psarras, Georgountzou, Gavrilis (ORL) ◇
Band 2
Daouti Chara Lambadarios Law Firm *
Nikolinakos Nikos Nikolinakos & Partners Law Firm
Band 3
Fortisakis Nikitas P Koutalidis Law Firm *
Giannakopoulos Themistoklis Andersen Legal (ORL) ◇ *
Kouvelou Dina Nikolinakos & Partners Law Firm
Metaxopoulos Kriton A & K Metaxopoulos & Partners Law
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Band 2

A & K Metaxopoulos & Partners Law Firm

What the team is known for Well-respected team in the area of media law, acting for domestic and international clientele from the music, television and gaming sectors. Experienced in mandates relating to publishing agreements and advertising. Also advises on IP issues relating to trade marks, patents, copyright and royalties. Additionally handles software issues and data protection matters.

Strengths A satisfied client states: "They are responsive and great to work with, in addition to providing timely advice that is also commercial."

"What is remarkable in them is the speed in finding a legal solution," reports a second interviewee, further praising the lawyers' clear advice.

Notable practitioners

Kriton Metaxopoulos is lauded for his solution-oriented approach by clients, who describe him as "extremely communicative, direct and exceptionally quick-witted." He handles contentious and non-contentious IP law mandates, including copyright issues, trade mark infringement claims and design rights.

Bernitsas Law

See profile on p.1001

What the team is known for Full-service corporate firm with a notable TMT offering. Advises clients on compliance matters, transactional mandates and contentious proceedings before regulatory bodies and administrative courts. Often assists foreign companies wishing to provide services in Greece. Significant experience in data protection and GDPR issues, often advising telecom, technology and e-commerce

companies. Also advises on agreements in the television industry relating to advertising, sponsorship, production and distribution matters.

Notable practitioners

Practice head Augustine Almyroudi is the key contact for the firm's clients.

Nikolinakos & Partners Law Firm

See profile on p.1015

What the team is known for Known as a key player in the telecoms market, frequently acting on litigation as well as regulatory and competition proceedings before the Hellenic Telecommunications & Post Commission. Also assists telecoms companies with commercial agreements. Further expertise in GDPR compliance matters. Additionally acts for clients from the TV and social media sectors, with particular experience in data protection law.

Work highlights Advised Vodafone on the regulatory aspects and commercial agreements relating to its merger with WIND's tower assets for the creation of a tower infrastructure company.

Notable practitioners

Nikos Nikolinakos remains a popular choice for major telecom operators. He advises clients on regulatory issues pertaining to telecommunication and media law, also handling administrative proceedings relating to the installation and operation of antenna sites. **Dina Kouvelou** "provides helpful, clear and expert advice on GDPR matters," according to an impressed client. Her focus lies on information technology matters, with her practice covering data protection, cybersecurity and electronic payment services issues.

Band 3

Kyriakides Georgopoulos Law Firm

See profile on p.1010

What the team is known for Often acts for telecoms companies on contentious mandates arising from regulatory violations, offering experience in mobile commerce issues. Advises on PSD2 compliance and OTT services, also assisting clients from the media and telecoms industries with regulatory filings to the relevant authorities. Additional expertise assisting with transactions and finance mandates regarding tech start-ups.

Strengths "All of the team members have in-depth knowledge and are able to provide advice in a commercial and pragmatic way," affirms an impressed interviewee.

A second source adds: "My feedback is extremely positive with regards to the team's responsiveness and eagerness to support the client."

Work highlights Advised Online Delivery on PSD2 compliance matters and on its DFS application.

Notable practitioners

Head of department Konstantinos Vouterakos is a key contact for clients.

Lambadarios Law Firm

See profile on p.1011

What the team is known for Acts for high-profile clients on contentious and advisory data protection mandates. Advises on intellectual property mandates such as defamation, trade mark and right to be forgotten topics. Also assists clients with data transfers, e-signature matters and marketing law issues.

Strengths "They offer prompt support, a friendly approach and business acumen," according to a client who also appreciates the lawyers' "fast understanding of the question at hand and constructive support with tangible results."

Work highlights Assisted Cardlink with a range of matters including commercial contracts, technology licences and consumer law issues.

Notable practitioners

Clients confirm that **Chara Daouti** (see p.990) is "very committed to work, gives quick responses and has deep knowledge of her subject." She brings to bear extensive experience assisting key clients with IP law, GDPR compliance and data transfer issues, as well as online payment topics.

POTAMITISVEKRIS

See profile on p.1017

What the team is known for Knowledgeable of the telecoms market, with expertise in transactions and competition-related issues. Regularly active on advertising and marketing law matters, with additional experience in patent infringement mandates. Frequently advises clients on data protection and GDPR issues.

Strengths "The lawyers have high level of legislative knowledge and quick and accurate responses," says a satisfied client.

Work highlights Assisted Coca-Cola Hellenic Bottling Company with digital marketing and branding matters.

Notable practitioners

The contacts for the firm's TMT practice are Stathis Potamitis and Xenophon Paparrigopoulos.

Zepos & Yannopoulos

See profile on p.1021

What the team is known for Advises telecoms companies on regulatory and licensing topics. Also has a considerable focus on GDPR and data protection mandates. Additionally assists clients with intellectual property matters. Offers experience in digital transformation processes and cybersecurity matters.

Strengths The team is highlighted for its understanding of the client's business by a source who describes the advice as "helpful, timely and detailed."

Notable practitioners

Athina Skolarikou and Mary Deligianni are key contacts for this practice.

Other Ranked Lawyers

Managing partner **Dimitris Cocalis** is a highly respected figure in the market. His acclaimed practice covers commercial and regulatory matters.

Themistoklis Giannakopoulos (see p.991) advises a diverse client list including telecoms groups, IT companies and banks on a range of regulatory compliance matters. He receives extensive praise for his GDPR expertise, with a source attesting that "he is easy to deal with and has extensive knowledge of telecommunications law in Greece."

Alkiviades Psarras is recognised among market commentators as "one of the most experienced practitioners in the sector." He has longstanding expertise handling regulatory topics within the telecommunications industry.

Leaders' Profiles in Greece

ALMYROUDI, Augustine

Bernitsas Law, Athens
+30 210 361 5395
aalmyroudi@bernitsaslaw.com

Featured in Competition/European Law (Greece)

Practice Areas: EU, Competition & Antitrust, Telecommunications, Media & Technology.

Career: Augustine has vast experience in the field of competition law and is an expert in antitrust matters, particularly relating to mergers and acquisitions, privatisations and joint ventures. Augustine has long standing experience in advising on internal and regulatory investigations and compliance matters, the application of EU and competition law in Greece and State aid issues. She has an expertise in dawn raids, providing guidelines, instructions and on site assistance to clients, and testing compliance by running mock dawn raids. Augustine has a substantial practice advising communication and media companies on compliance with licensing requirements and the regulatory framework, representing companies before the National Telecommunications and Post Commission and liaising with the National Council for Radio and Television. She also advises on the regulatory requirements for entities established outside the EU wishing to provide telecom and media services in Greece or abroad.

Professional Memberships: Athens Bar, Athens Court of Appeals, Supreme Court of Greece.

ANAGNOSTOPOULOS, Ilias

ANAGNOSTOPOULOS, Athens
+30 2107292010
ianagnostopoulos@iag.gr

Featured in White-Collar Crime (Greece)

Practice Areas: Ilias Anagnostopoulos heads Athens-based law firm Anagnostopoulos focusing on criminal and regulatory risk management and all aspects of business crime defence. He has appeared as lead counsel in most significant cases in Greece during the past 30 years including business and financial fraud, insider dealing, tax and customs fraud, money laundering, asset recovery, anti-competitive practices, corruption practices, criminal corporate liability, anti-terrorism, product criminal liability, environmental offences, medical malpractice, art crimes, mutual assistance, extradition and surrender procedures. He is regularly instructed to advise and represent leading corporations from the energy, defence, aviation, shipping, automotive, construction, financial services, raw materials, pharmaceuticals, food, health-care, tobacco, telecommunications, information technology, travel and leisure, and media sectors, as well as foreign governments and governmental organisations. Ilias is a regular commentator of foreign and international cases and offers expert opinions in domestic and cross-border proceedings.

Career: Since 2013 Ilias chairs the Hellenic Criminal Bar Association, a nationwide organisation of criminal practitioners. From 2006 to 2013 he chaired the Criminal Law Committee of the Council of the Bars and Law Societies of Europe (CCBE). He

was a member of the Law Commission on the new Greek Criminal Code (2015-2019), which entered into force in July 2019. Ilias received his education at the School of Law, National University of Athens (LLM,1978), and the J.W. Goethe University of Frankfurt am Main, Germany (Dr. juris, 1982) with a dissertation on pre-trial detention. He is a Professor of Criminal Law and Criminal Procedure, School of Law, National University of Athens (2018-), where he currently teaches Criminal Procedure Law, European Criminal Law and Economic Crimes Law. He started his academic career at the same School of Law as a Lecturer (1989) and continued as an Assistant Professor (1996) and Associate Professor (2009).

Professional Memberships: Hellenic Criminal Bar Association (Chair, 2013-); Hellenic Ministry of Justice Experts Committee; High-Legal Council, Bank of Greece (2014-); European Criminal Bar Association (founder member); European Criminal Law Academic Network; European Law Institute; International Bar Association (associate); National Association of Criminal Defense Lawyers (international); International Society for the Reform of Criminal Law; ICC-FraudNet; World Justice Project.

Publications: Ilias has published extensively in Greek, English and German on matters of criminal law, criminal procedure, European criminal law, criminal justice policy, fundamental rights. Some of his publications are: "Criminal Law in Greece", Kluwer Law International, The Hague/London/Boston, 2000, 2nd ed. 2021 (forthcoming); "Proportionality issues in European arrest warrant proceedings: Three stories from the field, in: Em. Billis et al, 'The Principle of Proportionality in Crime Control and Criminal Justice', Hart Publishing, 2021 (forthcoming); "One Act, Multiple Prosecutions Unlimited Sanctions?" American Bar Association, 31st National Institute on White Collar Crime, 2017, U11-15; "The right of access to a lawyer in Europe: A long road ahead?", European Criminal Law Review 2014, p. 3-18; "Criminal justice cooperation in the European Union after the first few 'steps': A defence view", ERA Forum 2014, p. 9-24; "Untersuchungshaft und Verfahrensbeschleunigung: Das Beispiel Griechenlands", StrafverteidigerForum 2013, p. 453-457; "Contra Socratem", Onasis Foundation, Athens 25.5.2012, (watch Socrates' re-trial at <https://www.youtube.com/watch?v=FPN7EVtAto>); "Ne bis in idem in der Europäischen Union: Offene Fragen", Festschrift für Winfried Hassemer, C.F. Müller Verlag, Heidelberg, 2010, p. 1121-1140.

Personal: Ilias, born 1956 in Piraeus, lives in Athens with his wife Persa Lampropoulou and their two sons, Kimon (18) and Aris (17).

ANDROULAKAKIS, Marina

Bernitsas Law, Athens
+30 10 361 5395
marina.androulakakis@bernitsaslawof-fices.gr

Featured in Competition/European Law (Greece)

Practice Areas: EU, Competition & Antitrust, Human Rights, Intellectual Property, Data Protection & Privacy Telecommunications, Media & Technology

Career: Marina joined the Firm in 1997 and is Head of the EU, Competition & Antitrust department. Her practice is focused on EU, competition and antitrust law, advising national and international clients on antitrust, merger control and State aid issues, with considerable experience in cross-border and cross-section transactions, assisting clients on risk and strategy assessment and regulatory compliance. Marina has extensive experience in successfully representing clients across various industries in alleged cartel cases before the HCC as well as in merger cases, and has effectively coordinated multi-jurisdictional filings and obtained clearance for high-profile M&A transactions. Recently, Marina successfully represented CVC before the Hellenic Competition Commission (HCC) in the acquisition by SAIGA, a company invested in by funds managed or advised by CVC, of a minority stake, granting it negative sole control in Skrutz, the leading e-commerce platform in Greece, and Andromeda Group which already solely controlled the two major Greek fish farming companies with an international presence, Nireus and Selonda, before the HCC in its acquisition of sole control over the fish feed production company Perseus Specialty Foods Products.

Professional Memberships: Athens Bar, Athens Court of Appeals

BERNITSAS, Panayotis M

Bernitsas Law, Athens
0030210 3392950
pbernitsas@bernitsaslaw.com

Featured in Corporate/Commercial (Greece), Competition/European Law (Greece), Banking & Finance (Greece)

Practice Areas: Corporate and M&A; Energy & Environment; EU, Competition & Antitrust; Litigation, Arbitration & Dispute Resolution; Privatisations, Project Finance & PPPs; Real Estate; Tax.

Career: Panayotis is Managing Partner of Bernitsas Law. He has an active, broad-based commercial practice incorporating more than 35 years of experience in transactional, advisory and litigation work. Panayotis is an authority in EU, competition and antitrust law and has represented clients in prominent cartel cases before the Hellenic Competition Commission. He is a senior litigator, acting in complex, high stake civil and administrative actions before high courts and arbitration boards and has acted as arbitrator at the ICC. Panayotis is an expert in concession projects and privatisations, with an unsurpassed track record of playing a key role in many of the pioneering, ground breaking transactions to have taken place in Greece. He advises extensively on major renewable and conventional energy and infrastructure projects and energy property development investments, large scale real estate developments and real property asset portfolio investments and complex tax structuring, wealth planning matters and high stakes tax controversies.

Panayotis has acted as advisor to the Government on European Union, State Aids and Privatisation issues.

Professional Memberships: Athens Bar, Athens Court of Appeals, Supreme Court of Greece.

BERSIS, George

POTAMITISVEKRIS, Athens
+30 210 33 80 000

george.beris@potamitisvekris.com

Featured in Real Estate (Greece), Corporate/Commercial (Greece), Banking & Finance (Greece)

Career: George is a dedicated expert in the field of banking, capital markets and real estate. He has played a pivotal role in the recent development of the Greek banking sector and has considerable experience in tender offers, rights issues and merger and acquisition transactions, with a focus on listed companies and privatizations. George also has a broad expertise in the area of Real Estate, advising on traditional asset acquisitions as well as complex structuring and financings. He has acted in many of the landmark real estate transactions that took place during the recent years. He is a lecturer in corporate governance at Piraeus University, and he previously taught at Alba University & at the Athens Exchange Training Centre on securities and derivatives issues.

CATSAMBAS, Evangelos

Watson Farley & Williams, Athens
+30 210 455 7307

ecatsambas@wfw.com

Featured in Shipping (Greece)

Practice Areas: Evangelos is a Partner in the Dispute Resolution Group. Evangelos has 20 years of experience in shipping litigation/dispute resolution (charterparty, bill of lading, shipbuilding contract and MOA disputes), maritime casualties, general commercial litigation/dispute resolution and (non-contentious) contract drafting. He has a diverse practice, working for shipowners, charterers, cargo traders, bunker traders, P&I Clubs and Hull & Machinery insurers.

Career: Evangelos was the 2013 and 2014 winner of the Client Choice 2014 Individual Award for Greece (Shipping & Transport). He is a recommended individual for Shipping Litigation in Greece by the Legal 500 (2017), quoted as "Incredibly bright and flexible", and also for Shipping (International Firms) in Greece by Chambers Europe (2018), which says that he "impresses the market with his "knowledge of charter party disputes" and vessel performance cases." Clients highlight his "excellent legal knowledge mixed with a practicality and commerciality" (Chambers Europe 2019).

CHARAKTINIOTIS, Stefanos

Zepos & Yannopoulos, Athens
30 210 6967 000

s.charaktiniotis@zeya.com

Featured in Competition/European Law (Greece)

Practice Areas: Antitrust & Competition Business Crimes & Investigations M&A and Project Development Restructuring & Insolvency Automotive Retail, Luxury & Consumer Tech, Media & Telecom Transport, Logistics & Aviation

Career: Stefanos has extensive experience on M&A, cross border corporate transactional work, corporate restructuring, and financing projects. He is also engaged in carrying out legal due diligence, drafting and negotiating share purchase and ancillary agreements and undertakes all formalities required for the implementation of acquisitions. Stefanos also acts for technology companies, their investors and management on M&A, private equity and other corporate transactions. Stefanos has also experience in antitrust practice, advising businesses operating in Greece through local subsidiaries or distributors on their compliance with antitrust specifications of EU and Greek antitrust law. Stefanos is a Lecturer at the University of Aegean teaching M&A and corporate law and is admitted before the Supreme Court. He is a member of the firm's executive committee.

CHRISTOFORIDIS, Nikos
Zepos & Yannopoulos, Athens
30 210 696 70 98
n.christoforidis@zeyya.com

Featured in Dispute Resolution (Greece)

Practice Areas: Commercial and Consumer Law Dispute Resolution Real Estate
Career: Nikos is head of our firm's dispute resolution practice. He has extensive experience in representing international clients before Greek courts and arbitral tribunals on real estate, intellectual property, unfair competition, agency and distribution agreements, product liability, tort, energy, stock exchange and debt collection cases. He also regularly advises international and domestic clients on local and international business transactions, with a particular focus on real estate, commercial cooperation agreements and commercial lease agreements. He was admitted to the Thessaloniki Bar in 1985 and joined our firm in 2006. Nikos is admitted before the Greek Supreme Court.

CONSTANTINIDIS, Vassilis
Dryllerakis & Associates, Athens
214 6872588
vc@dryllerakis.gr

Featured in Dispute Resolution (Greece)

Practice Areas: Employment Law, Commercial Law, Intellectual Property, Litigation & Arbitration. Vassilis is specialized in employment law, having an extensive experience in all HR issues (including code of conduct policies, data protection policies, Employer's handbooks, business-level CLAs, individual employment contracts of any kind etc). He has also a long experience in litigation, having handled serious cases referring to commercial disputes, intellectual property and unfair competition matters.
Career: Qualified 1993. Practicing before all Courts of all degrees, including Supreme Courts. Senior Partner.
Professional Memberships: Athens Bar Association.
Personal: Born 1967. Graduate of Athens University Law School (1990). Post-graduate studies in Commercial & Labor Law in Athens University (1991-1992)

COURAKIS, Evangelos N
Koutalidis Law Firm, Athens
+30 210 360 7811
encourakis@koutalidis.gr

Featured in Dispute Resolution (Greece)

Practice Areas: Arbitration, Litigation and Mediation; Energy Law; Public Procurement, Privatisations, Concessions and Public Private Partnerships; Real Estate; Data Protection; Employment and Immigration; Investment in Greece (Structuring, Protection, Grants, Permits & Operation); Investigations & White Collar Crime (incl. FCPA); M&A; Pharmaceutical.

Career: Evans focuses on energy law, international arbitrations, complicated litigations before the Greek courts, concessions and privatizations and contract negotiation and drafting (with focus on corporate, energy and construction). He is also very experienced in data protection issues, on which he regularly advises. He is heading the Energy Sector and the Data Privacy Departments and he is deputy head at the Arbitration, Litigation and Mediation Department.

Professional Memberships: Partner in Koutalidis Law Firm, Head of the Energy Law and of the Data Privacy Departments, Co-Head (Deputy) at the Arbitration, Litigation and Mediation Department and Co-Head of the Investment in Greece Department, Member of the Athens Bar Association. Qualified to appear before all Courts of all degrees, including the Supreme Courts.

Publications: Co-author in articles regarding "Greece: International & Cross-Border Capabilities", published in Chambers, 2021.

Personal: -Certified CEDR Mediator -Cambridge University, LL.M. on Commercial Law and International Commercial Litigation. -Athens University, LL.B. and B.Phil.

DAMIANDIS, Alexandros
Watson Farley & Williams, Athens
+30 210 4557300
adamianidis@wfw.com

Featured in Shipping (Greece)

Practice Areas: Alexandros is a Partner in the Asset Finance Group. Alexandros' practice focusses on advising major international banks on shipping finance transactions, restructuring and work-out situations and handling inter-creditor and subordination arrangements in relation to every type of vessel. He also advises shipping companies on the sale and purchase of vessels, negotiating shipbuilding contracts and refund guarantees, joint ventures and shareholders' agreements as well as debt and equity arrangements. Alexandros represents lenders on the financing of commercial and leisure aircraft, including aircraft registrations and mortgages in Greece. His Greek law practice also covers shipping finance and litigation cases, as well as a broad range of civil, corporate/commercial, project and real estate matters, both contentious and non-contentious. He is qualified both in Greece and in England & Wales.

Career: Alexandros is recognised as a leading shipping finance lawyer in the Greek market by legal directories Chambers Europe and Chambers Global. In 2019, they noted that clients said "he has a good understanding of the balance between banks and shipping companies, and he understands how to keep a good equilibrium and effectively negotiate".

DAMILAKIS, John G
Dryllerakis & Associates, Athens
0030 211 0003456
jd@dryllerakis.gr

Featured in Dispute Resolution (Greece)

Practice Areas: All business matters including specialisation in Commercial and Business law, Labour Law, Litigation and Arbitration. Languages: Greek, English.

Career: Qualified 1975. Senior Partner. Practicing before all Courts, including Supreme Courts. 40-year long experience. Specializes in counselling and litigation, both as lawyer and arbitrator. Considerable experience in business administration resulting from his active involvement in the Board of Directors of many companies. Has handled a considerable number of important cases related to, among other areas, business schemes planning, privatizations, restructuring and M&A, as well as corporate finance and project financing.

Professional Memberships: Athens Bar Association, International Bar Association (IBA).

Personal: Born 1950. Graduate of Athens University Law School.

DAOUTI, Chara
Lambadarios Law Firm, Athens
+302103231135

Featured in TMT (Greece)

Practice Areas: Litigation & Dispute Resolution, TMT & Technology Transactions, Privacy, Intellectual Property, Employment

Career: Chara Daouti leads our Privacy Protection, TMT, marketing and advertising and Intellectual Property practices. She provides both litigation-related (contentious) and strategic commercial advice to clients in a wide range of industry sectors, from emerging technology start-ups and platforms to established banks and regulated institutions, helping them to protect their interests and achieve their objectives. Chara works at the frontier of evolving law in Greece, particularly in the fields of internet law and social media, and recently explored the intersection between privacy law and employees' rights. She also has broad experience in matters of traditional employment law.

Professional Memberships: Athens Bar Association, New York Bar Association

DIMITRIADIS, Prokopis
Lambadarios Law Firm, Athens
30 210 32 24 047
p.dimitriadis@lambadarioslaw.gr

Featured in Banking & Finance (Greece), Dispute Resolution (Greece)

Practice Areas: Banking & Finance, Capital Markets, M&A, Real Estate, Litigation & Dispute Resolution

Career: Prokopis Dimitriadis heads our Banking & Finance practice and is also a leading member of our M&A, Capital Markets, Litigation & Dispute Resolution, and Real Estate practices where he has established a reputation for developing practical solutions that get the deal done. He has wide-ranging experience in advising on and executing major transactions involving funds, institutional investors and large corporates - from both the buy and sell side - and in structuring complex financing arrangements for domestic and international clients. Prokopis has first-class drafting skills in English and is accustomed to working on projects where

finance documentation is written under Greek and English law. Prokopis is listed in Chambers Europe for Banking Finance, Dispute Resolution and Insolvency/Restructuring. In addition to his transactional and financial work, Prokopis is skilled in international commercial arbitration under the ICC rules. He has also extensive knowledge of domestic arbitration rules under the Greek Code of Civil Procedure. He is currently the legal counsel of ICC Hellas, the Greek chapter of the ICC.
Professional Memberships: Athens Bar Association

DRAKAKAKIS, Stamatis
Zepos & Yannopoulos, Athens
(+30) 694 4206 612
s.drakakakis@zeyya.com

Featured in Competition/European Law (Greece)

Practice Areas: Antitrust & Competition

Career: Stamatis is head of our antitrust & competition practice. Stamatis covers the full range of EU and Greek competition work, including cartel investigations, merger control, JVs, distribution agreements, unilateral conducts, state aid measures and state intervention. He has represented multinational and major Greek corporations at both EU (European Commission and EU Courts) and national level (Hellenic Competition Commission, Sector Regulators and Greek Administrative Courts). His experience spans a wide spectrum of industries including electronic communications, energy, financial sector, constructions, airlines, broadcasting, retail, pharmaceutical, chemicals, steel, and defence. He has also been involved in cases where competition law interfaces with public procurement rules. He has assisted the European Commission before the General Court of EU in numerous cases. He has also advised the Hellenic Republic with regard to privatisation projects and ad hoc state aid cases. He was admitted to the Athens Bar in 2002 and he joined our firm in the end of 2019. Stamatis is admitted before the Supreme Court. He has also completed a traineeship at the Court of Justice of the EU (in the Chambers of Judge V. Skouris - 2001/2002).

DRYLLERAKIS, Emmanuel J
Dryllerakis & Associates, Athens
+30 211 0003456
ed@dryllerakis.gr

Featured in Corporate/Commercial (Greece), Competition/European Law (Greece)

Practice Areas: All business matters including specialisation in Corporate Law, Competition Law, Contracts, Mergers and Acquisitions, Capital Markets, Corporate Financing, Privatisations.

Career: Qualified 1998. Practicing before all Courts, including Supreme Courts. Senior Partner and one of the administrators of the firm. He is specialized and has extensive experience in competition law, with active involvement in major antitrust and merger control cases before the Hellenic Competition Commission, as well as further litigation before Greek Administrative Courts. He has acted in a considerable number of leading cases related to privatizations, re-structuring and M&A, as well as corporate finance and project financing both from the part of the investors and from the part of the Greek state. Languages: Greek, English, French.

Professional Memberships: Athens Bar Association, International Bar Association (IBA).

Publications: Has contributed to the publication of books and articles in competition; has participated in national/international conferences and seminars.

Personal: Born 1971. Graduate of Law School of Lille II University, France (1995) and Athens University Law School.

DRYLLERAKIS, John C

Dryllerakis & Associates, Athens
+30 211 0003456
jcd@dryllerakis.gr

Featured in Tax (Greece), Corporate/Commercial (Greece), Competition/European Law (Greece), Dispute Resolution (Greece)

Practice Areas: Active in all fields of business law including specialization in tax, competition law, corporate law M&As and arbitration (both as lawyer and arbitrator. Long experience in management and decision-making process, international transactions and financial matters. Has been General Counsel and General Tax Counsel of the Exxon affiliates and subsequently of Shell Hellas (23 years in total) and member of their Management Teams. Languages: Greek, English.

Career: Qualified 1962. Managing Senior Partner since 1982. Practicing before all Courts, including Supreme Courts.

Professional Memberships: Athens Bar Association, International Fiscal Association (IFA), former member of Hellenic Capital Market Committee and National Competition Committee. Board Member of the Hellenic Association of Law Firms. Member of the Panel of Conciliators of the International Centre for Settlement of Investment Disputes (ICSID). Treasurer of the Hellenic Association for European Law. Member of the Society of Tax Law and Fiscal Studies.

Publications: Author of many books and articles in the areas of corporate law, investment (tax) incentives, liberalization of capital movement, competition law, accounting law. He has delivered numerous presentations in seminars and conferences in the areas of tax law, investment incentives, corporate and competition law.

Personal: Born 1937. Graduate of Athens University Law School.

FILIOTIS, John

Lambadarios Law Firm, Athens
+30 210 323 1135
i.filiotis@lambadarioslaw.gr

Featured in Dispute Resolution (Greece)

Practice Areas: Litigation & Dispute Resolution, TMT and Intellectual Property, Employment

Career: John Filiotis is the senior partner at Lambadarios and heads up our Litigation & Dispute Resolution practice. He is a hugely experienced litigator, having spent more than 40 years representing domestic and international clients at all levels of civil and administrative courts, including the Supreme Court, the Conseil d'Etat and the Court of Justice of the European Union. John has played a key role in numerous high-profile and pioneering litigation and arbitration cases, including cases that have set new precedents in labor law and intellectual property, particularly in relation to content uploaded to internet platforms. He is recommended by both Chambers Europe and Chambers Global

as a band 1 leading lawyer in Dispute Resolution.

Professional Memberships: Athens Bar Association, Greek Union for Arbitration, Greek Union of Civil Procedure

FLAMBOURAS, Dionysis

Bernitsas Law, Athens
+30 210 3392950
dflamouras@bernitsaslaw.com

Featured in Banking & Finance (Greece)

Practice Areas: Banking, Finance & Capital Markets; Energy & Environment; Project Finance & PPPs.

Career: Dionysis is specialised in all types of financing arrangements, securitisations and bond issues. He has extensive experience in advising on the sale and servicing of non-performing secured and unsecured loans and cards portfolios, and the licensing and operation of servicing platforms. Dionysis advises on asset, project, real estate, ship, leveraged and structured finance transactions and has developed an expertise in advising leading national and international credit and financial institutions on complex banking regulatory compliance issues. He has experience in financial restructurings, rehabilitations and insolvency proceedings, is a Visiting Professor on Civil and Financial Services Law at Athens University and teaches a programme on NPLs at a Greek credit institution. Dionysis is a member of the Bank of Greece and Hellenic Capital Markets Commission's Examination Committee for the provision of investment services certification under MiFID II. Recently he advised Piraeus Bank on its first €1.92bn (GBV) public NPE residential mortgage loans securitisation, and Citigroup and Piraeus Bank as mandated lead arrangers in the securitisation of car lease receivables by Olympic Commercial and Tourist Enterprises, owned by Avis Greece.

Professional Memberships: Athens Bar; Athens Court of Appeals; Solicitor, England and Wales.

FORTSAKIS, Nikitas P

Koutalidis Law Firm, Athens
+30 210 360 7811
nfortsakis@koutalidis.gr

Featured in TMT (Greece)

Practice Areas: TMT; Administrative and Environmental Law; Regulatory and Compliance, Data Protection; Pharmaceutical Industries; New Technologies, Innovation & Startups; TMT; Healthcare and Pharmaceutical

Career: Nikitas Fortsakis is a Partner at Koutalidis and the head of its TMT and Administrative and Environmental Law practices. Nikitas is a highly regarded industry expert with more than 25 years' experience in the field. Nikitas regularly advises electronic communications service providers in their day-to-day matters and acts as counsel in network compliance and licensing cases – most notably, having successfully represented a major service provider in the most well-publicized unlawful interception case in Greece, concerning fines of almost €100m. Nikitas has also been involved in most major technology-based Greek M&As and bond issuances of the last two decades. Nikitas is active in TMT-related policymaking, carrying out advocacy work for the shaping of the electronic communications

enforcement framework. Nikitas has solid experience on administrative law matters, focusing particularly on pharmaceutical, environmental and urban planning issues, as well as on competition and public tenders' issues and related litigation.

Professional Memberships: Partner at Koutalidis Law Firm, Member of the Athens Bar Association

Personal: Academic Background: Un. Paris II (DEA Public Law) University of Athens Faculty of Laws (LL.B.) Languages: Greek, English and French

GEORGOPOULOS, Vassiliki

Watson Farley & Williams, Athens
+30 21 0455 7337
vgeorgopoulos@wfw.com

Featured in Shipping (Greece)

Practice Areas: Vassiliki is a Partner in the Asset Finance Group. Her main areas of practice are shipping finance and other non-contentious aspects of shipping such as sale and purchase transactions, JV agreements and shipbuilding contracts. She also has an excellent reputation for non-contentious advice in the yachting industry. Vassiliki acts for a wide variety of banks, private equity funds and other financial institutions in the structuring and restructuring of loan transactions as well as for private and public shipowning entities.

Career: She is recognised as an up-and-coming shipping expert by leading legal directories Chambers Europe and Chambers Global. In 2019, clients told Chambers she is "very diligent, possesses deep knowledge and has extensive experience in her field of expertise, which is translated into the production of very accurate documentation and advice".

GIANNAKOPOULOS, Themistoklis
Andersen Legal, Greece – Pistolis – Triantafyllos & Associates Law Firm, Athens
Featured in TMT (Greece)

Practice Areas: Telecommunications, media and technology (TMT) Antitrust, competition & regulatory Corporate & commercial EU law

Career: Themistoklis K. Giannakopoulos heads the TMT practice at Andersen Legal Greece. A seasoned counsel and business consultant, with extensive international experience in compliance and regulatory affairs, and deep expertise in corporate law. He brings along proven history of acting as general counsel for major global companies in diverse industries, uniquely efficient in bridging the fine line between the executive's focus on sales and the board's focus on risk-mitigation, praised thus for being extremely business-oriented. His professional career demonstrates remarkably strong ability and proven history in coordinating successfully major projects (incl. mergers and acquisitions, joint ventures, antitrust/e-comms/GDPR and other compliance, public tenders, digital dividend auctions, market liberalizations, etc.). He has also proven multi-jurisdictional experience as Head of Legal and Regulatory in diverse countries and markets, representing clients before national and EU authorities, agencies and courts. He advises clients in the following indicative sectors: e-communications, gambling, energy, banking, passenger shipping, tobacco, automotive, IT/software, constructions, retail, He has

extensive teaching/training experience, within academic/business environments

Professional Memberships: Athens Bar Association
Publications: Safeguarding Companies Rights in Competition and Anti-dumping/ Anti-subsidies Proceedings, 2nd ed., 2011, Kluwer Law International

GIANNIDIS, Ioannis

Ioannis Giannidis Law Firm, Athens
0030 210 3609483
igiannidis@iglawfirm.gr

Featured in White-Collar Crime (Greece)

Practice Areas: Ioannis is the Founder and Managing Partner of "Ioannis Giannidis Law Firm". He is Professor Emeritus of Criminal Law and Criminal Procedure and an expert in white-collar crime, combining consulting and criminal law litigation.

The areas of expertise include Corporate criminal liability i.e. BoD Members/Managers' personal exposure, Tax criminal law, Fraud, Embezzlement, Breach of trust/misappropriation, Corruption, Money laundering on the basis of financial crimes (including Freezing and seizure of bank accounts), European and International Arrest warrant, Extradition requests related to financial crime, Negligence (Construction, Medical, Aviation).

Career: In 1986, Ioannis founded the Law Firm and is practicing criminal law since then. In the last three decades, Ioannis has represented clients in almost all major financial criminal cases in Greece. The Firm efficiently undertakes the overall handling of corporate criminal cases, representing CEOs, BoD members, Directors etc. Within the last two years, Ioannis is a counselor to all key legal entities established by the Greek state for the management of public assets. He has an unparalleled experience in handling delicate criminal matters for Banks and financial institutions for over 30 years; he has a long experience in handling criminal cases with political aspects and has represented major politicians (including former Prime Ministers). In parallel with his multilingual skills, Ioannis has an extended knowledge of Criminal Law and practice in foreign countries (Germany, France et al). Moreover, he has a distinguished academic career. In the years 1983-1984 he was a lecturer (Akademischer Rat) in Criminal Law and Legal Philosophy at the Faculty of Law, University of Munich. Since 1985 he was teaching criminal law and criminal procedure at the National and Kapodistrian University of Athens (Law School). He is now Professor Emeritus. Ioannis serves as legal counselor to the National Bank of Greece (NBG) since 1993. Since 2014, he is Head legal counselor to the executive members of NBG and member of the Legal Council of the Hellenic Bank Association (HBA). For 10 years (2004-2014) he was member of the Board of NBG. From 2015 to 2019, Ioannis was a member of the Committee assigned by the Ministry of Justice with the amendment of the Greek Code of Criminal Procedure. The work of the Committee introduced a radical reform of the Greek Criminal Procedure.

Professional Memberships: Member of the Athens Bar Association; since 2015 Chairman of the Board of the Hellenic Association of Penal Law (Greek section of the Association Internationale de Droit

Pénal); Member of the Hellenic Criminal Bar Association.

Publications: Most important publications in Criminal Law, Criminal Procedure, European Criminal Law issues: Justice as institution and organization, Athens 2016; The structure of the European Court of Human Rights case law, Poin.Chron.2016, p. 647-651; The distinction between factual and legal issue. The practical meaning of an "old-fashioned" theoretical distinction, 2016, p.1778-1785; Code of Penal Procedure (Case law per article), Athens 2015; Penal procedure as the main guarantor of personal rights in the new (European) environment of the criminal judiciary system, Conference "Latest development on the European Financial Criminal Law", Piraeus, November 27-28, 2009; Penal Code and Case Law, (Case Law per article), Athens 2009, (together with Charalabakis); The question of the legitimacy of the criminal law today and the end of the classical conception of dogma in substantial criminal law, Poin. Chron.2007, p. 769-775; The Justification of the decision of the criminal courts, 2nd Volume, Athens 2003; The Justification of the decision of the criminal courts, 1st Volume, Athens 1989. Contributions: Lexology -Getting the Deal Through (GTD) -Government Investigations in Greece, 2019, 2020, 2021.

Personal: Ioannis was born in Piraeus in 1950. He studied at the National and Kapodistrian University of Athens and at the University of Munich, Germany (Dr.Juris). He is married to Antonia -Ioli Tzannetakis and they have a 27 years old daughter, Alexandra.

HATZIMICHALIS, Alexia

Watson Farley & Williams, Athens
0030 210 4557341
ahatzimichalis@wfw.com

Featured in Shipping (Greece)

Practice Areas: Alexia is a Partner in the Asset Finance Group. Alexia advises on a wide range of ship finance matters, including the drafting and negotiation of revolving and term loan facilities, shareholders' agreements, shipbuilding contracts and refund guarantees. She has been involved in the renegotiation of shipbuilding contracts and in a multiple order of new buildings by one of the largest Greek ship-owning groups. Alexia also regularly acts for buyers and sellers on sale and purchase transactions. Her clients include Greek and international banks, other financial institutions, Greek ship-owning groups and US-listed companies.

Career: She is recommended as a leading expert in her field by legal directories Legal 500 EMEA, Chambers Europe and Chambers Global. Most recently in 2019, clients described her to Chambers as being "very good and works very hard to assist and meet our deadlines".

IATRIDIS, George

Watson Farley & Williams, Athens
+30 210 455 7391
giatridis@wfw.com

Featured in Shipping (Greece)

Practice Areas: George is a Partner in the Dispute Resolution Group. With a career spanning 30 years practising Greek law, George has built a reputation as one of Greece's most distinguished maritime litigators, regularly advising the full spec-

trum of shipping industry participants, including leading Greek and international ship-owning groups, P&I clubs, banks and insurers and reinsurers. He is especially well known for his expertise advising on cargo and charterparty claims, insurance and reinsurance disputes, litigation arising from accidents at sea, enforcements and foreclosures, and marine pollution and casualty cases. George also has considerable experience advising on disputes arising from ship sale and purchase agreements and shipbuilding contracts, as well as in employment, aviation, administrative, commercial and civil litigation matters.

Career: He is recognised by legal directory Legal 500 EMEA as one of Greece's leading maritime litigators.

IOANNOU, Euripides POTAMITISVEKRIS, Athens

+30 21 0338 0000
euripides.ioannou@potamitisvekris.com
Featured in Energy & Natural Resources (Greece), Banking & Finance (Greece)

Career: Euripides specialises in the areas of project and structured finance, and energy regulation. He has acted on a wide range of complex project & structured financed transactions, upstream oil and gas concessions, energy regulatory matters and acquisitions. He advises clients on PPP and large infrastructure projects (motorways, airports, marinas), real estate development, oil & gas, renewable and thermal energy projects and electricity trading. Euripides has been a Partner with the firm since 2008 and has twenty years of experience as a lawyer.

KAKALETRIS, Panagiotis

Dryllerakis & Associates, Athens
+30 211 0003456
pk@dryllerakis.gr

Featured in Dispute Resolution (Greece)

Practice Areas: Active in dispute resolution in a wide variety of commercial and civil disputes, including agency and distribution, bankruptcy and conciliation procedures, unfair competition, intellectual property infringements and shareholders' disputes, for clients of a vast range of industries, such as construction, defense, energy, hospitality, medical products, publishing etc. Also experienced in public procurement tenders; be it either advising on tender procedures or handling litigation (pre and post award), mainly for clients of infrastructures, advanced technology, food services, pharmaceuticals et al. Also involved in white-collar crime cases, handling of anti-corruption and bribery issues, compliance organization set-ups, training seminars and follow up audits. Languages: Greek, English, French

Career: Qualified 2008. Practicing before all Courts, including Supreme Courts. Partner.

Professional Memberships: Athens Bar Association, Hellenic Civil Law Association.

Publications: "Enforcement of money judgments, Chapter of Greece", published by Juris Publishing.

Personal: Born 1981. Graduate of Athens University Law School.

KAROPOULOS, Alex

Zepos & Yannopoulos, Athens
+30 210 6967000
a.karopoulos@zey.com

Featured in Tax (Greece)

Practice Areas: Tax & Accounting Business tax advisory & compliance Tax Controversy & Litigation VAT & Indirect tax Transport, Logistics & Aviation

Career: As a leader of our tax controversy & litigation practice Alex has extensive experience in advising multinational companies on all stages of tax controversy. He represents clients before the tax authorities in the context of tax audits and all court instances, including the Supreme Administrative Court. He currently litigates some of the biggest tax assessments ever made in Greece and has won multi-million tax disputes concerning income tax and VAT. Alex has also successfully challenged before the courts the legality of taxes, leading to their abolishment. Alex also specialises in VAT and other indirect taxes (including stamp duty and insurance premium tax) and has extensive experience in advising on the indirect tax treatment of a broad range of cross-border and local transactions carried out by multinational companies. He regularly advises on the indirect tax aspects of corporate reorganisations, mergers and acquisitions. Alex works with multinational clients across most industries, including financial and insurance services, real estate, public procurement, energy, IT, aviation, pharma, travel and retail.

KATSIMI, Melina

Lambadarios Law Firm, Athens
+ 30 210 3231 135
m.katsimi@lambadarioslaw.gr

Featured in Corporate/Commercial (Greece)

Practice Areas: Corporate, M&A, Real Estate, Capital Markets, Tax

Career: Melina Katsimi is a key partner in our Corporate and M&A practices where she specializes in conducting and overseeing due diligences for both domestic and international clients. She has played an important role in many large-scale transactions and company formations and restructurings. Her work has helped to shape transactions in a range of industries including banking and finance, real estate, hospitality, media, music, retail, oil and gas, infrastructure, renewables, health-care, pharmaceuticals, and payments. Melina has worked extensively with DEPA, the public gas corporation, on its program of restructuring and privatization. She has also advised on the formation of payments network operator Cardlink and the Bank of Greece's single special liquidator for credit and financial institutions, PQH. She has worked closely with international law firms, particularly with Baker McKenzie in London, and is recognized as a reliable and expert partner to support their client's activities in Greece. Melina has steadily risen through the ranks at Lambadarios, showing great technical understanding, attention to detail and commercial awareness.

Professional Memberships: Athens Bar Association

KITSOU, Evi

Bernitsas Law, Athens
+30 210 361 5395
ekitsou@bernitasslaw.com

Featured in Corporate/Commercial (Greece)

Practice Areas: Corporate and M&A; Insurance.

Career: Evi is an expert in the drafting and negotiation of a great variety of

commercial agreements and advising on regulatory compliance. Her clients include companies across numerous industry sectors, with a focus on automobile, consumer goods and insurance. Evi has long-standing ongoing relationships with many of her clients, who turn to her for assistance with company law issues arising in the conduct of their day-to-day business. Her areas of expertise include company structuring, drafting company establishment and corporate documentation and compliance with the regulatory framework across highly regulated sectors. Evi has considerable experience in share transfers, M&As, corporate transactions, business transfers and asset deals, the establishment of subsidiaries or branches of international companies and internal restructurings. She recently advised Samsung Electronics Greece and Innoetics in their merger by absorption, Alvarez & Marsal in the sale of a majority stake in their local regulated loan servicing company, Independent Portfolio Management to Copernicus, an independent global Loan & REO Asset Management platform, and Media-Saturn-Holding and Olympia Group Ltd in the merger of the operations of Media Saturn Electronics Hellas with Retail World to establish a joint venture.

Professional Memberships: Athens Bar, Athens Court of Appeals, Supreme Court of Greece.

KORITSAS, Nikos

Koutalidis Law Firm, Athens
302103607811
nkoritsas@koutalidis.gr

Featured in Corporate/Commercial (Greece), Banking & Finance (Greece)

Practice Areas: M&A; Banking, Finance and Restructuring; Capital Markets.

Career: Nikos C. Koritsas is the Managing Partner and head of the Banking and Finance Department of Koutalidis Law Firm. Nikos is highly recognised by the market as one of the leading practitioners in the fields of M&A and Banking and Finance. With more than 25 years of experience in the field Nikos has led the Firm in most of its complex and ground breaking transactions. Recent work in banking and finance includes advice to: • Mandated Lead Arrangers and issuance advisors on €650m rights offering of Lamda Development S.A. • Mandated Lead Arrangers and issuance advisors on Lamda Development's issuance of Euro320mil. bond loan; Initial Purchasers and Agent on €525 million high yield bond issued by Crystal Almond S.á.r.l., guaranteed Wind Hellas and €75 million revolving facility agreement; Global Coordinators on Hellenic Petroleum €500m fixed rate unsecured bond issue.

Professional Memberships: Managing Partner in Koutalidis Law Firm, Head of Banking and Finance Department. Member of the Athens Bar Association. Member of the BoD of the Association of Greek Law Firms.

Personal: Academic Background: London University (LL.M. in International Business Law) University of Athens Faculty of Laws (LL.B.) Languages: Greek, English and French.

KOSTIKAS, Nikolaos

Watson Farley & Williams, Athens
+30 210 455 7338
nkostikas@wfw.com

Featured in Banking & Finance (Greece)

Practice Areas: Nikolaos is a Partner in the Project & Structured Finance Group. Nikolaos advises on a broad range of domestic and cross-border corporate, structured and project transactions, specialising in finance, corporate, real estate & hospitality projects, including banking & capital markets regulatory matters as well as data protection law. He also has a wide experience in restructuring, work-out and NPL transactions, and in handling commercial, banking and real estate litigation cases.

Career: Prior to joining WFW in 2010, Nikolaos practised banking, finance and corporate law at a renowned domestic Greek law firm for five years and spent 10 years as in-house counsel in the financial services sector. Nikolaos is recommended as a banking & finance expert by legal directories Legal 500 EMEA, Chambers Europe and Chambers Global. Most recently in 2019, Chambers highlighted his "deep knowledge of finance transactions, absolute dedication to his client's needs and timetable, efficiency and managerial skills".

KOURELEAS, Panagiotis

Ioannis Giannidis Law Firm, Athens
0030 210 3609483
pkoureleas@iglawfirm.gr

Featured in White-Collar Crime (Greece)

Practice Areas: Panagiotis is specialized in white-collar crime and corporate/business criminal Law, combining criminal law litigation and consulting. He is handling exclusively financial and corporate/business criminal cases and he is acting as a defense lawyer in important criminal trial hearings (fraud, embezzlement, breach of trust, money laundering, corruption in the public/private sector, etc.). He is mainly defending executives (CEOs, BoD members, Managers, Directors) of foreign and Greek companies in criminal cases related to their activities in Greece (environmental offenses, health and safety, intellectual property, competition criminal law, data protection, corruption). He is providing legal advice to foreign and Greek companies with the aim to avert and minimize corporate criminal liability risks.

Career: Panagiotis joined Ioannis Giannidis Law Firm in 2003; in 2004 he became associate and since 2007 he is a Partner.

Professional Memberships: Since 2004 member of the Athens Bar Association; since 2016 member of the Board of the Hellenic Criminal Bar Association; since 2007 member of the Hellenic Association of Penal Law.

Publications: Contributions: Lexology –Getting the Deal Through (GTD) –Government Investigations in Greece, 2019, 2020, 2021.

Personal: Panagiotis was born in Athens in 1980.

KOURNIOTIS, Yannis

Lambadarios Law Firm, Athens
y.kourniotis@lambadarioslaw.gr

Featured in Energy & Natural Resources (Greece), Banking & Finance (Greece)

Practice Areas: Project Finance & Development, Banking & Finance, Energy and Utilities, M&A

Career: Yannis Kourniotis heads up our Project Finance & Development practice and is among the leading experts in this field in the Greek market. Working alongside other senior colleagues, Yannis has helped to establish Lambadarios as an Athens powerhouse in Project Finance & Development and Banking & Finance. He has extensive experience on infrastructure and energy projects, as well as public-private partnerships, advising participants across the entire project lifecycle, from tendering authorities to sponsors, lenders and the contractors who will be on site. As a result, Yannis has been engaged in many of the most significant infrastructure and development projects of recent years in Greece. Yannis is ranked in all leading publications including Chambers, IFLR and the Legal 500 as a leading individual for Banking & Finance and Energy.

LAGADIANOS, Antonis

Watson Farley & Williams, Athens
+30 210 455 7321
alagadianos@wfw.com

Featured in Shipping (Greece)

Practice Areas: Antonis is a Partner in the Maritime team and is the head of the Dispute Resolution team in our Athens office. Antonis has over 26 years of experience practising as a shipping litigator, working from both London and Piraeus for another major international law firm, and gained a reputation for his broad based shipping law practice. Antonis' clients include P&I Clubs and leading ship owners, most of which he has enjoyed an excellent relationship over the years. This has allowed him to gain an in-depth knowledge of their businesses and makes him the first port of call to advise on both complex issues and everyday matters. Antonis has expertise in shipping and trade contractual disputes and admiralty work, representing clients before the courts, in arbitrations and mediations and in settlement negotiations. His extensive experience in dry work includes advising on MOA, sale and purchase, shipbuilding, bill of lading and charterparty disputes. Antonis is also well-known for his casualty practice and has successfully advised on numerous oil pollution and salvage incidents, cargo recovery and defence matters and collisions, and has an exceptional track record in resolving disputes arising from marine insurance claims.

LAMBADARIOS, Constantinos

Lambadarios Law Firm, Athens
0030 210 3231135
c.lambadarios@lambadarioslaw.gr

Featured in Real Estate (Greece), Corporate/Commercial (Greece), Competition/European Law (Greece), Dispute Resolution (Greece)

Practice Areas: M&A, Real Estate, Arbitration, Capital Markets, Banking Finance, Mediation, Competition

Career: Constantinos Lambadarios is one of the leading transactional lawyers in Greece. He is the firm's managing partner and head of the M&A, Real Estate and Competition/Antitrust practice groups. Under his leadership, Lambadarios has become a modern, internationally minded firm and is increasingly recognized as one of the legal powerhouses in Athens.

Constantinos has played a leading role in many landmark transactions, supporting domestic and international clients in realizing their strategic goals, and has a reputation for being relentless in his pursuit of practical solutions to even the most complex challenges. Recognized by clients and directories alike as a thoroughly modern lawyer, he combines acute commercial awareness and strategic thinking with deep technical expertise and outstanding communication, team and leadership skills. As well as advising on sophisticated financial arrangements and corporate transactions, Constantinos is also a highly skilled arbitrator and accredited mediator. He has been instrumental in establishing the firm's Epaninondas Lambadarios Scholarship, a scholarship set up in partnership with The Geneva LL.M. in International Dispute Settlement (MIDS) for aspiring Greek lawyers interested in pursuing a career in international dispute management.

Professional Memberships: Athens Bar Association, International Bar Association, School of International Arbitration

LOGOTHETIS, Gregory P

Koutalidis Law Firm, Athens
+2103607811
glogothesis@koutalidis.gr

Featured in Dispute Resolution (Greece)

Practice Areas: –Practice Expertise: Arbitration, Litigation and Mediation; Public Procurement, Privatisations, Concessions and Public Private Partnerships; Real Estate; Energy Law; Employment and Immigration –Industries: Construction; Energy; Financial Services; Insurance; Hotels, Gaming, Leisure & Entertainment; Healthcare and Pharmaceutical; Real Estate; Retail; TMT; Transport (Airports, Ports, Motorways, Railways)

Career: Gregory is the Head of the Arbitration, Litigation and Mediation Department and Co-Head of the Projects & Privatisation and Real Estate Department of our Firm. Gregory has acted as head of the Procurement and Contracts Department of the Public Power Corporation for several years, where he is still active as senior counsel.

Professional Memberships: Member of the Piraeus Bar Association. Qualified before the Supreme Court of Greece. IBA Member. Member of ICC Hellas.

Publications: Der finanzierte Abzahlungskauf.

LOUKAS, Dimitris

POTAMITISVEKRIS, Athens
+30 210 3380039
dimitris.loukas@potamitisvekris.com
Featured in Competition/European Law (Greece)

Career: Dimitris mainly concentrates in the areas of European law, competition law, regulatory, compliance and public law, representing domestic and foreign entities in investigations, notifications and other regulatory procedures before EU and national administrative agencies, in follow-on court proceedings, as well as in business negotiations and compliance matters. He has extensive and in-depth regulatory experience, having served for many years as Vice-President and Commissioner-Rapporteur of the Hellenic Competition Commission, as well as an official at DG Competition of the European

Commission. Previously, Dimitris worked for several years as a lawyer at Slaughter and May (London&Brussels) and Davis Polk & Wardwell (NY), advising on matters of EU, UK and US competition law and representing clients before enforcement agencies in a wide variety of product and services markets. His private practice focused on domestic and cross-border mergers, acquisitions and joint ventures, restrictive agreements, abuse of dominance, compliance & investigations, internal market, state aid, litigation before the EU Courts, as well as on other regulatory procedures before administrative authorities and government/public affairs. Dimitris was a member of the EU Council's negotiation team for the adoption of the new Directive on antitrust damages actions, of the legislative committee for the revision of the Greek Competition Act.

MALAMAS, Fotodotis

Bernitsas Law, Athens
0030 210 3615395
fmalamas@bernitsaslaw.com

Featured in Tax (Greece)

Practice Areas: Tax.

Career: Fotodotis is specialised in advising businesses on tax efficient structures, liability to all forms of direct and indirect taxes, reporting and compliance, and in conducting tax due diligence reviews. He has extensive experience in advising on individual and family tax matters, in particular on lifetime and post death tax planning and the tax aspects arising from the management of private and corporate wealth. He also advises on the tax considerations affecting corporate transactions and commercial agreements, including mergers, acquisitions, restructurings, joint ventures and distribution agreements, with a focus on compliance issues, the distribution and capitalisation of reserves and legislation offering tax incentives. Fotodotis represents clients before the Dispute Resolution Directorate and the administrative courts in relation to disputed liability cases. Fotodotis teaches a post-graduate course on Tax Law at the Athens University of Economics and Business. Prior to joining the Firm, Fotodotis worked as a tax consultant with Arthur Andersen and Ernst & Young and was acting head of the Tax Department of Heracles Cement & Concrete Group, a member of the Lafarge Group.

Professional Memberships: Piraeus Bar; Piraeus Court of Appeals; Supreme Court of Greece.

MALLIOU, Aspasia

POTAMITISVEKRIS, Athens
+30 210 33 80 000
aspasia.malliou@potamitisvekris.com

Featured in Tax (Greece)

Practice Areas: Tax, Private Wealth
Career: Aspasia Malliou has over twenty five years of experience in advising on Tax law and representing clients before the administrative courts and the Council of State. She has vast experience in advising on income, inheritance, donation and capital gains tax imposed on individuals (private wealth) and companies, and the tax arising from a broad range of transactions and indirect taxation. On advisory level, she offers an extensive range of contentious and advisory services to high net worth clients under the light of the

continuously changing global and European tax framework. Specifically, due to her deep knowledge and broad experience, she handles advisory and tax disclosure under the light of FATCA, CRS, Double Tax Treaties, and Multilateral Convention for the implementation of Tax Treaties (MLI) and BEPS. Aspasia is Secretary of the Greek Association of Tax Law and Fiscal Studies and she has participated in numerous conferences & working groups on the interpretation of tax legislation in Greece and abroad. Since 2011, Aspasia has acted as editor of the Tax Law Bulletin, a leading Greek publication where she has contributed as a director for the last twenty five years.

MAMALAKIS, Evangelos

Bernitsas Law, Athens

Featured in Dispute Resolution (Greece)

Practice Areas: Litigation, Arbitration & Dispute Resolution

Career: Evangelos is focused on disputes arising from a range of commercial and financial contracts and relationships. Evangelos has considerable experience in advising corporations in agency, distribution, franchise, joint venture and commercial lease agreement disputes and clients from the financial services sector in disputes relating to financial instruments, bancassurance agreements, directors' liability, shareholders' rights and lending activities. Evangelos also advises companies on labour and benefits related litigation, as well as on Intellectual Property disputes including trademark infringement, licensing, design, copyright and passing off disputes. He has experience in pre-litigation due diligence and defamation actions and is an expert in litigation involving conflict of laws and complex jurisdictional issues. Evangelos is a Certified Mediation Advocate. He is currently representing Kosmocar, a leading importer and distributor of Volkswagen, Skoda and AUDI, in civil actions by consumers allegedly affected by software aimed at optimizing NOx emissions and Olympia Odos, a joint venture including Vinci and Hochtief, as the concessionaire of the €2.4bn (construction cost) concession project for the Elefsina-Korinthos-Patra Motorway, in various disputes with the State before Technical Panels and Arbitration Tribunals.

Professional Memberships: Athens Bar; Athens Court of Appeals; Supreme Court of Greece.

MELEGOU, Sonia S

Zepos & Yannopoulos, Athens
+30 210 69 67 000

s.melegou@zeya.com

Featured in Real Estate (Greece)

Practice Areas: Commercial and Consumer Law Dispute Resolution Real Estate

Career: Sonia co-heads our real estate practice. Sonia specializes in real estate, dispute resolution, intellectual property and corporate law. With over 15 years' experience in the real estate practice advising international and domestic clients she has a solid track record on property transactions, such as acquisitions and disposals, commercial and residential lease agreements, and sale and lease back arrangements. She has also significant experience in the creation of in rem securities and the restructuring of collaterals,

as well as in the due diligence of real estate portfolios. She has also worked with multinational clients active in the luxury goods business regarding trademark infringement matters and anti-counterfeiting strategies. Sonia also represents clients before the First Instance Court and the Court of Appeals, on disputes arising from real estate, leases, trademark infringement, breach of contract, recovery of debts and claims and tort. Sonia is also a CEDR Accredited Mediator and one of the first 50 mediators accredited by the Greek Ministry of Justice. She was admitted to the Athens Bar in 2000 and joined our firm in 2001 and she is admitted before the Supreme Court.

MINTZAS, Theologos

POTAMITISVEKRIS, Athens

+30 210 338 0094

theologos.mintzas@potamitisvekris.com

Featured in Real Estate (Greece)

Practice Areas: Theologos focuses on the fields of Real Estate, mergers & acquisitions and privatization. He has an in-depth knowledge of all aspects of real estate transactions and property management and development, particularly in the hotel and leisure industry. His practice includes acting on a wide range of corporate acquisitions and complex commercial matters. Theologos has also significant experience in the privatization sector having been part of major property, infrastructure and energy projects. Theologos is a member of the Executive Committee of Urban Land Institute Greece & Cyprus.

MOUSSAS, Nicholas

Moussas & Partners, Athens

+30 210 33 92 070

nmoussas@moussaspartners.gr

Featured in Dispute Resolution (Greece)

Practice Areas: Nicholas is the Managing Partner of the Firm. With over 35 years of experience he is one of Greece's best-known practitioners. He specializes in the areas of litigation/dispute resolution, projects & energy, banking, finance & capital markets, EPC projects, project financing, regulatory work, commercial transactions and real estate. Nicholas is a prominent lawyer and litigator and represents and advises clients such as the Volkswagen Group, Siemens AG, Heinz, Anheuser Busch Inbev, Nielsen companies and the Mytilineos Group in several high-profile transactions and landmark disputes before the higher courts and arbitration tribunals. Nicholas has been coordinating, as the local lead counsel for VW Group, the defence in diesel emissions litigation cases securing favorable and precedent setting outcomes in a matter with worldwide repercussions. Nicholas has been handling both domestic as well as international arbitration cases under the ICC and the UNCITRAL Arbitration Rules including investor-state disputes, such as the recent landmark BIT dispute Mytilineos vs Serbia. He is one of the 12 arbitrators (of legal background) in the list of Arbitrators of the national Regulatory Authority for Energy (RAE), the apposite administrative authority for energy in Greece and is also included in the Athens Mediation and Arbitration Organization's (EODID) arbitrators list.

MURRAY, Virginia

Watson Farley & Williams, Athens

+30 210 455 7303

vmurray@wfw.com

Featured in Energy & Natural Resources (Greece), Banking & Finance (Greece)

Practice Areas: Virginia is a Partner in the Project & Structured Finance Group. Virginia specializes in acquisitions and financings in the Greek infrastructure and energy sectors, as well as real estate, corporate/M&A, insurance, mining and commodities transactions for both Greek and international investors and banks. **Career:** Virginia graduated from Cambridge University in 1989 and practised as a barrister in London for five years before moving to Athens and qualifying as a Greek lawyer in 1998. She then spent ten years at a major Greek commercial law firm before joining WFW in 2007. Virginia is widely recognised for her energy, projects, finance and corporate/M&A expertise by legal directories Chambers Europe, Legal 500 EMEA and IFLR 1000. In 2019, Chambers acknowledged her as "a market leader in the renewables sector" and hailed her "expertise in English law", while client interviewees noted she is "very adaptable, flexible and provides her legal opinion very promptly and succinctly". She is fluent in Greek and English

NASKARIS, George

Koutalidis Law Firm, Athens

+30 210 3607 811

gnaskaris@koutalidis.gr

Featured in Tax (Greece)

Practice Areas: Tax Law

Career: Dr. George Naskaris is the head of our Tax Department. George is highly recognized by the market as one of the leading practitioners in the field of taxation and has vast experience that covers virtually all areas of tax law and taxation practice. George is also the permanent tax counsel of the Hellenic Bank Association (HBA)

Professional Memberships: Member of the Tax Committee of the Athens Bar Association. Member of the Piraeus Bar Association; admitted 1996

Personal: Academic Background: University of Athens, Law School (Ph.D in Tax Law (Dr. juris), 2013) University of Lancaster (LL.M. in International Law and International Relations, 1995) University of Athens, Law School (LL.B., 1994) The American College of Greece (B.Sc. in Business Administration, 1992) Languages: Greek, English and French.

PALEOKRASSAS, George

Watson Farley & Williams, Athens

00302104557300

gpaleokrassas@wfw.com

Featured in Shipping (Greece)

Practice Areas: George is a Partner in the Asset Finance group, head of the firm's Athens office and Global Co-Head of the Maritime sector. George advises on a broad range of work spanning the maritime sector, acting for major shipping lenders and shipowners on the structuring and restructuring of loan and leasing transactions, the acquisition, sale and transfer of shipping loan portfolios, on transactions involving distressed assets as well as for owners, operators and investors on shipbuilding projects, long-term charter arrangements, joint ventures and

other general corporate matters involving shipowning groups.

Career: He is universally recognised as one of the leading lawyers in the maritime sector both in Greece and internationally, including by legal directories Chambers Europe, Chambers Global, Legal 500 EMEA and IFLR 1000. In 2019, Chambers styled him quite simply an "excellent lawyer" and Legal 500 as "highly esteemed". Clients have described him as "utterly outstanding."

PANOPOULOS, George

Lambadarios Law Firm, Athens

+302103231135

g.panopoulos@lambadarioslaw.gr

Featured in Energy & Natural Resources (Greece)

Practice Areas: Energy, Dispute Resolution, Utilities, Project Finance, MA, Banking Finance

Career: George Panopoulos is the head of our Energy practice and one of the leading experts on energy law in Athens. He has a wealth of experience in advising on energy-related transactions, regulation and disputes across the whole sector, from electricity production and renewables to oil and gas production, and commercial activities and regulation within the wholesale and retail markets. With in-depth knowledge on the commercial and operational aspects of the energy sector, as well as the legal, George provides clients at every level with practical advice that helps to close deals and resolve disputes. He also plays an important role in our Litigation and Dispute Resolution practice as a skilled litigator and accredited ICC arbitrator, specializing in Private International Law (PIL) and Conflict of Laws issues. He teaches in Athens Law School in the private international law section of the postgraduate degree and in Piraeus University in the Law and Economics postgraduate program and is a member of the Epaminondas Lambadarios Scholarship committee in partnership with The Geneva L.L.M. in International Dispute Settlement (MIDS).

Professional Memberships: Athens Bar Association, Hellenic Institute for International & Foreign Law, Hellenic Review of International Law

PANTAZOPOULOS, Petros

Fortsakis, Diakopoulos, Mylonogiannis & Associates, Athens

ppantazopoulos@fdmalaw.com

Featured in Tax (Greece)

Practice Areas: Income Taxation for individuals and legal entities VAT & Indirect tax Donation Taxes Real estate Tax Custom duties Tax advisory & compliance Controversy & Litigation

Career: Petros Pantazopoulos has almost twenty years of experience in advising on Tax and Administrative law and representing individuals and legal entities before the tax authorities, the administrative courts and the Council of State. He has vast experience in advising on income, capital gains tax, VAT and customs duties imposed on individuals and domestic and foreign companies. He has been advising on the tax treatment of a broad range of cross-border transactions carried out by multinational companies. He has been involved in numerous tax audits on almost every tax matter and has advised

hundreds of clients over the years in tax disputes, both in extra judicial and judicial level. In this context, Petros has litigated major tax assessments and has won multi-million tax disputes concerning income tax, stamp duties etc in landmark cases.

Professional Memberships: Member of the Athens Bar Association since 2002. Member of the board of the Greek Branch of IFA. Member of the board of the Association for fiscal and tax studies. Member of the Tax Committee of the American-Hellenic Chamber of Commerce

PAPACHRISTOPOULOS, Nikos

Bernitsas Law, Athens
+30 210 361 5395
npapachristopoulos@bernitsaslaw.com

*Featured in Corporate/Commercial (Greece),
Banking & Finance (Greece)*

Practice Areas: Banking, Finance & Capital Markets, Corporate and M&A.

Career: Nikos is a recognised expert in primary listings and secondary offerings of securities and acquisitions and takeovers of listed companies. He has been heavily involved in numerous privatizations of State-owned companies and the recapitalization of the Greek systemic banks since 2012. Nikos has vast experience advising on the structuring and financing of mergers and acquisitions, including take-over bids, corporate reorganisations and restructurings and equity and debt offerings. He recently advised Piraeus Bank (PB) on the issuance and offering to institutional investors of €400m and €500m principal amount of Tier 2 Notes, their listing on the Luxembourg Stock Exchange, and PB's submissions to the SSM for the recognition of the Notes as regulatory capital, CVC on the acquisition by funds managed or advised by it of a controlling stake in Vivartia Holdings SA and Piraeus Bank on the demerger by way of hive-down of its banking activity sector and its contribution into a new banking entity, to result in the existing Piraeus Bank becoming a financial holding company called Piraeus Financial Holdings, and the new entity, authorised as a credit institution by the ECB, called Piraeus Bank.

Professional Memberships: Athens Bar, Athens Court of Appeals.

PAPADIAMANTIS, Konstantinos

POTAMITISVEKRIS, Athens
+30 21 0338 0000
konstantinos.papadiamantis@potamitisvekris.com

*Featured in Dispute Resolution (Greece),
White-Collar Crime (Greece)*

Career: Konstantinos is specialised in the area of Dispute Resolution. He has represented clients in a wide variety of commercial and civil disputes. He has particular expertise in disputes relating to corporate governance, minority shareholder rights and infringement of shareholder agreements, and litigation resulting from internal restructurings, liquidations, and insolvency. PV's white-collar crime department head Konstantinos Papadiamantis has more than twenty-five years experience in representing parties in white-collar criminal cases. He has defended individuals and executives of major firms and banks against accusations for breach of trust, fraud, stock market offences, health and safety offences, defamation, etc. Moreover, he has covered the criminal aspect of various regulated activities

(competition, tax evasion) and AML issues. Recently Konstantinos and his team acted as legal advisors in forensic procedures undertaken in Greece.

PAPAKONSTANTINO, Rania K

Zepos & Yannopoulos, Athens
+(30) 210 6967 000
r.papakonstantinou@zeya.com

Featured in Employment (Greece)

Practice Areas: Employment & Labour

Career: Rania is head of our employment & labour practice. Rania has extensive experience in advising international and domestic clients on employment and labour matters. She regularly advises on work-force reductions, hiring and separation of executive employees, transfers of undertakings, employee benefits and collective redundancies. She also handles the employment aspects of various international business transactions, including corporate restructurings, privatizations, close-downs, and mergers and acquisitions. Rania is recognized by many international legal publications as a leading practitioner in her field in Greece. She was admitted to the Athens Bar in 2000 and joined our firm in 2001. Rania is admitted before the Court of Appeals.

PAPANIKOLOPOULOU, Christina

Zepos & Yannopoulos, Athens
+30 210 6967 000
c.papanikolopoulou@zeya.com

Featured in Banking & Finance (Greece)

Practice Areas: Finance & Capital Markets, Restructuring & Insolvency

Career: Christina heads our finance and capital markets group. Christina's areas of practice are banking, capital markets and structured finance, with an emphasis on cross border transactions. Her primary focus is structured finance, but she also covers all aspects of financial transactions. She has worked on major private and sovereign debt restructurings and, in recent years, she has focused on the sale/trading/servicing of distressed banking and trade originated debt.

PAPANTONOPOULOU, Katia

Bernitsas Law, Athens
+(30) 210 361 5395
kpapantonopoulou@bernitsaslaw.com

Featured in Employment (Greece)

Practice Areas: Aviation; Employment.

Career: Katia has vast experience in employment law which includes advising on the regulatory and legislative frameworks in place, employment contracts, pensions and compensation. She also advises on fringe benefits including stock option structures, termination of employment, collective dismissals, employee consultations, collective labour agreements and industrial relations. Katia has acted in numerous transfers of undertakings, restructurings and mergers and acquisitions, conducting due diligence and advising on the full range of employment law issues arising in these transactions. The foundations of her extensive experience in the Aviation sector are in advising on the regulatory framework, the set-up of new owning and operating structures and mergers, acquisitions and privatisation transactions. Katia has drafted and negotiated numerous agreements for the sale, finance and lease, either operative or financial, of individual aircraft and fleets. Prior to joining the Firm, Katia was

in-house counsel to Olympic Airways.

Recently, Katia has been advising a natural cosmetics company on employment matters arising from its day to day activities, including compliance with Covid-19 legislation regarding teleworking, rotation and part time employment, and Monster Energy on employment law matters arising from the operation of its branch in Greece.

Professional Memberships: Athens Bar; Athens Court of Appeals; Supreme Court of Greece.

PAPARRIGOPOULOS, Xenophon

POTAMITISVEKRIS, Athens
+30 210 338 0000
xenophon.paparrigopoulos@potamitisvekris.com

Featured in Competition/European Law (Greece)

Career: Xenophon's extensive advisory and litigation practice is focused on handling matters relating to trademark protection, intellectual property disputes, parallel imports and competition issues, as well as data protection and privacy. He has represented clients before the Supreme Courts of Greece and the Hellenic Competition Commission. He is acting Head of the Department for the Legal and Technical Evaluation of Bills of the Scientific Service of the Hellenic Parliament. Xenophon acted as country expert in the Council of Europe/GRECO 4th Evaluation Round on Albania (2013-2014). He was the Component Leader on the implementation of the EU aquis in the context of the EU-Serbia Twinning Project "Strengthening the Capacities of the National Assembly of the Republic of Serbia" (2012-2014). Xenophon has also participated in a working group which submitted a proposal for the extensive amendment of the Standing Orders of the Parliament of the Republic of Georgia as part of the EU-funded GEOPARES project. Xenophon is Associate Professor of Law & Philosophy at the University of the Peloponnese, prior to which he held a similar position at the University of Thessaly. Xenophon has published several books and a number of papers. Since 2011, he has been President of the Harvard Club of Greece.

PAPASTAVROU, Alexios D

POTAMITISVEKRIS, Athens
+30 210 33 80 000
alexios.papastavrou@potamitisvekris.com

Featured in Employment (Greece)

Career: Alexios has a broad practice in the area of employment and social security law. He is specialised in advising his clients, mainly employers, on all types of individual and collective employer-employee relationships, including trade union relations, collective bargaining agreements & industrial action. Alexios has extensive experience in acting in business closures, mass dismissals, transfers of undertaking pursuant to M&A and privatisations and in litigation before the courts and industrial tribunals arising from social security & employment related disputes. He has an expertise in advising on all aspects of social security law, in particular on the regulatory framework in place. His client base is made up of multinational companies across a range of industries with a focus on finance, pharmaceuticals and consumer goods. Alexios has held various appointments

in his field of specialisation, including Advisor to the National Chemical Weapons Department of the Ministry of Justice and Technical Representative of Greece at the European Council for the introduction of the International Treaty on Money Laundering. He acted as President of the Board of Directors of the Hellenic Centre for the Psychological Health & Therapy of the Child and Family and has been a Member of the Management Committee of the Centre for Political Research & Communication.

PAPOUTSI, Effie

Koutalidis Law Firm, Athens
0030 210 3607 811
epapoutsi@koutalidis.gr

Featured in Banking & Finance (Greece)

Practice Areas: Banking, Finance and Restructuring; Capital Markets.

Career: Effie Papoutsi is a partner in the Banking and Finance Department of Koutalidis Law Firm and heads the Corporate Finance Department. Effie advises foreign and domestic banks in a broad range of financing transactions, including syndicated bond loans, and capital market issues such as Eurobonds or high yield, as well as Greek Government Bonds. She has been advising Greek Banks and investors in relation to sale and purchase of NPL portfolios and the entry into servicing arrangements. She also advises credit and financial institutions on debt and equity as well as regulatory matters. Recent work includes advising: • Joint Lead Managers on issuance of €3,500,000,000 GGBs due 2031 - Piraeus Bank and its leasing subsidiaries on the sale of their NPL portfolios (Project Iris) • Eurobank on the sale of its servicing subsidiary, FPS, to doValue Group (Project Europe). **Professional Memberships:** Koutalidis Law Firm Partner. Athens Bar Association Member. Solicitor of England and Wales.

Personal: Academic Background: Queen Mary, University of London (LL.M. in International Business Law) University of Athens, Faculty of Laws (LL.B.) Languages: Greek, English, French

PARASKEVOPOULOS, Christos

Bernitsas Law, Athens
+30 210 361 5395
cparaskevopoulos@bernitsaslaw.com

Featured in Dispute Resolution (Greece)

Practice Areas: Litigation, Arbitration & Dispute Resolution, Corporate and M&A, Insurance, Compliance, Fraud.

Career: Christos has a broad commercial litigation practice advising and representing companies across a range of industries. He is a Certified Fraud Examiner, a member of the Association of Certified Fraud Examiners, a Certified Mediation Advocate and holds a Diploma in Governance, Risk and Compliance from the International Compliance Association, of which he is a member. He is experienced in advising on criminal and civil proceedings and investigations involving bribery, corruption and fraud, as well as assessing and managing the risk of failure to comply with the legislative and regulatory framework. He advises on asset freezing, corporate misconduct, directors' and officers' liability and intra-company disputes. Christos is an expert in contractual and commercial agreement and succession disputes and defamation

claims. He currently acts for Kosmocar, a leading importer and distributor of Volkswagen, Skoda and AUDI, on civil actions by consumers allegedly affected by software aimed at optimizing NOx emissions and CNP Zois SA in insurance related matters and litigations involving insurance products sold in the Greek market on an ongoing basis.

Professional Memberships: Athens Bar, Supreme Court of Greece, CFE (Association of Certified Fraud Examiners), Dip(GRC), MICA (International Compliance Association).

PESKETZI, Kely

Zepos & Yannopoulos, Athens

Featured in Banking & Finance (Greece)

Practice Areas: Finance & Capital Markets, Restructuring & Insolvency

Career: Kely Pesketzi is a partner in our finance & capital markets group; she practices banking and financial law with a focus on debt transactions and instruments. Her track record includes securitisations, covered bonds and other structured finance products, including large scale NPE deleveraging transactions. She regularly acts for lenders and borrowers in various types of financings, such as project finance and real estate financing, export trade and corporate loans, across an array of industries and funding structures. She has a background working in offerings and placements launched in accordance with EU and US securities regulations both as local counsel and from the international counsel side and has practiced bank restructuring and resolution schemes in Greece well prior to BRRD transposition.

PLATIPODI, Anastasia

POTAMITISVEKRIS, Athens

+30 210 33 80 077

anastasia.platipodi@potamitisvekris.com

Featured in Employment (Greece)

Career: Anastasia Platipodi is a senior associate of the team. She has experience in acting in unilateral amendments and reductions of working hours, business closures, mass dismissals, transfers of undertaking pursuant to mergers, acquisitions and privatizations and in litigation before the courts and industrial tribunals arising from social security and employment related disputes. Her client base is made up of multinational companies across a range of industries with a focus on banking and manufacturing. She was involved in defending a systemic Bank against claims of more than 7M by 729 employees; the main issue in question was whether ARD applies in cases of Bank restructurings following a decision of the Governor of the Bank of Greece; such matter had not yet been dealt with by the Courts. She also successfully defended a variety of clients before a variety of Courts and has ensured the daily consulting of at least 10 major clients.

POTAMITIS, Stathis

POTAMITISVEKRIS, Athens

+30 210 33 80 000

stathis.potamitis@potamitisvekris.com

Featured in Corporate/Commercial (Greece), Banking & Finance (Greece)

Practice Areas: Insolvency & Restructuring

Career: Stathis has a broadly based transactional practice and has acted in numerous cross-border mergers and

acquisitions across South-East Europe. He has worked on legislative and regulatory issues of the capital and derivatives market, financing and banking issues, international arbitration and corporate transactions and restructurings. As member of the Hellenic Corporate Governance Council he contributed to the Hellenic Corporate Governance Code and the drafting of best practices for unlisted and family enterprises. He has recently worked on insolvency issues and other pre-bankruptcy procedures and the regulation of the Non Performing Loans (NPLs) market. Stathis is a member of the Review and Advisory Judge Co Project, developing Principles and Guidelines for cross-border cooperation in insolvency cases, and National Correspondent for the ELI Rescue of Business in Insolvency Law initiative. He is an INSOL International Fellow and a member of the International Insolvency Institute. He is also a member of a group of experts formed by the European Commission for issues regarding the rescue of businesses, product of which is the recent relevant Directive Proposal.

ROUSSIS, Dimitris

Bernitsas Law, Athens

+30 210 361 5395

droussis@bernitsaslaw.com

Featured in Dispute Resolution (Greece)

Practice Areas: Litigation, Arbitration & Dispute Resolution, Privatisations, Public Procurement.

Career: Dimitris has vast experience in the area of public procurement, advising participants and strategic investors in their involvement in, and awarding authorities in their running of, tender proceedings, including concessions and PPPs. Dimitris has a substantial administrative litigation and dispute resolution practice, representing clients in claims arising from the award of public tenders, proceedings for the annulment of central and local government acts or decisions and retraction of fines and penalties imposed by public authorities. He advises in competition disputes, including in the context of concerted practices and merger and acquisition clearances. Dimitris has notable experience in privatisations and the restructuring of state-owned companies for their sale or listing on the Athens Exchange. He is currently representing a SPV consisting of several companies active in the waste treatment units sector, in disputes, including arbitration, arising from the execution of a PPP project for the design, financing, setting into operation, maintenance and facility management of a waste treatment unit, and a major oil company on its appeal against the Hellenic Competition Commission's decision on its alleged collusion with another company active in the same sector. **Professional Memberships:** Athens Bar, Athens Court of Appeals, Supreme Court.

SEIRADAKIS, Yannis

Bernitsas Law, Athens

(+30) 210 3392950

yseiradakis@bernitsaslaw.com

Featured in Energy & Natural Resources (Greece)

Practice Areas: Corporate and M&A, Energy & Environment, Privatisations, Project Finance and PPPs.

Career: Yannis is Head of the Energy & Environment and Joint Head of the Projects & Privatisations departments. He has a wide-ranging transactional practice which encompasses complex privatisations, public and private project developments and mergers and acquisitions, with an expertise in the infrastructure, energy, finance, utilities, telecommunications and transport sectors. Yannis is highly experienced in Privatisations. As Special Secretary for Privatisations at the Ministry of Finance, he managed the sale of numerous State owned companies. Since joining the Firm, he has been involved in high profile privatisations of grid operators, motorways, ports, airports and railways. Yannis is an expert in energy law, advising on the structuring, development, financing and implementation of transactions and projects in the conventional and renewable energy sectors. He also advises privately and State owned entities and consortiums on project financings and PPPs. Recently, he advised Vodafone on the installation of submarine telecommunication equipment for the interconnection of islands and Gastrade on the development of the FSRU in Alexandroupolis, and is currently advising bidders participating in privatisation tenders including for DEPA Infrastructure, DEPA Commercial and Hellenic Electricity Distribution Network Operator.

Professional Memberships: Athens Bar, Athens Court of Appeals.

TSENE, Athanasia G

Bernitsas Law, Athens

+30 210 361 5395

atsene@bernitsaslaw.com

Featured in Banking & Finance (Greece)

Practice Areas: Banking, Finance & Capital Markets.

Career: Athanasia has vast experience in structuring, drafting, negotiating and advising on the feasibility and implementation of international financial transactions. She has been working on the legal and regulatory aspects of the development of a secondary market of NPLs in the portfolios of Greek banks and has been involved in most transactions of this type in Greece. Athanasia has significant experience in advising corporates, international and domestic credit and financial institutions on financial restructurings and insolvency proceedings. Her clients include all the major banks and financial institutions active in Greece. She has acted in innovative and groundbreaking deals which have paved the way for future transactions in the banking sector. Recently, she advised Piraeus Bank on its first public Greek NPE securitisation, with a €1.92bn GBV comprised primarily of non-performing residential mortgage loans, PIMCO and Deva Capital on three non-performing bank loan portfolios (mortgage, retail secured and wholesale loans) originated by Alpha Bank, with a c.€10.8bn GBV, and Citigroup and Piraeus Bank as mandated lead arrangers in the securitisation of car lease receivables originated by Olympic Commercial and Tourist Enterprises Single Member, owned by Avis Greece.

Professional Memberships: Athens Bar, Athens Appeals Court, Supreme Court of Greece.

TSIBANOULIS, Dimitris G

Tsibanoulis & Partners Law Firm,

Acharnai

+30 21 036 75100

d.tsibanoulis@tsibanoulis.gr

Featured in Banking & Finance (Greece)

Practice Areas: Banking and Finance; Securities; Investments; Corporate/ M&A; Privatisation; EU Law; Public Procurement.

Career: Dr. Dimitris Tsibanoulis, Managing Partner of Tsibanoulis & Partners Law Firm, studied Law in Athens (LL.B., 1980) and in Frankfurt/Main (Ph.D., 1986). Author of numerous books and articles in the fields of capital markets, banking and corporate law. Adjunct Professor in the Postgraduate Course for jurists at the University of Piraeus for "Capital Markets Law" and "Banking Law". Member of the Board of Directors of European Society for Banking and Financial Law (AEDBF) and Hellenic European Law Association (FIDE-Greece). Member of the European Financial Markets Lawyers Group (EFMLG) working under the auspices of the (ECB). He has extensive experience in dealing with domestic and international cases, advising major Greek and international banking and financial institutions, blue chip corporations, credit rating agencies, domestic and foreign governments and government bodies, with work including cross-border mergers and acquisitions, M&As, corporate and compliance issues, banking and financial transactions, privatizations, restructuring, securitization of NPLs and securities transactions for listed and non-listed companies.

VOUHOUNIS, Nikos

Bernitsas Law, Athens

+30 210 36 15 395

nvouhounis@bernitsaslaw.com

Featured in Real Estate (Greece)

Practice Areas: Corporate and M&A; Real Estate.

Career: Nikos' expertise lies in the development of high value touristic, primary and secondary residential and commercial projects. He has successfully advised institutional investors, private equity funds and touristic and commercial operators entering the Greek market on major real estate projects, including the development, acquisition and commercialisation of residential complexes and touristic facilities, commercial malls and office space buildings. Nikos has extensive knowledge of real estate privatisation tender procedures carried out by the Hellenic Republic from the point of view of both the Greek State and participants in tenders. In this context, he has advised on real estate and town planning issues, including forestry and archaeological matters, participated in real estate acquisition and disposal negotiations, drafted transaction documentation and advised on the commercialization of land development projects. Recently, Nikos has been advising LBRINT, a leading luxury hotels and resorts owner and operator active in Greece and Spain, on the acquisition of land for a new resort in Crete and SMB Hotels Holdings, an Israeli interests hospitality group with activities across Europe, on the acquisition of several Athens real estate assets for development into lifestyle hotels.

Professional Memberships: Athens Bar; Athens Court of Appeals.

YANNIKAS, Cleomenis

Dryllerakis & Associates, Athens
2110003456
cy@dryllerakis.gr

*Featured in Corporate/Commercial (Greece),
Competition/European Law (Greece)*

Practice Areas: Active in corporate law, M&A, competition law, energy law, investment incentives and privatizations, having considerable experience in major M&A and international project finance deals. He has handled and successfully settled complex shareholders disputes of significant value. He has also advised in several high-profile energy-sector cases, both in the frame of privatization procedures (gas) and in the private sector (oil and electricity). Member of the firm's competition team, having handled numerous antitrust cases before the Hellenic Competition Commission, as well as further litigation before Greek Administrative Courts. Languages: Greek, English, German.

Career: Qualified 2004. Practicing before all Courts, including Supreme Courts. Senior Partner.

Professional Memberships: Athens Bar Association.

Publications: Author/Contributor in several local and international publications on competition law, corporate law and investment incentives.

Personal: Born 1980. Graduate of Athens University Law School.

YANNOPOULOS, Yerassimos C

Zepos & Yannopoulos, Athens
30 21 0 696 7000
y.yannopoulos@zeya.com

Featured in Tax (Greece)

Practice Areas: Private Clients Tax & Accounting

Career: Yerassimos is the co-managing partner and head of our tax & accounting practice. For more than 25 years he is focusing on tax planning for multi-national personal, active business and investment activities, with a particular emphasis on tax structuring for Greek and non-Greek business owners and investors. An important part of Yerassimos' work involves assisting families and their family offices on asset structuring with the formation, management and periodic evaluation of multinational and multi-generational centralized control and management structures. In addition to numerous speaking engagements, organization memberships and publications, Yerassimos has lectured at the Athens School of Economics on International Tax Law (Post-Graduate programme on Taxation) from 2003 to 2012.

ZACHARAKIS, Manolis C

Zepos & Yannopoulos, Athens
m.zacharakis@zeya.com

Featured in Employment (Greece)

Practice Areas: Employment & Labour

Career: Manolis Zacharakis is a member of our employment & labour practice. He works closely with the firm's clients, advising on various employment matters arising from their operations in Greece, including termination of employment contracts, collective redundancies, working hours, pregnancy protection, employee handbooks, etc. Manolis is often engaged in the employment aspects of business transactions, such as corporate restructurings, mergers and close-downs. He also advises on various cross-border employment issues, including employee involvement procedures related to the establishment of Societas Europaea, international assignments, etc.

ZOUPA, Maria C

Zepos & Yannopoulos, Athens
0030 210 6967 000
m.zoupa@zeya.com

Featured in Tax (Greece)

Practice Areas: Business Crimes & Investigations Tax & Accounting Business tax advisory & compliance International Tax & M&A Energy Non Profit & Education

Career: Maria specializes in corporate and international taxation. She advises multinationals on the full spectrum of corporate and international tax matters relevant to their Greek business, involving the set-up, financing, operation, restructuring or exit of their Greek subsidiaries. Maria commonly advises clients on tax compliance aspects, assisting them determine tax risks and remediation measures and is handling corporate and international tax disputes. Maria is also active in M&As, assisting clients with tax due diligence, negotiations and structuring of transactions. She further specializes in energy taxation and has accumulated extensive experience in tax matters relevant to the acquisition, sales and generally restructurings of businesses active in the energy industry. She was admitted to the Athens Bar in 1999 and joined our firm in 1998. Maria is a member of the firm's executive committee.

AKL LAW FIRM

www.aklawfirm.gr **tel:** +30 210 339 2600 **fax:** +30 210 362 8320

Managing Partners: Alexandros Kosmopoulos, Helen Alexiou

Senior Partner: Constantine Alexiou

Partners: Maria Alexiou, Sotiris Foteas, George Zohios

Number of partners: 6 Number of lawyers: 11

Languages: Greek, English, German, French

Firm Overview:

From its beginnings in 1891 Alexiou & Kosmopoulos has successfully provided a first-class legal service to its clients and built a formidable reputation in the Greek legal sector.

Now, in the 21st century, the firm is embracing new ideas and new ways of working with its clients and also expanding its international horizons while still holding and maintaining the traditions and values which define it.

While the depth and breadth of our expertise in the legal sectors of real estate, banking & finance, corporate and dispute resolution & restructuring is the foundation of its success, and that is reflected in the recognition of its lawyers, it is also its service to its clients and the values that drive the service philosophy that makes AKL different.

Main Areas of Practice:

Real Estate:

AKL's market leading real estate practice is led by Helen Alexiou and Constantine Alexiou, two of the most respected lawyers in the Greek real estate market. Alexandros Kosmopoulos adds strong expertise in finance related matters.

The team is universally recognised for its comprehensive advice on the full range of real estate transactions and is widely known in the market for its in-depth knowledge of the sector and for offering a creative approach to all kinds of real estate projects, no matter their size or complexity. The team has worked on some of the most complex real estate projects in Greece in the past decade.

The team is well-equipped to advise on highly technical matters such as zoning, planning, regulatory and environmental matters, development parameters and licensing, and has strong experience over all asset categories. It provides a comprehensive range of services to the Greek market, including asset acquisitions and divestments, development and redevelopment, concessions, and real estate finance.

The firm works with property developers, contractors, financial and strategic investors, lenders, governmental agencies, corporates, and "high-net worth" individuals - both domestic and international.

Banking & Finance:

AKL's banking and finance practice has been growing and developing consistently over the past decade and is now widely recognised for its ability to handle large, complex and high-value transactions. The firm's growth has been driven by its dedication to deliver high quality legal services, its commitment to produce innovative and workable solutions, and the determination to tackle even the most demanding challenges.

AKL's dedicated banking and finance team is led by Alexandros Kosmopoulos and strengthened by George Zohios, both recognised experts in their field.

The banking & finance team acts for an extensive array of international and domestic clients and has enviable experience in a range of key sectors, including corporate finance, acquisition finance and project finance (including infrastructure, real estate, energy finance and PPPs), capital markets, NPLs, investment funds, and regulatory compliance.

The team also has significant experience dealing with cross-border transactions, often acting alongside leading international law firms.

Corporate:

Corporate is AKL's fastest growing practice and addresses an impressively diverse range of legal service requirements for clients. The corporate team is co-led by George Zohios and Alexandros Kosmopoulos. The team is particularly active in transactional work, including mergers and acquisition, joint ventures and commercial contracts. The team is versatile and experienced and is equally at home working on routine deals or handling high profile, more complex transactions (including privatisations).

In addition, the team has significant experience advising on regulatory compliance (including corporate governance issues), as well as advising on the legal aspects of structuring business operations and processes.

The team has also developed strong expertise in advising technology start-up founders and investors.

OFFICES

GREECE

ATHENS: 23A, Vas. Sofias Avenue, 10674 Athens
Tel: +30 210 339 2600 Fax: +30 210 362 8320
Email: info@aklawfirm.gr

Dispute Resolution & Restructuring:

AKL has a highly regarded dispute resolution and restructuring practice. Led by Constantine Alexiou and Sotiris Foteas the team has considerable experience, working through any type of dispute resolution forum, whether traditional Court litigation, arbitration and other alternative methods.

The team has significant experience in a range of sectors, in particular real-estate dispute resolution, commercial and banking disputes, civil relations, construction claims in public and private works, enforcement and restructuring (insolvency and pre-insolvency) facilities. In every case the firm works hard to defend its client's interests, assessing all viable options and recommending the best available solutions.

AKL always prioritises and focuses on the evidence, but does not disregard finding creative solutions for its clients. The firm advises and negotiates proactively to prevent costly court proceedings when possible but preparing at the same time a viable strategy for potential litigation.

While the primary focus is always on the legal issues involved in any dispute, the hallmark of AKL's service is its understanding and appreciation of the wider financial and commercial considerations its client is facing. The firm balances these different aspects to achieve the best outcome for its clients.



ANDERSEN LEGAL, GREECE – PISTIOLIS – TRIANTAFYLLOS & ASSOCIATES LAW FIRM

www.gr.AndersenLegal.com **tel:** +30 210 3626971/+30 210 3626975 **fax:** +30 210 3626974

Managing Partners: Theodore Pistiolis, Anastasios Triantafyllos

Number of partners: 8 Number of lawyers: 27

Languages: *English, Greek*

Firm Overview:

Pistiolis – Triantafyllos & Associates - Andersen Legal is the Greek member firm of Andersen Global*. Andersen Legal in Greece, based in Athens, provides a full range of legal services for both corporations and individuals. Andersen Legal in Greece focus on delivering quality and value to its clients through innovative and practical legal solutions on business issues that matter. Andersen Legal in Greece has market leading and deep expertise in many industries including construction and real estate, energy, telecoms media and technology, health, public organization, shipping, and commerce.

Main Areas of Practice:

Corporate & Commercial:

2 partners, 14 fee earners based in Athens, Greece
The corporate and commercial practice covers the full range of legal services for clients ranging from multinationals to start-ups operating in a wide spectrum of industries.

- Advised the biggest land development company in Greece in the drafting and preparation of all contracts, necessary for the initiation of the construction phase of the largest urban regeneration investment in Greece
- Advised a top player in the industry of Food & Beverage in the acquisition of a major player with a wide network and stores around the world and an impressive trademark portfolio.
- Advised a major energy trading house on its registration on the National Natural Gas System Registry managed by the Greek Regulatory Authority of Energy

Key Clients: Intrakat, Engie, Euler Hermes, Athens Water & Sewerage Company, Intrasoft International

Contact: Theodore Pistiolis

Tel: +30 210 3626971

Email: theodore.pistiolis@gr.andersenlegal.com

Construction & Real Estate:

2 partners, 5 fee earners based in Athens, Greece
Real estate practice acts for some of the largest developers and real estate players in Greece. Firm's lawyers superb previous in-house experience at some of the leading Greek real estate companies which include some of the leading infrastructure, residential and commercial mandates in the country.

- Participated in a joint venture with one of the world's leading property agency worldwide successfully formed to secure a tender for the provision of advisory services with regards to more than 1500 real estate properties owned by one of the largest banking institute in Greece. The services include urban planning and licensing due diligence and evaluation of real estate properties to ensure their commercial use.
- Advised in the acquisition of an iconic real estate property in one of the highest demand areas in Greece for the development of Summer residences.

Key Clients: Intrakat, Savills UK

Contact: Vanita Kiriakouli,

Tel: +30 210 3626971

Email: vanita.kiriakouli@gr.andersenlegal.com

Employment:

3 partners, 3 fee earners based in Athens, Greece
Employment team's top-tier status is one of the premier offerings in Greece. The firm's reputation for handling high-end employment mandates of extraordinary scope and complexity attracted new and important clients.

- Handled two litigation cases of employment law involving hundreds of employees on behalf of a partially state-owned company with millions of customers
- Successfully handled more than 50 litigation cases for a major shipping Company in regards with overtime, wrongful dismissals and accidents during worktime
- Advised on a restructuring and employment compliance project for a leading company operating in Security Analytics industry.

Key Clients: Allianz, GlaxoSmithKline, BAT Hellas S.A., Andromeda, Energean Gas & Oil

Contact: Paraskevas Zourntos

Tel: +30 210 3626971

Email: paraskevas.zourntos@gr.andersenlegal.com

TMT:

2 partners, 5 fee earners based in Athens, Greece
Premier services with rather few equals in Athens, recognized as such by a number of local and international clients. Strong transactional, regulatory and litigation foundations, enhanced by deep knowledge of the industry. Lawyers with outstanding in-house industry and government experience capable of providing innovative business-oriented counselling.

- Counselling a large international e-communications player licensed in Greece, in respect of its local obligations, representing it before the National Regulatory Authority (EETT) and managing its entire relationship with the Regulator.
- GDPR Compliance, full range DPO Services and DPO Support Services to Greek and multinational companies in various fields, including energy, IT/software, banking, FMCG, e-commerce, passenger shipping and transportation.
- Counselling an international Group of Companies with business activities in the Travel and Leisure sector, in respect of its local legal/regulatory obligations, representing it before government and independent authorities and managing its entire relationship with them.

PRACTICE AREAS

Banking, Finance & Capital Markets
Commercial & Corporate
Employment
Telecommunications, Media & Technology (TMT)
Construction & Real Estate
Competition & Regulatory
Litigation & Dispute Resolution
Tax
General Data Protection Regulation (GDPR)
Litigation & Dispute Resolution

OFFICE

GREECE

ATHENS: 103, Vas. Sofias Avenue, 115 21

Key Clients: BAT Hellas S.A., GEK TERNA Group of Companies, Intrasoft International, Genting Group of Companies, Inmarsat Plc., Quest Group of Companies, GAP/Starbucks (Marinopoulos Group), Danske Commodities

Contact: Dr Themistoklis Giannakopoulos

Tel: +30 210 3626971

Email: themistoklis.giannakopoulos@gr.andersenlegal.com

Banking, Finance & Capital Markets

1 partner, 2 fee earners based in Athens, Greece

- Advised an international credit insurance company, global leader in the area of surety, on a bond guarantee transaction of 48mil. euro in Greece
- Formulated the contractual framework of an EMI (Electronic Money Institution) in Greece for its transaction system and token migration

Key Clients: Intrasoft International, Euler Hermes

Contact: Katerina Simopoulou

Tel: +30 210 3626971

Email: katerina.simopoulou@gr.andersenlegal.com

Tax:

2 partners, 4 fee earners based in Athens, Greece
Tax law practice has substantial experience in both local and international taxation providing high quality legal advice at domestic and international clients alike on both inbound and outbound transactions with the aim of maximizing their tax efficiency and enhancing their tax position.

- Advised a Real Estate Fund on the most tax efficient way to purchase real estate property in Greece
- Developed a detailed Group transfer pricing strategy on behalf of a group of technology and IT services companies

Key Clients: Encode, Lysys, Desbuild, Gefsinous

Contact: Martha Papatotiriou

Tel: +30 210 3626971

Email: martha.papatotiriou@gr.andersen.com

ANDERSENLEGAL®

APOSTOLOS GEORGIADES & ASSOCIATESwww.georgiades.com **tel:** +30 210 6930 960 **fax:** +30 210 6930 999**Chairman:** Professor Apostolos Georgiades**Managing Partner:** Stavros Georgiades

Number of partners: 5 Number of lawyers: 6

Languages: *English, German, Greek***Firm Overview:**

Apostolos Georgiades & Associates is a highly respected law firm actively involved in both domestic and international transactions and disputes, with a long legal tradition and profound expertise in most areas of Greek law. The firm has been established in 1969 and in the past forty years has grown and expanded steadily to become one of the leading corporate firms in the country. Currently the firm advises a wide range of national and international corporate clientele and wealthy individuals on all areas of Greek business law and has developed strong and long-lasting liaisons with leading foreign and international law firms in Europe and the USA.

Main Areas of Practice:**Dispute Resolution:**

3 partners, 4 fee earners

The firm stands out for its leading expertise in dispute resolution and for its international arbitration practice. The senior partners of the firm in particular have been serving as umpires, arbitrators, counselors and experts for more than thirty years in some of the most important disputes in Greece and abroad. The firm has a strong reputation for international arbitration, but also regularly undertakes civil and commercial litigation work. The litigation team of lawyers of the firm has discreetly handled some of the weightiest cases ever presented before the Greek and European Courts of Justice. In recent years the firm has acted in a large number of cases involving product liability, commercial agreements, torts and competition issues, some of which are considered as landmark cases. Litigation on private matters of ultra-high-net-worth individuals (like divorce, inheritance, control or distribution of assets) also absorbs much of the attention of the dispute resolution team partners.

Contact: Professor Apostolos Georgiades**Tel:** +30 210 6930 960**Email:** mail@georgiades.com**Project Finance & Privatisation:**

2 partners, 2 fee earners

Another major area of work is public procurement, public contracts and privatisation. The firm has represented and advised domestic and foreign bidders in international tenders for infrastructure projects and for capital share in public owned companies. It has also significant experience in contract management and administration in relation to infrastructure projects. In the last years the privatisation team headed by Stavros Georgiades has acted as advisor to a state-owned company on its acquisition by private investors for 652 million EUR.

The same team has advised Hellenic Lotteries, the concessionaire awarded the exclusive right to operate and manage the State Lotteries for twelve years, in relation to the execution of the Concession Agreement. Furthermore, they are advising and representing TEMES (the owner of Costa Navarino resort) in its participation in the privatisation of the marina of Pylos initiated by the Hellenic Republic Asset Development Fund.

Contact: Stavros Georgiades**Tel:** +30 210 6930 960**Email:** sgeorgiades@georgiades.com**Real Estate:**

2 partners, 2 fee earners

The firm is also active in the fields of implementation of foreign investments in Greece focusing mainly on major real estate development projects. The practice includes choice of corporate vehicle, formation of companies, joint venture agreements, conception and implementation of commercial deals, licensing etc. The two partners in charge lecture property law at the University of Athens Law School and the firm is involved practically in almost every important real estate transaction in the country. This year the real estate team of the firm had again the chance to get involved in the sale of a private island to another wealthy individual; this was the fourth like transaction in the firm's history. Besides the firm is advising the country's largest developers and hoteliers on their ongoing real estate projects.

Contact: George Georgiades**Tel:** +30 210 6930 960**Email:** ggeorgiades@georgiades.com**PRACTICE AREAS**

Commercial & Civil Litigation
Arbitration
Banking & Finance
Securities
Corporate
Mergers & Acquisitions
Venture Capital Investments
Construction
Public Tenders & Public Contracts
Joint Ventures
Franchising
Property & Real Estate
Foreign Investments Consulting
International Arbitration
International Transactions
Agency & Distributorships
Antitrust & Trade Regulation
Trademarks
Copyright
Information Technology
European Union Law
European Convention of Human Rights

OFFICES**GREECE****ATHENS:** 18 Hatzikonstanti Str., 11524**Tel:** +30 210 6930 960 **Fax:** +30 210 6930999**Email:** mail@georgiades.com**Banking & Finance:**

2 partners, 1 fee earner

The firm is extremely strong in the full spectrum of banking and finance issues. As times have changed the firm now mainly advises and represents many major clients on their debt restructuring efforts. The firm also advises regularly local and foreign financial institutions on major issues of banking transactions. Amongst the institutional clients of the firm last year were Alpha Bank, Eurobank, National Bank of Greece, BMW Bank, Volkswagen Bank and Credicom Consumer Services. In recent years the banking and finance team of the firm has come up against a vast array of novel issues in the fields of financing real estate projects, amongst which they have advised on the issuance of the very first high-yield bond issuance in Greece.

Contact: Stavros Georgiades**Tel:** +30 210 6930 960**Email:** sgeorgiades@georgiades.com

**APOSTOLOS GEORGIADES
& ASSOCIATES**

BERNITSAS

www.bernitsaslaw.com tel: +30 210 3615 395 fax: +30 210 3640 805

Managing Partner: Panayotis Bernitsas

Number of partners: 11 Number of lawyers: 38

Languages: *English, French, German, Greek, Italian, Spanish*

Firm Overview:

Bernitsas Law is a market leader in the provision of commercial law services in Greece and one of the largest firms in the country. The firm counts industry frontrunners, listed and private companies, supranational, global and national entities and corporations, as well as small and medium sized enterprises from all the major industry sectors among its clients.

Main Areas of Practice:

Banking & Finance:

4 partners, 10 associates

■ PIMCO and Deva Participation in the Tender Process for Project Galaxy:

Athanasia Tsene and team advised Pimco and Deva Capital on their joint participation in the process for Project Galaxy, involving three NPL bank portfolios originated by Alpha Bank, with a GBV of c.€10.8bn.

■ Piraeus Bank (PB) €400m and €500m Notes

Issuances: Nikos Papachristopoulos and team advised PB on the issuance and offering to institutional investors of €400m and €500m principal amount of Tier 2 Notes, their listing on the Luxembourg Stock Exchange, and PB's submissions to the SSM for the recognition of the Notes as regulatory capital.

■ Piraeus Bank - Securitisation of Phoenix Portfolio of Non-Performing Loan Receivables:

Athanasia Tsene and team have been advising Piraeus Bank on the securitisation of the c.€2bn (GBV) Phoenix portfolio of NPL receivables, with UBS as arranger and Alantra as financial advisor to Piraeus Bank.

Key Clients: Alpha Bank, Apollo Global Management, Bank of America Merrill Lynch, Barclays Bank, BNP Paribas, Citigroup, Credit Agricole, Credit Suisse, Deutsche Bank, Eurobank, HSBC, Morgan Stanley, Piraeus Bank, PIMCO, Societe Generale.

Competition/European Law:

3 partners, 1 counsel, 2 associates

■ Skroutz SA Strategic Minority Stake Acquisition Clearance:

Marina Androulakakis and team successfully represented CVC before the Hellenic Competition Commission in the acquisition by SAIGA, a company invested in by funds managed or advised by CVC, of a strategic minority stake, granting it negative sole control in Skroutz, the leading Greek e-commerce platform.

■ Andromeda Group Sole Control Clearance:

Marina Androulakakis and team successfully represented Andromeda Group which already solely controlled the two major Greek fish farming companies Nireus and Selonda, before the Hellenic Competition Commission in its acquisition through Selonda of sole control over Perseus Specialty Foods Products.

Key Clients: Andromeda Group, Attica Group, Bristol Myers Squibb, BMW Hellas, CVC, Hellenic Fuels, Ocean Rail Logistics (member of the COSCO Group).

Corporate/Commercial:

6 partners, 1 counsel, 11 associates

■ Sale of Independent Portfolio Management:

Lambros Belessis, Evi Kitsou and team advised Alvarez & Marsal in the sale of a majority stake in their local regulated loan servicing company, Independent Portfolio Management S.A.S.R.L.C.F,

to Copernicus, an independent global Loan & REO Asset Management platform.

■ **Piraeus Bank Demerger by Hive-Down:** Nikos Papachristopoulos and team advised Piraeus Bank on the demerger by way of hive-down of its banking activity sector and its contribution into a new banking entity, to result in the existing Piraeus Bank becoming a financial holding company under the name Piraeus Financial Holdings, and the new entity, authorised as a credit institution by the ECB, being named Piraeus Bank.

Key Clients: Alvarez & Marsal, Amerra Capital Management, Apivita, BMW Group of Companies, Ellaktor, Kosmocar, Hipoges Iberia, CVC, Diesel Hellas, Hygeia Group, Samsung, Space Hellas, Saint-Gobain Group, Swatch Group, Värde Partners.

Dispute Resolution:

5 partners, 8 associates

■ **CNP Insurance Litigation:** Christos Paraskevopoulos and team represent CNP Zois, a member of the CNP Cyprus Insurance Holdings Ltd Group, in insurance related matters and litigations involving insurance products sold in the Greek market on an ongoing basis.

■ **PPP Dispute:** Dimitris Roussis and team represents an SPV consisting of several other companies active in the waste treatment units sector in disputes, including arbitration, arising from the execution of a PPP project for the design, financing, setting into operation, maintenance and facility management of a waste treatment unit.

Key Clients: AMPNI, Apivita, BMW Hellas, CNP Zois, Diesel, Hellenic Petroleum, Japan Tobacco International, Orion Pharma, Viomes, Wind Telecommunications.

Employment:

1 counsel, 2 associates

■ **CVC Acquisitions:** Katia Papanonopoulou and team advised CVC on the employment and immigration issues arising from acquisitions through funds advised or managed by CVC of minority stakes in Skroutz and a controlling stake in Vivartia.

Key Clients: Bank of China, BMW Hellas, Bristol Myers Squibb, CVC, Monster Energy Europe.

Energy:

2 partners, 4 associates

■ DEPA Infrastructure and DEPA Commercial:

Yannis Seiradakis and team are advising an international consortium in their participation in the Hellenic Republic Assets Development Fund's (HRADF) tender for the privatisation of DEPA Infrastructure, the owners and operators of the natural gas distribution network, and a consortium of two Greek energy companies in their participation in the HRADF's tender for the sale of a majority stake in DEPA Commercial and its subsidiary EPA Attikis, the leading Greek natural gas retailer.

PRACTICE AREAS

Aviation
Banking, Finance & Capital Markets
Corporate & M&A
Employment
Energy & Environment
EU, Competition & Antitrust
Human Rights
Intellectual Property, Data Protection & Privacy
Insurance
Life Sciences & Healthcare
Litigation, Arbitration & Dispute Resolution
Privatisations
Project Finance & Public Private Partnerships
Public Procurement
Real Estate
Tax
Telecommunications, Media & Technology

OFFICES

GREECE

ATHENS: 5, Lykavittou Street, GR-10672
Tel: +30 210 3615 395 Fax: +30 210 3640 805
Email: bernitsas@bernitsaslaw.com

■ **Alexandroupolis LNG Project:** Panayotis Bernitsas, Yannis Seiradakis and team are advising Gastrade, the project company, in relation to the development of the Alexandroupolis Independent Natural Gas System (INGS) project.

Key Clients: Gastrade, Hellenic Petroleum, Motor Oil, Public Power Corporation, RWE Supply & Trading, Sino-CEEFF.

Real Estate:

1 partner, 2 associates

■ **Crete Resort Development:** Panayotis Bernitsas, Nikos Vouhiounis, Christina Zakopoulou and team are advising a leading luxury hotels and resorts owner and operator on the acquisition of land for the development of a new resort in Crete.

■ **Hotels Management and Operation Agreement:** Panayotis Bernitsas, Nikos Vouhiounis, Christina Zakopoulou and team are advising Rocco Forte Hotels, on their entry into an agreement for the management and operation of luxury hotels in Greece.

Key Clients: Rocco Forte Hotels, SMB Capital, The Hellenic Republic Asset Development Fund.

Tax:

1 partner, 1 counsel, 1 associate

■ **Tax Planning of Acquisition:** Panayotis Bernitsas, Fotodotis Malamas and team are advising Thomas Cook Group Tour Operations Limited on the tax aspects of the sale of its shares in its English subsidiary Westfort Capital Limited to Westfort's other shareholder.

Key Clients: Apollo Global Management, CVC.

TMT:

1 partner, 1 counsel, 3 associates

■ **BMW Hellas and BMW Austria Bank Advice:** Marina Androulakakis and team advise BMW Hellas and BMW Austria Bank (Athens Branch) on data protection, including GDPR compliance and the contractual documents and privacy statements for BMW ConnectedDrive services.

Key Clients: Acun Media Group, BMW Group.

COCALIS & PARTNERS

www.tclaw.gr tel: +30 210 361 3661 fax: +30 210 364 1258

Firm Overview:

In its present reincarnation, COCALIS & PARTNERS boasts a well and long tested organisation, which allows continuous investment in human resources, technology and assets. The firm focuses in recruiting and training a limited number of carefully selected, talented and experienced lawyers, and consistently applies a 'boutique' policy, offering personalised services, of a high standard, over the years.

The firm's practice is focused to private sector entities, banks, states, state organisations, independent administrative authorities, public sector enterprises, utilities, lawyers, auditors, consulting firms and other business oriented professionals.

The firm is a full service business law firm and efficiently covers all areas of practice associated with business activity, with particular emphasis and expertise in M&A, privatisation, banking and financing, TMT energy, aviation, contract and corporate, international arbitration and commercial litigation. The firm acts as advisor to the Directors of the Hellenic Republic Assets Development Fund, the privatisation arm of the Hellenic Republic.

The firm's client base is mainly European, North American, Japanese and South Korean, with establishments or interests in Greece, the Balkans and the Mediterranean area and includes Private Sector Entities, Banks, States, State Organisations, Independent Administrative Authorities, Public Sector Enterprises, Utilities, Lawyers, Auditors, Consulting Firms and other business oriented professionals.

Combining knowledge, expertise and experience is our most important asset for offering reliable and personalised services to our clients. The firm's constant multitasking activity in consulting, transacting and litigating, ensures that the firm's clients enjoy the complex and global legal expertise, required in providing quality services to professionals.

Main Areas of Practice:

M&A:

M&A has been a key practice of the firm for more than 35 years. Its clients include corporations of diverse geographical origins, types and sizes, private equity funds and other financial sponsors, investment bankers, financial advisors and other participants in corporate transactions. Cocalis & Partners have been retained in national and international M&A projects of very substantial size in — or relating to (alphabetically) Armenia, Austria, Belgium, Bulgaria, Canada, Cyprus, Greece, FYROM, Italy, Jordan, Lithuania, Moldova, Poland, the Netherlands, Serbia, Turkey, UK, USA and Ukraine.

The firm's experience covers several industries (alphabetically): agrochemicals, apparel, aviation, banks, chemicals, direct sales, distributors, electrical appliances, electricity distribution, electricity production, electronics, food and beverages, hotels, household products, insurance companies, logistics, media (pay television), medical appliances, personal care products, pharmaceuticals, publishing (books), scientific instruments, software, telecommunications infrastructure and services, tobacco products, amongst others.

What makes the firm's M&A practice stand out, is that it is fully dedicated to business clients and their needs and is active in diverse industries while at the same time its practice areas are absolutely relevant and complementary to each other. This is an invaluable asset in understanding what is required from the firm and how it is best addressed for the specific client and industry. Cocalis & Partners exhaust every breadth and depth in addressing the individuality of each project, rather than trying to squeeze it in a 'one size fits all' approach. Since 2017 the firm acts as advisor to the Directors of the Hellenic Republic Assets Development Fund, the privatisation arm of the Hellenic Republic and is involved in the structuring and implementation of several large and complex M&A and privatisation projects in strategic sectors of the Greek economy, also relevant dispute resolution process.

Banking & Financing:

Cocalis & Partners work both for lenders and borrowers in important lending and restructuring transactions, including large syndicated bond loans.

Most recently the firm completed a multi discipline facility for a Nasdaq listed group and covered the borrower's affiliates based in Greece as well as the wider Balkans and Mediterranean areas.

Agency & Distribution:

Cocalis & Partners have an important practice in this area, with full service clients in the automotive, TMT and appliances sectors, as well as individual project clients. The firm advises DEPA AE, the major Greek natural gas importer and distributor, in setting up a country wide natural gas supply network for motor vehicles, including the establishment of a new regulatory environment both for the filling stations, but also for the retrofitting of the existing vehicles fleet.

Competition:

The firm advises several clients on competition issues, in the TMT, distribution networks, food and beverages, agrochemicals, cars, motorcycles, appliances, financial services amongst other sectors.

TMT:

Cocalis & Partners is the leading Greek firm in this area. The firm combines in depth knowledge of regulatory, competition and commercial issues. The firm recently advised a market entrant on the use of spectrum; the Greek subsidiary of a foreign operator in network deployment and security issues. It also advised several clients on software agreements and TMT services agreements.

OFFICES

GREECE

ATHENS: 14 Solonos Street, 10673

Tel: +30 210 361 3661 Fax: +30 210 364 1258

Email: info@cocalispartners.gr

DRYLLERAKIS & ASSOCIATES

www.dryllerakis.gr tel: +30 211 000 3456 fax: +30 211 000 5200

Managing Senior Partner: John Dryllerakis

Senior Partners: Emmanuel Dryllerakis, Gerassimos Apergis, Cleomenis Yannikas, Vassilis Constantinidis

Number of partners: 10 Number of associates: 26

Languages: Greek, English, French, German, Italian

Firm Overview:

Dryllerakis & Associates, established in 1971, is one of the leading and steadily expanding Greek law firms offering a comprehensive range of legal services in all fields of business law. The structure of the firm secures the best possible organisation and high quality of service needed in large and complex transactions. The firm's main orientation is towards consulting international clients, while the participation of senior partners of the firm in the BoD of several leading Greek companies (mostly affiliates of multinationals) offers deep understanding of both the legal and business aspects of any corporate transaction. The firm is the exclusive Greek member of TerraLex leading international network of independent law firms.

Main Areas of Practice:

Banking & Finance:

- Debt restructuring, (non) convertible bonds and bond loan issues, security agreements (guarantees, pledge, assignment, mortgage), secured and syndicated loan transactions, leveraged buyouts, subordinated, mezzanine and senior debt financings, factoring, intra-group financing, cash pooling, compliance with capital market regulations
- John Dryllerakis has been a regular member of the Capital Market Committee (1994-1998)

Competition/European Law:

- Specialisation in competition. Five-member well-experienced team headed by Emmanuel Dryllerakis, offering a boutique operation
- Leading involvement in most top-tier cases for alleged concerted and abusive practices as well as merger control cases
- Antitrust compliance programs, training and auditing for multinational clients
- Involvement in state-aid cases before EU bodies and Courts as well as Greek Courts (private enforcement)
- Legal opinions, discount policies, vertical schemes structuring etc.
- John Dryllerakis has been a regular member of the Competition Committee (1990-1995)
- Extensive academic activity

Corporate/M&A:

- Establishment and transformation of enterprises of all types
- Handling complex M&A and JV cases. Conduct of legal due diligence
- SPA and SHA, implementing appropriate business transformations
- Advice on corporate governance compliance and stock option schemes
- Participation of partners in the BoD of international clients
- Representation of clients in general meetings of shareholders
- Handling disputes between shareholders
- Extensive academic activity
- John Dryllerakis is the author of *The Practical Guide for Societes Anonymes*, one of the well-established scientific guides of corporate law applications on all aspects of everyday real life
- John Dryllerakis' official legal opinions have been published in legal magazines and mostly have been accepted by Administration

Litigation & Arbitration:

- Specialised litigation team for civil and commercial cases
- Extensive experience and expertise in domestic and international arbitration proceedings
- Members of the arbitration team regularly act as counsel for parties to arbitration or to arbitration-related court proceedings and are appointed as sole arbitrators, co-arbitrators, Presidents and administrative secretaries of arbitral tribunals
- Handling cases of IP, unfair competition, bankruptcy and conciliation procedures, joint venture partners disputes, white-collar crime etc.

Employment:

- Personnel restructuring in private and public sector companies, application of redundancy and payroll related measures, litigation cases caused by dismissal projects and other labour disputes, redundancy projects applied at the local subsidiaries of several multinational companies
- Experience in collective labour law matters, interaction and negotiations with Works Councils and Trade Unions, experience in consultation process with WC
- Extensive experience in all employment related issues pertaining to M&A projects, including transfer of business implications
- GDPR implementation and compliance in respect of all employment related issues, including issues of lawful workplace monitoring, Bring Your Own Device (BYOD) schemes and whistle-blowing schemes
- Participation of partners in the BoD of major clients offers the firm the advantage of accurate knowledge of business practice in relation with employment matters

Real Estate:

- Extensive expertise in real estate with an excellent combination of tax practice, which ensures safe legal advice on how to structure and plan transactions and minimise tax exposure
- Advising real estate development companies and financial institutions
- Support in public tenders regarding lease and/or transfer of state-owned real property, involvement in due diligence, structuring and negotiation of acquisition of real estate SPVs, zoning and planning for big FDI projects in Greece, and several sale and lease back agreements

PRACTICE AREAS

Antitrust/Competition
Banking & Finance
Corporate/M&A
Distributorship
Energy
Environment & Planning
European Law
Foreign Investment
Gaming Law
Information Privacy & Data Protection
Labour Law
Litigation & Arbitration
Privatisation & Projects
Real Estate
Securities & Stock Exchange
Tax
Trade Marks

OFFICES

GREECE

ATHENS: 5 Chatzigianni Mexi Str., GR-115 28
Tel: +30 211 000 3456 Fax: +30 211 000 5200
Email: lawoffice@dryllerakis.gr

Tax:

- Specialisation in tax. Managing Partner J. Dryllerakis has been General Counsel and General Tax Counsel for Exxon and Shell affiliates in Greece for over 20 years
- Tax team consisting of one senior partner, one partner and four associates
- Tax planning, advice on transactions, support during tax audits, successful handling of serious litigation, M&As, tax incentives
- Direct and indirect taxation, accounting law and principles
- Individuals, including expatriates and non-Greek residents, and legal entities, including permanent establishments
- Intercompany transactions, shipping matters, real estate taxation
- Transfer Pricing. Advice on compliance and requirements, planning, preparation of TP reports, due diligence, legal assistance during tax audits, litigation
- Extensive academic activity

Key Clients:

Aegean Airlines; Air Liquide; Aquila Hotels; Barilla; Beiersdorf; Burlington; Carlsberg Breweries; Dimera Group; DS Smith; Elais-Unilever; Enel Green Power Hellas; Eurobank; Eurolife ERB; Grande Bretagne Hotel; Grant Thornton; H&M; Hellenic Petroleum; Henkel; Hellenic Financial Stability Fund; Hondos Center; Iron Mountain; Lamda Development; Larco; Libra Group; Loulis Group; Minoan Group Plc; Mondelez; Pirelli; Porto Carras S.A. Praktiker Hellas; Regency Entertainment; Sbokos Hotels Group; Siemens; Sunlight Systems; Tate & Lyle; Temes; Thessaloniki Port Authority

Firm Contact:

John Dryllerakis
Tel: +30 211 0003456
Email: lawoffice@dryllerakis.gr



DRYLLERAKIS & ASSOCIATES
LAW FIRM

FDMA LAW - FORTSAKIS, DIAKOPOULOS, MYLONOGIANNIS & ASSOCIATES

www.fdmalaw.com **tel:** +30 210 3218 900 **fax:** +30 210 3218 933

Senior Partners: Theodore Fortsakis, Dimitris Diakopoulos, George Mylonogiannis
 Number of partners: 5 Number of counsels: 8 Number of lawyers: 18
 Languages: *English, French, German, Greek, Italian*

Firm Overview:

Fortsakis, Diakopoulos, Mylonogiannis & Associates ("FDMA") is a leading Greek law firm providing a comprehensive range of elite legal services across the full spectrum of business, administrative and tax law and possessing second-to-none advisory expertise on landmark business transactions in Greece in the last years.

Main Areas of Practice:

Corporate, Mergers & Acquisitions, Commercial:

- Establishment of Greek companies, branches and rep offices of foreign corporations
- Mergers, acquisitions and takeovers including financing aspects thereof
- Company housekeeping and corporate governance
- Regulation of intra-company affairs and relationships with shareholders and directors
- Legal due diligence in connection with corporate takeovers and share purchase agreements
- Restructurings, insolvency and liquidation of companies and corporate groups
- Drafting, negotiating and advising on the execution of commercial contracts, including commercial agency, licensing, franchising and distribution agreements

Key Clients: COSCO Shipping Ports Limited/Piraeus Container Terminal, TGI Friday's, Hellenic Republic Asset Development Fund, Piraeus Bank, Cooperative Bank of Chania, Airbus Helicopters, Wavemaker Hellas, Qualco, Ardian Infrastructure Fund SCA, Piraeus Consolidation & Distribution Center S.A..

Contact: Mr Dimitris Diakopoulos

Tel: +30 210 3218 900

Email: ddiakopoulos@fdmalaw.com

Tax:

- Tax planning
- Direct and Indirect Taxation
- Transfer pricing
- Legal support in connection with tax audits
- Client representation in disputes with the tax authorities

Key Clients: Lafarge, Intracom, Vodafone-Panafon, Nestle Hellas, SEKAP, The Swatch Group (Greece), DEPA, EDA Attica, Alpha Bank, Eurobank, HELPE, EADS 3 Sigma, Multy Foam, ION, ADECCO.

Contact: Mr Petros Pantazopoulos

Tel: +30 210 3218 900

Email: ppantazopoulos@fdmalaw.com

PPPs & Privatizations:

- Drafting of tender documents and monitoring tender procedures
- Advisory support related to the legislative framework regarding the implementation of PPP and privatization projects
- Preparation of bids and negotiations on tender documents
- Drafting and negotiating financing documents

Key Clients: Ardian Infrastructure Fund SCA, New Elvo, HRADE, Union of Acciona Concesiones - Mytilineos, JV Intrakat - Mesogeios, COSCO Shipping Ports Limited/Piraeus Container Terminal, Nea Odos and Kentriki Odo, M.A. Angeliades Inc..

Contact: Mr Dimitris Diakopoulos

Tel: +30 210 3218 900

Email: ddiakopoulos@fdmalaw.com

Dispute Resolution (Arbitration & Litigation):

- Arbitration and litigation of complex civil and commercial law disputes.
- Arbitration and litigation of complex disputes arising in relation to State-awarded contracts, including in the defense procurement and public works and concessions sectors
- Litigation of tax and administrative disputes.

Key Clients: Alpha Bank, Piraeus Bank, Novartis Hellas, Merck Hellas, Indra Sistemas, Wind Hellas, Union of Acciona Concesiones - Mytilineos, Vodafone-Panafon, Nestle, HRADE, Nea Odos, Solar Cells Group.

Contact: Mr George Mylonogiannis

Tel: +30 210 3218 900

Email: gmylonogiannis@fdmalaw.com

Public Procurement:

- EU and national legal framework applying to the tendering, assignment and execution of contracts related to the supply of goods and services and the undertaking of public works and concessions
- Participation in public tenders and preparation and submission of offers
- Disputes arising in connection with the tendering processes and public contracts

Key Clients: IGI Poseidon, Wind Hellas, Public Power Corporation (DEI), DEPA, EPA Attica, Indra Sistemas, Hellenic Republic Asset Development Fund, CPL, Athens Water Supply and Sewerage Company (EYDAP), Hellenic Post (ELTA), Union of Acciona Concesiones - Mytilineos.

Contact: Mr Nikolas Avgouleas

Tel: +30 210 3218 900

Email: navgouleas@fdmalaw.com

Banking & Finance - Capital Markets:

- Project financing
- Corporate lending including inter-group lending
- Private equity and venture capital
- Asset securitization

Key Clients: Piraeus Bank, Attica Bank, Hellenic Financial Stability Fund (HSFS), Ideal Standard International, European Financial Stability Fund (EFSF), Airbus Group.

Contact: Mr Dimitris Diakopoulos

Tel: +30 210 3218 900

Email: ddiakopoulos@fdmalaw.com

EU & Competition:

- Cartels and abuse of dominant position matters
- Merger control and applications for clearance of mergers and acquisitions
- Appeals before the administrative courts against regulators' decisions and fines
- State aid rules and proceedings

Key Clients: COSCO Pacific Limited, Piraeus Container Terminal, Vodafone-Panafon, Public Power Corporation (PPC), HRADE, EDA Attica, Athens International Airport.

PRACTICE AREAS

Corporate, Mergers & Acquisitions,
 Commercial PPPs & Privatisations Public
 Procurement EU & Competition
 Investments & Development Projects (Real
 Estate & Construction)
 Tax
 Dispute Resolution (Arbitration & Litigation)
 Banking & Finance - Capital Markets
 Energy & Natural Resources
 Telecommunications & Media Technology

OFFICES

GREECE

ATHENS: 38 Mitropoleos str., 10563 Athens, Greece
Tel: +30 210 3218 900 **Fax:** +30 210 3218 933
Email: info@fdmalaw.com

Contact: Prof. Theodore Fortsakis

Tel: +30 210 3218 900

Email: thfortsakis@fdmalaw.com

Energy & Natural Resources:

- Legal due diligence in connection with energy projects
- Licensing procedures
- Drafting and negotiating project agreements and sub-contracts for energy-related projects
- Representation before the Regulator and the courts in energy-related matters

Key Clients: Public Power Corporation (PPC), DEPA (Public Gas Corporation), EDA Attica, Statkraft Markets GmbH, DESFA, Metalcorp, IGI Poseidon, Hellenic Wind Energy Association, Solar Cells Group.

Contact: Prof. Theodore Fortsakis

Tel: +30 210 3218 900

Email: thfortsakis@fdmalaw.com

Investments & Development Projects (Real Estate & Construction):

- Drafting and negotiating construction and real estate development contracts
- Legal due diligence
- Preparation of bids, participation in public tenders

Key Clients: HRADE, Dragados, Nea Odos, Olympic Broadcasting Services.

Contact: Mr George Mylonogiannis

Tel: +30 210 3218 900

Email: gmylonogiannis@fdmalaw.com

Telecommunications & Media Technology:

- Advice on national and EU law governing the telecommunications and media sectors
- Disputes resolution arising in connection with telecommunications and media services
- Drafting all types of commercial agreements in telecommunications sector, including distribution and licensing agreements
- Drafting all types of commercial agreements in information technology sector
- Advice on database services, data protection, software audits and acquisitions

Key Clients: Olympic Broadcasting Services, Vodafone-Panafon, Wind, Forthnet, Wavemaker Hellas, Qualco, MPG Hellas Advertisements - Havas Media Group Subsidiary in Greece.

Contact: Mr Dimitris Diakopoulos

Tel: +30 210 3218 900

Email: ddiakopoulos@fdmalaw.com



HILL DICKINSON INTERNATIONAL

www.hilldickinson.com **tel:** +30 210 428 4770 **fax:** +30 210 428 4777

Chairman: Jonathan Brown
Chief Executive Officer: Peter Jackson
Chief Operating Officer: Iain Johnston

Firm Overview:

Hill Dickinson LLP is an international commercial law firm with more than 850 people, including 185 partners, with offices in Liverpool, Manchester, Leeds, London, Piraeus, Singapore, Monaco and Hong Kong.

Main Areas of Practice:

As a full-service law firm, Hill Dickinson offers the full range of commercial legal services, from employment and real estate and construction to corporate, commercial and dispute resolution.

The firm has notable strength, experience and presence in a number of market sectors, including marine, transportation and logistics, retail, insurance, health, international trade, education, and banking and financial services.

Hill Dickinson has one of the largest maritime practices of any firm in this field, working with national and international organisations active in sea, road, rail and air transportation to offer an unparalleled trade and logistics expertise, accrued through 200 years of continuous legal practice. The firm also has a specialist yachts team, acting for key parties in the yacht insurance market and advising owners, managers, brokers, designers and builders in relation to sale and purchase issues, build contracts and financing for some of the world's biggest yachts.

The firm has a significant and growing presence in the health sector and understands the key issues and motivators facing trusts and other healthcare bodies today. With specialists in all areas of health-related law, the firm offers the complete and diverse range of legal services to health organisations and professionals. Hill Dickinson is one of the largest insurance practices in the UK, delivering high quality and cost-effective claims, litigation and reinsurance services across the full spectrum of insurance disciplines, including substantial experience of both conventional and non-conventional self-insured insurance programmes.

Clients:

The firm's clients include multinational companies, major corporations, UK plcs, insurance companies, UK and foreign banks and financial institutions, public sector organisations, private individuals and professional bodies.

OFFICES

GREECE

PIRAEUS: 2 Defteras Merarchias Street, 18535
 Tel: +30 210 428 4770 Fax: +30 210 428 4777

UNITED KINGDOM

CITY OF LONDON: The Broadgate Tower, 20 Primrose Street EC2A 2EW

Tel: +44 20 7283 9033 Fax: +44 20 7283 1144

LONDON: 105 Jermyn Street, St James's SW1Y 6EE

Tel: +44 20 7283 9033 Fax: +44 20 7283 1144

LEEDS: 9 Bond Court, LS1 2JZ

Tel: +44 113 487 7979

LIVERPOOL: No.1 St. Paul's Square, L3 9SJ

Tel: +44 151 600 8000 Fax: +44 151 600 8001

MANCHESTER: 50 Fountain Street, M2 2AS

Tel: +44 161 817 7200 Fax: +44 161 817 7201

INTERNATIONAL OFFICES

HONG KONG

HONG KONG: Room 3205, 32nd Floor, Tower Two, Lippo Centre, 89 Queensway, Admiralty

Tel: +852 2525 7525 Fax: +852 2525 7526

MONACO

MONACO: Palais Saint James, 5 avenue Princesse Alice, MC98000

Tel: +377 9770 0460 Fax: +377 9770 0469

SINGAPORE

SINGAPORE: 8 Shenton Way, AXA Tower #49-02/03, 068811

Tel: +65 6576 4747 Fax: +65 6576 4748

HILL DICKINSON

IOANNIS VASSARDANIS & PARTNERS

www.ivlawfirm.gr tel: +30 210 699 7500

Managing Partner: Ioannis Vassardanis
 Number of partners: 2 Number of lawyers: 15
 Languages: *English, French, German, Greek*

Firm Overview:

Through unmatched professionalism and comprehensive knowledge of both the Greek and international business environments, Ioannis Vassardanis & Partners ensure that the firm's lawyers offer legal advice of the highest caliber in every situation. The firm's strong international profile, combined with working closely with clients, creates a competitive advantage that is evidenced by the results yielded. The team has established long-standing cooperation with law firms and consultants from many countries, strengthening a substantial track-record in cross-border transactions, while it is also regularly asked to identify key opportunities for the promotion of international projects both in Greece and abroad. The above illustrate the firm's range in legal and strategic counseling, as well as the team's commitment to providing well-rounded advice and transforming 'problems' into opportunities.

Ioannis Vassardanis & Partners has been consistently recognised for its work by a number of international ranking organisations, including *Chambers and Partners Global, Chambers and Partners Europe*, as well as *Legal 500 Europe, Middle East and Africa*. Specifically, the firm has been consistently recognised and recommended in the practice areas of dispute resolution, energy, real estate & construction and corporate & commercial. *Legal 500* makes reference to the 'smart and hardworking team' of Ioannis Vassardanis & Partners, as well as to the team's 'very good sense of strategy' and how it is 'well versed in international law issues'.

Ioannis Vassardanis, managing partner, has been a recognised practitioner in the area of dispute resolution, among other fields, by *Chambers and Partners Global, Chambers and Partners Europe, Legal 500 Europe, Middle East & Africa* consistently since 2013. Ioannis has been praised for 'his in-depth analysis of issues and strategic approach', as well as '[his] international profile and a very broad network of contacts worldwide'. Moreover, clients highlight that Ioannis 'always impresses' and has 'built up a first class team of excellent associates'.

Eleni Tsakri, partner, has been an up-and-coming and recognised practitioner in the area of dispute resolution, among other fields, by *Chambers and Partners Global and Chambers and Partners Europe* consistently since 2015 and by *Legal 500 Europe, Middle East & Africa* since 2014. Clients have underlined Eleni's ability to address issues 'flexibly, confidently and in a timely manner,' while praising her practical and analytical skills as well as her 'good strategic vision'.

Main Areas of Practice:**Litigation, Arbitration & ADR:**

Ioannis Vassardanis & Partners is one of the few law firms in Greece with such a high specialisation in international arbitration and the only law firm with demonstrated double expertise in both investment and commercial arbitration cases. The firm handles a vast range of international and domestic arbitration cases, having extensive experience in arbitrations held under the auspices of key arbitral institutions worldwide (e.g. ICC, LCIA, SCC, DIFC-LCIA, ICSID), as well as ad hoc, in various jurisdictions and under several governing laws (including Greece, France, Switzerland, Germany, UK, Sweden). Moreover, the firm's Managing Partner, Ioannis Vassardanis, regularly acts as arbitrator in both institutional (ICSID, ICC, LCIA, SCC) and ad hoc arbitration proceedings.

The firm has substantial experience in investment arbitration as well, currently representing as lead counsel AVAX S.A. in an investment arbitration case against the Lebanese Republic under the auspices of the International Centre for Settlement of Investment Disputes - ICSID Case No. ARB/16/29.

The firm's litigation team represents major international Greek and foreign companies, as well as individuals before the Greek domestic civil, criminal and administrative courts (in ordinary proceedings, interim measures, proceedings related to procurement). Moreover, the firm's lawyers have been involved in many complex litigation cases, including cases regarding construction, insurance, corporate law, accounting irregularities, restructuring and energy-related matters, as well as arbitration related proceedings before Greek and foreign courts (in cooperation with other international law firms). Indicatively, reference should be made to the firm's major contribution to a Judgement of the French Court of Appeal in November 2011, "The Tecnimont Case", which was among the five worldwide cases shortlisted that year for the award offered by the famous international arbitration e-journal, the Global Arbitration Review (GAR).

Construction

The firm has in-depth expertise in the construction sector, providing tailored advice and legal representation to all role-players in the relevant industries, including financiers, project sponsors, employers, contractors and professionals. The firm handles major construction and engineering projects, provides front-end risk analysis and advises clients on contract management throughout the lifespan of the project. The firm takes pride in its outstanding record of advising and resolving complex, high value cases in Greece, Europe, Middle East and Africa. The firm's managing partner, Ioannis is also serving as Co-Chair of the Dispute Resolution subcommittee of the International Construction Projects (ICP) committee of the International Bar Association (IBA) for 2020-2021, following a successful tenure as Vice Co-Chair for 2018-2019.

Corporate Law & M&A

The firm provides advice in relation to company incorporation, the formation of consortia, as well as on all aspects and stages of M&As. The firm represents local and international clients in a variety of corporate matters spanning across the company's life-cycle, from the incorporation of the company throughout its development, operation and restructuring. The team performs due diligence and advises on all aspects of corporate governance, legal compliance, strategic planning, corporate financing, as well as share capital and shareholder rights (including minority rights). The team structures, plans and negotiates cross-border and domestic joint venture partnerships and regularly advises on the setting-up of branch offices and subsidiaries in Greece for overseas companies or abroad for Greek companies wishing to expand.

PRACTICE AREAS

Litigation, Arbitration & ADR
 Construction
 Corporate Law and M&A
 Energy, Natural Resources & Utilities
 Procurement
 PPPs & Concessions, Privatizations & Public
 Commercial Contracts
 Employment & Benefits
 Insurance
 Real Estate
 Competition & Antitrust
 Banking and Finance

OFFICES**GREECE**

ATHENS: 18, M. Hatzikonstanti str., 11524
 Tel: +30 210 6997500 Fax: +30 210 6997505
 Email: info@ivlawfirm.gr

Energy, Natural Resources & Utilities

The firm's energy practice advises across the full spectrum of the energy sector and has acted in numerous high-profile energy projects of power, oil and gas both in Greece and abroad. The firm's lawyers possess an in depth understanding of the global energy business environment and are highly experienced in energy transactions, disputes and regulatory/legislative matters. Renewable energy projects, including wind, solar, hydroelectric and waste-to-energy are also a core part of the firm's energy practice, handling greenfield renewable energy projects and renewable energy portfolios. The firm provides advice to international companies in all aspects of the construction of major power plant projects in Greece and abroad (South Eastern Europe, Middle East, North Africa), on project financing, issuance of licenses/permits, contract administration, defense-pricing, establishment of joint ventures, PPAs, as well as dispute resolution and the settling of claims. The firm has been involved in most renewable energy and affiliate projects carried out by the Greek Public Power Corporation (PPC), the Independent Power Transmission Operator (IPTO), and the Hellenic Electricity Distribution Network Operator (HEDNO).

Commercial Contracts

The firm has represented Greek and international companies in complex transactions while it negotiates, drafts and assists in managing a wide array of commercial contracts (including contracts for services, sale of goods, licensing, distribution, manufacturing, outsourcing, maintenance, supply and franchising) as well as NDAs, Management Agreements, Investment Deeds, Development Agreements and Financing agreements.



I. VASSARDANIS & PARTNERS
 Law Firm

KARATZAS & PARTNERS

www.karatzas-partners.gr tel: +30 210 37 13 600 fax: +30 210 32 34 363

Managing Partner: Catherine-Marie Karatzas
Number of partners: 9 Number of other lawyers: 42
Languages: Greek, English, French, German, Italian

Firm Overview:

Karatzas & Partners law firm was established in 1963, and has since grown and expanded steadily. The firm offers legal services and advice on the entire spectrum of commercial and financial law, including banking and finance, capital markets, general corporate and commercial law, competition law/anti-trust, energy law, project finance, mergers and acquisitions, real estate law, securities law and telecommunications law, with a client base in both Greece and abroad. The firm's litigation department represents clients in litigation before courts and arbitral tribunals on all the above matters.

Main Areas of Practice:

Banking:

Karatzas & Partners advises on all aspects of banking and finance, including project finance, structured finance, secured and syndicated loan transactions, as well as derivatives and other OTC or listed products and securitisation.

Mergers & Acquisitions:

The firm has advised many international clients on M&A transactions in Greece.

Securities:

The firm advises both Greek and international clients active in Greece on all aspects of securities law, such as initial public offerings, regulation of business conduct of securities firms and listed companies, bond issues and takeover bids. The firm routinely represents its clients before the Hellenic Capital Market Commission and the Athens Exchange.

Corporate:

Karatzas & Partners advises on issues such as the establishment of companies and joint ventures in Greece, spin-offs of Greek companies, stock option schemes, marketing law and due diligence. It is also involved in the running of the day to day legal affairs of a number of major Greek companies with international activities.

Competition:

The firm advises international clients on all aspects of Greek and EU competition law such as merger control, vertical restraints, abuse of dominant position and concerted practices.

Litigation:

The firm represents several national and international clients before international arbitral tribunals and Greek courts and advises Greek or foreign arbitrators on litigation in the fields of banking law and commercial law.

Energy:

Karatzas & Partners has strong experience in both oil & gas and power, including renewables, especially wind and solar.

The firm has long been a market leader in energy projects, on both the project finance and the project development sides.

Clients:

The firm's clients include foreign banks and multinational corporations such as Barclays, Citibank, Coca-Cola Company, Credit Suisse, Deutsche Bank, Goldman Sachs, Goodyear, JP Morgan, Morgan Stanley, Unilever, Wrigley, Sazka Group and more. The firm also co-operates routinely with major legal firms, such as Allen & Overy, Cleary Gottlieb, Clifford

Chance, Freshfields, Linklaters, Shearman & Sterling, Simpson Thacher and Bartlett, Skadden Arps, Slaughter and May and White & Case.

Diversity & Inclusion:

Karatzas & Partners strives for a company culture where integration, mutual support and respect coexist. Each person is treated as an individual by rejecting discrimination on grounds of sex, gender, race, sexual orientation, nationality or ethnic origin, religion, or any element other than individual merit. The firm is the first and only Greek large law firm whose managing partner and majority of partners are women.

International Work:

Karatzas & Partners has extensive experience in advising international clients in relation to many different types of transactions and legal fields. The firm has been involved in some of the major transactions in Greece in the last few years with a strong international element. Examples of recent projects include:

- The firm is advising National Bank of Greece with regards to a two-stage auction process for the securitization of receivables of non-performing mortgages and loans granted to large corporates, small and medium-sized enterprises (SMEs) and small businesses, primarily secured with total estimated exposure of approximately €7 bn (Project Frontier) and consisting of more than 100,000. This is a milestone transaction for the National Bank of Greece, being its largest securitisation after the financial crisis and the most critical step for the implementation of its NPL reduction plan.
- Advised National Bank of Greece on the first direct issuance of Green Senior Preferred Notes (MREL Eligible) under the €5 billion Global Medium Term Notes Programme.
- The firm advised a Spanish multinational group of companies active in the fashion and beauty sectors, with respect to the acquisition of 100% of the shares in Apivita S.A., a Greek-based group of companies with significantly expanding operations in Europe and in Asia.
- Advised National Bank of Greece on the bank's disposal of a portfolio of c. 2,800 non-performing, predominantly secured, corporate contracts (Project Icon).
- Advised Eurobank Ergasias S.A. (Eurobank), in Project Cairo, which constitutes the core part of an innovative corporate transformation plan of Eurobank and includes the merger with absorption by Eurobank of Grivalia Properties S.A., a multi-asset securitization of NPEs (namely three securitisations of residential mortgage loans, consumer and corporate loans) of gross book value of c. € 7.5 billion and a hive down

OFFICES

GREECE

ATHENS: 8 Koumpari Street, 10674
Tel: +30 210 37 13 600 Fax: +30 210 32 34 363
Email: mail@karatzas-partners.gr
Website: www.karatzas-partners.gr
LinkedIn: Karatzas & Partners

process with the establishment of a new legal entity which will become ipso jure the universal successor of the activities transferred to it. The hive down contemplated as part of the transaction is the largest and most complex hive-down ever performed in Greece, making use for the first time in a significant transaction of the provisions of recent law 4601/2019 for hive-downs through universal successions.

- The firm is advising Public Power Corporation S.A. (PPC) in the process initiated for the sale of a minority stake in the share capital of the Hellenic Electricity Distribution Network Operator S.A. (HEDNO), via an international competitive tender. This transaction constitutes an important step in the Greek energy landscape, as it will allow PPC to improve its financial position and HEDNO to implement its modernization and digitalization strategy for the electricity distribution network.
- Represented doValue SPA (DV) in respect to the Share Purchase Agreement (SPA) it signed with Eurobank Ergasias S.A. (ERB) on 19 December 2019 regarding the acquisition by DV of 80% of the voting shares of the licensed loan servicer and subsidiary company under the name Eurobank Financial Planning Services ("FPS"). In addition, the firm advised doValue regarding the implementation of a secured acquisition financing structure of an amount of approx. EUR €373,500,000 through the issuance of a high yield bond and the structuring of intercompany debt/equity arrangements for the purposes of achieving a post completion debt push down (Project Europe). Moreover, Karatzas & Partners advises doValue SPA on all Greek corporate, regulatory and securitization law aspects relating to the transaction, including in particular the receipt of approval by the Bank of Greece on all aspects of the transaction.
- Advised SAZKA Group a.s. on the Greek law aspects of a EUR 640 million senior secured loan facility from a consortium of Czech and international lenders, including the related intercreditor agreement and the Greek law security documents. The proceeds will be used to refinance bilateral and syndicated facilities of SAZKA Group a.s. and its subsidiaries, as well as for corporate purposes (increasing shareholding in subsidiaries, investing in new companies etc.) and for the payment of related fees.
- Advising Athens International Airport in the financing of certain capex projects and in funding working capital to address the effects of the COVID-19 pandemic.

KLC LAW FIRM

www.klclawfirm.com **tel:** +30 210 7264 500 **fax:** +30 210 7264 510

Chairman: Prof Dr Aristides P Chiotellis

Managing Partner: Dr. Panagiotis Tzioumas

Number of partners: 11 Number of lawyers: 33

Languages: *English, French, German, Greek, Italian*

Firm Overview:

Founded in 2000, KLC Law Firm is a modern partnership originating from the merger of three well-established traditional law firms. Today, it is one of the top five law firms in Greece, with solid experience and in-depth expertise in all fields of practice. KLC's name is linked with many landmark business deals and litigations in Greece and abroad. Apart from the multiple collaborations and connections with all major Magic and Silver Circle Law Firms, it has established and maintains close cooperation ties with top-calibre law firms and offices in and outside Europe.

Main Areas of Practice:

Banking/Finance/Capital Markets:

KLC has extensive experience in international loans and financing of investors, as well as in loan portfolios and branches transfer deals, regulatory issues, innovative investment and financial products, corporate finance plans, consumer credit and sovereign debt issues.

Contact: Panagiotis Tzioumas

Tel: +30 210 7264500

Email: panagiotis_tzioumas@klclawfirm.com

Corporate/M&A:

KLC provides legal advice on all corporate law issues regarding the establishment, operation, dissolution and restructuring of legal entities. In addition, KLC has vast experience and in-depth expertise in M&A transactions and provides full legal support, whether at the buying or selling side, including identifying the optimum deal structure, organising and preparing the legal due diligence and drafting related reports, drafting and negotiating the transaction documents and monitoring the closing of the transaction.

Contact: Kostas Loukopoulos

Tel: +30 210 7264500

Email: kostas_loukopoulos@klclawfirm.com

Contact: Peggi Zacharopoulou

Tel: +30 210 7264500

Email: p_zacharopoulou@klclawfirm.com

Dispute Resolution:

The strong dispute resolution practice of KLC equally comprises of pre-trial advice, advocacy and associated risk assessment, out-of-court settlement and representation before arbitral tribunals and courts at all levels.

Contact: Panagiotis Tzioumas

Tel: +30 210 7264500

Email: panagiotis_tzioumas@klclawfirm.com

Contact: Katerina Koutifari

Tel: +30 210 7264500

Email: aikaterini_koutifari@klclawfirm.com

Contact: Kostas Loukopoulos

Tel: +30 210 7264500

Email: kostas_loukopoulos@klclawfirm.com

Employment:

KLC provides full legal support on all matters relating to the outset, operation and termination of labour relations at an advisory level, as well as on legal representation in national and European courts, at both an individual and collective level.

Contact: Stavros Andriopoulos

Tel: +30 210 7264500

Email: stavros_andriopoulos@klclawfirm.com

Energy:

KLC's strong experience spans across all segments of the energy industry and extends to a full range of activities from licensing and transactional work to dispute resolution and promulgation of energy legislation and negotiations with energy companies.

Contact: Alexandros Tsirigos

Tel: +30 210 7264500

Email: alexandros_tsirigos@klclawfirm.com

European Law/Competition:

KLC advises clients in all aspects of competition law, ex ante and ex post, and has extensive experience in handling relevant cases before the national authorities, the national courts and the European Commission and European Courts.

Contact: Vassilis Karagiannis

Tel: +30 210 7264500

Email: vassilis_karagiannis@klclawfirm.com

Intellectual Property:

KLC provides services which cover the whole spectrum of IP law, namely trademarks, patents, industrial designs and utility models registrations at a national, European and international level, drafting/negotiating contracts and licensing agreements, as well as handling of litigation in relation to infringement of IP rights.

Contact: Professor Dr. Aristides P.Chiotellis

Tel: +30 210 7264500

Email: aristides_chiottellis@klclawfirm.com

Contact: Theodore Loukopoulos

Tel: +30 210 7264500

Email: th_loukopoulos@klclawfirm.com

PRACTICE AREAS

Banking/Finance/Capital Markets

Commercial Contracts/Agreements

Corporate/Restructuring

Dispute Resolution/Litigation

Employment

Environmental/Urban Planning

European/Competition

Intellectual Property

Mergers & Acquisitions

Privatisations

Public Administration/Administrative Disputes

Public Contracts/Infrastructure

Real Estate/Construction

Tax

TMT

OFFICES

GREECE

ATHENS: 10 Kapsali str, 106 74

Tel: +30 210 7264 500 **Fax:** +30 210 7264 510

Email: klcathe@klclawfirm.com

Privatisations:

KLC possesses valuable know-how in all types of privatisations in various sectors of the Greek economy and is able to provide top quality legal support in the course of multi-party negotiations and propose legally safe, business oriented and novel solutions on complex legal issues by applying out-of-the-box methods.

Contact: Theodore Loukopoulos

Tel: +30 210 7264500

Email: th_loukopoulos@klclawfirm.com

Real Estate/Construction:

KLC possesses the necessary skills and know-how to provide across the board legal support to its clients in every step of pursuing an investment in real estate property, whether contained in a town/city plan or not.

Contact: Theodora Xythali

Tel: +30 210 7264500

Email: theodora_xythali@klclawfirm.com

Tax:

KLC provides tax advice in every sphere of business activity, on VAT, customs, excise legislation and on income and inheritance taxation.

Contact: Xenofon Papayiannis

Tel: +30 210 7264500

Email: xenofon_papayiannis@klclawfirm.com

TMT:

KLC has extensive experience on issues of Greek and European legislation in telecommunications including electronic communication, data protection and security of telecommunications infrastructure ensuring confidentiality, and free competition in the area of telecommunications.

Contact: Vassilis Voutsakis

Tel: +30 210 7264500

Email: vassilis_voutsakis@klclawfirm.com

KLC

LAW FIRM

KOUTALIDIS LAW FIRM

www.koutalidis.gr tel: +30 210 3607811 fax: +30 210 3600069

Founder Partner: Tryfon J Koutalidis

Managing Partner: Nikos C Koritsas

Number of partners and fee earners worldwide: 50

Languages: *English, French, German and Italian*

Firm Overview:

Koutalidis Law Firm is one of Greece's leading firms and has a robust reputation both locally and abroad as one of the foremost providers of legal services in Greece. Awards include: by *Chambers Europe*, the Awards for Excellence, as Greek Law Firm for 2008; by I.F.L.R., as Greek Law Firm of the years 2005, 2012 and 2014, and for Debt-equity linked deal of 2013; by IJ Global Awards for its work on the 14 Regional Airports project financing (2018); by *American Lawyer* for the Global Finance Deal of 2013 and the Public Restructuring Deal of 2013; by *International Tax Review* for Tax Firm of 2012; by *World Finance*, as Best M&A Team in Greece for 2008; by *World Finance*, as Best M&A Team in Greece for 2010; and listing in the 2008 *FT Innovative Lawyers List of Financial Times* (sole Greek law firm listed).

Main Areas of Practice:

Corporate:

The firm advises many domestic and international companies on an ongoing basis, such as Vodafone-Panafon, Alpha Bank, BAML, Heinz, Deutsche Bank, HOCHTIEF, WPP, Société Générale, UBS, JP Morgan, Goldman Sachs, HSBC, Crédit Agricole, Morgan Stanley, Intracom, GMR Airports Limited, China Three Gorges Corporation, Intralot, ACN-ielsen, Bosch Siemens Home Appliances, Fraport, Copelouzos Group.

Privatisations - Restructuring of State Owned Companies:

The firm has advised the Fraport and Copelouzos consortium on the conclusion of the concession by the HRADF for the exploitation, operation and maintenance of 14 regional airports; Aktor Concessions S.A. on the privatization of the Alimos Marina; and the Hellenic Republic Assets Development Fund (HRADF) with respect to the successfully awarded privatisation of Hellenic Gas Transmission System Operator (DESFA). We currently advise the HRADF on the privatisation of Larco.

Banking, Finance:

The firm advised a syndicate of all Greek systemic banks and Attica Bank on the €1.085 and €175m syndicated bond loans to PPC; a syndicate of all the Greek Systemic Banks in connection with the €193m secured bond loan to GEK TERNA S.A.; Alpha Bank, Piraeus Bank and the National Bank of Greece on the €132 million secured bond loan to Terna S.A..

Capital Markets:

The firm advised Eurobank Ergasias and Piraeus Bank on the €650mil. rights offering of Lamda Development and the four Greek systemic banks and Euroxx Securities on the public offering of a €320mil. bond loan issued by Lamda Development, both admitted to trading on the Athens Exchange. The proceeds will be used to finance part of the development of the landmark project at Athens' former Hellinikon airport.

M&A:

The M&A team recently advised Eurobank Ergasias S.A. with regards to the sale of 80% of the share capital of its subsidiary Eurobank Financial Planning Services to DoValue S.p.A., a complex transaction comprising the sale of the largest NPL Servicer in Greece; as well as the sellers in connection with the sale and transfer of 44,9% of Skroutz S.A., which operates the leading comparison engine in Greece, to Saiga S.a.r.l, member of CVC.

Project Finance:

The firm has been involved in all major project finance transactions in Greece over the years including: Athens Airport, Attica Toll Road, Rio-Antirio Bridge, 14 Regional Airports, Maliakos - Kleidi Toll Road. This year we advised a syndicate of all Greek systemic banks on the financing of the extension of the term of the Airport Development Agreement entered into between the Hellenic Republic and Athens International Airport S.A.; Aktor Concessions S.A. and the concessionaire on the concession of the Alimos Marina; the Indian multinational GMR Airports Limited on the New Heraklion Airport.

Real Estate:

The firm advises a major real estate fund (Bluehouse) on the acquisition of real estate companies owning/operating shopping malls and strategic assets in Athens through private tenders; as well as McArthurGlen Group, the leading developer, owner and manager of designer outlet villages in Europe with the operation of its outlet centre in Athens.

Arbitrations & Litigations:

The firm has been involved in high profile cases such as representing a 14 regional airports Concessionaire (Fraport Greece), affiliate of Fraport AG, in ICC arbitration versus the Greek State due to lack of proper maintenance of the airports by the Greek State between the submission of the offers and the delivery of the airports to the Concessionaire and in ICC arbitration versus the Greek State in connection with the reconstruction of the Mykonos airport pavement; and representing a motorway operator (Aegean Motorway S.A.) before the Greek courts of all instances for claims exceeding €20 million by bus companies, restaurants and other claimants affected by a major rockfall and in ICC arbitration versus the Greek State in connection with the issuance of a tunnel operation permit.

Restructuring and Insolvency:

The firm recently advised a syndicate of all Greek systemic banks and Attica Bank on the debt restructuring and corporate reorganization of the listed entity Sidma Steel S.A.; Alpha Bank, Eurobank, National Bank of Greece and Piraeus Bank on the sale of the majority participation stake in two (2) major fish farming companies, i.e. Selonda S.A. and Nireus S.A., both listed on the AthEx, to Andromeda Seafood S.L., following an open bidding process; all four Greek systemic banks on the analysis and implementation of a debt restructuring schemes in relation to the existing facilities granted to Creta Farms AVEE in the form of common bond loans as well as through bilateral credit facilities.

OFFICES

GREECE

ATHENS: The Orbit, 115 Kifissias Ave. 115 24
Tel: +30 210 3607811 Fax: +30 210 3600069
Email: info@koutalidis.gr

Tax:

The firms' tax department advised on the tax aspects of most of the banking, finance and securities and M&A transactions where our firm was involved. We advised the Joint Lead Managers represented by J.P. Morgan on the € 3 billion, 1.50 per cent., Notes issuance by the Hellenic Republic in June 2020; and Alpha Bank on its landmark Euro 500 million Tier II subordinated bond under the EMTN Programme in February 2020.

Energy:

The firm advised various major investors for the development of RES projects with a total planned capacity above 3GW and various leading RES producers with respect to the management of their existing projects.

EU & Greek Competition:

The practice covers all aspects of EU and Greek competition law, including state aid and competition cases (before the Hellenic and the European Competition Commission, and before courts). Examples of recent work include advice to: Hellenic Post S.A. on Antitrust and State aid issues arising out of the provision of both the Universal Postal Service (UPS) and commercial postal services; PPC Renewables S.A. on merger control and antitrust issues; Adidas Hellas S.A. on monitoring and safeguarding compliance of its distribution system and its e-commerce policy with antitrust rules.

White Collar Crime:

Koutalidis Law Firm's team of expert lawyers, experienced in national and cross-border investigations, regularly assists corporate clients from a wide range of industry sectors (including the pharmaceutical and consulting services sectors) in achieving successful outcomes in large-scale investigations.

IT Telecommunications:

The firm advises Vodafone-Panafon SA, one of the leading Greek providers of mobile telecommunication services in Greece, as well as Intracom group (manufacturer of telecommunications equipment and provider of various telecommunication services).

KYRIAKIDES GEORGOPOULOS LAW FIRMwww.kglawfirm.gr **tel:** +30 210 817 1500 **fax:** +30 210 685 6657-8**Management Committee:** John C. Kyriakides (Managing Partner), Gus J. Papamichalopoulos (Chairman), Konstantinos Gr. Vouterakos (Member)**Senior Partners:** Gus J. Papamichalopoulos, Konstantinos Gr. Vouterakos

Number of partners: 18 Number of lawyers: 88

Languages: *English, French, German, Greek, Italian, Portuguese, Russian, Spanish***Firm Overview:**

KG Law Firm is Greece's largest multidisciplinary law firm and covers the needs of its clients in all fields of legal practice. KG has offices in Athens and Thessaloniki, and is a member of South East Europe Legal Group (www.seelegal.org), a group of ten leading independent law firms covering 12 jurisdictions in South East Europe.

Main Areas of Practice:**Banking & Finance/Capital Markets:**

4 partners; 14 fee earners

KG's banking and finance team advises lenders, arrangers, underwriters and issuers in all activities related to the Greek market, such as bond issuances, project and shipping finance, securitisations, IPOs/SPOs, private placements, public offers of debt and equity and tender offers.

Contact: Konstantinos Gr. Vouterakos**Tel:** +30 210 817 1581**Email:** k.vouterakos@kglawfirm.gr**Corporate/Commercial & M&A:**

5 partners; 15 fee earners

KG's corporate and commercial practice covers a large range of transactional and advisory work, regularly advising the Greek government on corporate law reform. The M&A team is valued for its efficient management of complex and intensive projects, and assists clients in the structuring, negotiation and implementation of M&A transactions of all types and sizes. The team's experience covers business sectors which include energy, mining, manufacturing, food and beverages, telecommunications, health care and banking and finance institutions.

Contacts: Claire Pavlou, Theodoros Rakintzis**Tel:** +30 210 817 1550**Email:** c.pavlou@kglawfirm.gr**Competition/Antitrust:**

2 partner; 6 fee earners

KG is recognised for its leading competition practice, having acted in some of the most high profile anti-trust cases. The team's services include cutting-edge advice on matters relating to cartels, anti-competitive vertical conduct and abuse of market power, merger control, state aid/public procurement and competition litigation.

Contact: Anastasia Dritsa, Victoria Mertikopoulou**Tel:** +30 210 8171560**Email:** a.dritsa@kglawfirm.gr**Employment & Labour:**

1 partner; 4 fee earners

KG's employment law team participates in projects involving global legal compliance in labour, social security and data protection law issues. The team is recognised for top quality service, in-depth legal support, management orientated and beneficial-focused solutions, responsiveness and dedication. Clients value its proactive approach and inventive legal structures in complex cases.

Contact: Ioanna Kyriazi**Tel:** +30 210 817 1574**Email:** i.kyriazi@kglawfirm.gr**Energy, Natural Resources & Utilities:**

3 partners; 9 fee earners

KG's energy practice is best known for being one of the only practice groups dedicated to engage exclusively in energy related projects, covering all aspects of the energy sector: regulatory, M&A, project finance and project related contracts. The team has decades of experience and is acknowledged as one of the foremost firms in the oil and gas sector, representing both international and domestic investors in the Greek oil and gas industry. Additionally, the team is active in the electricity and renewable energy sectors.

Contact: Gus J. Papamichalopoulos**Tel:** +30 210 8171570**Email:** g.papamichalopoulos@kglawfirm.gr**Industrial & Intellectual Property:**

1 partner; 2 fee earners

KG's IP team advises clients on the registration of trademarks, designs, patents and domain names, it conducts searches for conflicts, handles the preparation and filing of applications and has an excellent track record in IP litigation cases. The firm undertakes passing off and unfair competition cases. It also offers support on copyright, trade secrets and confidentiality issues and on agreements on the assignment and licensing of all IP rights.

Contact: Irene Kyriakides**Tel:** +30 210 817 1591**Email:** i.kyriakides@kglawfirm.gr**Litigation & Arbitration:**

3 partners; 16 fee earners

KG's dispute resolution team undertakes complex litigation cases, international arbitrations as well as white collar criminal cases. The team's expertise ranges from everyday civil disputes before the First Instance Courts of Greece up to complex cases before the Greek Supreme Court. Conflict of laws, jurisdiction matters, commercial disputes, product liability claims and claims following termination of agency/distribution/franchising agreements are also some of the areas of the team's special expertise.

Contact: John C. Kyriakides**Tel:** +30 210 817 1534**Email:** j.kyriakides@kglawfirm.gr**Pharmaceutical & Life Sciences:**

1 partner; 3 fee earners

The experience of KG's pharmaceutical law team extends to all legal matters related to pharmaceutical products, medical devices, cosmetics, vaccines and veterinary products. Advice is given in relation to healthcare contracts, grants and donations, promotion and distribution issues, clinical trials, pharmacovigilance, data protection and pricing issues. The team assists clients in developing, implementing and monitoring compliance programs and supply

PRACTICE AREAS

Agency, Distribution & Franchising
Art Law
Aviation Oil & Gas
Banking & Finance/Capital Markets
Betting & Gaming
Competition/Antitrust
Corporate/Commercial, M&A
Data Protection & Privacy
Employment & Labour
Energy, Natural Resources & Utilities
Environmental Public Sector
EU Regulatory & Compliance
Industrial & Intellectual Property
Intellectual Property
Internet & E-Commerce
Insurance
Litigation & Arbitration
Pharmaceutical & Life Sciences
Public Law
Private Wealth
Project Finance
Projects Public Tenders
Real Estate Development, Leasing
Restructuring & Insolvency
Start Ups & Innovation
Tax
Telecommunications & Media
White Collar Crime

OFFICES**GREECE****ATHENS:** 28, Dimitriou Soutsou Str., 11521**THESSALONIKI:** 17, Ethnikis Antistaseos Str.,

GR 55134

Email: kg.law@kglawfirm.gr

Website: <https://kglawfirm.gr/>www.linkedin.com/company/kyriakides-georgopoulos-law-firm

policies and represents them in contracts disputes, collections, infringement of IP rights, distribution agreements and more.

Contact: Irene Kyriakides**Tel:** +30 210 817 1591**Email:** i.kyriakides@kglawfirm.gr**Restructuring & Insolvency:**

3 partners; 6 fee earners

KG's restructuring and insolvency team acts for both financial institutions, large exporters and investors in restructuring issues following official restructuring proceedings under the insolvency laws or in negotiating deals between creditors and entities in distress.

Contact: Konstantinos Issaias**Tel:** +30 210 817 1507**Email:** k.issaias@kglawfirm.gr**Tax:**

1 partner; 6 fee earners

KG claims a place amongst established international tax law firms and small tax boutique law firms, with the capacity to support client needs ranging from complicated transactions, which demand the pooling of larger resources, to tax litigation of all administrative levels, and to proactively provide clients with intelligence on the continuous and sudden changes in taxation.

Contact: Panagiotis Pothos**Tel:** +30 210 817 1593**Email:** p.pothos@kglawfirm.gr

KYRIAKIDES GEORGOPOULOS
Law Firm

LAMBADARIOS LAW FIRM

www.lambadarioslaw.gr tel: +30 210 323 1135 fax: +30 210 322 6368

Managing Partner: Constantinos Lambadarios

Partners: John Filiotis, Prokopis Dimitriadis, George Panopoulos, Konstantinos Botopoulos, Chara Daouti, Yannis Kourniotis, Melina Katsimi, Katerina Malanou, Harry Karampelis, Smaro Anagnostou
Number of partners: 11

Languages: *English, French, German, Greek*

Firm Overview:

Founded in 1863 and now under the stewardship of managing partner Constantinos Lambadarios, the firm has evolved into a thoroughly modern, international practice with a dynamic, problem-solving mindset, while retaining the traditional qualities of respect, integrity and personal service.

With a number of top-ranked partners and a highly skilled team of lawyers, Lambadarios is recognised as one of the leading Greek firms in all of its key practices – M&A, banking & finance, project finance, litigation & dispute resolution, real estate, energy, capital markets, and TMT and intellectual property in Greece. Within these fields, the firm has advised on many of the most significant transactions and commercial developments in Greece's recent past, from privatisations of state-owned utilities and major energy and infrastructure projects to cases involving emerging internet law and anti-trust actions.

Main Areas of Practice:

Corporate

The firm's corporate practice provides expert legal advice to domestic and international clients across a wide range of administrative, financial and governance issues.

Alongside the transactional work delivered by the firm's pre-eminent M&A practice, Lambadarios provides clients with legal expertise and advice to support their day-to-day activities, business launches and restructurings, and continuing regulatory compliance.

The firm's team also conducts legal due diligence reviews in preparation for a variety of corporate events – including major transactions – and plays an active advisory role to a number of clients listed on the Athens Stock Exchange.

M&A

Lambadarios is one of Athens's M&A powerhouses – a tier-one practice led by the firm's highly ranked managing partner, Constantinos Lambadarios. With a large and experienced team, including several ranked partners who are among the foremost practitioners in the field, the firm has supported many of the most significant transactions in Greece's recent history. Working with a wide range of corporate and institutional clients, Lambadarios helps to conceive, nurture and execute the domestic and cross-border strategic transactions that are shaping the commercial landscape in Greece.

Litigation:

Lambadarios is a longstanding and highly respected leader in litigation & dispute resolution in Greece with a tier-one ranking and three partners listed in Chambers Europe. The firm has a strong track record in advising and representing major domestic and international clients in complex cases at all levels of civil and administrative courts, including the Supreme Court, the Conseil d'Etat and the Court of Justice of the European Union.

Arbitration:

In line with the firm's commercially minded, practical approach, Lambadarios always aims to help clients find the most appropriate and efficient solution to any dispute, prioritising achieving solutions over needlessly pursuing dry legal technicalities. Lambadarios is top-ranked in arbitration in Greece and regularly acts in domestic, ICC and LCIA cases.

Banking Finance:

Lambadarios is one of the leading banking & finance practices in Greece. The firm advises domestic and international clients in all aspects of financing, from origination and negotiation to documentation and closing, and, where necessary, enforcement and reorganisation. Lambadarios is also known for its work as lenders counsel to major project finance transactions and for supporting International Financial Institutions such as EBRD and BSTDB in their work in Greece.

The team was further strengthened last year with the arrival of Yannis Kourniotis, who brings a wealth of experience across all aspects of finance and a specialist focus on project finance, including many of the largest projects to occur in Greece over the last few years.

Capital Markets:

The firm's capital markets team provides expert advice to domestic and international clients across the full range of regulatory and transactional matters in Greece's debt and equity capital markets. With a team led by the former chair of the Hellenic Capital Markets Commission, the firm's experience and expertise in listed and traded debt, high-yield bonds, equity issues and public M&A is among the strongest in Athens.

Project Finance:

Project finance & development is one of its key practices. Lambadarios has a rapidly growing reputation as a powerhouse in this field, providing expert advice to government, sponsors, lenders and bidders on a wide variety of major infrastructure and construction projects including airports, roads, energy, water and waste treatment, as well as major hotel and casino development. The firm prides itself on having the expertise and experience to support clients through the entire project lifecycle – from idea conception to turnkey application, turning ideas into sound, commercially informed legal negotiation.

Energy:

The firm's energy practice is among the strongest in Greece, having advised on many of the largest and most high-profile energy transactions and projects in recent years. Drawing on the strength of its practices in utilities, project finance, M&A and banking & finance, Lambadarios advises domestic and international players in Greece's vibrant energy market on issues ranging from concessions, licensing, and exploration rights to financing and regulatory compliance.

PRACTICE AREAS

Banking, Capital Markets, International Finance
Company & Commercial
Corporate Restructuring
Competition - Antitrust
Employment
Energy, Oil & Gas
Intellectual Property
Litigation & Arbitration
Mergers & Acquisitions, Private Equity, Privatisations
TMT - Privacy - Internet
Project Finance - PPP
Public Procurement, Public Sector
Real Estate

OFFICES

GREECE

ATHENS: Stadiou No 3, 5th Floor, 10562
Tel: +30 210 323 1135 Fax: +30 210 322 6368
Email: c.lambadarios@lambadarioslaw.gr

TMT, Data Privacy & IP:

The firm's TMT and intellectual property practices provide expert advice on the establishment of internet-based businesses in Greece, and on the legal issues relating to software development, data use and security, and the protection and exploitation of intellectual property. Often working beyond the frontiers of written law, the firm's professionals help clients to anticipate and prepare for how the legal landscape will evolve, ensuring compliance and vigorously defending the ideas and technologies on which their success depends.

Real Estate:

The firm's real estate practice is one Athens's top teams for advising on the acquisition, development and financing of property-related assets. Lambadarios' team provides specialist advice to a wide range of Greek and international clients, including many of the major RE-ICs active in the Greek market, on all matters involving real estate, including compliance with local legislation, and planning and zoning regulations.

Competition:

The firm's competition law team has established a strong reputation for handling complex and high-profile cases, particularly those involving the increasingly active Hellenic Competition Commission (HCC). Lambadarios routinely advises both domestic and international clients on all aspects of competition law, including the formation of selective and exclusive distribution networks in Greece.

LAMBADARIOS LAW FIRM
est. 1863

MACHAS & PARTNERS LAW FIRMwww.machas-partners.com **tel:** +30 210 7211100 **fax:** +30 210 7254750**Managing Partners:** Nikolaos Koulocheris, Tom Kyriakopoulos

Number of partners: 7 Number of lawyers: 14

Languages: *English, French, German, Greek***Firm Overview:**

Machas & Partners Law Firm was established in 2011 by Petros Machas, Managing Partner. The firm is an independent, full service corporate and commercial law firm with a strong presence in Greece, distinguished for its global perspective, commercial pragmatism and pro-business approach, as well as for its solid and nationally appreciated litigation practice. Considering its clients' increased needs for national and cross border tax advisory services, the firm has a specialised tax department focusing on tax structuring of cross border investments and transactions, both for corporations and high net worth individuals. The firm has also focused harder on its energy practice, as well as supporting Start Ups with seamless cross border advisory and compliance work. The increase of its cross-border legal work has led to the opening of an office in Mayfair, London. The London Office complements the firm's services to UK-based clients with interests in Greece, as well as Greek clients looking to redomicile in the UK.

Main Areas of Practice:**Corporate/Mergers & Acquisitions/Commercial:**

- Represents Euroxx Securities S.A. acting as Advisor to a Greek company active in the software business with respect to the delisting of the company's shares from the Alternative Market of the Athens Stock Exchange and the listing of its shares on the Main Market of the Athens Stock Exchange
- Acts as legal advisor to a large European conglomerate in the acquisition of the controlling stake in a leading Greek company active in the market of pesticides, work including legal due diligence and the negotiations of the transaction documents
- Acts as legal advisor to a foreign gas producer for the acquisition of a minority stake in a Greek regulated gas trading company
- Acted as legal counsel to a very successful international brand for the sale of the brand to an international fund; work includes setting up the VDR for the legal, tax, regulatory and technical due diligence, assistance during the due diligence and negotiations on the terms and conditions of the Transaction Documents
- Acted for the Greek Government with respect to the legislative framework governing its capital market transactions, including amendments to the current law

Contact: Lydia Tsapara, Partner**Email:** ltsapara@machas-partners.com**Contact:** Angelike Nestorides, Partner**Email:** anestorides@machas-partners.com**Banking & Finance:**

- Advised Lavipharm S.A. with respect to an acquisition of a real estate property that will support the operation of its business as well as the company's financing by a systemic Greek Bank for the real estate acquisition
- Advised one of Europe's largest companies in the acquisition of an NPL of consumer, credit card and small debt worth over EUR 2.2bn; the work included negotiations with the bank regarding the terms and conditions of the assignment of the NPL portfolio and the securitisation thereof, as well as the supply of on-going legal and regulatory assistance for the conclusion of the deal
- Advising and assisting a large Greek MNE in acquiring a substantial Senior Facility Agreement from HSBC to refinance its existing loans and use such borrowings to finance future acquisitions
- Advising and assisting a large Greek shipping telecommunications company in acquiring financing from the EBRD. Advising Olympia Development S.A.s, our client's, subsidiary company, P4-Play, on the issuance of Pik Bonds of an amount between

€400 – €500m. The firm's legal services cover the establishment of new companies, review of contractual documents, drafting of new shareholders' agreement, and the provision of all documentation required by the underwriters

Contact: Lydia Tsapara, Partner**Email:** ltsapara@machas-partners.com**Litigation/ADR:**

- Represented and acquitted an ultra-net worth individual before the Criminal Courts of Athens for money laundering in relation to an armament programme
- Representing the client before the Civil Courts of Athens in filing for (a) divorce and alimony and (b) participation in acquired property during time period of marriage amounting €170m
- Representing the former BoD and top executives of the Hellenic Football Federation against corruption allegations amounting €19m
- Representing the Rainbow Waters LLC in an international arbitration (pending final characterisation by the arbitral court) with Nestle Waters Direct SA. The arbitration concerns the sale by Nestle of all European companies operating in the field of home and office delivery of bottled water ("HOD") to a third party competitor company
- Represented a large construction company in ICC arbitration in Paris regarding a Kuwaiti construction project dispute, the Hellenic State in LCIA arbitration in London on a tax dispute, the Romanian former State Tourism Organisation in ICC arbitration in Geneva, Switzerland regarding a financing dispute

Contact: Petros Machas, Founding Partner and Chairman**Email:** pmachas@machas-partners.com**Contact:** George Papalampros, Partner**Email:** gpapalampros@machas-partners.com**Contact:** Nikolaos Koulocheris, Managing Partner**Email:** nkoulocheris@machas-partners.com**Employment:**

- Represented Island Vacations Naval Company and Elastron S.A. before the competent Greek court in employment law cases in relation to work accidents, and remuneration claims of the company's personnel
- Advising Biorad Laboratories, Rainbow Waters LLC and Navarino Telecoms S.A. on the legality of all its employment terms and conditions. The firm have also undertaken to redraft all employment agreements
- Representing Dias Aquaculture S.A. before the competent Greek court in relation to a fatal labour accident where the firm successfully proved the deceased's contributory negligence at 80%

Contact: Maria Antoniadou, Partner**PRACTICE AREAS**

Antitrust & Competition Law & Litigation
 Banking & Finance
 Civil Law & Litigation
 Commercial Law & Litigation
 Capital Markets
 Corporate Law/M&A
 Criminal Law & White Collar Crimes
 Employment
 Energy/Infrastructure
 Privatisation/Public Procurement
 Real Estate
 Tax

OFFICES**GREECE****ATHENS:** 12, Neofytou Douka str. Kolonaki, 106 74

Tel: +30 210 721 1100 Fax: +30 210 725 4750

Email: info@machas-partners.com

UNITED KINGDOM**LONDON:** 105 Piccadilly Street, Mayfair W1J 7NJ

Tel: +44 7469931560

Email: info@machas-partners.co.uk

Email: mantoniadou@machas-partners.com**Tax:**

- Provided cross border advisory and compliance services to one of the fastest beverage growing manufacturers in Europe in its corporate restructuring. The tax work included advising on the jurisdictions for its operating and holding companies advising on the implementation of the new VAT scheme (iii) advising on personal tax and social security issues for each investor and (iv) the implementation of the corporate and personal restructuring
- Provided tax advisory work in connection with one of the largest listed companies on the Athens Stock Exchange regarding the spinning off of its international operations to a separate legal entity outside Greece, the direct and indirect tax implications this may have on the listed company and its shareholders and the most tax efficient manner in which this may be achieved for all stakeholders
- Advising a large number of high net worth individuals on their everyday international personal and corporate transactions as well as restructuring of personal and corporate wealth

Contact: Tom Kyriakopoulos, Partner**Email:** tkyriakopoulos@machas-partners.com**Real Estate:**

- Acting as legal advisor to the Hellenic Republic Asset Development Fund with respect to specialised legal services in the framework of completing the most highly-publicised and largest urban planning project in Europe, the Hellinikon project, whose overall budget exceeds €10bn
- Acted as legal advisor to Eurobank Ergasias S.A. with respect to the planning and implementation of the transaction regarding the real estate property in Rio – Antirio owned by the Hellenic Republic Asset Development Fund (including the drafting of the contractual and tender documents)
- In a joint venture with Firon Bar Nir of Israel, the firm provides on-going legal services to Israeli funds investing in Greece, primarily with respect to real estate transactions and perfection of collateral securities for financing purposes

Contact: Nikolaos Koulocheris, Managing Partner**Email:** nkoulocheris@machas-partners.com**Contact:** Angelike Nestorides, Partner**Email:** anestorides@machas-partners.com

METAXAS & ASSOCIATES LAW FIRM

www.metaxaslaw.gr tel: +30 210 33 90 748 fax: +30 210 33 90 749

Managing Partner: Prof. Dr Antonis Metaxas

Languages: *English, German, French, Spanish*

Firm Overview:

Metaxas & Associates Law Firm is credited as top tier firm by all prominent independent directories, in its core practice areas of energy, EU and competition law. Its managing partner, Professor Antonis Metaxas, is lauded by clients and peers for his leading academic and professional status, while claiming an international legal reputation. According to clients M&A is not just another law firm but a firm that often shapes, through its legal practice, the core markets it focuses on, especially the Greek energy market. M&A has been successfully advising clients in the most high profile cases of the Greek energy market and has been involved in many major transactions concerning the development, project financing and construction of energy projects in Greece. Additionally the firm has an influential regulatory practice and offers legal advice in the licensing procedure and in high profile acquisitions, conducting due diligence reviews and providing a wide range of expert legal services. M&A's clientele comprises of a large share of energy producers operating in Greece, multinational groups and institutional investors focused on the energy sector as well as major electricity traders.

The firm also acts as a counsel in the most significant anti-competitive disputes, mergers and acquisitions, especially in the Greek energy sector, advising clients on antitrust policies and regulatory strategies. The firm also advises clients on restructurings, corporate governance and regulatory compliance.

M&A is at the forefront of EU State Aid practice in Greece with a profound scientific and practical expertise in EU State Aid rules and their enforcement procedures on European and national level, offering targeted legal assistance to both State Aid providers in the public sector and State Aid beneficiaries in the private sector.

Main Areas of Practice:

Energy Law - Energy Arbitration

- Consultancy on the development, project financing and construction of energy projects
- Legal assistance during the licensing procedure, acquisitions of companies active in the energy sector, legislative compliance, and competition issues.
- Litigation
- Representation before the Hellenic Competition Commission, the Regulatory Authority for Energy, the European Commission and EU courts

European and Competition Law

- Representation of clients in cases of dominance abuse and claims based on anti-competitive behavior
- Representation of clients before the Hellenic Competition Commission and the Directorate General for Competition of the European Commission
- Elaboration of appropriate business strategies with a view to facilitating compliance with the antitrust and competition implications of various business agreements and transactions

PRACTICE AREAS

European Law
 Energy Law / Energy Arbitration
 Competition/State Aid Law
 Electronic Communications
 Commercial / Corporate and Banking Law
 Public Law / Public Procurement Law /
 Environmental Law
 Investment Grants and EU Structural Funds
 Litigation and Dispute Resolution
 Intellectual Property Law

OFFICES

GREECE

ATHENS: Asklipiou 154, 114 71
 Tel: +30 210 33 90 748 Fax: +30 210 33 90 749
 Email: inquiries@metaxaslaw.gr



METAXAS & ASSOCIATES
 ATTORNEYS AT LAW

MOUSSAS & PARTNERS

www.moussaspartners.gr **tel:** +30 210 33 92 070 **fax:** +30 210 33 90 591

Managing Partner: Nicholas Moussas

Number of partners: 4 Number of lawyers: 8

Languages: *English, French, German, Greek*

Firm Overview:

With more than 35 years of collective experience, Moussas & Partners is a multidisciplinary law practice accompanying its local and international clients in advisory and litigation in a wide spectrum of legal fields. The firm is respected for bringing unusual insight to the resolution of complex issues, drawing on a deep understanding of the clients' businesses and the regulatory landscapes.

Main Areas of Practice:

Litigation, Arbitration & Dispute Resolution:

- The firm has developed a strong practice in the field of international arbitration and litigation and is a regular choice of foreign and local firms
- Successfully represented Mytilineos Holdings in a BIT dispute against Serbia, relating to an investment in state-owned copper giant RTB BOR
- Appointed by VW AG, AUDI AG and SEAT S.A. to act as local counsel for all Greek legal issues related to the diesel engines' emissions matter securing favourable and precedent-setting outcomes in a matter with worldwide repercussions
- Recently handled international and local ICC arbitration proceedings stemming from construction projects as well as natural gas disputes
- Successfully defends H.J. HEINZ Company in a multimillion shareholder dispute

Key Clients: VW AG, AUDI AG, SEAT S.A., Sony Europe Ltd, Mytilineos Holdings, Hellenic Halysourgia, Air Mediterranean S.A., Siemens AG, Hugo Boss AG, Aluminium of Greece, The Kraft Heinz Company, Calzedonia, Cumis Insurance Society Inc

Contacts: Nicholas Moussas, Vassilios Moussas, Georgios Pezodromos

Emails: nmoussas@moussaspartners.gr, vmoussas@moussaspartners.gr, gpezodromos@moussaspartners.gr

Projects & Energy:

- The firm enjoys a notable reputation for its robust knowledge of the energy sector, including gas, thermal, solar and renewables; the team advises leading clients on contentious regulatory issues and represents them before the Greek Courts and in international arbitration
- Advising and representing Mytilineos Holdings, a listed conglomerate with activities in Metallurgy, EPC, Electric Power & Gas Trading including the largest aluminium complex in Europe, which runs the most significant co-generation power plant in Greece, one of the world's leading EPC contractors of power projects and the largest independent electricity producer in the country
- Represented a Greek EPC project contractor in an ICC arbitration dispute stemming from a construction project located in Africa
- Represented two major Greek electricity producers in two ICC arbitrations against the largest natural gas importer in Greece
- Successfully represented Hellenic Halysourgia (a major steel company and industrial energy consumer in Greece) leading to two groundbreaking victories in disputes against the client's power and gas suppliers respectively

Key Clients: Mytilineos Holdings, Hellenic Halysourgia, Elastron S.A.

Contacts: Nicholas Moussas, Maria Malikouti, Stamatia Leontara

Emails: nmoussas@moussaspartners.gr,

mmalikouti@moussaspartners.gr, sleontara@moussaspartners.gr

Corporate & M&A/Commercial:

- The firm is significantly experienced in M&A agreements, shareholder agreements as well as in all types of commercial contracts and activities
- Advised Mytilineos Holdings on legal aspects of its global corporate merger
- Advising Hugo Boss Hellas Ltd since its establishment in Greece on various matters
- Provided advice to the Nielsen Company (Greece) on corporate matters and acquisitions
- Advised a leading European car manufacturer, on commercial and distribution matters

Key Clients: Hugo Boss Hellas Ltd, Mytilineos Holdings, The Nielsen Company, Skoda Auto as, Silicon Graphics, AXA Insurance, Allianz, Amvis, Calin S.A., Frontstage S.A.

Contacts: Vassilios Moussas, Maria Malikouti

Emails: vmoussas@moussaspartners.gr, mmalikouti@moussaspartners.gr

Banking, Finance & Capital Markets:

- The firm, being at the forefront of the regulatory overhaul in the Greek banking sector, provides advice on the full spectrum of financial products and has extensive experience in securities litigation.
- Advised Mytilineos Holdings on the issuance of a common bond loan, of a total amount of up to €300m
- Advises local and international financial institutions and intermediaries on occasions such as tender offers for listed companies including New TT Hellenic Postbank, TEA-EAPAE and Fortress Investment Group. The team has worked with Banks to help them address all aspects of financial services regulation and compliance matters (such as Goldman Sachs, Deutsche Bank, Fortis Bank).
- N. Moussas & C. Kondis act as counsels to the Hellenic Deposit & Investment Guarantee Fund and contributed to the drafting of the regulatory regime for the implementation of new directives on deposit guarantee and bank resolution and restructuring
- Advised Black Sea Trade & Development Bank on a €10m Loan Agreement with Aegean Baltic Bank along with an Assignment Agreement
- Successfully represented one of the largest Greek state pension funds, TEADY in its civil and criminal claims arising from a €10m bond fraud

Key Clients: Black Sea Trade & Development Bank, TT Hellenic Postbank, TEADY, TEA-EAPAE

Contact: Nicholas Moussas, Charalampos Kondis

Email: nmoussas@moussaspartners.gr, ckondis@moussaspartners.gr

Intellectual Property & Data Privacy:

- Advising national and international clients conducting business in Greece on a wide range of intellectual property matters
- Advising Hugo Boss AG in relation to the protection of its trademarks

PRACTICE AREAS

Litigation, Arbitration & Dispute Resolution
 Projects & Energy
 Corporate & M&A/Commercial
 Banking, Finance & Capital Markets
 Intellectual Property & Data Privacy
 Insolvency & Restructuring
 Public Procurement
 Real Estate
 Employment
 Administrative/Tax

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ATHENS: 11 Marinou Antypa str., N. Iraklio, 141 21
Tel: +30 210 33 92 070 Fax: +30 210 33 90 591

- Successfully represented AB InBev against infringement of its IP rights

Key Clients: Hugo Boss AG, AB InBev, OKI, Lexmark

Contacts: Vassilios Moussas, Konstantina Theodosaki

Emails: vmoussas@moussaspartners.gr, ktheodosaki@moussaspartners.gr

Insolvency & Restructuring:

- Current times strengthened the firm's expertise in insolvency and debt restructuring; it implements creative solutions for clients to smoothly undergo the consequences of insolvency
- Involved in insolvency cases in the media sector

Key Clients: Silicon Graphics, Imako

Contacts: Georgia Patsoudi, Christina Grigoriadou
Emails: gpatsoudi@moussaspartners.gr, cgrigoriadou@moussaspartners.gr

Public Procurement:

- Providing ongoing advice in large infrastructure projects, covering the full project life cycle, from regulatory advice to bidding and tender disputes
- Represented METKA in becoming the preferred bidder for the construction of a new railway line; in proceedings to win a competing position to a nation-wide electricity network infrastructure tender
- Advising a leading company in pharmaceutical & vision care products throughout its participation in public tenders

Key Clients: METKA (Mytilineos works unit), Amvis

Contacts: Georgia Patsoudi, Georgios Pezodromos

Emails: gpatsoudi@moussaspartners.gr, gpezodromos@moussaspartners.gr

Real Estate:

- Providing advice on issues relating to due diligence, acquisitions and development of all kinds of real estate transactions (residential, leisure, industrial) as well as on expropriation, environmental and city planning matters
- Advised the HRADF on the privatisation of high value real estate owned by the Greek state

Key Clients: HRADF, Tatoi Club

Contacts: Vassilios Moussas, Loukia Papachatzi

Emails: vmoussas@moussaspartners.gr, lpapachatzi@moussaspartners.gr

Employment:

Advising international and domestic corporates on their employment contracts with upper tier executives, on redundancy programs and on expat issues.

Contact: Nikos Sakkas

Email: nsakkas@moussaspartners.gr



MOUSSAS & PARTNERS
LAW FIRM

NIKOLINAKOS & PARTNERS

www.nllaw.gr tel: +30 213 002 0020 fax: +30 2144160889

Managing Partner: Dr. Nikos Th. Nikolopoulos

Number of partners: 5 Number of lawyers: 15

Languages: Greek, English, French, German, Spanish

Firm Overview:

Nikolopoulos & Partners is an Athens-based law firm built upon a strong regulatory, transactional and litigation foundation. It has in-depth, genuine and proven expertise in a wide range of legal areas and specific sectors and has gained a reputation for vigorous representation of clients before courts and governmental agencies. The firm's lawyers have substantial in-house industry experience and have filled senior positions in regulatory authorities. The firm's specialisation covers the following areas: telecommunications, media & technology (TMT); digital business; data protection & cyber security; antitrust/competition law; intellectual property; administrative law litigation; agency litigation/dispute resolution.

Main Areas of Practice:

Telecommunications, Media, Technology (TMT) & Digital Business:

3 partners

The TMT practice has gained a strong reputation for providing expert advice (and litigating) on a range of issues, including: electronic communications; digital business; data protection & cybersecurity; on-line gaming & betting; electronic financial services (e-banking, e-wallets etc); e-commerce (retail, ticketing, services); artificial intelligence; cloud-related services; IoT; big data; technology-related services; digital media; interactive entertainment; computer gaming; software licensing; IT outsourcing agreements; automotive connectivity issues (regulatory, IP, consumer protection etc); network sharing agreements/projects; spectrum auctions, spectrum sharing/trading.

Key Clients: Vodafone S.A.; AT&T Inc.; Airbnb Inc.; Facebook Inc.; Netflix International B.V.

Contact: Nikos Nikolopoulos, Dina Kouvelou, Alexis Spyropoulos

Tel: +30 213 002 0020

Email: nikolopoulos@nllaw.gr, kouvelou@nllaw.gr, spyropoulos@nllaw.gr

Data Protection & Cybersecurity:

3 partners

The Data Protection & Cybersecurity Practice works across many sectors, having a strong focus on the technology, medical, pharma and leisure areas. It offers a full complement of counseling, regulatory and litigation services. It handles data breaches, GDPR compliance and Binding Corporate Rules. It regularly appears before agencies and relevant regulatory authorities, such as the Hellenic Data Protection Authority – 'DPA' and the Hellenic Authority for Communication Security and Privacy – 'ADAE'.

Key Clients: Vodafone S.A., Boston Consulting Group (BCG); Volkswagen Bank S.A.; AT&T Inc.; Athens Medical Association; Astir Palace/Four Seasons; Lamda Hellix Data Centers S.A.

Contact: Nikos Nikolopoulos, Dina Kouvelou, Alexis Spyropoulos

Tel: +30 2130020020

Email: nikolopoulos@nllaw.gr, kouvelou@nllaw.gr, spyropoulos@nllaw.gr

Antitrust & Competition Law:

3 partners

The practice has substantial expertise and experience in the application of competition law in specific sectors (especially in the technology-related fields and in regulated industries) and vast experience in Agency Litigation (i.e. application of competition law before National Competition/Regulatory Authorities and Administrative Courts). It covers, inter alia: Antitrust Litigation; Competition Law Compliance; Anticompetitive Agreements; Abuse of Dominance; Competition & Regulatory Investigations; Mergers, Joint Ventures & Acquisitions; Antitrust & Intellectual Property; Cartels; State Aid. The practice has litigated a wide variety of antitrust matters, both for plaintiffs and defendants, including, inter alia, claims involving: refusals to deal; monopolisation and market dominance; price discrimination, pricing schemes, rebate schemes; predation; leveraging & bundling; exclusive dealing & tying; vertical and horizontal price fixing; non-compete agreements; intellectual property/antitrust disputes.

Key Clients: Vodafone S.A.; GRID Telecom Greece S.A.; Airbnb Inc.; Vantage Towers Greece

Contact: Nikos Nikolopoulos, Dina Kouvelou, Alexis Spyropoulos

Tel: +30 2130020020

Email: nikolopoulos@nllaw.gr, kouvelou@nllaw.gr, spyropoulos@nllaw.gr

Dispute Resolution & Agency Litigation:

3 partners

Due to the firm's TMT, antitrust/competition law, data protection and administrative law expertise, the litigation practice focuses on: i) competition law litigation; ii) TMT/technology-related litigation; iii) data protection & cybersecurity litigation; and iv) Administrative law litigation, i.e. litigating both before National Regulatory Authorities and Administrative courts (mainly the Athens Court of Appeal and the Council of State – i.e. the Supreme Administrative Court of Greece).

Key Clients: Vodafone S.A.; Airbnb Inc.; Facebook Inc.

Contact: Nikos Nikolopoulos, Dina Kouvelou, Alexis Spyropoulos

Tel: +30 2130020020

Email: nikolopoulos@nllaw.gr, kouvelou@nllaw.gr, spyropoulos@nllaw.gr

PRACTICE AREAS:

Telecommunications, Media, Technology (TMT) & Digital Business
Data Protection, Privacy & Cyber Security
Antitrust & Competition Law
Intellectual Property
Administrative Law, Agency Litigation & Public Procurement
Litigation – Dispute Resolution
Energy
Real Estate & Construction
Commercial & Corporate Law

OFFICES

GREECE

ATHENS: 182, Mesogeion Avenue, 15561

Tel: +30 2130020020 **Fax:** +30 2144160889

Website: www.nllaw.gr

Intellectual Property:

3 partners and 1 of counsel

Due to its unique TMT and digital business expertise, the firm handles a wide range of IP matters — both contentious and non-contentious — including complex cases related to the technology and digital business sectors. It consults on (and litigates) on the full array of IP law, such as copyright, trademarks, trade secrets, patents, IT law, IP transactions, cultural property, anti-piracy, plant variety rights, software licensing and digital platforms.

Key Clients: Nomisma Holdings PTE Ltd; Innovis Pharma S.A.; Profile Software S.A.; Facebook Inc.; Chipita S.A.

Contact: Nikos Nikolopoulos, Dina Kouvelou, Alexis Spyropoulos

Tel: +30 2130020020

Email: nikolopoulos@nllaw.gr, kouvelou@nllaw.gr, spyropoulos@nllaw.gr

Energy:

3 partners

The practice has a proven track record in energy regulatory/legislative matters, corporate transactions, litigation/arbitration and environmental matters across all segments of the sector. The team represents its clients before the Regulatory Authority for Energy (RAE) and before administrative courts. It also provides energy law advice to international law firms, which are looking for energy regulatory experts in Greece.

Apart from its ex-ante energy regulatory, competition law and administrative law expertise, the team has developed a particular strength in structuring renewable energy projects.

Key Clients: Volton Hellenic Energy S.A.; Global WTER (Waste-to-Energy Research & Technology) Council

Contact: Nikos Nikolopoulos, Dina Kouvelou, Alexis Spyropoulos

Tel: +30 2130020020

Email: nikolopoulos@nllaw.gr, kouvelou@nllaw.gr, spyropoulos@nllaw.gr

NIKOLINAKOS & PARTNERS

L A W F I R M

PAPAPOLITIS & PAPAPOLITIS

www.papapolitis.com **tel:** +30 210 361 5544 **fax:** +30 210 360 9168

Managing Partner: Nicholas Papapolitis

Number of partners: 5 Number of lawyers: 25

Languages: *English, French, German, Greek*

Firm Overview:

Papapolitis & Papapolitis is a leading full service business law firm with offices in Athens and London and a unique international outlook. The firm has built on the foundations of a long heritage intertwined with contemporary success. The firm aims to attract the most talented lawyers it can find and has developed a results orientated culture of high performance and innovation. With a deep understanding of its market and globally minded philosophy, the firm is uniquely positioned to act for foreign investors and corporations looking to invest or establish themselves in Greece. The track record of successfully advising governments, international and local banks, financial institutions, large corporates and state-owned entities, as well some of the world's largest and most sophisticated financial investors, spans over 120 years.

Lawyers advise clients on a broad range of commercial arrangements and issues across a number of industry sectors. The combination of high level technical expertise and a commercial approach ensures that clients receive practical and viable legal advice, tailored to the needs of their business in the way that they want and can understand.

Main Areas of Practice:

Banking, Finance & Capital Markets:

- Acted for the J.P. Morgan, CitiGroup, HSBC Bank, Goldman Sachs, Nomura, Credit Suisse, Eurobank, Alpha Bank, National Bank of Greece and Piraeus Bank in connection with Mytilineos's EUR500 million international bond offering
- Acted for the lead underwriters Eurobank and Piraeus Bank on the EUR175 million Attica Holdings bond issuance
- Acted for Morgan Stanley, CitiGroup, Alpha Bank, Eurobank, National Bank of Greece and Piraeus Bank in connection with Frigoglass's EUR260 million international bond offering
- Acted for Invel Real Estate in connection with the debt financing it received from Piraeus Bank, the European Bank for Reconstruction and Development (EBRD), Astro Bank and Hellenic Bank in relation to the acquisition of Pangaea REIC from the National Bank of Greece
- Acted for Piraeus Bank in relation to a financing agreement towards Oaktree Capital for the acquisition of IASO S.A.
- Acted as lender's counsel for an international leading bank in relation to a multi-million ship-finance transaction towards a Nasdaq listed shipping company

Key Clients: Citigroup, Eurobank, Alpha Bank, National Bank of Greece, Piraeus Bank, Morgan Stanley, Invel Real Estate.

Contact: Nikolaos Katsaros

Tel: +30 210 361 5544

Email: nkatsaros@papapolitis.com

Corporate & M&A:

- Acted for Brook Lane Capital, in their investment in a Greek logistics centre
- Acted for Invel Real Estate on the acquisition of a 32.7% stake in NBG Pangaea REIC for a consideration of EUR390 million from the National Bank of Greece
- Acted for CP Holdings in relation to the acquisition of 66.03% of ATHEX listed Eltrak Group
- Acted for London & Regional Properties in relation to the acquisition of the Titania Hotel
- Acted for APartners Capital in relation to the acquisition of a real-estate portfolio sold by Eurobank S.A.
- Acted for Reubens Brothers in relation to the acquisition of the La Residence Hotel located on the island of Mykonos in Greece

Key Clients: Brook Lane Capital, Invel Real Estate, CP Holdings, London & Regional Properties, APartners Capital, Olayan Group, Philips Hellas.

Contact: Evi Tsilou

Tel: +30 210 361 55 44

Email: etsilou@papapolitis.com

Dispute Resolution:

- Acted for Diophar Pharmaceuticals in relation to a EU120 million dispute
- Acted for Lamda Development in relation to a EUR50 million construction law dispute
- Acted for Intracom Holdings in relation to a EUR80 million civil law dispute
- Acted for Philips Hellas in relation to a EUR28 million dispute with Greek public hospitals

Key Clients: Diophar Pharmaceuticals, Lamda Development, Intracom Holdings, Philips Hellas.

Contact: George Gravias

Tel: +30 210 361 5544

Email: ggravias@papapolitis.com

PRACTICE AREAS

Banking, Finance & Capital Markets
 Corporate Governance & Compliance
 Corporate & M&A
 Dispute Resolution
 Funds
 Energy
 Real & Estate
 Restructuring & Insolvency
 Tax

OFFICES

GREECE

ATHENS: Leoforos Vasilissis Sofias 16 10674

Tel: +30 210 361 5544 **Fax:** +30 210 360 9168

Email: athens@papapolitis.com

UK

LONDON: 48, Dover Street, Mayfair, W1S 4FF

Tel: +44 203 655 7940 **Fax:** +44 203 655 7940

Email: london@papapolitis.com

Real Estate:

- Acted for a private multinational enterprise in relation to its acquisition and investment in the Athens Hilton Hotel
- Acted for Soho House in relation to their acquisition of Scorpios Beach Club and San Giorgio Hotel on the island of Mykonos
- Acted for a private multinational enterprise in relation to its investment in a premier destination developer and operator in the high-end tourism and real-estate sector
- Acted for Invel Real Estate in its capacity as majority shareholder of NBG Pangaea REIC for the acquisition of the Hilton Nicosia Hotel
- Acted for Reubens Brothers in relation to the acquisition of the La Residence Hotel located on the island of Mykonos in Greece

Key Clients: Soho House, Invel Real Estate, Reubens Brothers.

Contact: John Papapolitis

Tel: +30 210 361 5544

Email: jpapapolitis@papapolitis.com

PAPAPOLITIS / PAPAPOLITIS

ESTD 1898

POTAMITISVEKRIS

www.potamitisvekris.com **tel:** +30 210 3380 000 **fax:** +30 210 3380 020**Managing Partner:** Stathis Potamitis

Number of partners: 10 Number of lawyers: 65

Languages: *English, French, German, Greek, Italian, Spanish***Firm Overview:**

POTAMITISVEKRIS is one of Greece's largest full-service law firms, with a leading presence in key market sectors and practice areas. The firm's team has established a reputation for quality, innovation, commitment and enthusiasm, and the firm is committed to providing the best possible Greek legal service.

The firm's success is evidenced by its recognition as "Greece Law Firm of the Year" in 2012, 2014 & 2020 by Chambers Europe and its placements within the top tiers by all legal directories.

We follow a globally recognised approach for our Quality Management System and are certified under ISO 9001:2015 by Lloyd's Register Quality Assurance.

Main Areas of Practice:**Banking & Finance/Capital Markets:**

POTAMITISVEKRIS' banking team has a successful track record of advising on some of the most innovative transactions in the market. The firm's services range from the establishment of banking activities and qualifying holding acquisitions and banking M&A and compliance, to traditional banking, financing and restructuring of loans. POTAMITISVEKRIS also advises on the entire spectrum of capital markets (tender offers, securities listings, investment services, fund management). The firm's clients include Greek and foreign commercial and investment banking institutions, institutional lenders and investors, private equity funds, hedge funds, strategic buyers, borrowers and issuers of securities.

Contact: George Bersis**Email:** george.bersis@potamitisvekris.com**M&A / Commercial:**

POTAMITISVEKRIS' mergers & acquisitions practice has led to numerous outward and inward investment transactions, privatisations, and domestic reorganisations. The firm has a leading role in the context of several significant transactions that have had a lasting effect on the market, advising buyers, sellers, and State entities. POTAMITISVEKRIS can add significant value to transactions through its collaborative approach starting from the early stages, through contributions to structuring, planning, investigating, implementing, and protecting the terms of corporate transactions.

M&A Contact: Vassilis Stergiou**Email:** vassilis.stergiou@potamitisvekris.com**Commercial Contact:** Alexandros Kortesis**Email:** alexandros.kortesis@potamitisvekris.com**Civil, Criminal Litigation & Arbitration:**

POTAMITISVEKRIS acts on all types of litigation, ranging from simple proceedings such as applications for payment orders to complex, cross-border litigation involving appeals to the highest Courts and Arbitration. The firm's efficient white-collar crime team focuses on criminal cases of breach of trust, fraud, anti-money laundering practices, tax offences, and legislation violations; to defend its clients. The team relies on its competence in criminal law and its expertise in the corresponding areas of business law. The firm's clients are local and overseas companies and individuals for whom we try to elaborate the best legal solutions considering their business needs and strategy.

Contact: Konstantinos P Papdiamantis**Email:** konstantinos.papdiamantis@potamitisvekris.com**Employment:**

POTAMITISVEKRIS' employment practice advises companies on all employment issues relating to individual or collective labour relations. It represents clients before employment tribunals, civil and criminal Courts, labour authorities, and social security committees. Moreover, due to the COVID-19 pandemic, the firm advises companies on a day-to-day basis and upon particular request to help businesses affected while preventing dismissals during the adopted measures.

Contact: Alexios Papastavrou**Email:** alexios.papastavrou@potamitisvekris.com**Project Finance & Energy:**

POTAMITISVEKRIS has established an impressive track record of advising lenders, sponsors, and contractors on large and complex project finance transactions, including motorways, thermal and renewable electricity generation, marinas, large-scale commercial real estate, hospitality, waste management, and PPPs. The firm's project finance team is well-positioned to structure, document, and lead transactions from start to finish, whether on the lenders' side or on the sponsors' or contractors' side. The energy practice supplements the firm's project finance practice with enhanced knowledge of the applicable regulatory and environmental framework. POTAMITISVEKRIS advises on all aspects of energy law, providing domestic and international clients with relevant legal services in the context of due diligence review and acquisitions, non-recourse financing of energy projects, and oil and gas projects.

Contact: Euripides Ioannou**Email:** euripides.ioannou@potamitisvekris.com**EU, Competition & Antitrust:**

POTAMITISVEKRIS' EU & Competition practice has the resources and expertise to advise on the complicated issues arising in this sector. The firm has extensive experience in coordinating multi-jurisdictional filings and dealing with the EU Commission. The firm's services include the preparation of antitrust guidelines, the provision of employee training, the performance of due diligence and the conduct of mock dawn raids both in Greece and abroad. By providing proactive services to its clients, POTAMITISVEKRIS aims to protect them from future antitrust risk.

Contact: Dimitris Loukas**Email:** dimitris.loukas@potamitisvekris.com**Insolvency & Restructuring:**

POTAMITISVEKRIS' insolvency & restructuring practice counsels both credit institutions and potential investors on how to deal with NPLs. The

PRACTICE AREAS

Banking, Finance & Capital Markets
M&A, Commercial
Civil, Criminal Litigation & Arbitration
Employment
Project Finance & Energy
EU, Competition & Antitrust
Insolvency & Restructuring
Intellectual Property
Real Estate
Tax

OFFICES**GREECE****ATHENS:** 11 Omirou Street, 10672

Tel: +30 210 3380000 Fax: +30 210 3380020

Email: info@potamitisvekris.com

firm advises debtors, creditors, and other stakeholders, on how to restructure their debt, rehabilitate troubled companies, and secure judicial ratification of agreements, and protect themselves from civil and criminal liability. POTAMITISVEKRIS contributes to efforts to substantially reform bankruptcy laws and cooperate with prominent international organizations of insolvency practitioners, such as INSOL International/Europe, and the International Insolvency Institute.

Contact: Stathis Potamitis**Email:** stathis.potamitis@potamitisvekris.com**Intellectual Property:**

POTAMITISVEKRIS intellectual property practice provides business-oriented assistance and advice in protecting and managing IP rights. The firm provides a full range of trademark, copyright, and patent advice, including litigation and enforcement. POTAMITISVEKRIS also advises at every step of a brand's evolution and provide a one-stop-shop for all legal requirements, including the clearance, prosecution, enforcement, and exploitation of trademarks and IP rights at a national and international level.

Contact: Xenophon Paparrigopoulos**Email:** xenophon.paparrigopoulos@potamitisvekris.com**Real Estate:**

POTAMITISVEKRIS' real estate team represents developers, lenders, private equity funds, local and international investors, including REITs, and the Greek State in the context of privatisations. POTAMITISVEKRIS advises clients on complex issues, including acquisitions, disposals, due diligence, development, planning, projects, and construction. The firm also acts on financings, including senior, mezzanine, and preferred equity financings, as well as loan workouts, restructurings, joint ventures, and complex real estate M&As.

Contact: George Bersis**Email:** george.bersis@potamitisvekris.com**Tax:**

POTAMITISVEKRIS' tax practice's client base is made up of multinational public corporations, entrepreneurial ventures, and high-net-worth individuals. It offers a tailored service in a contentious and advisory capacity. The firm represents clients in tax audits and disputes with the Greek tax authorities, and advises the banking industry on tax issues arising from restructurings and reorganisations.

Contact: Aspasia Malliou**Email:** aspasia.malliou@potamitisvekris.com**POTAMITISVEKRIS**

ROKAS LAW FIRM

www.rokas.com tel: +30 210 3616816 fax: +30 210 3615425

Senior Partner: Prof. Dr. Ioannis Rokas

Managing Partner: Alkistis Christofilou

Number of partners: 9 Number of lawyers: 65 (at the Athens Office: 25)

Languages: *Albanian, Bulgarian, Czech, English, French, German, Greek, Italian, Romanian, Russian, Serbian, Spanish, Ukrainian*

Firm Overview:

Rokas was established in early 1977 and has since grown to the first Greek law firm that is active in 10 European countries. Rokas is a full service firm and specialises in several market sectors, with an advisory/regulatory and litigation/ADR practice. Its clients include corporations active in finance, insurance, banking, energy, telecommunications, technology, construction, real estate; also, businesses in the aluminium, steel and gas sectors; tobacco and courier companies; state institutions and regulators.

Main Areas of Practice:

M&A / Privatisations / Corporate and Commercial:

5 partners; 6 associates

- Hellenic Republic Asset Development Fund: privatisation of the Mykonos Port Tourlos
- Hellenic Republic Asset Development Fund: development of an underwater gas storage tank located in South Kavala
- Acted for sellers in the electricity supplier's NRG shares sale to the Motor Oil group
- Represented the electricity incumbent in the divestiture of the power grid company via the sale of shares to China's SGID and to a state owned SPV and indirect listing of the rest of stock
- Acquisition of a hotel and residential complex in the center of Sofia, Bulgaria and hotel management agreements
- Divestiture of a Greek systemic bank's subsidiary in North Macedonia
- Advising and representing clients on several business law and regulatory issues, e.g. company transformations, commercial agency and distribution, business transactions, et.al.

Contacts: Alkistis Christofilou, Mira Todorovic Symeonides, Dr. Harris Synodinos, Dr. Antonios Tsavdaridis, Nick Boutsikos

Energy:

2 partners, 5 associates

- Energy related privatisations and M&As as listed in the M&As section
- Hellenic Republic Asset Development Fund: concession on development of an underwater gas storage tank located in South Kavala
- Legal support to several RES developers in their business activities in Greece: acquisition of a Project of strategic interest for development of over 250 MW of solar PV and further support in licensing and other procedures; green field development of: 250 MWp PV solar with storage system of 250 MWh, 250 MWp PV solar and 300 MWp solar with storage system; developing a project of above 200 MW of wind farms; legal support regarding the EPC agreement negotiations for an above 200 MW PV park
- Legal support to an electricity supplier regarding the procedures and obligations of suppliers in compliance with EMIR, REMIT, MFiD II, and Energy exchange regulation
- Support to a gas distribution operator regarding gas distribution tariffs
- Representation of the incumbent's RES subsidiary in a dispute before the Supreme Administrative Court re the legality of the generation license of a wind farm
- Representation of a private electricity and gas supplier in numerous cases before the Supreme Administrative Court regarding the legality of the terms of electronic auctions of electricity futures

- Representation of a gas supplier in disputes with the gas TSO regarding booking capacities
- Representation of major Greek energy-intensive industrial client in a dispute against the Greek electricity TSO regarding charges imposed to auto-producers with high efficiency cogeneration of heat and power (CHP)
- Support of DSO acting as Market Operator of the non-interconnected islands in regard to drafting a proposal of a Ministerial Decision regulating two pilot projects for clean islands

Contacts: Mira Todorovic Symeonides, Dr. Harris Synodinos

Dispute Resolution & ADR:

5 partners; 7 associates

- Arbitration for the French, Italian and Greek Guarantee Funds against the Motor Insurance Bureau of the UK, in the first ever international arbitration between Motor Insurance Bureaus, in a dispute related to the insolvency of a Gibraltar insurer
- Representing Generali and QBE in a series of claims litigation originating from the closure of the main Greek Motorway connecting Athens and Thessaloniki owing to rock fall
- Representing the incumbent gas distribution company in two ad hoc international arbitrations against a Greek insurer for claims originating from non consumption of agreed gas quantities by incumbent's clients (electricity producers)
- Represented the Greek subsidiary of the world leading cement producer in a unique dispute before the Administrative Supreme Court, involving the recovery of state aid
- Advisor to one of the world's leading batteries' manufacturer in the largest ever casualty (fire) insurance claim in Greece
- Representing several insurers in claims against the Hellenic Republic due to unlawful conduct of the police during the December 2008 riots

Contacts: Dr. Antonios Tsavdaridis, Nick Boutsikos, Christos Theodorou

Insurance:

5 partners; 5 associates

- Rokas represents the insurer in a 25 million EUR fire loss dispute, regarding a factory complex, against the real estate owner. The core of the dispute revolves around the insurer's allegation, that the fire was caused intentionally by the tenant - operator of the factory
- Battery manufacturer - the firm represented the insured in an out-of-court settlement, by which he received the largest ever insurance indemnity paid in Greece
- The firm maintains a recognised leading practice in insurance, reinsurance and insurance mediation law. It supports Greek and international clients in all related aspects including establishment,

PRACTICE AREAS

Banking & Finance
 Capital Markets
 Competition - Mergers & Acquisitions
 Construction & Real Estate
 Corporate & Commercial
 Dispute Resolution & ADR
 Energy & Environment
 EU Law
 Insolvency & Restructuring
 Insurance & Reinsurance
 Intellectual Property & Trademarks
 Labour & Employment
 Privatization
 Shipping & Transport
 Taxation
 Telecommunications & Technology

OFFICES

GREECE

ATHENS (HEAD OFFICE): 25 & 25A Boukourestiou Str. 106 71
Tel: +30 210 3616816 Fax: +30 210 3615425
Email: athens@rokas.com

THESSALONIKI: Tsimiski 52 Str., 546 22
Tel: +30 2310 251521 Fax: +30 2310 288498
Email: thessaloniki@rokas.com

OTHER OFFICES

Rokas also has offices in Belgrade, Bucharest, Prague, Skopje, Sofia, Tirana, Podgorica, Sarajevo, Zagreb (associated offices).

licensing and run-off, M&As and portfolio transfers, passporting of services, regulatory and compliance issues, the Brexit

Contacts: Prof. Dr. Ioannis Rokas, Alkistis Christofilou, Christos Theodorou

Pharmaceuticals and Diagnostics:

3 partners; 3 associates

- Recorded the first winning decisions in clawback litigation in Greece, annulling the obligation of client to pay clawback
- Representing three global leader pharmaceutical companies and diagnostics company against the HR in litigation over clawback disputes and over the collection of public hospitals debt
- Provision of day-to-day legal support to major pharmaceutical companies with regard to various regulatory issues
- Preparation and review of clinical trial agreements for various arrangers

Contacts: Christos Theodorou, Nick Boutsikos, Dr. Harris Synodinos, Alkistis Christofilou

Employment:

1 partner; 2 associates

- Representation of a major insurance company as employer and as insurer concerning the calculation of the pension benefit (lump-sum) that is provided to its employees who exit for full or early retirement.
- First Instance Courts rejected several ex-employees lawsuits against the client
- Advised a MNC pharmaceutical company on reorganization/voluntary exit scheme
- On-going support to companies of a wide range of sectors
- Representation of a major insurance company on a pilot case concerning the existence or not of obligation on the part of the employer, deriving from a Group insurance contract, for the payment of a lump sum benefit to its employees during their exit, in view of the fact that the relevant reserves are not sufficient

Contact: Christos Theodorou

TIMAGENIS LAW FIRM

www.timagenislaw.com tel: +30 210 422 0000 fax: +30 210 422 1388

Managing Partners: Gregory Timagenis, Lily Timagenis, Yiannis Timagenis and Christos Timagenis

Number of partners: 5 Number of lawyers: 20

Languages: *English, French, German, Greek*

Firm Overview:

Timagenis Law Firm was founded in 1977 and is currently one of the most prominent and market-leading law firms in Greece. Timagenis Law Firm's legal expertise and market experience offers expert advice and personalised services to its international and domestic clients in all areas of commercial law. The firm's tradition, strength and main volume of work lie in the shipping, banking and finance, shipping taxation, general corporate and commercial matters, as well as handling complex domestic and cross-border dispute resolution cases (in both arbitration and court litigation).

Main Areas of Practice:

Maritime:

The firm provides all the legal services required by domestic or international companies involved in shipping. The practice of the firm includes the handling of a very broad area of contentious matters relating to admiralty, salvage, towage, collision, charterparties, carriage by sea, bills of lading, cargo claims, personal injury, as well as arrest of ships, enforced sale of ships, maritime liens and enforcement of ship finance securities (ship finance banking litigation, maritime debt recovery and corporate veil piercing proceedings). It has a strong reputation in dealing with matters pertaining to all non-contentious and corporate aspects of shipping including inter alia incorporation of maritime companies, sale and purchase of ships as well as ship and mortgage registration. A particular strength of the firm is dealing with every aspect of ship financing including negotiation of ship finance loan agreements for newbuilding and second-hand vessels, refinancings, work-outs and restructurings in the context of problematic and non-performing shipping loans, advising on transfers of ship finance portfolios etc.

Dispute Resolution & Arbitration:

The firm has a formidable reputation for its expertise and legal skill in complex domestic as well as international litigations with multi-jurisdictional elements and arbitrations conducted in accordance with ICC, LCIA or LMAA rules as well as PAMA and the Hellenic Chamber of Shipping. Gregory Timagenis has been appointed regularly as an arbitrator in ICC and Hellenic Chamber of Shipping arbitrations. The Firm is regularly involved in the recognition and the enforcement of foreign arbitral awards and foreign judgements.

Banking & Finance:

The firm advises a number of Greek and foreign banks on their usual banking activities as well as on financing transactions and on litigation. The firm's practice on the transactional side involves advising banks in agreements for the financing or refinancing particularly of newbuilding and second-hand vessels, in foreign exchange transactions, swaps and other derivatives, including related netting issues, money laundering, consumers' protection, data protection, the transfer of banking business, transfer of loan portfolios, restructurings and work-outs as well as on usual banking work (such as bank licensing, KYC, bank guarantees and letters of credit, transfers, taxation of banks, bank secrecy etc.). The firm offers comprehensive legal advice on all financing aspects including the structure of the financing transaction both from bank's perspective and from borrower's and the handling of the transaction from its inception up to the closing and involves single-ship or multi-ship financing, bilateral and syndicated, term loans, revolving credit facilities, mezzanine financing as well as sale and leaseback transactions (particularly involving Chinese lease companies), risk participation agreements, assignments of loans and transfer of

portfolios including transfer of the relevant security package etc.

The firm also handles restructuring and work-out transactions and the preparation and negotiation of the relevant documentation including interim settlements, standstill and forbearance agreements.

In the context of litigation, the firm has been involved in debt recovery claims for banks at both domestic and cross-border scale including enforcement of judgments and arbitral awards, enforcement of mortgages on ships or real estate, arrest of vessels, bank account attachments and in general enforcement of the entire security package of a ship finance loan agreement, performing asset searches, corporate veil piercing proceedings and imposing interim charges such as provisional orders, prenotations or similar charges on assets etc.

Capital Markets & Securities:

The firm advises banks (as underwriters) and companies in international capital markets transactions and their subsequent relations with the Stock Exchange and the Capital Market Authorities. The firm is particularly specialised in listing of shipping companies and has advised the first shipping company to be listed with the Athens Stock Exchange (ATHEX).

The firm acted as issuer's Greek Counsel in one of the largest deals in the history of the ATHEX concerning the issuance of the ground-breaking €400m high yield bond to partly finance the acquisition of a 33% stake in a major ATHEX listed corporation. The firm consistently acts as Greek law counsel and provides legal opinions to underwriters regarding share issuances and IPO relating to Greek interest listed shipping companies.

Joint Ventures, Mergers & Acquisitions:

The firm has extensive experience in advising on joint ventures, shareholder's agreements and M&As advising both Greek shipowners and foreign investors. The firm assists in the structuring of the transaction from inception to closing including preparing the necessary agreements and corporate structure, coordinating foreign counsel, carrying out the necessary legal due diligence and organising the completion of the transactions.

General Commercial & Corporate:

The firm provides comprehensive advice to corporations with particular emphasis on Greek and foreign shipping and ship management companies providing legal support on a broad aspect of matters including from everyday legal issues to complex corporate and commercial matters.

In particular, the firm is involved in the drafting and negotiation of commercial contracts of all types including lease, employment, outsourcing, IT, distribution and agency agreements as well as in all types of commercial litigation and proceedings that may arise in the course of business activities of a corporation including bankruptcy and reorganisation, trademarks, agency, employment etc. The firm has long standing expertise in the incorporation and legal issues of all types of Greek

PRACTICE AREAS

Maritime

Dispute Resolution and Arbitration

Banking & Finance

Capital Markets & Securities

Joint Ventures, Mergers & Acquisitions

General Commercial & Corporate

Real Estate

Shipping Administrative & Taxation Family,

Inheritance & Estate Planning Data Protection

Employment

OFFICES

GREECE

PIRAEUS: 136 Notara str & 10 Filellinon str,
185 36

Tel: +30 210 422 0000 Fax: +30 210 422 1388

Email: office@timagenislaw.com

Companies shipping and non-shipping and provides regular advice on the setup, establishment, organisation and structure of group of companies and multinational corporations with branches or subsidiaries in Greece.

Real Estate:

The firm deals with the sale and purchase of real estate often combined with the creation of a corporate structure for the real estate ownership with the assistance of local counsel were necessary, the import/export of capital, tax issues etc. The firm also engages in ownership investigation, asset searches as well as mortgages and prenotations of real estate as security for debts.

Shipping Administrative & Taxation:

Administrative and taxation aspects are dealt with by the firm in all cases of corporate and banking work, foreign investment, joint ventures, mergers and acquisitions, transfer of business and inheritance cases. On the advisory side, the firm provides regular advice to individuals, shipmanagement and shipbroking companies on all shipping taxation matters.

On the contentious side, the firm handles shipping related administrative and taxation proceedings. In particular, the firm has successfully represented individual ship-owners and shipmanagement companies in administrative and taxation proceedings before all court levels as well as before public authorities and regulators. The firm successfully acted for the Union of Shipowners of Passenger Ships before the full session of the Legal Council of the State in connection with the VAT relating to the bars and restaurants consumption on board passenger ships and ferries performing international voyages.

Family, Inheritance & Estate Planning:

The firm deals with a limited number of such cases on a confidential basis for major clients in Greece and abroad and especially where business and assets in more than one jurisdictions are involved including coordination to foreign counsel.

Data Protection:

The firm was the first shipping firm to provide advice on data protection matters under the Directive 95/46/EC regime. Currently the firm offers bespoke legal advice on data protection and privacy matters in Greece and is advising its shipping clients in all aspects of application of the GDPR and its impact on their business operation.

Employment:

The Firm advises Greek and international corporations with branch offices in Greece in all aspects of employment law in Greece.

TSIBANOULIS & PARTNERS

www.tsibanoulis.gr tel: +30 21 0367 5100 fax: +30 21 0367 5164

Managing Partners: Dr. Dimitris G. Tsibanoulis

Number of partners: 6 Number of other lawyers: 18

Languages: Greek, English, German, French, Italian and Spanish

Firm Overview:

Tsibanoulis & Partners is a leading Greek law firm with an exceptional reputation in financial services, capital markets, banking, corporate law, real estate and intellectual property. The firm's lawyers work to the strictest professional and ethical standards. They are multi-lingual and most of them hold postgraduate qualifications from leading Greek, European and US Universities. Continuity of service and personal contact is the cornerstone of the firm's core values. The advice it offers addresses both the business reality of its clients and the need for timely and realistic solutions to the most difficult legal and business matters.

Main Areas of Practice:

Banking & Finance:

3 Partners, 4 Associates

Provision of legal advice to:

- BNP Paribas SA for judicial and regulatory issues.
- Clearstream Banking SA.
- Commerzbank AG.
- ICAP SA relating the assignment of credit ratings to securities issued in the context of securitizations.
- ProCredit Bank (Greek branch) concerning its operation, banking law issues and client contracts.
- Ancoria Bank on the setting up of a new business of granting cross-border micro-consumer loans.
- Aegean Baltic Bank, Pancreta Bank, Chania Cooperative Bank, Cooperative Bank of Epirus on banking law and corporate governance issues.
- Cash Payment Solutions GmbH and Edenred Corporate Payment on payment services.

Key Clients: BNP Paribas, ProCredit Bank, Aegean Baltic Bank, Pancreta Bank, Chania Cooperative Bank, Cooperative Bank of Epirus, Cash Payment Solutions, Edenred, ICAP SA.

Contact: Dr. Dimitris Tsibanoulis

Tel: + 30 21 036 75 100

Email: d.tsibanoulis@tsibanoulis.gr

Capital Markets

3 Partners, 4 Associates

Provision of legal advice to:

- BNP Paribas Securities Services.
- KAPPA Securities Ltd, EDEKT Asset Management SA, AXIA Ventures Group Ltd, Pegasus Securities S.A., Triple A Experts Investment Corp., EPIC Investment Corp., Vie Finance Investment Corp., on matters related to capital markets regulation, implementation of EU legislation, anti-money laundering issues, drafting of agreements with clients, internal policies and day to day compliance support.
- Alpha Bank relating to IPO and regulatory issues
- Occupational Fund for the Employees of Insurance Undertakings, Mutual Service Fund of the Personnel of Ioniki – Laiki Bank and other Banks, Engineers and Public Works Contractors Fund on investment law and corporate governance issues.
- Perseus SA on take-over bid transaction.
- BNP Paribas SA.

Key Clients: BNP Paribas, Pegasus Securities SA Investment Firm, AXIA Ventures Group, EPIC Investment Firm, Solidus S.A., Vie Finance Investment Firm, KAPPA Securities.

Contact: Dr. Dimitris Tsibanoulis, Emmanuel Komis, Anna Apostolaki

Tel: + 30 21 036 75 100

Email: d.tsibanoulis@tsibanoulis.gr, m.komis@tsibanoulis.gr

Corporate/M&A

3 Partners, 4 Associates

Provision of legal advice to:

- The Hellenic Corporation of Assets and Participations (HCAP) on corporate governance and SOE issues.
- Pancreta Bank on structuring of subordinated loan; advising on the qualification of CET1 and CET 2 instruments under CRR and CRR 2.
- Chania Cooperative Bank, Epirus Cooperative Bank and Aegean Baltic Bank on several corporate and corporate governance issues.
- Dias Payment Systems S.A. in relation to corporate governance and other compliance issues.
- Aage Hempel Crame SL on an M&A transaction and legal due diligence.
- Centric SA on corporate governance issues.
- NG Travel SAS relating its Greek subsidiary.
- Optimum SA on M&A transaction.
- Cretan Kings SA on corporate restructuring issues of the company and its subsidiaries.

Key Clients: HCAP, Pancreta Bank, Epirus Cooperative Bank, Dias Payment Systems SA, Aegean Baltic Bank, NG Travel SAS, Cretan Kings SA.

Contact: Dr. Dimitris Tsibanoulis, Anna Apostolaki

Tel: + 30 21 036 75 100

Email: d.tsibanoulis@tsibanoulis.gr,

a.apostolaki@tsibanoulis.gr

Data Protection

1 Partner, 2 Associates

Provision of legal advice to:

- Enterprise Greece and to Dias Payment Systems S.A. on data Protection Officer services.
- IVF Athens Center.
- Fiserv relating to local data protection issues on screening activities.
- Verizon UK Ltd with respect to CCTV use in Greece.

Key Clients: Enterprise Greece, Dias Payment Systems, IVF Athens Center, Fiserv, Verizon UK Ltd

Contact: Dr. Marina Perraki

Tel: + 30 21 036 75 100

Email: m.perraki@tsibanoulis.gr

Insurance

1 Partner, 3 Associates

Provision of legal advice to:

- COFACE SA on the setting up of credit insurance products and in the branch's operation.
- ARVAL Hellas in relation to insurance inter-mediation issues.
- Eurolife FFH on capital market issues and investments.

Key Clients: COFACE SA, ARVAL Hellas, Eurolife FFH.

Contact: Dr. Dimitris Tsibanoulis

Tel: + 30 21 036 75 100

Email: d.tsibanoulis@tsibanoulis.gr

Intellectual Property

1 Partner, 2 Associates

Provision of legal advice to:

- Starbucks Coffee Company for the management

PRACTICE AREAS

Banking & Finance
 Capital Markets
 Company & Commercial
 Corporate/M&A
 Data Protection
 Insurance
 Intellectual Property
 Project Finance
 Public and Administrative Law
 Public Procurement
 Real Estate

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ATHENS: 18 Omirou Street, 106 72

Tel: +30 21 0367 5100 **Fax:** +30 21 0367 5164

Email: info@tsibanoulis.gr

of the Greek trademark portfolio.

- AIRBNB for trademark matters and portfolio in Greece.
- Imperial Tobacco for clearance searches and brand/product launching strategy in Greece.
- Phillips 66 Company in trademark oppositions against third party national trade mark filings.
- AVIA International on a complex, multi – jurisdictional dispute against a major Greek player in the oil industry.
- Malibu Health Products regarding the international portfolio management and trade mark infringement disputes.
- INDITEX for ZARA, OYSHO, MASSIMO DUTTI.
- Kayak SA for its International trademark portfolio management and oppositions before the EUIPO.
- Alticor Inc. in relation to Greek trademark portfolio management.

Key Clients: Starbucks Coffee Company, AIRBNB, Phillips 66 Company, Imperial Tobacco, AVIA International, Malibu Health Products, INDITEX, Kayak SA, The Coca Cola Company, Alticor Inc.

Contact: Dr. Marina Perraki

Tel: + 30 21 036 75 100

Email: m.perraki@tsibanoulis.gr

Real Estate

1 Partner, 2 Associates

Provision of legal advice to:

- The Ark of the World (non-governmental organization) in respect to purchases/leases of buildings and plots of land.
- High net individuals in respect to purchases and the respective issuance of residence permits.

Key Clients: Ark of the World, Atom Dynamic SA.

Contact: Aristeidis Goulandris

Tel: + 30 21 036 75 100

Email: a.goulandris@tsibanoulis.gr

Public & Administrative Law

1 Partner, 2 Associates

Provision of legal advice to:

- Athens Intentional Airport (AIA) on public procurement law issues.
- Lois Builders Ltd regarding Greek legislation issues.

Key Clients: AIA, Lois Builders

Contact: Dr. Dimitris Tsibanoulis, Dr. Nikolaos Simantiras

Tel: + 30 21 036 75 100

Email: d.tsibanoulis@tsibanoulis.gr, n.simantiras@tsibanoulis.gr

ZEPOS & YANNOPOULOS

www.zeya.com tel: +30 210 6967 000 fax: +30 210 6994 640 email: info@zeya.com

Managing Partners: Dimitrios Zepos, Yerassimos Yannopoulos

Number of partners: 30 Number of fee earners: 80

Languages: *English, French, German, Italian, Spanish*

Firm Overview:

Zepos & Yannopoulos is a Greek leading law firm and one of the oldest in the country, established in 1893. Renowned for its long heritage, legal acumen and integrity, Zepos & Yannopoulos has a strong international orientation which is echoed in its structure, standards and approach, ultimately attested in the profile of its client base, rankings and network affiliations. Zepos & Yannopoulos is the Greek member firm of several prestigious international organisations such as Lex Mundi, Taxand and Trace.

Main Areas of Practice:

Finance & Capital Markets:

The practice encompasses all key financial law areas, namely NPL management and disposal, structured finance, real estate financing, corporate lending, project finance, as well as credit institutions supervision and regulation. On the capital markets side the firm is active on both debt and equity capital market transactions, take-over bids and regulatory and compliance advice. The firm offers clients combined legal and tax support on the most innovative financial and capital markets transactions with an emphasis on cross border deals.

Antitrust & Competition:

The firm advises Greek and foreign companies in relation to antitrust, including cartel investigations, dawn raids, sector specific inquiries, compliance, horizontal and vertical agreements and abuse of dominance. Assistance in relation to merger control, including filings and remedies implementation, and advice on State aid rules are included in the practice's expertise. The firm also represents clients in litigation cases concerning competition law before Greek and EU courts including actions for damages before Greek civil Courts for violations of antitrust rules. Commercial awareness and knowledge of the industries whose regulations interact with competition law including the industries of electronic communications, energy and transport add to the practice's strength.

Corporate Law & Compliance:

The firm assists multinational clients to form subsidiaries, branches or joint ventures in Greece. Many of its clients are Fortune 500 companies and entrust the firm with their regular support with respect to their operations in Greece. The firm advises clients on the optimal legal vehicle to be selected for their operations and works closely together with the Commercial and Consumer Law practice to provide support on the legal arrangements and issues to be addressed for the operation of a business in Greece. It provides assistance in corporate governance, advising shareholders and Board of Directors on management processes, rights, obligations and potential liability, as well as on regulatory compliance. The firm has also significant expertise in restructuring and insolvency, indicatively including, bankruptcy, restructuring and out-of-court workouts.

Energy:

The energy practice, widely recognised as one of the leading energy law practices in Greece, covers all industry sectors: electricity (thermal and renewables), natural gas and upstream/downstream oil and related legal areas (regulatory, contractual, M&A, operational issues). The firm also stands out for its in-depth experience in specialised work, such as in privatisations of state-owned energy companies and in hydrocarbon exploration related matters.

Employment & Labour:

The firm provides the full range of advisory, compliance and litigation services to clients on all aspects of employment and labour. The firm advises on recruitments, terminations, collective redundancies, restructuring issues, benefits, stock options, transfers of undertakings, cross border employment issues, employee handbooks, relations with unions and collective labour relations and immigration issues. The firm also offers advice to senior executives in relation to compensation and benefits and business immigration.

Commercial & Consumer Law:

The firm provides advice on a wide array of matters of commercial and consumer law including commercial contracts for the sale and supply of goods and services, leases, licenses, agency and distribution matters, intellectual property, E-commerce, product safety and consumer protection.

Dispute Resolution:

The firm's dispute resolution practice, represents prominent international clients conducting business in Greece or involved in litigation and arbitration proceedings, before all courts and at all levels of jurisdiction, including domestic and international arbitral tribunals. The firm has an excellent track record in successful representation of clients in cases involving breach of contract, termination of agency and distribution agreements and enforcement of foreign judgments and arbitral awards, while it regularly represents clients in anti-trust, unfair competition, product liability, employment, intellectual and industrial property, real estate, commercial leases and tort related cases.

M&A & Projects:

The firm advises multinational companies as well as local enterprises in connection with all corporate, financing and tax aspects of mergers and acquisitions. Advisory and implementation services are provided, indicatively, for cross-border and domestic consolidations, restructurings, mergers, demergers, share and asset deals, buy-outs, spin-offs, transformations of companies, joint ventures and strategic alliances, as well as exit strategies and post-integration corporate services.

Tax & Accounting:

The firm's top tier tax & accounting practice, consisting of a team of over 40 experts with academic backgrounds in law, economics and accounting covers all aspects of tax, from transactional advisory to preparation and filing of tax returns, through the following specific areas of expertise: Business tax advisory, Compliance and Accounting services, M&A and international tax, Real Estate, VAT and Indirect Tax, Banking, Finance and Capital Markets, Transfer Pricing, Tax Controversy and Litigation.

PRACTICE AREAS

Antitrust & Competition
Business Crimes & Investigations
Commercial & Consumer Law
Corporate Law & Compliance
Customs & Trade
Data Protection & Cybersecurity
Dispute Resolution
Employment & Labour
Finance & Capital Markets
M&A & Project Development
Private Clients
Public Procurement & Concessions
Real Estate
Restructuring & Insolvency
Tax & Accounting
Automotive
Energy
Healthcare, Pharma & Life Sciences
Tech, Media & Telecom
Insurance
Non Profit & Education
Retail, Luxury & Consumer
Tourism & Leisure
Transport, Logistics & Aviation

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ATHENS: 280 Kifissias Avenue, 152 32, Halandri
Tel: +30 210 6967 000 Fax: +30 210 6994 640

Real Estate:

The firm provides legal and tax services in relation to every aspect of real estate: acquisitions and disposals, construction and development, lease and tenancy, investment and divestment structuring, M&A and joint ventures, real estate finance, asset backed transactions, RE backed NPL portfolios and asset management. Services include real estate investments structuring, real estate due diligence, undertaking of procedures and implementation of deeds for real estate acquisitions and disposals, real estate related advice on regulatory and tax issues, real estate related tax compliance, negotiation and drafting of leases and other long term agreements.

Private Clients:

The firm provides tax and legal services to wealthy individuals, families, family offices, entrepreneurs and business owners, private banks, art collectors, senior executives, private philanthropic foundations in the following areas: wealth planning, compliance, dispute resolution and litigation, change of residence, shipping, private banking, family law, executives, real estate, art and cultural property, philanthropy and charitable giving.