

S A P L E G A L

Bespoke, practical and
creative solutions to
complex business and legal
challenges.

I.

AT A
GLANCE



Saplegal-A.S. Papadimitriou & Partners is a prominent law firm, based in Athens, Greece, and provides full business law services.

Our firm was incorporated in March 2008, being essentially the evolution of the law firms of Stelios Papadimitriou and Dr Anthony Papadimitriou, the current President of the Onassis Foundation.

Combining legal expertise and business savvy, we provide bespoke practical and creative solutions to complex business and legal challenges for our worldwide clients, which include venture capital firms, private equity funds, financial institutions, shipping companies, foundations, as well as corporations and entrepreneurs in almost all areas of industry and commerce.

Having an excellent track record, we have earned our reputation for acting as trusted advisors to businesses and individuals with complex legal needs.

II.

VISION
&
VALUES

Commitment & Dedication

- We highly value our clients and work together closely with them in order to best serve their specific needs, always taking into account that time is of the essence.
- We focus on high quality legal services, as well as on commercial understanding and solutions that serve our clients' interests.
- We believe in consistency in representation and personalized attention. A partner of our firm is always readily available to support you throughout the process.

Professional Ethics & Integrity

- We apply the highest international professional and ethical standards to our work and strictly comply with the legal profession's rules of conduct.
- We take conflicts of interest very seriously and commit to our clients fully, abstaining from circumstances that may result in a possible conflict.
- We have a comprehensive privacy policy and secure our client's privacy with appropriate information security policies, rules and technical measures.
- We deliver regular reports and timely and transparent billing with no surprises.

Unity & Evolution

- We invest on our intellectual capital. We recruit only talented lawyers and provide them with all necessary tools and facilities to develop and perform at the highest level.
- We have built a strong team culture, promoting collaboration, fairness and respect and value long-lasting relationships with our people.
- We develop innovative solutions for our clients' needs and invest in the latest law-firm technology, which enables us to offer high-value services.
- We are adaptive and ready to meet the challenges of the ever-changing legal and business environments on a global scale.

III.

PRACTICES



Agency, Distribution & International Trade	8
Antitrust & Competition	9
Banking, Finance & Capital Markets	10
Corporate & Commercial	11
Employment & Labour Law	12
Family, Inheritance & Estate Planning	13
Foundations & Non Profit Organisations	14
Tax & Incentives	14
Healthcare & Medical	15
Insurance	15
IP & Data Protection	16
Litigation, Arbitration & Mediation	17
Mergers & Acquisitions	18
Private Equity & Venture Capital	19
Real Estate & Property Development	20
Restructuring & Insolvency	21
Shipping	22

Agency, Distribution & International Trade

We work to determine the most effective expansion strategies both within the domestic market and internationally in cooperation with prominent and specialized law firms all over the world. We share our experience to help our clients minimise risks and maximise performance. Should disputes arise, our litigation team is ready to advise on all stages of the dispute resolution process, including domestic and international arbitration and litigation.

Our experience spans over many sectors with particular expertise in:

- Automotive
- Aquaculture
- Banking & Finance
- Food
- Hotel & Leisure
- Industrial & Manufacturing
- Insurance
- Healthcare
- Retail & Consumers

Antitrust & Competition

Compliance with competition and antitrust legislation is crucial for all businesses. The risk of severe penalties exists and often illegal anti-competitive behaviour may be not obvious even to businesspeople themselves. We are there to help you avoid pitfalls on the path to reaching your business goals.

Our practice includes:

- Merger control
- Compliance and risk management
- Cartels
- Distribution and agency
- Consumer protection
- Antitrust and competition litigation

Banking, Finance & Capital Markets

The past few years have been the most challenging in the history of the Greek and international financial markets. Our experienced team not only adopted the required fresh thinking to serve its clients' needs, but also was invited to share its insights during the law making process of several new legal frameworks, such as those governing the NPL market in Greece.

During the past decades, we have represented numerous domestic and international financial institutions and investors, such as banks, investment firms and funds as well as borrowers. The range of our services expand from incorporation of credit and financial institutions and funds, secured and unsecured financing, syndicated loans and securitisation, to IPOs and secondary listings. In the last few years, we have represented clients in major

debt restructurings. We have also acted as advisors for several sales of non-performing loan portfolios (consumer and business loans), including the first sale of a non-performing consumer loan portfolio under law 4354/2015 on behalf of one of the four systemic Greek banks. We have also consulted on the first listing of a Greek venture capital company in the main market of the Athens Stock Exchange.

Our litigation team also has a notable and successful track record in dealing with domestic and international financial disputes, enforcement and asset recovery.

Corporate & Commercial

Our creative and enterprising team supports businesses at every stage, providing high value legal services that cover the full spectrum of corporate needs. Whatever the size or sector, our clients benefit from our practical, proactive advice which is always tailored to each specific case.

With our extensive experience, local knowledge but also global insight, we find solutions to difficult regulatory problems, advise on day-to-day operations, perform due diligence and assist on all pre and post-transaction issues, being praised by our clients as lawyers who get the deal done. We also have extensive experience in corporate transformations, having performed several mergers, de-mergers and spin-offs under laws of tax or development incentive nature (Law 1297/1972, Law

2166/1993 and Law 4172/2013), as well as the new law on corporate transformations (Law 4601/2019).

Our litigation team excels in solving business disputes in various sectors—with a particular emphasis on shipping and hospitality—having a remarkable track record in cases involving shareholder disputes, breach of SPAs, shareholder agreements and other agreements or arrangements.

Employment & Labour Law

We believe that management of people requires more than good knowledge of employment law. Our experienced employment team works closely with our corporate and litigation practices as well as our clients so that we offer an integrated and effective approach to employment issues, taking into account the particularities of each sector and each business' special needs.

For our diverse client base that stems from a variety of industries, we deliver a wide range of legal services on employment and labour issues, both contentious and non-contentious, such as:

- Compliance & regulatory
- Stock option plans, benefits & incentives
- Personnel restructuring
- Transfer of business
- Internal regulations
- Non-compete & trade secrets
- Data Privacy & IP
- Trade union & collective labour law

Family, Inheritance & Estate Planning

We have extensive experience with multi-jurisdictional, complex and large asset cases, arising from family or inheritance relations. The strength of our team lies in our expertise which is coupled with a discrete approach and effective advice on strategy and realistic results. With a global network of experts, we deliver a high level of service on a wide range of matters involving family wealth and relationships, such as:

- Estate planning & wills
- Family business succession
- Establishment of family foundations & trusts
- Pre & post nuptials
- Divorce & family financial claims
- Inheritance disputes

Foundations & Non-profit Organisations

Over the years we have assisted numerous foundations, associations, museums and cultural organisations, administrators of charities and other non-profit corporations and individuals to realize their purposes and operate effectively and efficiently. Our services include creating, and/or revising articles of incorporation, bylaws and other organisational

documents, representation before the state authorities and compliance with regulatory matters, restructuring and formation of affiliates, establishment of sponsorship and grant programmes, administration of assets, as well as advice and support on the full spectrum of operational issues.

Tax & Incentives

Our highly skilled team combines broad expertise with market insight to give clients a comprehensive tax service and assistance to the increasing challenges of the tax environment. Our practice covers corporate, personal and real estate taxation as well as management incentives. Together with lawyers from other sectors, we are able to provide an integrated service covering our clients' personal or business needs.

Our team has also been successfully representing Greek and foreign legal entities, institutions and individuals before the courts, as well as in the tax and other extrajudicial authorities to all aspects of Greek and international tax law.

Healthcare & Medical

With our extensive experience in serving as legal advisors to hospitals and other healthcare providers, we understand the market challenges and assist healthcare providers to create value in all types of situations: regulatory, transactional, litigation and buy-in/buy out. Our team has considerable experience in addressing the full range of corporate, business and operational issues facing the healthcare sector, including:

- Regulation and permits
- Governance issues
- Healthcare M&A, private equity and joint ventures
- Healthcare products & equipment
- Healthcare insurance
- Medical staff and nursing issues
- Medical malpractice
- Data protection & confidentiality

Insurance

Having extensive experience with insurance law and market practice, we offer clear, constructive and specialised advice to insurers as well as to individual and corporate policyholders on a wide range of contentious and non-contentious issues. We have acted as legal advisors in several M&A transactions,

corporate transformations and transfers of insurance portfolios. Furthermore, we have a steady clientele of insurance companies and give advice on various regulatory and compliance issues, as well as on complex and high value coverage disputes between policyholders and insurers.

IP & Data Protection

We understand that in the modern competitive international market, intellectual property, trade secrets and confidential data deserve the very best protection. Our IP team has a high level of experience in each stage of the development and life cycle of rights, such as patents, copyright, trademarks and database—from creation to enforcement—having delivered high-value services to a wide range of clients that includes domestic and foreign collecting societies, cultural and educational institutions, museums, broadcasters, artists and other talented individuals.

In an increasingly regulated environment, our GDPR team is ready to assist our clients with personal data and privacy protection issues, both to protect their information as well as to avoid financial risks. Our services include a thorough review of existing processes, as well as the set-up of new procedures such as agreement updates and DPO services.

Litigation, Arbitration & Mediation

With an outstanding success rate and expertise in high value and complex disputes, our litigation team is known for its legal excellence, “deep industry knowledge with a real grasp of the judicial process” and the provision of “relevant, effective and tailored strategies”. Whether it’s a business, family or shipping dispute, we take an integrated approach to assess risks that may arise in the early stages, pursue all means of dispute resolution possible and advise clients on the particular method and strategy that will lead to the optimum results.

Having long-established connections with a few handpicked law firms around the world, we are experienced and ready to handle serious cross-border disputes, asset recovery and enforcement proceedings in a wide range of sectors.

Given that our main priority is to always resolve disputes quickly and effectively, we zealously advocate but also pursue out-of-court settlements or alternative methods of dispute resolution, such as mediation, by negotiating as tough or conciliatory as the circumstances require, in order to protect our clients’ interests and save costs and time of a full litigation.

Mergers & Acquisitions

With significant experience and expertise in national and cross-border M&A, especially in the area of Southeastern Europe, we have advised buyers, sellers, financial advisers, funds and investors on all kinds of transactions, including public and private M&As, takeovers, management buy-outs, joint ventures and other types of commercial affiliations.

Teamwork and efficient working practices enable us to manage our transactions effectively and expeditiously, while offering a partner-led service on all transactions. Our team, having thorough sector knowledge, built up from long working relationships with clients across various sectors, provides more than

high-quality legal advice. It embraces each case and provides strategic and commercial advice as well as innovative solutions towards getting the deal done.

Our M&A practice, which is a central part of our firm's practice, is consistently recognized as among the Greek market's best by legal publications, including *The Legal 500* and *IFLR1000*.

Private Equity & Venture Capital

Our firm is proud to have played a central role in the creation and growth of private equity and venture capital in Greece, being for decades a trusted advisor of the first and leading Greek venture capital firm and other key players of the market. With our in-depth business knowledge and unparalleled know-how, we have a unique market awareness and we pursue investors' goals for the maximisation of value and a successful exit only by providing sound and commercial advice at all stages of the fund life cycle.

Our extensive experience includes the establishment of funds and venture capital firms from hundreds of majority and minority high-value investments in firms of several sectors in Greece and abroad. We are proud to have acted as legal advisors to the first leveraged buyout in Greece and the first IPO of a venture capital firm in the Athens Stock Exchange, as well as contributing as experts to the transposition of the AIFM Directive and advising the Greek government on the establishment of the Hellenic Corporation of Assets and Participations.

Real Estate & Property Development

Having a dedicated and highly skilled real estate team as well as strong relationships with experts in all relevant disciplines, we provide robust advice with a commercial approach which ensures that our clients' commercial aims are achieved. We have acted for a variety of clients including banks, developers, entrepreneurs, high-net-worth individuals, funds and foundations across commercial property investments, development projects and high value residential sales and purchases in Greece and abroad and we know the stakes and the risks of every single transaction. Our services cover the full range of real estate matters, including:

- The buying and selling of real estate
- Construction and development
- Real estate private equity & investments
- Real estate taxation
- Real estate litigation
- Urban planning & licensing
- Residency-by-investment programs (Golden Visa)

Restructuring & Insolvency

Over the last decades, but especially since the early start of the Greek financial crisis, our skilled and experienced team has assisted clients in a wide range of sectors on all aspects of corporate and financial restructurings to get the best possible outcome. We have been trusted advisors to various businesses in restructuring their debt and operate through the distressed continuum, we have advised on a novel business acquisition scheme in the context of a rehabilitation proceeding but have also been on the panel of major Greek banks and advised on the sale of their NPL portfolios. Due to our thorough practical experience and know-how, we have been also engaged by the EU Structural Reform Support Services and acted as legal advisors to the Greek Ministry of Economy in relation to the drafting of the law on out-of-court workouts (Law 4469/2017)

which, for the first time in the Greek market, introduced an integrated procedure of extrajudicial debt settlement for viable entities of commercial status with outstanding debts towards both the private and public sector.

As a full service law firm, we are ready to draw on the specialist experience of our other lawyers in areas including banking, commercial employment, real estate and litigation and provide a seamless and integrated service.

Shipping

Our firm has inherited an important and strong legacy in shipping from its founder, the late Stelios Papadimitriou, known as the elite lawyer of Aristotle Onassis and other Greek ship owners. We are proud to uphold his legacy in today's increasingly complex and demanding business environment.

Providing a wide range of services, ranging from incorporation and servicing of maritime companies, single-ship acquisitions and sales, mortgages and ship-building contracts to multi-layered shipping joint ventures and finance structures and complex cross-border litigation, we have served for decades as trusted advisors to leading shipping groups, prominent ship owners and other members of the shipping community.

Chambers Europe & Global guides 2022



- **Corporate/Commercial**
Top ranked lawyer: Evangelos Lakatzis

The Legal 500 Europe, Middle East and Africa 2022 edition



- **Banking, Finance and Capital Markets**
Leading individual: Thenia Panagopoulou
- **Commercial, Corporate and M&A**
Leading individuals: Evangelos Lakatzis, Thenia Panagopoulou
- **Dispute Resolution**

IFLR1000's 31st edition



- **Banking and Finance**
- **M&A**

Testimonials of our clients about our work


'The firm is a good business partner. The team is reliable, with a commercial and practical approach.'

'One of the best teams we have worked with. Always accessible, flexible in finding and proposing solutions to difficult problems and highly collaborative when needed.'

'The key difference of the team from other legal firms of that size and capacity is the strong business understanding, the friendly attitude and open collaboration.'

'The whole team is very efficient, proactive and has a great eye for detail. The advice is always accurate and to the point, due to their in-depth knowledge and vast experience. Additionally, they are always on time, and use a friendly way of explaining the law and regulations to us.'

'The teams is highly regarded for its responsiveness, sound advice and personal contact with the client. Each case - regardless of its value - is handled or closely monitored by a partner who is also in contact with the client.'



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