

Switched onto your needs

Our capabilities in the CEE-Baltic region

In times of COVID-19, global disruption and increased uncertainties, the CEE-Baltic region returns to the focus of investors. Its reliability, safe business environment, EU internal market rules and state aid schemes, trained work force, cost compatibility and low tax make the CEE and Baltic region an attractive option for international business.

At Eversheds Sutherland, we are able to assist you in the CEE and Baltic region which operate within our global legal practice across 32 countries. Our Central Eastern Europe (CEE) and Baltic team provides a robust regional perspective, boasting strong relationships with businesses and government organizations. Our CEE and Baltic team enjoys a strong position in the local market, offering innovative project management and advice tailored to the needs of each individual business.

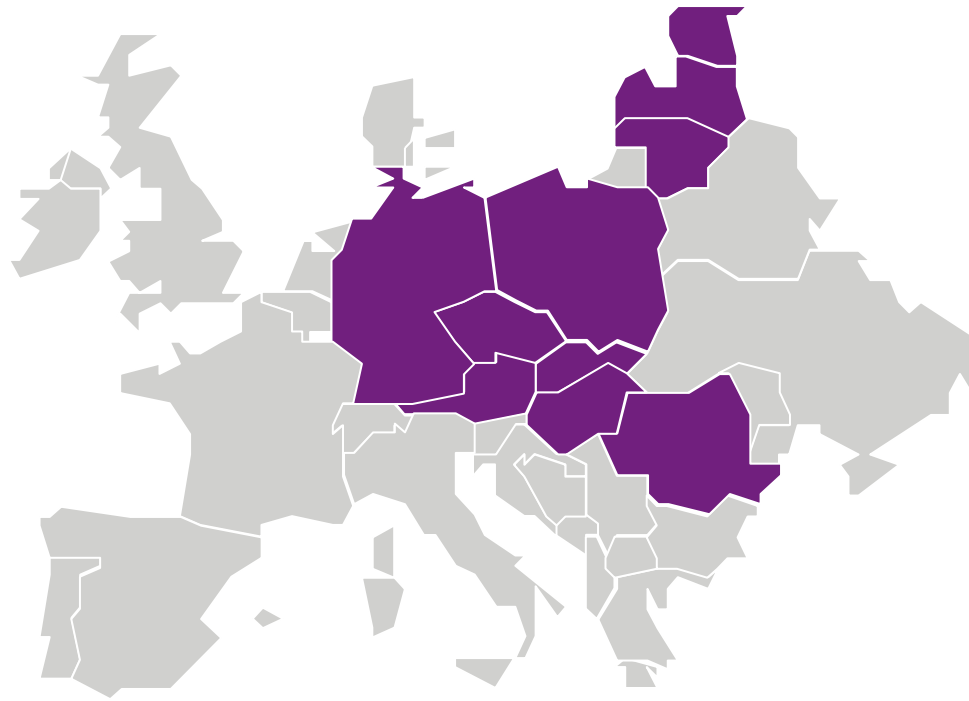
Increasingly, we are called upon to act on multi-jurisdictional projects. With a one-team approach uniting our offices across Romania, Hungary, Poland, Germany, Austria and the Czech and Slovak republics, together with Estonia, Latvia and Lithuania we are able to service these requests via a single point of contact across the CEE-Baltic region.

This document serves to outline the various capabilities of our offices across the CEE-Baltic region.



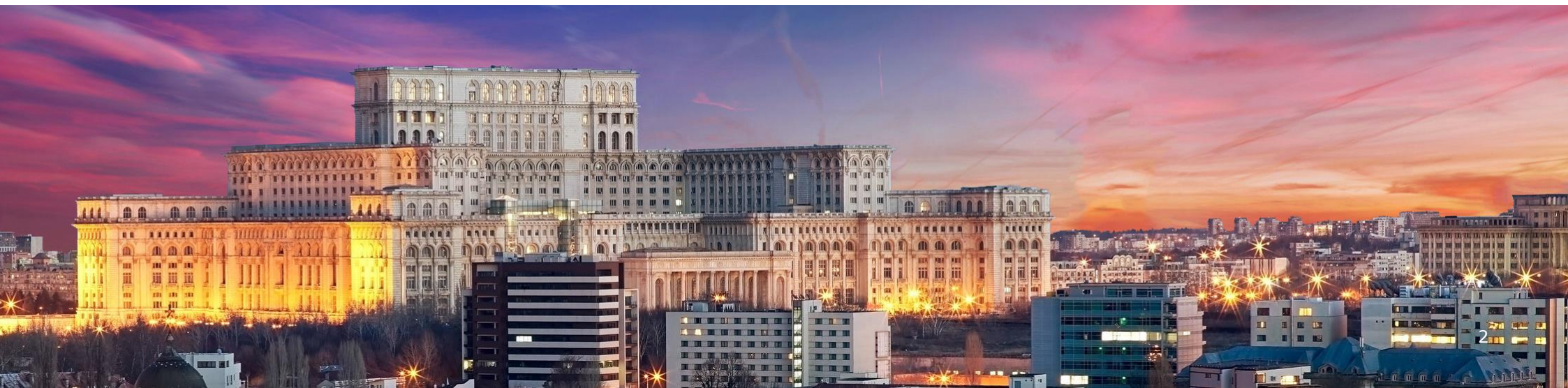
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Central East Europe (CEE)-Baltic region



Locations

Austria
Czech Republic
Estonia
Germany
Hungary
Latvia
Lithuania
Poland
Romania
Slovakia



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Our capabilities in the CEE region



Austria



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Advantages of local market

- **attractive business environment** – we have an excellent infrastructure, highly qualified employees with a high level of language competence and an above-average purchasing power amongst Austrian consumers. We are one of the richest countries in the EU and rank among the top performers in terms of labor productivity per employee
- **social and economic stability** – we have a reliable legal system which provides political stability and high personal security. The strike rate is low due to the good relations that exist between employers and employees
- **ideal East-West business hub for companies** – our central location provides advantages for companies, including having access to the emerging markets of the CEE. Numerous CEE headquarters of multinationals are located in Austria



Major projects/strengths of local office

We have extensive experience advising on employment, real estate, corporate, TMT, data protection and intellectual property law. Our **major projects** include advising:

- **Microsoft** on HR, commercial and real estate matters
- **ORF Enterprise** - the ad sales house of the Austrian Public Broadcaster on its redesign of the cookie opt-in and notice banner concept on Austria's first news platform ORF.at
- **Real I.S** - a German investment fund on its acquisition of a 25.000 sqm hotel and commercial property, Wien Westbahnhof A3
- **MOL** - a Hungarian oil and gas company on cross border temporary work cases, lease agreements of gas stations, HR and litigation matters
- **ArcelorMittal** - a leading steel and mining company on a merger clearing in relation to an acquisition



Advantages of local market

- **attractive business location and environment** – we are one of the most developed countries in the CEE region and member of the EU and OECD. We offer investment incentives for foreign companies, with our central location with an economy that is export-driven with its long-standing history in automotive, chemistry, electronics, textiles, and materials science
- **social and economic stability** – our unemployment rate and poverty rate is one of the lowest in the EU. Our social system consists of the pension, sickness, national employment policy and non-contributory social benefit systems. The health insurance, pension insurance and national employment policy system is mandatory for each economically active individual, along with sickness insurance available to all employees and voluntary for the self-employed
- **highly-skilled workforce** – we have a system of state-funded elementary, secondary schools and universities which enables each child in our country to receive quality education regardless of their social background



Major projects/strengths of local office

Our **major projects** include advising:

- **REWE Group/Der Touristik** during the acquisition of CK Fischer, the largest Czech travel company with sales of more than CZK 6 billion in 2019, from KKCG Group
- a South Korean multinational conglomerate **Doosan**, in providing complex multinational legal support for the relocation of its Belgian headquarters to the Czech Republic
- **Société Générale, Komerční banka and Essox** (a company from the SG Group) on the acquisition of PSA Finance subsidiaries in the Czech Republic and Slovakia from Banque PSA Finance
- a private equity fund **Enercap Power Fund** on its acquisition of an 18 MW wind park from Bewag AG and Ventureal
- **BORCAD cz** in connection with the sale of its medical division, BORCAD Medical to the LINET Group



Estonia



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Germany



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Advantages of local market

- **a digital business environment** - our country is an advanced digital society and e-government powerhouse, with 99% of our public services being made available to the public online 24/7
- **e-Residency** - we are a borderless digital nation offering e-Residency to all global citizens. It is a transnational government-issued digital identity which anyone in the world can apply for, and is a platform that is built on inclusion, legitimacy and transparency. Estonia is the best place for nomadic entrepreneurs to register a company
- **qualified talent pool and highly-skilled workforce** - we are one of the world's most educated country. i.e. 1st in OECD's PISA tests in Europe. (Source: World Economic Forum – The Human Capital report – 2017)



Major projects/strengths of local office

- we are one of the **leading global law practices** listed in Estonia
- we were awarded the *2019 CEE Legal Matters Deal of the Year Award* for advising **Baltic Classifieds Group** sale to Apax Partners. It was one of the largest and most complex Baltic M&A deals involving an auction sale and WI insurance, which are tools rarely used when engaging in these types of deal in this region
- **offering innovative solutions** - a proven track record in the last 20 years with our involvement in several high profile deals (i.e. sales of Baltic Classifieds Group and Bolt capital rising). We are dedicated to offering innovative solutions for your business



Advantages of local market

- **developed infrastructure and economic stability** - we are one of the largest national economies in Europe, the fourth-largest by nominal GDP in the world, and fifth by GDP (PPP)
- **qualified talent pool** - we have an extremely skilled-workforce which investors can access; especially in the fields of engineering, science and medicine. It provides one of the best talent bases worldwide
- **diversified markets** - Germany is a polycentric country which means we do not have a single economic center - this makes it an attractive proposition for different businesses to operate and position themselves in the market



Major projects/strengths of local office

- **highly integrated teams** - we have more than 150 lawyers supporting our offices located in major economic centers which include Berlin, Düsseldorf, Hamburg and Munich with more than 20 years' experience in advising international clients throughout Germany
- **strong sector focus** - being the largest economy in the heart of Europe, we are one of the major players in international trade. We are determined to understand your business and have extensive sector knowledge gained from years of experience in the key industries in Germany which include; automotive, chemicals, energy, industrials, life sciences and healthcare as well as TMT
- **multilingual desks** - we have a large network of bilingual lawyers speaking Lithuanian, Polish and Russian in addition to German and English



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Advantages of local market

- **attractive business location and environment** – we are centrally positioned in Europe, making us easily accessible and an attractive option for many investors looking to expand their businesses. We offer a reliable continental climate which makes our environment appealing for businesses to operate in
- **a competitive tax system**

9% corporate income tax	2% as maximum local business tax	0.3% innovation contribution
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- **relatively low cost and skilled workforce** – the Hungarian labour force is well-qualified and cost-effective. The minimum wage in Hungary is approximately €460 with €600 the guaranteed minimum wage for skilled workers. The country is a leader in regional research and development and an advanced manufacturing innovation centre. Hungary has a number of renowned and practice-oriented universities with an important role in the education of the local labour force



Major projects/strengths of local office

- **industry knowledge** – with decades of market leading experience, as an international law practice we are able to offer you a variety of legal services coupled with a dedicated sector focus on commercial activities
- **commercially well-connected** – we are members of the *Hungarian Competition Law Association*, *American Chamber of Commerce* and *Joint Venture Association*
- **an independently recognized team** – examples of our rankings and recognitions include *The Legal 500*, *Chambers Europe*, *Chambers US*, *IFLR1000* and other professional publications
- **diverse international workforce** – our lawyers are able to speak English and German at all levels of your business and are highly integrated with our international business groups



Advantages of local market

- **attractive business environment** – in 2019, we were ranked 19th in the *Ease of Doing Business Report*. There is 0% tax on reinvested profit, i.e. a company's profit will be exempt from corporate income tax should the profit be kept within the company. Our country offers an excellent legislative base and efficient court system
- **qualified talent pool** – we have a high rate of university attendance with 74% gross enrolment, and 62% of people between the ages of 25-34 speak two foreign languages with a large proportion of international students accounting for 10% of our population
- **fostering innovation** – there is support for innovation which amounts to approximately €195.5 million. We have the fastest-growing start-up ecosystem for developments in three areas which include fintech, deeptech and drones. In addition, we have advanced e-services and internet, with technology grants for public research institutions



Major projects/strengths of local office

- **seamless legal coverage** – we are one of the largest law brands in Latvia with a global footprint and steady growth over the last 20 years with a solid client base and notable awards. i.e. *Chambers & Partners*
- **leaders in the field** – we have been involved in key transactions and litigation cases in the last 20 years, and have advised on all initial public offerings and capital market mandates, whilst maintaining an excellent relationship with the *Nasdaq Baltic Stock Exchange*
- **legal know-how** – we have exceptional in-house English law capabilities and strong ties with expat communities based in Latvia i.e. *BritCham* management, *AmCham* involvement
- **memberships with local authorities** – we hold various memberships with respective legislative drafting groups and we are a well-respected advisor to our government and key municipalities i.e. *MoJ*, *MoE*, *MoF*, *State Chancellery*, *City of Riga*, etc. and an active member of key NGOs, *FICIL* and *BICG*

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Advantages of local market

- **low-cost workforce and qualified talent pool** – we have a high quality workforce at lower costs in comparison to many other European countries therefore, allowing businesses to expand without compromising on quality
- **fostering innovation** – our country is dedicated to providing the best conditions possible to get a business up and running. It only takes 24 hours to register a business using an e-signature. There is an EU-wide recognition of our acceleration in e-government solutions which offers a one-stop-shop for public information and services for businesses
- **developed infrastructure** – we hold an impressive robust e-infrastructure in the EU with top rankings for public high-speed internet and national cyber security framework. This makes our location ideal for international IT and service providers seeking to run their global operations



Major projects/strengths of local office

Our **major projects** include advising:

- a Finnish state owned company, **Fortum** on a substantial joint venture project between Fortum and Ignitis group for waste to energy power plant development
- a leading urban development and infrastructure company, **Tyréns AB** on its acquisition of Kelprojektas group of companies who own the largest group of transport infrastructure engineering companies in Lithuania
- a Lithuanian subsidiary of **Sofa Brands**, a major UK furniture manufacturer on an investment deal, entered into by the client with the Nordic Real Estate Development Fund for the development and lease its manufacturing facilities
- in a €5 billion greenfield rail transport infrastructure project with **Rail Baltica** with a goal to integrate the Baltic States in the European rail network and is considered as one of the largest Baltic infrastructure projects of its kind
- a multinational security services company, **G4S** in providing integrated security solutions and investigation services in a global reorganization project across Europe, Asia Pacific, the Middle East, US and other countries



Advantages of local market

- **attractive business environment** – as a major recipient of EU funds, our country has been experiencing phenomenal growth. The GDP per capita has multiplied from the inception of its economic and political transformation and after its accession with the EU in 2004
- **strong economic growth** – in comparison with other Central Eastern Europe regions, our market is relatively large and has seen substantial growth over the years
- **competitive legal market** – we operate in a relatively stable and competitive market



Major projects/strengths of local office

- **a fully interdisciplinary team** – we are able to provide legal support in many areas including M&A, commercial transactions, data protection, new technology law, life science, intellectual property, litigation and arbitration, infrastructure and real estate, energy, public procurement, tax, employment, competition, consumer rights, environmental law, advertising, banking, capital markets, aviation and compliance
- **well-versed in cutting edge legal work** – we have extensive experience advising on large scale infrastructure projects in Poland. Our clients belong to global leaders in industries such as; TMT, energy, real estate, construction, manufacturing, FMCG, healthcare and pharma, finance, insurance, PE/VC, automotive, food, pharmaceuticals and healthcare
- **leading the way** – we stand out for our significant knowledge with projects involving digital transformation and are able to offer support with any fundamental changes and challenges encountered across all areas of our clients' operations



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Advantages of local market

- **qualified talent pool** – we have access to a highly skilled-workforce at one of the most competitive salary levels in Europe
- **attractive business environment** – we operate in a business-friendly environment within the IT sector, with significant tax-related subsidies aimed at supporting continued growth and development in this sector
- **strong economic growth** – our country continues to remain as one of the fastest growing economies in Europe since 2016



Major projects/strengths of local office

- advising the **European Federation of Energy Trading**, our lawyers have significant experience in energy trading
- our M&A practice is one of our core practice areas of the firm and recognized by international and national legal directories for which we have received notable awards by *Ziarul Financiar*, a leading business and finance journal in Romania for advising on:
 - one of the largest transactions in the FMCG sector on the acquisition by **Unilever** of local ice-cream producer, Betty Ice
 - a Swiss construction chemicals producer, **Sika** with its purchase of a leading manufacturer of mortars and thermal insulation solutions in Romania, Adeplast SA
- our Real Estate team have advised **Microsoft** in one of the most important projects carried out in Romania, for the lease of office space and parking bays from Skansa, a leading development and construction company in Europe



Advantages of local market

- **attractive location and business infrastructure** – we are a member of the EURO-zone and one of the world's leading per-capita car manufacturers, with a highly developed automotive sector and accelerated digital transformation
- **low-cost workforce and qualified talent pool** – we have one of the highest labor productivity rates in the region; workers are cost-effective, skilled and loyal offering the highest share of value-added jobs
- **fostering innovation** – our country is ready for new investments into research and development and innovation



Major projects/strengths of local office

Our **major projects** include advising:

- an investment company **Sisban** on the development of a logistics park near Trenčín and the restructuring of its group including tax planning
- an **Austrian multinational construction and engineering company** in the foundation of a company, purchasing and developing a brown field area and recruitment in Europe
- a **German investor** on the purchase of a steel mill in an international tender, with acquisition of a part of Slovakia Steel Mills a.s., in bankruptcy – a steel mini-mill located in Eastern Slovakia



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Eversheds Sutherland (International) LLP and Eversheds Sutherland (US) LLP are part of a global legal practice, operating through various separate and distinct legal entities, under Eversheds Sutherland.

For a full description of the structure and a list of offices, please visit www.eversheds-sutherland.com.

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