

POTAMITISVEKRIS

Forward Thinking Mindset to Excel

POTAMITIS **VEKRIS**



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Top Tier Law Firm High Impact Clients

Legal advisors to today's market leaders promoting a new era in the Greek economy.

ONE OF THE TOP, FULL-SERVICE LAW FIRMS IN GREECE

POTAMITISVEKRIS is one of the top, full-service law firms in Greece, with a 130+ member staff including 11 partners, over 63 associates, 23 trainees and business services professionals in specialized areas. We efficiently combine our respective experience, knowledge and skills into a collective offering that is greater than the sum of its parts and represents our prime asset.

We are a recognized leader in key market sectors and all our practice areas, as well as highly regarded for our commercial acumen and focus on client relationships.

ADVISORS PEOPLE TRUST TO LISTEN AND UNDERSTAND

Our team of lawyers has built an established reputation for quality, innovation, and enthusiasm. By providing the best possible service to our clients, we maintain a reputation as advisors people trust to listen and understand. We seek and find solutions for each particular case, rather than rely only on past practices. We continuously contribute to legal innovation and law reforms.

A TOP TIER FIRM LISTED IN ALL LEADING LEGAL DIRECTORIES

We are a top tier firm and all our practice areas are highly ranked in all leading legal directories including Chambers, Legal 500 and IFLR1000. The firm is frequently described as "one of an elite group of Greek firms," as well as distinguished for "an impressive transactional record and stellar client feedback."

INTERNATIONAL REPUTATION AND UNIQUE LAW FIRM CULTURE

At **POTAMITISVEKRIS** we all share a commitment to the highest professional and ethical standards. We foster effectiveness in problem solving, a culture of respect and collaboration, openness and equal opportunity and international mindset. We particularly support our female colleagues who represent the majority of our legal professionals and staff.

The firm is committed to the betterment of our community in all aspects. Toward this goal, many of our lawyers work pro bono in the areas of immigration, education, cultural heritage, environmental protection, promotion of democracy and regional integration; our aim is to have 5% of all lawyers' billable time allotted to this purpose.

A Unique Law Firm Culture

A mosaic of collective knowledge and innovative spirit.

We are market leaders with an international mindset and unique law firm culture.

We like to practice law and to practice as a team because we strongly believe the whole is greater than the sum of its parts.

Our focus is to build strong relationships with our clients and among ourselves based on trust, openness, integrity and mutual respect.

Our commitment is to promote the ethical and collegial practice of law and serve the interests of justice in a productive, happy environment.




We are competitive and so is corporate business.





 We strive for
excellence and so
do our clients.

We are
team-oriented
and motivated by
mutual trust and
so are you.



Our Values



Our values are seen and heard in the daily workplace empowering our people to excel in a productive environment.

AREAS *of* PRACTICE



Banking, Finance & Capital Markets

The entire Banking, Finance and Capital Markets industry is undergoing radical and transformational times with new regulations constantly being deployed and a strong consolidation in banking group activities taking place. Alternative investment and financing schemes require increasing legal support, either as a result of the introduction of new regulations or because of escalated activity.

POTAMITISVEKRIS' banking team has a consistent and successful track record of advising on some of the most significant and innovative transactions in the market and is widely recognized as one of the leaders in this field. We offer comprehensive services, ranging from the establishment of banking activities and qualifying holding acquisitions and banking M&A and compliance, to traditional banking, financing and restructuring of loans. In addition, we advise on the entire spectrum of capital markets, including tender offers, securities listings, investment services and fund management.

Our clients include Greek and foreign commercial and investment banking institutions, institutional lenders and investors, as well as private equity funds, hedge funds, strategic buyers, borrowers and issuers of securities.

We combine our extensive knowledge of the relevant industry with **POTAMITISVEKRIS'** business orientated and practical approach to matters. We also work with attorneys in our Corporate and Mergers & Acquisitions, EU, Competition & Antitrust and Restructuring & Insolvency groups to provide seamless representation and fully integrated legal services.

CONTACT PARTNER

GEORGE BERSIS | +30 2103380000
george.beris@potamitisvekris.com



Corporate and Mergers & Acquisitions

Our Mergers & Acquisitions practice has tracked economic developments in the Greek market, from the drive to invest in the broader Southeast European region in the 1990s, to the subsequent push in privatisations and consolidation, and through to the current emphasis on corporate restructuring as a means to deal with the impact of the recent crisis. We are sensitive to developing needs and are able to provide skill set and type of solutions that are responsive at each juncture. Accordingly, we have led numerous outward and inward investment transactions, privatisations and domestic reorganisations.

Our practice continuously evolves to address the needs of domestic and international investors, managers and businesses.

We have a record of playing a leading role in the context of several significant transactions which have had a lasting effect on the market, advising buyers, sellers and State entities.

Privatisation is another area in which we have advised on major transactions, playing a lead role in implementing innovative structures. We advise Government entities, potential buyers and State owned companies undergoing privatisation. We also advise creditors, for the most part banks, and debtors or their significant stakeholders in the reorganization of troubled entities.

We believe that we can add significant value to transactions through our collaborative approach starting from the early stages, through contributions to structuring, planning, investigating, implementing and protecting the terms of corporate transactions.

We consider and address issues relating to competition, employment, capital markets regulation, tax, insolvency and company law rules, and address regulatory requirements applicable to specific industries, such as media, telecommunications or banking. We concentrate on highlighting areas of legal risk in a manner that is focused, clear and allows its evaluation from a business perspective.

Our team has taken a leadership role in the elaboration of corporate governance rules and practices for both listed and closed Greek companies. We have acted as a contributor to the Greek Corporate Governance Code since its inception, and advised on changes to the Company Law Code.

CONTACT PARTNER

STATHIS POTAMITIS | +30 2103380000
stathis.potamitis@potamitisvekris.com

POTAMITISVEKRIS



Civil & Criminal Litigation and Arbitration

The type of commercial and contractual relationships within which business is conducted has increased both in terms of quantity and complexity. The deterioration of such relationships often leads parties to resort to litigation to resolve their differences. In addition, arbitration is a method well suited to solving complex commercial disputes and, given the absence of appeals, final resolution can be obtained within a reasonable time frame.

We take a constructive approach to resolving disputes and view litigation as part of an overall strategy to help our clients to deal with the issues affecting their business.

We act in the context of all types of litigation, ranging from the simplest, albeit significant, proceedings such as applications for injunctions, to complex, cross-border litigation involving appeals to the highest Courts and the European Court of Justice. Criminal charges are often brought within the framework of a dispute or compliance investigation by the regulatory authorities and our team is able to represent clients in both civil or administrative actions and criminal proceedings.

Our problem solving approach enables our team to propose original solutions, for example, developing a method based on a rule of procedural law to ensure the enforcement of a claim.

POTAMITISVEKRIS has considerable experience in arbitrating disputes, especially in a cross-border context. Our client base includes local and overseas companies active across a number of industries, as well as individuals for whom we act mainly in relation to shareholder agreement disputes and white collar crime. We regularly advise on disputes arising from public procurement proceedings, breach of Greek and EU competition law and financial regulations and the more technical areas of law, such as financial services, banking and cross border insolvency.

CONTACT PARTNER

KONSTANTINOS PAPADIAMANTIS | +30 2103380000
konstantinos.papadiamantis@potamitisvekris.com



Employment & Social Security

Employment law is subject to frequent and fundamental change in Greece. Familiarity with the complex and continuously shifting net of rules and policies in this area is of utmost importance to any company operating in the region.

Prominent companies trust us to advise them on a wide variety of issues, ranging from day-to-day advice to strategically sensitive restructuring operations and disputes. We advise on all employment issues relating to individual or collective labour relations and represent clients before employment tribunals, civil and criminal Courts, labour authorities and social security committees. We provide critical support to clients by managing the employment law implications of operational issues.

In addition, we offer an in-depth knowledge of industry specific provisions relating to the banking, financial, pharmaceutical, consumer products, industrial and energy sectors.

Our experience, expertise and thorough understanding of our clients' needs allows us to focus on the core issues they face and places us in an ideal position to help them in their decision-making process. This broad approach has led to our employment practice being consistently recognized as a market leader.

CONTACT PARTNER

ALEXIOS PAPASTAVROU | +30 2103380000
alexios.papastavrou@potamitisvekris.com



EU, Competition & Antitrust

There has been a steady increase in the complexity of financial and corporate transactions, together with a proliferation of cross border activity and an increase in sector consolidation in many industries, often resulting in cross-holdings in competing businesses. This has reinforced the need for high-level and reliable competition and antitrust advice. Competition laws at a national and European level are evolving rapidly with the modernisation of State Aid, the introduction of special provisions for various sectors and the enactment of new directives and laws requiring a structured and highly specialized legal approach.

POTAMITISVEKRIS has the resources and expertise to advise on the complicated and, in many cases, novel issues arising in this sector. We have extensive experience in coordinating multi-jurisdictional filings and dealing with the EU Commission. We work with our Civil & Commercial Litigation and Arbitration team to protect our clients in disputes arising from antitrust violations.

We believe in providing proactive services that adequately and effectively protect our clients from future antitrust risk, consequently reducing management time and costs. Our ultimate aim is to assist our clients to identify potential antitrust loopholes as early as possible.

In general, our 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.

Our team recognizes the importance of continuing professional development and education and has created a network of experts made up of foreign law firms and economists, allowing us to offer a comprehensive suite of world-class services in this area.

CONTACT PARTNER

DIMITRIS LOUKAS | +30 2103380000
dimitris.loukas@potamitisvekris.com



Insolvency & Restructuring

Greece codified its bankruptcy provisions for the first time in 2007. The Bankruptcy Code also brought fundamental changes to pre-insolvency and insolvency proceedings. However, despite several rounds of amendments, the rehabilitation of troubled undertakings remains a challenge.

We counsel both credit institutions and potential investors on how to deal with non-performing loans and we advise debtors, creditors and other stakeholders, such as shareholders and management, on how to restructure their debt, rehabilitate troubled companies, secure judicial ratification of agreements, and protect themselves from civil and criminal liability.

Our practice is supported by our other departments in seeking to produce integrated and efficient solutions to business reorganization, with an emphasis on speed, predictability and cost.

Our firm made a significant contribution to a recent enactment aimed at addressing existing inefficiencies through the introduction of emergency proceedings intended either at expediting the ratification of pre-pack agreements or the speedy liquidation of businesses as going concerns. We contribute to efforts to substantially reform bankruptcy laws and cooperate with prominent international organizations of insolvency practitioners, such as INSOL International, INSOL Europe and the International Insolvency Institute.

POTAMITISVEKRIS has been active in organizing lectures and seminars on insolvency and restructuring, and is also in the process of developing a network of co-operating insolvency professionals, consisting of lawyers, accountants and bankers, which has become a pressing need for our market.

CONTACT PARTNER

STATHIS POTAMITIS | +30 2103380000
stathis.potamitis@potamitisvekris.com



Intellectual Property

Intellectual Property (IP) rights are valuable for every type of business, possibly among the most important. It would not be an exaggeration to say that IP rights have nowadays evolved into core elements for the development and growth businesses.

POTAMITISVEKRIS has a very strong IP practice and can provide business oriented assistance and advice in protecting and managing IP rights.

Our practice combines a group of multi-disciplinary lawyers with intellectual property expertise and specialized skills, ready to provide strategic advice to multinational companies in all aspects of contentious and non – contentious IP related matters.

Our firm provides full range of trademark, copyright and patent advice, including litigation and enforcement. It's this full service approach and our competence in litigating and enforcing IP rights that sets us apart.

Our IP practice group can advise at every step of a brand's evolution, from initial concept through to becoming a global brand. We provide a one stop shop for all legal requirements including the clearance, prosecution, enforcement and exploitation of trademarks and IP rights at a national, EU and international level.

In addition, we provide advice in relation to other IP related matters such as unfair competition, franchising, selective distribution, cyber-squatting, comparative and misleading advertising.

Throughout the years we have represented on contentious and non – contentious IP related matters, many prestigious national and global brands, in particular in the food & beverage, technology & communications, pharmaceutical and retail sectors, SMEs, start ups, not-for-profit organisations sector.

Xenophon Paparrigopoulos heads the team and is a longstanding significant and well respected practitioner in this area.

CONTACT PARTNER

XENOPHON PAPARRIGOPOULOS | +30 2103380000
xenophon.paparrigopoulos@potamitisvekris.com



Life Sciences/ Healthcare

Public health, healthcare and medical care are distinct areas of public and administrative law, with the pharmaceutical, medical devices and cosmetics industries in particular governed by heavy regulation. Pharmaceutical companies are subject to various commercial and ethical restrictions, mainly with reference to the pricing of pharmaceutical products and the promotion of prescription drugs. Amendments to the legislative framework regarding the pricing of pharmaceuticals, including permitted discounts and credits, rebates and government imposed claw backs, and the interactions of pharmaceutical companies with healthcare professionals and public or private organizations and the State, are frequent.

POTAMITISVEKRIS is a leader in the provision of legal services to established and development-stage pharmaceutical companies, wholesalers and other distributors, and advises some of the world's leading pharmaceutical and medical devices companies.

We advise on all aspects and at all stages of the life cycle of a product, from research and trial, through to manufacturing, import, pricing, reimbursement, registration, licensing, distribution, advertising and marketing of finished products. We advise on internal policies and codes of conduct, promotional practices, interaction with healthcare professionals and patient organizations, implementation of the local legislation and the Greek Pharmaceutical Companies' Association Code of Conduct. We also have experience in advising on clinical trials and the distribution and marketing of cosmetics.

What makes our practice stand out is our in-depth understanding of the pharmaceutical and medical devices industry and a unique insight into its day to day operation, accumulated through our ongoing relationships with clients. We offer integrated legal advice by combining our health law offering with the best of the firm's corporate, commercial, regulatory, competition, data protection and intellectual property expertise.

CONTACT PARTNER

ALEXANDROS KORTESIS | +30 2103380000
alexandros.kortesis@potamitisvekris.com



Project Finance & Energy

The last decade has entailed a surge in non-recourse project financing in Greece, ranging from large infrastructure projects and thermal and renewable electricity generation, to hotels and commercial real estate and public private partnerships. The electricity market has seen a significant penetration of renewable energy sources, spearheaded by wind and solar energy. There has also been activity in the areas of upstream oil and gas projects, as well as waste to energy projects.

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 public private partnerships.

Our dedicated 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 team members have extensive experience in the conduct of due diligence reviews, the provision of advice on the structuring of projects, the preparation of complex financing and security documentation and the management of the financial close procedure.

Our Energy practice supplements our Project Finance practice with enhanced knowledge of the applicable regulatory and environmental framework. We advise on all aspects of energy law, providing both 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 PARTNER

EURIPIDES IOANNOU | +30 2103380000
euripides.ioannou@potamitisvekris.com



Public Procurement



Public procurement is one of the most competitive industries in the Greek market. With a diverse and continuously changing legal framework on both a national and European level, tenderers have been facing great difficulties in monitoring and complying with statutory and regulatory requirements.

We advise on procurement tenders with regard to State sectors such as health, education and aviation, and represent private tenderers on complex procurement processes, requests from public entities and counter-parties in public procurement agreements, procurement law challenges and all connected disputes.

We have a history of continuous involvement in this sector and have assisted in the formation of case law in the Supreme Courts on various issues relating to the tender process, including the implementation of the legal framework. We have been able to identify critical issues for our clients during the tender process or resulting disputes, and assist them in their successful participation in tenders.

CONTACT PARTNER

ALEXANDROS KORTESIS | +30 2103380000
alexandros.kortesis@potamitisvekris.com



Real Estate



Real estate transactions are becoming increasingly complex. In an effort to make deals in this sector more immune to financial cycles, there is a tendency towards an increasing number of cross border, highly structured transactions, with complex financing arrangements.

We represent a wide variety of developers, lenders, private equity funds, local and international investors, including REITs and major corporations, as well as the Greek State in the context of privatisations. We advise clients on the full array of complex issues arising in this industry, including acquisitions, disposals, due diligence, development, planning, projects and construction. We also act on financings, including senior, mezzanine and preferred equity financings as well as loan workouts, restructurings, joint ventures and complex real estate mergers and acquisitions.

We have enhanced knowledge of the Greek real property market and the issues associated with due diligence and transaction structuring, negotiation and implementation.

Our specialist knowledge and leading reputation in finance places us in an advantageous position to advise on real estate transactions. Our clients choose us because we understand their objectives and offer them the innovation, experience, technical expertise, clarity of advice and commitment to get their deals done efficiently and effectively.

CONTACT PARTNERS

GEORGE BERSIS | +30 2103380000
george.beris@potamitisvekris.com

THEOLOGOS MINTZAS | +30 2103380000
theologos.mintzas@potamitisvekris.com



Tax

Tax legislation is a very dynamic area of law in Greece that is constantly and rapidly changing as a result of the implementation of new laws and regulation.

Our tax team advises a client base made up of multinational public corporations, entrepreneurial ventures and high-net worth individuals on a broad range of tax issues and offers a tailored service in a contentious and advisory capacity. We provide comprehensive advice on all corporate tax issues and place emphasis on keeping clients up to date with changes in the law and compliance requirements. Our significant expertise extends to advising the banking industry on tax issues arising from restructurings and reorganisations. We have an impressive track record of representing clients in tax audits and in disputes with the Greek tax authorities, with a focus on acting in initial administrative processes before the Department of Internal Review, before recourse to the Administrative Courts.

Our tax practitioners work closely with our corporate and litigation departments in providing a fully integrated and focused service, based on a problem solving approach.

Compliance with tax regulations is often interlinked with compliance with social security regulations. Our Employment & Social Security practice offers a full range of advisory and dispute resolution services which support our Tax practice, and provides solutions to both employers and taxpayers.

CONTACT PARTNER

ASPASIA MALLIOU | +30 2103380000
aspasia.malliou@potamitisvekris.com



TMT & Data Protection

The TMT department of **POTAMITISVEKRIS** has very strong experience in the sector and is a stand-alone practice. Our TMT practice is a multi-disciplinary group of lawyers with specialised skills covering all aspects of the TMT sector including IP and IT, corporate and M&A, competition, outsourcing, and dispute resolution. This broad coverage of the sector means we are perfectly positioned to advise IT suppliers and IT customers on any legal, commercial or regulatory issues they may be facing.

Our firm focuses on technology, media, advertising and data protection. The team's lawyers having significant experience and expertise in intellectual property and technology provide multidisciplinary advice on IT, media and telecommunications matters. However, the team also includes young lawyers with fresh and innovative thinking.

We advise on all aspects of contentious and non-contentious technology issues, including complex technology and telecommunications M&As.

We also have a very strong Data Protection practice, providing advice and support in relation to compliance with the GDPR. In the recent years, we have implemented or have been substantially involved in the implementation of the GDPR compliance project for numerous Greek organisations from a wide range of different markets, including hotels, pharmaceutical companies, and companies in the food & beverage sector.

Xenophon Paparrigopoulos heads the team and is a longstanding significant and well respected practitioner in this area.

CONTACT PARTNER

XENOPHON PAPARRIGOPOULOS | +30 2103380000
xenophon.paparrigopoulos@potamitisvekris.com

WWW.POTAMITISVEKRIS.COM

11 OMIROU STR.
10672.ATHENS, GREECE

T +30 210 33 80000
F +30 210 33 80020

INFO@POTAMITISVEKRIS.COM

