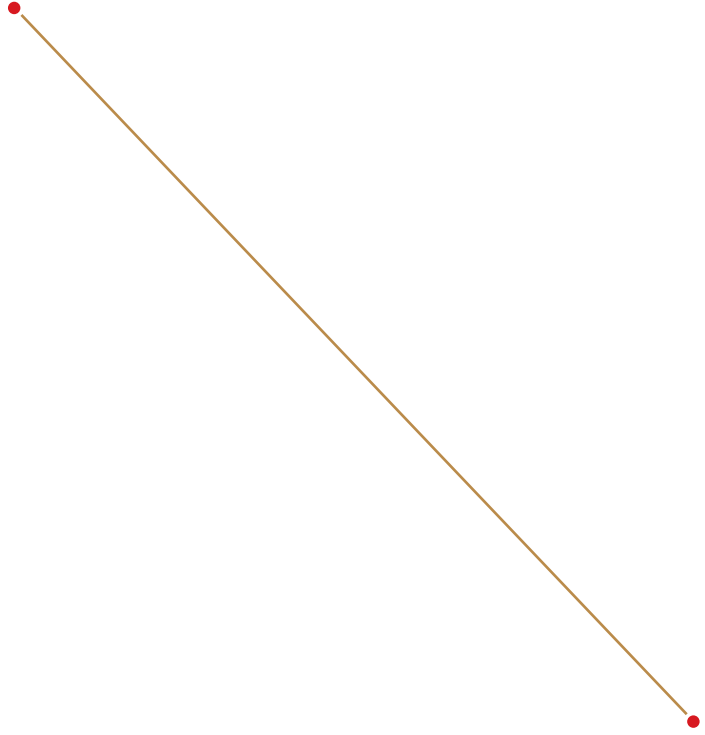




London



Athens



The Firm, the Vision, the Values,
the Team, the Expertise.



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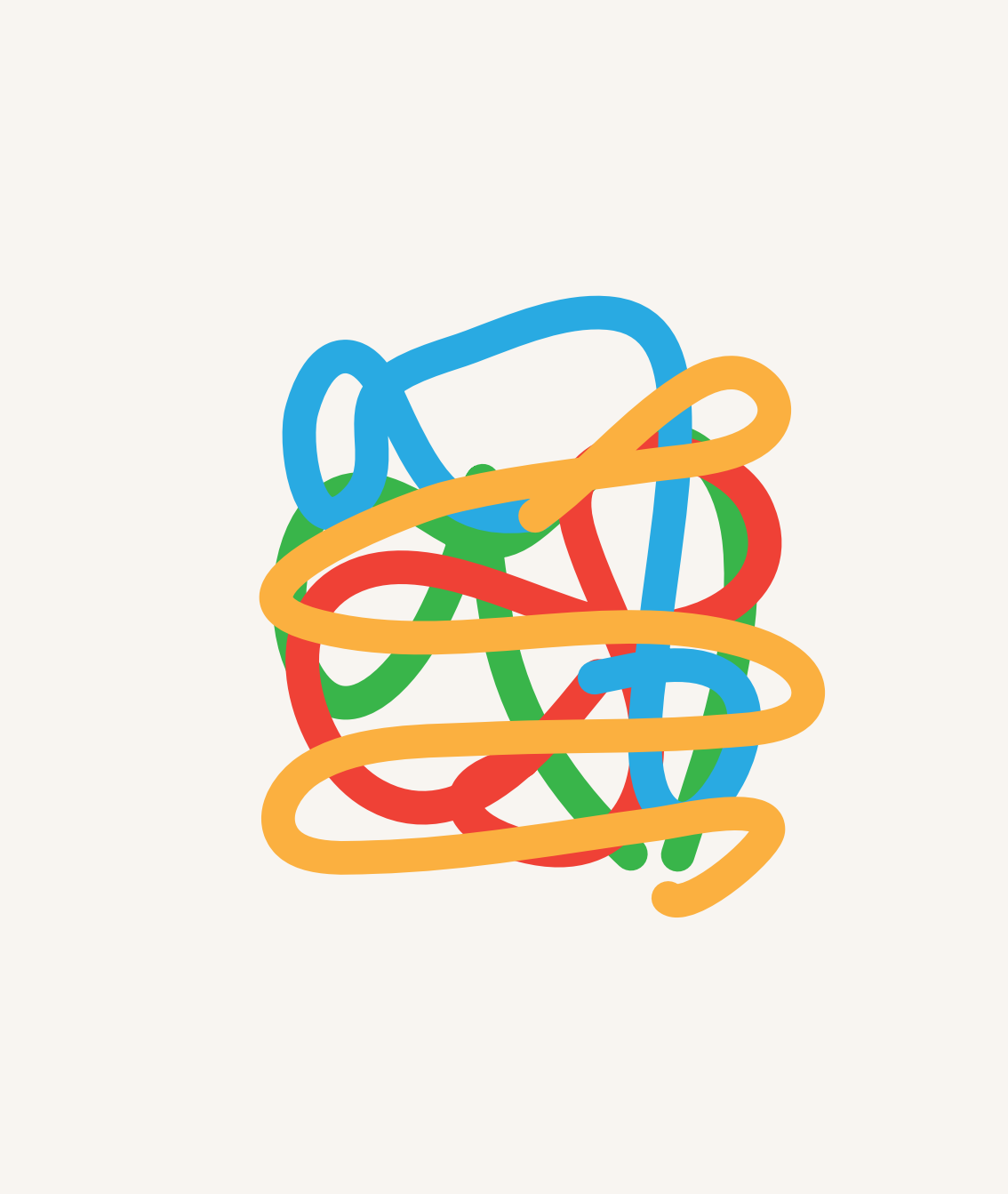
*We are a legal team
open to re-writing
the model of a full-service
law practice.*

Our purpose is to create far-reaching added value for our clients and partners through innovative thinking and insights.



The power of x
exponential thinking
multiplies opportunities
in unexpected ways.

from challenge



About us

At Machas & Partners we are serving our clients locally according to international standards and in compliance to the sector's globally acknowledged best-practices. Because for us law is not only about books, cases and knowledge passed down through generations. It's also about making unexpected connections, where real value is created.



Our practice is focused on serving both corporate and private clients in the broad spectrum of their legal affairs. Corporate clients are provided with specialized advisory and top-notch representation in matters related to their day-to-day operations, including indicatively, commercial transactions, financing, structuring, compliance, dispute settlement, while private clients benefit from our extensive experience in handling complex disputes, including criminal matters, as well as from our expertise in serving the needs of High-Net-Worth Individuals.

Our aim is to be responsive to our clients' needs and business objectives with integrity, professionalism and the personal touch of a boutique law firm. We maintain strong relations, working closely side by side with our clients, not only as legal technicians, but more importantly, as partners. We like to handle our clients' affairs personally, with a partner-led approach, and we take all matters personally.

We stand out for our commercial pragmatism and pro-business approach

Although most of our clients believe that nothing in life is worthwhile unless you take risks, we believe that risk comes from not knowing what you are doing.

bringing to the table not only our solid legal expertise, but also our proven and tested capacity to understand business perspectives and drive them forward.

We bring a performance mindset and entrepreneurial energy to our work. We put our clients first and are passionately committed to service excellence by actively listening, anticipating their needs and protecting their interests with responsiveness and commerciality. As one of the leading law firms in Greece we have always embraced innovative change and encouraged new ways of working, learning and collaborating with each other and with our clients. **Our curiosity continues to push new boundaries and challenge existing norms.**

Our multi-jurisdictional exposure as a law firm that operates and is qualified to practice in both Greece and in London UK, together with our team of lawyers with members who are qualified to practice under Greek, UK and US law, comprise the basis for international clients, doing business in or relocating to Greece, to feel at home.

Where we Are

Athens Office

Greece is an economy in the making. Its reforms are opening new investment paths that reward investors who see opportunities arising in Greece. That said, there is an abundance of attractive investment opportunities in a wide variety of sectors. Greece is set to see sustained growth in tourism, real estate, energy, new digital technologies, logistics, environmental sciences, food, beverage, agriculture and life sciences.

Machas & Partners law firm was established in Athens in 2011. Bringing together specialist skills, the team of lawyers guarantees clients experience and expertise in all areas of the law and industry while proactively detecting business opportunities.

London Office

Britain's position in the EU changed and evolved over its near 50 years of membership. Leaving the EU is the start, not the end, of creating a new economic model. London's -once Europe's financial capital-, economic focus seems to be shifting to the world beyond Europe. There are new opportunities and freedoms outside the EU.

Given the renewed global interest, **Machas & Partners has based its success on the ability to look beyond its own borders** and act on behalf of foreign clients. In order to achieve this, Machas & Partners also has offices in the City of London so as to be closer and more accessible to UK clients, helping them bridge the gap between their head office operations in London and their investment and business interests in Greece and beyond.

The London Office is committed to working closely with clients in the UK, bringing to the table our proven and tested capacity not only to understand business perspectives but more importantly to drive them forward. This is why we achieved the status of "go-to counsel" for foreign investors in Greece.

Athens
|
London



Unlike Greek weather, there is always a strong chance of rain when doing cross border business. Machas & Partners provides the needed protection to keep your suit dry.



Facts in Focus



350+

Legal Cases

Our teams handle
every year



100+

Clients

From countries
around the globe



40+

Member Staff

And still counting



Vision

We aspire to become a valuable platform for our clients and the Greek economy, bringing people and companies together, foreseeing synergies, and turning opportunities into success.

We strive to grow, together with our clients, by creating real value for them. The way we chose to achieve this is by approaching large scale and challenging issues in surprising and unexpected ways, leading us to results with exponential impact for our clients.

Our core purpose is to become an agent for change in the Greek legal community, providing our clients with the service they deserve, in terms of quality and timing, and creating true and measurable value by our legal advice and insight.



val
esu



Our set of values
is simple:

- △ *professional excellence*
- *service with added value*
- *ethical integrity*

These values, together with the implementation of best-practices, have allowed us to grow organically, acquire a sterling reputation in Greece and abroad amongst peers and clients and gradually but steadily become a major legal service provider in Greece.



the
power

of **T**
ams

The Team

We believe in the power of teams, rather than individuals: to secure successful outcomes, we bring together groups of people with just the right mix of sector, product and jurisdictional knowledge.



That's why we have a team with strong expertise across a wide range of disciplines to best serve our clients.

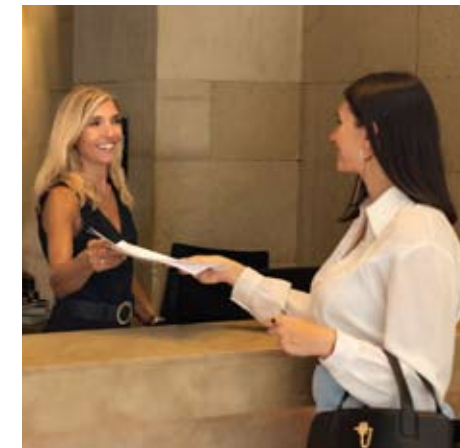
All high caliber lawyers in addition to the legal thinking and knowledge, are trained to think outside the "legal" box, to follow unexpected paths and to have a business vision that helps them proactively detect business opportunities for clients.

We provide law students, trainee lawyers and legal professionals with abundant opportunities to share their knowledge and passion for the law with clients and colleagues.

We are committed to building a diverse workforce and creating an inclusive environment where everyone can thrive.

Our leadership is actively involved in managing our commitment to diversity and inclusion, and fostering a culture that creates opportunities for everyone, provides a safe and respectful workplace, and prohibits harassment in any form. We apply this same level of commitment in promoting the well-being of our lawyers and professional staff and in serving our communities.

The
team



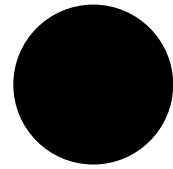
The
team





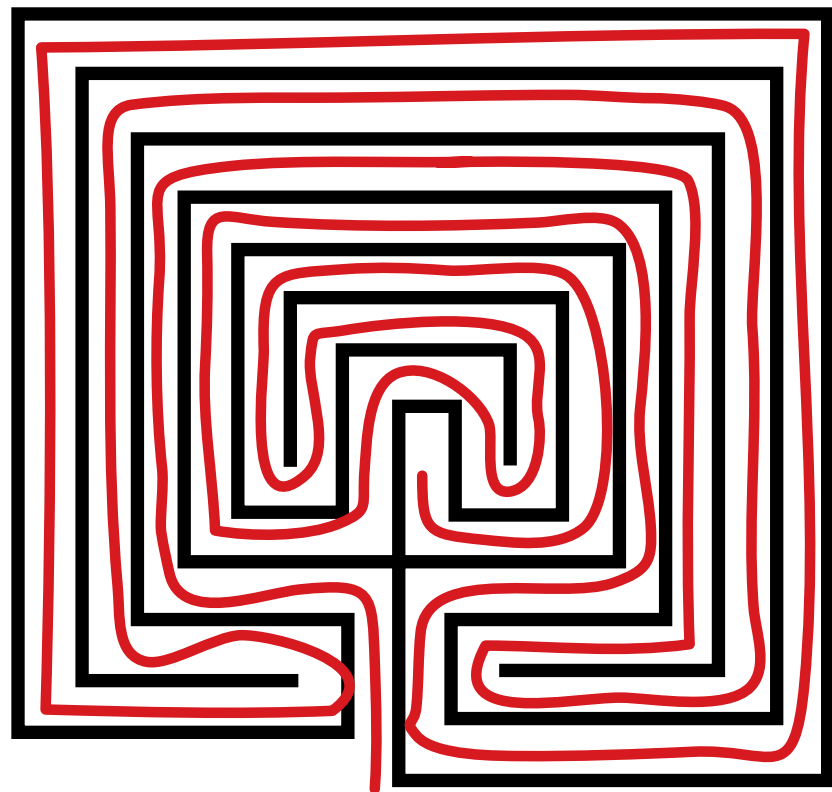
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quick



simple
& *tested*

How we Make Life easy for our Clients



Fast, cost-effective solutions

We strive to provide our clients with fast, cost-effective and practical services. Our quick reactivity, due to the human dimension of our teams, and our ability to listen to and understand problems, permits us to offer the highest quality service at costs adapted to our clients' needs.

Cutting through the complexity

Clients are often overwhelmed by the difficulty and sheer complexity of Greece's legal and administrative framework. Our aim is to provide our clients with simple and tested solutions to their matters, by cutting through the intricacy, allowing them to focus on what they know best.

Availability – Accessibility

We make ourselves available to listen. By being client-centric we want to ensure that all our clients seek and obtain the legal assistance they need the soonest as to effectively resolve their matters.

Areas of Practice & Expertise

Civil Law/Litigation

Alternative Dispute Resolution

Antitrust & Competition

Corporate & Commercial

M&A

Banking & Finance

Labor & Employment

Real Estate

Criminal Law & White-Collar Crime

Investment Law

Administrative Law/Public Procurement & PPPs

Crisis Management

Tax

Energy/Infrastructure

Privatizations



Civil Law/Litigation

Our case diversity is irrefutable proof of a top litigation team.

We are acknowledged as one of the leading litigation firms in Greece, with a team of extensive and unparalleled experience in all types of Litigation and Alternative Dispute Resolution.

With one of the most diverse litigation practices in Greece we help our clients make the best decisions for optimal results. Whether working creatively and diligently with the client or presenting arguments in court, we effectively advocate for your best interests.

Our team includes talented, well-trained, and experienced lawyers, able to represent and defend clients before the criminal, civil and administrative courts of Greece in a wide range of cases. Also, the litigation services include handling cross-border cases before Greek and foreign courts while the team also represents local and foreign clients before the European Court of Human Rights in Strasbourg.

Furthermore, we provide our clients with skillful and professionally structured representation in a broad range of specific types of litigation, such as Corporate Litigation, Sports Litigation, Malpractice Litigation, Insurance Litigation, Trademark and Copyright Litigation, Privacy Litigation, Securities and Financial Institutions Regulations Litigation, Environmental Litigation, Class Action Litigation.

Alternative Dispute Resolution

We're at the negotiation table with the right representation for every dispute.

Our Alternative Dispute Resolution team of lawyers is internationally trained and has extensive experience in ADR proceedings, especially in negotiating disputes and out-of-Court settlements, as well as representing clients in local and international courts of arbitration.

Driven by a result-oriented approach, we allocate the most appropriate lawyers to handle a case considering the underlying cause of each specific dispute. Our commitment is to assist clients and resolve disputes in an efficient and timely manner.

The firm's services include representation in ADR proceedings (ICC Rules, Greek Code of Civil Procedure, Greek Chamber of Commerce, OMED, LCIA, AAA), and tailor-made arbitration agreements based on the specific needs and requirements of each transaction.

Antitrust & Competition

We navigate the ins & outs of EU and Greek competition law for smooth business operations.

Greek and EU competition law aims to ensure free competition by punishing monopolies and cartels. The main policy areas of EU Competition law, which is largely inspired by US antitrust law, include cartels, monopolies, merger controls and state aid. The same areas are also reflected in local laws implementing the relevant European Commission directives and guidelines.

With broad knowledge and international reach, our team provides full support in all aspects of EU and Greek law. We offer expert legal advice providing a safety net for businesses to troubleshoot the complexities of the relevant legal framework and confidently move forward to implement future goals.

We offer top-level, client-focused services, in close collaboration with associated counsel in Brussels, providing transaction support on all aspects of EU and Greek competition law. Given the strictness and complexity of the relevant legal framework, antitrust advice is of paramount importance to businesses, as cartel activity can entail substantial regulatory fines, dominant undertakings and controlled mergers can be disallowed and State aid may have to be refunded. In this context, our team also advises clients on business practices, antitrust audits, and compliance.

Corporate & Commercial

Leading innovative transactions for landmark deals.

Our Corporate & Commercial team has a successful track record in leading some of the most innovative transactions in the market. The team is specialized in international trade and cross-border transactions and has a wide experience in all types of the relevant arrangements.

We know the value of step-by-step assistance when doing business on an international scale. Our team has the know-how to pave the way for your particular business venture with a scope of services ranging from agency and distributor agreements, hotel management and licensing agreements, franchise agreements and export licensing to detailing the fine lines to secure your best interests.

Based on training and prior professional experience, we have the know-how to form joint ventures and private equity schemes in a compliant and tax efficient manner in Greece and abroad. The team has extensive expertise in corporate and project financing transactions, having represented companies established in Greece in their negotiations and dealings with international banks.

Mergers & Acquisitions

World-class deals punctuated with global insight of a skilled legal team.

Our Mergers & Acquisitions team of lawyers has established a leadership position in the market by aligning an excellent standard of legal services with the corporate commitment to tap opportunities beyond borders toward global betterment and growth. Our clients include a broad spectrum of public and private organizations, governmental entities, and individual investors in every type of M&A situation.

Our forward-thinking team is focused on optimizing your transaction processes. We offer in-depth knowledge across the sectors and provide seamless advice based on local expertise combined with business acumen and skilled transactional know-how.

Our M&A practice has led to numerous investment transactions, privatizations, and domestic reorganizations. With impressive experience in complex cross-border transactions, our M&A team maximizes deal certainty and has handled some of the market's top transactions.

Banking & Finance

Top integrated advice across the credit cycle.

We represent clients in all types of financing transactions and advise individuals and legal entities on consumer protection issues. Our capabilities in this vital area include credit facility arrangements and related security packages, structured and project finance deals, and transactions relating to OTC derivatives.

The world of Banking & Finance is complex and ever-changing. Add to this, the need to adhere to all laws and regulations, and the level of legal skills rises sharply. Most lawyers represent either lenders or borrowers. We represent both. This fact, combined with the expansive scope of services we offer, represents the high calibre of counsel and degree of dedication provided by our specialized lawyers.

The firm's Banking & Finance services include integrated advice across the entire credit cycle, from the debt origination to amendments, debt buy-backs, distressed re-financings and the restructuring and renegotiation of debt instruments in capital structure. Our clients include all major Greek credit institutions, some of the world's largest commercial banks, investment banks, investment banking firms, private investment funds and other institutional lenders and investors, as well as LBO sponsors, private equity funds, hedge funds, strategic buyers, borrowers, and issuers of securities.

Labor & Employment

Close to our clients with a stand-alone practice in labor law.

Recent steps in restructuring the employment relationship and rethinking labor costs have proved vital to a company's success. Employers, working in close cooperation with labor lawyers, must practice the utmost diligence in accurately reflecting the law in all labor agreements beforehand to avoid potential litigation in the future.

Our expert team of lawyers has long-standing experience in labor law with experience in all types of labor and employment matters. We're distinguished for offering legal services in employment as a stand-alone practice and not merely as support advice. Our way of working gives our clients the assurance of a well-informed legal partner close at hand.

Developments in Greek labor law have underlined the need for professional and strategic handling of corporate employment matters. The so-called flexible labor relations, labor reserve and incentives offered to employers for stimulating employment are issues which are carefully addressed by our highly qualified employment specialists. In addition, we handle executive compensation and benefits matters both at the contractual level and also in litigation and ADR.

Real Estate

Driving Greek property investments with end-to-end legal services.

The real estate market is traditionally one of the key drivers of the Greek economy. Greece's geographical and geopolitical position attracts international investors for business ventures, as well as private investors who choose Greece as holiday destination.

We strive to grow together with our clients by creating real value for each by providing innovative legal solutions to reach their goals. The way we chose to achieve this is by approaching large scale and challenging issues in unexpected ways.

Our Real Estate team has advised on some of the most high-profile real estate acquisitions, dispositions, joint ventures, financing, and restructuring projects for foreign investors in Athens and throughout the country. We are uniquely qualified to assist clients with complex matters due to our seamless "end-to-end" approach of providing comprehensive legal services.

Criminal Law & White-Collar Crime

Serving the principles of justice
with noteworthy experience.

Our team of criminal lawyers takes bold steps in the High Courts to represent both corporate and private clients in a range of criminal matters. We bring to every case a record of outstanding performance in Greece and abroad handling complex and high-profile cases with remarkable results.

We're open-minded and unbiased leaving judgment to the jury and the courts. Our purpose is to defend our clients by all means through the legal process of fair representation. We do this by applying our comprehensive knowledge of the law to a deep understanding of our clients' actions and the extenuating circumstances.

From allegations in the business context to cross-border criminal cases, the focus of our services is the same: care, skill, diligence. Our team is highly regarded for the detailed analysis of case strategy and intensive case follow-up at all levels of criminal proceedings.

Our Criminal Law Practice is not limited to Greece, and we serve Greek and foreign clients abroad, either by consulting and coordinating with local criminal specialists or, by representation before the European Court of Human Rights. We have handled several extradition cases either through European Arrest of Warrants or through extradition requests based on extradition treaties.

Investment Law

Moving the market with forward thinking
and a pro-business approach.

With high regard for commercial pragmatism and a pro-business approach, our Investment Law team is competent, not only in providing clients with quality legal services but, also, the keen insight to distinguish, assess and indicate the most interesting business opportunities in the market.

We aspire to become a valuable connector for our clients and the Greek economy, bringing people, ideas, and companies together, foreseeing synergies and turning opportunities into success.

Generous incentives provided by law in recent years seem to efficiently address investors' core expectation for a stable, non-bureaucratic and rewarding business environment from a political, legal and tax standpoint.

Administrative Law/Public Procurement & Private-Public Partnerships

Comprehensive collaboration
for Concessions & PPPs projects.

The protection of EU and Greek law closely regulates public procurement to prevent fraud, waste, corruption, or local protectionism. Concessions and PPPs projects require minimum state contribution making public tenders more and more attractive for infrastructure and large-scale projects.

Our aim and ambition are to be responsive to our clients' needs and business objectives with integrity and professionalism. We maintain strong relations, working closely with our clients, not only as legal technicians, but, more importantly, as dedicated partners toward project success.

Our Administrative Law/Public Procurement & PPP team has advised on the EU and National legislative and regulatory framework, the preparation for and participation in public tenders, the drafting and negotiation of the relevant documentation and the execution of public procurement contracts. Our expertise is provided by a highly regarded team with demonstrated competence in public law cases which collaborates with our legal specialists in real estate, property, taxation, competition, and corporate law to ensure a keen multidisciplinary perspective. We have extensive experience both as advisors to the Greek state but, also, as advisors to private companies bidding for PPPs projects.

Crisis Management

Keeping bias at bay for fair litigation
in high profile cases.

Our Crisis Management team acts as an indispensable partner with our strong litigation practice. The team provides clients with professional, accurate and immediate response to crises which represent critical moments in a case.

Our Crisis Management team has broad experience in the successful representation of several individuals and legal entities in crisis situations. Together with international specialized advisers, we provide our clients with targeted strategies for responding to these attacks.

Whether a biased press attack or whistleblower-leak of criminal involvement relative to a high-profile case of an individual or company, or the damaging effects of publicized events, such as a dawn raid and compliance failure or a business disaster, widespread allegations create an independent crisis for the client. A crisis which may prove to be much harsher than the underlying legal controversy itself.

Tax

Leading tax advisors with a well-earned reputation for effective solutions.

Our goal is to advise our clients on all areas of taxation and to provide cost-effective solutions. Since taxes affect every aspect of corporate business, the professions and individual income, the expertise of an experienced legal team with deep knowledge of tax law is your key asset for avoiding the unexpected.

You can count on our legal team for advice across the board in handling everything from investments and business in Greece and abroad, cross border taxation of profits, dividends, royalties and interest, international tax and customs matters to general anti-abuse and anti-avoidance legislation.

Our team is also fully qualified to support clients throughout the duration of a tax audit. If the client opts to appeal before the Greek tax courts, our Tax practice team provides experienced representation in court, particularly, in assisting our clients formulate tax strategies aimed at successfully substantiating our position before the Greek courts. We can also assist clients in addressing foreign tax issues through our close affiliation and on-going cooperation with qualified tax advisors abroad.

Our Tax practice team consists of five main specialty areas: (i) Greek and International Corporate Tax Advisory Services; (ii) Mergers & Acquisitions; (iii) Transfer Pricing; (iv) Private Client Services; and (v) Tax Diagnostic Reviews, Audits and Litigation.

Energy & Infrastructure

Active in Energy with advice and assistance on investment opportunities.

With the rapid evolution of the Energy Industry in recent years, we have adapted our practice to meet the growing needs of our clients. Our team of experts can assist clients in identifying investment opportunities in the Greek energy market, particularly, in the prospects of renewable energy based on the climate and environmental conditions of Greece.

Looking toward the future and importance of sustainable energy for protecting the environment, we advise companies interested in taking advantage of the incentives provided by law for green investments, as well as assisting clients with licensing and regulatory matters involving interaction with the Regulator (RAE) in cooperation with specialized technical advisors.

We regularly advise sponsors and lenders on structuring, documenting and negotiating, financing and security arrangements of energy projects, project agreements and sub-contracts.

Our Energy & Infrastructure team has handled an increasing number and variety of deals for developers, production facilities, utilities and other industrial companies in the oil and gas industry but also in the renewable energy sector.

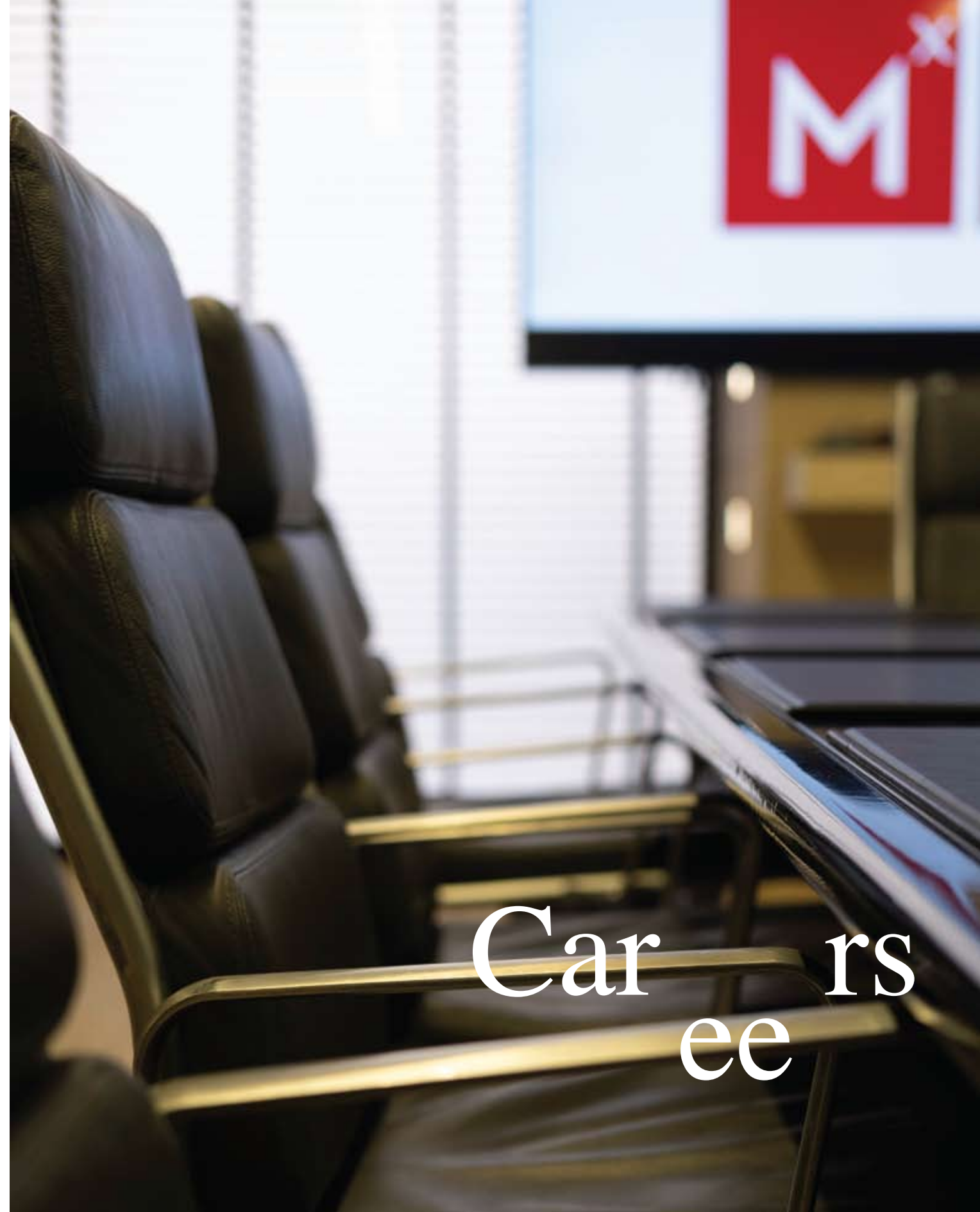
Privatizations

Innovative legal support for a new era of Greek privatizations.

In recent years, the Greek State has initiated a broad-spectrum privatization program, spanning rail and road transport, airports and ports, utilities, gaming and public real estate holdings. The program, aimed at leveraging private investment to help restructure the Greek economy, safeguard public interest and contribute to the ongoing fiscal consolidation effort, is a proven success.

With extensive experience in complex corporate transactions across a wide range of industries, we can offer full support from conception to realization. We can help with the broader issues from tender documents to the negotiation and implementation of transaction documents including project financing.

Our team of experts has extensive and practical experience in structuring and implementing deals between investors (companies, private equity funds etc.) and the Greek State and, on several occasions, in cooperation with international law firms and credit institutions.



Car
ee
rs

Careers

We build a diverse workforce and an inclusive environment where everyone can thrive.

*“No one can whistle
a symphony.*

*It takes a whole orchestra
to play it.”*

Fostering Opportunities

At our Law Practice, we believe in sharing opportunities, knowledge, and passion for the law among our colleagues.

Whether you are a law student, a trainee lawyer or a legal professional, our robust environment encourages the exchange of ideas and opinions at all levels.

We motivate our lawyers to envision the best they can be, giving every chance to every individual to continuously grow. We're committed to equity, diversity, inclusion, and the well-being of our professional staff in a respectful workplace.

Could this be the ideal workplace for you to move forward on your career?

Let's talk.



WHEN
A
LL
is said

Get the whole story, in one piece.
Highlighting quotes from our lawyers.

Make the impossible possible.

Excellence is never an accident.

*There is nothing more exciting
than out-of-the-box thinking.*

Blessed to be nurtured professionally.

Working in a friendly, motivated environment.

Focus on the objectives, not the obstacles.

Share the target of your client.

*Communication – the human connection – is key
to career success.*

Recognition & Awards

Change is happening faster than ever, and to stay ahead, we need to anticipate what's next. Legal challenges come from all directions. And we choose to stay at the forefront.

It is our business to deliver legal services that work for our clients, and you can trust our experts to take care of things on your behalf. Over the years the firm and many of our teams have been recognized by leading international legal directories (Chambers & Partners, Legal 500, IFLR1000) for their innovation, commitment, their passion in delivering the best results, for their excellence.

Further, our Firm is regularly invited and contributes articles in established international legal guides and directories as well as in distinguished local legal reviews.



Judges are looking for outstanding firms that have taken the market by storm and have achieved more than their direct competitors and peers. Our achievements include the successful expansion into new international or domestic markets, new client wins, the completion of strategic mergers and acquisitions or some successful business deals. You can view some of our prestigious awards and successes below.



Understanding & Anticipating YOUR needs

At Machas & Partners both corporate and private clients are provided with specialized advisory and top-notch representation in their daily matters while benefiting from our team's broad experience. How? By working closely with our clients, understanding and anticipating their unique needs, and proposing practical, tailor made solutions to optimize their benefits.

If you are looking for a reliable legal partner and have questions, don't hesitate, our team of experts is here and has the right answers.

machas-partners.com



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